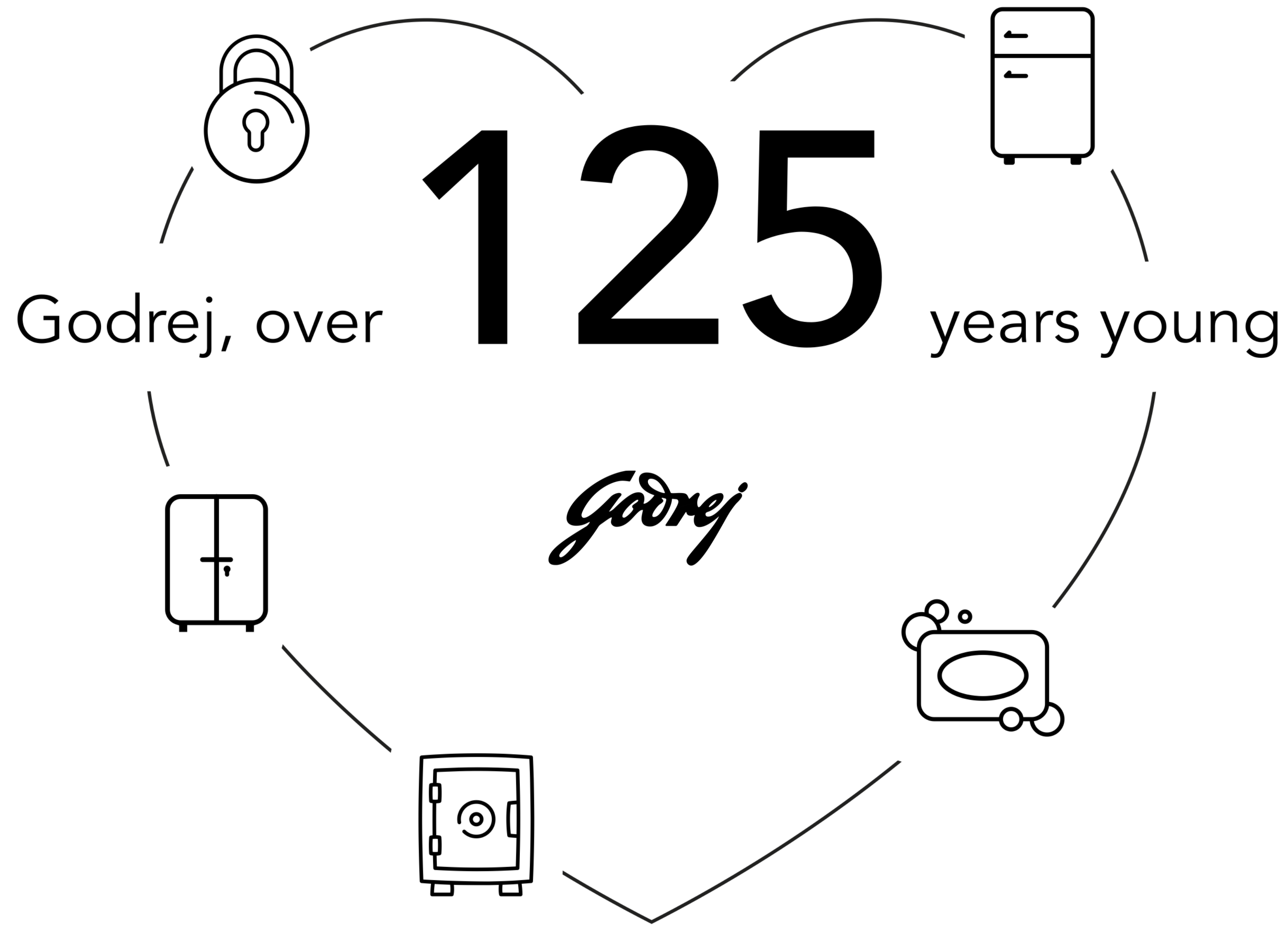


An aerial photograph of a vast mangrove forest. A wide, winding waterway cuts through the dense green canopy of the mangroves. In the far distance, a city skyline is visible across a body of water under a hazy sky.

