



Godrej | INDUSTRIES
CHEMICALS

FY 2024-25

Sustainability Report

Our commitment towards a more
inclusive and greener world

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Report profile

GIL Chemicals, 8th annual sustainability report emphasizes our commitment to a triple bottom line approach, addressing environmental, economic, social, and governance factors. In this report, we outline our material sustainability aspects, our performance in relation to each, and our management strategies for addressing these critical areas. We recognize the value of engaging our key stakeholders in all business activities and decision-making processes. We maintain regular communication about our sustainability challenges and achievements, adhering to credible reporting standards to ensure transparency and accuracy.

Report boundary

This report highlights our sustainability performance and impacts across key operational areas, focusing on the ESG performance of our two main plants: Valia in Gujarat and Ambernath in Maharashtra. The report does not include performance and metrics of our newly acquired sites. The report’s scope encompasses Environmental, Social, Economic, and Governance performance solely for these two plants. Economic performance is based on the standalone figures of Godrej Industries Limited Chemicals, and environmental performance addresses materials, energy, emissions, waste, and water management of two operational sites at Valia and Ambernath for FY24-25. Social performance reflects GIL Chemicals’ contributions to our employees and local communities. It’s important to note that the report does not cover GIL’s subsidiaries.”

Report content

The content of this report is focussed on the material aspects that we have identified through our intensive stakeholder

exercise. However, we have also included other appropriate disclosures to assist in bringing out enhanced comprehension of our sustainability initiatives and performance.

Assurance and Verification

For FY24-25, as mandated by SEBI we have successfully got reasonable assurance on the below attributes in accordance with Standard on Sustainability Assurance Engagements (SSAE) 3000, “Assurance Engagements on Sustainability Information” and Standard on Assurance Engagements (SAE) 3410 “Assurance Engagements on Greenhouse Gas Statements” (together referred to as ‘Standards’), both issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India (the ‘ICAI’) through a third party for the BRSR Report. More details can be found in our [BRSR report](#).

BRSR Core Indicator	Description of Indicator	3rd party assurance status
1. Section C – Principle 1 – E8	Number of days of accounts payable	✓
2. Section C – Principle 1 – E9	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	✓
3. Section C – Principle 3 – E1(c)	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	✓
4. Section C – Principle 3 – E11	Details of safety related incidents including lost time injury frequency rate, recordable work-related injuries, no. of fatalities	✓
5. Section C – Principle 5 – E3(b)	Gross wages paid to females as % of wages paid	✓
6. Section C – Principle 5 – E7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees, and complaints upheld	✓
7. Section C – Principle 6 – E1	Details of total energy consumption (in Joules or multiples) and its intensity	✓

8. Section C – Principle 6 – E3	Total volume of water withdrawal by source and water consumption in Kilolitres and its intensity	✓
9. Section C – Principle 6 – E4	Water discharge by destination and level of treatment (in kilolitres)	✓
10. Section C – Principle 6 – E7	Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity	✓
11. Section C – Principle 6 – E9	Details related to waste generated by category, waste recovered through recycling, re-using or other recovery operations, waste disposed by nature of disposal method and its intensity	✓
12. Section C – Principle 8 – E4	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs / small producers and from within India	✓
13. Section C – Principle 8 – E5	Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent / on contract) as % of total wage cost	✓
14. Section C – Principle 9 – E7	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	✓

Our Scope 3 emissions have also been Limited Assured by a third party and the details of this can be found in our [BRSR Report](#)

BRSR Core Indicator	Description of Indicator	3rd party assurance status
1. Section C – Principle 6 – L2	Scope 3 emissions	✓

Report data

The report includes data for the reporting period 1st April 2024 to 31st March 2025. We have periodically gathered relevant data and information for making this report, from the respective departments at all our manufacturing facilities located in India. The data presented is verified through regular internal audits GRI application level for our 8th official sustainability report, we have crafted the report in conformance to the Global Reporting Initiative (GRI) Universal Core Standards. These standards offer a centralised methodology to sustainability related disclosures. Please refer to the GRI Index at the end of this report for more information. We have also mapped our initiatives with the UN Sustainable Development Goals (SDGs).

Contact

In case of any queries, clarifications, or suggestions, please contact:

Sanjiva Kumar Rayavarapu

Head – Supply Chain, 2nd Floor, Godrej One Pirojshanagar, Eastern Express Highway Vikhroli (E), Mumbai – 400 079, India Phone: 022-25194370 Email: rs.kumar@godrejinds.com

Prexa Shah

Lead-Sustainability

Floor, Godrej One Pirojshanagar, Eastern Express Highway Vikhroli (E), Mumbai – 400 079, India

Email: prexa.shah@godrejinds.com

Message from our Chairman & Managing Director



Dear readers,

Green chemistry works silently in everyday life.

It helps you save water when you use detergents. It is gentle on your hair when you shampoo. It protects the soil when you use crop inputs. At Godrej Industries Limited, we imagine a world where everyday essentials not only perform better but also protect our planet — and through greener chemistry, we're making it happen.

As we reflect on the past year, I am proud to share that our revenue has increased by 26% over the previous year ensuring that our business is both sustainable as well as profitable.

We have invested in and continue investing in expanding our manufacturing capacities and scaling our capabilities. We have incorporated green chemistry principles into our new product development, are committed to source responsibly and work with suppliers to make them more sustainable, and, at the core, continue to run our operations in a way that uses lesser water, creates less waste and emits lower emissions.

We have always been strongly committed to decarbonising our operations. Now 64% of the energy we consume comes from renewable sources, which translates to a reduction of our absolute scope 1 and 2 emissions by 35% from FY12. With our new investments in hybrid power projects, we plan to continue to push beyond our emissions reduction targets. We are also now betting on green and blue hydrogen as a strategic level in our net zero emissions journey.

Guided by our Good & Green mission, we continue to work towards scaling circular and bio-based solutions, while ensuring the safety and quality of every molecule we make.

By integrating ESG into our core strategy, we envision a sustainable economy where consumers can choose lower impact products, communities can breathe cleaner air and our future generations can inherit a healthier planet.

Thank you for your continued support as we strive to build a more sustainable future together.

Nadir Godrej

**Chairman and Managing Director,
Godrej Industries Limited**

Leading with Purpose: A Message from the CEO



Dear readers,

The world stands at a critical inflection point. Climate change, resource scarcity, and environmental degradation are no longer distant threats—they are urgent realities. At Godrej Chemicals, we recognise our responsibility not just to respond, but to lead. Sustainability is not a new chapter for us—it is the very foundation of our legacy. For 128 years, Godrej Industries Limited. have championed inclusive growth and environmental stewardship, and today, we carry that legacy forward with renewed ambition under the Godrej Good & Green vision.

Godrej Chemicals has delivered robust double-digit growth in both volumes and revenue over the past couple of years. This momentum is a testament to our strategic clarity and operational excellence. But what truly sets us apart is how we've achieved this growth—by embedding sustainability into the core of our operations and product innovation. We are now entering a transformative phase. Over the next few years, we will invest over INR 750 crores to significantly expand capacities across key product lines including fatty alcohols,

surfactants, specialty chemicals and biotech. This scale-up is aligned with our aspiration to become a US \$1 billion global enterprise by 2030. Crucially, we are powering this growth with clean energy—targeting 75% renewable energy in our mix through hybrid solutions across our facilities in short term. This is growth that strengthens both our business and our environmental performance.

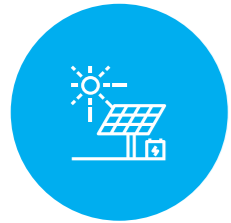
Sustainability as Strategy: Sustainability is not a silo—it is our strategy. Green chemistry is the cornerstone of our innovation agenda. We are re-imagining product design through a sustainability lens, incorporating principles of green chemistry and renewable raw materials to reduce environmental impact. Our R&D teams are pioneering technologies such as biocatalysis, continuous manufacturing, and fermentation to deliver high-performance, low-impact solutions for our customers.

Greener Manufacturing, Smarter Processes

We are equally focused on transforming our manufacturing footprint. Our teams are driving energy-efficient process designs, enhancing recycling and recovery, and reducing resource intensity across operations.

Our targets are bold and measurable with 100 % reduction in Scope 1 and Scope 2 emissions by 2040 and Net Zero by 2050., zero waste to landfill by 2030, We've made remarkable progress with 35% reduction in absolute Scope 1 and 2 emissions, achieved 64% of share in renewable energy, 41% reduction in water intensity, 93% of waste is already being diverted away from landfilling and incineration.

Our Valia plant earned the prestigious GreenCo Gold rating, and our Ambernath facility received a national award for energy efficiency from CII. We maintain transparency through platforms like CDP, where we've earned strong ratings for climate, forest, and water disclosures, including an A- rating for supply chain engagement.



64%

Energy from renewable sources



35%

Reduction in absolute Scope 1 and 2 emissions



25%

Women employees

The Road Ahead

Our strategy for the future is anchored in three priorities:

- Accelerate investments in green technologies and circular innovation
- Deepen sustainability culture across the organisation
- Drive systemic change across our value chain through stakeholder partnerships

We are acutely aware of the evolving risk landscape—from climate volatility and biodiversity loss to regulatory shifts and technological disruption. But we view these not as obstacles, but as catalysts for innovation and leadership.

As we advance toward our 2030 vision, we are committed to being a global exemplar of responsible growth. We will embed circular economy principles, scale cleaner product lines, and ensure sustainability informs

every business decision.

With the passion of our people, the ingenuity of our partners, and the trust of our stakeholders, I am confident we will achieve our ambitious goals—and leave behind a legacy of growth that is not only profitable, but purposeful.

Let’s build the future—responsibly.

Sincerely,

Vishal Sharma
Executive Director and CEO,
Godrej Industries Limited (Chemicals)

Our Organization

Our Purpose

The most trusted global partner for green chemistries, creating value for our stakeholders and accelerating towards a sustainable future

Our Vision

Evolve as a leading global oleochemicals and surfactants player, with a rapidly building specialty and biotech portfolio, driven by best-in-class manufacturing and sustainable practices across the value chain.

Delight customers with world class innovation and deep application expertise, delivering industry leading green solutions, taken to market personally and digitally.

All this executed by a highly engaged and expert team.

Godrej Industries (Chemicals) is one of the leading businesses of the Godrej Industries Group, established in 1963. We are pioneers in “Green Chemistries,” dedicated in helping the environment and ensuring a greener and sustainable future. Today, we are one of India’s leading providers of oleochemicals, surfactants, specialty chemicals, and biotech products, all produced largely with renewable feedstocks from vegetable oils, demineralising the applications.

We started our journey in year 1990, we set up our flagship manufacturing facility at Valia in Gujarat and in year 2014, we added another manufacturing facility at Ambernath in Maharashtra. We strengthened our commercial team to be able to build best in class relationships with its customers and provide unique solutions to their specific product and technical challenges.

Locally Rooted, Globally Connected

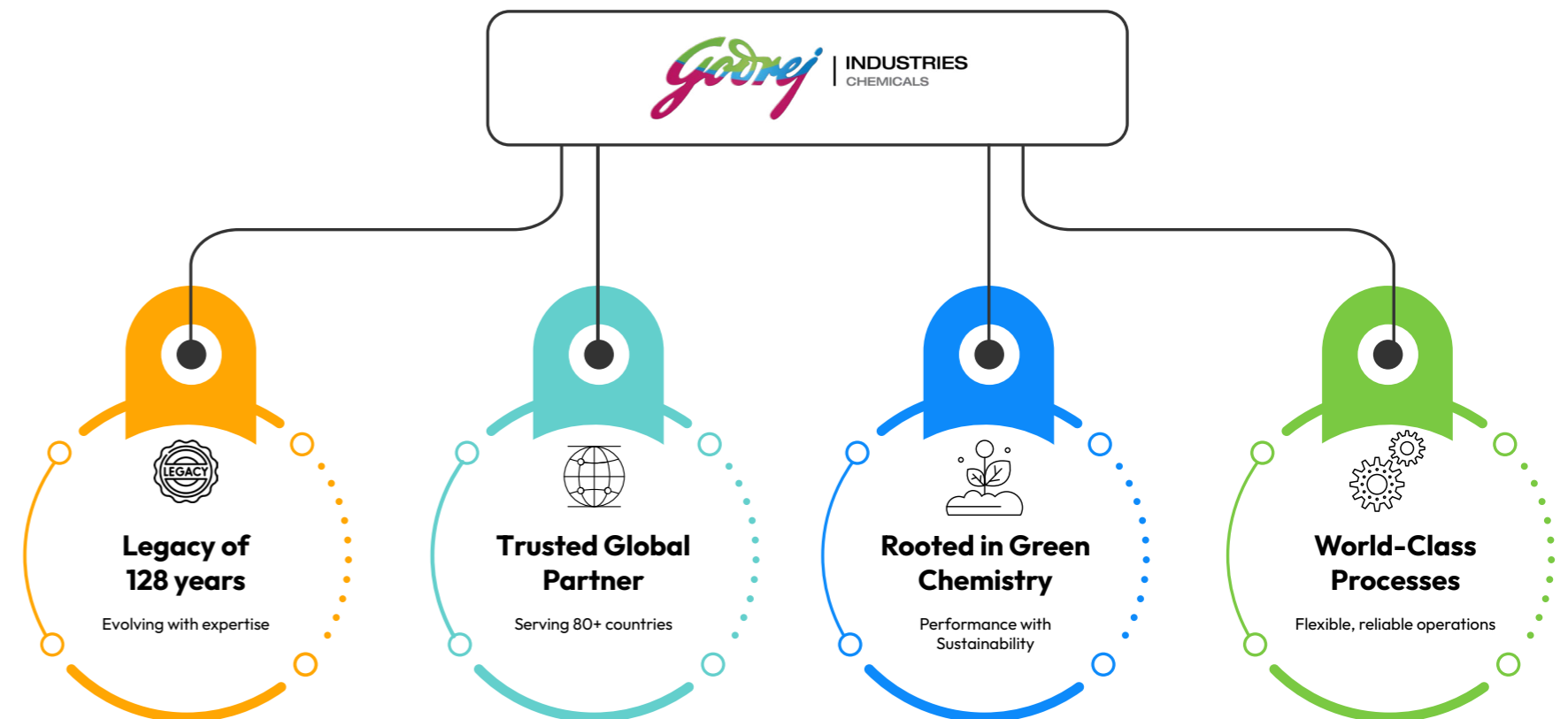
With our manufacturing locations and state of the art R&D center in india, we specialize in delivering tailored solutions for chosen segments while meeting performance yardsticks. Organic and inorganic growth remains the corner stone of our future endeavours.

We drive business through innovation & customer centricity with renewable resources-focused green chemistries. With two manufacturing locations (Maharashtra & Gujarat), we specialize in delivering tailored solutions for chosen segments while meeting performance yardsticks. Organic & inorganic growth remains the corner stone of our future endeavours.

Our Chemicals capabilities involve continuous technologies and batch processes to manufacture performance driven chemicals that cater to diverse industry requirements. Both the manufacturing plants drive a relentless focus on increasing productivity and energy efficiency

- Continuous processes are leveraged for large-scale, consistent production to ensure efficiency and quality.
- Batch processes provide the flexibility to manufacture specialized products in smaller volumes, supporting customized solutions for diverse applications.

This balanced approach allows us to meet dynamic market demands while maintaining operational excellence and sustainability in our production systems. Both of our manufacturing plants have a Distributed Control System, which enables good process control and ensures product quality.



Chemistry capabilities



CHEMISTRY CAPABILITIES

Continuous Process	Batch Process
<ul style="list-style-type: none"> >> Hydrogenation >> Hydrogenolysis >> Sulfonation & Sulfation 	<ul style="list-style-type: none"> >> Bio Fermentation >> Esterification >> Amidation >> Bio-Catalytic Reactions >> Quaternization >> Sulfitation >> Oligomerization & Polymerization >> Alkoxylation

We expanded the infrastructure at Nadir Godrej Centre for Science, Technology and Applications Research (NGSTAR), an 8,000 sq. ft. state-of-the-art centre located at Ambernath, Maharashtra. The facility is well equipped with advanced analytical instruments, best-in-class safety features and an applications and microbiology lab, which will serve us well as we innovate and develop new and improved products and applications.

It will also help us strengthen our green and sustainable product range, in line with our Green, Efficient and Milder (GEM) strategy. The facility has been built considering the end use industry in which our division will be catering to as a major supplier. The business has invested and is investing well in building manufacturing capacities and scale capabilities across the Commercial, R&D and Supply Chain

teams. We continue to accord the highest importance to safety and ensure that our chemicals business is both sustainable as well as profitable.

