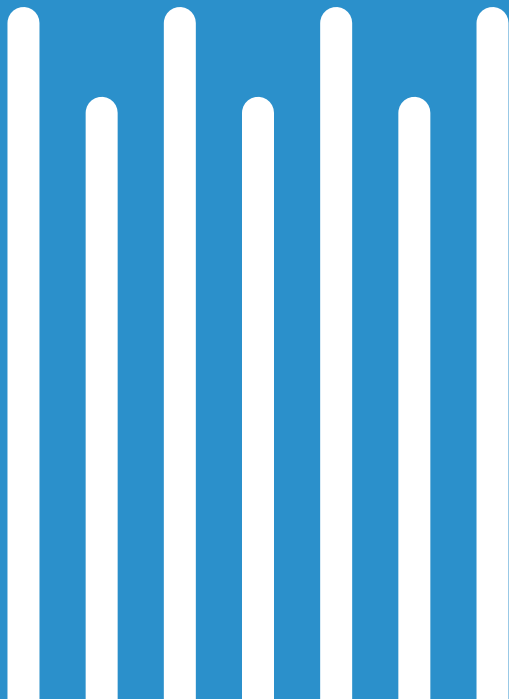


**BUSINESS  
RESPONSIBILITY  
AND SUSTAINABILITY  
REPORT (BRSR)**



# Business Responsibility And Sustainability Report (BRSR)

## FOR THE FINANCIAL YEAR ENDED MARCH 31, 2023

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the Listed Entity:

1.	Corporate Identity Number (CIN) of the Listed Entity	L15410MH1991PLC135359										
2.	Name of the Listed Entity	GODREJ AGROVET LIMITED										
3.	Year of Incorporation	1991										
4.	Registered Office Address	"Godrej One", 3 <sup>rd</sup> Floor, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai – 400 079, Maharashtra, India										
5.	Corporate Address	"Godrej One", 3 <sup>rd</sup> Floor, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai – 400 079, Maharashtra, India										
6.	E-mail	<a href="mailto:gavinvestors@godrejagrovvet.com">gavinvestors@godrejagrovvet.com</a>										
7.	Telephone	022 – 2519 4416										
8.	Website	<a href="http://www.godrejagrovvet.com">www.godrejagrovvet.com</a>										
9.	Financial Year for which reporting is being done	From 1 <sup>st</sup> April, 2022 upto 31 <sup>st</sup> March, 2023										
10.	Name of the Stock Exchange(s) where Shares are listed	(1) National Stock Exchange of India Limited (2) BSE Limited										
11.	Paid-up Capital	₹1,92,16,08,900/- [Comprising of 19,21,60,890 Equity Shares of Face Value of ₹10/- each]										
12.	Name and Contact details (Telephone, E-mail address) of the person who may be contacted in case of any queries on the BRSR	<table border="1"> <tr> <td><b>Name</b></td> <td><b>Mr. Balram Singh Yadav</b></td> </tr> <tr> <td><b>Designation</b></td> <td>Managing Director</td> </tr> <tr> <td><b>DIN</b></td> <td>00294803</td> </tr> <tr> <td><b>Telephone No.</b></td> <td>022 – 2519 4416</td> </tr> <tr> <td><b>E-mail ID</b></td> <td><a href="mailto:bs.yadav@godrejagrovvet.com">bs.yadav@godrejagrovvet.com</a></td> </tr> </table>	<b>Name</b>	<b>Mr. Balram Singh Yadav</b>	<b>Designation</b>	Managing Director	<b>DIN</b>	00294803	<b>Telephone No.</b>	022 – 2519 4416	<b>E-mail ID</b>	<a href="mailto:bs.yadav@godrejagrovvet.com">bs.yadav@godrejagrovvet.com</a>
<b>Name</b>	<b>Mr. Balram Singh Yadav</b>											
<b>Designation</b>	Managing Director											
<b>DIN</b>	00294803											
<b>Telephone No.</b>	022 – 2519 4416											
<b>E-mail ID</b>	<a href="mailto:bs.yadav@godrejagrovvet.com">bs.yadav@godrejagrovvet.com</a>											
13.	Reporting boundary - Are the disclosures under this Report made on a standalone basis (i.e., only for the Entity) or on a consolidated basis (i.e., for the Entity and all the entities which form a part of its consolidated financial statements, taken together)?	The disclosures under this Report are made on a standalone basis, i.e., for the Company only.										

#### II. Products / Services:

14. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Animal Feeds	Manufacture and marketing of Animal Feeds	72%
2.	Agricultural Inputs / Crop Protection	Manufacture and marketing of Agricultural Inputs / Crop Protection	9%
3.	Vegetable Oils	Manufacture and marketing of Vegetable Oils	19%
<b>TOTAL</b>			<b>100%</b>

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

Sr. No.	Product / Service	NIC Code	% of Total Turnover contributed
1.	Animal Feeds	10801, 10802, 10803	72%
2.	Agricultural Inputs / Crop Protection	20121, 20211, 20213, 20219	9%
3.	Vegetable Oils	10402	19%

**III. Operations:**

## 16. Number of locations where plants and/or operations / offices of the Entity are situated:

Location	Number of:			
	Plants	Offices	Research & Development Centres	Total
National	24	13	2	39
International	-	-	-	-

## 17. Markets served by the Entity:

## a. Number of Locations:

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

## b. Contribution of Exports as a percentage of the Total Turnover of the Entity: 0.06%

## c. A brief on Types of Customers:

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

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

**IV. Employees:**

## 18. Details as at the end of Financial Year:

## a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1,804	1,664	92.2%	140	7.8%
2.	Other than Permanent (E)	14	12	85.7%	2	14.3%
3.	Total Employees (D + E)	1,818	1,676	92.2%	142	7.8%
<b>WORKERS</b>						
4.	Permanent (F)	943	941	99.8%	2	0.2%
5.	Other than Permanent (G)	969	955	98.6%	14	1.4%
6.	Total Workers (F + G)	1,912	1,896	99.2%	16	0.8%

## b. Differently abled Employees and Workers:

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

## 19. Participation / Inclusion / Representation of Women:

Particulars	Total (A)	No. and Percentage of Females	
		No. (B)	% (B / A)
Board of Directors	14	6	42.86%
Key Managerial Personnel	3	0	0%

## 20. Turnover Rate for Permanent Employees and Workers:

(Disclose trends for the past 3 years)

Particulars	Financial Year 2022-23 (Turnover rate in current Financial Year)			Financial Year 2021-22 (Turnover rate in previous Financial Year)			Financial Year 2020-21 (Turnover rate in the year prior to the previous Financial Year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.2%	24.6%	21.4%	17.9%	22.4%	18.2%	11.8%	17.0%	12.2%
Permanent Workers	7%	50%	7%	NA	NA	NA	NA	NA	NA

('NA' denotes that data is not available.)