Godrej

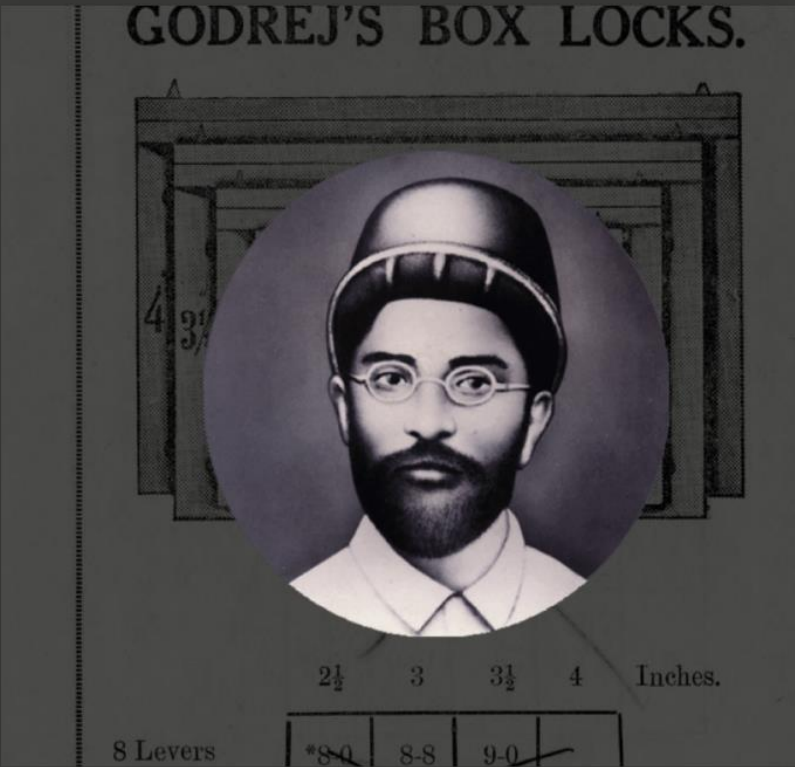
Godrej Group

Nov, 2022



We started as part of India's freedom movement

Key to success



Ardeshir Godrej, after a few failed ventures, sets up a lock company. For him, the key to success turns out to be locks.

1897 1918 1919 1921 1922 1938 1943 1944

World's first vegetable oil soap



We launch Chavi, the first soap in the world to be made without animal fat. We score for Swadeshi and ahimsa.

1918 1919 1921 1922 1938 1943 1944 1945

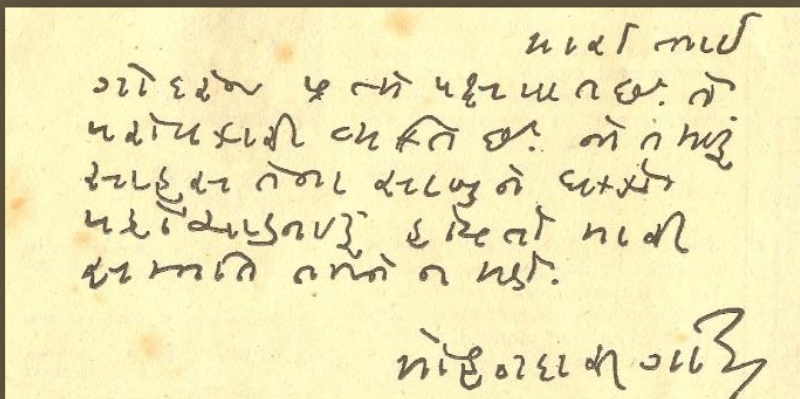
Supporting India's freedom movement



Ardeshir Godrej, an ardent nationalist, donates 3 lakh rupees to the Tilak Swaraj Fund, the largest single contribution back then.

1921 1922 1938 1943 1944 1951 1952

A special letter from Gandhi



One of our most treasured moments: Mahatma Gandhi, in a letter to a favour-seeking competitor, says: "I hold my brother Godrej in such high regard that if your enterprise is likely to harm him in any way, I regret very much that I cannot give you my blessings."

1922 1938 1943 1944 1951 1952 1974

[Read more](#)

90+

countries

25,000

team members

1.2 ^{bn}

consumers

Godrej Industries and Associate Companies



Godrej Chemicals

Leading oleo-chemicals, surfactants, derivatives manufacturer in India



Godrej Consumer Products

Leading FMCG company in emerging markets



Godrej Properties

Largest developer in India by booking value



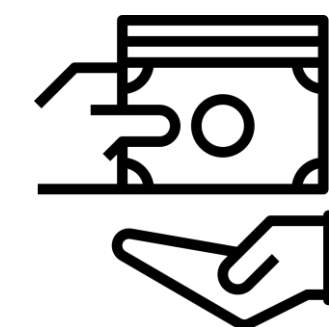
Godrej Agrovet

A food and agri conglomerate



Godrej Capital

Foray into financial services



Godrej Fund Management

Real estate private equity firm

OUR VALUES



Our benefits



Plan for your future

- Uncapped bonus plans; earn in proportion to the value you create
- Flexible benefits plans to choose how you structure your salary



We are selfish about your wellness

- Uncapped sick leave
- Comprehensive health insurance plans for you and your family, with top-up options
- Mental wellness and self-care programmes, resources and counselling