Mergers and Acquisition

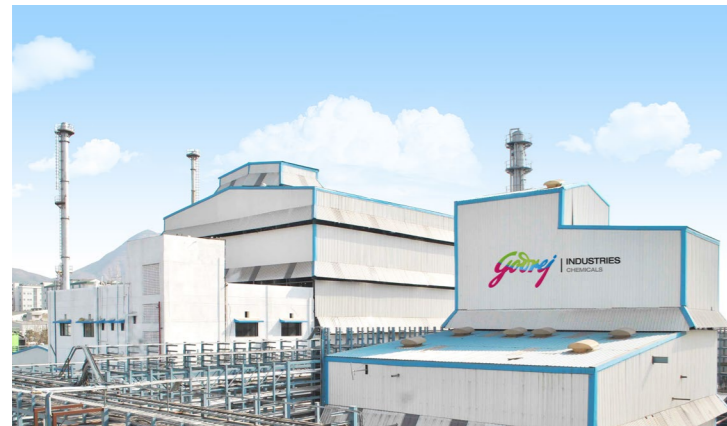
In FY 2024-25, we acquired an Ethoxylation manufacturing facility at Kheda Gujarat, which will support the expansion of our specialty portfolio. During the year, our Chemicals Business also signed a Business Transfer Agreement for acquisition of a Food Additives business having a manufacturing facility at Goa. This business acquisition was completed in April 2025 and will help our Chemicals Business to expand our product offering to the Food and Beverages Segment. Both these business acquisitions are in line with our strategy and our commitment to grow in a profitable and sustainable

manner. It will help us increase our basket of Specialty products and grow our specialty chemicals business.

Note: Both these new sites are currently out of scope of Sustainability Reporting FY24-25 and shall be included in the report for FY25-26.

Being a part of the Godrej Industries Group, we adhere to industry best practices and exchange synergies among our other Group companies. As a Group, we also champion social responsibility. Our sustainability goals are guided by our Group's Good & Green vision of creating a more inclusive and greener world. We stay at the forefront of embracing newer standards set by any governing bodies across the Globe.

Our manufacturing sites



Ambernath Plant - Maharashtra



Valia Plant - Gujarat



Kheda Plant - Gujarat



Kundaim Plant - GOA

Our product portfolio



- Fatty Alcohols: Long Chain, C16 to C22
- Fatty Acids: Long Chain, C16 to C22
- Glycerin: IP Grade, Food Grade

Oleochemicals

Our Oleochemicals division serves a diverse range of industries with a comprehensive portfolio that includes long-chain fatty alcohols, fatty acids, and glycerine. Our fatty alcohol product line features Cetyl (C16), Stearyl (C18), and Behenyl (C22) alcohols.

We offer an extensive selection of C16 and C18 fatty acids and have further expanded our portfolio to include specialty grades of long-chain C22 fatty acids, derived from mustard and rapeseed oil. Our glycerine, meets stringent domestic and international standards, including Pharmacopeia and Food Codex, ensuring top-tier quality.

We are committed to sustainability, innovation, and quality, continuously striving to meet evolving consumer trends and industry demands.



- Alpha Olefin Sulphonate (AOS)
- Sodium Lauryl Sulphate (SLS)
- Sodium Lauryl Ether Sulphate (SLES)
- Ammonium Lauryl Sulphate (ALS)

Surfactants

We pioneer the manufacturing of Alpha Olefin Sulphonate (AOS) in India and continue to lead in developing its formulations and applications. AOS's unique properties make it valuable across various industries, and it is available in multiple forms—needles, liquid, paste, and powder—to meet diverse needs.

We also produce Fatty Alcohol-based surfactants like Sodium Lauryl Sulphate (SLS) and Sodium Lauryl Ether Sulphate (SLES).



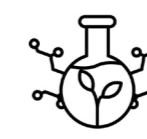
- Waxes, Ethoxylates, Personal care and Industrial Esters, Secondary Ingredients, Preservatives
- Conditioning Agents, Conditioning Waxes, Phosphate Ester based waxes, Glycerol and Sorbitol esters
- Proprietary Blends

Specialty Chemicals

Our evolving Specialty Chemicals portfolio is designed to enhance our product offerings and deliver exceptional value to our customers by customising our products to suit specific applications and performance.

Our innovative range is continuously developed in line with the latest consumer trends, emphasizing green, natural, and sustainable resources. These products are crafted with a deep understanding of the varied needs of our customers and the latest consumer trends. We focus on delivering value by offering a broader range of alternatives and a bigger basket of product offerings.

The portfolio includes emulsifying waxes, emulsifiers, specialised ethoxylates, emollients, preservatives, pearling agents, blends, vegetable oil esters, phosphate esters, corrosion inhibitors, lubricity improvers and quaternary ammonium compounds.



- Sophorolipid
- Probiotics

Biotech

Biotechnology provides a sustainable way of manufacturing certain products that can be a good replacement for crude-oil-based chemicals and materials.

In our Biotech portfolio, we are currently focussing on Bio-surfactants and Probiotics. These are high performance, sustainable and safer ingredients made through microbial fermentation route. We have strong plans to expand our portfolio within these scientific platforms and expand in several new areas in future. Sophorolipids, a flagship product in this portfolio, is India's first indigenously developed, USDA Bio-preferred program certified Biosurfactant. This sustainable, palm oil-free ingredient offers versatile, eco-conscious applications and is a high-performance alternative to conventional surfactants.

We continue to elevate India at various global forums through our commitment to sustainable, cost-effective, yet performance-centric solutions.

Product Applications

Our global presence in more than 80 countries vouch for our quality standards & exemplary services. Our products have application varied segments like home and personal care, oil and gas, agrochemicals, pharmaceuticals, rubber, chemical & polymer intermediaries, lubricants & metalworking fluids, food & beverages, paints & coatings, etc. Our dedication to responsible practices has earned us prestigious awards and certifications, while earning trust & respect from global suppliers and customers equally time & again.



Home Care

- Foam Boosters
- Wetting Agents
- Preservatives
- Cleansing Agents
- Viscosity Modifiers
- Emulsifiers
- Fabric Conditioners
- Stain Removal



Agrochemicals

- Adjuvants
- Emulsifiers



Oil & Gas

- Corrosion Inhibitors
- Enhanced Oil Recovery
- Emulsifiers



Rubber Additives

- Processing Aids
- Lubricants



Personal Care

- Emollients
- Cleansing Agents
- Preservatives
- Conditioning Agents
- Fragrance Solubilizers
- Anti-Dandruff Agent
- Foam Boosters
- Viscosity Modifiers
- Emulsifiers
- Anti-Acne Agent



Food & Beverages

- Bakery
- Confectionery
- Convenience Foods
- Dairy & Non-dairy
- Margarine
- Sauces & Spreads



Pharma

- Humectants
- Excipients
- Emollients
- Coating Aids



Paints & Coatings

- Wetting Agents / Dispersing Agents
- Emulsifiers



Lubricants & Metal Working Fluids

- Extreme Pressure Anti-Wear Additives
- Emulsifiers
- Rheology Modifiers
- Corrosion Inhibitors
- Base Stocks
- Lubricity Additives

Message from Chief Financial Officer



CLEMENT PINTO
Chief Financial Officer



“One of the biggest myths in sustainability is that it’s a trade-off. This is simply not true.

At the Godrej Industries Group, we have always had the twin objective of being profitable and sustainable. With every passing day, we strive to become better in what we do and desire to grow in a profitable and sustainable manner.

A lot of people look at Sustainability as only a risk mitigation approach. But not for us. For us, Sustainability is ingrained in us and part of our daily activities. Our Purpose is to achieve being “The most trusted global partner for green chemistries, creating value for our stakeholders and accelerating towards a sustainable future”. And in our journey, we have seen over the years that we can create value and at the same time make the planet a better place to live in. We believe in “One Team” and the Finance Team (like all other teams) works towards achieving the Business Purpose and Vision. As a team, we are investing well in building manufacturing capacities and in building people capabilities, leveraging technology which will help us in our Purpose. The Investments we make are helping us in “green Chemistry”, creating newer portfolios like Biotech,

helping in improving operational efficiencies which will help us in energy conservation, decarbonising, etc and developing green products. These green solutions are helping us in our business growth and in our sustainable journey.

We are also happy to note that regulations are being strengthened. This will help the larger Industry to at least achieve a certain level and positively contribute to a larger cause – for the betterment of our future generations.

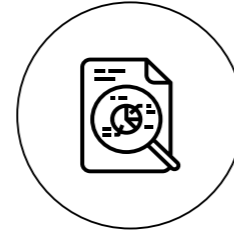
While sustainability is ingrained in us and it is part of our Purpose, we and the Godrej Industries Group creates a focus and thus all the leaders of the Group have a 15% weightage of their business goals which are “people and planet goals”. This is in turn linked to performance rating and rewards. The Leaders are made to own these goals and encourage their teams to contribute to this important goal. We also have a Board-level ESG committee which closely monitors the progress on sustainability metrics and all sustainability initiatives. Sustainability for us – is at the very core of our Business activities.”

Economic performance

Our Chemicals Business recorded a total income of Rs. 3393 Crore, and an Operating Profit (PBIT) of Rs. 361 Crore, for Financial year 24-25.

The Chemicals business has a global presence and exports to over 65 countries. In fiscal year 2024-25, the Chemicals business recorded an export sales of Rs.960 Crore. Exports now account for 28% of our overall sales.

The Chemicals business consist of Oleochemicals, Surfactants, Specialty Chemicals and Biotech which has application in several end user industries like Home care, Personal care, Paints and Coatings, Oil and Gas, Food & Beverages, Pharma, Textiles, Industrial applications, etc. Our constant focus on Research & Development and developing specialty chemicals and special applications for various industries has helped our business grow in a very profitable manner and at the same time broadening our product offering.



₹38,196Cr

Market capitalisation as on 31 March, 2025

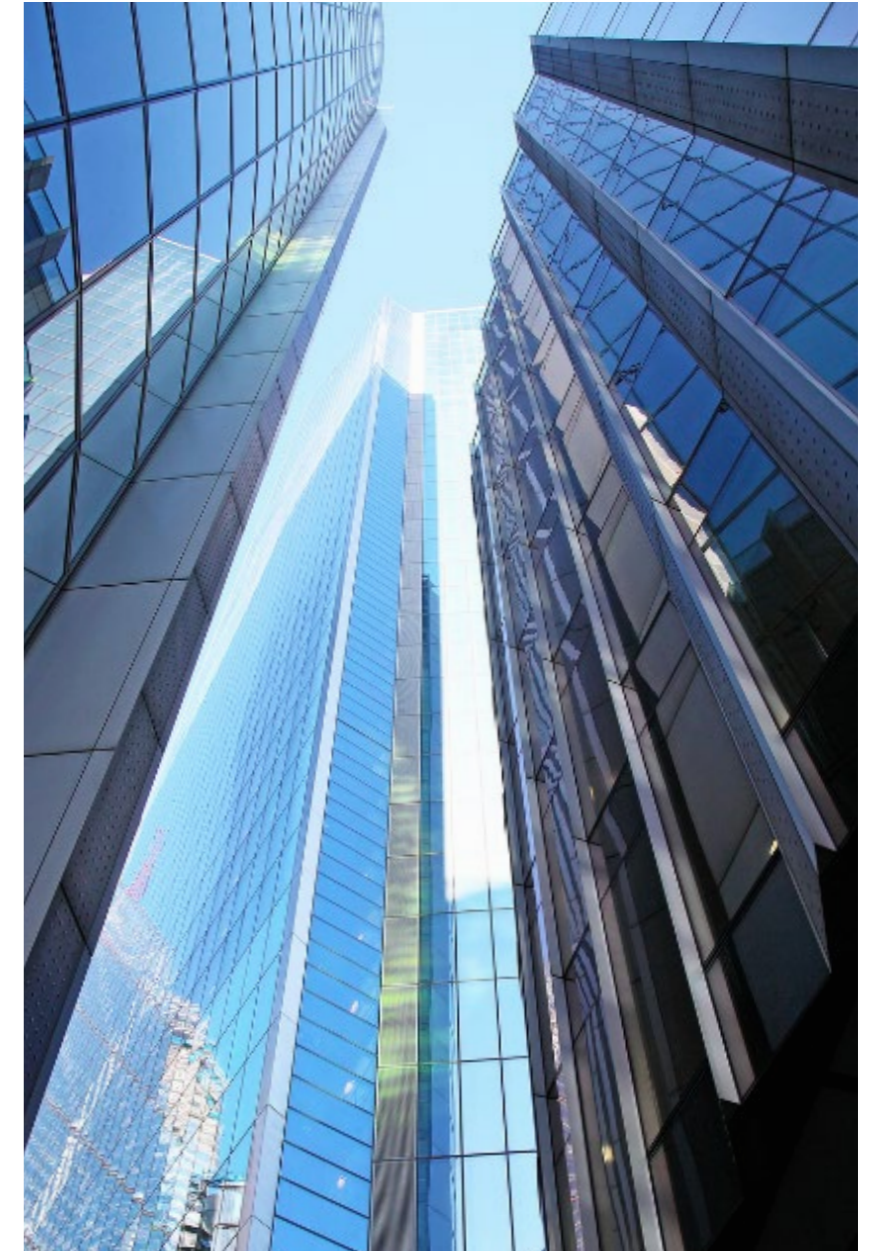
With the Business investing well in building manufacturing capacities, investing in people capabilities and technology and the Business strategy of driving volume growth playing out well, the growth potential of the business looks promising.

The Business and the Company is placed well to benefit from the India growth story.

Economic performance of Godrej Industries Limited FY 2024-25

Description	Amount in ₹ (crores)
Direct economic value generated	4,291.46
Operation cost	2,467.69
Employee wages and benefits	223.27
Payment to provider of capital	742.39
Payment to the government	667.94
Economic value retained*	190.17*

* Net Profit / (Loss)



Organisation structure

As one of Godrej Group's oldest companies, we at GIL Chemicals are cognizant of the role corporate governance plays in facilitating effective, entrepreneurial, and successful system of management to deliver long term success to any business. We are incredibly happy to have established a responsible business based on ethics, honesty, and integrity. Our Corporate Governance framework is strategized to help us achieve excellence at every stage while keeping in mind the welfare of our stakeholders.

Our Corporate Governance structure is based on the existing SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR/Listing Regulations"). Our Board of Directors are responsible for guiding the corporate governance strategy of our company. The Directors take leadership in guiding us to build a strong and resilient business. In order to develop a robust corporate governance framework, we abide by various regulatory requirements, improve organizational transparency through reporting, improve business strategies and operational practices and develop strong internal controls. We have built a sturdy Business Continuity Management system to further strengthen our business. Deeply valuing our stakeholders, we operate with integrity to ensure maximum satisfaction.

Our able Board of Directors are responsible for high level decision making on important aspects across the triple bottom line. The Board assists in helping us reach our goals through continual guidance, supporting the management in terms of broad strategy, direction, governance, and compliance. All our directors have exceptional expertise in their own fields.

Read more about our directors - Godrej | Industries - Leadership (godrejindustries.com).

Board Committees

We are committed to the Group's Good & Green vision of building an inclusive and greener world. In order to achieve this vision, we have set targets for ourselves.

Aligning all our business decisions with our sustainability strategies, we are able to achieve our targets. Our tenacious focus on the goal of conserving energy has been well recognized by several industrial associations. We have made sustainability an integral part of our business. We are constantly looking at ways to make our products and processes sustainable while working in collaboration with all our stakeholders. Our committees Our Board has formed various committees in accordance with the Companies Act, 2013 ("Act") and SEBI LODR helping us concentrate on various aspects of corporate governance and resolve issues concerning them. These committees have developed well defined boundaries in all areas of operation such as environment, economic and social aspects. These committees help monitor specific issues and provide direction to our senior leadership team.

A. Audit Committee:

The Audit Committee has been put in place to look after our financial reporting process and disclosing the financial information to make sure that the financial statement is disclosed in a transparent, sufficient, and accurate manner. Alongside other key responsibilities, the committee suggests procedures for appointment, re-appointment, and approval of payment

to statutory auditors and scrutiny of inter-corporate loans and investments.

In terms of Regulation 18 of the Listing Regulations and Section 177 of the Act, the Audit Committee of the Board of Directors, as on March 31, 2025, comprised of 5 (Five) Directors. All the Members of the Audit Committee possess the requisite qualification for being Members of the Audit Committee and also possess sound knowledge of finance, accounting practices and internal controls. The Audit Committee invites such of the executives, as it considers appropriate (and particularly the head of the finance function) to be present at its Meetings. The representatives of the Statutory Auditors and Internal Auditors are invited to attend the Audit Committee Meetings. They have attended all the Meetings during the Financial Year and have shared their observations to the Audit Committee.