## V. Holding, Subsidiary and Associate Companies (including Joint Ventures):

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

Sr. No.	Name of the Holding / Subsidiary / Associate companies / Joint Ventures	Indicate whether Holding / Subsidiary / Associate / Joint Venture	% of shares held by Listed Entity	Does the Entity indicated at Column A, participate in the Business Responsibility initiatives of the Listed Entity? (Yes / No)
1.	Godrej Industries Limited	Holding Company (holding 64.90% of the Equity Shares of the Entity)	N/A	The Holding Company of the Company has its own business responsibility initiatives.
2.	Godvet Agrochem Limited	Subsidiary Company	100.00%	None of the Subsidiary Companies of the Company are mandatorily required to comply with Section 135 of the Companies Act, 2013.
3.	Godrej Maxximilk Private Limited	Subsidiary Company	100.00%	
4.	Godrej Tyson Foods Limited	Subsidiary Company	51.00%	
5.	Creamline Dairy Products Limited	Subsidiary Company	51.91%	
6.	Astec LifeSciences Limited	Subsidiary Company	64.77%	
7.	Behram Chemicals Private Limited	Subsidiary Company	N/A since a step-down subsidiary	
8.	Comercializadora Agricola Agroastrachem Cia Ltda	Subsidiary Company	N/A since a step-down subsidiary	

**VI. CSR Details:**

22. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in ₹): ₹ 9,373.68 Crore
- (iii) Networth (in ₹): ₹ 2,743.60 Crore

**VII. Transparency and Disclosures Compliances**

23. 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, then provide web-link for grievance redress policy)	Financial Year 2022-23 (Current Financial Year)			Financial Year 2021-22 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Not specific	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	Not specific	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes <a href="https://www.godrejagrovet.com/sustainability/codes-and-policies">https://www.godrejagrovet.com/sustainability/codes-and-policies</a>	32	Nil	Resolved	32	Nil	Resolved
Employees and Workers	Yes <a href="https://www.godrejagrovet.com/sustainability/codes-and-policies">https://www.godrejagrovet.com/sustainability/codes-and-policies</a>	1	Nil	Resolved	1	Nil	Resolved
Customers	Not specific	Nil	Nil	-	Nil	Nil	-
Value Chain Partners	Not specific	Nil	Nil	-	Nil	Nil	-
Others (please specify)	Not specific	Nil	Nil	-	Nil	Nil	-

## 24. 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 (Indicate positive or negative implications)
1.	Water Stewardship	O	<ul style="list-style-type: none"> <li>Optimize water usage, and manage wastewater &amp; effluent discharge</li> </ul>	<ul style="list-style-type: none"> <li>Godrej Agrovet is a 7x water positive company having sequestered 14 million m3 water in FY 2022-23</li> <li>Under Integrated Watershed Development project, Godrej Agrovet has made successful interventions in groundwater recharge and restoring the ecological balance in the drought prone areas</li> <li>Under our Good &amp; Green Sustainability plan, we are targeting 10% reduction in specific water consumption by FY 2025-26</li> <li>Company's major facilities are equipped with zero liquid discharge facilities</li> </ul>	Positive
2.	Energy and Emissions Management	O	<ul style="list-style-type: none"> <li>Reduce energy consumption and Improve cost efficiency</li> <li>Reduce Greenhouse Gas (GHG) emissions and overall environmental footprint</li> </ul>	<ul style="list-style-type: none"> <li>Transition towards renewable energy portfolio; targeting 90% of the total energy consumption through renewable sources by FY 2025-26</li> <li>Vegetable oils business has achieved ~100% of its energy consumption from the renewable portfolio of boiler fuel</li> <li>Targeting 10% reduction in specific energy consumption by FY 2025-26</li> <li>Godrej Agrovet has committed to reduction in Scope 1 &amp; 2 greenhouse gas emissions by 37% and Scope 3 emissions by 16% by FY 2034-35, as per Science based target initiatives (SBTi)</li> <li>Targeting Carbon Neutrality by FY 2034-35</li> <li>Achieved specific GHG emission reduction of 19% against target of 15% by FY 2025-26</li> </ul>	Positive



Sr. No.	Material Issue identified	Indicate whether Risk or Opportunity (R / O)	Rationale for identifying the Risk / Opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Indicate positive or negative implications)
3.	Waste Management	R	<ul style="list-style-type: none"> <li>● Poor waste management practices may lead to regulatory non-compliance and penalties</li> <li>● Minimize waste generation and also managing it in an environmentally responsible manner</li> </ul>	<ul style="list-style-type: none"> <li>● Robust waste management practices in line with our '4R' principle, i.e., Reduce, Reuse, Recycle &amp; Recover</li> <li>● Ensure Compliance with Extended Producer responsibility (EPR) guidelines as well as Hazardous Waste Management Regulations</li> <li>● Vegetable Oils business achieved complete circularity while Aqua feed diverted 100% of Biomass Fly Ash waste from landfilling to recycling, reducing carbon footprints</li> <li>● The Company is one of the signatories for India Plastic Pact 2021, business-led initiatives to transform the plastics packaging value chain</li> </ul>	Negative
4.	Legal & Regulatory Compliance	R	<ul style="list-style-type: none"> <li>● Failure to comply with relevant laws and regulations may lead to adverse impact on brand image, legal &amp; financial penalties, loss of market access</li> </ul>	<ul style="list-style-type: none"> <li>● Robust compliance monitoring systems and strict adherence to the same</li> <li>● Regular employee awareness sessions</li> </ul>	Negative
5.	Occupational Health & Safety	R and O	<ul style="list-style-type: none"> <li>● Direct Potential impact on company's operations, employees and communities at large</li> <li>● Critical for maintaining a safe and healthy work environment for all employees and stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>● Implementation of Company-wide Safety and Health Management System (SHMS) policy based on 19 safety standards with various critical elements and sub-elements</li> <li>● Robust EHS risk management framework guided by ISO 45001, OHSAS 18001 standards as well as the legal requirements</li> <li>● Implementation of various techniques such as Hazard Identification Risk Assessment (HIRA), Hazard and Operability Analysis (HAZOP), design checklists and other consequence modelling studies</li> <li>● Digitized user-friendly platform "i-safe" to report, track and resolve safety incidents</li> <li>● Periodic cross functional, inter-unit audits, mandatory Job safety analysis, periodic EHS Committee meetings on shop floor to promote a transparent safety culture</li> </ul>	Negative

