Godrej Industries Limited

Regd. Office:
Godrej One, Pirojshanagar,
Eastern Express Highway,
Vikhroli (E), Mumbai - 400 079, India
Tel. : +91-22-2518 8010/ 8020/ 8030
Fax : +91-22-2518 8068/ 8063/ 8074
Website: www.godrejindustries.com

CIN: L24241MH1988PLC097781

Date: July 20, 2026

To,
BSE Limited
P. J. Towers, Dalal Street, Fort,
Mumbai – 400 001

Ref.: BSE Scrip Code No. "500164"

To,
National Stock Exchange of India Limited
Exchange Plaza, Bandra - Kurla Complex,
Bandra (East), Mumbai-400 051

Ref.: "GODREJIND"
Debt Segment NSE

Subject: Business Responsibility and Sustainability Report of Godrej Industries Limited for the Financial Year 2025-26

Dear Sir / Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as may be amended, please find enclosed Business Responsibility and Sustainability Report of Godrej Industries Limited for the Financial Year 2025-26, along with Independent Reasonable Assurance Statement on the BRSR Core Indicators, provided by SGS India Private Limited.

The Business Responsibility and Sustainability Report along with Independent Reasonable Assurance Statement for the Financial Year 2025-26 is made available on the website of the Company at:

https://www.godrejindustries.com/investors/reports-and-financials/annual-reports

Kindly take the above on your record.

Thanking you,

Yours sincerely,

For Godrej Industries Limited

GODREJ INDUSTRIES LTD.

Anupama

Anupama Kamble
Company Secretary & Compliance Officer
(FCS 12730)

Encl.: A/a

SGS India Private Limited
4B, Adi Shankaracharya Marg,
Vikhroli (West), Mumbai – 400083

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INDEPENDENT REASONABLE ASSURANCE STATEMENT

Independent Assurance Statement to Godrej Industries Limited Chemicals on its BRSR Report for FY 2025- 26

The Board of Directors,

Godrej Industries Limited Chemicals,
Eastern Express Highway
Pirojshanagar, Vikhroli
Mumbai, Maharashtra– 400079, India

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by Godrej Industries Limited Chemicals (the 'Company') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Report') for the reporting period of April 1, 2025, to March 31, 2026. SGS India has conducted a Reasonable level of Assurance for the BRSR core indicators. This assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410.

Reporting Framework

The Report has been prepared as per following frameworks:

1. Master Circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities (Circular No. HO/49/14/14(7)2025-CFD POD2/I/3762/2026), dated 30 January 2026 circular.
2. Greenhouse Gas Protocol Standard

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Godrej Industries Limited Chemicals internal and external Stakeholders.

Responsibilities

The information in the report and its presentation is the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

Assurance Standard

SGS has conducted a Reasonable level of Assurance for BRSR core parameters under 9 ESG Attributes, including all essential indicators as specified under BRSR standards and amendments made as on date and limited level assurance for scope 3. This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (revised) and ISAE 3410 (Assurance Engagements other than Audits or Reviews of Historical Financial Information).

Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance in accordance with ISAE 3000(revised) standard but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing, and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social, and ethical auditing and training; and environmental, social, and sustainability report assurance. SGS India affirms our independence from Godrej Industries Limited Chemicals, being free from bias and conflicts of interest with the organization, its subsidiaries, and stakeholders.

The assurance team was assembled based on their knowledge, experience, and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification, and GHG Validation Lead Auditors, and experience on the SRA Assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Indicators, including all KPI's within the report for the period April 1, 2025, to March 31, 2026.
The scope of verification covers the following aspects:
The reporting boundary includes 4 manufacturing sites, i.e. Valia, Ambernath, Goa and Kheda and 1 head office, and this is aligned with the GHG inventory consolidation approach.

Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of their comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core and essential indicators, Scope 3 and assessing the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the Head Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.

Limitations

SGS India did not come across any limitation to the agreed scope of the assurance engagement. SGS India verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources, and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party financial reports audited by the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data reviews outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusions."
- The assurance engagement considers an uncertainty of ±5% based on the materiality threshold for Assumption/ estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.

Findings and Conclusions

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its report (as per the table below) is complete, accurate, reliable, fairly stated in all material respects, and is prepared in line with the BRSR requirements.

The list of BRSR Core Indicators that were verified within reasonable assurance engagement is given below:

S.No.	BRSR Core Attribute	BRSR Core Indicator
1	Greenhouse gas (GHG) footprint	≈ Total scope 1 emissions ≈ Total scope 2 emissions ≈ GHG emission intensity (scope 1 +2)
2	Water footprint	≈ Total water consumption ≈ Water consumption intensity ≈ Water discharge by destination and levels of treatment
3	Energy footprint	≈ Total energy consumed ≈ % of energy consumed from renewable sources ≈ Energy intensity
4	Embracing circularity	≈ Plastic waste ≈ E-waste ≈ Bio medical waste ≈ Construction and demolition waste ≈ Battery waste ≈ Radioactive waste ≈ Other hazardous waste ≈ Other non-hazardous waste ≈ Total waste generated ≈ Waste intensity ≈ Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations. ≈ For each category of waste generated, the total waste disposed of by the nature of the disposal method
5	Employee well-being and safety	≈ Spending on measures towards the well-being of employees as a % of the total revenue of the Company ≈ Details of safety-related incidents for employees
6	Enabling gender diversity in business	≈ Gross wages paid to females as % of wages paid. ≈ Complaints on POSH
7	Enabling inclusive development	≈ Input material sourced from MSMES/ small producers as % of total purchases. ≈ Job creation in smaller towns: Wages paid to people employed in smaller towns as % of total wage cost
8	Fairness in engaging with customers and suppliers	≈ Instances involving loss/breach of data of customers as a percentage of total data breaches or cybersecurity events. ≈ Number of days of accounts payable
9	Openness of business	≈ Concentration of purchases & sales done with trading houses, dealers, and related parties ≈ Loans and advances & investments with related parties

BRSR Non-Core Indicator i.e. Scope 3 categories (as per applicability) were verified within limited assurance engagement.

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For and on behalf of SGS India Private Limited

Kalpesh Thombare National Sustainability Manager – ESG & Sustainability Services, SGS India 27th , May 2026	**Tushar Girigosavi** Lead Verifier – ESG & Sustainability Services, SGS India Team Member: Muskan Jain 27th, May 2026

ANNEXURE 1

BRSR Core Indicators that were verified within reasonable assurance engagement are given below:

Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	Godrej Chemicals	Valia	Ambernath	Goa	Kheda
From renewable resources In GJ					
Total electricity consumption	**15,277**	723	14554	-	-
Total fuel consumption (B)	**13,54,845**	1041214	309608	-	4024
Energy consumption through other sources (C)	-	-	-	-	-
Total energy consumed from renewable sources (A+B+C)	**13,70,122**	10,41,937	3,24,161	-	4024
From non-renewable source					
Total electricity consumption (D)	**2,12,701**	160795	47838	2281	1787
Total fuel consumption (E)	**4,33,982**	287530	138423	7978	50.87
Energy consumption through other sources (F)	-	-	-	-	-
Total energy consumed from non-renewable sources (D+E+F)	**6,46,683**	4,48,325	1,86,261	10259	1838
Total energy consumed (A+B+C+D+E+F)	**20,16,805**	14,90,262	5,10,423	10259	5862
Energy intensity per rupee of turnover (Total energy consumed /Revenue from operations)	0.000042				
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) GJ/USD million (Total energy consumed / Revenue from operations adjusted for PPP) GJ/USD	0.000085				
Energy intensity in terms of physical output in GJ/MT	7.87				

Provide details of the following disclosures related to water, in the following format:

Parameter	Godrej Chemicals	Valia	Ambernath	Goa	Kheda
(i) Surface water	-	-	-	-	-
(ii) Groundwater	4329	-	-	-	4329
(iii) Third party water	1093366	904375	182755	6236	-
(iv) Seawater /desalinated water	-	-	-	-	-
(v) Others	-	-	-	-	-

Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	1097695	904375	182755	6236	4329
Total volume of water consumption (in kiloliters)	1097695	904375	182755	6236	4329
Water intensity per rupee of turnover (Total water consumption /Revenue from operations)	0.00002				
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) in KL/Million USD	0.000046				
Water intensity in terms of physical output Kl/MT	4.28				

Details related to water discharged:

Parameter	**FY 2025-26**	
Water discharged by destination and level of treatment (in kiloliters): Both the manufacturing sites are Zero Liquid Discharge sites, and the wastewater generated is Recycled and reused.		
(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	-	-
(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	-	-
Total water discharged (in kiloliters)	-	-

Scope 1 & 2-

Parameter	Unit	Chemicals	Valia	Ambernath	Goa	Kheda
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of C02 equivalent	24522	16229	7838	452	4
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of C02 equivalent	43433	32833	9768	466	365
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	**MT of Co2 equivalent/ INR crore**	0.00000141				
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	**MT of Co2 equivalent/ PPP adjusted revenue (in USD millions)**	0.0000028				
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.27				

Waste -

	Valia	Ambernath	Goa	Kheda	Godrej Chemicals
Plastic Waste (A)	92	23	7	0	122
E-waste (B)	12	0.0000	0.6	0	13
Bio-Medical Waste (C)	0.25	0.0079	0	0	0.26
Construction and Demolition Waste (D)	0	0.0000	0	0	0
Battery Waste (E)	9	0.6700	0	0	9.67
Radioactive Waste (F)	0	0.0000	0	0	0
Other Hazardous Waste (G) *Please specify the details if any.*	16139	553	10	1.37	16704
Other Non-Hazardous Waste (H) *Please specify the details if any.*	215	3247	15	30.48	3508
Total (A+B+C+D+E+F+G+H)					
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000042				
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000086				
Waste intensity in terms of physical output	0.0047				

For each category of waste generated, total waste recovered through recycling, re- using or other recovery operations (in metric tons)					
Category of waste					
(i) Recycled	12919	4241	24	31	17215
(ii) Re-used	-	-	-	-	-
(iii) Other recovery operations (pre-processing)	4645	40	0	0	4685
Total					21900
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)					
Category of waste					
(i) Incineration	99	0.008	0	0	99
(ii) Landfilling	742	345	18	0	1105
Total	841	345	18	0	1204

Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

Particulars	**FY 2025-26**
Cost incurred on well-being measures as a % of total revenue of the company	0.17%

Details of safety-related incidents, in the following format:

Safety Incident/Number	**Category***	**FY 2025-26**
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0
	Workers	0
Total recordable work-related injuries	Employees	0
	Workers	0
No. of fatalities	Employees	0
	Workers	0
High consequence work-related injury or ill health (excluding fatalities)	Employees	0
	Workers	0

Gross wages paid to females as % of total wages paid by the entity, in the following format:

Particulars	**FY 2025-26**	**FY 2024-25**
Gross wages paid to females as % of total wages	21%	23 %

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

Particulars	**FY 2025-26**
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0
Complaints on POSH as a % of female employees / workers	0
Complaints on POSH upheld	0

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

Particulars	**FY 2025-26**	**FY 2024-25**
Directly sourced from MSMEs/ small producers	42%	36%
Directly from within India	70%	72%

Job creation in smaller towns- Disclose wages paid to persons employed (including employees or workers employed on permanent or non-permanent/ on contract basis) in the following locations, as % of total wage cost

Location	**FY 2025-26**
Rural	19.4 %
Semi-urban	9.53 %
Urban	0 %
Metropolitan	71.3 %

Provide the following information relating to data breaches:

a) Number of instances of data breaches- **0**
b) Percentage of data breaches involving personally identifiable information of customers-**NIL**
c) Impact, if any, of the data breaches-**NIL**

Number of days of accounts payables (Accounts payable *365) / Cost of goods/services procured) in the following format:

Particulars	**2025-26**
Number of days of accounts payables	89

Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	**Metrics**	**FY 2025-26**
Concentration of Purchases	Purchases from trading houses as % of total purchases	28 %