The details of composition of the Audit Committee and the details of Meetings attended by the Directors during the Financial Year under review was as under:

Name of Committee Members	Category of Directorship	No. of meetings attended
Mr. Mathew Eipe, Chairperson	Non-Executive, Independent Director (s)	4
Ms. Monaz Noble, Member		4
Dr. Ganapati Yadav, Member		4
Mr. Sandeep Murthy, Member		4
Mr. Vishal Sharma, Member	Executive Director	4

B.Nomination and Remuneration Committee

This committee is responsible for the appointment, terms of appointment and continuation of appointment and review of employment terms of:

- Directors viz. Executive, Non-Executive and Independent.
- Key Managerial Personnel ("KMP")
- Senior Management

In terms of Regulation 19 of the Listing Regulations and Section 178 of the Act, the Nomination and Remuneration Committee, as on March 31, 2025, comprised of 4 (Four) Directors. This Committee looks at all matters pertaining to the appointment and remuneration of the Managing Director, Executive Directors, Key Managerial Personnel and Senior Management Personnel and administration of the Employee Stock Option Scheme of the Company, i.e. Godrej Industries Limited - Employee Stock Grant Scheme, 2011 (ESGS 2011).

The details of composition of the Nomination and Remuneration Committee and the details of Meetings attended by the Directors during the Financial Year under review was as under:

Name of Committee Members	Category of Directorship	No. of meetings attended
Mr. Mathew Eipe, Chairperson	Non-Executive, Independent Director (s)	2
Ms. Monaz Noble, Member		2
Ms. Shweta Bhatia, Member		1
Mr. Sandeep Murthy, Member		2

C. Stakeholders' Relationship Committee

This Committee is responsible for addressing the stakeholder complaints that involves non-receipt of Balance Sheet and nonreceipt of declared dividends, transfer of shares and others that is required by the Act and the Listing Regulations. In terms of Regulation 20 of the Listing Regulations and Section 178 of the Act, the Stakeholders' Relationship Committee, as on March 31, 2025, comprised of 5 (Five) Directors. The details of composition of the Stakeholders' Relationship Committee and the details of Meetings attended by the Directors during the Financial Year under review was as under:

Name of Committee Members	Category of Directorship	No. of meetings attended
Mr. Mathew Eipe, Chairperson	Non-Executive, Independent Director (s)	3
Ms. Shweta Bhatia, Member		2
Mr. Nadir Godrej, Member	Executive Director (s)	3
Ms. Tanya Dubash, Member		3
Mr. Vishal Sharma, Member*		3

D. Risk Management Committee

This Committee has implemented a risk management policy to make sure that we, at GIL chemicals comply with relevant laws and regulations and have a reliable reporting system. The Committee is also responsible for identifying and evaluating business risks and opportunities. The Committee is under process to integrate ESG risks into their risk assessment. In terms of Regulation 21 of the Listing Regulations, the Risk Management Committee, as on March 31, 2025, comprised of 5 (Five) Members. The details of composition of the Risk Management Committee and the details of Meetings attended

by the Members during the Financial Year under review was as under:

Name of Committee Members	Category of Directorship	No. of meetings attended
Mr. Mathew Eipe, Chairperson	Non-Executive, Independent Director (s)	2
Dr. Ganapati Yadav, Member		2
Mr. Nadir Godrej, Member	Executive Director (s)	2
Mr. Vishal Sharma, Member*		2
Mr. Clement Pinto, Member	Chief Financial Officer	2

*Inducted as a Members of the Committee w.e.f May 1, 2024.

E. Corporate Social Responsibility Committee

The CSR committee designs our Corporate Social Responsibility Initiatives. The board requires this committee to brainstorm and bring in new best practices that can support and enhance the commitment towards social work.

In terms of Section 135 of the Act, the Corporate Social Responsibility Committee, as on March 31, 2025, comprised of 4 (Four) Directors. The details of composition of the Corporate Social Responsibility Committee and the details of Meetings attended by the Directors during the Financial Year under review was as under:

Name of Committee Members	Category of Directorship	No. of meetings attended
Mr. Mathew Eipe, Chairperson	Non-Executive, Independent Director	1
Mr. Nadir Godrej, Member	Executive Director (s)	1
Mr. Vishal Sharma, Member*		1
Ms. Tanya Dubash, Member		1

*Inducted as a Members of the Committee w.e.f May 1, 2024.

F. Environment, Sustainability and Governance ("ESG") committee

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. Our tenacious focus on the goal of conserving energy has been well recognized by several industrial associations. And we have sustainability as an integral part of our business. 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, 2025, 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.

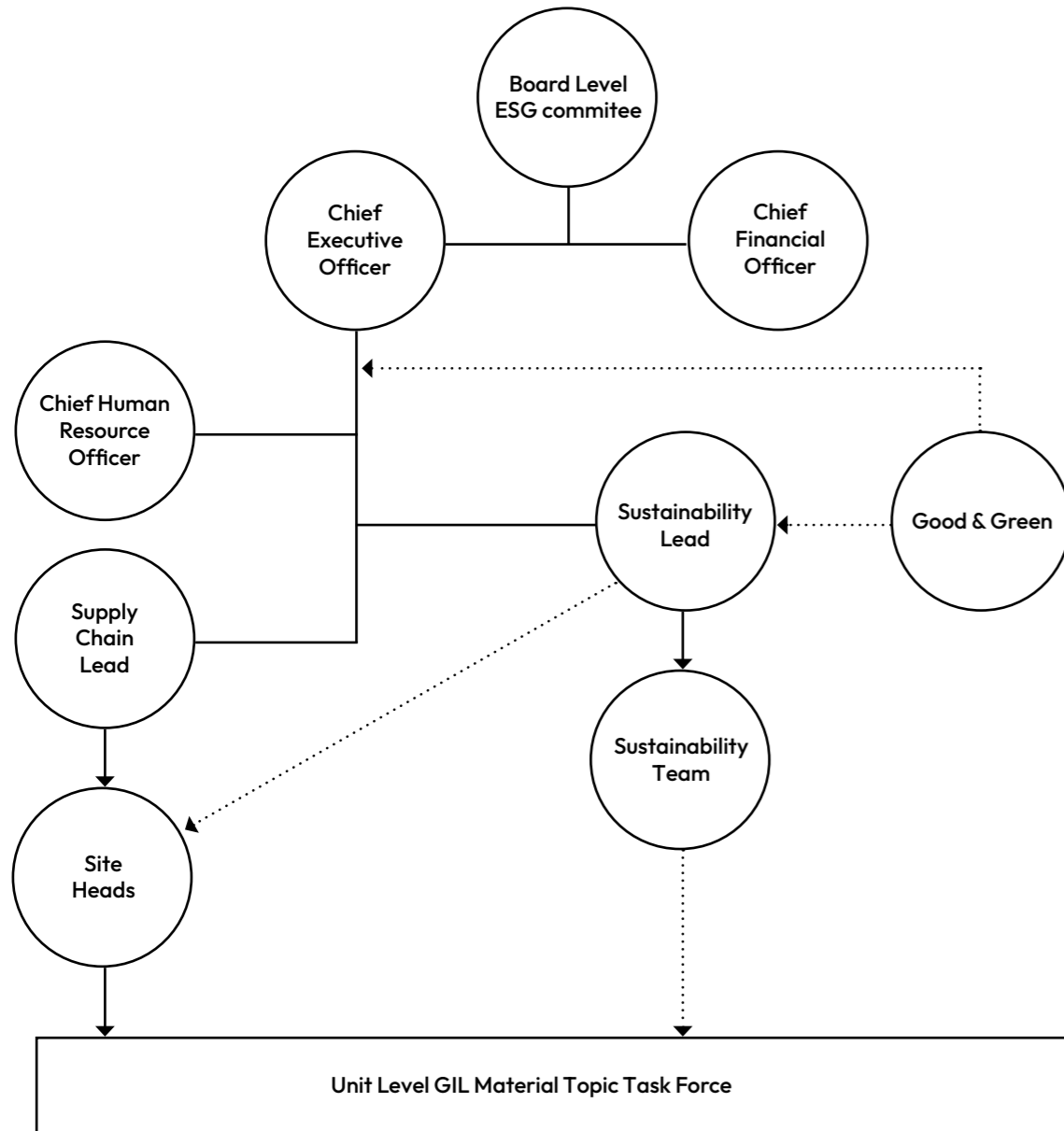
Each site head leads the ESG initiatives through dedicated task forces. Monthly sustainability reviews are conducted by the CEO in collaboration with the Sustainability Lead and Head of Supply Chain, focusing on performance, targets, and initiatives related to climate action, emission reduction, energy efficiency, and the adoption of green energy solutions.

Additionally, the CEO holds quarterly review meetings with the Good and Green Team and the Sustainability Lead to assess progress and reinforce organizational commitment to ESG goals.

The details of composition of the ESG Committee and the details of Meetings attended by the Members during the Financial Year under review was as under:

Name of Committee Members	Category of Directorship	No. of meetings attended
Mr. Mathew Eipe, Chairperson	Non-Executive, Independent Director (s)	1
Dr. Ganapati Yadav, Member		1
Mr. Nadir Godrej, Member	Executive Director (s)	1
Mr. Vishal Sharma, Member*		1
Mr. Clement Pinto, Member	Chief Financial Officer	1

Board Level ESG Governance



Competence of the Board of Directors in context to Company’s business and sector

We recognize the importance of having a Board comprising of Directors who have a range of experiences, capabilities and diverse points of view. This helps us create an effective and well-rounded Board. The capabilities and experiences sought in the Board of Directors of our Company are outlined below:

Strategy & Business – Is or has been the Chief Executive Officer, Chief Operating Officer or held any other leadership position in an organization leading to significant experience in strategy or business management. Brings ability to identify and assess strategic opportunities and threats in the context of the business.

Industry Expertise – Expertise with respect to the sector the organization operates in. Has an understanding of the ‘big picture’ in the given industry and recognizes the development of industry segments, trends, emerging issues and opportunities

Market Expertise – Expertise with respect to the geography the organization operates in. Understands the macro-economic environment, the nuances of the business, consumers and trade in the geography, and has the knowledge of the regulations & legislations of the market/(s) the business operates in.

Technology & Future Readiness Perspective – Expertise with respect to business specific technologies such as in the field of R&D, Operations etc. Has experience and adds perspective on the future ready skills required by the organization such as Digital, Sustainability etc

People & Talent Understanding – Experience in human resource management such that they bring in a considered approach to the effective management of people in an organization.

Governance, Finance & Risk – Has an understanding of the law and application of corporate governance principles in a commercial enterprise of similar scale. Capability to provide inputs for strategic financial planning, assess financial statements and oversee budgets for the efficient use of resources. Ability to identify key risks for the business in a wide range of areas including legal and regulatory.

Diversity of Perspective – Provides a diversity of views to the board that is valuable to manage our customer, consumer, employee, key stakeholder or shareholders.

Name of the Director possessing the skills / expertise / competence:

We recognize the importance of having a Board comprising of Directors who have a range of experiences, capabilities and diverse points of view. This helps us create an effective and well-rounded Board. The capabilities and experiences sought in the Board of Directors of our Company are outlined below:

	Strategy & Expertise	Industry expertise	Market expertise	Technology perspective	People & Talent understanding	Governance, finance, and risk	Diversity of perspective
Nadir Godrej	■	■	■	■		■	■
Pirojsha Godrej	■		■			■	■
Nisaba Godrej	■		■		■	■	■
Tanya Dubash	■		■			■	■
Vishal Sharma	■	■	■		■	■	
Mathew Eipe	■	■	■		■	■	
Ganapati Yadav				■		■	■
Monaz Noble	■		■			■	■
Shweta Bhatia	■		■			■	■
Sandeep Murthy	■		■			■	■
Ajaykumar Vaghani	■		■	■			■

Our Board of Directors



Nadir Godrej
Chairman and Managing Director



Adi Godrej
Chairman Emeritus



Tanya Dubash
Executive Director and Chief Brand Officer



Nisaba Godrej
Director



Pirojsha Godrej
Director



Vishal Sharma
Executive Director and CEO (Chemicals)



Mathew Eipe
Independent Director



Ganapati Yadav
Independent Director



Monaz Noble
Independent Director



Shweta Bhatia
Independent Director



Sandeep Murthy
Independent Director



Ajaykumar Vaghani
Independent Director

Business with integrity

Godrej Industries Limited chemicals is a part of Godrej Industries Group, which has an established reputation of honesty, integrity and sound governance over the years. The Company is, therefore, committed to maintaining the highest standards of Corporate Governance in its conduct towards Shareholders, employees, regulators, customers, suppliers, lenders and other Stakeholders. The Company’s philosophy of corporate governance is to achieve business excellence by enhancing the long-term welfare of all its Stakeholders. The Company believes that corporate governance is about creating organizations that succeed in the marketplace with the right approach and values. This will enhance the value for all its Stakeholders.

Ethics and compliance

At Godrej, Trust is a core value for us, and we have a strong legacy of upholding the highest standards of Integrity through the years. We remain focused on fostering a values-based workplace with ethical business practices. To enable this, we have a robust ecosystem of policy, process and governance around ethics and compliance. We have a code of conduct that defines our expectations of ethical standards, conduct and behaviour from our team members as well as our business associates who come in contact and deal with any of GIG entity employees (Godrejites’) during the course of their work.

It is expected from all employees working at Godrej Chemicals to read and understand the code of conduct and adhere to it all the time. All the employees should take responsibility for building and maintaining the reputation of the organization. Raise concerns about improper or unethical

Our Business Principle



practices at work. Familiarize business associates with the Code of Conduct and anti-bribery compliance and in case of any further information seek necessary clarifications from your manager or HR team.

Whistle Blower

We have Whistle blower policy in place, to allow the employees, directors and stakeholders, including individual employees and their representative bodies, to freely communicate their concerns about illegal or unethical practices and to raise concerns about unacceptable improper practices being followed in the organization without necessarily informing their superiors. This Policy is intended to check that whenever any unacceptable/improper practice and/or any unethical practice is reported by any employees, directors and stakeholders, proper action is taken to check such practice/wrong doing and the employees, directors and stakeholders are protected against any adverse action and/or any discrimination for such reporting. Whistleblowing Officer has been designated for the purpose of receiving and recording any complaints under this policy.

Whistle Blower Hotline

We have four reporting channels setup and monitored, controlled and managed by Third party. Our Whistleblower reporting portal enables all Godrejites to report any malpractices or violations of the Code of Conduct anonymously. This Tip-offs Anonymous Hotline was re-launched in October 2023. Our Communication & Awareness efforts around Ethics & Compliances have been strengthened with more accessibility and visibility to employees across various platforms. Phone support through a dedicated Toll Free number for the languages are also available.

Our whistle blower policy has a comprehensive mechanism to report on grievances related to Human Rights, Violation of Environment, health safety guidelines, Conflict of interest, Fraud, Bribery and corruption.



- 01 India Toll-Free Number 1800 309 3972
- 02 Email godrejspeakup@tip-offs.in
- 03 Web Portal www.godrejspeakup.tip-offs.in
- 04 Chat Bot www.godrejspeakup.tip-offs.in

Anticorruption & Bribery

We strictly abide by the rules relating to bribery, corruption and ethics. All our operational units are scrutinized for potential risks especially corruption. Our policies related to anti-corruption is clearly communicated to all our employees and business partners. We have always been associated with a signature commitment to Trust, Integrity, Quality & Humility for over a hundred years now.

The Company is committed to adhere to the highest standards of ethical, moral and legal conduct of business operations. The company has review mechanism in place for fraud prevention which include fraud risk assessments for vulnerable areas, review of fraud risk controls and it’s strengthening them to mitigate risks. There is ongoing testing of various processes through a comprehensive risk-based audit plan and testing of internal controls over financial reporting and take corrective measures including updating of standard operating procedures. Such procedures are executed as part of an integrated internal control framework to reduce the likelihood of frauds. Further there is a dedicated whistleblower hotline available for raising ethical complaints. All complaints raised through the portal are reported as anonymous to protect the identity of the complainant. The complaints are reviewed, investigated and reports issued to management for necessary action.

Anti-competitive behavior, anti trust and monopoly cases (Nos) during FY 2024-24

Topics	Received	Open	Closed
Anti competitive Behaviour	NIL	NIL	NIL
Anti Trust	NIL	NIL	NIL
Monopoly	NIL	NIL	NIL

Corruption and Fraud risk assessment

We do Corruption and Fraud risk assessment that helps us to identify areas that are vulnerable to corrupt practices. As part of the process, existing controls, policies and SOPs were evaluated to determine their effectiveness. Targeted action plans were identified to strengthen controls, enhance training and improve processes.