## 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 NGRBC Principles and Core Elements.

Disclosure Questions			P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and Management Processes:</b>											
1.	a.	Whether your Entity's Policy / Policies cover each Principle and its core elements of the NGRBCs [Yes (Y) / No (N)]	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b.	Has the Policy been approved by the Board? [Yes (Y) / No (N)]	The Company has obtained approval of the Board of Directors for the Policies, wherever necessary.								
	c.	Web Link of the Policies, if available	The policies formulated and adopted by the Company are available on the website of the Company <a href="http://www.godrejagrovet.com">www.godrejagrovet.com</a> at the weblink <a href="https://www.godrejagrovet.com/sustainability/codes-and-policies">https://www.godrejagrovet.com/sustainability/codes-and-policies</a> .								
2.		Whether the Entity has translated the Policy into procedures (Yes / No)	The Company endeavours to implement and translate all the Policies into procedures and practices in true letter and spirit.								
3.		Do the enlisted Policies extend to your value chain partners? (Yes / No)	The Company encourages its value chain partners to uphold standards of ethics, fairness and transparency in all their dealings with the Company.								
4.		Name 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 your Entity and mapped to each Principle	<ul style="list-style-type: none"> <li>The Company has ISO 27001: 2021 certification which depicts the Company's commitment to highest standards of data security and information management.</li> <li>All the cattle feed plants of the Company are BIS certified, which underscores the Company's commitment to quality.</li> </ul>								
5.		Specific commitments, goals and targets set by the Entity with defined timelines, if any	Yes, the Company makes specific commitments and defines goals and targets.								
6.		Performance of the Entity against the specific commitments, goals and targets along-with reasons in case the same are not met	The Company monitors and periodically reviews its performance with respect to sustainability goals and targets and the action plans drawn for achieving the same.								
<b>Governance, Leadership and Oversight:</b>											
7.		Statement by Director responsible for the BRSR, highlighting ESG related challenges, targets and achievements (Listed Entity has flexibility regarding the placement of this disclosure):	<p>The Company's commitment to environmental issues and community development has always been meaningful and long-term, with a deep purpose. Its sustainability targets are guided by the Godrej Group's Good &amp; Green vision of creating a more inclusive and greener world.</p> <p>The Company has made meaningful progress towards achieving its sustainability objectives by 2026. 73% of the Company's energy consumption during the Financial Year 2022-23 was from clean, renewable energy sources as against a target of 90% by 2026. Solar roof top or ground mounted systems were installed at more than 20 (Twenty) manufacturing plants. The Company is a 7x water positive company having sequestered around 14 million cubic metre of water during the year. Towards achieving Carbon Neutrality by 2035, the Company has sequestered 24,792 MT of CO<sub>2</sub> in FY 2022-23 which accounts for 24% of its annual CO<sub>2</sub> emission target. The Company has reduced its specific Green House Gas (GHG) emission by 19%, already ahead of the targeted 15% by 2026.</p> <p>During the Financial Year 2022-23, your Company successfully completed submission of Green House Gas (GHG) emissions reduction roadmap target in line with Science Based Target's (SBTi) "Well Below 2°C" scenario. In doing so, the Company became the first Agri company in India to commit to reduction in Scope 1 &amp; Scope 2 GHG emissions by 37.5% and Scope 3 emissions by 16.0% by 2035. The Company's Carbon Disclosure Project (CDP) scores of "B" in both Forests and Climate for the second straight year remained well ahead of the food sector, as well as, the Asian and Global averages.</p> <p>On the people front, the Company's livelihood and entitlement enablement initiatives continue to focus on sustainable economic development of vulnerable and low-income sections of the society. The Company's CSR programmes, namely, "Grameen Vikas – brighter farming" and "Pragati – community-based education" touched the lives of 17,506 households across 10 states and 25,000+ students under various initiatives.</p>								
8.		Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	<p>The implementation and oversight of the Company's Policy towards business responsibility is regularly carried out by:</p> <ol style="list-style-type: none"> <li>Managing Director</li> <li>Corporate Social Responsibility (CSR) Committee</li> <li>Board of Directors</li> </ol>								



9. Does the Entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Company has a Corporate Social Responsibility (CSR) Policy which approves and oversees CSR projects in line with the Company's strategy to bring about a positive impact on the communities through various CSR programmes. Moreover, Mr. Balram S. Yadav, Managing Director also regularly looks into and monitors the CSR projects implemented by the Company.
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## 10. Details of Review of NGRBCs by the Company:

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

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

## 12. If answer to Question (1) 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)									
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	
Board of Directors (BoD)	4	1. Corporate Law / Governance Updates 2. Environment, Health & Safety Updates 3. Risk Management Updates 4. Corporate Social Responsibility (CSR) Updates	100%
Key Managerial Personnel (KMP)	4	1. Corporate Law / Governance Updates 2. Environment, Health & Safety Updates 3. Risk Management Updates 4. Corporate Social Responsibility (CSR) Updates	100%
Employees other than BoD & KMP	41	1. Code of Conduct 2. Prevention of Sexual Harassment at the Workplace 3. Occupational Health & Safety 4. Good & Green - Energy Efficiency, Waste Management, Water Conservation 5. Diversity: Gender and Sexuality Diversity and Inclusion in the Workplace	100%
Workers	545	1. Code of Conduct 2. Prevention of Sexual Harassment at the Workplace 3. Occupational Health & Safety	100%

2. Details of fines / penalties / punishment / award/ compounding fees / settlement amount paid in proceedings (by the Entity or by directors / 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 SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the Entity's website.):

Monetary and Non-Monetary	Penalty/Fine	Settlement	Compounding Fee
NGRBC principle	None	None	None
Name of regulatory / enforcement agencies / judicial institutions	N/A	N/A	N/A
Amount (INR)	N/A	N/A	N/A
Brief of the case	N/A	N/A	N/A
Has an appeal been preferred (Yes/No)	N/A	N/A	N/A
Imprisonment	N/A	N/A	N/A
Punishment	N/A	N/A	N/A