	Number of trading houses where purchases are made from	1061
	Purchases from top 10 trading houses as % of total purchases from trading houses	71 %
Concentration of Sales	Sales to dealers / distributors as % of total sales	30%
	Number of dealers / distributors to whom sales are made	229
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	54%
Share of RPTs in	Purchases (Purchases with related parties / Total Purchases)	1.77%
	Sales (Sales to related parties / Total Sales)	2.86%
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL
	Investments (Investments in related parties / Total Investments made)	88.18%

Annexure II

Scope 3 categories (as per applicability) were verified within limited assurance engagement are as follows-

Details of total Scope 3 emissions & its intensity, in the following format:		
Parameter	Unit	FY 2025-26
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	26,90,296
Total Scope 3 emissions per rupee of turnover		0.000056
Total Scope 3 emission intensity *(optional)* – the relevant metric may be selected by the entity T/MT of production		10.5

Category No.	Scope 3 - Category	Godrej Industries Limited Chemicals	Hea Office	Valia Site	Ambernath Site	Goa Site	Kheda Site
1	Purchased Goods & Services	11,69,408	–	7,34,554	4,18,397	11,905	4,552
2	Capital Goods	91,238	–	21,372	59,179	25	10,662
3	Fuel and Energy	6,457	–	4,777	1,584	87	9
4	Upstream Transportation and Distribution	12,77,205	–	9,89,901	2,65,569	21,193	542

5	Waste Generated in Operations	3,200	–	2,865	220	114	0
6	Business Travel	309	201	103	4	0.41	0.26
7	Employee Commute	716	53	516	73	40	36
9	Downstream Transportation	51,230	–	38,081	12,904	192	54
12	End Use	90,533	–	64,956	25,008	557	11
All values in t CO_2 eq.	**Total**	**26,90,296**	**254**	**18,57,124**	**7,82,938**	**34,113**	**15,866**

GODREJ INDUSTRIES LIMITED

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN)	L24241MH1988PLC097781
2	Name of the Listed Entity	Godrej Industries Limited (Chemicals)
3	Year of incorporation	1988
4	Registered office address	Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai – 400 079, Maharashtra.
5	Corporate address	Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai – 400 079, Maharashtra.
6	E-mail	investor@godrejinds.com
7	Telephone	+91 (022)-25188010/20/30
8	Website	www.godrejindustries.com
9	Financial year for which reporting is being done	2025-2026
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (*formerly Bombay Stock Exchange*) National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹33,68,04,842/-
12	Name and contact details (telephone, email address) of the person who may becontacted in case of any queries on the BRSR report	Ms. Anupama Kamble Company Secretary & Compliance Officer Email ID: anupama.kamble@godrejinds.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis(i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis
14	Name of Assurance Provider	SGS India Private Limited
15	Type of Assurance Obtained	Reasonable Assurance Engagement

II. Products / Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Oleochemicals, Surfactants, Glycerine	Fatty Acids, Fatty Alcohols, AOS, SLES, SLS, Refined Glycerine for various industries.	84.28%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Oleochemicals, Surfactants, Glycerine	20293	84.28%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	4	2	6
International	0	1	1

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of countries)	70 +

b. What is the contribution of exports as a percentage of the total turnover of the entity?

About 24% of the turnover is from exports

c. A brief on types of customers

At Godrej Chemicals, we categorize our customer base through value chain position, geographic markets, and business size. We serve base material manufacturers, OEMs, trade partners, contract manufacturers, and more, providing a broad range of products from core chemistries to specialty chemicals. We operate in varied segments like home and personal care, food & beverages, lubricants & metalworking fluids, pharmaceuticals, oil and gas, agrochemicals, rubber, chemical & polymer intermediaries, etc. Our geographic reach spans key markets, serving over 70 countries globally, with a strong domestic presence catering to local businesses, multinational corporations, large enterprises with complex supply chains and SMEs needing personalized solutions, offering tailored services and flexible production capabilities to meet diverse customer needs worldwide.

IV. Employees

20. Details as at the end of Financial Year 2025-26:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1,094	840	77	254	23
2.	Other than Permanent (E)	195	120	62	75	38
3.	**Total employees (D + E)**	1,289	960	74	329	26
WORKERS						
4.	Permanent (F)	234	234	100	0	0
5.	Other than Permanent (G)	940	911	97	29	3
6.	**Total employees (F + G))**	1,174	1,145	98	29	2

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B /A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	12	8	67	4	33
2.	Other than Permanent (E)	5	5	100	0	0
3.	**Total differently abled employees (D+E)**	17	13	76	4	24
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	3	3	100	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	**Total differently abled workers (F + G)**	3	3	100	0	0

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	4	36.36
Key Management Personnel	2	1	50

22. Turnover rate for permanent employees and workers:

Particulars	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19%	24%	20%	18%	2%	20%	18%	2%	20%
Permanent Workers	2.5%	0%	2.5%	6%	0%	6%	10%	0%	10%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures as on March 31, 2026

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	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 Consumer Products Limited	Associate	23.73%	No
2.	Godrej Properties Limited	Subsidiary	44.77%	No
3.	Godrej Agrovet Limited	Subsidiary	65.05%	No
4.	Godrej Investment Limited	Subsidiary	100%	No
5.	Godrej One Premises Management Private Limited	Subsidiary	28.00%	No
6.	Godrej International Limited	Foreign Subsidiary	100%	No
7.	Godrej International Trading & Investment PTE. LTD	Foreign Subsidiary	100%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes, the provisions of Section 135 of the Companies Act, 2013 and the Companies (Corporate Social Responsibility Policy) Rules, 2014, are applicable to the Company. However, during the Financial Year 2025-26, our Company was not required to spend towards CSR activities as per applicable provisions.

(ii) Turnover as on March 31, 2026 (in ₹): ₹4,809.15 crore

(iii) Net worth as on March 31, 2026 (in ₹): ₹1,769.26 crore

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No), (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, a mechanism is in place to interact with community leaders to understand and work towards addressing their grievances in suitable manner.	NIL	NIL	Nil	Nil	Nil	Nil
Investors (other than shareholders)	NA	NA	NA	The Company does not have investors other than its	NA	NA	The Company does not have investors other than its

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No), (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		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
				shareholders and debenture holders.			shareholders and debenture holders.
Shareholders	Yes, the Company has an email id for reporting grievances and complaints of investors, if any, on investor@godrejinds.com Alternatively, shareholders can lodge complaints on https://scores.sebi.gov.in	41	41		31	31	The complaints were duly resolved during the financial year to the satisfaction of shareholders
Employees and workers	Yes. our employees / workers can share their grievances or queries by directly writing to their respective HR managers. We also have a comprehensive Whistle Blower policy, which allows and encourages employees to bring to the management's notice concerns about suspected unethical behavior, malpractice, wrongful conduct, fraud and violation of the company's policies. Policy can be accessed at https://www.godrejchemicals.com/codes-and-policies/ethics	Nil	Nil	-	Nil	Nil	-
Customers	Yes. Our Consumers can reach out to the Sales Persons / Marketing Head / Production Head / Quality Control Head to share their grievances against our products and services; They can also speak to our executives to raise any query/grievance about our products.	NIL	NIL	-	NIL	NIL	-
Value Chain Partners	**Yes.** Our Value Chain partners, and Business Associates can reach us / Business Head where they can share their grievances or queries. We also conduct dedicated supplier engagement session to connect with them, understand their concerns as well as address the same For safeguarding the interests of value chain partners, grievance redressal mechanism is detailed in the Whistle Blower Policy of the Company, Policy can be accessed at https://www.godrejindustries.com/uploads/Whistle_Blower_Policy_effective_08112023_5c2178e8c6.pdf	NIL	NIL	-	NIL	NIL	-
Other (please specify)	-	-	-	-	-	-	-

26. Overview of the entity's material responsible business conduct issues

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

S. 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.	Regulations	Risk and Opportunity	European Union Deforestation Regulation mandates to procure deforestation free feed stock poses risk of limited availability of deforestation free material. Hence this leads to an increase in procurement costs, limited production capabilities, and overall impacts on revenue and profitability. However, the compliance to these regulations will give business and added advantage and hence increased market share potential.	Engage with suppliers, conduct awareness and training session, and have traceability established till plantations as well as conduct due diligence of the supplier.	Negative as well as Positive
2.	Rising Temperature	Risk	Rising temperatures affect operational yields and workforce safety calling for investment in protective measures. Increase in raw material costs.	Phase wise expenditure in cooling systems for the operations as well as R&D to develop heat resistant processes and products. Health insurance and premiums for the work force	Negative
3.	Water	Risk	Production capacity is constrained by water pollution and scarcity. As they will gradually increase water procurement, treatment, and production costs, affecting manufacturing and supply chain efficiency.	Expenditure in technologies for reducing water consumption as well as treatment costs. Identify areas of water reduction, explore alternate sources of water and maximize recycling.	Negative
4.	Precipitation	Risk	Flooding of transportation routes disrupts raw material supply, and operation facilities	Planned capital expenditure on flood protection measures, insurance premiums and increased inventory costs.	Negative
5.	Climate Hazard	Risk	Supply chain disruption due to extreme weather events and Natural Disasters	Supply chain disruptions from extreme weather will drive up repair, maintenance, diversification, and insurance costs,	Negative

S. 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)
				impacting financial stability.	
6.	Training and Development	Risk	Given the context of rapidly expanding Chemicals sector, attrition of our key talent with niche skillsets and that of our diverse talent pool is a risk which can impact business continuity and growth	Our strategic people management framework is designed to create value & execute the business strategy. Built on three pillars of talent, organization & culture, we strive towards creating agile & inclusive workplace by defining & developing new capabilities and accelerating total engagement to build a high-performance team. We focus our efforts towards nurturing & sustaining the thriving culture that exists at GIL Chemicals, which has helped deliver strong business performance.	Negative
7.	Health and Safety	Risks and Opportunity	Given the nature of our business, health & safety-related risks in manufacturing operations are one of our top priorities. Operational risks and hazards are likely business disruptions.	We have health and safety policy and at individual plant level and all the manufacturing sites are ISO 45001:2018 compliant. We have implemented various initiatives to ensure health and safety of employees across our locations both at operational level and managing natural hazards. At plants, we ensured this by creating task forces to monitor and implement health & safety measures going beyond compliance and adopting industry best practices.	
8.	Diversification of Low Emission Products	Opportunity	Focusing on low-emission products and R&D, Low-emission innovations ensure regulatory compliance, reduce risks, and offer a competitive edge		Positive

S. 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)
			driving revenue growth and market leadership.		
9.	Renewable Energy	Opportunity	Renewable energy adoption offers a competitive edge and cost benefits. Cost management strategies mitigate rising energy cost through energy-efficient and renewable solutions	-	Positive
10.	Circular Economy, Strengthening	Opportunity	The circular economy's focus on advanced material reuse and technology investment presents opportunity to strengthen waste management, reduce environmental impact, and support sustainability goals.	Investing in waste management and emission free technology can significantly enhance	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elementsof the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by theBoard? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	The provided link provides access to the company's policies. https://www.godrejchemicals.com/sustainability/codes-and-policies Few of our company's policies are easily accessible through the internal portal that is solely intended for internal use.								
2. Whether the entity has translated thepolicy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to yourvalue chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Our policies and commitments are in accordance with the spirit of international standards such as ISO 9001, ISO 14001, ISO 45001, ISO 50001, IATF 16949, EP 100 commitments and ILO (International labor Organization), International bill of Human rights, Universal Declaration of Human rights, the Human rights principle of United Nations Global Compact, International Covenant on Economic, social and Human rights. 2 of our major sites Valia and Ambernath are Ecovadis certified as well as CDP A- rated for water, forest and supply chains. B for Climate.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are committed to Godrej Group's Good and Green vision to make the world a greener and more inclusive place. As a part of Godrej Good & Green, We aspire to create a more employable workforce, build a greener place and innovate for good and green products. In order to achieve our Goals and ensure ethical standards, it is empirical that our suppliers share our values and vision and raise the sustainability standards in our supply chain. • Our Targets are Aim for Zero (No Fatality, Zero process safety incident & Dangerous occurrences). • 30% of all new hires must be from diverse group								

