Godrej Consumer Products Limited

Godrej One, 4th Floor,
Pirojshanagar,
Eastern Express Highway,
Vikhroli (E), Mumbai – 400 079, India
Tel.: +91-22-2518 8010/ 8020/ 8030
Fax.: +91-22-2518 8040/ 8065/ 8069
Website: www.godrejcp.com

CIN: L24246MH2000PLC129806

July 15, 2026

BSE Limited
Corporate Relations Department
Phiroze Jeejeebhoy Towers, Dalal Street,
Fort, Mumbai - 400 001
Scrip Code: 532424

National Stock Exchange of India Limited
Exchange Plaza,
Bandra-Kurla Complex,
Mumbai 400 051
Symbol: GODREJCP

Subject: Submission of the Business Responsibility and Sustainability Report for the Financial Year ended March 31, 2026

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2025-26, together with an Independent Practitioners' Reasonable and Limited Assurance Report issued by KPMG Assurance and Consulting Services LLP.

The BRSR and the Assurance Reports both form an integral part of the Annual & Integrated Report for the Financial Year 2025-26, submitted to the Stock Exchanges vide our letter dated July 15, 2026.

The BRSR and the Assurance Reports are also available on the Company's website at the following web-link:

https://godrejcp.com/investors/annual-reports

We request you to take the above on record.

Thanking you,
Yours faithfully,

For Godrej Consumer Products Limited

TEJAL VIRENDRA JARIWALA

Digitally signed by TEJAL VIRENDRA JARIWALA
Date: 2026.07.15 20:53:54 +05'30'

Tejal Jariwala
Company Secretary & Compliance Officer
(F9817)

Encl.: As above

Independent Practitioners' Reasonable Assurance Report

To the Board of Directors of Godrej Consumer Products Limited

Assurance report on the sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) disclosures

Assurance report on the sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) Core Format[1] (called 'Identified Sustainability Information' (ISI) of Godrej Consumer Products Limited (the 'Company') for the period from 1 April 2025 to 31 March 2026. The ISI is included in the Business Responsibility and Sustainability Report section of the Company in the Annual Integrated Report for the period from 1 April 2025 to 31 March 2026.

Opinion

We have performed a reasonable assurance engagement on whether the Company's sustainability disclosures in the BRSR Core Format for the period from 1 April 2025 to 31 March 2026 have been prepared in accordance with the Reporting Criteria (refer table below).

Identified Sustainability Information (ISI) subject to assurance	Period subject to assurance	Page number in the Annual Integrated Report	Reporting Criteria
BRSR Core (refer Appendix – I)	From 1 April 2025 to 31 March 2026	279 to 322	- Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR) - Master Circular for compliance with the provisions of the SEBI LODR by listed entities, dated January 30, 2026 (Master Circular) prescribing o Format of the BRSR o Guidance notes for BRSR format - Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standard) (Revised) developed by World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD)

This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and environmental and social professionals.

In our opinion, the company's Identified Sustainability Information on pages *279 to 322 is in the Business Responsibility and Sustainability Report (BRSR) section of Annual Integrated Report for* the period 1 April 2025 to 31 March 2026, is prepared, in all material respects, in accordance with the *Regulation 34(2)(f) of SEBI LODR, Master Circular, the Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standard) (Revised) developed by World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD) and as per the Reporting Boundary as set out in BRSR, Section – A: General Disclosures.*

Basis for opinion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standards are further described in the "Our responsibilities" section of our report.

[1] As per SEBI Master circular number SEBI/ HO/49/14/14(7)2025-CFD-POD2/I/3762/2026

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

KPMG Assurance and Consulting Services LLP ("Firm") applies International Standard on Quality Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

Management and the Board of Directors are responsible for the other information. We have performed limited assurance engagement on select BRSR attributes (which are not part of BRSR Core) and select GRI indicators for the Company and assurance report has been issued on 15 July 2026. The other information comprises the information included in the Company's Annual Integrated Report (but does not include the BRSR Core, select BRSR attributes and select GRI indicators and assurance reports thereon).

Our reasonable assurance opinion on the BRSR Core and limited assurance conclusion on select BRSR attributes and GRI indicators does not cover the Other information and we do not express any form of assurance conclusion thereon.

In connection with our assurance report of the BRSR Core attributes, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the BRSR Core or our knowledge obtained in the assurance or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report the matter to Those Charged with Governance and describe actions under applicable laws and regulations. We have nothing to report in this regard.

Intended use or purpose

The ISI and our reasonable assurance report are intended for users who have reasonable knowledge of the BRSR attributes, the Reporting Criteria and ISI and who have read the information in the ISI with reasonable diligence and understand that the ISI is prepared and assured at appropriate levels of materiality.

Our opinion is not modified in respect of this matter.

Management's responsibilities for the Identified Sustainability Information (ISI)

The management of the Company acknowledge and understand their responsibility for:

- designing, implementing and maintaining internal controls relevant to the preparation of the ISI so that it is free from material misstatement, whether due to fraud or error;
- selecting or establishing suitable criteria for preparing the ISI, taking into account applicable laws and regulations, if any, related to reporting on the ISI, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the ISI in accordance with the Reporting Criteria;
- disclosure of the applicable criteria used for preparation of the ISI in the Annual Integrated Report;
- preparing, fairly stating and properly calculating the ISI in accordance with the Reporting Criteria;
- ensuring the reporting criteria is available for the intended users with relevant explanation;
- establishing targets, goals and other performance measures, and implementing actions to achieve such targets, goals and performance measures;

- providing the details of the management personnel who takes ownership of the ISI disclosed in the Annual Integrated Report;
- ensuring compliance with law, regulation or applicable contracts;
- making judgements and estimates that are reasonable in the circumstances;
- identifying and describing any inherent limitations in the measurement or evaluation of information covered by assurance in accordance with the Reporting Criteria;
- preventing and detecting fraud;
- selecting the content of the ISI, including identifying and engaging with intended users to understand their information needs;
- informing us of other information that will be included with the ISI;
- supervision of other staff involved in the preparation of the ISI.

Those charged with governance are responsible for overseeing the reporting process for the Company's ISI.

Inherent limitations

The preparation of the Company's BRSR information requires the management to establish or interpret the criteria, make determinations about the relevancy of information to be included, and make estimates and assumptions that affect the reported information.

Measurement of certain amounts and BRSR Core metrics, some of which are estimates, is subject to substantial inherent measurement uncertainty, for example, GHG emissions, water footprint, energy footprint. Obtaining sufficient appropriate evidence to support our opinion does not reduce the uncertainty in the amounts and metrics.

Our responsibilities

We are responsible for:

- Planning and performing the engagement to obtain reasonable assurance on the BRSR Core disclosures free from material misstatement, whether due to fraud or error, in accordance with the Reporting Criteria in line with the section above.
- Forming an independent opinion, based on the procedures we have performed and the evidence we have obtained, and
- Reporting our reasonable assurance opinion to the Board of Directors of the Company

Summary of the work we performed as the basis for our opinion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

The nature, timing, and extent of the procedures selected depended on our judgement, including an assessment of the risks of material misstatement of the information covered by reasonable assurance, whether due to fraud or error. We identified and assessed the risks of material misstatement through understanding the Information covered by reasonable assurance and the engagement circumstances. We also obtained an understanding of the internal control relevant to the information covered by reasonable assurance in order to design procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls. In carrying out our engagement, we:

- assessed the suitability of the criteria used by the company in preparing the information covered by reasonable assurance;
- evaluated the appropriateness of reporting policies, quantification methods and models used in the preparation of the information covered by reasonable assurance and the reasonableness of estimates made by the Company; and
- evaluated the overall presentation of the information covered by reasonable assurance.

Exclusions

Our assurance scope excludes the following and therefore we will not express an opinion on the same:

- Any form of review of the commercial merits, technical feasibility, accuracy of claims, compliance with applicable legislations. We have not verified any of the judgements in relation to commercial risks associated with the business activities.
- Operations of the Company other than those under the *Reporting Boundary set out in the section A of BRSR section of the Annual & Integrated Report* (Scope of Assurance).
- The Company's statements that describe the strategy, progress on goals (other than those listed under the scope of assurance as mentioned above), expression of opinion, claims, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the ISI.
- Data and information outside the defined reporting period i.e., from 1 April 2025 to 31 March 2026.

For KPMG Assurance and Consulting Services LLP

Prathmesh Raichura
Partner

Date: 15 July 2026
Place: Mumbai

Appendix – I

BRSR Core attributes

Principle	Attribute/Area	Parameter/Metric	Type of Assurance
Principle 1 - E8	Fairness in Engaging with Customers and Suppliers	Number of days of accounts payable	Reasonable
Principle 1 - E9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Reasonable
Principle 3 - E1 c	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers	Reasonable
Principle 3 - E11		Details of safety related incidents (LTIFR, Recordable Injuries, Fatalities, High Consequence Injuries)	Reasonable
Principle 5 - E3 b	Enabling Gender Diversity in Business	Gross wages paid to females as % of total wages paid by the entity	Reasonable
Principle 5 - E7		Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013	Reasonable
Principle 6 - E1	Energy Footprint	Total energy consumption	Reasonable
		Energy intensity (per rupee of turnover, per rupee of turnover adjusted for PPP, per physical output)	Reasonable
Principle 6 - E3	Water Footprint	Provide details of water withdrawal by source	Reasonable
		Total water consumption	Reasonable
		Water consumption intensity (per rupee of turnover, per rupee of turnover adjusted for PPP, per physical output)	Reasonable
Principle 6 - E4	Water Footprint	Water Discharge by destination and levels of Treatment	Reasonable
Principle 6- E7	GHG Footprint	Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, ifavailable)	Reasonable
		Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, ifavailable)	Reasonable
		GHG Emission Intensity (Scope 1+2) (per rupee of turnover, per rupee of turnover adjusted for PPP, per physical output)	Reasonable
Principle 6 - E9	Embracing circularity - waste details	Provide details related to waste generated by category of waste	Reasonable
		Waste intensity (per rupee of turnover, per rupee of turnover adjusted for PPP, per physical output)	Reasonable
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	Reasonable
		For each category of waste generated, total waste disposed by nature of disposal method	Reasonable
Principle 8 - E4	Enabling Inclusive Development	Percentage of input material (inputs to total inputs by value) sourced from suppliers (MSMEs/small suppliers and directly within India)	Reasonable
Principle 8 - E5		Job creation in smaller towns Wages paid to persons employed in smaller towns as % of total wage cost	Reasonable
Principle 9 - E7	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	Reasonable

Independent Practitioners' Limited Assurance Report

To the Board of Directors of Godrej Consumer Products Limited

Assurance report on select sustainability disclosures in the Annual Integrated Report

Assurance report on select sustainability disclosures (which are not part of BRSR Core) in the Annual Integrated Report prepared in accordance with the Business Responsibility and Sustainability Reporting (BRSR) framework and with reference to the Global Reporting Initiative (GRI) Standards 2021 (together called 'Identified Sustainability Information' (ISI)) of Godrej Consumers Limited (the 'Company') for the period 1 April 2025 to 31 March 2026.

Conclusion

We have performed an assurance engagement on the Identified Sustainability Information (ISI) as detailed in the table below:

Identified Sustainability Information (ISI) subject to assurance	Period subject to assurance	Page number in the Annual Integrated Report	Reporting Criteria
Select BRSR attributes (which are not part of BRSR Core) (refer Annexure – 1) Select GRI Standards 2021, indicators (refer Annexure – 2)	1 April 2025 to 31 March 2026	126 to 198 and 279 to 322	- GRI Standards 2021 - Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR) - Master Circular for compliance with the provisions of the SEBI LODR by listed entities, dated January 30, 2026 (Master Circular) prescribing o Format of the BRSR o Guidance notes for BRSR format - Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standard) (Revised) developed by World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD) - Corporate Value Chain (Scope 3) Accounting and Reporting Standard developed by World Resource Institute (WRI)/ World Business Council for Sustainable Development (WBCSD)

This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and environmental and social professionals.

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the Company's Identified Sustainability Information on pages *126 to 198 and 279 to 322 in Business Responsibility and Report section and in the Annual Integrated Report* relating to select BRSR attributes (which are not part of BRSR Core) and select GRI indicators for the year ended 31 March 2026, is not prepared, in all material respects, in accordance with Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standard) (Revised), the Corporate Value Chain (Scope 3) Accounting & Reporting Standard, Regulation 34(2)(f) of the *of SEBI LODR, Master Circular,* and with reference to the GRI Standards (2021) and basis of preparation set out in notes in the section A of Business Responsibility and Sustainability Report Section of the Annual Integrated Report.

Basis for conclusion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* and ISAE 3410, *Assurance Engagements on Greenhouse Gas Statements,* issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standards are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

KPMG Assurance and Consulting Services LLP ("Firm") applies International Standard on Quality Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements,* issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other information

Management and the Board of Directors are responsible for the other information. We have performed a reasonable assurance engagement on BRSR Core for the Company, and the assurance report has been issued on 15 July 2026. The Other information comprises the information included in the Company's Annual Integrated Report but does not include the selected BRSR attributes and GRI indicators, and BRSR Core and assurance reports thereon.