Audits of Control Procedure to prevent Corruption and Bribery

During the year, we have carried out detailed testing of design and operating effectiveness of control procedures to ensure they are performing well. Key audit areas that were reviewed include identifying high-risk areas such as procurement, logistics and other third-party service providers.

Component	Principle	Assessment Status
Control Environment – “tone at the top” with reference to importance of internal controls	The organization demonstrates commitment to integrity and ethical values	●
	The Board demonstrates independence from management and exercises oversight responsibility	
	The management, with Board oversight, establishes structure, authority and responsibility	
	The organization demonstrates commitment to competence	
Risk Assessment	The organization establishes accountability	●
	The organization specifies relevant objectives with sufficient clarity to enable identification of risks	
	The organization Identifies and assesses risk	
	The organization considers the potential for fraud in assessing risk	
Control Activity – actions established by policies and procedures to help mitigate risks	The organization Identifies and assesses significant change that could impact system of internal control	●
	The organization selects and develops control activities that mitigate risks to acceptable levels	
	The organization selects and develops general controls over technology	
Information & Communication – to design, implement and assess internal controls	The organization deploys control activities through policies (that establish what is expected) and procedures (that put policies into action)	●
	The organization obtains or generates and uses relevant, quality information	
	The organization internally communicates objectives and responsibilities of internal control	
Monitoring	The organization communicates with external parties regarding matters affecting the functioning of internal control	●
	The organization selects, develops and performs procedures to ascertain whether internal controls are operating effectively	
	The organization evaluates and communicates internal control deficiencies in a timely manner	●

● Control exists ● Control needs improvement ● Control needs to be established

A robust corruption risk assessment helps organizations safeguard their reputation, ensure regulatory compliance, and foster a culture of integrity. During the reporting period, We have considered the potential for frauds and errors in assessing risks of material misstatement in financial statements as a part of Internal Financial Controls over Financial Reporting testing. To educate employees on how to build their physical and mental wellbeing. In person trainings for POSH, Human Rights, Grievance Handling, Cybersecurity Awareness training, Code of Conduct has been conducted to make our workplace more inclusive.

Reporting on Metrics related to business ethics topics during FY 2024-25

Topics	KPIs
No. of reports related to Whistle Blower Procedure	NIL
Number of confirmed corruption incidents and information security incidents	NIL
% of employees trained on business ethics and code of conduct	100%
% of employees signed code of conduct	100%

Reporting on Conflict of Interest

Particulars	Metrics for FY24-25
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL

Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013

We are committed to creating and maintaining an atmosphere in which employees can work together without fear of sexual harassment, exploitation, or intimidation. We have strengthened our existing Policy on Prevention of Sexual Harassment at the workplace. Every employee is made aware that the Company is

strongly opposed to sexual harassment and that such behaviour is prohibited both by the law and the Group. To deepen their understanding on what constitutes workplace harassment, we provide an online training module to all employees. We also conduct classroom sessions for all workers across our factories. Our training sessions apprise employees and workers about the legislative updates, details on Internal Complaints Committee and process to address grievances.

This year, we reconstructed our internal complaints committee for the prevention of sexual harassment of women at workplace. To further strengthen the effort, two separate committees have been formed, one for the head office and factories in Maharashtra and branches in India and other for the factory at Valia, Gujarat. 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.

Reporting on POSH - FY 2024-25

Particulars	Filed	Pending resolution	Remarks
Sexual Harassment	1	0	NIL

Particulars	Metrics for FY24-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1
Complaints on POSH as a % of female employees / workers	0.41
Complaints on POSH upheld	1

Stakeholder engagement

At Godrej Industries Limited Chemicals, to create a sustainable organisation stakeholder plays a vital role. Their insights play a crucial role to our company’s sustainable growth and value.

Our process of determining important ESG issues relies on our Stakeholders and so stakeholders are central to our process that enables collaborative action and sustainable solutions for the organisation. Based on the impact and importance on the business, we have prioritised our major internal and external stakeholder groups. Regular engagement with them enables us to align our strategies with company-wide sustainability goals while embracing an inclusive and multidimensional approach.

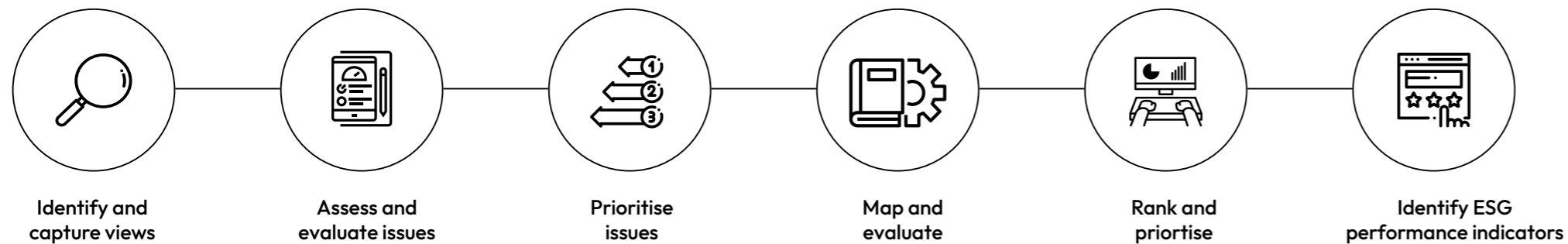
We utilize a stakeholder prioritization matrix to identify our key stakeholders and determine the appropriate type of engagement—whether to consult, collaborate, inform, or engage. Through ongoing interactions across various platforms, we gather valuable feedback that enhances our performance and adds greater value.

Our engagement methods range from ad-hoc meetings to long-term partnerships, all guided by our core values. Our key stakeholder groups include employees, customers, regulatory bodies, shareholders, suppliers, sustainability experts, media, channel partners, competitors, academia, and the communities surrounding our operations. We employ both formal and informal communication methods across various platforms to connect with our stakeholders. We conducted the stakeholder engagement exercise in accordance with the AASES1000 Stakeholder Engagement Standard, which emphasizes inclusivity, materiality, and responsiveness.

During the engagement, the inputs and feedback received from our stakeholders is very crucial and based in the inputs received we get a complete understanding of the risks and opportunities that will impact our organisations Sustainable development. These insights play a crucial role in our materiality assessment and hence allowing us to create action plans that meet stakeholder expectations.

By adhering to the principles of materiality, completeness, and responsiveness, we ensure comprehensive engagement and broad outreach.

Stakeholder engagement process



Stakeholder engagement overview

Stakeholder group	Engagement module	Engagement platform	Frequency of engagement	Key issues of interest
Shareholders	• Investor Presentations and Annual Meets	• Website, virtual	• Regular / need based	• Business sustainability
	• Official Press Release	• BSE, NSE		• Economic performance
Customers	• Annual meet	• Customer satisfaction surveys • Sales visits • Physical meets	• Regular / need based • Annual and bi-annual	• Quality • Delivery • Sustainability
	• Trade shows/exhibitions			
	• Customer engagement meets			
	• Seminar/webinar			
Employees	• HR Policy	• Notices and Announcements	• Continual	• Employee wellness, benefits, health and safety
	• People Process Cascade	• Career Progression and Appraisal	• Goal Setting- Mid year & Annually	• Training and education, Equal opportunity, HR policies and Practices, Employee satisfaction, Career progression
	• Leadership connects	• Townhall, AOP Cascades, 1:1s, Cohorts (Women, New employees, Functions, Operating Managers)	• OMG – bi-annual, Townhall, Annual OP Cascade-Quarterly, Others -continual	• Progress updates of company, employee feedback, employee connects
	• HRBP Connects	• 1:1 Connects with employees by HRBPs	• Continual	• Employee feedback, concerns
	• R&R, celebrations, events	• R&R - GCHEM Champions; • Events – Family Day, Annual Day, Festivals, etc.	• R&R- Monthly, Quarterly & Annual; • Celebrations & Events – Continual	• Reward, recognize & celebrate achievements, milestones of employees and organization
Communities	• Community meetings, Committee meetings, Awareness Sessions, Drives and Campaigns, Medical Check-ups, Emergency Support	• Physical meets	• Monthly, Annually. Additionally as and when required, At times of natural calamities	• Education, Community welfare, Environment, To conduct awareness on health, sanitation, environment and education, Health Checkups, Support during floods and other natural calamities
Suppliers	• Contract performance • Contract negotiations • Supplier meets • Quality audits	• Seminar, Email/phone • Virtual Meetings • Physical Gatherings • Site Assessments and Engagements and Site Audits	• Yearly Gatherings • Half Yearly Assessments • Regular/Need based Audits	• Quality • Delivery • Sustainability (Environmental and Social)
Regulatory authorities	• Meetings • Industry associations	• Events • Phone/email communication	• Need-based	• Compliance, Revenue and tax distribution, Profitability • Safe working environment
Channels, Partners and Media	• Press conference • Customer Connects, Industry Consortium, Seminars, Conferences, Exhibitions	• Telephonic and email communication , Social Media, Website • Physical Participation	• Regular / need based	• Announcements, Product Innovations, Company Initiatives, Product Awareness, Achievements, Purpose, and Vision, Thought Leadership
Competitors	• Industry associations	• Events and conference	• Need based	• Policies • Regulations
Academia	• Meetings • Literature search	• Visits, Study Tours, Physical Visits	• Need based	• Recruitment, Knowledge management, Prior art search, Research project building /planning process.
Research institute	• Research data collection, Presentations and Discussions, Practical knowledge sharing • Organizing Research study • Seminars and Exhibitions	• Virtual meetings, Physical visits	• Monthly, Need based	• R&D activities • New Product development • Market Research

Risks Governance

We're exposed to a range of external and internal factors that may constitute as risks or opportunities. Timely identification, assessment and mitigation of risk is the core of our risk management and it's a high priority for our senior management and Board of Directors while taking key decisions. Our Risk Management Committee is responsible for identifying and evaluating business opportunities and risks. It has further designed and executed a policy on risk management to ensure a reliable reporting system and our compliance with relevant laws and regulations. For internal risks management, we have the Whistle Blower policy to deal with issues of mismanagement, fraudulence and bribery.

Risk Management Policy

We have Risk Management Policy in place which takes into consideration total exposure, towards commodities, commodity risks faced by the entity, hedged exposures, etc. the Risk Management Policy of the Company is uploaded on the [website of the Company](#).

The Policy is formulated in compliance with Regulation 17(9) (b) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("the Listing Regulations") and provisions of the Companies Act, 2013 ("the Act"), which requires the Company to lay down procedures about risk assessment and risk minimization.

Risk Management Structure

At Godrej Industries Limited Chemicals, the Board is responsible for overall governance and oversight of core risk management activities, the execution responsibility

is delegated to the Risk Management Committee and our Chief Financial Officer. They work in line with the business functions to identify various risks and their implications. The Risk Management Committee constitutes Executive / Independent Directors as members.

The Risk Management Committee, as on March 31, 2025, comprised of 5 (Five) Members. The details of composition of the Risk Management Committee and the details of Meetings attended by the Members during the Financial Year under review was as under:

Name of Committee Members	Category of Directorship	No. of meetings attended
Mr. Nadir Godrej, Member	Executive Director	2
Mr. Vishal Sharma, Member	Executive Director	2
Mr. Mathew Eipe, Member	Non-Executive, Independent Director	2
Dr. Ganapati Yadav, Member	Non-Executive, Independent Director	2
Mr. Clement Pinto, Member	Chief Financial Officer	2

There were 2 (Two) Risk Management Committee Meetings held during the Financial Year 2024-25 (i.e. on May 17, 2024, and November 13, 2024)

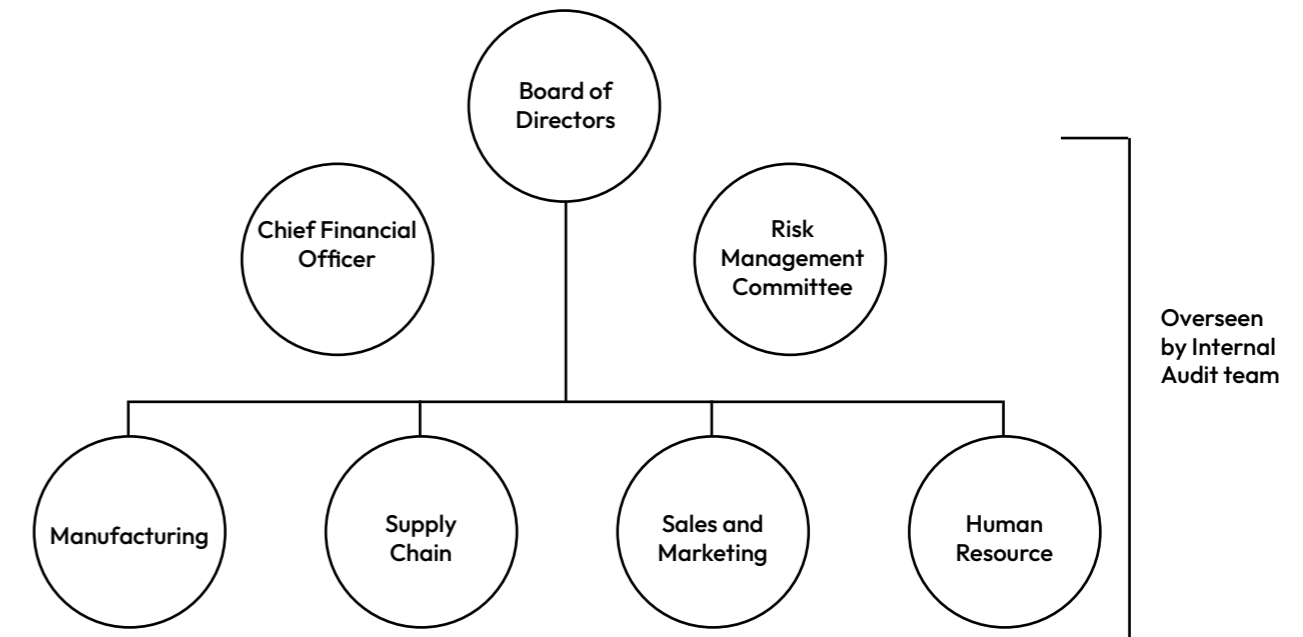
Risks Oversight and Management

Board of Directors- The Board of Directors ("the Board") is responsible for reviewing and ratifying the risk management

structure, processes and guidelines which are developed and maintained by Committees and Senior Management. The Committees or Management may also refer particular issues to the Board for final consideration and direction.

Risk management framework identifies and monitors potential risks over short, medium and long-term horizons. We also constantly monitor and look out for opportunities that would add value to both our business and our stakeholders. As much as we focus on business opportunities, we also firmly believe that it is equally important to proactively identify resource and process efficiency, resilience and green product opportunities.

Risk management structure



Risk Management Committee- The day to day oversight and management of the Company's risk management program has been conferred upon the Committee.

The committee validates the company's risks and verifies transparency in reporting. The whole process is overseen by a Corporate Risk Manager from the Internal Audit team. The person also drives the development of the methodology used by the risk management system.

The Committee is responsible for ensuring that the Company maintains effective risk management and internal control systems and processes, and provides regular reports to the Board of Directors on the effectiveness of the risk management program in identifying and addressing material business risks. To achieve this, the Committee is responsible for

- Managing and monitoring the implementation of action plans developed to address material business risks within the Company and its business units, and regularly reviewing the progress of action plans
- Setting up internal processes and systems to control the implementation of action plans
- Regularly monitoring and evaluating the performance of management in managing risk;
- Providing management and employees with the necessary tools and resources to identify and manage risks

- Regularly reviewing and updating the current list of material business risks
- Regularly reporting to the Board on the status of material business risks
- Review and monitor cyber security;
- Ensuring compliance with regulatory requirements and best practices with respect to risk management.

Further, the Company is exposed to commodity risks on a routine basis due to multiple commodities (imported or domestically procured) utilized in its manufacturing operations. Such risks are managed by a detailed and regular review at a senior level of various factors that influence the commodity prices as well as tracking the commodity prices on a daily basis and entering into fixed price contracts with overseas suppliers in order to hedge price volatility

Senior Management- The Company's Senior Management is responsible for designing and implementing risk management and internal control systems which identify material risks for the Company and aim to provide the Company with warnings of risks before they escalate. Senior Management must implement the action plans developed to address material business risks across the Company and individual business units.