	• Achieve 28% diverse workforce by 2030 for FTE white collar. Out of 30% of hiring from diverse group, 60% should be in line functions. • Training hours- ***20 hrs. per employee*** • We aim to train and maintain 90% of employees from our procurement team on Environmental, Social and Governance year on year. • Get the supplier code of conduct signed by 100 % of critical vegetable oil suppliers by Dec-2026. • Conduct 100 % due diligence of critical vegetable oil suppliers for Environment and Social Aspects by 2030. • Have the 20% of supplier by procurement spend set Net Zero Targets aligned to the GChem Net Zero Goal for 2050. At the core of our sustainability strategy, we focus on maximizing our resource efficiency and enhancing our positive environmental impact. Our Green Goals and targets are: - 1. 75 % renewable energy mix by 2030. 2. Zero Waste to Landfill by 2030. 3. 100 % reduction of Scope 1 and Scope 2 emissions by 2040. 4. Zero Fresh Water Withdrawal by 2040. 5. Net zero including Scope 3 emissions by 2050. 6. Reducing Specific energy consumption by moving towards energy efficient equipment, utilities and process modifications.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	At GIL, a core element of our approach is a steadfast commitment to safety. "SAFETY" serves as our guiding star in our pursuit of excellence, emphasizing that a secure and healthy workplace is vital not only for our employees and stakeholders but also for the long-term success and sustainability of our business. In the reporting year, our detailed safety assessments confirmed that none of our workers experienced high incidence rates of occupational risk or disease. We launched a focused DEI program "PAHAL-Today for Tomorrow" to ensure a diverse workforce and enable an inclusive workplace for all employees. In the reporting year we continued to hire from diverse geographies, experience, and gender in chemical industries and onboarded women employees in manufacturing roles. • 31% New hires from diverse group,65% Hired in Line Functions. • Achieve 28% diverse workforce by 2030 for FTE white collar. • Training hours- ***22.75 hrs. per employee***

	- Trained 100% of employees from our procurement team on Environmental, Social and Governance year on year. - Supplier code of conduct signed by 69% of critical vegetable oil suppliers. - Conducted due diligence of 69% critical vegetable oil suppliers for Environment and Social Aspects. 20% of supplier by procurement spend on RM being trained on ESG and planning to set Net Zero Targets aligned to the GChem Net Zero Goal for 2050. Our Green Goals and targets are: - - Achieved 68% renewable energy 92% of Waste diverted away from landfill (being recycled/reprocessed/reused). Waste intensity reduced by 25% w.r.t FY24-25. 4% reduction of Absolute Scope 1 and Scope 2 emissions w.r.t FY25-25. Emission intensity reduced by 12% w.r.t FY24-25. - Alternatives of fresh water being evaluated. - Reducing Specific energy consumption by moving towards energy efficient equipment, utilities and process modifications

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

The Company is committed to integrating environmental, social and governance (ESG) principles into its business, which is central to improving the quality of life of the communities it serves. It adheres to the principles of product stewardship by enhancing health, safety and environmental impacts of products and services across their lifecycles. High standards of governance, we feel, are key to maintaining the trust of investors and all our stakeholders. Our responsibilities go beyond our own Company as we work towards ingraining our values in relations with all our employees, customers, partners and across our supply chain. Being a value-driven organization, our Company ensures that business is conducted in an ethical and responsible way.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Nadir Godrej, Chairman & Managing Director (DIN:00066195), under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility and Sustainability Policies.

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.

Yes. We are committed to the Group's Good & Green vision of building an inclusive and greener world. Oversight of ESG issues has been and remains one of the Board's key priorities. To guide the Company's sustainability initiatives, align them with corporate strategy, and review the practices, initiatives, goals of the Company relating to ESG, the Board of Directors of the Company at its meeting held on November 13, 2024, constituted an 'Environment, Sustainability and Governance (ESG) Committee' of the Company. The ESG Committee, as on March 31, 2026, comprised of 5 (Five) Members. GIL's Board-Level ESG Committee provides oversight of the organization's environmental policies, programs, and performance, with particular focus on climate-related initiatives. These include energy conservation and efficiency, procurement of renewable electricity, reduction of greenhouse gas (GHG) emissions, enhancement of product and operational energy efficiency, and supplier engagement across high-emission sectors. The committee is responsible for defining the ESG agenda and setting the long-term sustainability vision for the organization. This strategic direction is led by the CEO, CFO, and Head of Supply Chain, through the Sustainability Lead with operational support from the Group-level Good and Green Team. The Board-Level ESG Committee convenes biannually to provide strategic direction and oversight. ESG goals are embedded within the performance evaluation criteria for key leadership positions, including the CEO, CFO, CHRO, Head of Supply Chain, Chief Commercial Officer, and Head of R&D. These objectives are cascaded to respective functional leaders and operational site heads for effective implementation.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Sustainability policies of the Company are reviewed annually or on a need-to-based basis by Senior Leadership Team including Managing Director and Executive Directors. During their assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented. As well as compliance with statutory requirement of relevance to the principle and rectification of any non-compliances.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y									

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 Company conducts periodic review of charters and policies internally by the Senior Management and Board Committees which then drives the policies, projects and performance of the aspects of business responsibility and sustainability. Have even conducted the external review of the policies (air, water, waste, energy management and Human Rights by advisory consultant.								

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)	**All Principles are covered by policies.**								
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 or/human and technical resources available forthe task (Yes/No)									
It is planned to be done in the next financialyear (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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 programs on any of the Principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	During the year, the Board of Directors and Key Managerial Personnel of the Company (including its Committees) invested time on various updates comprising matters relating to an array of issues pertaining to business, regulations, diversity, economy, and Environmental, Social and Governance (ESG) parameters. In addition, focused sessions were conducted on Prevention of Sexual Harassment (POSH) at the workplace, the Life Support Campaign, Fire & Safety preparedness, and Cyber Security awareness — reinforcing the Company's commitment to a safe, secure, and responsible work environment across all levels of the organization.	100%
Key Managerial Personnel	4		100%
Employees other than BoD and KMPs	516	The organization is committed to strengthening employee safety, well-being, capability development, and product responsibility through a structured and continuous improvement approach aligned with sustainability principles. Employee safety is embedded through regular training programs covering behavioral safety aspects such as ergonomic risk prevention, environmental awareness, near-miss reporting, hygiene practices, and training for new employees. These are reinforced through periodic safety drives across all operating sites to promote a strong safety culture. Technical and operational competencies are developed through comprehensive training on Integrated Management Systems (IMS), Good Manufacturing Practices (GMP), plant and utility operations, emergency preparedness, hazardous material handling, and process safety	100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
		management including HIRA, HAZOP, and Management of Change (MOC). Training on food safety systems such as FSMS, HACCP, and FSSC 22000, along with quality tools like Statistical Process Control (SPC) and Out-of-Specification (OOS) management, ensures compliance with global standards. Sustainability-focused modules on GreenCo, waste management, energy conservation, and environmental compliance further strengthen operational resilience. The organization places strong emphasis on product integrity through dedicated training on Food Fraud and Food Defense, aimed at identifying risks, preventing intentional adulteration, and safeguarding the supply chain. Employee well-being is supported through health and wellness initiatives, counseling, and awareness programs on physical and mental health. Compliance training on POSH, human rights, ethics, cybersecurity, grievance mechanisms, and code of conduct ensures a safe, ethical, and inclusive workplace. Leadership development, structured feedback, and career progression frameworks foster continuous learning, inclusion, and equitable growth opportunities.	
Workers	202	The organization ensures worker safety and skill development through regular training programs focused on safe work practices and operational competence. Workers are trained on PPE usage, near-miss reporting, electrical safety, chemical handling, hydrogen safety, emergency preparedness, and safe startup/shutdown procedures. Awareness is also provided on workplace safety systems such as HIRA, permit-to-work, MOC, and 5S housekeeping practices to promote a safe working environment. Operational training covers plant processes, equipment handling, utilities like boilers, chillers, compressors, and basic maintenance activities. Workers are also trained on GMP basics, SOP adherence, hygiene, and documentation practices. These initiatives strengthen safety culture, improve operational discipline, and ensure safe and efficient execution of tasks.	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					
Particulars	**NGRBC Principle**	**Name of the regulatory / enforcement agencies / judicial institutions**	**Amount (in ₹)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty / Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding Fee	NIL	NIL	NIL	NIL	NIL
Non-Monetary					
Particulars	**NGRBC Principle**	**Name of the regulatory / enforcement agencies / judicial institutions**	**Amount (in ₹)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Imprisonment	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	NIL

3. **Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.**

Case Details	**Name of the regulatory/ enforcement agencies/ judicial institutions**
NIL	

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 has a Code of Conduct which is applicable to all individuals working in the Company. The Company encourages its Business Partners also to follow the code. A Whistleblower policy has also been put in place. The purpose of the Whistleblower Policy is to allow employees to raise concerns about unacceptable, improper or unethical practices being followed in the organization, without necessarily informing their supervisors. Whistleblowing Officer has been designated for the purpose of receiving and recording any complaints under this policy. The Policy can be accessed on https://www.godrejindustries.com/uploads/Whistle_Blower_Policy_effective_08112023_5c2178e8c6.pdf.

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	FY 2025-26	FY 2024-25
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

<table>
<tr><th rowspan="2">Particulars</th><th colspan="2">FY 2025-26</th><th colspan="2">FY 2024-25</th></tr>
<tr><th>Number</th><th>Remarks</th><th>Number</th><th>Remarks</th></tr>
<tr><td>Number of complaints received in relation to issues of Conflict of Interest of the Directors</td><td>Nil</td><td rowspan="2">No complaints have been received in relation to issues of conflict of interest of the Directors and in relation to issues of conflict of interest of the KMPs both for FY 2025-26.</td><td>Nil</td><td rowspan="2">No complaints have been received in relation to issues of conflict of interest of the Directors and in relation to issues of conflict of interest of the KMPs both for FY 2024-25.</td></tr>
<tr><td>Number of complaints received in relation to issues of Conflict of Interest of the KMPs</td><td>NIL</td><td>Nil</td></tr>
</table>

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.**

There were no complaints / cases of corruption and conflicts of interest registered during the year. In the case of a Director, every Director discloses his/her interest at the beginning of the year. In case there is any change in directorship, the same is informed to the Board. The Board of Directors and senior management are subject to the provisions of the Code of Conduct.

8. **Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format**:

Particulars	FY 2025-26	FY 2024-25
Number of days of accounts payables	89	89

Yes, Reasonable Assurance by SGS India Pvt. Ltd.

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	28 %	N.A.
	b. Number of trading houses where purchases are made from	1,061	N.A.
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	71 %	N.A.
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	30%	31%
	b. Number of dealers / distributors to whom sales are made	229	156
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	54%	58%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.77%	7%
	b. Sales (Sales to related parties / Total Sales)	2.86%	3%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made)	88.18%	91%

Yes, Reasonable Assurance by SGS India Pvt Ltd.

Leadership Indicators

1. **Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
FY24-25: 2 Virtual Session by a third covering suppliers party 25 1 physical session covering 18 suppliers 1 on 1 sessions conducted by a third party for 25 suppliers (count of session range from 80-100) 1 on 1 physical sessions conducted by a third party for 39 suppliers thrice a year for social pillar. ***FY25-26:*** 1 on 1 physical session conducted for 32 suppliers twice a year for environmental pillar.	We provided training and awareness on topics such as ESG Fundamentals, 8 pillars of Human Rights including Health & Safety, and the upcoming Global regulations, BRSR and BRSR Core Framework, Labelling requirements, GHS (Global Harmonized Systems), degree of compliance to ethics and legal requirements, Extended producer responsibility as per Plastic waste Management rules 2016, certifications training such as Green co and Responsible care. Our suppliers also participated and few of the suppliers shared their best practices in terms of their commitment to Environment, Social and Governance. Detailed 1 on 1 sessions were conducted on the social pillar for critical veg oil suppliers, policy framing and sustainable supplier code of conduct. Each of the supplier were taken through the training on BRSR core principles and the data capturing mechanism.	69% of the critical veg oil suppliers by spend on procurement

2. **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.**

Yes, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have does not involve any conflict of interest with the operations of the Company and the role therein. The Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflict of interests involving the Directors / KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department which flags off the parties in their system for monitoring and tracking transaction(s) entered by the Company with such parties.