Our reasonable assurance opinion on BRSR Core and limited assurance conclusion on the select BRSR attributes and select GRI indicators, does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our assurance report of the selected BRSR attributes and GRI indicators, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the selected BRSR attributes and GRI indicators or our knowledge obtained in the assurance or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to communicate the matter to Those Charged With Governance and describe actions under the applicable laws and regulations. We have nothing to report in this regard.

Intended use or purpose

The ISI and our limited assurance report are intended for users who have reasonable knowledge of the BRSR and GRI attributes, the reporting criteria and ISI and who have read the information in the ISI with reasonable diligence and understand that the ISI is prepared and assured at appropriate levels of materiality.

Our conclusion is not modified in respect of this matter.

Management's responsibilities for Identified Sustainability Information (ISI)

The management of the Company are responsible for:

- designing, implementing and maintaining internal control relevant to the preparation of the Identified Sustainability Information that is free from material misstatement, whether due to fraud or error;
- selecting or establishing suitable criteria for preparing the ISI, taking into account applicable laws and regulations, if any, related to reporting on the ISI, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the ISI in accordance with the Reporting Criteria;
- disclosure of the applicable criteria used for preparation of the ISI in the Annual Integrated Report;
- preparing, fairly stating and properly calculating the ISI in accordance with the Reporting Criteria.
- ensuring the reporting criteria is available for the intended users with relevant explanation;
- establishing targets, goals and other performance measures, and implementing actions to achieve such targets, goals and performance measures;
- providing the details of the management personnel who takes ownership of the ISI disclosed in the Annual Integrated Report;

- ensuring compliance with laws, regulations or applicable contracts;
- making judgements and estimates that are reasonable in the circumstances;
- identifying and describing any inherent limitations in the measurement or evaluation of information covered by assurance in accordance with the Reporting Criteria;
- preventing and detecting fraud;
- selecting the content of the ISI, including identifying and engaging with intended users to understand their information needs;
- informing us of other information that will be included with the ISI;
- supervision of other staff involved in the preparation of the ISI.

Those charged with governance are responsible for overseeing the reporting process for the Company's ISI.

Inherent limitations

The preparation of the Company's sustainability information requires the management to establish or interpret the criteria, make determinations about the relevancy of information to be included, and make estimates and assumptions that affect the reported information.

Measurement of certain amounts and BRSR and GRI attributes, some of which are estimates, is subject to substantial inherent measurement uncertainty, for example GHG emissions, water footprint, energy footprint. Obtaining sufficient appropriate evidence to support our conclusion does not reduce the uncertainty in the amounts and metrics.

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain a limited assurance about whether the ISI is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to Board of Directors of the Company.

Summary of the work we performed as the basis for our conclusion

We exercised professional judgement and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for limited assurance conclusion.

Our procedures selected depended on our understanding of the information covered by limited assurance and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, we:

- assessed the suitability of the Reporting Criteria used by the Company in preparing the information covered by limited assurance;
- interviewed senior management and relevant staff at corporate and selected locations concerning policies for environment, and Occupational health and safety, and the implementation of these across the business;
- through inquiries, obtained an understanding of the Company's control environment, processes and information systems relevant to the preparation of the information covered by limited assurance, but did not evaluate the design of particular control activities, obtain evidence about their implementation or test their operating effectiveness;
- made inquiries of relevant staff at *corporate and selected locations responsible* for the preparation of the information covered by limited assurance;
- undertook eleven site visits out of which six were physical site visits and five were virtual site reviews including corporate office. The selection of these sites is based on the relative size of the production of these locations to the total production, relative manufacturing activity at these locations, unexpected fluctuations in the information subject to limited assurance since the prior period, and sites not visited in the prior period;

- inspected, at each site visited, a limited number of items to or from supporting records, as appropriate;
- applied analytical procedures, as appropriate;
- recalculated the information covered by limited assurance based on the criteria; and
- evaluated the overall presentation of the information covered by limited assurance to determine whether it is consistent with the criteria and in line with our overall knowledge of, and experience with, the Company's policies relating to environment and occupational health and safety.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Exclusions

Our assurance scope excludes the following and therefore, we will not express a conclusion on the same:

- Any form of review of the commercial merits, technical feasibility, accuracy of claims, compliance with applicable legislations. We have not verified any of the judgements in relation to commercial risks associated with the business activities.
- Operations of the Company other than those under the *Reporting Boundary set out in the section A of BRSR section of the Annual & Integrated Report* (Scope of Assurance).
- The Company's statements that describe the strategy, progress on goals (other than those listed under the scope of assurance, as mentioned above), expression of opinion, claims, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Aspects of the selected BRSR and GRI attributes and the data/information (qualitative or quantitative) other than the ISI.
- Data and information outside the defined reporting period i.e., 1 April 2025 to 31 March 2026.

For KPMG Assurance and Consulting Services LLP

Prathmesh Raichura
Partner

Date: 15 July 2026
Place: Mumbai

Annexure – 1

Selected BRSR attributes

Sr. No	Principle	Parameter/Metric	Assurance Type
1	Section A - E20 a	Details as at the end of Financial Year: Employees and workers (including differently abled)	Limited
2	Section A - E20 b	Details as at the end of Financial Year: Differently abled Employees and workers	Limited
3	Section A - E21	Participation/Inclusion/Representation of women	Limited
4	Section A - E22	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)	Limited
5	Section A - E25	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct	Limited
6	Principle 1 - E1	Percentage coverage by training and awareness programmes on any of the principles during the financial year	Limited
7	Principle 1 - E6	Details of complaints with regard to conflict of interest	Limited
8	Principle 1 - L1	Awareness programmes conducted for value chain partners on any of the principles during the financial year	Limited
9	Principle 2 - E2b	Percentage of inputs were sourced sustainably	Limited
10	Principle 2 - L3	Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry)	Limited
11	Principle 2 - L4	The products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed	Limited
12	Principle 2 - L5	Reclaimed products and their packaging materials (as percentage of products sold) for each product category	Limited
13	Principle 3 - E1	Details of measures for the well-being of employees	Limited
14	Principle 3 - E2	Details of retirement benefits, for Current FY and Previous Financial Year	Limited
15	Principle 3 - E5	Return to work and Retention rates of permanent employees and workers that took parental leave	Limited
16	Principle 3 - E7	Membership of employees and worker in association(s) or Unions recognized by the listed entity	Limited
17	Principle 3 - E8	Details of training given to employees and workers	Limited
18	Principle 3 - E9	Details of performance and career development reviews of employees and workers	Limited
19	Principle 3 - E13	Number of Complaints on the following made by employees and workers	Limited
20	Principle 3 - E14	Assessments for the year on Health & Safety and working conditions	Limited
21	Principle 3 - L3	Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	Limited
22	Principle 5 - E1	Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format	Limited
23	Principle 5 - E2	Details of minimum wages paid to employees and workers, in the following format	Limited
24	Principle 5 - E3 a	Median remuneration/ wages	Limited
25	Principle 5 - E6	Number of Complaints on the following made by employees and workers: on Child labor, Forced labor, Sexual harassment, Discrimination at workplace, Wages, Others	Limited
26	Principle 5 - E10	Assessments for the year on Child labor, Forced labor, Sexual harassment, Discrimination at the workplace, Wages and other human rights-related issues	Limited
27	Principle 6 - E6	Please provide details of air emissions (SOx, NOx, PM)	Limited
28	Principle 6 - L1	Water withdrawal, consumption and discharge in areas of water stress	Limited
29	Principle 8 - E2	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity	Limited
30	Principle 9 - E3	Number of consumer complaints in respect of data privacy, Advertising, Cyber-security, Delivery of essential services, Restrictive Trade Practices, Unfair Trade Practices, Other	Limited
31	Principle 9 - E4	Details of instances of product recalls on account of safety issues	Limited

Annexure – 2

Sr. No	GRI indicator	Parameter/Metric	Assurance Type
1	302-1	Energy consumption within the organization (Joules or multiple)	Limited
2	302-3	Energy intensity (Joules per tones of production or multiple of joules per tones of production)	Limited
3	303-3	Water withdrawal (Liters or multiples)	Limited
4	303-4	Water discharge (Liters or multiples)	Limited
5	303-5	Water Consumption (Liters or multiples)	Limited
6	305-1	Direct (Scope 1) GHG emissions (tCO2e)	Limited
7	305-2	Energy indirect (Scope 2) GHG emissions (tCO2e)	Limited
8	305-3	Other indirect (Scope 3) GHG emissions (tCO2e)	Limited
9	305-4	GHG emissions intensity (tCO2e/per tones of production)	Limited
10	305-7	Nitrogen oxides NOx)/sulfide oxides (SOx) and other significant air emissions (Matric Tones)	Limited
11	306-3	Waste generated (Tones)	Limited
12	306-4	Waste diverted from disposal (Tones)	Limited
13	306-5	Waste directed to disposal (Tones)	Limited
14	403-9	Work-related injuries	Limited
15	405-1 (b) – iii	Differently abled Employees and workers (No.)	Limited

Business Responsibility & Sustainability Report (BRSR)

For the Financial Year ended March 31, 2026

SECTION A: GENERAL DISCLOSURES:

I. Details of the Listed Entity:

1.	Corporate Identity Number (CIN) of the Listed Entity	L24246MH2000PLC129806
2.	Name of the Listed Entity	**GODREJ CONSUMER PRODUCTS LIMITED**
3.	Date of Incorporation	29-11-2000
4.	Registered Office Address	Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli (E), Mumbai 400 079
5.	Corporate Address	Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli (E), Mumbai 400 079
6.	E-mail Address	investor.relations@godrejcp.com
7.	Telephone No.	022 25188010/20/30
8.	Website	www.godrejcp.com
9.	Financial Year for which reporting is being done	2025-26 (i.e., from April 1, 2025 to March 31, 2026)
10.	Name(s) of the Stock Exchange(s) where Shares are listed	(1) NSE (2) BSE
11.	Paid-up Capital as on March 31, 2026	Rs. 1,02,32,44,581/-
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: Tejal Jariwala Telephone No.: 022 25188010/20/30 E-mail Address: investor.relations@godrejcp.com
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)	**Standalone Basis** There are certain restatements in the comparative year due to changes in accounting policy of Revenue from Operations and Other Expenses with financial statements, change in methodology, and rectification of physical output metrics. These restatements would enable consistency and comparability of information for the current year and previous year. The previous year's data is disclosed in the Annual Integrated Report of FY 2024 -25. Note A: The comparative value has been restated to align with the change in accounting policy on presentation of Revenue from Operations and Other Expenses in the financial statements. For detailed information, refer to Note 62 and Note 56 of the standalone and consolidated financial statements respectively for further details Accordingly, the comparative information under Principle 1: E8, E9, and Principle 3: E1(C), and Principle 8: E4 for FY 2024 -25 have been restated. Note B: In addition, the comparative disclosures of FY 2024 – 25 relating to turnover – adjusted, PPP – adjusted and physical output based intensity metrics under Principle 6: E1, E3, E7, E9, L1 and L2 have been revised on the change in accounting policy of Revenue from Operations and Other Expenses in the financial statements, referred to Note A and on account of rectification of double accounting of physical output metric considered in previous year. Where applicable we will mention Refer Note A and Note B respectively.
14.	Name of the Assurance Provider	KPMG Assurance and Consulting Services LLP
15.	Type of Assurance obtained	Reasonable assurance for BRSR core indicators Limited assurance for selected other BRSR indicators

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.	Manufacturing	Home care and personal care products	100%
	TOTAL		**100%**

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.	Home Care	20211	49%
2.	Personal Care	20231, 20236	51%

III. Operations:

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

Location	No. of Plants	No. of Offices	Total
National	13	4	17
International	18	1	19

19. Markets served by the Entity:

a) Number of Locations:

Locations	Number
National (No. of States)	28
International (No. of Countries)	17

b) Contribution of Exports as a Percentage of the Total Turnover of the Entity: **4.66%**

c) A Brief on Types of Customers: Godrej Consumer Products caters to a diverse range of customers in emerging markets, with a significant presence in both urban and rural areas. Our focus spans from households using personal care and home care products such as hair colour, handwash, air fresheners, and other consumer goods to salons and stylists specialising in hair care. Through our extensive channel partners and technology-driven strategies, we ensure our products are available and accessible across diverse markets. We maintain a strong distribution network, including regional distributor networks and salon channels, to ensure our products reach to all consumers who use personal care and home care products.