Senior Management should regularly monitor and evaluate the effectiveness of the action plans and the performance of employees in implementing the action plans, as appropriate. In addition,

Senior Management should promote and monitor the culture of risk management within the Company and compliance with the internal risk control systems and processes by employees. Senior Management should report regularly to the Risk Management Committee regarding the status and effectiveness of the risk management program.

Employees- All employees are responsible for implementing, managing and monitoring action plans with respect to material business risks, as appropriate.

A framework for identification of internal and external risks is specifically faced by the Company, in particular including financial, operational, sectoral, sustainability (Particularly, ESG-related risks), information, cyber security risks or any other risk as may be determined by the Committee.

Risks Classification

We've classified our key risks into four categories, they are:

1. Strategic Risks
2. Operational & EHS Risks
3. Financial Risks
4. Compliance Risks

We have evaluated potential opportunities and will continue to further develop and improve our understanding and approach of these risks and opportunities.

Also we have completed Task force on climate related financial disclosure, this assessment helped us to more effectively disclose on our climate related risks and opportunities, the details can be found in our TCFD section on page no. 22.

Task Force on Climate-related Financial Disclosures

Introduction

At Godrej Industries Limited (GIL), we acknowledge the substantial financial risks that climate change presents to the global economy, compelling investors and shareholders to seek detailed, forward-looking assessments of how companies address climate-related challenges. Our commitment to transparency is reflected in our alignment with the Task Force on Climate-related Financial Disclosures (TCFD) framework, which provides a comprehensive approach to identifying and mitigating climate risks.

The Financial Stability Board (FSB) established the TCFD in 2015 to create standardized recommendations for climate-related disclosures. These disclosures enable financial market participants to better understand and assess climate risks. Since 2017, companies worldwide, including GIL, have increasingly adopted these recommendations to enhance transparency across the investment chain.

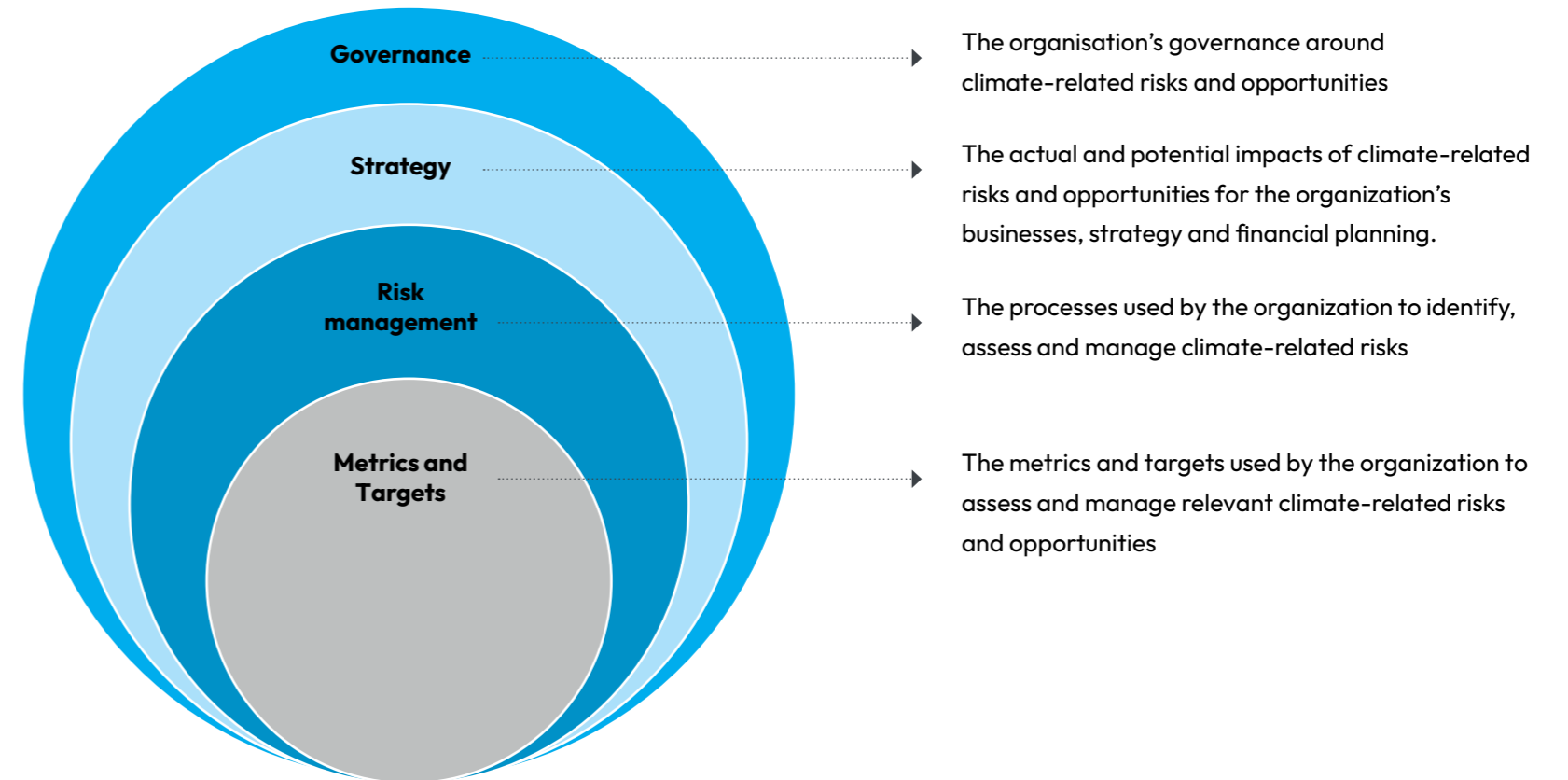
At GIL, we focus on integrating climate-related risks into our financial reporting, including the income statement, balance sheet, and cash flow, to estimate the financial impacts of climate factors. This approach equips all our stakeholders with the information they need to make well-informed decisions based on our climate performance. Our TCFD assessment underscores our proactive approach to identifying and mitigating climate risks, ensuring the resilience of our business model.

Governance: We provide detailed information on how our management oversee climate-related risks and opportunities. This includes how these risks and opportunities are assessed, monitored, and managed across our operations.

Strategy and Risk Management: Our strategy identifies climate-related risks and opportunities over the short, medium, and long term, covering both physical risks (e.g., extreme weather events) and transitional risks (e.g., policy and market shifts). We actively manage these risks to align with our broader strategic goals and sustainability commitments.

Metrics and Targets: We disclose the specific metrics we use to assess climate-related risks and opportunities, ensuring they align with our overall strategy and risk management processes. These metrics allow us to track our progress and refine our actions, ensuring a robust response to climate-related challenges.

By adopting the TCFD's recommendations in governance, strategy, risk management, and metrics and targets, GIL offers stakeholders deeper insights into our exposure to climate risks and our efforts to address them. We remain committed to transparency in climate-related financial disclosures, empowering stakeholders to make informed decisions as we navigate the evolving climate landscape.



Governance

At GIL, we ensure transparency, legal compliance, and stakeholder trust through effective corporate governance. This approach attracts capital and facilitates project execution. By integrating sustainability and ethical practices, we lay the foundation for long-term success. Our carefully designed committees guide our sustainability strategy, assess risks, and ensure policy implementation as well as maintain strong governance on environmental, social, and governance (ESG) matters. Our Corporate Governance Framework guarantees active participation from all parties, which makes it easier for us to adjust to changing conditions. This framework oversees business strategies, ensuring financial responsibility, ethical conduct, and fairness to regulators, employees, customers, vendors, investors, and society at large.

The company’s annual goals include ESG performance measurements, and employees’ compensation is linked to sustainability goals in their individual positions, departments, and activities. We continue to include climate resilience into our operations, project transitions, and procurement procedures.

Board Level ESG Committee:

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, 2025, comprised of 5 (Five) Members and will meet twice a year. One meeting of the ESG Committee held

in the Financial Year 2024-25, i.e., on February 12, 2025. The details of composition of the ESG Committee and the details of Meetings attended by the Members during the Financial Year under review was as under:

Name of Committee Members	Category of Directorship	No. of meetings attended
Mr. Nadir Godrej, Member	Executive Director	1
Mr. Vishal Sharma, Member	Executive Director	1
Mr. Mathew Eipe, Member	Non-Executive, Independent Director	1
Dr. Ganapati Yadav, Member	Non-Executive, Independent Director	1
Mr. Clement Pinto, Member	Chief Financial Officer	1

The objectives of ESG Committee can be enumerated as under:

- **Strategic Integration:** Ensure sustainability is a core component of business strategy of the Company.
- **Risk Management:** Identify and mitigate sustainability-related risks that could impact operations and the reputation of the Company.
- **Performance Oversight:** Monitor and assess the effectiveness of sustainability initiatives and set measurable goals.
- **Stakeholder Engagement:** Facilitate communication with stakeholders regarding sustainability commitments and performance of the Company.
- **Policy Development:** Develop and implement policies that promote sustainable practices across the organization.

The committee sets the ESG agenda and long-term vision, led by the CEO, CFO, and Head of Supply Chain with support from the Sustainability Lead and the Good and Green Team. ESG goals are integrated into leadership performance evaluations and cascaded across functional and site-level teams. Site heads drive initiatives through task forces, while monthly reviews led by the CEO track progress on climate action, energy efficiency, and green power. Quarterly, the CEO convenes with the Good and Green Team to review and reinforce ESG commitments. Key functions play critical roles in addressing climate-related risks and driving our sustainability agenda further.

Policies Supporting Sustainability and Climate Action

We have implemented several policies to integrate sustainability into our operations:

1. **Sustainable Palm Oil Policy:** The policy is designed on principle of Compliance, Economic and Financial viability & Sustainable agricultural practices that align with RSPO (Roundtable Sustainable Palm Oil) criteria specifically, as well as relevant national and international standards.
2. **Sustainable Procurement Policy:** The policy advocates sustainable procurement that is- Ethically Driven, Social Focused, Green Inspired and Quality Centred. Along with that it ensures that Human rights are respected throughout the process and the legal & regulatory compliances are fulfilled.
3. **Climate Risk Management Policy Deck:** This deck includes policies to ensure climate risks are integrated into our risk management processes.

- **Water Management Policy:** The policy aims at preserving nearby water supplies, increase efficiency, and protect local water resources. Our strategy involves following the law, restoring water to communities, and designing products with lifecycle thinking in mind to cut down on use. We collaborate with stakeholders to develop long-term water stress solutions and water protection plans.

- **Waste Management Policy:** The policy is focused to reduce waste throughout the lifespan of a product and incorporate lifecycle thinking into design. It also includes resource conservation, reducing the negative effects on the environment, guaranteeing material safety, and abiding by waste management regulations.

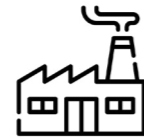
- **Energy Management Policy:** The policy aims to lowering energy use by using energy-efficient machinery and procedures, supporting renewable energy to mitigate the effects of climate change, and abiding by the relevant legislation. As part of our strategy, we include lifecycle thinking into the design phase to improve overall sustainability.

Strategy

We are committed to a sustainable future, driving decisions with advanced technologies and innovative practices to minimize our carbon footprint, enhance energy efficiency, and promote renewable energy. In our climate scenario analysis for 21 GIL assets, we assessed physical risks and scenario impacts by collaborating with business leaders and following TCFD guidelines. We evaluated both low-emission (SSP1-2.6, NGFS Net-Zero by 2050) and high-emission (SSP5-8.5) scenarios using tools like The World Bank Think Hazard and OS-Climate. This analysis revealed high-risk assets and informed our risk mitigation strategies to ensure business continuity.

IPCC Scenarios	NGFS Scenarios
SSP-1 (Sustainability or Paris-aligned)	NGFS net-zero 2050
SSP-5 (Fossil-fuelled development)	

Assets considered for Physical Risks Assessment



- For plant sites, 2 plant locations across 4 business SKUs are considered, spanning 2 different states:
 - Maharashtra: Ambernath
 - Gujarat: Valia



- For Vendors, 15 vendors were considered across India, while Indonesia and Malaysia for most imported raw materials.



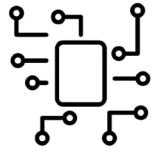


- For Offices, with more than 150 employees were considered, specifically the following locations: Mumbai, Chennai, Kolkata and Noida

Total 21 assets considered for assessment

Material Physical Risks for GIL

Physical risk	Risk type	Time horizon	Time horizon rationale	Area of business impact	Area of financial impact
Temperature risk 	Rising temperatures affecting operational yields and workforce safety	Short term (0-3 Years)	Rising temperatures in the short term will increase cooling, raw material, and R&D costs, along with workforce health expenses, impacting operational efficiency.	Direct Operations	Increase in raw material costs. Increased energy for increased cooling requirements. Increased investment would be required in R&D to develop heat-resistant processes and products. Health insurance and premiums for the workforce will become necessary.
Water risk 	Production capacity constrained by water pollution and scarcity	Medium term (3-5 Years)	Water pollution and scarcity present a medium-term risk as they will gradually increase water procurement, treatment, and production costs, affecting manufacturing and supply chain efficiency.	Manufacturing Operations	Increase in water procurement and treatment costs. Rise in overall production costs due to water-related inefficiencies.
Precipitation risk 	Flooding of transportation routes disrupt raw material supply	Short term (0-3 Years)	Flooding of transportation routes in the short term disrupts raw material supply, leading to operational losses, higher capital expenditure on flood protection, and increased inventory costs, necessitating immediate mitigation efforts.	Direct Operations	Operational losses, increase in annual capital expenditure on flood protection measures and insurance premiums, increase in inventory carrying costs for buffer stock
Climate hazards 	Supply chain disruption due to extreme weather events and Natural Disasters	Short-medium term (0-5 Years)	Supply chain disruptions from extreme weather in the short to medium term will drive up repair, maintenance, diversification, and insurance costs, impacting financial stability.	Direct Operations	Increase in repair and maintenance cost. Supply chain diversification costs and Strategic Insurance Planning will add to finances

Material Transitional Risks for GIL

Transitional risk	Risk type	Time horizon	Time horizon rationale	Area of business impact	Area of financial impact
	Upcoming regulation from European Union it is anticipated that any product related to palm value chain shall be exposed to negative market sentiment. This can disrupt the value chain. Also due to stringent norms of EUDR to procure deforestation free material it is expected to have limited availability. Hence this leads to increase in procurement costs, limited production capabilities, and overall impacts on revenue and profitability	Medium term (3-5 Years)	The EUDR preparedness and traceability will take 3-5 years to fully establish and thus will create limit the availability of EUDR complied feed stock in medium term. This will lead to increased procurement cost and limited production of EUDR complied finished good affecting the revenue.	Supply Chain, Direct Operations	Increased procurement costs, limited production capabilities, and overall impacts on revenue and profitability
	Transitioning to lower emissions technology while maintaining sustainable sourcing	Short term (0-5 Years)	Transitioning to lower emissions technology in the short term requires immediate capital investment, impacting operational costs while ensuring sustainable sourcing practices.	Direct Operations	Increased capital expenditures
	Compliance with evolving regulations and securing Sustainability Certifications	Medium term (3-5 Years)	Compliance with evolving regulations is a medium-term risk, as it will lead to increased costs for audits, R&D for sustainable alternatives, and adjustments to meet new standards.	Direct Operations	Increased compliance and auditing cost with evolving regulations. Increase in R&D budget for developing sustainable alternatives or enhancing palm oil-derived chemicals
	Negative publicity due to environmental incidents or failure to meet sustainability goals	Short-medium term (0-3 Years)	Negative publicity from environmental incidents in the short term can quickly increase operating costs, lead to market share loss, and raise mitigation expenses, directly affecting business operations.	Direct Operations	Increase in annual operating costs for new initiatives, probable loss in market share and increase in mitigation costs

Material Opportunities for GIL

Opportunity Driver	Key Opportunity Areas	Time horizon	Time horizon rationale	Area of Business Impact
	Focusing on low-emission products and R&D, Low-emission innovations ensure regulatory compliance, reduce risks, and offer a competitive edge	Short term (0-3 Years)	The diversification into low-carbon products presents a short-term opportunity to meet regulatory compliance, reduce risks, and gain a competitive edge, driving revenue growth and market leadership.	Revenue Growth, Market Leadership Brand Reputation, Customer Base Expansion, Risk Mitigation, Competitive Edge
	Renewable energy adoption aligns with India's targets, offering a competitive edge and cost benefits, Cost management strategies mitigate rising electricity taxes through energy-efficient and renewable solutions.	Medium term (3-5 Years)	The adoption of renewable energy in the medium term offers cost savings, regulatory compliance, and a competitive edge, mitigating rising electricity costs and enhancing operational efficiency.	Cost Savings, Regulatory Compliance, Community Relations, Risk Reduction, Operational Efficiency, Environmental Impact, Competitive Edge
	Use advanced equipment to separate and reuse materials. Invest in technology to support sustainability and net zero commitments	Medium term (3-5 Years)	The circular economy's focus on advanced material reuse and technology investment presents a medium-term opportunity to strengthen waste management, reduce environmental impact, and support sustainability goals.	Environmental Impact, Waste Reduction

Risk management

At GIL, our Enterprise Risk management (ERM) strategy is vital for tackling climate-related risks and maintaining long-term sustainability. It's a process of simplifying operations throughout the organization to give visibility, supervision, control, and discipline, which in turn improves the company's risk management capabilities in a changing business environment. It offers executive management, business units, and corporate departments direction on how to recognize, evaluate, and quickly address any internal and external risks. We hold regular meetings to assess the impact and likelihood of risks that could influence our strategic objectives, conducting both qualitative and quantitative evaluations of climate-related topics, including policy and legal, reputational, and other strategic and operational risks.