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	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	14%	10%	Invested in Bio tech infrastructure.
Capex	8%	4.3%	Infrastructure upgradation of Zero Liquid Discharge plant, EUDR compliance, bio fermentation plant upgradation, infrastructure for compressed biogas. Drain network upgradation for effluent classification and investment in heat recovery exchangers.

2. **a. Does the entity have procedures in place for sustainable sourcing?** Yes

   b. If yes, what percentage of inputs were sourced sustainably?

   Supply Chain Sustainability remains a critical pillar of our business strategy. To drive collective and holistic sustainable growth across our value chain, we have established strong and collaborative relationships with our suppliers.
   We have implemented robust frameworks to promote responsible sourcing, including our **Sustainable Palm Oil Policy** and **Sustainable Procurement Policy**, which guide our procurement practices towards environmental and social responsibility.
   During the period from January to December 2025, approximately **7 % of our total input materials were sourced sustainably**, specifically through **RSPO (Roundtable on Sustainable Palm Oil) Mass Balance certified supply chains** and **NDPE** Compliant, reflecting our ongoing commitment to advancing sustainable sourcing practices.

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. ***<u>Plastics</u>***: - We have registered as a **Brand Owner and Importer** under the Extended Producer Responsibility (EPR) framework in accordance with the Plastic Waste Management Rules, 2016. During the reporting year, 100% of the plastic waste generated was processed through authorized recyclers in compliance with EPR obligations. The Company ensures proper channelization of plastic waste through approved agencies for recycling and recovery, thereby promoting circularity and minimizing environmental impact.
   B. ***<u>E-Waste</u>***: - We have established a dedicated e-waste collection and storage facility within its premises, ensuring safe handling and segregation. E-waste is periodically handed over to authorized recyclers approved by the Pollution Control Board, who are also vetted through internal audit processes. All disposals are carried out in compliance with the E-Waste Management Rules, and E-waste recycling certificates are obtained and maintained for audit and regulatory purposes. Data security protocols are followed prior to disposal wherever applicable.
   C. ***<u>Hazardous Waste</u>***: - We are committed to minimizing hazardous waste generation and enhancing reuse and recycling practices. Hazardous waste is handled in strict accordance with the Hazardous and Other Wastes (Management and Transboundary Movement)

Rules. Waste is safely transferred to designated temporary storage areas using appropriate vehicles, with strict adherence to safety protocols including use of Personal Protective Equipment (PPE) and spill prevention measures.
All hazardous waste is handed over to authorized vendors approved by the Pollution Control Board for recycling, co-processing, or safe disposal. A manifest system is maintained to ensure traceability, and Transport Emergency (TREM) cards are issued to transporters to ensure safe handling during transit.

D. ***Other waste***: - Our manufacturing processes are designed to minimize waste generation at source. A structured waste management system is implemented, comprising segregation, scientific collection, recycling, and safe disposal. Recyclable waste streams are sent to authorized recyclers, while organic waste is treated through appropriate methods. The Company continuously strives to go beyond regulatory compliance by adopting best practices to reduce landfill waste and promote resource efficiency within its operations and surrounding community.

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, Extended Producer Responsibility (EPR) is applicable to the Company's activities, particularly with respect to plastic packaging as a **Brand Owner and Importer** under the Plastic Waste Management Rules, 2016.
The collection, recycling, and processing of plastic waste are carried out through authorized agencies and recyclers, ensuring compliance with regulatory requirements.
During the reporting year all targets were met through certified recycling channels. Necessary documentation, including EPR certificates and transaction records, is maintained for audit and compliance purposes.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
24118	Glycerine	8.18%	Cradle to Gate	Yes	No
	Cetosteryl Alcohol	11.95%	Cradle to Gate	Yes	No
	Behenyl Alcohol	4.97%	Cradle to Gate	Yes	No
	Erucic Acid	12.48%	Cradle to Gate	Yes	No
	Lubolic Acid	5.61%	Cradle to Gate	Yes	No
	Dystric Acid	3.04%	Cradle to Gate	Yes	No

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name of Product / Service	Description of the risk / concern	Action Taken
Glycerine	Environmental impact primarily driven by high energy consumption, especially steam and grid electricity, leading to increased GHG emissions.	Process optimization initiatives undertaken include improving steam efficiency, increasing RE usage, and optimizing distillation operations.
Cetostearyl Alcohol	Environmental concerns due to high energy-intensive distillation and synthesis process and potential emissions from handling high FFA streams	Energy optimization measures implemented, including improved heat integration, efficient steam utilization, and process control to minimize emissions and resource consumption
Behenyl Alcohol	Environmental impact due to energy-intensive fat splitting and fatty acid distillation and associated steam & electricity consumption, contributing to GHG emissions	Implemented process optimization and heat integration, improved utility efficiency, and increased use of energy-efficient operations and increasing RE% to reduce overall environmental footprint.
Erucic	Environmental impact driven by energy-intensive splitting processes, leading to higher steam and electricity consumption and associated emissions.	Optimized process conditions, improved heat recovery, and steam efficiency, and implemented better operational controls to reduce energy consumption and emissions. Also increase in RE% is in progress.
Lubolic	Environmental concerns due to multi-stage processing and blending operations, resulting in cumulative grid electricity usage and potential emissions.	Enhanced process integration, optimized utility consumption, and adopted energy-efficient practices to minimize environmental impact.
Dystric	Environmental impact primarily driven by energy-intensive processes. Fat splitting with steam being major contributors to overall GHG emissions and overall footprint.	Implementing energy optimization measures including improved steam efficiency, heat recovery, and increasing share of renewable electricity, along with process optimization in distillation and upstream operations.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
	0	0

4. **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:**

Particulars	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging) in MT	-	11,017	-	-	2,016	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	-

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:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	840	840	100	840	100	0	0	840	100	840	100
Female	254	254	100	254	100	254	100	0	0	254	100
Total	1,094	1,094	100	1,094	100	254	23.22	840	76.78	1,094	100
Other than Permanent Employees											
Male	120	120	100	120	100	0	0	0	0	0	0
Female	75	75	100	75	100	75	100	0	0	0	0
Total	195	195	100	195	100	75	38.46	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	234	234	100%	234	100%	0	0%	0	0%	0	0%
Female	0	0	100%	0	100%	0	0%	0	0%	0	0%
Total	234	234	100%	234	100%	0	0%	0	0%	0	0%
Other than Permanent Workers											
Male	911	911	100%	0	0%	0	0%	0	0%	0	0%
Female	29	29	100%	0	0%	0	0%	0	0%	0	0%
Total	940	940	100%	0	0%	0	0%	0	0%	0	0%

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

Particulars	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.17%	0.3 %

Yes, reasonably assured by SGS India Pvt. Ltd.

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	**No. of workers covered as a % of total workers**	**Deducted and deposited with the authority (Y/N/N.A.)**	**No. of employees covered as a % of total employees**	**No. of workers covered as a % of total workers**	**Deducted and deposited with the authority (Y/N/N.A.)**
PF	100%	100%	Y	100%	100%	Yes
Gratuity	100%	100%	Y	100%	100%	Yes
ESI	1.8%	NA	Y	NA	NA	NA
Others – please specify	NA	NA	NA	NA	NA	NA

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.**

Being a diverse friendly organization, we ensure that the workplace is inclusive for all employees. In terms of accessibility, we have ramps, rails, wheelchairs, accessible toilets for differently abled employees. At factories, we intend to evaluate the infrastructure to make them more accessible for differently abled employees. In Ambernath Factory we already have ramps and infrastructure for accessible workplace. Other options are also being evaluated. Our Godrej One (Global headquarters) is accessible for differently abled employees and workers with infrastructural modifications being updated on an on-going basis

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

Our Company is an equal opportunity employer. We provide equal opportunities to all employees and to all eligible applicants for employment in the organization. We respect every individual's human right and do not discriminate on the basis of race, color, caste, class, gender, sexual orientation, gender identity, religion, political opinion, nationality, social origin and status, indigenous status, disability, age or any other personal characteristic or status. This is clearly stated in our Code of Conduct & Human Rights Policy-

- https://www.godrejchemicals.com/uploads/Codeof_Conductfor_Employees_8b6bd6f1ad.pdf
- https://www.godrejchemicals.com/uploads/Godrej_Chemicals_Human_Rights_Policy_L_dae1ea38b3.pdf

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

Particulars	**Permanent Employees**		**Permanent Workers**	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	100%	100 %	NA	NA
Female	100 %	100 %	NA	NA
Total	100 %	100 %	NA	NA

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 Other than Permanent Workers Permanent Employees Other than Permanent Employees	All the employee working with us can give their (Idea/complaint/suggestion) in writing in any language. Blank forms are kept near complaint box. Filled forms have to be placed in box kept at multiple locations like canteen, gates, control rooms. Filled forms are collected and submitted to reviewer committee on first week of every month. Reviewer committee comprises of Site Heads, all functional heads and union president. This committee evaluates and redresses the grievances received. Various forums such as Townhalls, Senior Leadership Connects, Open House, Amber (AI chatbot), Intune (Annual Engagement Survey) and Employee Suggestion Boxes are available for employees to share ideas, suggestions, improvements, or concerns with senior management. Additionally, there is a dedicated POSH (Prevention of Sexual Harassment) complaint mechanism and whistle-blower policy for reporting issues related to harassment or violations of ethical conduct. Two online systems called 'Conduct' & “Godrej Speak-up” are also implemented to raise and track the status of complaints for employees. In addition to the above measures, all employees and workers, including contractual workforce, can freely reach out to Human Resource representatives such as HR Business Partners, HR Head, or Factory HRs at their respective factories for any concerns regarding work, resources, equipment, infrastructure support, etc.

7. **Membership of employees and worker in association(s) or Union(s) recognized by the listed entity:**

Category	**FY 2025-26**			**FY 2024-25**		
	Total employees / workers in respective category (A)	**No. of employees / workers in respective category, who are part of association(s) or Union (B)**	**% (B / A)**	**Total employees / workers in respective category (C)**	**No. of employees / workers in respective category, who are part of association(s) or Union (D)**	**% (D / C)**
Total Permanent Employees	1,094	0	0	908	0	0%
- Male	840	0	0	704	0	0%
- Female	254	0	0	204	0	0%

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Workers	234	199	85%	240	206	85.8%
- Male	234	199	85%	240	206	85.8%
- Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	840	840	100	840	100	704	704	100 %	704	100 %
Female	254	254	100	254	100	204	204	100 %	204	100 %
Total	1,094	1094	100	1,094	100	908	908	100 %	908	100 %
Permanent Workers										
Male	234	234	100	234	100	240	240	100 %	240	100 %
Female	0	0	100	0	100	0	0	100 %	0	100 %
Total	234	234	100	234	100	240	240	100 %	240	100 %

9. Details of performance and career development reviews of employees and worker:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Permanent Employees						
Male	840	840	100	704	704	100%
Female	254	254	100	204	204	100%
Total	1,094	1,094	100	908	908	100%
Permanent Workers						
Male	234	234	100	240	240	100%
Female	0	0	100	0	0	0%
Total	234	234	100	240	240	100%

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. We have implemented a comprehensive Occupational Health and Safety Management System (OHSMS) covering all employees and workers across its manufacturing sites at Valia, Ambernath & Kheda. All 3 sites are certified under **ISO 45001 and** similar safety standards are maintained at our Kundaim plant, ensuring a structured approach towards hazard identification, risk mitigation, and continuous improvement in safety performance.

The OHSMS covers all routine and non-routine operations, contractors, and visitors accessing the sites. We follow a strong safety philosophy of "Aim for Zero" and has adopted a **zero-tolerance approach towards safety deviations**, supported by defined procedures, training, and monitoring systems.

During the reporting year, We further strengthened our OHS framework through the **GCHEM Parivartan Journey**, focusing on enhancing safety culture and system maturity. Key initiatives include:

- Conducting a **Safety Culture Survey** aligned with the Chola MS framework, assessing parameters such as management commitment, safety concerns, employee training, emergency preparedness, safety communication, employee participation, and safety attitudes, followed by implementation of targeted action plans
- Introduction of a **Behaviour-Based Safety (BBS) index monitoring system** to track and improve safe behaviours
- Enhanced **digitalisation of EHS processes**, including Management of Change (MOC) and compliance monitoring systems
- **Harmonisation of safety practices** based on system assessment outcomes
- **Capacity building programs** designed grade-wise and function-wise to strengthen safety competencies across the organisation

This integrated approach ensures comprehensive coverage of occupational health and safety risks while driving continuous improvement in safety culture and performance.