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)
EMPLOYEES						
1.	Permanent (D)	**1728**	1320	76%	408	24%
2.	Other than Permanent (E)	**13**	6	46%	7	54%
3.	**Total Employees (D + E)**	**1741**	**1326**	**76%**	**415**	**24%**
WORKERS						
4.	Permanent (F)	**1609**	1340	83%	269	17%
5.	Other than Permanent (G)	**5740**	3120	54%	2620	46%
6.	**Total Workers (F + G)**	**7349**	**4460**	**61%**	**2889**	**39%**

b) Differently Abled Employees & Workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	9	9	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	**Total Employees (D + E)**	**9**	**9**	**100%**	**0**	**0%**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	**25**	23	92%	2	8%
5.	Other than Permanent (G)	**15**	8	53%	7	47%
6.	**Total Workers (F + G)**	**40**	**31**	**78%**	**9**	**23%**

Note: Pursuant to the applicability of Labour Codes on 21 November 2025, a defined segment of the workforce may qualify for classification as 'workers', and corresponding financial provision have been recognized in the financial statements. However, separate systems for identifying relevant worker categories and ensuring compliance with the Labour Codes are in the process of implementation.

21. Participation / Inclusion / Representation of Women (as on March 31, 2026):

Particulars	Total (A)	No. & Percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	5	50.00%
Key Managerial Personnel	4	2	50.00%

22. Turnover Rate for Permanent Employees and Workers:
(Disclose trends for the past 3 years)

Particulars	Financial Year 2025-26 (Turnover Rate in Current Financial Year)			Financial Year 2024-25 (Turnover Rate in Previous Financial Year)			Financial Year 2023-24 (Turnover Rate in the Year prior to Previous Financial Year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20%	20%	20%	18%	23%	19%	19%	21%	19%
Permanent Workers	7%	22%	9%	15%	15%	15%	6%	40%	8%

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 Pet Care Limited (Earlier named as "Godrej Consumer Care Limited")	Subsidiary	100%	No
2	Godrej Consumer Supplies Limited	Subsidiary	100%	No
3	Godrej Consumer Products Limited Employees' Stock Option Trust	Subsidiary	100%	No
4	Godrej Household Products (Lanka) Pvt. Ltd.	Subsidiary	100%	No
5	Godrej South Africa Proprietary Ltd. (merged with Subinite (Pty) Ltd. w.e.f. 3rd June,2024)	Subsidiary	0%	No
6	Godrej Consumer Products Bangladesh Limited (under voluntary Liquidation)	Subsidiary	100%	No
7	Godrej Household Products (Bangladesh) Pvt. Ltd.	Subsidiary	100%	No
8	Belaza Mozambique LDA	Subsidiary	100%	No
9	Consell SA (up to 9th Oct, 2024)	Subsidiary	0%	No
10	Cosmetica Nacional S.A.	Subsidiary	100%	No
11	Canon Chemicals Limited	Subsidiary	100%	No
12	Deciral SA	Subsidiary	100%	No
13	Frika Weave (PTY) LTD (merged with Subinite (Pty) Ltd. w.e.f. 3rd June, 2024)	Subsidiary	0%	No
14	Godrej Africa Holdings Limited	Subsidiary	100%	No
15	Godrej Consumer Holdings (Netherlands) B.V.	Subsidiary	100%	No
16	Godrej Consumer Investments (Chile) Spa	Subsidiary	100%	No

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)
17	Godrej Consumer Products (Netherlands) B.V.	Subsidiary	100%	No
18	Godrej Consumer Products Dutch Coöperatief U.A.	Subsidiary	100%	No
19	Godrej Consumer Products Holding (Mauritius) Limited	Subsidiary	100%	No
20	Godrej Consumer Products International (FZCO)	Subsidiary	100%	No
21	Godrej Global Mid East FZE	Subsidiary	100%	No
22	Godrej Holdings (Chile) Limitada	Subsidiary	100%	No
23	Godrej Indonesia IP Holdings Ltd.	Subsidiary	100%	No
24	Godrej Mauritius Africa Holdings Ltd.	Subsidiary	100%	No
25	Godrej Mid East Holding Limited (under voluntary Liquidation)	Subsidiary	100%	No
26	Godrej Netherlands B.V.	Subsidiary	100%	No
27	Godrej Nigeria Limited (merged with Lorna Nigeria Ltd. w.e.f. 1st October, 2024)	Subsidiary	0%	No
28	Godrej Peru SAC (up to 10th May, 2024)	Subsidiary	0%	No
29	Godrej SON Holdings INC.	Subsidiary	100%	No
30	Godrej Tanzania Holdings Ltd.	Subsidiary	100%	No
31	Godrej (UK) Ltd.	Subsidiary	100%	No
32	Godrej West Africa Holdings Ltd.	Subsidiary	100%	No
33	Hair Credentials Zambia Limited	Subsidiary	100%	No
34	Hair Trading (offshore) S. A. L.	Subsidiary	100%	No
35	Issue Brazil LTDA (under voluntary liquidation)	Subsidiary	100%	No
36	Kinky Group (Pty) Limited (merged with Subinite (Pty) Ltd. W.e.f. 3rd June, 2024)	Subsidiary	0%	No
37	Laboratoria Cuenca S.A.	Subsidiary	100%	No
38	Godrej Nigeria Limited (Earlier named as "Lorna Nigeria Ltd.")	Subsidiary	100%	No
39	Old Pro International Inc.	Subsidiary	100%	No
40	Panamar Producciones S.A. (closed w.e.f. 1st August 2025)	Subsidiary	100%	No
41	PT Godrej Business Service Indonesia	Subsidiary	100%	No
42	PT Indomas Susemi Jaya	Subsidiary	100%	No
43	PT Godrej Distribution Indonesia	Subsidiary	100%	No
44	PT Godrej Consumer Products Indonesia	Subsidiary	100%	No
45	PT Sarico Indah	Subsidiary	100%	No
46	Strength of Nature LLC	Subsidiary	100%	No
47	Style Industries Limited	Subsidiary	100%	No
48	Subinite (Pty) Ltd.	Subsidiary	100%	No
49	Weave Ghana Ltd.	Subsidiary	100%	No
50	Weave IP Holdings Mauritius Pvt. Ltd. (merged with Godrej Mauritius Africa Holdings Ltd. w.e.f. 15th June, 2024)	Subsidiary	0%	No
51	Weave Mozambique Limitada	Subsidiary	100%	No
52	Weave Trading Mauritius Pvt. Ltd.	Subsidiary	100%	No
53	Godrej CP Malaysia SDN. BHD	Subsidiary	100%	No

VI. Corporate Social Responsibility (CSR) Details:

24. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: Yes

(ii) Turnover: ₹ 93,76,16,00,000/-

(iii) Net Worth: ₹ 78,44,57,00,000/-

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 2025-26 (Current Financial Year)			Financial Year 2024-25 (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	Yes https://www.godrejcp.com/investors/compliance-and-corporate-governance/policies-and-codes	0	0	None	0	0	None
Investors (other than Shareholders)	Yes https://www.godrejcp.com/investors/compliance-and-corporate-governance/policies-and-codes	0	0	None	0	0	None
Shareholders	Yes https://www.godrejcp.com/investors/compliance-and-corporate-governance/policies-and-codes	136	2	2 pending complaints stands to be resolved as on the date of report	116	3	3 pending complaints stands to be resolved as on the date of report
Employees and Workers	Yes https://www.godrejcp.com/investors/compliance-and-corporate-governance/policies-and-codes	8	2	POSH complaints	7	0	None
Customers	Yes https://www.godrejcp.com/investors/compliance-and-corporate-governance/policies-and-codes	0	0	None	0	0	None
Value Chain Partners	Yes https://www.godrejcp.com/investors/compliance-and-corporate-governance/policies-and-codes	0	0	None	0	0	None
Others	-						

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.	Occupational health & safety	R	• There is physical risk to the workforce in our manufacturing operations and frontline distribution teams. Lack of appropriate and sufficient training to workers and employees on best practices related to OHS, might result in health and safety risks such as frequent incidents, accidents, and even fatalities. Indirect risks include workplace closures, increase in legal and compliance costs, intense scrutiny by stakeholders, lower morale in the workforce, and adverse impact on brand reputation.	We have a robust Health & Safety policy and strong SOPs to ensure the highest adherence to health and safety. Our governance mechanism ensures any incidents are duly investigated and resolved for the future. We ensure periodic review of safety procedures and the Central Safety Committee and committees at plants review monthly data for occupational health and safety. GCPL has a consistent record in zero fatalities across our offices and manufacturing plants leading to high morale and trust amongst employees and workers.	Negative Implications
2.	Product safety and Quality	R	• Evolving regulatory landscape and changing guidelines pertaining to the composition of various ingredients and raw materials we use in our products poses a risk of disruption in our operations.	GCPL has implemented quality testing standard operating procedures for all its products. GCPL has also incorporated robust products and raw material quality testing procedure. This is supported by ensuring to build the capabilities of team through skill development trainings.	Negative Implications
3.	Business Ethics and Ethical Marketing	R	• Business ethics are the moral principles that guide decision-making process for an organisation. It includes policies, and values that govern the way companies and individuals engage in business activity. Ethical marketing and product labelling is a crucial factor in marketing as it highlights the products' unique selling point, composition, and claims on sustainability. Greenwashing and/or ethically and factually incorrect marketing practices and claims pose reputational risk to the business.	GCPL upholds moral principles that guides our decision-making process and fosters a culture of ethics. GCPL has multiple policies that enable and enforce ethics such as code of conduct, whistle blower policy, anti-sexual harassment policy, human rights policy, and health and safety policy, to name a few. We recognise that our marketing, advertising, and sales practices directly impact our consumers, customers, and the broader community. For us, 'trust' is the most important and non-negotiable business value, and we are committed to transparency, honesty, and ethical conduct. Our Responsible Marketing, Advertising and Sales Policy ensures we adhere to local marketing standards and legal requirements and go beyond and align with the best international standards.	Negative Implications

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.	Governance and accountability	R	• It means adhering to all reporting and transparency requirements by market regulators and even voluntarily disclose information on other international frameworks on ESG	GCPL adheres to BRSR in India and other international frameworks like CDP, GRI and Integrated Reporting <IR> frameworks. GCPL is consistently transparent in reporting leading to further investor and other stakeholder confidence.	Negative Implications
5.	Sustainable Packaging	O	• Stricter regulations on plastic use, waste generation, disposal, and Extended Producer Responsibility across geographies such as India and Africa are accelerating GCPL's transition towards more sustainable packaging solutions. As most of our products involve plastic packaging, we continue to focus on reducing our plastic packaging intensity that is determined by the weight of the packaging to overall product weight.	It enables us to reduce material consumption, optimise packaging costs, and lower EPR costs across key markets. We have reduced plastic packaging intensity by over 20% from the base year of 2019-20. This has resulted in helping us create more efficient and resource-conscious packaging formats.	Positive Implications
6.	Sustainable supply chain management	R	• GCPL is engaged in procurement of materials and services from diverse suppliers. Some of the key risks that can impact the company's supply chain are ESG compliance risk for critical suppliers, and unethical sourcing practices.	In line with GCPL's Policy for Responsible Supply, we have collated qualitative and quantitative data and evaluated 49% of suppliers by procurement spends for their ESG performance in FY25-26. To drive supplier engagement effectively, GCPL has also shared industry best practices and suggestive actions.	Negative Implications
7.	Renewable Energy	O	• Adoption of renewable energy will lower GCPL's emissions and save costs in the long-term.	GCPL has ramped up investments in renewables by starting a co-generation plant at our flagship Malanpur manufacturing site. We also use briquette-based boilers and microturbines for steam generation and invest in solar PV and apply for green tariffs wherever available. This has resulted in 63% of energy usage in India operations from renewable sources ensuring a big step towards energy self-sufficiency and lower emissions.	Positive Implications

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)
8.	Research & Development	O	• Strong R&D led initiatives with an ESG focus is a market opportunity and a brand differentiator.	GCPL has completed Life Cycle Assessments for products constituting 56% of our revenue. Through this, we are able to identify the areas of sustainable improvement across the lifecycle of our products. By addressing these gaps, we are able to innovate and offer products at a green discount rather than a green premium as we to pass on the savings to our consumers.	Positive Implications
9.	Sustainable and Greener Products	O	• GCPL aims to ensure that its products have lower environmental impact while ensuring they are affordable and accessible.	GCPL has rolled out several green products, one example is the Godrej Magic Hand Wash. It uses lower water content compared to alternatives and has lower plastic packing impact thus further resulting in cost savings which is passed on to our consumers.	Positive Implications
10.	Diversity & Inclusion	O	• Having an adequate diversity ratio and build capability of women leaders is a key priority of GCPL.	For the senior leadership roles at GCPL, women currently represent 27%. GCPL aims to have 30% women in senior leadership by 2030. We also constantly seek best practices in hiring women in leadership positions, provide opportunities to Person with disabilities (PwD), and LGBTQ communities.	Positive Implications