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	Not Applicable
Name of the regulatory/ enforcement agencies/ judicial institutions	Not Applicable

**4. Does the Entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy:**

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

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

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

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

**5. Number of Directors / KMPs / employees / workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

Particulars	Current FY 2022-23	Previous FY 2021-22
Board of Directors	Nil	Nil
Key Managerial Personnel	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

**6. Details of complaints with regard to conflict of interest:**

Particulars	Current FY 2022-23	Previous FY 2021-22	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest:**

Not Applicable

## LEADERSHIP INDICATORS

**Does the Entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same:**

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

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

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

## PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

## ESSENTIAL INDICATORS

1. **Percentage of 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	Current FY 2022-23	Previous FY 2021-22	Details of improvements in environmental and social impacts
R&D	81.2%	56.2%	R&D investments in Animal Research centre for increasing productivity and reducing emissions
CAPEX	17.7%	19.2%	Solar projects across multiple manufacturing locations, Effluent treatment plant, Rain water harvesting

2. **a. Does the Entity have procedures in place for sustainable sourcing? (Yes/No)**  
**b. If yes, what percentage of inputs were sourced sustainably?**

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

The Company is in the process developing Supply chain policy for its businesses to further reinforce its commitment to sustainability and responsibility across its value chain. The Company has different sourcing procedures for its three key businesses – Animal Feed, Crop Protection and Vegetable Oils.

The Company's animal feed business has pan-India manufacturing presence across more than 30 locations and farmers remain a core constituent of the Company's sourcing of the input agri-commodities for feed business. The Company procures majority of its input commodities through the Government regulated Agricultural Produce Marketing Committees nearby manufacturing locations.

In Crop Protection business, the Company has internal process for selection of suppliers and third parties which includes various parameters such as legal compliance, ISO certification, Environment Health & Safety practices, etc.

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

3. **Describe the processes in place to safely reclaim your 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)	<p>The Company has an established framework for management of plastic and hazardous waste in line with the Government regulations.</p> <p>As part of the compliance with Plastic Waste Management guidelines, the Company engaged one of the leading pan India plastic waste reprocessing agency authorised by Central Pollution Control Board for collection. During the year, the Company, as a brand owner under Extended Producer Responsibility (EPR) Regulations, collected and recycled 2,569 MT of rigid, flexible and multi-layered plastic waste from 17 states and 1 union territory through reprocessing agency.</p> <p>The Company is also one of the signatories for India Plastic Pact 2021, business-led initiatives that helps to transform the plastics packaging value chain for all formats and products.</p>
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(b)	E-waste	Not Applicable
(c)	Hazardous waste	Expired products and other hazardous waste are sent for disposal to authorised facilities in accordance with the prevailing Hazardous Waste Management Regulations
(d)	Other waste	Not Applicable

4. **Whether Extended Producer Responsibility (EPR) is applicable to the Entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same:**

Yes, the Company is registered as Brand Owner in Animal Feed and Crop Protection businesses as per the Extended Producer Responsibility (EPR) Regulations. Waste collection plan is in line with the Pollution Control Board guidelines. The Company achieved 100% of its planned target of plastic waste collection in FY 2022-23.

#### LEADERSHIP INDICATORS

**Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry):**

NIL

**Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format for current FY and previous FY:**

Particulars	FY 2022-23			FY 2021-22		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)	-	-	2,569	-	-	3,668
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	207	-	-	-
Other waste	-	-	-	-	-	-

### 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:**

% of Employees (Permanent and Other employees) covered	Male	Female	Total
Total (A)	1,676	142	1,818
Health insurance nos. (B)	1,664	140	1,804
Health insurance % (B/A)	99%	99%	99%
Accident insurance nos. (C)	1,676	142	1,818
Accident insurance % (C/A)	100%	100%	100%
Maternity benefits nos. (D)	0	142	142
Maternity benefits % (D/A)	0%	100%	100%
Paternity benefits nos. (E)	1,676	0	1,676
Paternity benefits % (E/A)	100%	0%	100%
Day care facilities nos. (F)	111	38	149
Day care facilities % (F/A)	7%	27%	8%

## 1. b. Details of measures for the well-being of workers:

% of Workers (Permanent and Other workers) covered	Male	Female	Total
Total (A)	1,896	16	1,912
Health insurance nos. (B)	598	2	600
Health insurance % (B/A)	32%	13%	31%
Accident insurance nos. (C)	1,896	16	1,912
Accident insurance % (C/A)	100%	100%	100%
Maternity benefits nos. (D)	0	16	16
Maternity benefits % (D/A)	0%	100%	100%
Paternity benefits nos. (E)	1,896	0	1,896
Paternity benefits % (E/A)	100%	0%	100%
Day care facilities nos. (F)	0	0	0
Day care facilities % (F/A)	0%	0%	0%

## 2. Details of retirement benefits, for Current FY and Previous Financial Year:

Benefits	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	100%	100%	Yes
Gratuity	100%	100%	Yes
Employees' State Insurance (ESI)	All covered as per eligibility	All covered as per eligibility	Yes
Others	-	-	-

## 3. Accessibility of workplaces - Are the premises / offices of the Entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the Entity in this regard:

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

## 4. Does the Entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy:

Yes, the Company's Code of conduct outlines its commitment to offering equal opportunities for all team members. Any form of discrimination against any team member or applicant for employment on the basis of nationality, race, colour, religion, caste, gender, gender identity / expression, sexual orientation, disability, age, or marital status is strictly prohibited. Godrej Group companies also subscribe to the CII-ASSOCHAM Code of Conduct for Affirmative Action.

The Godrej Code of Conduct is available on the corporate website ([www.godrejagrovvet.com](http://www.godrejagrovvet.com)) at the weblink <https://www.godrejagrovvet.com/sustainability/codes-and-policies>.