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

We follow a structured framework to identify work-related hazards and assess risks across routine and non-routine operations, under the oversight of the Central Safety Committee and Plant-level Safety Committees.

Hazard identification is carried out through a comprehensive **Hazard Identification and Risk Assessment (HIRA)** register covering all activities. This is supported by established tools such as **Job Safety Analysis (JSA)** for critical tasks, **Hazard and Operability Studies (HAZOP)** for process risk evaluation, **Quantitative Risk Assessment (QRA)** for high-risk scenarios, and **Pre-Startup Safety Reviews (PSSR)** prior to commissioning new or modified processes.

Routine monitoring includes daily line walks, safety rounds, and periodic inspections, while non-routine risk assessment is addressed through **Management of Change (MOC)** processes and incident investigations. All incidents and near-misses are analysed through Root Cause Analysis (RCA) to prevent recurrence. Safety performance and compliance are tracked through a digital EHS platform enabling real-time monitoring.

During the reporting year, we strengthened our safety culture through the **GCHEM Parivartan Journey**, which included implementation of a safety culture survey (aligned with Chola MS framework), introduction of a **Behaviour-Based Safety (BBS) index monitoring system**, and enhanced digitalisation of EHS processes such as MOC and compliance tracking. Safety practices were also harmonised across sites based on system assessments.

Regular safety reviews with senior management ensure continuous improvement in hazard identification, risk mitigation, and overall safety performance.

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

Yes. We have established formal mechanisms that enable workers to report work-related hazards and remove themselves from unsafe situations without fear of reprisal.

Employees and associates can report unsafe acts, unsafe conditions, and near-misses through multiple channels, including direct reporting to supervisors, plant safety committees, monthly departmental safety meetings, and safety suggestion registers. Anonymous reporting mechanisms (such as suggestion/complaint boxes) are also available to encourage open communication.

We further strengthened its reporting framework through the implementation of the **i-Safe digital application**, which enables real-time reporting and tracking of unsafe acts, unsafe conditions, and near-misses across sites. In addition, a **Behaviour-Based Safety (BBS) platform** is used to proactively capture and address at-risk behaviours.

Workers are empowered and encouraged to **stop work and remove themselves from any situation perceived as unsafe**, in line with the Company's zero-tolerance approach to safety risks.

This multi-channel and technology-enabled approach ensures timely identification, reporting, and mitigation of workplace hazards.

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

Yes. The Company provides access to non-occupational medical and healthcare services to all employees and workers (permanent and non-permanent) across its manufacturing sites.

All units are equipped with **24x7 Occupational Health Centres (OHCs)** with necessary medical facilities where applicable. A **Factory Medical Officer (FMO)** is available during general shift hours, and qualified nursing staff are available round the clock to provide immediate medical assistance and support.

This ensures timely access to healthcare services for all personnel at the workplace.

11. Details of safety-related incidents, in the following format:

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

**Including in the contract workforce*

Reasonably assured by SGS India Pvt. Ltd.

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

We have implemented robust safety procedures and initiatives across our manufacturing facilities in order to ensure a safe and working environment. Furthermore, our CEO actively participates in monthly safety meetings to review safety practices and Top management conducts monthly safety performance assessments in the Safety and Conversion meeting and provide insightful feedback for quarterly development. Our top management conducts safety tour rounds monthly, and safety moments are shared before formal meetings. The ritual of doing safety talk at the beginning of every shift on daily basis and before commencing any high-risk jobs. We held monthly safety meetings with all departments and conducted "Safety ki Pathshala" for contractors. All the employees have undergone Behaviour-based safety which is helping us to improve our Safety culture, and we have named it as Gagan. Ensuring the well-being of our employees is paramount, and our Occupational Health Centre (OHC) operates round the clock to provide necessary medical assistance. Regular medical check-ups are conducted for all employees, including contract workers, and detailed health records are maintained diligently.

1. **Use Safety Talk:** Safety talk/Pep talk is given at the beginning of each sheet and before any high-risk jobs are carried out.
2. **Use of Permit to Work System (PTW):** We are using PTW system for all non-routine jobs and high-risk jobs. In all we have six distinct types of PTW.
3. **Reporting of Potential Observations:** Unsafe act & unsafe conditions along with near miss are being reported by use of New Safety App **i-safe.** All safety coordinators and employees are made familiar with i-safe app & now observations are being reported through this app.
4. **Behaviour Based Safety (BBS System):** All our employees have undergone Behaviour Base safety (BBS) Training Program, and our team has started motivating our employees to practice Behaviour Based safety system. BBS is helping to improve our Safety Culture, and we have named it as **GAGAN.**
5. **We have launched 'Safe Road travel policy'** for Health and safety of all Godrejites & its stakeholders are of paramount importance to us. While we are committed to provide highest level of safety at workplace, the road travel safety is one area, where we as an organization will always have limited controls due to several factors like roadside conditions & other vulnerabilities pertaining to vehicles, drivers, climatic conditions etc.
6. **Industrial Health & Hygiene:** As a part of industrial health & hygiene study we have undertaken Qualitative Exposure Assessment Study for our site and based on this report finding we have undertaken Quantitative assessment of important chemicals. This will help our employees to take required safety precautions while handling different chemicals to eliminate/minimize hazardous exposure.
7. **Workplace Monitoring:** To ensure safe workplace for employees we carryout regular air monitoring, dust monitoring (SPM & RSPM), noise monitoring and illumination monitoring.
8. **EHS Training:** Safety Training Index of site improved more than 200% over the last fiscal year.
   Various means to provide training are - Shop floor / On Job safety training, Shift wise toolbox talk and Job Specific training.

13. Number of Complaints on the following made by employees and workers:

Particulars	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	1	0	Complaint received pertaining to the canteen seating arrangement has been resolved.	0	0	Nil
Health & Safety	0	0	-	0	0	Nil

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100 % of our plants and offices are assessed by different 3rd party audits like ISO 45001, Responsible care, Green co, SEDEX SMETA, External Safety audits, Internal audits.
Working Conditions	

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.

We take prompt and decisive corrective actions to address the root causes and prevent recurrence. Upon conducting thorough investigations and root cause analyses, appropriate measures are implemented to mitigate risks and enhance safety practices. If an incident reveals deficiencies in equipment maintenance, we prioritize repairs or replacements to ensure optimal functioning. If the incident indicates gaps in employee training or awareness, additional training sessions or refresher courses are organized to reinforce safety protocols. Gas Detectors are used for early detection of Hydrogen and SO2 gas. Installation of lifeline fall arrest system at various locations at tanker unloading points. Critical Areas in plant are monitored by CCTV for identifying deviation and early action. Learning from event meeting, One page lesson on safety is introduced and shared month. Significant risks or concerns identified through assessments of health and safety practices and working conditions prompt proactive measures to mitigate these risks effectively. Whether it involves addressing ergonomic hazards, chemical exposures, or procedural deficiencies, our organization prioritizes continuous improvement to enhance workplace safety.

Leadership Indicators

1. **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).**

   Yes, Insurance coverage is in place for all employees and workers. The Company has policies in place to provide financial assistance to the legal dependents of the employees in case of death while in service.

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

   We have Sustainable Procurement Policy extended to our Supply Chain Partners, it is expected that Vendors must demonstrate the adherence to all the legal requirements, including Statutory related to Labor laws, Environmental, and any other applicable laws and regulations.

   We have a process in place wherein our contractors submit documents like Monthly PF, Wage Register, Bank Transfer as per statutory dates to industrial relations team for approval. For any Noncompliance we have a stringent action taken against the contract supplier. Supplier Code of Conduct prepared with detailed clauses on E,S and G and ensures that our suppliers adhere to the standards of GChem.

   And also, we have launched an ESG survey questionnaire which is sent to all the suppliers, and it is mandatory for our value chain partners to fill. In this questionnaire there are questions on the practices and procedures pertaining to statutory deductions and deposits.

3. **Provide the number of employees / workers having suffered high consequences for work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

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	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

4. **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)**

   No, there are no policies or transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

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

   We have developed Sustainable Procurement Policy, and this Policy outlines our expectations with regards to ethics, business integrity, human rights, health and safety, environment, the local community and quality of product and operations and all our Value chain partners must be committed to Integrity in all aspects.

   In the reporting year, we have onboarded a third party and detailed training program was arranged for our Value chain partners on BRSR core requirements.

   A detailed checklist was sent to all the suppliers, and a weekly interaction call was arranged for all the suppliers to address their queries and keep track of the information provided.

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Suppliers covering 19% of spend on all RM were assessed as per BRSR core requirements
Working Conditions	Suppliers covering 19% of spend on all RM were assessed as per BRSR core requirements

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

For FY24-25 We've assessed our suppliers pertaining to BRSR principles. The purpose of this is to understand how well the reporting organisation is identifying and managing ESG risks within the Value chain. As part of capacity-building efforts, we have conducted targeted training sessions and one-on-one interactions with the value chain partners to help them better understand the BRSR Core requirements. This is a foundational step towards improving data quality and encouraging more accurate and comprehensive disclosures.

Mid FY25-26, we conducted a baseline assessment of our 39 value chain partners covering 19% by spend on RM, examining internal processes, documentation, and compliance practices aligned with 8 social pillars of human rights, environment, health and safety. Basis the gaps identified, we conducted a capacity building of each of the suppliers through one-on-one physical session, thus building awareness on the 8 social pillars as well as BRSR core indicators. Exhaustive engagement sessions were done through the third-party building policies for 8 human rights pillars, environment indicators like air, emission, water, waste and energy management as well as health and safety. Each of the supplier were required to sign the Godrej Chemicals' supplier code of conduct that include the clauses on E, S and G.

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.

We approach Materiality from a strategic perspective focused on value creation. We have identified our key stakeholders on the basis of their influence on our operations and our impact on them. Our stakeholders are central to our process of identifying key ESG topics for collaborative action and sustainable solutions.

Our key stakeholder groups include Employees, Customers, Regulatory bodies, Shareholders, Suppliers, Sustainability experts, Media, Channel partners, Competitors, Academia, and the Communities surrounding our operations.

Regular engagement with them enables us to align our strategies with companywide Sustainability goals while embracing an inclusive and Multi-Dimensional Approach. We continue our engagement with them through various mechanisms such as consultations with local communities, supplier/ vendor meets, customer/ employee satisfaction surveys, investor forums, etc.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Board	No	Email, Meetings, Personnel Visits, Notice and Agenda of Meetings	Ongoing / Quarterly	Role and responsibility of Board of Directors defined under the Companies Act, 2013 and SEBI (LODR) Regulations, 2015. Therefore, the Board and its Committees meet from time to time to discuss and approve the statutory requirements
Shareholders	No	Annual General Meeting, shareholder meets, email, Stock Exchange (SE) intimations, annual report, quarterly results, media releases, Company / SE website	Ongoing	Transparency, goodwill, Share price appreciation, dividends, profitability and financial stability, cyber risks, growth prospects.
Employees	No	Senior leaders' communication / talk/forum, town hall briefing, goal setting and performance appraisal meetings/review, exit interviews, arbitration/ union meetings, wellness initiatives, engagement survey, email, intranet, flat screens, websites, poster campaigns, house magazines, confluence,	Ongoing	Responsible Care (RC), innovation, operational efficiencies, improvement areas, long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiative

		circulars, quarterly publication, newsletters		
Customers	No	○ Regular business reviews with key customers ○ Customer satisfaction surveys and feedback ○ Customer audits and customer questionnaire responses ○ Meeting customer requirements and requests for improvement in environmental and social responsibility	Ongoing	•Carbon footprint / Carbon disclosure. • Management of Environmentally hazardous substances, • Innovation •Customer Satisfaction Survey
Government and Regulatory bodies	No	Statutory and Legal compliance filings	Ongoing	Environmental and Social compliance
Suppliers & Vendors	No	•Supplier workshops and annual suppliers meet •Suppliers consultation and auditing •Informing suppliers through feedback mechanism •Supplier Sustainability assessment questionnaire	Ongoing	○ Environmental initiatives (e.g., reduced packaging and recycling) ○ Supply chain management ○ Compliance with laws and regulations ○ Work environment and hygiene ○ Machine/ equipment safety ○ Human Rights

Leadership Indicators

1. **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**.