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
Policy and Management Processes:									
1. a) Whether the Entity's Policy / Policies cover each Principle and core elements of the NGRBCs [Yes (Y) / No (N)]	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b) Has the Policy been approved by the Board of Directors? [Yes (Y) / No (N)]	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c) Web Link of the Policies, if available	https://www.godrejcp.com/investors/compliance-and-corporate-governance/policies-and-codes -> People -> Code of Conduct for employees	https://www.godrejcp.com/investors/compliance-and-corporate-governance/policies-and-codes -> Sustainability -> Policy for Responsible Supply	https://godrejcp.com/people/diversity	https://www.godrejcp.com/investors/compliance-and-corporate-governance/policies-and-codes -> People -> Whistle-blower policy	https://www.godrejcp.com/investors/compliance-and-corporate-governance/policies-and-codes -> People -> GCPL Human Rights policy	https://www.godrejcp.com/investors/compliance-and-corporate-governance/policies-and-codes -> Sustainability -> integrated environment management policy	https://www.godrejcp.com/investors/compliance-and-corporate-governance/policies-and-codes -> People -> Code of Conduct for Employees	https://www.godrejcp.com/investors/compliance-and-corporate-governance/policies-and-codes -> Sustainability -> CSR policy	https://www.godrejcp.com/investors/compliance-and-corporate-governance/policies-and-codes -> Legal -> Information-Security-Policy
2. Whether the Entity has translated the Policy into procedures (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted Policies extend to your Value Chain Partners? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	• GRI Standards 2021	• GRI Standards 2021	• ISO 45001 • GRI Standards 2021	• GRI Standards 2021	• GRI Standards 2021	• Science-based Targets initiative (SBTi) • GRI Standards 2021	• GRI Standards 2021	• GRI Standards 2021	• ISO 27001:2022 • GRI Standards 2021
5. Specific Commitments, Goals and Targets set by the Entity with defined timelines, if any	Not applicable	Cover 75% of our suppliers by procurement spends under Sustainable Procurement Policy by 2025-26	30% women representation in senior leadership by 2030	Not applicable	Implement human rights action plan across owned plants and locations in India and International operations covering 100% of our blue collar workforce in 2025-26	• Reduce specific energy consumption by 40% by 2025-26 (v. 2011 baseline) • Increase renewable energy portfolio to 35% by 2025-26 (v. 2011 baseline) • Reduce water intensity by 40% by 2025-26 (v. 2011 baseline) while maintaining water positivity • Maintain zero waste to landfill and achieve zero-liquid discharge • Reduce GHG emission intensity by 45% by 2025-26 (v. 2011 baseline)	Not applicable	• Protect 30 million people against vector-borne diseases by 2025-26 • Divert over 8,000 MT of waste from landfills by 2025-26.	Receive ISO:27001:2022 certification for our information security system and process

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the Entity against the specific Commitments, Goals and Targets, along with Reasons in case the same are not met	Not applicable	Covered 49% of our suppliers by procurement spends under refreshed Policy for Responsible Supply in FY2025-26. West developments in West Asia created operational and cost pressures for our suppliers. As a result, a number of our suppliers were unable to participate in the assessment process within the reporting period. Our supplier coverage was lower than pervious years due to West Asia geopolitical disruptions because of which many of our suppliers couldn't participate in the assessment year FY2025-26. West developments in West Asia created operational and cost pressures for our suppliers. As a result, a number of our suppliers were unable to participate in the assessment process within the reporting period.	27% women representation in senior leadership and on track to have 30% women representation in senior leadership	Not applicable	Implemented human rights action plan across owned plants and locations in India covering 93% of our workforce	• We reduced our specific energy consumption by 34%; however, we fell short of our energy intensity target due to a transitional increase during the commissioning of cogeneration operations at the Malanpur plant in late 2025. This was driven by the shift from natural gas to solid biomass briquettes, which requires operational stabilization across fuel feeding, air distribution, temperature control, and ash handling. This increase is expected during commissioning and stabilization of a solid-fuel-fired cogeneration system. As operating parameters are optimized and combustion stabilizes, the boiler efficiency improves, resulting in a gradual reduction in energy consumption per tonne of product toward the designed operating performance. • Increased renewable energy portfolio to 63% • Reduced water intensity by 19% and achieved 10 times water positivity. Over the last two years we have been consolidating our global manufacturing footprint and expanding our sites in India. As a result, we have increased our water consumption and fell short of meeting our water intensity targets. To counter this impact, we have invested in water rejuvenation project in the water stressed regions that will help recharge the ground level and create a long-term positive impact. • Diverted 100% waste from landfills and 11 out of 13 of our India sites are zero liquid discharge. • Reduced our GHG emission intensity by 57%.	Not applicable	• Since inception (2015) till 2025-26 we reached out to over 30 million and enabled their protection against vector-borne diseases programmes. meeting the cumulative reach target of the program. • Since inception of the Waste programs in 2019, diverted over 23,000 MT of waste from landfills in 2025-26 reaching the cumulative target of the programs.	Received ISO:27001:2022 certification

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, Leadership & Oversight:									
7. Statement by Director responsible for the BRSR, highlighting ESG related Challenges, Targets and Achievements: Please refer to the statement by our Managing Director and CEO in our Annual Integrated Report for FY2025-26 for an update on our ESG targets, progress, challenges and way forward.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies)	The board-level ESG committee is responsible for the implementation and oversight of Business Responsibility policies. The ESG Committee consists of - Ms. Nisaba Godrej, Executive Chairperson, DIN: 00591503 Mr. Sudhir Sitapati, Executive Director, DIN: 09197063 Ms. Tanya Dubash, Non-Executive Director, DIN: 00026028 Mr. Nadir Godrej, Non-Executive Director, DIN: 00066195 Ms. Shalini Puchalapalli, Independent Director, DIN: 07820672								
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.	Yes GCPL has an ESG Committee to strengthen oversight and governance of Sustainability risks, opportunities and progress against goals. The Committee meets at least twice in a year. The ESG Committee consists of - Ms. Nisaba Godrej, Executive Chairperson, DIN: 00591503 Mr. Sudhir Sitapati, Executive Director, DIN: 09197063 Ms. Tanya Dubash, Non-Executive Director, DIN: 00026028 Mr. Nadir Godrej, Non-Executive Director, DIN: 00066195 Ms. Shalini Puchalapalli, Independent Director, DIN: 07820672								

10. Details of Review of NGRBCs by the Company:

Subject for Review	**Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee**								
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
Performance against above policies and follow-up action	Audit committee	ESG committee	ESG committee	ESG committee	ESG committee	ESG committee	ESG committee	CSR committee	Risk Management committee
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Audit committee	ESG committee	ESG committee	ESG committee	ESG committee	ESG committee	ESG committee	CSR committee	Risk Management committee
	Frequency (Annually / Half yearly /Quarterly/ Any other please specify)								
Performance against above policies and follow-up action	Quarterly	Half Yearly	Half Yearly	Any other	Half Yearly	Half Yearly	Any other	Half Yearly	Half Yearly
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Quarterly	Half Yearly	Half Yearly	Any other	Half Yearly	Half Yearly	Any other	Half Yearly	Half Yearly

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	No	No	No	No	No	No	No	No	No

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)					No				
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)	9	Every year, we organise familiarisation programmes to discuss material issues. In FY25-26, the Board was familiarised with actions on Risk Management & strategy, Sustainability in manufacturing operations, ESG scores and Disclosures, Climate, Plastics, Sustainable Supply Chain, Human Rights Due Diligence & Communities, Diversity, Safety, Sustainable Packaging & EPR, Safety, and Cybersecurity, among action items from overall business, strategy, financial presentations, compliance reports overview, and regulatory updates among others.	88%
Key Managerial Personnel (KMP)	9	Every year, we organise familiarisation programmes to discuss material issues. In FY25-26, the Board was familiarised with actions on Risk Management & strategy, Sustainability in manufacturing operations, ESG scores and Disclosures, Climate, Plastics, Sustainable Supply Chain, Human Rights Due Diligence & Communities, Diversity, Safety, Sustainable Packaging & EPR, Safety, and Cybersecurity, among action items from overall business, strategy, financial presentations, compliance reports overview, and regulatory updates among others.	100%
Employees other than BoD and KMPs	1	Under training category of cybersecurity, we have provided trainings on cybersecurity awareness	100%
Workers	1	Under training category of health & safety, we have provided trainings on: Electrical Safety Training for industrial Work force, Road safety and Firefighting among others	74%

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)

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement	Amount (In INR)	Brief of case	Has an Appeal been preferred? (Yes / No)
Penalty/ Fine					
Settlement					
Compounding fee	9	Legal metrology department	INR 50,000	Godrej Fab (100 ml) - Received a legal metrology notice from Rajamahendravaram (Andhra Pradesh) for Godrej Fab 100 ml wherein it is alleged that the manufacturing date is not mentioned. We paid the compounding fee via DD on 11 April 2025	No
Compounding fee	9	Legal Metrology Department, Kerala	INR 70,000	Notice dated 13 May 2025 inter alia alleged that striking through the original MRP and printing a lower MRP is violation of the Legal Metrology (Packaged Commodities) Rules, 2011 and the Legal Metrology Act, 2009. Compounding fees was paid vide Demand Draft dated 4 September 2025.	No

	Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement	Amount (In INR)	Brief of case	Has an Appeal been preferred? (Yes / No)
Imprisonment	N/A				
Punishment					

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
N/A	N/A

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:**

   Yes, the entity does have an anti-bribery policy in place, it's a part of the code of conduct. Link - https://www.godrejcp.com/uploads/Code_of_Conduct_for_Employees_2024_fc12fc2224.pdf

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 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
Board of Directors	0	0
Key Managerial Personnel	0	0
Employees	0	0
Workers	0	0

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

Particulars	Financial Year 2025-26 (Current Financial Year)		Financial Year 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to Issues of Conflict of Interest of Directors	0	None	0	None
Number of Complaints received in relation to Issues of Conflict of Interest of Key Managerial Personnel (KMPs)	0	None	0	None

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:**

N/A

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

	Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year - Restated)
Number of Days of Accounts Payables	66	75

Note 1: Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator

Note 2: The comparative values have been restated, please refer to Note A for further details.

9. Openness of Business:

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

Parameter	Metrics		Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (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	64%	67%
	b.	No. of Dealers / Distributors to whom Sales are made	2,029	1,837
	c.	Sales to top 10 Dealers / Distributors as a % of Total Sales to Dealers / Distributors	3%	4%
Share of Related Party Transactions (RPTs) in –	a.	Purchases (Purchases with Related Parties / Total Purchases)	3%	3%
	b.	Sales (Sales to Related Parties / Total Sales)	2%	1%
	c.	Loans & Advances (Loans & Advances given to Related Parties / Total Loans & Advances)	100%	99%
	d.	Investments (Investments in Related Parties / Total Investments made)	74%	65%

Note 1: A trading house is a business that specialises in facilitating transactions between the company and manufacturer. There are no purchases from trading houses in FY2025-26 or FY2024-25.

Note 2: We have considered closing balances disclosed in the Audited Standalone Financial Statements for loans and advances and Investments

Note 3: Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator

Note 4: The comparative values have been restated, please refer to Note A for further details.

LEADERSHIP INDICATORS

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

Sr. No.	Total Number of Awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1.	4	All NGRBC Principles (1-9)	60%

2. **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:**

Yes, we ensure that we're compliant with the requirements stated in the Companies Act and SEBI Listing Regulations to ensure that there is no conflict of interest. At the beginning of the year, we receive disclosures from directors for the entities in which they are interested, and similar disclosures are also received at the time of appointment of directors. Whenever any business decisions are taken, the Board is informed about the interest of any particular director in that matter and such director will not be included in the discussion and decision pertaining to the matter wherein he/she is interested. We ensure that an Independent Director on the board of GCPL should not be a Non-Independent Director on the board of another company if there is a Non-Independent Director on GCPL's board who is also an Independent Director on the board of the same other company. This prevents a situation where two directors might influence each other's decisions across different companies and create conflict of interest.

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

ESSENTIAL INDICATORS

1. **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 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)	Details of Improvements in Environmental and Social Impacts
R&D	50%	37%	Sustainable packaging initiatives, new product development initiatives focused on improving health benefits and/or lowering environmental impact
CAPEX	2%	26%	Investment in other green technology

2. a. **Does the Entity have Procedures in place for Sustainable Sourcing? (Yes / No)**

   b. **If yes, what Percentage of Inputs were sourced sustainably?**

   Yes. As part of our refreshed Policy for Responsible Supply, we've covered 49% of our suppliers by procurement spends in FY2025-26. We are committed to helping our suppliers make their operations more sustainable with focus on four parameters - ethically driven, social focussed, green inspired and quality centred.

   Our supplier coverage was lower than previous years where we typically covered assessments for about 70% of our suppliers by procurement spends. The reduction in coverage was primarily due to external disruptions impacting supplier operations. Most of our suppliers are dependent on fuel-linked inputs and logistics, and geopolitical developments in West Asia created operational and cost pressures for our suppliers. As a result, a number of our suppliers were unable to participate in the assessment process within the reporting period.