The ERM Framework will be applied in accordance with GIL's Risk Management Policy, which is subject to a Business Level Risk Management Committee review every two years.

In alignment with the principles of the Task Force on Climate-related Financial Disclosures (TCFD), we have established a comprehensive approach to identify, assess, and mitigate climate and broader environmental, social, and governance (ESG) risks.

Risk Management Framework Overview

We have developed a framework to integrate climate-related risks into our overall risk management process. This approach ensures that we address both physical risks (such as extreme weather events) and transitional risks (such as regulatory changes and market shifts), promoting resilience and continuity across our operations.

Our strategic risk management and Oversight

- **Sustainability Concerns:**

These include aspects of governance, the environment, and society that have an impact on our business and reputation. This covers hazards pertaining to social responsibility, the environment, worker welfare, and community involvement. Conscientious business activity is encouraged when risk management techniques incorporate sustainability.

- **Regulatory & Environmental Risks:**

In order to comply with local environmental regulations as well as other legislation, GIL has created several environmental policies and processes.

- **Supply and demand risks:**

Variations in the cost and volume of sales of raw materials subject the company to risks. When it is feasible, the organization reduces this risk for oil palm trees by matching the volume of harvest to the supply and demand in the market. The management regularly analyses market trends to estimate harvest amounts and prices.

- **Climate and other risks:**

The company's oil palm farms run the risk of suffering harm from illnesses, wildfires, and other natural disasters. The organization has plans to put in place many procedures, such as routine plantation health assessments, to monitor and reduce such dangers.

Continuous Improvement and Adaptation

We are committed to continuously improving our risk management framework. At GIL, we have dedicated team in place that regularly updates our policies to reflect new scientific insights, regulatory changes, and industry best practices, ensuring GIL remains resilient and forward-looking.

It will also start looking into the emerging future risks. Reporting on a company's non-financial performance has increasingly gained momentum and Materiality is an essential part of this reporting exercise. Internationally recognised sustainability performance reporting frameworks are used as guidance to report on topics that are material to a company. Godrej Chemicals has reported its sustainability performance for over years.

Following the recent GRI Universal Standards update, Godrej Chemicals decided to identify its material topics to help guide its policies and reporting. GRI Universal Standards recommended methodology is used as a guidance for this assessment.

GRI defines materiality as - "those topics that represent an organisation's most significant impacts on the economy, environment, and people, including impacts on their human rights."

Our Approach for Integrating Climate-Related Risks into the Organization’s Risk Management

Following the climate risk assessment, risks were prioritized according to the nature of our business. We further plan to integrate priority climate-related risks into GIL’s Enterprise Risk Management (ERM) involved a systematic approach, as follows:

This ensures continuous monitoring and management of the climate risks to mitigate these while capitalizing on opportunities in the transitioning process (Low-Carbon Economy).



Metrics and Targets

We track our performance in managing climate risks and opportunities using key metrics such as Green House Gas (GHG) Emissions- Scope 1, 2 & 3, Energy Consumption, Share of Renewable Energy, Fresh Water Withdrawal and Waste Disposal.

We disclose our specific Climate Targets and year on year performance against the targets in our Sustainability report, that includes GHG emissions, specific energy consumption, renewable energy share, specific water consumption and waste disposal quantum in Environmental Performance section of our Sustainability Report to highlight our commitment.

Cybersecurity

Cybersecurity involves protecting computer systems, networks, and digital information from unauthorized access, theft, or damage. As our reliance on digital platforms grows, the risk of cyber threats increases, making cybersecurity a critical concern for us.

We at Godrej Industries Limited, store vast amounts of confidential data, including financial records, customer details, and proprietary research. Our use of online platforms for customer and supplier interactions makes us a prime target for cybercriminals aiming to steal data, disrupt business, or demand ransoms. Cyber threats such as phishing, malware, ransomware, and denial-of-service attacks can cause significant harm, including revenue loss, reputational damage, and legal consequences.

Potential Impact of Cybersecurity Breaches

It is well proven and established that cyber security breaches can lead to following impacts on the business.

Business Disruption: Cybersecurity breaches can interrupt operations, causing shipment delays, lost sales, and reduced productivity.

Financial Losses: Breaches may lead to financial losses from data theft, operational disruptions, and recovery costs.

Reputation Damage: As a B2B enterprise, GIL values its reputation for attracting and retaining customers. Cyber incidents can diminish trust and harm our image.

Legal Repercussions: Inadequate data protection or regulatory non-compliance can lead to legal consequences.

Intellectual Property Theft: Cybersecurity incidents can result in the theft of GIL's unique intellectual property, crucial for market differentiation.

In order to immune our business from the risks of cyber security breaches, we continued to strengthen our Information Security framework year in FY25 building upon the initiatives and progress made in previous years.

Our focus



Regular training awareness programs are conducted to ensure employees remain vigilant and informed about emerging threats, reinforcing a culture of security across the organization. A key area of focus during the year was the enhancement of Data Leak Prevention (DLP) capabilities. We invested in expanding and fine-tuning its DLP controls to prevent unauthorized sharing of sensitive information and to safeguard critical data assets more effectively.

Also this year, we successfully completed the ISO 27001 audit to ensure continued certification, reaffirming its commitment to globally recognized information security standards and best practices. To proactively assess and strengthen its security readiness, Company undertook a comprehensive red teaming activity. This simulated real-world cyberattack scenario helped identify potential vulnerabilities and provided actionable insights for strengthening defences.

The findings were used to further mature the organization's incident response and threat mitigation strategies. We also continued to monitor and enhance its digital risk posture, with targeted initiatives aimed at improving the maturity of security processes, aligned with frameworks such as NIST. Consistent efforts were made to maintain a BitSight score of 800, reinforcing the organization's commitment to strong external risk ratings and third-party assurance. These sustained and focused efforts reflect Company's unwavering dedication to cybersecurity excellence, ensuring that its security posture evolves in step with an increasingly complex and dynamic threat landscape

Risk Mitigation Strategies

GIL has consistently demonstrated a strong commitment to strengthening its digital defenses, aligning with both Indian regulatory standards and international best practices. Over the past year, GIL has achieved significant milestones in its Information Security initiatives, reflecting a dedicated effort to safeguard digital assets and maintain stakeholder trust.

Key Achievements

Enhanced Information Security Framework: GIL has improved its framework to meet stringent Indian and global regulations.

Cybersecurity Awareness: A culture of cybersecurity awareness has been fostered within the workforce, encouraging vigilant security practices.

Improved Incident Response: By integrating various sources of events and incidents, GIL has enhanced its threat response and mitigation capabilities.

Cyber Security Incidents: There have been no cyber security incidents or breaches or loss of data or documents during the Financial Year 2024-25.

SAP Digitisation/IT Digitisation

This year we achieved a major milestone in our digital transformation journey by transitioning from our legacy SAP ECC ERP to SAP S/4HANA RISE by doing a greenfield implementation.

With this, we've laid a robust foundation for our digital transformation journey bringing in greater agility, data-driven decision-making, and scalable growth while ensuring data sovereignty and enhanced security.

Key Improvements & Benefits

Business Analytics: Enabled faster decision-making by leveraging the power of the SAP HANA in-memory database and get business insights through revamped master data nomenclatures and implementation of SAP Profitability Analysis, Product Costing and MRP

System Integration: Enabled seamless connections with third-party platforms for finance and supply chain

Improved User Experience: Rolled out Fiori-based interfaces for improved accessibility on the go and user interaction.

Improved Security and Compliance: Streamlined roles and authorizations to reduce SOD violations and achieve scalability

Strategic Projects

Building on these achievements, GIL has launched several strategic projects to further strengthen its Information Security posture.

ISO 27001 Certification: Achieving this certification underscores GIL's adherence to the highest international standards for Information Security Management Systems.

Data Leak Prevention: Implementing strategies to safeguard sensitive information and mitigate unauthorized access risks.

Digital Personal Data Protection Act 2023: Aligning with this act reaffirms GIL's commitment to personal data security and privacy.

Governance, Risk, and Compliance (GRC) Platform: Enhancing risk management and compliance assurance capabilities.



Certificate of Registration

INFORMATION SECURITY MANAGEMENT SYSTEM - ISO/IEC 27001:2022

This is to certify that: Godrej Industries Limited
Chemical Division
Godrej One, Pirojshanagar
Eastern Express Highway
Vikhroli
Mumbai 400 079
Maharashtra
India

Holds Certificate No: **IS 787661**

and operates an Information Security Management System which complies with the requirements of ISO/IEC 27001:2022 for the following scope:

Information Security Management System at Godrej Industries Limited – Chemical Division applies to Information Technology, HR, Admin, and Finance.
This is in accordance with Statement of Applicability (SOA) v1.2 released on 04th January 2023.

For and on behalf of BSI:

Theuns Kotze
Theuns Kotze, Managing Director Assurance - IMETA

Original Registration Date: 2023-06-14
Latest Revision Date: 2023-06-14

Effective Date: 2023-06-14
Expiry Date: 2026-06-13

Our security systems are ISO 27001:2022 certified

Public Policy and Advocacy

At Godrej Industries Limited Chemicals, we recognize the importance of Businesses influencing in Public policy and engagements. We have been dedicated to tackling climate change issues and taking strategic priorities into consideration ever since we began our green transformation journey at our manufacturing facilities. Our ambitious plan, which aims to achieve Net Zero targets Scope 1 and Scope 2 by the end of 2035 in accordance with the Paris Agreement of 1.5 degrees Celsius, demonstrates our commitment to supporting climate legislation.

We have performed TCFD risk assessment and used tools such as OS-Climate and The World Bank Think Hazard to assess both low-emission (SSP1-2.6, NGFS Net-Zero by 2050) and high-emission (SSP5-8.5) scenarios. High-risk assets were identified through analysis, which also guided our risk-reduction plans to guarantee business continuity.

Industry Association

We firmly believe that it is crucial for businesses to have strong industry associations and memberships for collective growth. Such associations and partnerships will provide strong foundation to develop the business, share knowledge, gather new ideas for innovations and also establish resilience to key industry issues while gaining an understanding of competition. We ensure that policy advocacy is done with the highest degree of integrity, responsibility and credibility. The following are the list of our industry associations:

Indian Chemical Council (ICC)

We have established a long-term partnership with ICC by participating in all the events conducted by them. They are

the apex industry body representing the chemical industry in India, and also pursue the “Responsible Care Programme”. It is a global initiative through International Council of Chemical Associations (ICCA) since about 2003.

Responsible Care is a global voluntary initiative of chemical industry to excel and continually improve health, safety and environmental performance. It is a commitment of the chemical industry for a world class performance for safe, responsible management of chemicals throughout their entire life cycle. ICC considers 10 guiding principle and seven codes of management practice for evaluation to award RC logo to the member industries. These include:

1. Process safety code
2. Employee health & safety code
3. Pollution prevention code
4. Emergency response code.
5. Distribution code.
6. Product Safety and Stewardship code
7. Security Code

At our Ambernath & Valia sites we have formed team as champion & Co-champion code wise for implementation of responsible care guiding principle & codes requirements. We are doing responsible care implementation in phase manner. In the reporting year we are proud to share that GIL Chemicals is now Responsible Care certified.

CII (Confederation of Indian Industries) National Council & CII Western Region

National Council & CII Western Region We work closely with CII to mitigate Climate Change. We have signed an agreement with CII in supporting the mission of sustainable growth and CII-ASSOCHAM code of conduct. The CII - Sohrabji Godrej Green Business centre

works closely with the stakeholders on promoting green practices in the industry and offers advisory services on the conservation of natural resources. One of the major step taken by CII towards this direction is the development of ‘Green Company Rating system’ (GreenCo rating) for companies. GreenCo rating is a holistic framework that evaluates companies on the environmental friendliness of their activities using life cycle approach.

GreenCo rating provides leadership and guidance to companies on how to make products, services and operations greener. Industry personnel are trained and facilitated to implement better systems and global best practices in sustainability. Our Valia plant started its GreenCo journey in 2014. We got first GreenCo Silver rating in 2015. We improved our rating and got Gold certification in 2019. In 2022, Valia plant become first Chemical manufacturing facility in India to receive Platinum GreenCo rating through CII and in the reporting year our Ambernath Plant also received Green co Gold rating.

IFCCI-Indo French Chamber of Commerce

Being one of the founding members of the bilateral chamber between India and France, provided us with an opportunity to make partnership with the chamber and always actively participate in all the events conducted by them.

Roundtable for Sustainable Palm Oil

We are part of Roundtable on Sustainable Palm Oil and have committed to produce, source and/or use sustainable palm oil certified by the RSPO. Our both the manufacturing units are certified to RSPO standards by an external party and we announce our Progress through ACOP (Annual communication of Progress) on palm oil and every year we take part in the RSPO forums and take part in the initiatives.

Action for Sustainable Derivatives

We are one of the leading members of Action for Sustainable Derivatives (ASD) that promotes responsible sourcing and collective action to increase sustainable production of palm oil and its derivatives.

World Business Council for Sustainable Development (WBCSD)

Godrej Industries Limited Chemicals is one of the leading member of WBCSD (World Business Council of Sustainable Development). WBCSD has crafted 9 pathways for the sustainable transformation of businesses. Our Good and Green strategy is aligned with the WBCSD’s Vision 2050 framework. Also, we are active participants of several WBCSD programs, including Nature Based Solutions, Natural Climate Solutions. Equitable Livelihoods and Sustainability Education.

Chemexcil

Basic Chemicals, Cosmetics & Dyes Export Promotion Council popularly known as CHEMEXCIL is set up by the Ministry of Commerce & Industry Government of India in the year 1963 with the objective of promoting exports of the following items from India to various countries abroad, Godrej Industries Limited is one of the members of Chemexcil.

Quality Circle Forum of India

QCFI is recognized as the institution representing the Quality Circle Movement In India and has represented the country in several international forums. By integrating QCFI’s methodologies into our operations, GIL has streamlined processes through kaizens fostered a culture of continuous improvement, and enhanced resource efficiency. QCFI’s focus on quality circles and participatory management has empowered employees to contribute innovative solutions for reducing waste.

Message from Chief Commercial Officer



SANDEEP ARORA
Chief Commercial Officer



“Our Sales and Marketing teams’ approach is at the intersection of performance and purpose. We are not just selling but co-creating solutions with our customers. We listen to market challenges, tap into our technical innovation, and collaborate through every stage to meet the demands of the market while advancing environmental and social performance.

A great example is our range of demineralized agrochemical solutions. With lower toxicity and reduced environmental footprint, our solutions deliver crop growth and protection that’s equally effective as conventional chemicals yet kinder on our farmers, ecosystems, and communities. In a country like India where agriculture sustains millions, our solutions enhance resilience and reduce environmental strain.

Everything we do is guided by two core principles. First, we look to source from natural sources. Second, we aim to apply green chemistry principles throughout the product lifecycle. This commitment has helped us position our bio-surfactants portfolio as ahead of the curve and we are doubling down our efforts on it across diverse applications in industries such as paints and lubricants to food & beverages, and home & personal care.

We remain committed to enhance the trust Godrej Industries Group carries and accelerate towards a more sustainable future for all.”

Echoes of Experience: Feedback That Fuels Us

At Godrej Chemicals, our approach to customer relationships is shaped by our purpose - to be the most trusted global partner for green solutions, with a great team, creating value for our stakeholders and accelerating towards a sustainable future.