   Our stakeholders are at the heart of our process of determining material topics so as to collectively address ESG aspects and develop lasting solutions. Engaging with stakeholders on a regular basis enables us to use an inclusive, multifaceted approach and efficiently channel our plans to meet company-wide sustainability goals. To comprehend the important stakeholders in our company, we utilize the stakeholder prioritization matrix as well as the kind of interaction that should be conducted with each of them: consult, collaborate, stay informed, and engage. Our frequent communication via different engagement modules helps us get valuable input, which improves our output and value addition. While the kind of engagement methods Differ from an ad-hoc meeting to long term partnerships, it is always driven by our core values.

   We use formal and informal engagement methods to communicate with our stakeholders through various communication platforms. Through this, we map stakeholder feedback and concerns. Appropriate action plans are also developed to address expectations. These concerns and expectations form a vital input for our material assessment and in developing short- and long-term business goals. The Stakeholder engagement exercise was conducted using the principles and guidelines from the AASES1000 Stakeholder engagement standard which upholds inclusivity, materiality and responsiveness. We abide by the three principles of materiality, completeness and responsiveness to ensure holistic engagement and maximum outreach. We also have a board level ESG committee, and the meetings are held bi-yearly for the topics of environmental, social and related governance.

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

   Yes, we conducted materiality assessment, and Our materiality analysis highlights the significance of various issues by considering the effects of ESG topics on our organization as well as their potential impacts on our overall business performance.

   We understand how important it is to get stakeholder feedback. Based on inputs:
   (i) the company's established policies and procedures are appropriately adjusted or amended.
   (ii) priority or essential areas requiring extra attention are recognized and policies are appropriately developed.
   (iii) based on customer inputs we have conducted LCA for our products, have started traceability mapping and are now focusing on complying to relevant regional regulations.

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

   Not Applicable

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 policies of the entity, in the following format:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1,094	1,094	100%	908	908	100 %
Other than Permanent	195	195	100%	163	163	100 %
Total Employees	1,289	1,289	100%	1,071	1,071	100 %
Workers						
Permanent	234	234	100%	240	240	100 %
Other than Permanent	940	940	100%	731	731	100 %
Total Workers	1,174	1,174	100%	971	971	100 %

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1,094	0	0%	1,094	100%	908	0	0%	908	100%
Male	840	0	0%	840	100%	704	0	0%	704	100%
Female	254	0	0%	254	100%	204	0	0%	204	100%
Other than Permanent	195	0	0%	195	100%	163	0	0%	163	100%
Male	120	0	0%	120	100%	96	0	0%	96	100%
Female	75	0	0%	75	100%	67	0	0%	67	100%
Workers										
Permanent	234	0	0%	234	100	240	0	0%	240	100%
Male	234	0	0%	234	100	240	0	0%	240	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent	940	940	100%	0	0%	731	731	100%	0	0%
Male	911	911	100%	0	0%	721	721	100%	0	0%
Female	29	29	100%	0	0%	10	10	100%	0	0%

3. **Details of remuneration/salary/wages**

a. Medium remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	2	9,63,32,864	1	5,22,66,065
Key Managerial Personnel	1	6,46,61,512	1	18,85,179
Employees other than BoD and KMP	967	5,09,294	302	7,12,630
Workers	247	7,26,767	0	0

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	21%	23 %

Yes, Reasonably assured by SGS India Pvt. Ltd.

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, we have a central Human resource team who is responsible for addressing human rights impacts or issues caused or contributed to by the business. We actively monitor that human rights are not violated or threatened in any form. The Policy may please be accessed on: https://www.godrejchemicals.com/uploads/Godrej_Chemicals_Human_Rights_Policy_L_dae1ea38b3.pdf.

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

   a. At factories, a grievance redressal system is implemented to encourage workers to freely voice any concerns regarding their work or workplace. They can raise issues or complaints to a dedicated committee, which resolves them promptly and fairly.

   b. We have POSH policy in place and the Internal complaints committee to register, evaluate and resolve the complaints if received any.

   c. Whistle Blower-We have a whistle blower policy that allows the employees, directors and stakeholders, including individual employees and their representatives bodies, to freely communicate their concerns about illegal or unethical practices. Anyone can report using helpline numbers, email, web portal and chatbot.

   Various forums such as Townhalls, Annual Meets, Senior Leadership Connects, Open House, and Employee Suggestion Boxes provide avenues for employees to share ideas, suggestions, improvements, or concerns with senior management.

   Additionally, a dedicated POSH complaint mechanism and whistle-blower policy are in place to address issues related to harassment or violations of ethical conduct. Two online systems called 'Conduct' & “Godrej Speak-up” are also implemented to raise and track the status of complaints for employees. The employees can use the POSH hotline no. 18002662068 and Ethics helpline no. 18003093972 to raise any concerns. Moreover, all employees and workers, including the contractual workforce, have the option to approach Human Resource representatives such as HR Business Partners, HR Head, or Factory HRs at their respective locations for any concerns regarding work, resources, equipment, or infrastructure support.

6. Number of Complaints on the following made by employees and workers:

Particulars	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	-	1	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labor	0	0	-	0	0	-
Forced Labor / Involuntary Labor	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees / workers	0	0.41
Complaints on POSH upheld	0	1

Reasonably Assured by SGS India Pvt. Ltd.

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

In line with the Godrej values, GIL is committed towards creating a safe and dignified working environment and culture free from any form of Sexual Harassment, exploitation or intimidation, and has a zero-tolerance policy towards any Sexual Harassment at the Workplace.

We have formed Internal Committee (IC) for each of our work locations - head office, factories, and branches, to conduct an Inquiry into a complaint of Sexual Harassment at the Workplace. We have also brought in an online system called 'Conduct' to raise and track status against complaints for employees.

The Company and the IC 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.

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

   Yes. We ensure that all our business partners are committed to respect human rights and comply with international, state laws and regulations and in line with Godrej's way of working, as reflected in our business contracts and supply chain sustainability audits.

10. **Assessments for the year:**

Particulars	**% of your plants and offices that were assessed (by entity or statutory authorities or third parties)**
Child labor	**100%**
Forced / involuntary labor	**100%**
Sexual harassment	**100%**
Discrimination at workplace	**100%**
Wages	**100%**
Others- please specify	-

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

    At GIL, we conducted an internal audit of Human Right practices for each work location including factories a couple of years back. From the findings of this assessment, we identified a few areas of Human Rights to strengthen further across our factories, and the team has worked on those areas by doing awareness training for all employees on POSH, Human Rights and Ethics, across all our locations. Also, reinforcement assessments are conducted on the above topics.

LEADERSHIP INDICATORS

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

   Our human rights policy, publicly available, aligns with internationally recognized frameworks such as the International Bill of Human Rights. This policy encompasses diverse aspects, including respect for human rights in terms of diversity, equality of opportunity, and fair treatment. Specifically, it addresses human rights in the workplace, emphasizing the prohibition of child labor and forced labor, adherence to industry standards regarding wages and benefits, and ensuring a safe working environment free from harassment. Additionally, our policy extends to human rights in the communities where we operate, encompassing various community initiatives and year-round volunteering programs. We have formulated a strong Human Rights clause for our vendor contracts and are taking necessary steps to incorporate them in all relevant contracts. Further we have worked on strengthening our formal Human Rights grievance reporting and redressal mechanism which is in the final stages of being signed off and then rolled out in our Ambernath plant in FY 25-26 and in FY 26-27 same will be replicated in other plants.

2. **Details of the scope and coverage of any Human rights due diligence conducted.**

   The organization upheld the principles of human rights, and it is aligned with Human Rights policy. The organization regularly creates awareness among its employees on the /human rights policy through various training programs. The Human Rights assessment is conducted on a yearly basis. Supplier engagement was enhanced by conducting Supplier meet where they were made aware of Responsible Care and Human Rights. Both the manufacturing facilities have successfully conducted SMETA 4 pillar audit.

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

   Yes

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

   We have developed Sustainable Procurement Policy, and this Policy outlines our expectations with regards to ethics, business integrity, human rights, health and safety, environment, the local community and quality of product and operations and all our Value chain partners must be committed to Integrity in all aspects. In the reporting year, we have onboarded a third party and detailed training program was arranged for our Value chain partners on BRSR core requirements as well as 8 pillars of Human Rights.

   For FY24-25 We've assessed our suppliers pertaining to BRSR principles. The purpose of this is to understand how well the reporting organisation is identifying and managing ESG risks within the Value chain. As part of capacity-building efforts, we have conducted targeted training sessions and one-on-one interactions with the value chain partners to help them better understand the BRSR Core requirements. This is a foundational step towards improving data quality and encouraging more accurate and comprehensive disclosures.

   Mid FY25-26, we conducted a baseline assessment of our value chain partners, examining internal processes, documentation, and compliance practices aligned with 8 social pillars of human rights, environment, health and safety. Basis the gaps identified, we conducted a capacity building of each of the suppliers through one-on-one physical session, thus building awareness on the 8 social pillars as well as BRSR core indicators. Exhaustive engagement sessions were done through the third party building policies for 8 human rights pillars, environment indicators like air, emission, water, waste and energy management as well as health and safety. Each of the supplier were required to sign the Godrej Chemicals' supplier code of conduct that include the clauses on E, S and G.

   A detailed checklist was sent to all the suppliers, and a weekly interaction call was arranged for all the suppliers to address their queries and keep track of the information provided.

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	19% supplier by spend on RM
Discrimination at workplace	19% supplier by spend on RM
Child Labor	19% supplier by spend on RM
Forced Labor / Involuntary Labor	19% supplier by spend on RM
Wages	19% supplier by spend on RM
Environment, Health and Safety	19% supplier by spend on RM

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

   For FY24-25 We've assessed our suppliers pertaining to BRSR principles. The purpose of this is to understand how well the reporting organisation is identifying and managing ESG risks within the Value chain. As part of capacity-building efforts, we have conducted targeted training sessions and one-on-one interactions with the value chain partners to help them better understand the

BRSR Core requirements. This was a foundational step towards improving data quality and encouraging more accurate and comprehensive disclosures.

Mid FY25-26, we conducted a baseline assessment of our value chain partners, examining internal processes, documentation, and compliance practices aligned with 8 social pillars of human rights, environment, health and safety. Basis the gaps identified, we conducted a capacity building of each of the suppliers through one-on-one physical session, thus building awareness on the 8 social pillars as well as BRSR core indicators. Exhaustive engagement sessions were done through the third-party building policies for 8 human rights pillars, environment indicators like air, emission, water, waste and energy management as well as health and safety. Each of the supplier were required to sign the Godrej Chemicals' supplier code of conduct that include the clauses on E, S and G.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

1. **Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2025-26	FY 2024-25
From renewable resources In GJ		
Total electricity consumption	**21,090**	**17,283**
Total fuel consumption (B)	**13,54,845**	**11,15,341**
Energy consumption through other sources (C)	**-**	**-**
Total energy consumed from renewable sources (A+B+C)	**13,75,935**	**11,32,624**
From non-renewable sources in GJ		
Total electricity consumption (D)	**206887**	**2,17,869**
Total fuel consumption (E)	**4,33,982**	**4,13,799**
Energy consumption through other sources (F)	**-**	**-**
Total energy consumed from non-renewable sources (D+E+F)	**640869**	**6,31,667**
Total energy consumed (A+B+C+D+E+F)	**20,16,805**	**17,64,291**
Energy intensity per rupee of turnover (Total energy consumed /Revenue from operations)	**0.000042**	**0.00004**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) GJ/USD million (Total energy consumed / Revenue from operations adjusted for PPP) GJ/USD	**0.000085**	**0.00087**
Energy intensity in terms of physical output in GJ/MT	**7.87**	**7.56**
Energy intensity *(optional)* – the relevant metric may be selected by the entity	**-**	**-**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Yes, Reasonably assured by SGS India Pvt. Ltd.