## 5. Return to work and Retention rates of permanent employees and workers that took parental leave:

Particulars	Male	Female	Total
Permanent employees - Return to work rate	100%	100%	100%
Permanent employees - Retention rate	100%	100%	100%
Permanent workers - Return to work rate	100%	100%	100%
Permanent workers - Retention rate	100%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief:

Particulars	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	Company has multiple engagement forums available for its employees to share their concerns, suggestions etc with line managers, HR departments and senior leadership team. Policies related to Prevention of Sexual Harassment at workplace and vigil mechanism / Whistle-blower are also available to all employees and workers. The Company is committed to creating and maintaining an atmosphere in which all employees can work together, without fear of sexual harassment, exploitation or intimidation. A gender- neutral policy on prevention of sexual harassment has been in place for years. All employees are required to go through mandatory training on prevention of sexual harassment. Whistle Blower Policy also enables employees to raise concerns about unacceptable, improper or unethical practices being followed in the organization, without necessarily informing their supervisors. A Whistleblowing Officer has been designated for the purpose of receiving and recording any complaints under this Policy.
Other than Permanent Workers		
Permanent Employees		
Other than Permanent Employees		

7. Membership of employees and worker in association(s) or Unions recognised by the listed Entity, for Permanent Employees & Permanent Workers, for Current FY and Previous FY:

FY 2022-23	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)
<b>Permanent Employees</b>			
Male	1,664	0	0%
Female	140	0	0%
<b>Permanent Workers</b>			
Male	941	436	46%
Female	2	0	0%
FY 2021-22	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)
<b>Permanent Employees</b>			
Male	1,616	0	0%
Female	119	0	0%
<b>Permanent Workers</b>			
Male	993	436	44%
Female	2	0	0%

8. Details of training given to employees and workers for Current FY and Previous FY:

Employees and Workers	FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total
Total Employees (A)	1,676	142	1,818	1,632	119	1,751
Health and safety measures nos (B)	643	43	686	550	30	580
On Health and safety measures % (B/A)	38%	30%	38%	34%	25%	33%
Skill upgradation nos. (C)	444	142	586	313	119	432
Skill upgradation % (C / A)	26%	100%	32%	19%	100%	25%
Total Workers (A)	1,896	16	1,912	1,851	10	1,861
Health and safety measures nos (B)	1,056	16	1,072	1,285	10	1,295
On Health and safety measures % (B/A)	56%	100%	56%	69%	100%	70%
Skill upgradation nos. (C)	The Company conducts continuous on-the-job skill upgradation training programs throughout the year for its workers. Although, the Company does not track these sessions separately, majority of its workforce has been covered under these programs in the reporting periods					
Skill upgradation % (C / A)						

9. **Details of performance and career development reviews of employees and workers for Current and Previous FY:**

Employees and Workers	FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total
Total Employees (A)	1,664	140	1,804	1,603	116	1,719
Nos (B)	1,413	95	1,508	1,438	99	1,537
% (B/A)	85%	68%	84%	90%	85%	89%
<hr/>						
Total Workers (A)	Performance reviews of workers are determined on the basis of Long-term settlement contracts (LTC).					
Nos (B)						
% (B/A)						

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 such system?**

Yes, the Company has implemented occupational health and safety management system across its manufacturing locations, research facilities and offices. The Company's safety policies are in accordance with the guidelines provided by ISO 45001, OHSAS 18001 standards as well as the legal requirements through various acts. Safety and health of all stakeholders is considered to be of a paramount importance for sustainable growth at Godrej group and associated companies. Godrej Group carries a vision to bring about a strong Safety and Health culture across the organization and all companies remain committed to provide a safe and healthy work environment for the well-being of all stakeholders, namely Godrejites, business associates, processors, contractors, sub-contractors, vendors, transporters, customers and visitors.

The Company's approach to EHS is well documented in Safety and Health Management System (SHMS) policy and is based on 19 safety standards with various critical elements and sub-elements. The SHMS policy is designed to enhance the performance of the Company's individual units through target setting and continuous monitoring of key performance indicators as well as promoting a safety culture across the organisation. The EHS Department is staffed with competent resources having designated roles along with safety teams in manufacturing locations are responsible for risk assessment, SHMS implementation, performance monitoring and reporting. The Company has adopted scoring matrix to measure and compare performance of EHS system at all of the Company's locations. The scores are also embedded in the annual performance reviews for the senior leadership as well as functional management.

b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the Entity?**

The Company has a robust EHS risk management framework which is reviewed on a regular basis along with mitigation plans for identified routine and non-routine hazards. The Company has implemented various techniques such as Hazard Identification Risk Assessment (HIRA), Hazard and Operability Analysis (HAZOP), design checklists and other consequence modelling studies. Strict adherence to standard operating procedures (SOPs) for workplace safety is followed on shop floors across the Company's manufacturing locations. For all new projects, EHS compliance is ensured through mandatory Job safety analysis during the construction and operational phases. Periodic cross functional as well as inter-unit audits at a business and corporate levels are conducted for all of the Company's manufacturing locations to identify hazards, design risk mitigation plans and to monitor compliance with policy standards.

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

c. **Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)**

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

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

Yes, all of the Company's manufacturing sites and offices have access to non-occupational medical and healthcare services either on-site or through tie-ups with reputed medical centres in close proximity. All necessary first-aid trainings and equipment are provided



across the Company's manufacturing sites. All permanent employees and workers along with their family members have access to the either Company supported medical benefits, group insurance policies and/or where applicable, statutory benefits under ESIC.

**11. Details of safety related incidents, in the following format for Current FY and Previous FY:**

Safety Incident / Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.11	0.08
Total recordable work-related injuries	Employees	-	-
	Workers	3	2
No. of Fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

**12. Describe the measures taken by the Entity to ensure a safe and healthy workplace:**

The Company is committed to the health and well-being of its team members and have an on-site medical centre and hospital within the Godrej Head Office, Vikhroli campus. The Company conducts regular medical awareness workshops including mental health and well-being and periodic free of cost on-site diagnostic camps.

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

**13. Number of Complaints made by employees and workers:**

Complaint regarding	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions		Nil	
Health & Safety			

**14. Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by Entity or statutory authorities or third parties)
Working Conditions	The Company's crop protection manufacturing units are covered under ISO 45001:2018 / OHSAS 18001 occupational health and safety management standards. Furthermore, all the Company's manufacturing facilities are audited by cross functional teams at business as well as corporate level with oversight from senior management.
Health & Safety	

**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:**

NIL

**LEADERSHIP INDICATORS**

**Does the Entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N):**

(A) Employees (Yes / No )	Yes
(B) Workers (Yes / No )	Yes

**Provide the measures undertaken by the Entity to ensure that statutory dues have been deducted and deposited by the value chain partners:**

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

**Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q.11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

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
Employees		Not Applicable
Workers		Not Applicable

**Does the Entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

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

#### PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

##### ESSENTIAL INDICATORS

#### 1. Describe the processes for identifying key stakeholder groups of the Entity:

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

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

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

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

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



**2. List stakeholder groups identified as key for the Company and the frequency of engagement with each stakeholder group:**