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)	Our pre-consumer plastic waste generated in our manufacturing sites is channelized (directly/indirectly) for processing to Plastic Waste Processor authorized under Plastic Waste Management Rule. Furthermore, we have partnered with Waste Management Agencies (WMAS) and PWPs for responsible collection, sorting, and recycling/co-processing of post-consumer plastic packaging waste.
(b)	E-Waste	As bulk waste generators, we channelize our e-waste to authorized e-waste processors.
(c)	Hazardous Waste	Each type of hazardous waste is disposed of in line with the stipulated guidelines and through authorized vendors. We submit annual returns and disclosures with respective state pollution control boards.
(d)	Other Waste	Our manufacturing sites and our head office generates non-hazardous waste such as food, plastic, paper, and metal among others. All this waste is segregated at source and sent to authorized vendors for processing.

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, we're 100% compliant to Extended Producer Responsibility (EPR).

LEADERSHIP INDICATORS

1. **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
20211 20231 20236	1.Aer Pocket, 2. Godrej Expert Crème, 3. Godrej Ezee, 4. Good Knight Active+ 5. Good knight Coils, 6. Magic Hand Wash, 7. Godrej No. 1 8. HIT-FIK CIK	60%	Cradle-to-grave	Yes	Yes https://www.godrejcp.com/investors/compliance-and-corporate-governance/policies-and-codes -> Sustainability -> Product life cycle assessments

2. **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
No significant social or environmental risks found		

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

Input Material	Recycled or re-used input material to total material	
	Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
Recycled (Corrugated Boxes, Glass, leaflets, plastic)	3.18%	3%

4. **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 2025-26 (Current Financial Year)			Financial Year 2024-25 (Previous Financial Year)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including Packaging)	-	9,219	8,772	-	9,194	8,775
E-Waste	-	-	-	-	-	-
Hazardous Waste	-	-	-	-	-	-
Other Waste	-	-	-	-	-	-

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

Indicate Product Category	Reclaimed Products and their Packaging Materials as % of Total Products sold in respective Category
Plastic Packaging	100% of all plastic packaging we have sold with our products has been reclaimed.

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)
PERMANENT EMPLOYEES											
Male	1320	1320	100%	1320	100%	N/A	N/A	1320	100%	1320	100%
Female	408	408	100%	408	100%	408	100%	N/A	N/A	408	100%
Total	**1728**	**1728**	**100%**	**1728**	**100%**	**408**	**24%**	**1320**	**76%**	**1728**	**100%**
OTHER THAN PERMANENT EMPLOYEES											
Male	6	3	50%	3	50%	N/A	N/A	0	0%	0	0%
Female	7	5	71%	5	71%	2	29%	N/A	N/A	2	29%
Total	**13**	**8**	**62%**	**8**	**62%**	**2**	**15%**	**0**	**0%**	**2**	**15%**
PERMANENT WORKERS											
Male	1340	1340	100%	1340	100%	N/A	N/A	1340	100%	89	7%
Female	269	269	100%	269	100%	269	100%	N/A	N/A	260	97%
Total	**1609**	**1609**	**100%**	**1609**	**100%**	**269**	**17%**	**1340**	**83%**	**349**	**22%**
OTHER THAN PERMANENT WORKERS											
Male	3120	3120	100%	3120	100%	N/A	N/A	0	0%	912	29%
Female	2620	2620	100%	2620	100%	2620	100%	N/A	N/A	918	35%
Total	**5740**	**5740**	**100%**	**5740**	**100%**	**2620**	**46%**	**0**	**0%**	**1830**	**32%**

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

Particulars	Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
Cost incurred on Well-being Measures as a % of Total Revenue of the Company	0.14%	0.13%

Note 1: Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator.

Note 2: The comparative values have been restated, please refer to Note A for further details.

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

Benefits	Financial Year 2025-26 (Current Financial Year)			Financial Year 2024-25 (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%	26%	Y	0%	27%	Y
Others	None	None	N/A	None	None	N/A

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:

Our Godrej One (Global headquarters) is accessible for differently abled employees and workers with infrastructural modifications being updated on an ongoing basis. We began building inclusive factories 2023 with a public commitment to Diversity, Equity, and Inclusion through Project Nilgiri, our greenfield manufacturing plant in Tamil Nadu and Vindhya in Malanpur. The new manufacturing plants have been constructed with a strong focus on accessibility, adhering to inclusive design guidelines. We also made investments in safety, reasonable accommodation, and sensitisation, laying the groundwork for sustainable inclusion. We are also making modifications in regional offices and other manufacturing units. We are focusing on PwD inclusivity with internships and job hirings and are working to ensure all our offices and premises are accessible to all.

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, please visit https://www.godrejdeilab.com/group-dei-initiatives/godrej-consumer-products

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	87%	78%	96%	96%
Female	86%	91%	0%	0%
Total	87%	81%	96%	96%

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
Permanent Workers	Yes	We have a Grievance redressal committee to address Job related grievances of workers on regular basis. This is done through open houses, workmen representative, canteen and safety committees that happen once a month wherein representatives from unionized workmen are involved and concerns / suggestions are considered. Union bodies meet the management representatives on a necessary basis if any urgent concern needs to be addressed.
Other than Permanent Workers	Yes	We have a Grievance redressal committee to address Job related grievances of workers on regular basis. This is done through open houses which are conducted with management. Contract supervisors have meetings once a month with the contract workers and any concerns raised are communicated to the management.
Permanent Employees	Yes	We use Amber, a conversational chat bot, to interact with team members across geographies. Through this platform, we capture people's experiences at a defined frequency based on their tenure in the company. This enables us to not only resolve individual grievances with agility but also identify broader trends that inform larger organisational improvements and cultural shifts. We also have the whistleblower policy for any grievance redressal against our people and process.
Other than permanent employees	Yes	Other than permanent employees can use the whistleblower channel for grievances. They also have access to Amber chat bot to send in their feedback/ suggestions. They can also use informal channels where they can reach HR in person and voice their concerns.

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 2025-26 (Current Financial Year)			Financial Year 2024-25 (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)
Total Permanent Employees	**1728**	**0**	**0**	**1722**	**0**	**0**
Male	1320	0	0	1322	0	0
Female	408	0	0	400	0	0
Total Permanent Workers	**1609**	**932**	**58%**	**1240**	**651**	**53%**
Male	1340	873	65%	1135	612	54%
Female	269	59	22%	105	39	37%

8. Details of Training given to Employees and Workers:

Category	Financial Year 2025-26 (Current Financial Year)					Financial Year 2024-25 (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)
EMPLOYEES										
Male	1326	591	45%	1178	89%	1325	500	38%	822	62%
Female	415	177	43%	349	84%	405	139	34%	207	51%
Total	**1741**	**768**	**44%**	**1527**	**88%**	**1730**	**639**	37%	**1029**	**59%**
WORKERS										
Male	4460	3151	71%	2001	45%	3337	2998	90%	2129	64%
Female	2889	2262	78%	532	18%	2180	1818	83%	462	21%
Total	**7349**	**5413**	**74%**	**2533**	**34%**	**5517**	**4816**	**87%**	**2591**	**47%**

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 2025-26 (Current Financial Year)			Financial Year 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	1326	1323	100%	1325	1322	100%
Female	415	412	99%	405	400	99%
Total	**1741**	**1735**	**100%**	**1730**	**1722**	**100%**
WORKERS						
Male	4460	425	10%	3337	478	14%
Female	2889	464	16%	2180	26	1%
Total	**7349**	**889**	**12%**	**5517**	**504**	**9%**

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, all of GCPL's manufacturing sites are ISO 45001 certified with a detailed safety & health management system (SHMS) in place. The SHMS system covers all site operations, employees, contractors & other stakeholders associated with sites' operations. It also covers all the legal requirements pertaining to the company's operations.

We continually improve our SHMS implementation and effectiveness. Our internal system checks effectiveness based on findings from internal safety audits, inspection (internal & external), accident and incident investigations (Internal & external), CAPA, and legal changes. We also review and assess the SHMS system every 3 years and update with the best industrial practices. Recently we have -

1. Focused on improving ownership of safety to operation teams and now all SHMS parameters are owned and run by respective operation team members.
2. Moved from manual system audit to software which is helping us in better analysis and proactive actions to prevent incidents.

b. **Processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity:**

GCPL follows Hazard identification & risk assessment (HIRA) process based on ISO 45001 standard. We also use specific techniques such as HAZOP and QRA for specific operations and risk identification. Employees, contractors and all other stakeholders take part in HIRA process, and we have a trained team to carry out HIRA for all site operations.

All non-routine activities are controlled through a strong work permit system. We ensure any new project or any change in terms of infrastructure, system or people goes through a detailed assessment for safety & health risk assessment.

The focus on health and safety measures at the two new manufacturing sites commissioned in FY2025-26 are examples of our commitment towards occupational health and safety risk reduction. Several unique and innovative safety-by-design concepts were implemented such as -

- Engineered plant layout to eliminate pedestrian and heavy vehicle interaction, significantly reducing traffic-related risks.
- Provided adequate spacing between lines to ensure safe operations and emergency response.
- Provided separate storage and dispensing systems for flammable chemicals supported by robust fire and explosion risk controls.
- 100% passive fire protection, complemented by a comprehensive active fire protection system.
- Dedicated fire suppression systems for all electrical panels.
- Strengthened electrical safety through Form-3 and Form-4 HT/LT panels, RCCB/ELR protection in all panels, fuseless systems, a one-load-one-feeder concept, and a horizontal lightning arrestor system.
- Mitigated hazardous energy risks through individual energy isolators for each equipment, 360° machine guarding, and positive interlocking on all packing machines.
- Ensured work-at-height safety through roof lifeline systems, parapet walls for edge protection, horizontal and vertical lifelines, and BIS-compliant access equipment.
- Ensured chemical safety through design-stage HAZOP studies, closed-loop handling of hazardous chemicals, and best-in-class storage practices.
- Inclusive safety for persons with disabilities was ensured through visual emergency signage, movement tracking, ramps, and lifts.

c. **Whether the entity has processes for workers to report the work-related hazards and to remove themselves from such risks (Yes / No):**

Yes, we understand and value the power of employee participation for improvement in safety and health condition. We encourage worker participation in identifying workplace hazards. Our workers are trained for identifying hazards, near miss, and safety related incidents. We even organise safety celebrations throughout the year to increase safety awareness at all levels.

We have provided multiple reporting options such as a mobile base reporting app named as I Safe, safety suggestion box and hazard reporting register. They can also report any hazard through their safety committee representative. All our sites have safety committees with equal representation from workers. We check the effectiveness of hazard reporting system and safety committee effectiveness through SHMS evaluation system.

Our Safety and Health policy gives right to all employees, workers, contractors and stakeholders the freedom to take appropriate actions to save themselves from any hazard arising out of work-related activities. We have a zero-tolerance policy that prohibits any forceful work in unsafe conditions.

Our efforts are improving participation of our employees at all levels and the result is seen in 9% improvement in safety observation/person/year and 27% improvement in training manhours/person/year from FY25.

d. **Do the employees / workers of the entity have access to non-occupational medical and healthcare services? (Yes / No)**

Yes, all our sites have access to non-occupational medical and healthcare services either on-site or through tie-ups with reputed medical entities in close proximity. In addition, trained first aiders are available to respond appropriately to medical requirements.

We arrange frequent programmes to improve awareness about health and this includes yearly medical check-up, celebration of heart day, and yoga day among others. We consider mental health as one of the key risks & tied it up with 1to1 help. This service is available for free to all GCPL employees. In addition to this, we also celebrates mental health awareness month.

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

Safety Incident / Number	Category (including Contract Workforce)	Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	0.30
	Workers	0.14	0.45
Total Recordable Work-related Injuries	Employees	0	1
	Workers	17	33
No. of Fatalities	Employees	0	0
	Workers	0	0
High Consequence Work-related Injury or Ill-health (Excluding Fatalities)	Employees	0	0
	Workers	0	0

Note: Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator

12. **Measures taken by the entity to ensure a safe and healthy workplace:**

Our vision is to bring about a strong Safety and Health culture and create an incident free organization. We are committed to provide a safe and healthy work environment for the well–being of all GCPL employees, workers and our stakeholders.

To achieve our aspirations, we have outlined a four-pillar approach towards safety -

1. People and Culture
2. Safety Infrastructure
3. OHS Management System
4. Automation, Technology and AI

In FY2025-26 we have progressed well on all those four pillars to make GCPL a safe place. Some of the key initiatives around these four pillars -

1. **Journey to improve culture for safety reached to phase-2 with DSS+**

   In FY2024-25 we initiated our engagement with DSS+ (DuPont Safety Solutions, a well-known name in improving culture for safety). In FY2025-26 we moved to phase-2 of journey where we are focusing more on way of working and everyday decisions along with Safety.