We aim to build lasting partnerships through trust, responsiveness, and a strong understanding of customer needs and cultivate a customer-centric culture that permeates the entire organization and directs decision-making at all levels since customers are an essential component of our business. Thus, making it possible to meet our customer needs and customer safety which eventually fosters trust with our customers.

We serve a diverse set of industries, including Home and Personal Care, Food and Beverages, Oil & Gas, Lubricants and Metal Working Fluids, Paints and Coatings, Agrochemicals and Chemical Intermediates. Our export footprint spans over 80 countries, reinforcing our ability to deliver consistent value to customers across geographies. Ongoing engagement is vital for maintaining strong customer connections. We achieve this through regular structured meetings, providing technical support, utilizing digital channels, and conducting feedback surveys. As part of this, we recently conducted a Net Promoter Score (NPS) study to gain deeper insights into customer experiences and strengthen our product offerings and service 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. Vendor rating feedback and certificates shared by customers from time-to-time further help review our processes and validate our offerings. For GIL, providing excellent value products and ensuring customer satisfaction continue to be our top priorities.

Commitment to Customer Health and Safety

As a responsible oleochemical manufacturing company, we are deeply committed to ensuring the health and safety of our customers and end-users. Our approach is rooted in transparency, regulatory compliance, and proactive communication. A dedicated Regulatory Affairs function has been established to strengthen compliance and customer support. The department has revised and updated several safety data sheets and enhancing regulatory compliance support through a focused approach to our customers. Most of our Oleo grades are now COSMOS certified, enabling natural origin labelling. We have also obtained USDA BioPreferred certification for our biosurfactant, affirming its biobased content. Several products manufactured at Valia and Ambernath facilities are Kosher and Halal certified. Additionally, we hold EU-REACH registrations for multiple products to ensure compliance with European chemical

regulations. Approximately 14 products, primarily fatty alcohols and behenic acid, are registered with China's NMPA (National Medical Products Administration).

To support safe handling, transport, and use of our products, we provide the following essential documentation:

- Safety Data Sheets (SDS): Comprehensive information on product composition, hazards, safe handling practices, and emergency measures.
- Product Labels: Clear and compliant labeling to guide safe usage and storage.
- Tremcards (Transport Emergency Cards): Critical transport-related safety information in line with applicable regulations.
- In addition, we offer chemical presence/absence declarations upon request, helping our customers meet their own regulatory, safety, and formulation requirements.

Details of instances of product recalls on account of safety issues

(for FY2024-25)

Particulars	Number	Reasons for recall
Voluntary recalls	0	N/A
Forced recalls	0	N/A

Number of consumer complaints during the reporting year

(for FY2024-25)

Particulars	Complaints Received during the year	Pending resolution at end of year
Data privacy	NIL	NIL
Advertising	NIL	NIL
Cyber-security	NIL	NIL
Delivery of Essential Services	NIL	NIL
Restrictive Trade Practices	NIL	NIL
Unfair Trade Practices	NIL	NIL
Others	NIL	NIL

Message from Supply Chain Head



**SANJIVA KUMAR
RAYAVARAPU**

Head - Supply Chain



“Sustainability isn’t just a goal for us. It’s a fundamental responsibility shared by every team, every day.

Our manufacturing teams strive for excellence by exploring ways to be more energy efficient while increasing productivity. By incorporating innovative technologies and smarter operational practices, our teams ensure optimal use of resources, significantly reducing our environmental footprint without compromising output. Safety is the cornerstone of our operational excellence. Our dedicated safety team cultivates a robust culture where safety is a way of life. They identify, evaluate, and mitigate risks, ensuring that comprehensive measures safeguard our people and communities. Our proactive approach to safety empowers everyone in our organisation and reinforces our commitment to a secure, responsible workplace.

Sustainability is deeply integrated into our supply chain. We collaborate closely with our vendors to uphold and exceed stringent sustainability standards aligned with our vision. Through active engagement, knowledge sharing, and capacity building, we are cultivating a

resilient and ethical supply network that is equipped to navigate both current and future challenges.

Though voluntary, this year we went a step further in aligning with SEBI’s expectations by actively engaging with our suppliers—raising awareness, training them and reporting on their behalf against the BRSR Core Indicators.

Our sustainability ambitions are translated into measurable KPIs embedded in our annual operating plans. To manage and drive progress, we leverage advanced software platforms for accurate data tracking, monitoring, and reporting. Site-based green champions lead data collection, ensuring that each site meets its sustainability targets through meaningful, actionable initiatives. Monthly and quarterly reviews by management, complemented by biannual oversight from board-level ESG committee reinforce our accountability.

In embedding sustainability across manufacturing, safety, and supply chain, we are confidently advancing toward being a resilient and responsible organisation that creates value for all our stakeholders.”

Our materiality

Reporting on a company’s non-financial performance has increasingly gained momentum and Materiality is an essential part of this reporting exercise.

We approach materiality from a strategic perspective focused on value creation. To identify material issues, we engage with our stakeholders, gather insights from independent experts, and analyse broader industry trends.

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, in line with the principles of double materiality. We evaluated a diverse range of impacts for each issue, including:

1. Positive and negative effects
2. Actual and potential outcomes
3. Short-term and long-term consequences
4. Reversible and irreversible effects

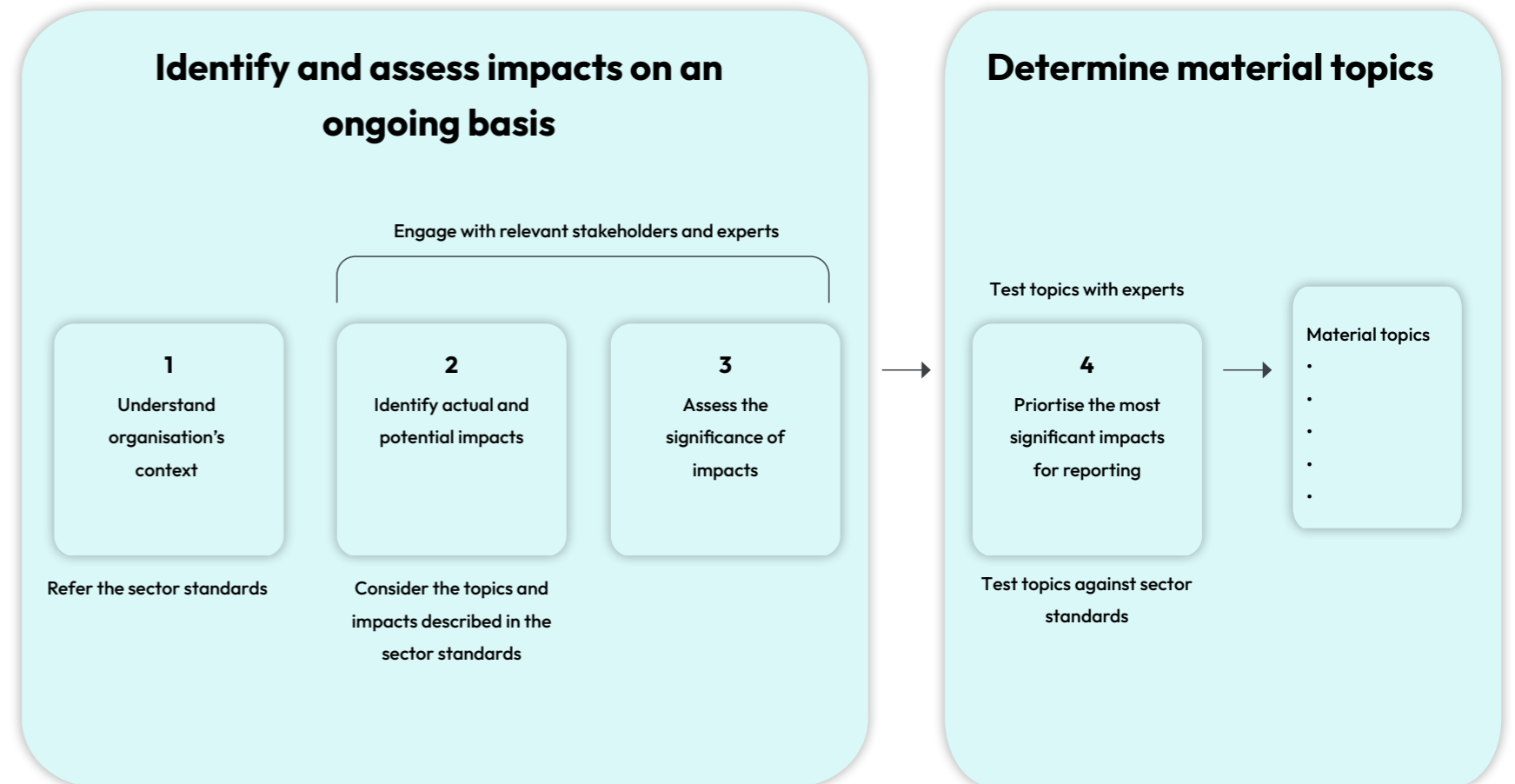
This comprehensive process forms the foundation for assessing the significance of these impacts.

Internationally recognised sustainability performance reporting frameworks are used as guidance to report on topics that are material to a company. Godrej Chemicals has reported its sustainability performance for over years. Following the recent GRI Universal Standards update, Godrej Chemicals decided to identify its material topics to help guide its policies and reporting. GRI Universal Standards recommended methodology is used as a guidance for this assessment. GRI defines materiality as - “those topics that represent an organisation’s most significant impacts on the economy, environment, and people, including impacts on their human rights.”

The comprehensive materiality assessment conducted for Godrej Chemicals in 2022 is based on the Sustainability Reporting Standards of the Global Reporting Initiative (GRI).

Principles from AAES1000 Stakeholder Engagement Standard were used as a guidance while engaging with key stakeholder groups, as part of the exercise.

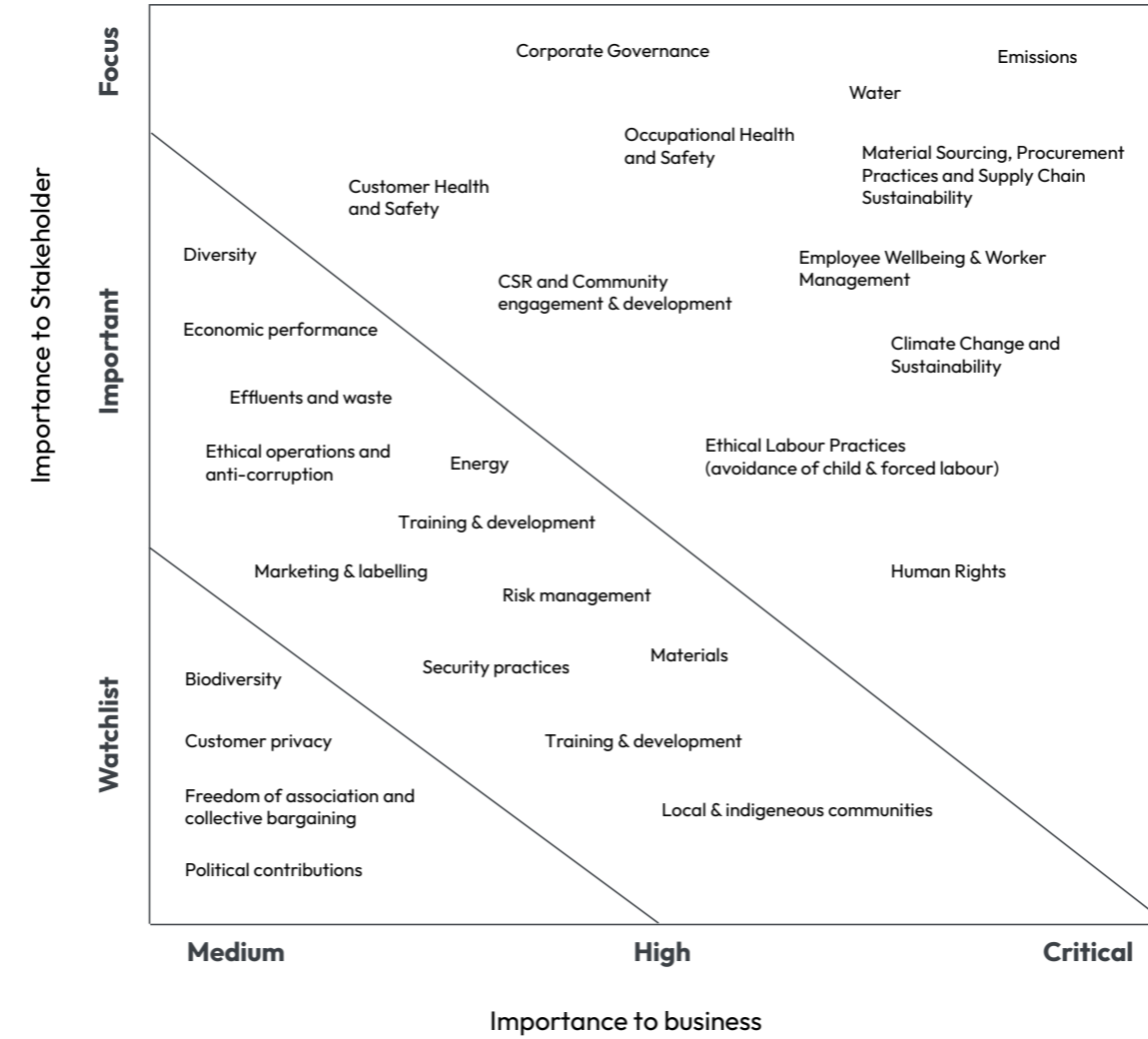
A 4 Step Approach to determine Materiality for Godrej Chemicals



Our material issues

- 1) Emissions
- 2) Material Sourcing, Procurement Practices and Supply Chain Sustainability
- 3) Water
- 4) Employee Wellbeing & Worker Management
- 5) Climate Change & Sustainability
- 6) Corporate Governance
- 7) Occupational Health & Safety
- 8) CSR and Community engagement & development
- 9) Ethical Labour Practices (avoidance of child & forced labour)
- 10) Customer Health & Safety
- 11) Human Rights

Materiality matrix



Environment performance

At GIL Chemicals, we have cultivated an environmentally responsible business by integrating environmental management principles into our growth strategy and manufacturing processes. We maintain an unwavering commitment to enhancing productivity, energy efficiency, and sustainability at our facilities through the implementation of cutting-edge technologies and practices. Our systems enable us to continuously monitor and assess our environmental impact across all manufacturing sites.

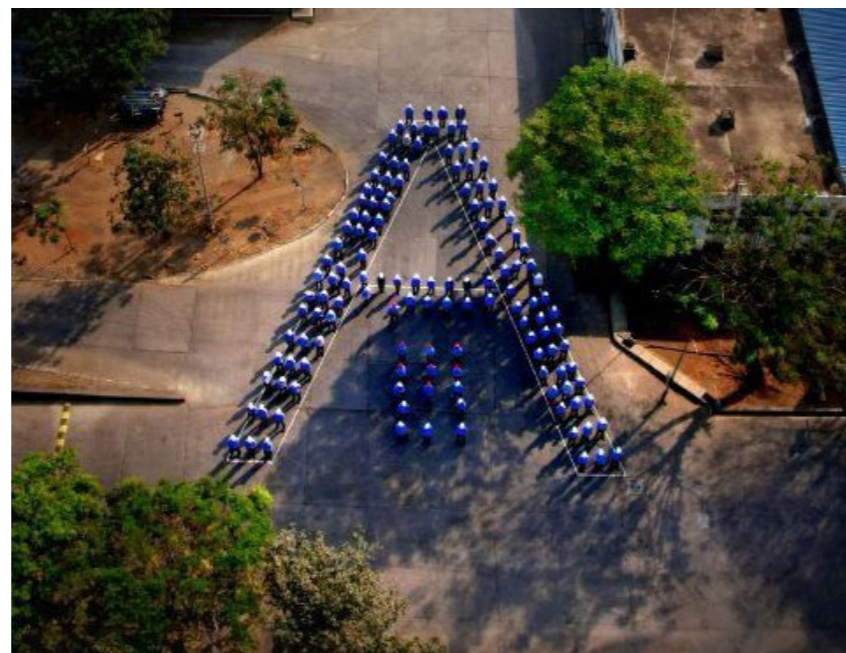
Central to our sustainability strategy is the optimization of resource efficiency and the minimization of our ecological footprint. Our sustainability targets are firmly anchored in these two areas. In our pursuit of process optimization and energy management, we invested over INR 513 lakhs in energy conservation initiatives for FY 2024-25, helping us to achieve our environmental sustainability objectives for the year.