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of Communication	Frequency of Engagement	Purpose and Scope of Engagement including key topics and concerns raised during such Engagement
Shareholders	No	<ul style="list-style-type: none"> <li>● General Meetings</li> <li>● Media Releases</li> <li>● Investor Presentations</li> <li>● Quarterly Results</li> <li>● Annual Reports</li> <li>● Stock Exchange Filings</li> <li>● Corporate Website</li> <li>● Bulk E-mails regarding Notices of Meetings, Postal Ballots, Tax Deducted at Source (TDS) on Dividend, etc.</li> <li>● Dedicated e-mail address for resolving Shareholders' queries / requests</li> </ul>	Quarterly / Half-yearly / Annual /As and when required	<ul style="list-style-type: none"> <li>● Understanding the aspirations and expectations of the Shareholders</li> <li>● Updating the Shareholders about the operations and financial performance of the Company</li> </ul>
Employees and Workers	No	<ul style="list-style-type: none"> <li>● Regular e-mail circulars and organizational announcements</li> <li>● Quarterly communication on financial performance</li> <li>● Open forum interview with the Managing Director titled as "Mulakaat" to provide business performance updates to employees, notify them about any important updates concerning them and answer their related queries</li> <li>● Training and induction programmes and workshops for employees</li> <li>● Welfare initiatives for employees and their dependents</li> <li>● Employee engagement / feedback surveys</li> <li>● Employees' participation in community initiatives by encouraging volunteering</li> </ul>	Quarterly / Half-yearly / Annual /As and when required	<ul style="list-style-type: none"> <li>● Updating the employees about the Company's progress, policies and expectations</li> <li>● Gaining valuable feedback from the employees for strengthening the functioning and growth of the Company</li> <li>● Implementing measures for employees' motivation, professional growth and personal well-being</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>● Business interactions</li> <li>● Formal customer and distributor meets</li> <li>● Market visits</li> </ul>	Ongoing and also specifically as and when required	<ul style="list-style-type: none"> <li>● Understanding customers' expectations and measures which can create delight for them</li> <li>● Effective resolution of customer complaints / issues, if any</li> </ul>
Suppliers	No	<ul style="list-style-type: none"> <li>● Business interactions</li> <li>● Formal supplier meets</li> <li>● Market visits</li> </ul>	Ongoing and also specifically as and when required	<ul style="list-style-type: none"> <li>● Understanding the needs and expectations of suppliers</li> <li>● Identifying issues or gaps, if any, in the supply chain</li> <li>● Awareness amongst suppliers about regulatory norms and Environment, Health &amp; Safety (EHS) standards adopted by the Company</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of Communication	Frequency of Engagement	Purpose and Scope of Engagement including key topics and concerns raised during such Engagement
Government and Regulatory Bodies	No	<ul style="list-style-type: none"> <li>Filings with Government and regulatory authorities</li> <li>Representations</li> <li>Media Releases</li> <li>Quarterly Results</li> <li>Annual Reports</li> <li>Stock Exchange Filings</li> <li>Corporate Website</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>Complying with statutory / mandatory reporting requirements</li> <li>Regulatory guidance whenever required</li> <li>Raising and resolution of issues faced by the industry</li> </ul>
Media and Analysts	No	<ul style="list-style-type: none"> <li>Analyst Meets</li> <li>Investor Calls</li> <li>Media Releases</li> <li>Investor Presentations</li> <li>Quarterly Results</li> <li>Annual Reports</li> <li>Stock Exchange Filings</li> <li>Corporate Website</li> </ul>	Quarterly / Half-yearly / Annual / As and when required	<ul style="list-style-type: none"> <li>Understanding investor aspirations and market trends</li> <li>Updating on Company's performance and industry standing</li> </ul>
Communities at large	Yes, certain sections of the communities	<ul style="list-style-type: none"> <li>Direct Corporate Social Responsibility (CSR) initiatives</li> <li>CSR interventions undertaken with the assistance of Non-Governmental Organisation (NGO) partners</li> </ul>	Ongoing and also specifically as and when required	<ul style="list-style-type: none"> <li>Assessment of need and impact of Corporate Social Responsibility (CSR) initiatives</li> <li>Harmonious relations with local communities in and around the geographical areas in which the Company operates</li> </ul>

#### LEADERSHIP INDICATORS

**Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board:**

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

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

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

**Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the Entity:**

The Company considers it vital to receive inputs from the concerned stakeholders through consultation, to identify environmental and social topics which are materially important from time to time. Based on the inputs so received and in line with the changing context and requirements:

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

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

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

**PRINCIPLE 5: Businesses should respect and promote human rights**

**ESSENTIAL INDICATORS**

1. **Employees and Workers who have been provided training on human rights issues and policy(ies) of the Entity, in the following format for Current FY and Previous FY:**

Particulars	FY 2022-23			FY 2021-22		
	Total (A)	Covered (B)	% (B / A)	Total (A)	Covered (B)	% (B / A)
<b>Employees</b>						
Permanent	1,804	1,804	100%	1,735	1,735	100%
Other than permanent	14	14	100%	16	16	100%
<b>Total</b>	<b>1,818</b>	<b>1,818</b>	<b>100%</b>	<b>1,751</b>	<b>1,751</b>	<b>100%</b>
<b>Workers</b>						
Permanent	943	943	100%	995	995	100%
Other than permanent	969	969	100%	866	866	100%
<b>Total</b>	<b>1,912</b>	<b>1,912</b>	<b>100%</b>	<b>1,861</b>	<b>1,861</b>	<b>100%</b>

2. **Details of minimum wages paid to employees and workers, in the following format for Current FY and Previous FY:**

FY 2022-23	Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>					
<b>Permanent</b>	<b>1,804</b>	<b>0</b>	<b>0%</b>	<b>1,804</b>	<b>100%</b>
Male	1,664	0	0%	1,664	100%
Female	140	0	0%	140	100%
<b>Other than Permanent</b>	<b>14</b>	<b>0</b>	<b>0%</b>	<b>14</b>	<b>100%</b>
Male	12	0	0%	12	100%
Female	2	0	NA	2	NA
<b>Workers</b>					
<b>Permanent</b>	<b>943</b>	<b>0</b>	<b>0%</b>	<b>943</b>	<b>100%</b>
Male	941	0	0%	941	100%
Female	2	0	0%	2	100%
<b>Other than Permanent</b>	<b>969</b>	<b>0</b>	<b>0%</b>	<b>969</b>	<b>100%</b>
Male	955	0	0%	955	100%
Female	14	0	NA	14	100%