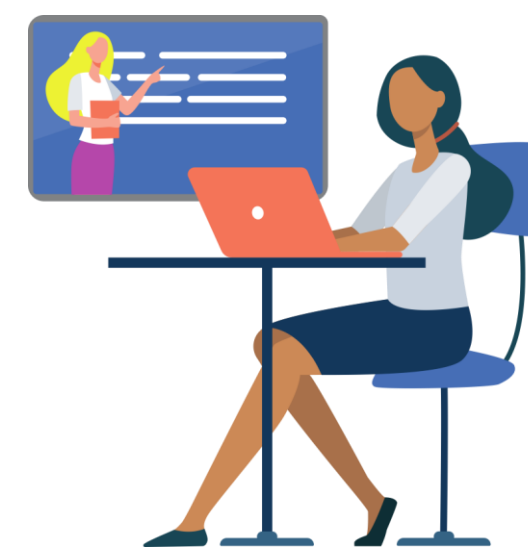
Be an equal parent

- Paternity, maternity & adoption support; including paid leave options
- Fertility treatment



No place for discrimination at Godrej

- Same sex partner benefits at par with married spouses
- Gender-neutral anti-harassment policy



Refuel, learn & grow

- 360 degree feedback for holistic leadership development
- Coaching and mentorship programmes



Celebrate wins, the Godrej way

- Structured recognition programs for individual, team and business-level achievements
- Digital and offline instant recognition platforms

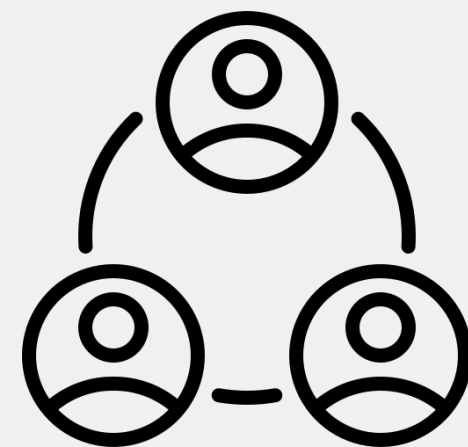
Strengthening business outcome by building a healthier, happier workforce

Mental
wellbeing



ESG goal
alignment

Collaboration
and feedback



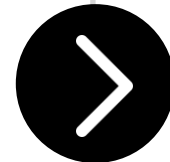
Leadership
engagement

Our approach

Leadership
support and
involvement



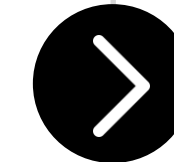
Physical health
environment



Mental health
environment



Health resources



Community
health enterprise

Leadership support and involvement

- Initiate campaigns and encourage health of employees and their ecosystem
- Promote health and wellbeing using a top-down approach
- Ensure and encourage people-first, inclusive policies
- Participate in workshops and health sessions
- Regular meetings and feedback to understand the pulse of the employees



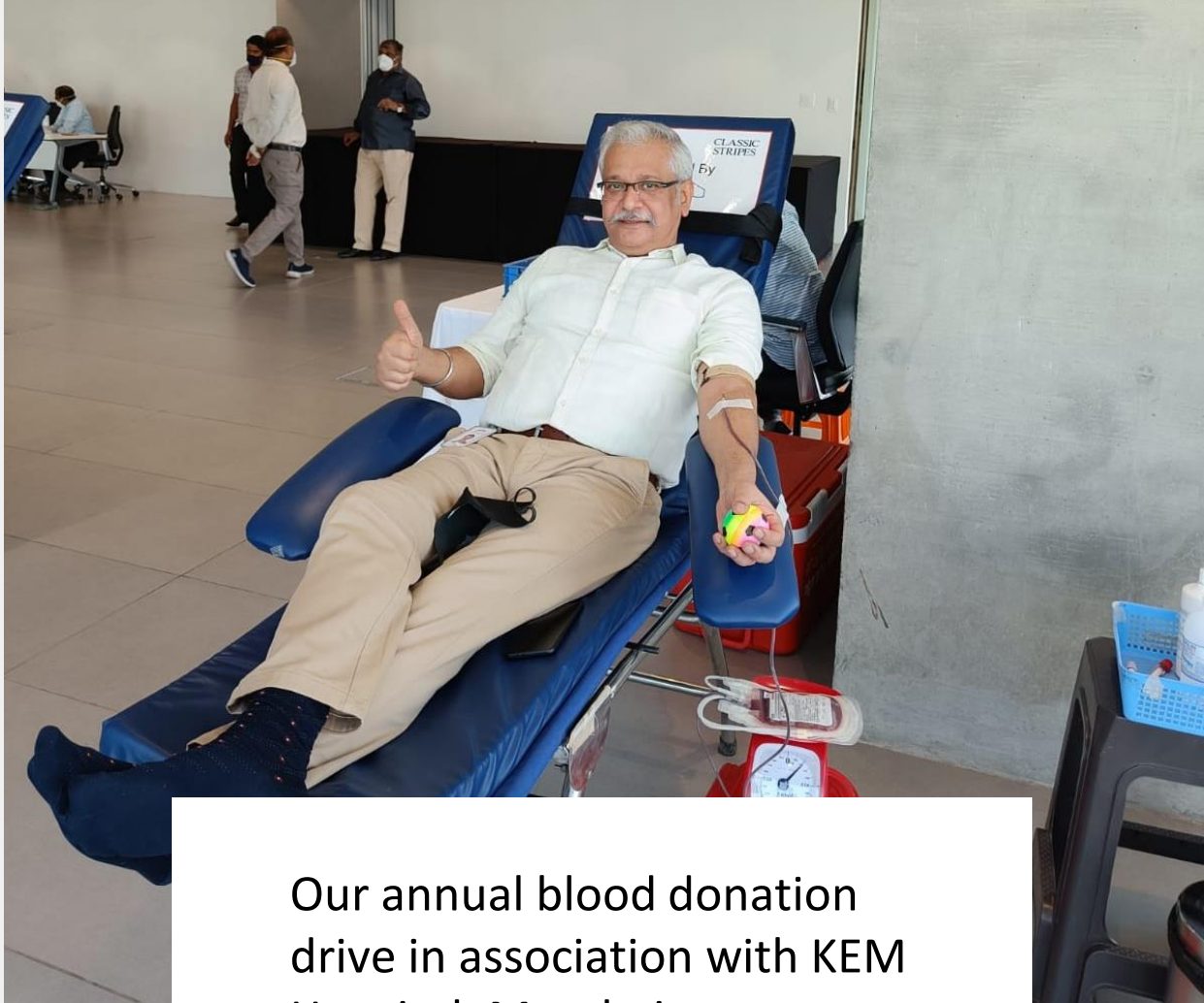
Pirojsha Godrej (Executive Chairperson - Godrej Properties) and Nisaba Godrej (Executive Chairperson - Godrej Consumer Products) at the launch of Godrej Properties' LGBTQI ERG