2. **Online training program module**

   We are focused on improving safety awareness among all employees and contractual workforce. Under PSO (product supply chain) academy, we have developed various training modules that are easily available for all GCPL employees anytime, anywhere. We believe that people are the key to building a strong safety culture and as a company we should strive to connect each and every employee by using innovative ways like hands on trainings, skits and safety competitions.

3. **Expanded Safety Beyond Manufacturing**

   Warehouse Safety: Developed a safety plan, conducted risk assessments, and closed non-compliant warehouses. We have installed an AI-powered monitoring systems (CCTV-based analytics) to drive safety SOP adherence and enable real-time identification of safety violations. We also installed advanced fire protection systems, intelligent beam detectors, and gas detection systems.

   Safer Travel Policy: With our Road Safety Policy, we train employees and service providers while assessing safety compliance.

   With these initiatives, we reinforce our commitment to a zero-injury workplace and a culture of shared safety responsibility.

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

	Financial Year 2025-26 (Current Financial Year)			Financial Year 2024-25 (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	0	0	None	0	0	None
Health & Safety	0	0	None	0	0	None

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	100% self-assessed
Health & Safety Practices	100% self-assessed

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:**

Our vision is to be a zero injury organisation where everyone goes home safe everyday, everywhere. We are committed to provide a safe and healthy work environment for the well–being of all GCPL employees & stakeholders.

In order to achieve our aspirations, we have been working on four pillars of safety. These four pillars include:

1. People and Culture
2. Safety Infrastructure
3. OHS Management System
4. Automation, Technology and AI

In FY2025-26 we have progressed well on all these four pillars to make GCPL a safe place to work.
Some of the key initiatives around these four pillars -

1. Journey to improve culture for safety reached to phase-2 with DSS+: In FY2025-26 we moved to phase-2 of journey where we are focusing more on way of working and everyday decisions along with safety.
2. Online training program module: We focused on improving safety awareness among all employees and contractual workforce. Under PSO (product supply chain) academy, we have developed various training modules that are easily available for all GCPL employees anytime, anywhere. We believe that people are the key to building a strong safety culture and as a company we should strive to connect each and every employee by using innovative ways like hands on trainings, skits and safety competitions.
3. State-of-the-art two manufacturing facilities: Our two new facilities in central and south India have best-in-class safety infrastructure covering traffic and layout safety, fire & explosion protection, electrical safety, machine & hazardous energy safety, and chemicals safety. The sites have inclusion at their core and that's embedded in safety across the sites with visual emergency signage, movement tracking, ramps, and lift.

LEADERSHIP INDICATORS

1. 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

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners:

Our Policy for Responsible Supply ensures assessment of all our suppliers for adhering to compliance and local regulations. As part of our engagement with the suppliers, we ensure they are compliant to all local laws applicable.

3. **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 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)	Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

4. 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):

Yes. We provide Medical Policy portability option (pre-existing disease waiver) to superannuating employees.

5. Details on assessment of value chain partners:

	% of Value Chain Partners (by Value of Business done with such Partners) that were assessed
Health and Safety Practices	49%
Working Conditions	49%

6. **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.**

   After the assessment, we provide feedback to our suppliers to improve health and safety practices, awareness and culture in their operations. For example, for few of our suppliers we identified the need to get them ISO 45001 certified for occupational health and safety that provides them with a checklist to improve and undergo third-party audit to get certified.

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:**

   At GCPL we have identified and prioritised our key stakeholders on the basis of their influence on our operations and our impact on them. We engage with them through various mechanisms such as, interactions with local communities, supplier/ vendor meets, customer/ consumer / employee satisfaction and feedback surveys, investor forums, and media meets among others. Every three years, we also organise a formal double materiality assessment in which expand our list of key stakeholders and interact them with in a structured format.

   As a responsible business, we work closely with our communities to understand their needs and build synergies. Our Board Members are a part of the CSR and ESG committee and the Board is updated about the discussions in these meetings during the Board Meetings. Few of our Board members and Senior Management travel to various geographies for market assessment and obtain first-hand feedback across stakeholders. Additionally, we organise Investor and Analyst calls multiple times a year wherein the investors interact with our senior management.

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
Employees	No	Email, townhall, survey, function meetings, and conferences	Monthly and quarterly	Company's performance update and development strategies
Suppliers	No	Email, phone, meetings, assessments and audits	Need Based	Materials, services, and pricing
Distributors	No	SMS, email, advertisements, meetings	Need Based	New launches, schemes and retail engagement programmes
Consumers	No	SMS, email, advertisements, events	Need Based	Product quality, safety of product
Investors	No	Email, meetings, annual report, newsletter	Quarterly, annually, and need based.	Company financial performance and other material information
Industry Associations	No	Email, meetings, conferences	Half-yearly and need based.	Regulations, trends and long-term business and sustainability commitments
Regulators	No	Upload on regulator website	Quarterly, half-yearly, annually and need based	Regulation and compliance
NGO Partners	No	Phone, email, meetings, conferences, audits	Weekly, monthly, quarterly and project need based	Programme updates and progress on targets and sustainability of the programmes on ground
Beneficiaries	Yes	NGO network, community discussion, meeting with beneficiaries	Programme need based	Feedback on the programme, needs of the community

LEADERSHIP INDICATORS

1. **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:**

   We organise periodic materiality study findings and share with the GCPL Board. In addition, we formulated a stakeholder engagement process that will enable us to consult them, keep them informed of the latest activities, engage with them regularly and collaborate with or empower them. Regulatory changes, inputs, requests from investors, evolving supplier scenario, feedback from CSR implementation partners and local communities are informed to the Board and their guidance is sought for way forward on these matters.

   Our Board Members are a part of the CSR and ESG committee, and the Board is updated about the discussions in these meetings during the Board Meetings. Our CSR committee Board members visit our programmes on ground and communicate directly with our beneficiaries and NGO partners.

2. **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:**

   Yes. We carried out a formal stakeholder engagement process during our double materiality assessment in 2024. Our stakeholders provided inputs and covered a number of ESG material concerns, which have been incorporated into our ESG focus areas. For example, sustainable packaging, product safety and greener products were some of our biggest priorities both in terms of impact materiality and financial materiality. These have become imperative to our focus, and we are working to reduce our plastic packaging intensity, craft a responsible chemical management policy to minimize hazardous substances and chemicals in our products and wherever possible remove them completely, and we are finding ways to lower the overall environmental impact of our products. Our previous materiality assessment revealed occupational health and safety as a material topic. Since then, we have refreshed our Safety and Health policy and have built a robust process to create a safe and healthy work environment for all GCPL stakeholders including our employees, business associates, processors, contractors, sub-contractors, vendors, transporters, customers, and visitors.

3. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable / marginalized stakeholder groups:**

   We organise periodic in-person engagements to drive conversations on DEI with vulnerable and marginalised stakeholder groups such as people with disabilities, and LGBTQIA+ people. Through our interactions and conversations, we have crafted inclusive policies at our workplace to ensure there is no discrimination at our workplace. We have gender-neutral anti-harassment policy, same sex partner benefits at par with married spouses, gender neutral adoption benefits and even support gender transition. We have also directed our efforts towards strengthening inclusive infrastructure. We completed internal infrastructure audits across sites to assess accessibility, and an external audit is underway.

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 2025-26 (Current Financial Year)			Financial Year 2024-25 (Previous Financial Year)		
	Total (A)	No. of Employees / Workers covered (B)	% (B/A)	Total (C)	No. of Employees / Workers covered (D)	% (C/D)
EMPLOYEES						
Permanent	1728	397	23%	1722	844	49%
Other than Permanent	13	4	31%	8	0	0
Total	**1741**	**401**	**23%**	**1730**	**844**	**49%**
WORKERS						
Permanent	1609	1409	88%	1240	1139	92%
Other than Permanent	5740	3637	63%	4277	4254	99%
Total	**7349**	**5046**	**69%**	**5517**	**5393**	**98%**

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

	Financial Year 2025-26 (Current Financial Year)					Financial Year 2024-25 (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)
PERMANENT EMPLOYEES	**1728**	**0**	**0**	**1728**	**100%**	**1722**	**0**	**0**	**1722**	**100%**
Male	1320	0	0	1320	100%	1322	0	0	1322	100%
Female	408	0	0	408	100%	400	0	0	400	100%
OTHER THAN PERMANENT EMPLOYEES	**13**	**0**	**0**	**13**	**100%**	**8**	**0**	**0**	**8**	**100%**
Male	6	0	0	6	100%	3	0	0	3	100%
Female	7	0	0	7	100%	5	0	0	5	100%
PERMANENT WORKERS	**1609**	**140**	**9%**	**1469**	**91%**	**1240**	**92**	**7%**	**1148**	**93%**
Male	1340	96	7%	1244	93%	1135	50	4%	1085	96%
Female	269	44	16%	225	84%	105	42	40%	63	60%
OTHER THAN PERMANENT WORKERS	**5740**	**4338**	**76%**	**1402**	**24%**	**4277**	**1744**	**41%**	**2533**	**59%**
Male	3120	2228	71%	892	29%	2202	1212	55%	990	45%
Female	2620	2110	81%	510	19%	2075	532	26%	1543	74%

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

a. **Median Remuneration / Wages:**

Particulars	Male		Female	
	Number	Median Remuneration / Salary / Wages of respective Category (in INR ₹)	Number	Median Remuneration / Salary / Wages of respective Category (in INR ₹)
Board of Directors (BoD)	5	49,30,000	5	65,05,000
Key Managerial Personnel (KMP)	2	21,28,25,726	2	4,05,41,223
Employees other than BoD and KMPs	1648	11,62,865	506	10,70,177
Workers	1423	4,00,483	282	2,53,670

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

	Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
Gross Wages paid to Females as % of Total Wages	22%	20%

Note 1: We have reported salaries and wages for permanent employees and workers

Note 2: We have considered bonus on the basis of payment during the year instead of accruals

Note 3: Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator

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. GCPL has a Board level ESG Committee that oversees our human rights performance. In addition, we have Working and Steering Committees with representatives from Human Resources Leadership and Sustainability functions.

5. **Describe the internal mechanisms in place to redress grievances related to human rights issues:**

We have dedicated channels to report any concerns or raise issues/complaints for all employees, workers and business partners. They can use the toll-free number - 1800 309 3972, email - godrejspeakup@tip-offs.in, use portal or chatbot on www.godrejspeakup.tip-offs.in. Concerns and complaints are then resolved speedily and in a fair manner following the SOP. In addition, we have a dedicated POSH complaint mechanism to report relevant issues.

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

Particulars	Financial Year 2025-26 (Current Financial Year)			Financial Year 2024-25 (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	8	2	Pending cases under inquiry as of March 31, 2026	7	0	None
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

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

	Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	8	7
Complaints on POSH as a % of Female Employees / Workers	0.27%	0.29%
Complaints on POSH upheld	5	5

Note: Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator

8. **Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:**

We have set up a complaints committee for grievance redressal, and we have this communicated through our policy roll-out to share points of contact. We use Conduct, a virtual platform for the reporting and redressal of complaints against sexual harassment to enable anonymous reporting and discussions. We also have a POSH Hotline for all our facilities in India. Our gender-neutral policy enables our employees from all genders to avail the protection against sexual harassment at the workplace. Post resolution of POSH complaints, decisions such as change of teams, locations, working arrangements, termination of respondent etc. further prevent adverse consequences.

9. **Do human rights requirements form part of the entity's business agreements and Contracts (Yes / No):**

Yes. All our suppliers are part of the Policy for Responsible Supply where Human Rights indicators form a core part of the policy.

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	93%
Forced Labour / Involuntary Labour	93%
Sexual Harassment	93%
Discrimination at Workplace	93%
Wages	93%
Others – please specify	93% assessed for Freedom of Association, Health & Safety, Security and Community Development, Worker welfare

GCPL conducteds a detailed human rights due diligence assessment across its plants and offices every three years. Following this assessment, action points are identified and rolled out across all assessed sites to strengthen the our human rights practices. Every year, plant sites monitor and assess the progress on their human rights action plans. The assessments disclosed above reflects this ongoing monitoring activity.

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at question 10 above:

Through our human rights assessment, we identified 10 salient human rights issues in our operations. These are the most important human rights at risk of negative impacts in our business operations and activities.

Our 10 salient human rights issues:

1. Child labour
2. Forced labour
3. Discrimination
4. Freedom of Association and collective bargaining
5. Health and Safety
6. Working hours, wages and leaves
7. Fair treatment and equal remuneration
8. Community impact
9. Reporting and feedback
10. Worker welfare

We have developed and rolled out action plans for our 10 salient issues. These plans are customised for each region based on their assessment scores and they lay out our strategy to address and strengthen our response on every parameter. The plan defines the actions our teams and supply chain need to take on ground which is being rolled out. We have taken into consideration the best-in-class standards and international laws of human rights.