FY 2021-22	Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		% (B / A)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>					
<b>Permanent</b>	<b>1,735</b>	<b>0</b>	<b>0%</b>	<b>1,735</b>	<b>100%</b>
Male	1,616	0	0%	1,616	100%
Female	119	0	0%	119	100%
<b>Other than Permanent</b>	<b>16</b>	<b>0</b>	<b>0%</b>	<b>16</b>	<b>100%</b>
Male	16	0	0%	16	100%
Female	0	0	NA	0	NA
<b>Workers</b>					
<b>Permanent</b>	<b>995</b>	<b>0</b>	<b>0%</b>	<b>995</b>	<b>100%</b>
Male	993	0	0%	993	100%
Female	2	0	0%	2	100%
<b>Other than Permanent</b>	<b>866</b>	<b>0</b>	<b>0%</b>	<b>866</b>	<b>100%</b>
Male	858	0	0%	858	100%
Female	8	0	0%	8	100%

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

Particulars	Number	Male		Female	
		Number	Median Remuneration / Salary / Wages of respective Category	Number	Median Remuneration / Salary / Wages of respective Category
Board of Directors (BoD)	2		5,49,02,041	0	N/A
Key Managerial Personnel (KMP)	2		2,09,35,151	0	N/A
Employees other than BoD and KMPs	1,660		5,99,108	140	5,99,108
Workers	941		2,83,368	2	2,83,368

### 4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

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

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

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

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

The Company's Human Rights Policy is guided by international covenants such as the International Bill of Human Rights (i.e., Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights) and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. While adhering to local laws, the Company follows higher standards to the greatest extent possible. The Company's Human Rights Policy allies to all Godrej business units, entities owned by the Company and entities where Company has majority interest.

Godrej is committed to identifying, preventing and mitigating adverse human rights issues which affect employees, suppliers, and other external stakeholders. Godrej offers various safeguards to all stakeholders and maintain them with respect for their privacy and dignity.

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

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

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

**6. Number of Complaints made by employees and workers for Current FY and Previous FY:**

Complaints regarding	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	Resolved	1	0	Resolved
Discrimination at Workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other Human Rights related issues	0	0	NA	0	0	NA

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

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

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

**8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

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

**9. Assessments for the year:**

Particular	% of your plants and offices that were assessed (by Entity or statutory authorities or third parties)
Child labour	The Company internally monitors compliance for all relevant laws and policies pertaining to these Human Right issues for all the Company's plant and office locations. There have been no observations by local statutory / third parties in India in FY 2022-23.
Forced Labour / Involuntary Labour	
Sexual Harassment	
Discrimination at Workplace	
Wages	
Others – please specify	

**10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above:**

Not Applicable

**LEADERSHIP INDICATORS**

**Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints:**

Not Applicable

**Details of the scope and coverage of any Human Rights due diligence conducted:**

The Company has not conducted any human rights due diligence during the FY 2022-23.

**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?**

Yes

**Details on assessment of value chain partners:**

Particulars	
Sexual Harassment	
Forced Labour / Involuntary Labour	
Discrimination at Workplace	
Child Labour	Nil
Wages	
Others – please specify	

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

Not Applicable

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment****ESSENTIAL INDICATORS****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Particulars	Units	FY 2022-23	FY 2021-22
Total electricity consumption (A)	MJ	22,77,41,537	21,10,87,983
Total fuel consumption (B)	MJ	1,36,33,91,836	1,20,28,83,097
Energy consumption through other sources (C)	MJ	-	-
Total energy consumption (A+B+C)	MJ	1,59,11,33,372	1,41,39,71,080
Energy intensity per rupee of turnover	MJ / Rupees	0.023112	0.02287
(Total energy consumption/ turnover in rupees)			
Energy intensity (optional)	MJ / MT	986	979

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. – Independent assurance is proposed to be commissioned in the Financial Year 2023-24.

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

Not Applicable. None of the Company's manufacturing plants / business has notified as designated consumers (DCs) under Performance, Achieve and Trade (PAT) scheme of Government of India.

**3. Details of total water consumption in the following format:**

Particulars	Units	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)			
(i) Surface water	kl	95,824	79,465
(ii) Groundwater	kl	8,29,240	6,65,470
(iii) Third party water	kl	160	321
(iv) Seawater / desalinated water	kl	-	-
(v) Others	kl	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kl	9,25,224	7,45,257
Total volume of water consumption (in kilolitres)	kl	9,25,224	7,45,257
Water intensity per rupee of turnover (Water consumed / turnover)	kl / Rupees	0.000013	0.000012
Water intensity (optional)	kl / MT	0.5732	0.516

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. – Independent assurance is proposed to be commissioned in the Financial Year 2023-24.



**4. Has the Entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation:**

All the Company's major facilities are equipped with zero liquid discharge facilities. Treated water is being used in process, cleaning application and irrigation purpose. Thus, the Company's dependency on fresh water continues to be lower. For smaller unit, the Company has sewage treatment plant. Treated water is being used for domestic cleaning and washing and gardening purpose.

**5. Please provide details of air emissions (other than GHG emissions) by the Entity, in the following format:**

Particulars	Units	FY 2022-23	FY 2021-22
NOx	MT	114	156
SOx	MT	62	81
Particulate matter (PM)	MT	149	189
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify			

'NA' denotes '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. – Independent assurance is proposed to be commissioned in the Financial Year 2022-23.

**6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Particulars	Units	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,413	1,397
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	38,647	39,629
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent / Rupees	0.000001	0.000001
Total Scope 1 and Scope 2 emission intensity (optional)	Metric tonnes of CO <sub>2</sub> equivalent / MT	0.025	0.028

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. – Independent assurance is proposed to be commissioned in the Financial Year 2023-24.

**7. Does the Entity have any project related to reducing Green House Gas emission? If Yes, then provide details:**

As per the Science based target initiatives (SBTi), the Company is committed to reduce its scope-1 & 2 specific greenhouse gas emission by 37% by 2035. In line with this target, the Company continues to reduce its emission by investing energy efficient technology, increasing renewable energy mix in overall energy, shifting towards clean fuel etc.

The Company has made significant investment in renewable energy projects such as solar roof top / ground mounted for the Company's 20+ manufacturing plants, procurement of green power, wind power project. These initiatives helped the Company to achieve around 73% of its energy requirement through renewable source of energy.