Our leaders, Nisaba Godrej (Executive Chairperson - Godrej Consumer Products) and Sumit Mitra (Group HR and Corporate Services and Head HR - Godrej Consumer Products), at a vaccination drive organised at our headquarters Godrej One in Mumbai



Physical health environment

- Reduction in:
 - Frequency rate of incidents by 39.1%
 - Severity rate of incidents by 90.5%
- Godrej Industries Limited’s Valia Plant is the first chemical manufacturing company to achieve a Green Co rating
- Godrej Properties meets all requirements of the GRESB assessment, an investor-driven global ESG benchmark
- Recipient of several quality management certifications
- Use of technology and incentive-based systems to inspect and reduce incidents



Our annual blood donation drive in association with KEM Hospital, Mumbai



Exercise sessions organised on World Health Day



Godrej Industries is a Platinum certified healthy workplace



Godrej Properties meets all requirements of the GRESB assessment



Our Valia plant is the first Chemical manufacturing plant to receive a Green Co rating



Godrej One, our headquarters in Mumbai, is Eat Right certified



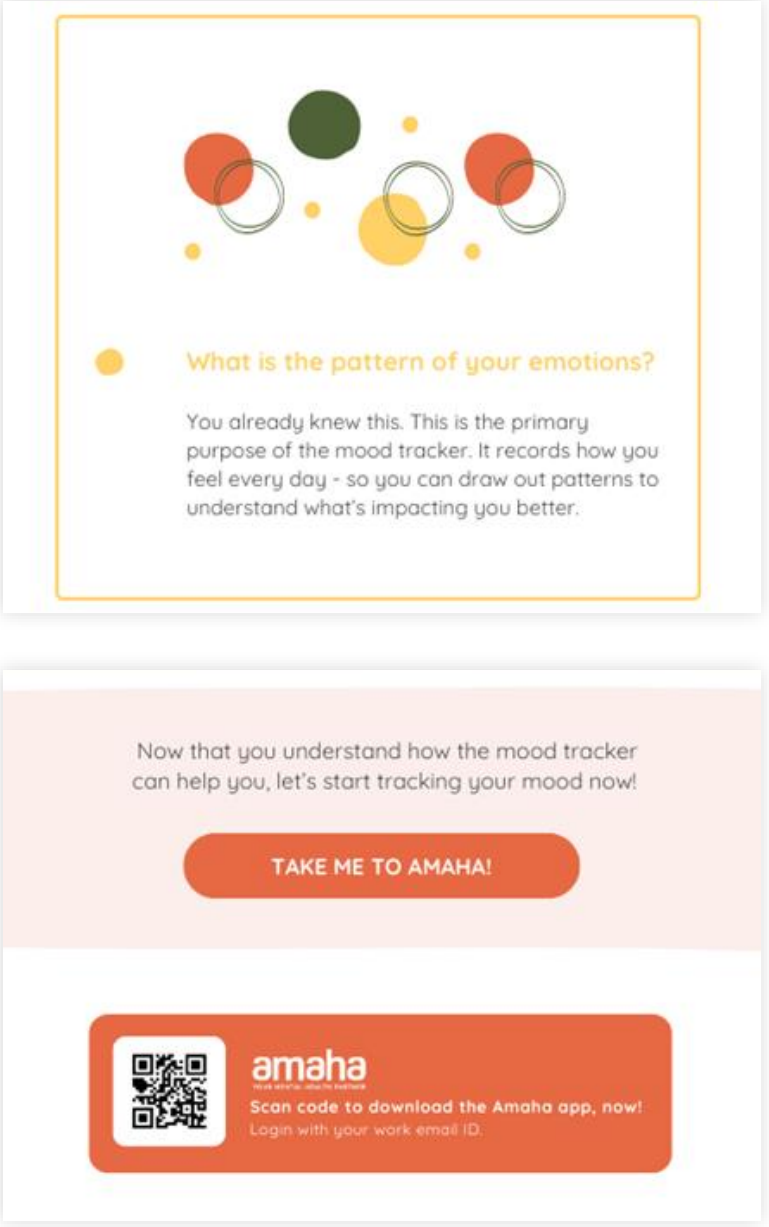
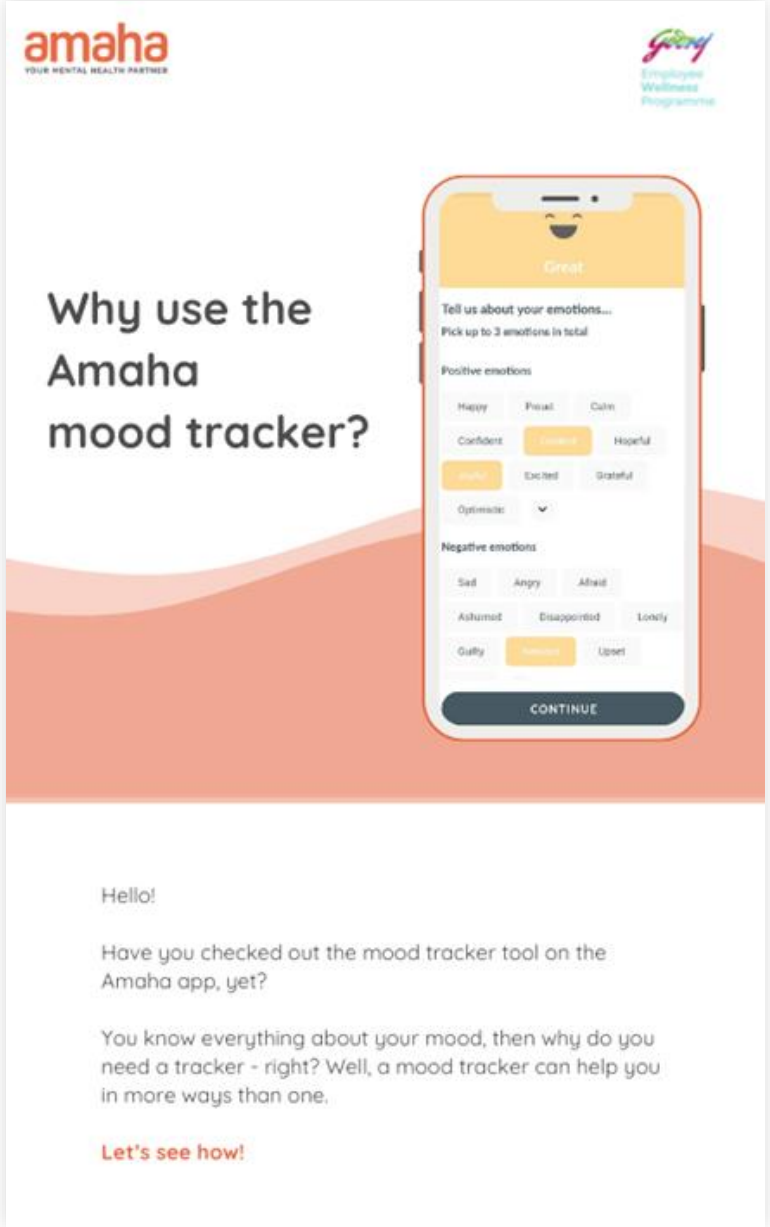
Godrej Industries is a Platinum certified healthy workplace