LEADERSHIP INDICATORS

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

One thing we implemented is for each employee to acknowledge the Code of Conduct at the time of their joining, to ensure they uphold the values of safety, respect and Human Rights at Godrej. The Code of Conduct also provides information on points of contact who will take any complaints in this respect forward. We have also started POSH sensitization workshops in partnership with experienced third-party vendors and all employees have to mandatorily complete POSH eLearning module on the employee portal. The IC members must undergo training every 6 months on how to deal with cases and provide support to the aggrieved parties. Complaints and cases are tracked and reviewed at the central level by leadership and HR teams on a periodic basis.

2. Details of the scope and coverage of any Human Rights Due Diligence conducted:

From fiscal year 2022-2024, we assessed close to 20,000 employees, workers, contract workers and community members across 36 manufacturing plants in 9 countries which covers 100% of our owned operations globally. In FY2025-26, we also assessed suppliers covering 49% of our procurement spends for human rights impacts. The assessments covered our own employees, third-party and contract employees, women, children, migrant workers, and local communities.

3. 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:

Our Godrej One (Global headquarters) is accessible for differently abled visitors and workers with infrastructural modifications being updated on an ongoing basis. Our newly launched Nilgiri factory has been constructed with a strong focus on accessibility, adhering to inclusive design guidelines. Modifications are in progress for regional and manufacturing units. Third party contractors are employed to conduct independent audits of our infrastructure in our manufacturing units so that we improve our facilities at a regular basis.

4. **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	49%
Discrimination at Workplace	49%
Child Labour	49%
Forced Labour / Involuntary Labour	49%
Wages	49%
Others – Please specify	

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments of value chain partners above:**

After the assessment scoring, we worked with the suppliers who can better implement measures on human rights and raise awareness in their operations. For example, for few of our suppliers we identified the need to integrate POSH awareness for their employees as part of their ongoing trainings.

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 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
From Renewable Sources			
Total Electricity Consumption (A)	MJ	1,24,23,284	3,59,83,167
Total Fuel Consumption (B)	MJ	47,75,31,887	36,42,40,556
Energy Consumption through Other Sources (C)	MJ	-	-
Total Energy consumed from Renewable Sources (A+B+C)	MJ	48,99,55,171	40,02,23,723
From Non-Renewable Sources			
Total Electricity Consumption (D)	MJ	13,81,54,166	11,85,09,573
Total Fuel Consumption (E)	MJ	14,74,88,662	37,94,15,198
Energy Consumption through Other Sources (F)	MJ	-	-
Total Energy consumed from Non-Renewable Sources (D+E+F)	MJ	28,56,42,828	49,79,24,771
Total Energy consumed (A+B+C+D+E+F)	MJ	77,55,97,998	89,81,48,494
Energy Intensity per Rupee of Turnover (Total Energy consumed / Revenue from Operations)	MJ / Rupee	0.00827	0.01034
Energy Intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP in USD Million) (Total Energy consumed / Revenue from Operations adjusted for PPP)	MJ/ Revenue from Operation adjusted for PPP in USD	0.000168	0.000214
Energy Intensity in terms of Physical Output	MJ/MT of physical output	3,963	4,185
Energy Intensity (optional) – the relevant metric may be selected by the Entity		-	-

Note 1: Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency: Yes, reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP.

Note 2: We've used the PPP conversion factor published for India in 2026 by IMF – 20.34 for the current year

Note 3: In addition to the revisions in the comparative numbers specified in Note B above, the comparative values for FY 2024–25 have also been restated to reflect the revised methodology for calculating total energy consumption, based on fuel used at the co-generation plant under renewable sources within the Company's operational boundary.

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

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

Parameter	Units	Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
Water Withdrawal by Source (in Kilolitres)			
(I) Surface Water	kl	0	0
(Ii) Groundwater	kl	2,39,306	3,41,690
(Iii) Third Party Water	kl	3,14,779	1,35,229
(Iv) Seawater / Desalinated Water	kl	-	-
(v) Others	kl	38,323	26,689
Total Volume of Water Withdrawal (in Kilolitres) (i + ii + iii + iv + v)	kl	5,92,408	5,03,608
Total Volume of Water Consumption (in Kilolitres)	kl	5,85,622	4,96,827
Water Intensity per Rupee of Turnover (Total Water Consumption / Revenue from Operations)	kl / Rupee	0.0000063	0.0000058
Water Intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP in USD Million) (Total Water Consumption / Revenue from Operations adjusted for PPP)	kl/Revenue from Operation adjusted for PPP in USD	0.000127	0.000118
Water Intensity in terms of Physical Output	kl / MT of Physical Output	2.99	2.31

Note 1: Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency: Yes, reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP.

Note 2: We've used the PPP conversion factor published for India in 2026 by IMF – 20.34 for the current year.

Note 3: In addition to the revisions in the comparative numbers specified in Note B above, the comparative values for FY 2024 – 25 for water consumption have also been restated following reassessment of the water balance, including water discharged to third parties (Common Effluent Treatment Plant).

4. **Provide the following Details related to Water Discharged:**

Parameter	Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
Water Discharged by Destination and Level of Treatment (in Kilolitres)		
(i) To Surface Water	0.00	0.00
- No Treatment	0.00	0.00
- With Treatment – Please specify Level of Treatment	0.00	0.00
(ii) To Groundwater	0.00	0.00
- No Treatment	0.00	0.00
- With Treatment – Please specify Level of Treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
- No Treatment	0.00	0.00
- With Treatment – Please specify Level of Treatment	0.00	0.00

Parameter		Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
(iv)	Sent to Third-parties	0.00	0.00
-	No Treatment (in Kilolitres)	6,786	6,781
-	With Treatment – Please specify Level of Treatment	0.00	0.00
(v)	Others	0.00	0.00
-	No Treatment	0.00	0.00
-	With Treatment – Please specify Level of Treatment	0.00	0.00
Total Water Discharged (in Kilolitres)		0.00	0.00

Note 1: Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency: Yes, reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP.

Note 2: The comparative values have been restated to recognize water discharged to third parties (Common Effluent Treatment Plant), which was previously reported as NIL based on the assumption of Zero Liquid Discharge. Accordingly, the FY 2024–25 comparative value for total water discharged has been revised.

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

Yes, we have set up a ZLD process at each of our plant locations. In the North, the Common effluent treatment plant (CETP) at the Baddi site acts as a central processing unit, where other plants transfer all the effluents after primary treatment, whereas at the Jammu location, we recycle treated water and use for domestic purpose like plantation and flushing in our plant, along with ETP/STP.

There is no wastewater generated in our processes at the south cluster; instead, lab wash waters are discharged. At South cluster, we ensure ZLD in all our units by utilising STP to treat household wastewater. No water is discharged out of any of our plant locations as the treated water is used for domestic purposes.

Sites across all four of our India regions have been assessed and certified by TUV India Private Limited as ‘Zero waste to Landfill’ facilities and 11 out of 13 of our India sites are ‘Zero Liquid Discharge’ facilities.

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

Parameter	Unit	Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
NOx	MT/Year	7	21
SOx	MT/Year	2	1
Particulate Matter (PM)	MT/Year	15	14
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: Yes, limited independent assurance carried out by KPMG Assurance and Consulting Services LLP.

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

Parameter	Unit	Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
Total Scope 1 Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	11,018	29,544
Total Scope 2 Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	27,247	23,932
Total Scope 1 and Scope 2 Emission Intensity per Rupee of Turnover (Total Scope 1 and Scope 2 GHG Emissions / Revenue from Operations)	MT CO2 eq. / Rupee	0.0000004	0.0000006
Total Scope 1 and Scope 2 Emission Intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP in USD Million) (Total Scope 1 and Scope 2 GHG Emissions / Revenue from Operations adjusted for PPP)	MT CO2 eq. / Revenue from Operation adjusted for PPP in USD	0.000008	0.000013
Total Scope 1 and Scope 2 Emission Intensity in terms of Physical Output	MT CO2 eq. / MT of Physical Output	0.20	0.25
Total Scope 1 and Scope 2 Emission Intensity (optional) – the relevant metric may be selected by the Entity		-	-

Note 1: Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency: Yes, reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP.

Note 2: We've used the PPP conversion factor published for India in 2026 by IMF – 20.34 for the current year.

Note 3: In addition to the revisions in the comparative numbers specified in Note B above, the comparative values for FY 2024–25 have also been restated on the account of change in methodology referred under principle 6 E1 and there by change in associated Scope 1 and scope 2 emissions within the Company's operational boundary.

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

Yes, GCPL has installed several solar power plants to increase renewable energy consumption and reduce GHG. We also purchase open access power and use biomass for thermal energy requirements in our boilers. We also set up a 1.5 MW Biomass based Co-generation Power Project in Malanpur, Gwalior to replace natural gas.

We have signed a solar PPA agreement at Chengalpattu, Chennai plant for 0.5 MW of renewable energy, to be followed up with the wind PPA agreement of 0.9 MW. We are also finalising the renewable energy agreements for Malanpur adding another 3.8 MW of rooftop solar and open access wind energy to our portfolio.

These significant investments have helped us reduce our scope 1 & 2 emission intensity by 57% against our 2011 baseline and we will continue our investments to reach 75% renewable (India) adoption by 2031.

GCPL also has a strong energy efficiency program and specific energy reduction targets. Every year, we drive about 60 energy efficiency projects. We are also committed to the Climate Org's EP100 initiative, to double our energy productivity by 2030 against our 2018 baseline.

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

Parameter	Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
Total Waste Generated (in Metric Tonnes)		
Plastic Waste (A)	1,487	1,340
E-Waste (B)	0.99	1.94
Bio-medical Waste (C)	0.76	0.49
Construction and Demolition Waste (D)	-	-
Battery Waste (E)	0.40	2.30
Radioactive Waste (F)	-	-
Other Hazardous Waste - Please specify, if any (G) • Distillation Residue • Coal Ash • ETP Sludge	405	228
Other Non-Hazardous Waste generated (H) - Please specify, if any (Break-up by composition, i.e., by materials relevant to the sector) • Biomass Ash • ETP Sludge • Paper • Metal • Wooden • HDPE Drums	4,416	5,919
Total (A + B + C + D + E + F + G + H)	**6,310**	**7,493**
Waste Intensity per Rupee of Turnover (Total Waste Generated / Revenue from Operations) in MT / Rupee	0.000000067	0.000000086
Waste Intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP in USD Million) (Total Waste Generated / Revenue from Operations adjusted for PPP) in MT / Revenue from Operation adjusted for PPP in USD	0.00000137	0.00000178
Waste Intensity in terms of Physical Output in MT/MT of physical output	**0.03**	**0.03**
Waste Intensity (optional) – the relevant metric may be selected by the Entity		
For each Category of Waste generated, Total Waste recovered, through Recycling, Re-using or other Recovery Operations (in Metric Tonnes)		
Category of Waste		
(i) Recycled	6,189	5,395
(ii) Re-used	-	-
(iii) Other Recovery Operations	-	-
Total	**6,189**	**5,395**
For each Category of Waste generated, Total Waste disposed, by Nature of Disposal Method (in Metric Tonnes)		
Category of Waste		
(i) Incineration	4.54	69.20
(ii) Landfilling	-	-
(iii) Other Disposal Operations	-	-
Total	**4.54**	**69.20**

Note 1: Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency: Yes, reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP.

Note 2: We've used the PPP conversion factor published for India in 2026 by IMF – 20.34 for the current year.

Note 3: The comparative values have been restated, please refer to Note B for further details.

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.**

GCPL is committed to a strategy of waste reduction in Waste Management Policy to reduce the hazardous waste generation in manufacturing facilities.

Waste management hierarchy – Avoid, Reuse, Recycle, Energy recovery, and Treatment & Disposal.

Link - https://godrejcp.com/public/pdfs/codes_policies/sustainability/Waste-Management-Policy.pdf

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:**

Sr. No	Location of	Whether the conditions of environmental approval/clearance are being complied with (Y/N)	If no, the reasons thereof and corrective action taken, if any
N/A	N/A	N/A	All of our operations and offices are situated in designated industrial zones and complying to all environmental standards of impact assessment. We do not have any facilities or operations in ecologically sensitive areas where environmental approvals / clearances are required.

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
None	N/A	N/A	N/A	N/A	N/A

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:**

Yes, all GCPL units are compliant with applicable environmental law/regulations/guidelines in India under Water Act, Air Act, and Environmental Protection Act, 1986.

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: Our plant sites Coil 6 - Karaikal, Chengalpattu - Chennai, Coil 9 and Conso - Pondiherry, MM Nagar - Chennai, Kathua - Jammu, Malanpur - Gwalior.