The Company is also continuously focusing on installation of various energy efficient technologies like Vapour absorption machine, extensive use of variable frequency drives, efficient pump, motors & lighting system, screw air compressor in place of reciprocating, heat pipe, fuel optimization through automation, improved condensate recovery, thermal insulation for steam pipelines etc.

## 8. Provide details related to waste management by the Entity, in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	1,382	694
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	2	4
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Distillation Residue (Hazardous Waste)	21	6
Other Non-hazardous waste generated (H). Please specify, if any.		
ETP Sludge (Non-Hazardous)	27,158	23,687
Ash (Non-Hazardous)	6,984	7,577
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>35,548</b>	<b>31,968</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
(i) Recycled	33,258	29,660
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>33,258</b>	<b>29,660</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
(i) Incineration	-	-
(ii) Landfilling	2,292	2,096
(iii) Other disposal operations	-	-
<b>Total</b>	<b>2,292</b>	<b>2,096</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – Independent assurance is proposed to be commissioned in the Financial Year 2023-24.

## 9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes:

The Company works on '4R' principle of Waste management, i.e., Reduce, Reuse, Recycle & Recover. All its non - hazardous waste are sold to recycler for further processing. For the Company's Vegetable Oils business, it has achieved 100% circularity by converting residue of palm fruits and shell to briquette and its consumption for generation of electricity and steam through cogeneration plant. The Company is sending its 100% ETP sludge to nearby farmer to use as a fertiliser. The Company is diverting its briquette/biomass ash to brick manufacturer. The Company is also complaint with Extended Producer Responsibility (EPR) where all its plastics are collected back to the system and recycled.

## 10. 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 following format:

Not Applicable

## 11. Details of environmental impact assessments of projects undertaken by the Entity based on applicable laws, in the current Financial Year:

Not Applicable

12. 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 following format:

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

#### LEADERSHIP INDICATORS

Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameters	FY 2022-23	FY 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	3,80,87,864	1,52,63,640
Total fuel consumption (B)	1,34,31,16,577	1,18,36,11,945
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1,38,12,04,441</b>	<b>1,19,88,75,585</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	18,96,53,672	19,58,24,343
Total fuel consumption (E)	2,02,75,259	1,92,71,152
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>20,99,28,931</b>	<b>21,50,95,496</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – Independent assurance is proposed to be commissioned in the Financial Year 2023-24.

Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	1,91,585	1,98,871
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>1,91,585</b>	<b>1,98,871</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. – Independent assurance is proposed to be commissioned in the Financial Year 2023-24.

**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  
(ii) Nature of operations  
(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	29,730	22,348
(ii) Ground water	2,19,795	2,14,113
(iii) Third party water	140	91
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	2,49,665	2,36,552
Total volume of water consumption (in kilolitres)	2,36,029	2,13,141
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional)		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	13,636	23,411
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	13,636	23,411

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. – Independent assurance is proposed to be commissioned in the Financial Year 2023-24.

**With respect to the ecologically sensitive areas reported at Question 10 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:**

Not Applicable



**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.**
- 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 Compound Livestock Feed Manufacturers Association (CLFMA)	National
2.	Confederation of Indian Industry (CII)	National
3.	Bombay Chamber of Commerce	National
4.	The Solvent Extractors' Association of India	National
5.	Poultry & Frozen Food Processors' Association of India	National
6.	Federation of Indian Chambers of Commerce & Industry	National
7.	Oil Palm Processors & Developers Association	National
8.	Association for Future Agriculture Leaders of India	National

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the Entity, based on adverse orders from regulatory authorities:**

Name of authority	Brief of the case	Corrective action taken
N/A	N/A	N/A

**LEADERSHIP INDICATORS**
**Details of public policy positions advocated by the Entity:**

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

**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:**

Not Applicable

**2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your Entity:**

Not Applicable

**3. Describe the mechanisms to receive and redress grievances of the community:**

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

**4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

Particulars	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	20.6%	21.7%
Sourced directly from within the district and neighbouring districts	89.2%	90.2%

**LEADERSHIP INDICATORS**

**Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Not Applicable

**Provide the information on CSR projects undertaken by your Entity in designated aspirational districts as identified by government bodies:**

State	Aspirational District	Amount Spent (₹)
Karnataka	Gulbarga	36,99,859
Madhya Pradesh	Barwani	93,70,541
Uttar Pradesh	Chandauli	7,10,486

**(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**

**(b) From which marginalized /vulnerable groups do you procure?**

**(c) What percentage of total procurement (by value) does it constitute?**

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

**Details of the benefits derived and shared from the intellectual properties owned or acquired by your Entity (in the current Financial Year), based on traditional knowledge:**

Not Applicable

**Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved:**

Not Applicable

**Details of beneficiaries of CSR Projects:**

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Pragati - Digital Literacy and promoting sports	9,720	100%
Grameen Vikas - Livelihoods and entitlements	14,580	100%
Green Projects - Watershed development and sustainable agricultural land management	1,566	100%
Community initiatives	23,600	100%

**PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner**
**ESSENTIAL INDICATORS**
**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback:**

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

**2. Turnover of products and services as a percentage of turnover from all products / service that carry information about:**

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

The Company's entire Animal Feed and Crop Protection products portfolio carries necessary information related to above mentioned parameters on the outer packaging as well as product information leaflets wherever required. These parameters are also communicated through live and virtual demos on a regular basis.

**3. Number of Consumer Complaints in respect of the following:**

	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	The Company received queries related to its product performance but none from the categories mentioned in this section.
Advertising			
Cyber-security			
Delivery of essential services			
Restrictive Trade Practices			
Unfair Trade Practices			
Other			

**4. Details of instances of product recalls on account of safety issues:**

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls		

**5. Does the Entity have a framework / policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy:**

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

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services:**

Nil

#### LEADERSHIP INDICATORS

**Channels / platforms where information on products and services of the Entity can be accessed (provide web link, if available):**

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

**Steps taken to inform and educate consumers about safe and responsible usage of products and/or services:**

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

**Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services:**

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

**Does the Entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your Entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the Entity, significant locations of operation of the Entity or the Entity as a whole? (Yes/No)**

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

**Provide the following information relating to data breaches:**

- a. **Number of instances of data breaches along-with impact**
- b. **Percentage of data breaches involving personally identifiable information of customers**

Nil