Many of our factories are ISO certified for quality management

Mental health environment

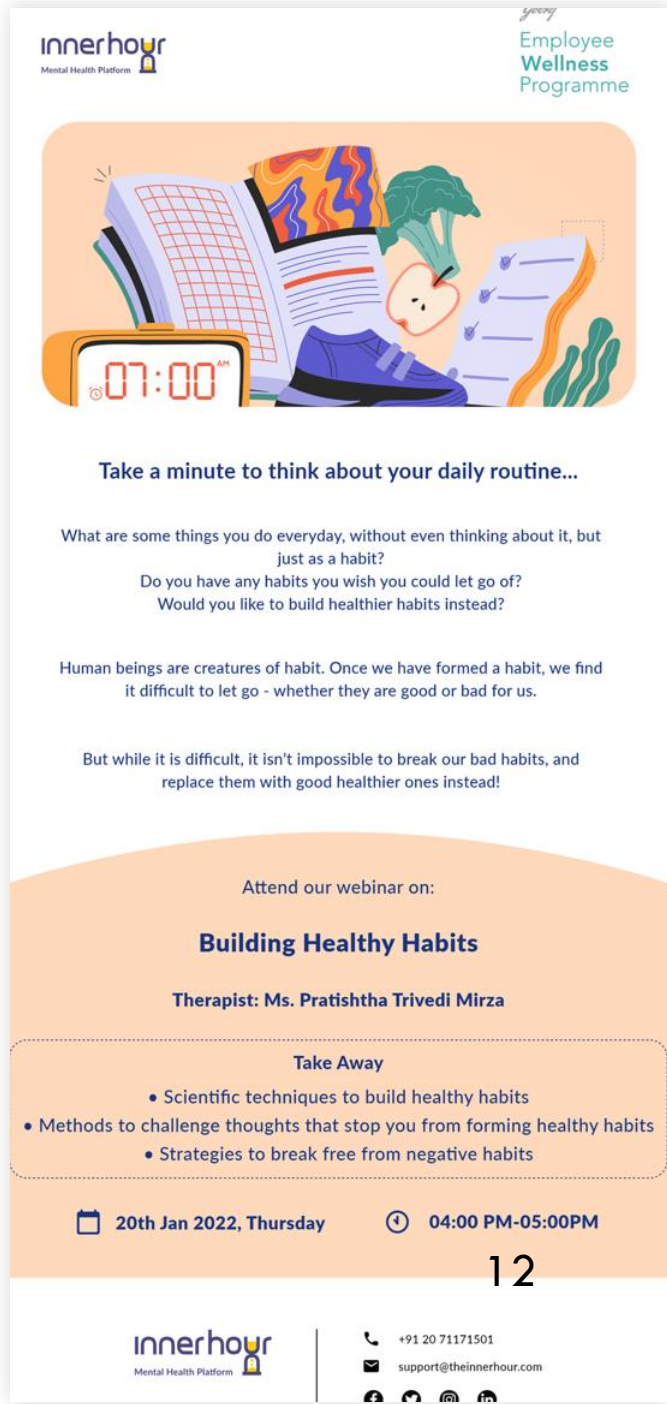
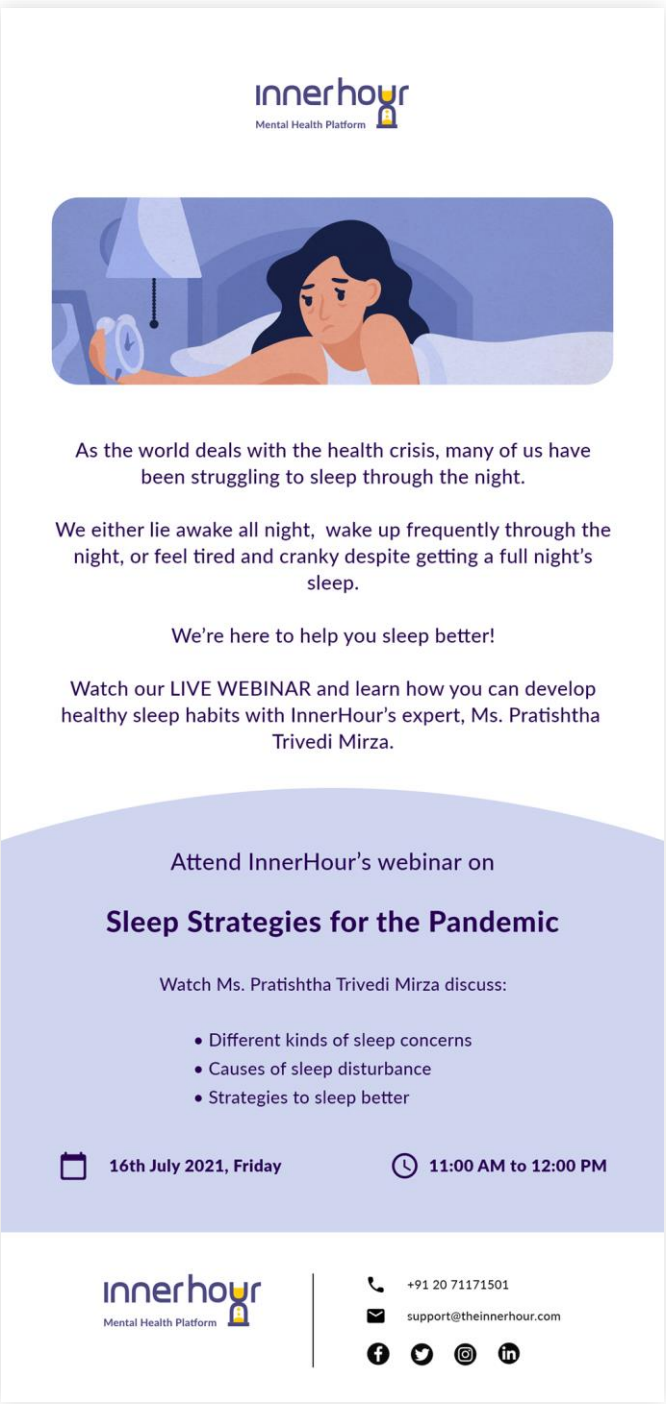
- Increase in employee satisfaction rate by 4%
- Partnership with Amaha (formerly Inner Hour) – an EAP partner that offers 24*7 support
- Mood tracker
- Gender neutral policies
- Policies that enable work-life balance
- Flexible hybrid working
- No meeting days
- Health sessions