(ii) Nature of Operations: Manufacturing GCPL products

(iii) Water Withdrawal, Consumption and Discharge, in the following format:

Parameter	Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
Water Withdrawal by Source (in kilolitres)		
(i) Surface Water	0	0
(ii) Groundwater	1,51,730	2,62,261
(iii) Third Party Water	3,14,779	1,35,229
(iv) Seawater / Desalinated water	-	-
(v) Others	13,048	3,164
Total Volume of Water Withdrawal (in Kilolitres)	**4,79,556**	**4,00,654**
Total Volume of Water Consumption (in Kilolitres)	**4,79,556**	**4,00,654**

Parameter		Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
Water Intensity per Rupee of Turnover (Water Consumed / Turnover) in kl / Rupee		0.000005	0.000005
Water Intensity (optional) – the relevant metric may be selected by the Entity in kl / MT		2.45	1.87
Water Discharge by Destination and Level of Treatment (in Kilolitres)			
(i)	Into Surface Water	0	0
	- No Treatment	0	0
	- With Treatment – Please specify Level of Treatment	0	0
(ii)	Into Groundwater	0	0
	- No Treatment	0	0
	- With Treatment – Please specify Level of Treatment	0	0
(iii)	Into Seawater	0	0
	- No Treatment	0	0
	- With Treatment – Please specify Level of Treatment	0	0
(iv)	Sent to Third-parties	0	0
	- No Treatment	0	0
	- With Treatment – Please specify Level of Treatment	0	0
(v)	Others	0	0
	- No Treatment	0	0
	- With Treatment – Please specify Level of Treatment	0	0

Note 1: Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency: Yes, reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP.

Note 2: The comparative values have been restated, please refer to Note B for further details.

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

Parameter	Unit	Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
Total Scope 3 Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MtCO2e	18,18,735	22,08,455
Total Scope 3 Emissions per Rupee of Turnover	MtCO2e / ₹	0.000019	0.000025
Total Scope 3 Emission Intensity (optional) – the relevant metric may be selected by the Entity	MtCO2e	9.29	10.29

Note 1: For Category 11, direct-use emissions have been computed for only Goodknight products, which account for our primary energy-consuming products in use. We have assumed a conservative energy consumption in line with Goodknight LV machine's standard operating setting.

Note 2: The comparative values have been restated, please refer to Note B for further details.

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, along with Prevention and Remediation Activities.**

All our operations and offices are situated in designated industrial zones and complying to all environmental standards of impact assessment. We do not have any facilities or operations in ecologically sensitive areas where environmental approval / clearances are required.

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:**

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Energy	Co-Generation - 25 TPH Steam and 1.5 MW Power	2,000,000
2	Energy	Self-consumed electrical energy reduction in CoGen Plant by 12%	450,000
3	Energy	Air Compressor Specific Power Reduction by 25% for GERC Malanpur unit	240,000
4	Energy	Dedicated Brine chiller for Unit 2	210,000
5	Energy	Chiller replacement 110 TR by energy efficient 130 TR	200,000
6	Energy	Chiller and Cooling Tower interlocking in GERC to eliminate the idle running of CT	50,000
7	Energy	Energy Efficient Shrink Tunnel Machine Installation	104,706
8	Energy	Energy Efficient Wall Fans Installation	100,000
9	Energy	Energy Efficient Exhaust Fans Installation	83,047
10	Energy	Eliminated spiral conveyor system and installed flat conveyor for packing	92,400
11	Energy	Interlocking of S conveyor with wrapping machine	61,600
12	Energy	Installed timer in admin and Lab AC unit	25,200
13	Energy	Eliminated 6 small conveyors from Line by layout correction	23,100
14	Energy	37KW mixer motor replaced with 30kw motor	44,100
15	Energy	Chilling water circulation 5kw pump replaced with idle 3kw pump	15,400
16	Energy	Energy efficient fan for process cooling towers	23,016
17	Energy	VFD installation on water chiller for power utilization	25,596
18	Energy	Replacement of wall mounted fans with HVLS fan on shop floor	12,144
19	Energy	Replacement of Induction motor & blower with EC fan motor in micro lab AHU	15,840
20	Energy	Water Preheating system through HAG 2 flue gas	5,328
21	Energy	IE 2 to IE 4 energy saving motor changed	3,599
Total Energy saving in Kwh			**37,85,076**
22	Water	Reclaimed Filter Backwash at Water Treatment Plant(s)	2,160
23	Water	Reused for Cogen RO Reject water of TDS around 500 for reuse in process	15,000
24	Water	Turbine blowdown condensate water reutilisation in Cogen for direct water reduction	3,240
25	Water	All taps replaced with water efficient taps in Malanpur plant	9,900
26	Water	Condensate water reuse in CSP/New CSP	6,000
Total water saving in KL			**40,800**
27	Fuel	Electric Boiler for Ilicit	11,467
28	Fuel	Usage of Biodiesel in Boiler	2,636

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

Yes, we have built a sturdy Business Continuity Plan to further strengthen our business. Our 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, the organisation conducts internal and external risk assessments and trainings for its employees and workers. Major organisational risks are identified, measured, monitored and reviewed by the Central risk review committee. This risk review committee consists of the board 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?

N/A

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

49%

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:

8

B) 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 World Business Council for Sustainable Development	International
2.	United Nations Global Compact Network	International
3.	EcoVadis	International
4.	Confederation of Indian Industry	National
5.	Home Insect Control Association	National
6.	The Indian Society of Advertisers	National
7.	Employers' Federation of India	National
8.	Indian Chamber of Commerce	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

1. **Details of Public Policy Positions advocated by the Entity:**

Sr. no.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web-link, if available
1	Being a responsible organisation with customer centric approach, we are supporting HICA on continued advocacy for promoting safe use of household insecticides in India and supporting crackdown of illegal mosquito repellent incense sticks laced with unapproved harmful chemicals.	Formal representation through Industry Body (HICA) to State Governments and Central Government	Yes, coverage of Government's action in media	Others	https://timesofindia.indiatimes.com/city/vijayawada/officials-seize-rs-69-lakh-worth-of-hazardous-agarabattis-in-vijayawada/amp_articleshow/125620417.cms https://www.etvbharat.com/te/state/respiratory-diseases-caused-by-sleepwell-incense-sticks-disclosed-in-officers-inspections-in-vijayawada-andhra-pradesh-news-aps25112802348 https://zeenews.india.com/marathi/india/government-crackdown-after-illegal-and-upapproved-chemical-found-in-comfort-incense-sticks/978674
2	Advocacy for replacement of paper leaflets with QR Codes in Hair colour to enable digital access, protect environment, and reduce waste, and further promoting ease of doing business by simplifying regulatory challenges.	Formal representation to Central Government authorities & Industry Associations	No	Others	https://egazette.gov.in/(S(0owylvygqj4uqvnrbr4wy1st))/ViewPDF.aspx
3	To fight vector-borne disease risk and improve affordability and access we advocated for the reduction of GST on household insecticides from 18% to 5%.	Formal representation to Ministry of Finance at Central Level and State Governments (Health Ministers and GST Commissioners) as a responsible industry player with support from HICA	No	No	-

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
None	N/A	N/A	N/A	N/A	N/A

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:

GCPL is committed to respecting the rights of local communities. Our Human Rights policy explicitly commits to the principle of free, prior and informed consent, and support its implementation by relevant national authorities within their legal frameworks. It is for this reason that most of its manufacturing units are set up in pre-designated industrial zones. The HR/Admin teams are in regular communication with the local government and communities for CSR project needs and implementation. All meetings between our NGO partners, CSR teams and the communities are summarised to gauge our programme impacts, challenges and scope for improvement.

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

Particulars	Financial Year 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year - Restated)
Directly sourced from MSMEs / Small Producers	38%	24%
Sourced directly from within India	91%	91%

Note 1: Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator.

Note 2: The comparative values have been restated, please refer to Note A for further details.

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 2025-26 (Current Financial Year)	Financial Year 2024-25 (Previous Financial Year)
Rural	13%	13%
Semi-Urban	7%	6%
Urban	10%	12%
Metropolitan	70%	69%

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

Note 1: We have considered total wage cost as - Salaries and wages as per Note 38 and Processing and other manufacturing charges as reported in Note 41 in Audited Standalone Financial Statements for the year ended March 31, 2026, and the same has been bifurcated in rural/semi-urban/urban/metropolitan, as per our reporting boundary.

Note 2: Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator

LEADERSHIP INDICATORS

1. 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	

2. 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 ₹)
1.	Madhya Pradesh	Vidisha	17,70,040
2.	Uttar Pradesh	Sonbhadra	20,92,962
3.	Maharashtra	Gadchiroli	91,66,577
TOTAL			**1,30,29,579**

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

No

3.b. From which Marginalized / Vulnerable Groups do you procure?

N/A

3.c. What Percentage of Total Procurement (by Value) does it constitute?

N/A

4. 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:

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

5. 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		

6. 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.	EMBED Malaria Elimination	2,64,05,034 people	100%
2.	EMBED Dengue Control	2,84,17,243 people	100%
3.	Waste Management - Pondicherry	2,44,377 people	10%
4.	Waste Management - Malanpur	18,750 people	80%
5.	Waste Management - Palashbari	4,963 people	30%
6.	Waste Management Kasauli	12,000 people	20%
7.	Waste Management - Goa	1,61,772 people	5.08%

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:**

Godrej Consumer Products has well-defined and structured Consumer Complaint Management System, to ensure its consumers grievances and complaints are addressed quickly, in an amicable and smooth manner to bring about delight to the consumers'. Mechanism set to receive consumer complaints & feedback. Our two main sources of connect to our consumers are -

- Toll-free Number: 1800-266-0007
- E-mail: care@godrejcp.com

A specially trained and dedicated Customer Care team is available on all working days from Monday to Friday, from 9.00 a.m to 5.30 p.m. Complaints are received through emails, calls, letters or through social media like Instagram, X etc.

On receipt of a complaint, a unique ticket is generated by the agents for that particular complaint.

Mechanism set to respond to consumer complaints & feedback: Through call or e-mail the Executive then connects to the consumer based on their desired mode of communication to understand the nature and depth of the complaint first-hand. The Executive first line of communication is to trouble-shoot and help close the complaint on first connect. If this is not possible, then the complaint sample is arranged to be collected from the consumer's place at the company's expense and a fresh replacement is handed over to the consumer. We then invite the consumers to share their feedback on the service and the product used at their convenience. In case the customer is not satisfied for whatever reasons, we arrange for a visit by our Executive to his place with due prior permission and help resolve the issue. Our tracking mechanism and call recording IVR system, also helps us to trace and track any repeated complaints or non-genuine complaints in the past.

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	1%
Safe and Responsible Usage	57%
Recycling and/or Safe Disposal	35%

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

Particulars	Financial Year 2025-26 (Current Financial Year)			Financial Year 2024-25 (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	2	0	None	38	0	None
Cybersecurity	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	The District Consumer District Redressal Forum (DCDRF) in Bangalore had passed an order against GCPL for the FY24-25 compliant. Appeal has been filed against the order before the Karnataka State Consumer Redressal Commission at Bangalore and the same is currently pending to be decided.	1	1	The matter is currently ongoing and pending before the District Consumer Dispute Redressal Forum (DCDRF) in Bangalore.
Other	12,938	49	Product customer complaints resolved through calls, mails and replacements. The pending complaints came at the end of March and were resolved in April 2026.	24,975	26	Product customer complaints resolved through calls, mails and replacements. The pending complaints came in end of March and were resolved in April 2025.

['N/A' denotes 'Not Applicable'.]

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

Particulars	Number	Reasons for Recall
Voluntary Recalls	0	N/A
Forced Recalls	0	N/A

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

   Yes, the Information Security Management System policy is available on: https://www.godrejcp.com/uploads/Information_Security_Policy_cfc3afb68e.pdf and https://www.godrejcp.com/privacy

6. **Provide Details of any Corrective Actions taken or underway on Issues relating to Advertising, and Delivery of Essential Services; Cybersecurity 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 – **0**

   b. Percentage of Data Breaches involving personally identifiable information of customers – **0%**

   c. Impact, if any, of the data breaches – **Not Applicable**

   Note: Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator

LEADERSHIP INDICATORS

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

   All product information is available on www.godrejcp.com

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

   We ensure that all consumers are well informed about the type of products we offer by ensuring that all relevant information concerning the use, mechanism, ingredient list, manufacturing and expiry dates and safety related information of a product is printed and available on the packaging of all our products. The Care contact details in case of any grievances is also printed on each and every pack which constitutes the Care Toll free no. 1800-266-0007 and our Email id: Care@godrejcp.com. Besides, on all relevant product websites too, the desired information of the concerned product is well displayed.

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

   At GCPL, we do not deal with any essential services. However, in case of any disruption, we can intimate our consumers through our website, sales representatives, and e-mails. In addition, consumers can contact us on our toll-free number – 1800-266-0007 and e-mail ID - Care@godrejcp.com, which are printed on all our products.

4. **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.**

   No

5. **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):**

   Yes. Every year we cover over 50,000 consumers and their perception of our brands. We reach these consumers through various channels, online and offline, randomly at their homes or at central locations to gather insights. The surveys cover nearly 90% of our brands by revenue.