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

   No, We have not identified any of our Manufacturing sites/facilities as Designated Consumers (DCs) under the PAT scheme of the Government of India.

3. **Provide details of the following disclosures related to water, in the following format:**

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water		
(ii) Groundwater	**4329**	
(iii) Third party water	**1093366**	**9,26,067**
(iv) Seawater /desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	**1097695**	**9,26,067**
Total volume of water consumption (in kiloliters)	**1097695**	**9,26,067**
Water intensity per rupee of turnover (Total water consumption /Revenue from operations)	0.00002	0.00002
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) in KL/Million USD	0.000046	0.00046
Water intensity in terms of physical output Kl/MT	**4.28**	**3.97**
Water intensity *(optional)* – the relevant metric may be selected by the entity		**-**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- Yes, Reasonably assured by SGS India Pvt. Ltd.

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-26	FY 2024-25
Water discharged by destination and level of treatment (in kiloliters): Both the manufacturing sites are Zero Liquid Discharge sites, and the wastewater generated is Recycled and reused.		
(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	**-**	**-**
(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	**-**	**-**
Total water discharged (in kiloliters)	**-**	**-**

Note: We have an in-house effluent treatment plant (ETP) to treat wastewater generated at our facilities. Our ETP plant manages effluents generated from our facilities. Our effluent management has helped us reduce our impact on local water resources. All our manufacturing sites – Valia, Ambernath, and Kheda - are zero liquid discharge facilities (ZLD) and Kheda is maintained at minimum discharge level with only Sewage water being discharged periodically.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? - Yes, Reasonably assured by SGS India Pvt. Ltd.

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

Yes. The Company has implemented a **ZLD mechanism** across its manufacturing operations, reinforcing its commitment to responsible water stewardship amid increasing water stress.
All manufacturing sites are equipped with **robust in-house effluent treatment systems**, designed to ensure that no untreated wastewater is discharged the plant premises. The approach focuses on:

- **Minimization at source**: Processes are continuously optimized to reduce wastewater generation through improved process efficiency and resource utilization.
- **Comprehensive treatment**: Effluent generated from all operations undergoes **multi-stage treatment**, including primary, secondary, and advanced treatment processes to meet stringent quality standards.
- **Maximum recovery and reuse**: Treated water is **recovered and recycled back into operations** (e.g., cooling, utilities, and process use), significantly reducing dependence on freshwater sources.
- **Closed-loop system**: The ZLD framework ensures a **closed-loop water cycle**, eliminating liquid discharge and minimizing environmental impact.

This integrated approach not only ensures regulatory compliance but also strengthens resilience against water scarcity, contributing to sustainable operations and reduced pressure on local water resources.

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

Parameter	**Please specify unit**	**FY 2025-26**	**FY 2024-25**
Nox	**MT**	**51**	**78.8**
Sox	**MT**	**31**	**52.1**
Particulate matter (PM)	**MT**	**66**	**84.5**
Persistent organic pollutants (POP)			**-**
Volatile organic compounds (VOC)			**-**
Hazardous air pollutants (HAP)			**-**
Others – please specify			**-**

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.

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

   Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? - Yes, Reasonably assured by SGS India Pvt. Ltd.

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of C02 equivalent	**33971**	**32796**
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of C02 equivalent	**40803**	**44487**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	**MT of Co2 equivalent/ INR crore**	**0.0000016**	**0.000002**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	**MT of Co2 equivalent/ PPP adjusted revenue (in USD millions)**	**0.0000032**	**0.000038**
Total Scope 1 and Scope 2 emission intensity in terms of physical output		**0.29**	**0.33**
Total Scope 1 and Scope 2 emission intensity *(optional)* – the relevant metric may be selected by the entity			**-**

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

   Yes, the entity has undertaken multiple projects aimed at reducing greenhouse gas (GHG) emissions during the reporting year.

   At GIL Chemicals, we continue to embed energy efficiency and low-carbon technologies into our operations. During the year, several process optimization and energy efficiency initiatives were implemented, focusing on steam optimization, waste heat recovery, and efficient energy sourcing. Key initiatives include installation and optimization of spiral heat exchange systems (FADP-5, GDP, SWTR, and FSP units) and a boiler economiser, resulting in **steam savings of 1,609 MT** and **natural gas savings of 122,284 SCM**, leading to a reduction of **~242 tCO_2e**. A significant reduction of **954083 sm3 natural** has happened due to maximization of bio-briquettes in the power plant, thus leading to reduction of approx. **35900 GJ** of conventional energy and **200 MT of Co2e.**

   In addition, power-related interventions such as **open access power sourcing** and **installation of VFD systems** contributed to avoided electricity consumption of **1.45 million kWh**, resulting in **~1,069 tCO_2e avoided emissions**.

   Overall, these multiple such initiatives resulted in total GHG emission reduction of 3800 tCO_2e during the reporting year leading to substantial reduction of ~4% in the absolute Scope1 and 2 emissions, demonstrating the company's continued commitment towards decarbonization and sustainable operations and the emission intensity reduced by 12% w.r.t. FY24-25.

9. **Provide details related to waste management by the entity, in the following format**:

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Yes, Reasonably assured by SGS India Pvt. Ltd.

Parameter	**FY 2025-26**	**FY 2024-25**
Total Waste generated (in metric tons)		
Plastic Waste **(A)**	**122**	**125**
E-waste **(B)**	**13**	**11**
Bio-medical waste **(C)**	**0.2568**	**0.08009**
Construction and demolition waste **(D)**	**0**	**-**
Battery waste **(E)**	**9**	**7**
Radioactive waste **(F)**	**0**	**-**
Other Hazardous waste. Please specify, if any. **(G)**	**16704**	**10261**
Other Non-Hazardous waste generated **(H).** Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	**3508**	**4376**
Total (A + B + C + D + E + F +G + H)	**20356**	**14779**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	**0.00000042**	**0.00000035**
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	**0.00000086**	**0.0000073**
Waste intensity in terms of physical output	**0.0047**	**0.063**
Waste intensity *(optional)* – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	**17214**	**13760**
(ii) Re-used	**-**	**-**
(iii) Other recovery operations (pre-processing)	**4685**	**1456**
Total	**21899**	**15216**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	**99**	**273**
(ii) Landfilling	**1105**	**754**
Total	**1204**	**1027**

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

We remain committed to minimizing waste generation and reducing environmental impact across our all-operational sites through a structured and circular approach.

- Both our Valia and Ambernath manufacturing units continue to be ISO 14001 certified and supported by a cross-functional waste management team ensuring compliance, monitoring, and continuous improvement.
- Waste is mapped, segregated at source, and handled through authorized and scientific disposal methods, with a strong focus on safety and regulatory compliance.

- We have significantly progressed towards our goal of zero waste to landfill, with a large proportion of waste being recycled, reused, or co-processed, aligning with circular economy principles.

Hazardous & Toxic Chemicals Reduction Strategy:

- Adoption of green chemistry principles and process optimization to reduce the use of hazardous and toxic inputs.
- Increased use of renewable and bio-based raw materials in product formulations.
- Continuous process innovation and R&D interventions to substitute hazardous chemicals with safer alternatives.

Waste Treatment & Disposal Practices:

- Hazardous wastes such as organic residues are pre-processed through authorized third-party facilities for final disposal.
- Strengthening of recycling, recovery, and co-processing mechanisms to reduce environmental footprint.

Through these initiatives, we are enhancing resource efficiency, reducing dependency on hazardous substances, and advancing towards sustainable and responsible waste management practices.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Expansion in Existing Product groups by increasing production capacity	SC-EIA-2K25-1001	Jul-25	Yes	Yes	https://parivesh.nic.in/newupgrade/#/report/ec?proposalId=132976834&legacyApplicationId=0
Synthetic organic chemicals industry	EC25A2412MH5466874N	Jul-25	Yes	Yes	https://parivesh.nic.in/certificates/GODREJ_INDUSTRIES_LTD./2/137299372/V_ 1_IA_MH_IND3_553714_2025_137299373_-signed.pdf

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which were not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1.	Water Act 1974	During inspection by pollution control board, contaminated wastewater was observed in internal drains of few of the section in one of the operational plant.	Pollution control board had raised environment damage compensation.	The contaminated wastewater from the internal storm water drain was immediately collected and transferred to the ETP for further treatment. The internal storm water drain repairing work has been done to avoid any form of contamination and intermixing of contaminated waste water in storm water drain. Moreover, as administrative control in-charge person has been instructed to take appropriate actions and monitoring for keeping the SWD free from contamination.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

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

(i) Name of the area-Valia and Kheda in Gujarat; Ambernath in Maharashtra, Kundaim in Goa.
(ii) Nature of operations-Manufacturing of Oleochemicals, Surfactants, Glycerine and Specialty Chemicals.

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water		**-**
(ii) Groundwater	**4,329**	**-**
(iii) Third party water	**10,93,366**	**9,26,067**
(iv) Seawater / desalinated water	**-**	**-**
(v) Others	**-**	**-**
Total volume of water withdrawal (in kiloliters)	**10,97,695**	**9,26,067**
Total volume of water consumption (in kiloliters)	**10,97,695**	**9,26,067**
Water intensity per rupee of turnover *(Water consumed / turnover)*	**0.00002**	**0.00002**
Water intensity *(optional)* – the relevant metric may be selected by the entity	**4.28**	**3.97**
Water discharge by destination and level of treatment (in kiloliters) **Both our Manufacturing Facilities are Zero Discharge Liquid**		
(i) Into Surface water	**-**	**-**
- No treatment	**-**	**-**
- With treatment- please specify level of treatment	**-**	**-**
(ii) Into Groundwater	**-**	**-**
- No treatment	**-**	**-**
- With treatment- please specify level of treatment	**-**	**-**
(iii) Into Seawater	**-**	**-**
- No treatment	**-**	**-**
- With treatment- please specify level of treatment	**-**	**-**
(iv) Sent to third-parties	**-**	**-**
- No treatment	**-**	**-**
- With treatment- please specify level of treatment	**-**	**-**
(v) Others	**-**	**-**
- No treatment	**-**	**-**
- With treatment- please specify level of treatment	**-**	**-**
Total water discharged (in kiloliters)	**-**	**-**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) Yes, Reasonable Assurance by SGS India Pvt. Ltd.

2. **Please provide details of total Scope 3 emissions & its intensity, in the following format:**

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	**26,90,296**	**4,31,865**
Total Scope 3 emissions per rupee of turnover	**MT of Co2 equivalent/INR crore**	**0.00056**	**0.00010**
Total Scope 3 emission intensity *(optional)* – the relevant metric may be selected by the entity T/MT of production	**MT of Co2 equivalent/MT**	**10.5**	**1.9**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, Limited assurance by SGS India Pvt. Ltd.

The increase in Scope 3 intensity is primarily due to the inclusion of Category 2 emissions and the addition of packaging materials. This change reflects enhanced data capture at our manufacturing sites, enabling us to provide greater transparency in our reporting.

3. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities-**
Not Applicable, We don't operate in any of the regions which is Ecologically Sensitive Areas.

4. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Spiral Heat Exchange Systems & Boiler Economiser	Installation and optimization of spiral heat exchange systems and economiser to enhance heat recovery and improve thermal efficiency.	Steam savings of 1,609 MT and NG savings of 122,284 SCM, resulting in ~265 tCO_2e reduction, water savings of 5,512 m^3/annum and ~₹42 lakh annual monetary savings.
2	Open Access Power Procurement & VFD Installation	Procurement of power through open access and installation of VFDs to optimize electricity consumption and improve energy efficiency.	Avoided electricity consumption of 1.45 million kWh, resulting in ~1,069 tCO_2e avoided emissions and ~₹12 lakh annual savings.
3	Plastic Packaging Optimization	Process improvements in packaging design and standardization across SKUs to reduce material consumption.	Reduction of 7.8 MT of plastic consumption, supporting resource efficiency, material optimization, and waste reduction.

5. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

Business Continuity Plan:
We have developed a robust Business Continuity Plan to further Strengthen our Business. Our Business Continuity Plan (BCP) includes long-term and annual budgeting, employee career development plans, and succession plans for all important roles. Among the operational consequences evaluated are those pertaining to life safety, customer service, cash flow and revenue, public perception, regulations, product development, competitive edge, financial control and reporting, and increased liability.
The primary goal is to ensure business continuity and zero negative impact on society, environment, stakeholders, and economic losses. We are conducting Internal risk assessments and worker training to strengthen this Business continuity plan (BCP) within the business. There is a board level risk committee, and the central risk review committee is responsible for identifying, quantifying, tracking, and reviewing major organizational risks.

Disaster Management Plan:

We have established a comprehensive Emergency Preparedness and Response Plan designed to address a wide range of onsite and offsite emergency scenarios that could potentially disrupt business operations. This plan encompasses:

- **Natural Disasters**: Including earthquakes, floods, and cyclones.
- **Medical Emergencies**: Such as pandemics (e.g., COVID-19), serious health incidents, and other public health crises.
- **Security and Crisis Situations**: Including terrorist threats or attacks, sabotage, major accidents, and industry-specific emergencies.
- **Geopolitical and External Disruptions:** Including war-like situations, cross-border conflicts, trade sanctions, and disruptions to global supply chains and logistics networks
- **Bioterrorism and Related Threats**: Addressing scenarios involving biological hazards.

The plan outlines detailed action steps for each type of emergency, with clearly defined roles and responsibilities to ensure a swift and effective response. All relevant procedures are actively implemented and regularly reviewed to maintain readiness and resilience.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

So far no adverse impact has been identified arising from the value chain.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

During the reporting year, we strengthened our engagement with value chain partners by focusing on our **mustard supply chain suppliers**. We conducted **detailed on-site training and awareness sessions on ESG practices**, enabling suppliers to integrate environmental and social considerations into their operations.

We also provided **hands-on support and continuous on-site handholding** to facilitate implementation of environmental and social policies and to build alignment with **BRSR Core requirements**. Regular interactions were conducted to address queries and monitor progress.

As a result of these initiatives, **more than 19% of value chain partners (by spend on RM)** were assessed for environmental impacts in FY 2025–26.

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 thetotal members of such body) the entity is a member of/ affiliated to.

S. N.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Indian Chemical Council	National
2	CII (Confederation of Indian Industry)	National
3	Council & CII Western Region	National
4	IFCCI-Indo French Chamber of Commerce	International
5	RSPO-Roundtable for Sustainable Palm Oil	International
6	Responsible care	International
7	FICCI	National
8	QCFI	National
9	CHEMEXCIL	National
10	Federation of Gujarat Industries	National

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**

S. N.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others-please specify)	Web Link, if available
1.	Correction of the inverted duty structure between crude Glycerine and refined Glycerine	• Submission of targeted representations highlighting the anomaly in duty rates between crude and refined glycerine • Use of evidence-backed inputs and data • Engagement with central ministries/departments and industry associations to keep the issue active in policy discussions on customs duty	No	NA	NA

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
Not applicable, however Giving back is also a crucial part of our business development strategy. We also have a CSR committee in place to review, monitor and provide strategic inputs on our sustainability efforts. Our CSR interventions include initiatives related to Education, Water, Sanitation and Skill Building Initiatives. At GIL Chemicals, we continue to uphold Godrej Group's Good and Green vision, that aims to create a more inclusive and greener world. We have even conducted need assessment for the communities in vicinity of our manufacturing locations in FY25-26 and this shall form the basis of our community engagement and welfare initiatives going forward.					

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

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

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

The Community grievances, if any can be submitted at the security desk. Any complaint so received is forwarded to Admin department for further action. Being Responsible Care Certified Organization, we conduct engagement with the communities in and around the vicinity of our manufacturing locations and work towards addressing their grievances in suitable manner.

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

Particulars	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	42%	36%
Directly from within India	70%	72%

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5. **Job creation in smaller towns- Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/ on contract basis) in the following locations, as % of total wage cost**

Location	FY 2025-26	FY 2024-25
Rural	19.4 %	-
Semi-urban	9.53 %	-
Urban	0 %	31.73 %
Metropolitan	71.3 %	68.27 %

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Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

S. No.	State	Aspirational District	Amount Spent (In INR)
Not Applicable			

3. **(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)- No**
   (b) From which marginalized /vulnerable groups do you procure?
   (c) What percentage of total procurement (by value) does it constitute?

4. **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:**

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

5. **Details of corrective actions taken or underway, based on any adverse order inintellectual property related disputes wherein usage of traditional knowledge is involved**

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
NA			

Note: for ample clarity, the above-mentioned projects are not CSR projects.

7. **Details of projects undertaken by the Company to promote inclusive growth and equitable development:**

Though CSR obligations are not applicable to GIL, We remain committed to contributing towards community well-being through our strong value system. Guided by the philosophy of responsible business, GIL continues to undertake initiatives that support inclusive growth and social development in areas surrounding its operations.

During the reporting year, we implemented the following projects and also plans to undertake need-based assessments in nearby villages to further strengthen its community engagement.

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Educational Kit Distribution to nearby village schools	650 students	NA
2	Donation to Girl’s Hermitage	100 Girls	NA
3	Infrastructure support for Valia Police Station	Community at large	NA

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.**

We are B-2-B company and none of our products cater to the consumers.

At our manufacturing sites, we have a dedicated process in place to deal with Customer Complaints, and this process is applicable to all our Suppliers/ vendors and Customers. We undertake regular surveys focusing on the following three key areas:

- Product Quality
- Environment
- Occupational Health & Safety

Complaints received from any of the customers/ suppliers and vendors is sent to Marketing team and then they are further escalated to our Internal Quality Assurance / Quality control team, then immediately prior response is provided to customer through marketing for acknowledgement of complaint received. All complaints received from Customer/Supplier/ vendor are closed with proper investigation, root cause & corrective actions.

We also launched Net Promoter Score and recently conducted Net Promoter Score study to gain deeper insights into customer experiences and strengthen our product offerings and Delivery. In alignment with our vision to evolve as a leading global oleochemicals and surfactants player, with a rapidly building specialty and biotech portfolio, we continue to innovate and invest in green chemistry and responsible manufacturing.

Customers are kept informed on product updates, supply plans, and any potential disruptions to help ensure seamless operations. Our focus remains on being a dependable and agile partner who enables customer success - by delivering not just products, but also trust, transparency, and long-term value. For any customer complaint and queries related to product safety contact on client.services@godrejinds.com

We've organized customer engagement conferences. In year 2025, Godrej Industries Limited Chemicals Business today announced the launch of "SAMAGAM", a first of its kind platform to unite industry leaders, manufacturers, formulators, channel partners and sectoral experts. Focused on emerging market trends, innovation and challenges across sectors such as Home care, Beauty and Personal care, lubricants, & Metal working Fluids, food and Beverages, agrochemicals, paints & coatings, and more, SAMAGAM aims to foster collaboration and drive business growth in an ever-evolving industrial landscape. This serves as a platform to engage, collaborate give and receive feedback.

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

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

3. **Number of consumer complaints in respect of the following:**

Particulars	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end ofyear		Received during theyear	Pending resolution at end of year	
Data privacy	NIL	NIL	-	Nil	Nil	-
Advertising	NIL	NIL	-	Nil	Nil	-
Cyber-security	NIL	NIL	-	Nil	Nil	-
Delivery of Essential services	NIL	NIL	-	Nil	Nil	-
Restrictive Trade Practices	NIL	NIL	-	Nil	Nil	-
Unfair Trade Practices	NIL	NIL	-	Nil	Nil	-
Other	NIL	NIL	-	Nil	Nil	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

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.**

   Yes, we have a GILAC Information Security policy which is applicable to all Godrej companies to incorporate, access and monitor cyber security practices/incidents; conduct cyber security related awareness campaigns across GILAC; Identification and mitigation of Cyber Security vulnerabilities. Our security systems are ISO 27001:2022 certified.
   Below is the weblink for the policy:
   https://www.godrejchemicals.com/codes-and-policies/cybersecurity

6. **Provide details of any corrective actions taken or underway on issues relating toadvertising, 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.**

   We are a B-2-B company and none of our products cater directly to the consumers yet, no instances recorded so far pertaining to regulatory or safety of products/services.

7. **Provide the following information relating to data breaches:**
   a) **Number of instances of data breaches**- 0
   b) **Percentage of data breaches involving personally identifiable information of customers-** NIL
   c) **Impact, if any, of the data breaches-**NIL

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Leadership Indicators

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

   We display product information like product trade name, gross weight, tare weight etc. on regular product labels. Our product labelling carry adequate information about Storage, Handling, transportation and dispatch enabling safe and effective usage of our products. Along with each product shipment, we provide MSDS (Material Safety data sheet) that includes details of material storage, transportation, and handling. Also, we share information concerning product hazard as per the GHS (Globally Harmonized System of Classification and Labelling of Chemicals. All our raw materials are developed to provide the highest efficacy and safety according to decades of accumulated technology and strict internal standards. We have developed method that can verify quality of each raw material. The process for verification is based on chemical properties, Manufacturing processes , MSDS(Material Safety Data sheet) and international guidelines and safety assessment results. And we have REACH, KOSHER and HALAL certifications for our products as per EU regulations. Website link - https://www.godrejchemicals.com.

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

   We are a B-2-B company and none of our products caters to the consumers, however, we educate our customer through our Safety Data Sheets (SDS), Questionnaires, Product Brochures, Customer Interactions.

   At Godrej Industries Limited Chemicals, we work relentlessly in a responsible, ethical, and innovative manner, inculcating sustainability into our thought processes in every step of conducting the business. As a responsible producer, the safety of all our stakeholders using our products is of extreme importance to us. At our manufacturing sites we have established standard operating procedure for creating, evolving, maintaining & implementing product safety and stewardship.

   To determine whether a chemical is classified as a high priority in terms of safety, several criteria shall be checked/ applied.

   Examples
   - If the product is in an area of high concern under national and/or international regulation.
   - If the product fall under national and/or international regulation include those that are PBTs (Persistent, Bio accumulative and Toxic), CMRs (Carcinogens, Mutagens and Reproductive Toxins)
   - If the product is restricted by other regulations or international conventions.
   - If the product is having most severe classification for flammability or skin corrosion as per Globally Harmonized System for Classification and Labelling of Chemicals (GHS Classification) Life Cycle Assessment study may be carried out using third party services. But the data generation, collection and collation shall be a part of internal study.
   - Based on the LCA Evaluation, and hotspot identification, improvement program may be undertaken. We have internal Product stewardship and safety team responsible for implementation of various actions/initiatives/training to ensure product stewardship across the organization, and our internal
   - Research and Development and Quality control team conducts product safety study and later sales, and marketing team communicates with customers.

We have a detailed standard operating procedure for Product Safety and stewardship and life cycle assessment at our manufacturing sites.

As a part of our ongoing commitment to safety, compliance and transparency and in line with the best global practices and regulatory requirements, we are reclassifying certain products and implementing the use of Global harmonized System (GHS) label on our products which have been classified as hazardous. If the certain product falls under GHS classification which makes the product Dangerous Goods (DG) for transportation, will be shipped in the "UN approved" packaging with the DG transportation labelling. which have been classified as hazardous.

We have a protocol in place to inform our customers about the Hazards of the products shipped to them, Initially intimation is raised to the shipping company for the product with the details of the products (MSDS), Dangerous Goods Declaration and relevant documents. The shipping company approves and reverts with the confirmation after scrutiny check at their end. Upon receiving the confirmation from the shipping company, Logistic team from our site is instructed to place the sticker of Dangerous Goods on the container. This forms the basis for shipping company to classify the goods. The Dangerous goods declaration is also mailed to the customer by BU Lead for a given product.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

We are a B-2-B company and none of our products cater to the consumers, however, we keep our customers informed about any disruption time to time if any in case of any changes that would impact our customers.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. 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)

Yes, we have storage and handling instructions on labels. We display product information like product trade name, gross wt., tare wt. etc. on regular product labels. And our dedicated team conducts customer satisfaction survey once in every two years to understand levels of customer satisfaction with products and services provided by the Company. Technical data sheet and safety data sheet provided for more information as per Globally Harmonized System.