Amaha (formerly Inner Hour), our Employee Assistance Partner



Mental wellness webinars held by senior therapists



Health resources

- Reduction in hospital admission rates with diabetes by 54.29% and hypertension by 49.06%
- 2.70 lakh doses of free COVID-19 vaccinations provided to employees, their families and the rest of our ecosystem across India
- COVID-19 support repository utilised by 1,000+ employees and their families
- Doctor on-call service
- Facilitation for healthcare services across India for employees and families
- Health risk assessment and analysis



Vaccination drives hosted across our geographies

Community enterprise involvement

Campaigns

- Blood Donation
- World Environment Day
- Godrej Global Volunteering Day

Sustainability

- Reduced specific energy consumption by 25%
- Increased renewable energy portfolio by 52%
- Reduced specific water consumption by 45%
- Reduced specific greenhouse gas emission by 46%

Pandemic support

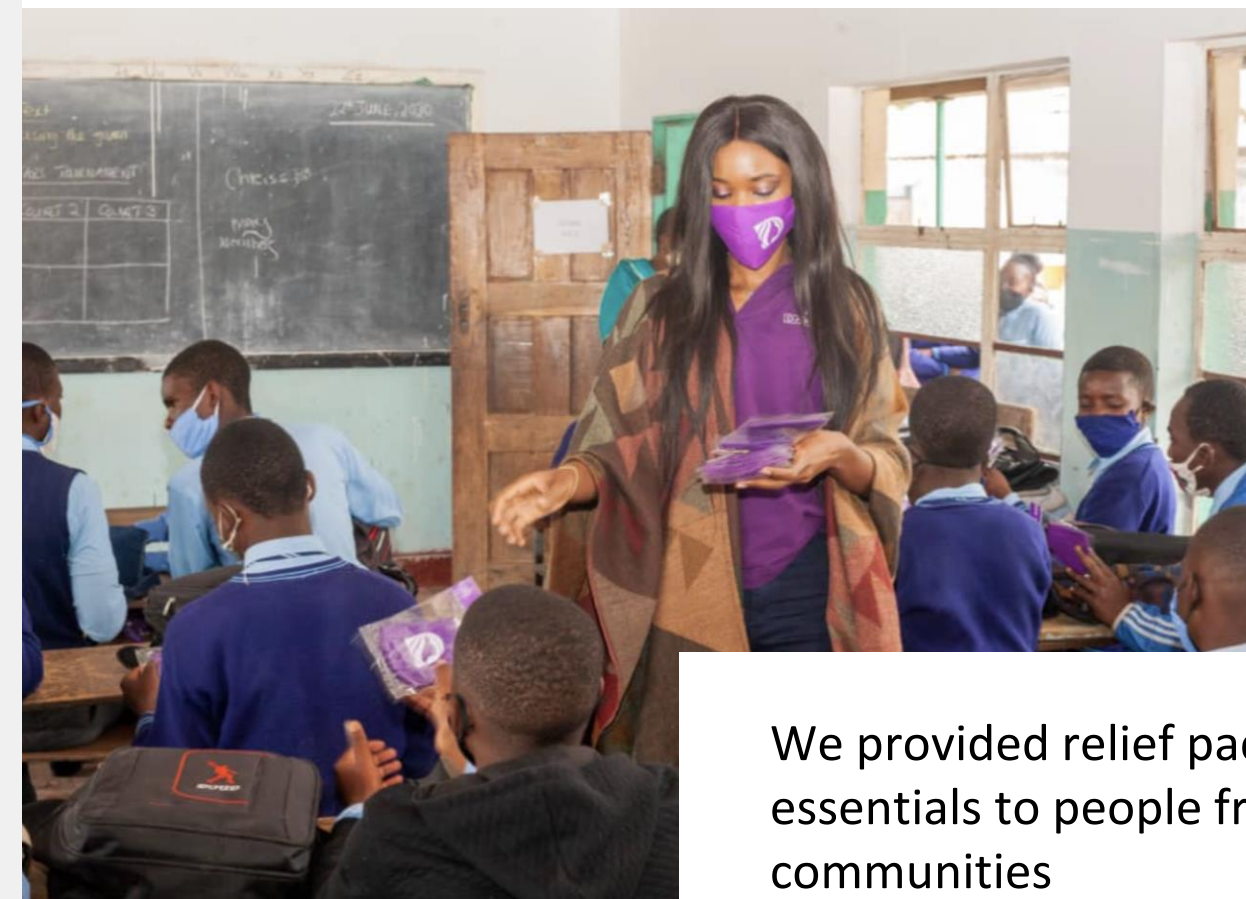
- Donation of medical equipment
- Distribution of one million handwashes
- Door-to-door vaccination programmes
- Supported 30,169 families with food supplies

Public Health

- Partnering with the Indian Government to eradicate malaria by 2030
- First online platelet donor community registering 15,000 donors



Creating awareness around vector-borne diseases through Project EMBED



We provided relief packages and hygiene essentials to people from vulnerable communities



Donating food supplies among local communities in India

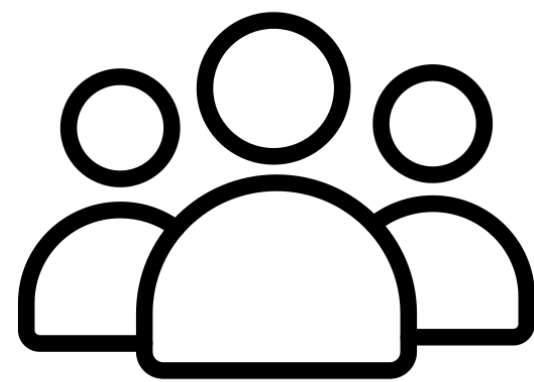


Being Good & Green

Our 5-year ESG targets

Equip communities with skills that empower	Improve health and well-being	Influence sustainable consumption	Lead in sustainability action
<ul style="list-style-type: none">Empower 3,10,000 people in emerging economies with skills and livelihoods support to enhance their incomes.	<ul style="list-style-type: none">Strengthen public healthcare systems in three states in India.Protect 30 million people against vector-borne diseases.Enable access to entitlements and ensure well-being for over half million people.	<ul style="list-style-type: none">Ensure efficient waste management systems for 8 municipalities in India impacting 10 million people.Ensure a third of all our products are greener than in 2020.Partner with consumers and customers to promote sustainable consumption of our green products.Focus on sustainable packaging by reducing plastic packaging, increasing use of post-consumer recycled materials, and using 100% reusable, recyclable or compostable materials.Partner and engage our suppliers to adopt our sustainable supply chain policy.	<ul style="list-style-type: none">Achieve scope I and II carbon neutrality and calculate scope III emissions.Improve energy efficiency in line with EP100 commitment; achieve 70% renewables in energy mix.Maintain water positivity, achieve and maintain zero waste to landfill.Announce commitment towards the global Science Based Targets initiative for emissions reduction.Increase transparency in ESG reporting and disclosures.Advance human rights and inclusion across our value chain.

Our CSR overview vs our 2025 targets



Skill train 3,10,000 people

11,943

people trained in beauty skills and in agriculture and allied services



Protect 30 mn people from vector-borne diseases

70,00,000

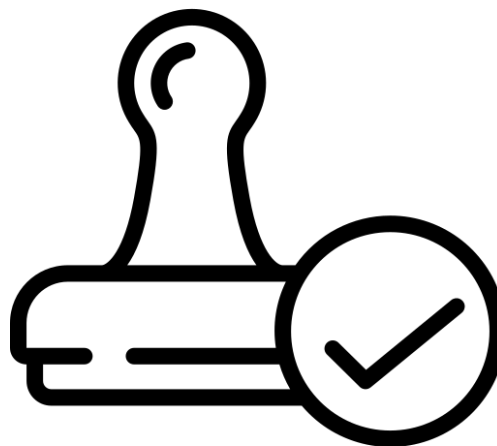
people enabled to protect themselves from vector-borne diseases



Ensure efficient waste management system for 8 municipalities

6,919

MT of community municipal waste diverted from landfills



Enable access to entitlements for 5,00,000 people

32,785

people granted access to government welfare schemes



The Beginning