We are constantly reducing our energy consumption by moving towards energy efficient equipment, utilities, promoting use of green Fuels, Process modifications and adopting life cycle thinking at design stage. Our renewable energy portfolio remains a significant highlight, now accounting for 64% of our total energy consumption and we've achieved 41% reduction in the specific water consumption.

Our key highlight for FY 2024-25 is that Godrej Industries Limited Chemicals received "A-" rating in Carbon Disclosure Project for Supply Engagement assessment and "B" rating in all three categories i.e. Climate change, Water Security and Forests.

Environmental compliance

The Legal Department anticipates and monitors new environmental regulations, which are then considered if applicable at appropriate level. We have a internal portal that keeps a track of all the statutory compliances and it is based on maker and checker concept. Both of our production facilities have continuously maintained a high degree of environmental compliance in line with environmental laws and regulations, and the emissions, energy, and Waste generated and is accordance within the State Pollution Control Board's bounds.

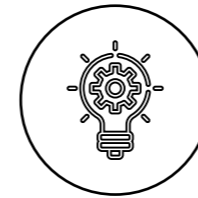


Received "A-" rating in CDP for Supply Engagement assessment

Our green goals and performance

At the core of our sustainability strategy, we focus on maximising our resource efficiency and enhancing our positive environmental impact.

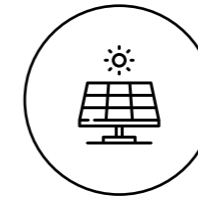
Reduce specific energy consumption by 50%*



Process optimization to increase the energy efficiency of the equipment

Achieved **37%**

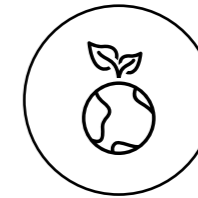
Increase renewable energy portfolio to 70%



Shifting from conventional fossil fuels to renewable energy sources

Achieved **64%**

Reduce GHG Emission (scope 1 & 2)*



Embrace cleaner fuels such as biomass

Achieved **35%**

Achieve zero waste to landfill

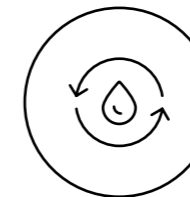


Innovative use of materials, including reuse and recycling

Achieved **93%**

(Of total waste is Recycled/Reused/Repurposed)

Reduce specific water consumption by 50%*



Improvements in process and reduce freshwater withdrawal by maximizing the internal recycling of water

Achieved **41%**

Energy management

Energy is one of the vital resources in the oleochemical industry, and its efficient management is central to our operational and sustainability efforts. At Godrej Industries Limited Chemicals, we are committed to conserve energy and take all the possible steps to mitigate the risk of climate change. We are focusing on reduction in specific energy by moving towards energy efficient equipment's which reflects in our Sustainability strategies and promoting increase in Renewable energy to reduce our carbon footprint and dependency on conventional energy sources.

We have our Energy Management policy that focuses on three core areas:

- Energy conservation
- Adoption of innovative technologies
- Process optimization

These pillars align with our Group's green goals, our EP100 commitment and reducing our Specific energy consumption by 50% from our FY12 baseline. As of FY 2024-25, we have achieved a 37% reduction in specific energy consumption compared to the FY12 baseline with implementation of various green projects that helped us to optimise the efficiency of our manufacturing facilities and equipment.

Energy Management Cell

Our Valia and Ambernath manufacturing sites are equipped with dedicated Energy Management Cells, each led by a certified Energy Auditor and Energy Manager. We have a dedicated Green champion in both the manufacturing units that is part of the Energy management cell and drives all the execution of all Green projects. Energy auditor is responsible to encourage the use of Sustainable energy resources, raising the profile of energy conservation, planning activities of Capacity Building fostering a culture of energy conservation

and oversee the approval and execution of green project approvals from senior management. Energy cell members are responsible for:

- Implementing energy conservation projects
- Monitoring and reviewing of energy consumption and performance of plants on daily basis
- Maintaining accurate records of energy consumption data through energy management systems.
- Conducting training and awareness programs
- Facilitating monthly reviews with the Corporate Sustainability Team

Sustainability Reporting Software

We have third party software based on maker and checker concept. Monthly data is fed into the software with supporting evidence by our manufacturing teams. The inputs from each facility undergo a monthly review by the corporate Sustainability team. These reviews are then communicated to the Energy Managers, Plant heads and Top management teams during monthly and quarterly meetings.

We achieve our Green goals by implementing a robust energy management system and we are proud that our Valia manufacturing site is ISO 50001:2018 certified, and both Valia and Ambernath are now Responsible Care certified and Valia site is the first Indian Chemical industry to achieve Green co Platinum rating and now Ambernath site has also achieved Green co Gold rating by Conferderation of Indian Industry.

Energy Performance and Data

In FY 2024-25, the combined energy consumption at Valia and Ambernath totalled 17,64,291 GJ of which 11,32,624 GJ is from Renewable sources and these figures reflect our ongoing efforts to optimize energy use, increase renewable energy and reduce overall consumption across our manufacturing operations. We use a varied energy mix that includes both non-renewable and renewable sources.



Energy efficient operations

Energy Efficiency Measures

In FY 2024-25, we successfully reduced our specific energy consumption from 9 GJ per ton of production to 7.56 GJ per ton, representing a 37% decrease from the FY12 baseline.

Some key energy-saving initiatives implemented:

- Replacement of Oversized Motor for Deaerator Cooling System
- Lateral success energy saving scheme implementation
- Optimizing Cooling Efficiency through FRP Blade Installation in CT Fan – Sulphonation Plant
- Waste Heat Boiler Utilization at Sulphonation
- Optimizing ADP Bed Regeneration Through Temperature Interlock System
- Optimizing Cooling Tower Pump Performance Through Impeller Trimming
- Optimizing Air Dryer Cooling Process for Energy and Cost Savings
- Optimizing Blower RPM for Energy Efficiency

These actions are a part of a larger energy management plan that aims to continuously increase energy efficiency at our manufacturing facilities by optimizing processes and utilizing new technologies.

Total energy consumption (GJ)

Parameter	FY2024-25	FY2023-24
Total energy consumed from renewable sources	11,32,624	10,04,651
Total energy consumed from non-renewable sources	6,31,667	7,89,141
Total energy consumed	17,64,291	17,93,792

Renewable Energy Integration

As part of our sustainability strategy, we have focused on increasing the share of renewable energy in our energy mix. In FY 2024-25, approximately 64% of the energy we consumed came from renewable sources, including biomass briquettes, solar energy, and manufacturing by-products used for energy production.

At our Valia and Ambernath sites, we are having rooftop solar panels with capacities of 195 kWp and 198 kWp, respectively. This year we have added additional 120 kWp solar rooftop panels which significantly increased our renewable energy mix. By reducing our energy consumption and increasing our reliance on renewable energy, we are actively working to meet our green goals and contribute to a more sustainable future.

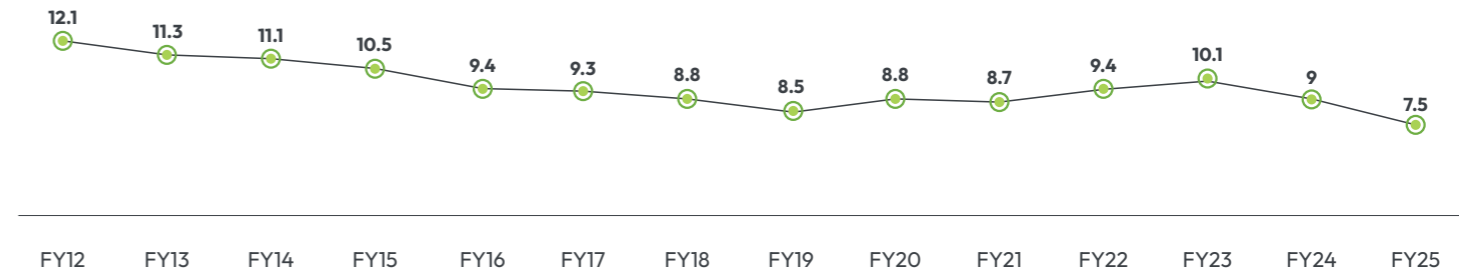
Energizing employee engagement for Energy Management

At our manufacturing facilities, we actively promote energy conservation and awareness among our employees. We conduct internal and external training sessions and celebrate key events such as Energy Conservation Week, World Water Day, and World Environment Day. Also, from this year we have introduced “GCHEM CHAMPIONS” our employee reward and recognition program designed every month, every quarter and every year. One of the categories is “Outstanding Commitment to Sustainability” and these initiatives help foster a culture of sustainability and encourage our workforce to contribute to our energy-saving goal.

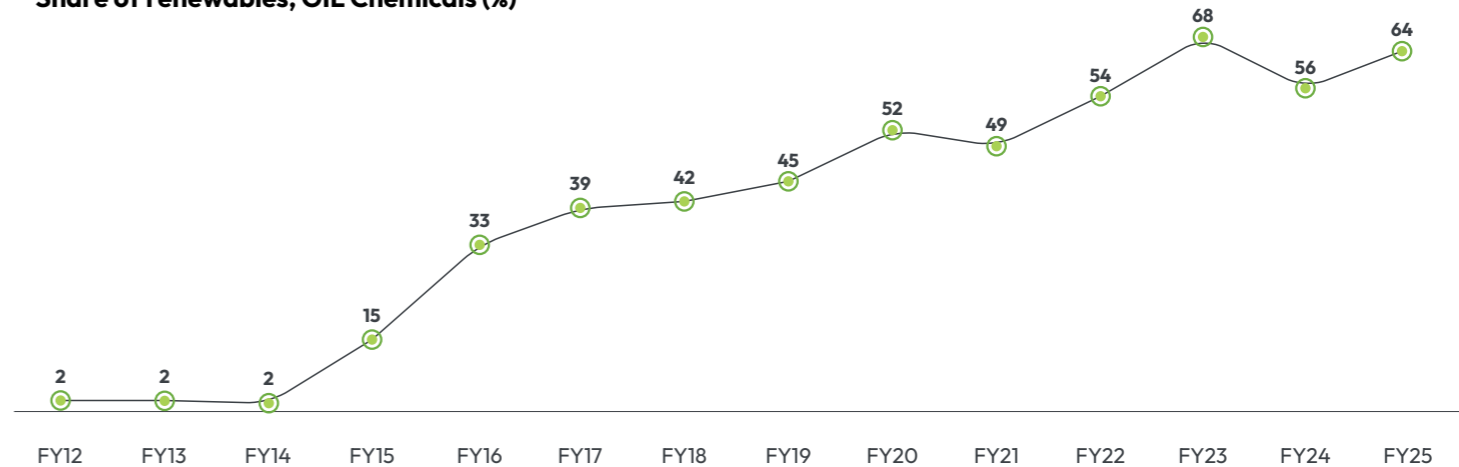


Energy performance

Specific energy, GIL Chemicals (GJ / T)



Share of renewables, GIL Chemicals (%)



NOTE: Following a correction in reporting methodology, natural gas used solely as a feedstock is now excluded from total fuel consumption figures. This change results in a lower reported energy consumption as well as related intensity. Importantly, emissions from natural gas used as feedstock continue to be accounted for under Scope 1 emissions.

Energy reduction: Initiatives in focus

1. Valia plant - Replacement of Oversized Motor for Deaerator Cooling System

“Efficiency is not always about doing more-sometimes, it’s about doing just enough, but doing it smarter”.

At our Paste Handling Plant, a focused energy efficiency initiative has proven that even modest changes in infrastructure can lead to significant environmental and financial benefits.

The initiative began with insights drawn from our routine energy monitoring practices. Data consistently showed that the cooling water system, which was originally designed to serve both the Sulphonation Plant and the Paste Handling Plant, was operating inefficiently. A 90 kW pump, sized to support the combined load of both plants, continued running at full capacity even during Sulphonation Plant downtime. This mismatch between capacity and actual demand was resulting in excessive energy consumption, avoidable costs, and a larger-than-necessary carbon footprint.

Recognizing this opportunity, our engineering and operational team collaborated to design a solution that was both technically sound and environmentally responsible. The decision was made to replace the 90-kW oversized pump with a 5.5 kW energy-efficient pump, specifically tailored to meet the Paste Handling Plant’s cooling requirements. Supporting line modifications were implemented to ensure seamless operation and system integrity.

All of this was achieved with a capital investment of just Rs. 3.18 lakhs. This initiative stands as a strong example of our alignment with the GRI 302: Energy reporting standards and supports several UN SDGs: 7, 9 and 13.



2. Valia plant - Optimizing Cooling Efficiency through FRP Blade Installation in CT Fan – Sulphonation Plant

“Small change in material, big shift in energy performance.”

As part of our continuous drive for energy optimization, a targeted intervention was undertaken at the Sulphonation Plant’s cooling system. The system includes two cooling tower fans designed for process equipment cooling, both originally fitted with conventional aluminium blades.

During the cooling tower revamp, one of the CT fans was retrofitted with a high-efficiency FRP blade. The FRP material offers superior aerodynamic performance, reduced weight, and lower starting torque requirements, translating to reduced motor load during operation.

Our simple switch to smarter materials has proven that even small upgrades can power big gains for energy, and the climate.



3. Valia plant - Waste Heat Boiler Utilization at Sulphonation

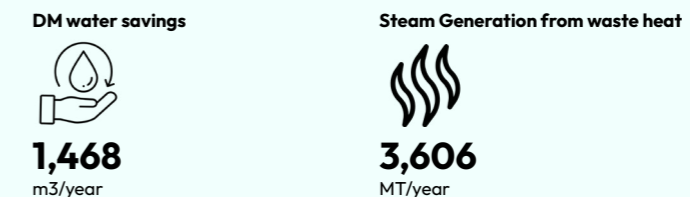
“We didn’t just reduce waste heat - we reimagined it as our next resource.”

In our pursuit of resource efficiency and operational excellence, The Sulphonation plant has implemented a forward-thinking initiative of utilizing waste heat already present in our system. To meet the increased steam demand for the sulphur melter in our new plant, we designed the facility to harness waste heat through the installation of a waste heat boiler.

In Process, the conversion of SO₂ to SO₃ is an exothermic reaction occurring at around 400°C. To bring the temperature down to safe operating levels (45–55°C), we use a cascade cooler and an air-to-air shell and tube heat exchanger. This cooling step was an untapped opportunity.

We installed a Waste Heat Boiler (WHB) to capture this heat and convert it into 4.5 to 5.5 bar steam, producing about 14 tonnes per day (3606 MT annually). This steam is now used in the sulphur melter and hot water system—completely fulfilling the new steam demand without adding any extra load on our main boilers.

In addition, the condensate water from the WHB is recovered and used in the caustic scrubber, where SO₂/SO₃ gases are neutralized using caustic soda. Earlier, this system required 250 kg/hr of DM water. Today, we’ve replaced that with recovered condensate, saving 1468 m³ of DM water annually. This strengthens our water stewardship and aligns with GRI 302, GRI 303, and UN SDGs 7 and 13.



Energy reduction: Initiatives in focus

4. Valia plant - Optimizing ADP Bed Regeneration Through Temperature Interlock System

“We gave our heat a purpose, and our process a pulse.”

In our Sulphonation operations, dehumidified air is crucial for efficient bed regeneration. This is achieved through air adsorption units using activated alumina and silica, which remove moisture from the air. Over time, these desiccants require regeneration to restore their drying capacity.

At our older plant, this regeneration was manually controlled, often leading to inconsistencies in cycle time and energy usage. With the installation of a new plant equipped with an automated timing system, we observed faster, more efficient bed regeneration cycles. Inspired by this improvement, we implemented a temperature-based interlock system in the older plant. This system ensures that the regeneration blower operates only when the bed reaches the optimal temperature, thus preventing energy loss and improving process reliability. This automation not only reduced manual intervention but also enhanced our energy efficiency and consistency in performance.



5. Ambernath plant - Optimizing Blower RPM for Energy Efficiency

“Small changes in speed, big leaps in sustainability.”

Our team implemented a targeted intervention to optimize the Regeneration Air Blower used in the Air Dryer system, which plays a critical role in regenerating the

desiccant bed by eliminating moisture. The blower, which cools down SO₂ and SO₃ gases using a double-pipe heat exchanger, previously operated at 2800 RPM, drawing 110 amps of current. During our annual shutdown review, we assessed that the air dryer’s bed regeneration temperature could be reduced from 220°C to 180°C without impacting performance. This provided an opportunity to optimize blower speed.

A gradual reduction in the blower’s RPM was initiated while closely monitoring process stability. The blower now runs efficiently at 2500 RPM, drawing only 94 amps while maintaining process efficiency.



6. Ambernath plant - Optimizing Air Dryer Cooling Process for Energy and Cost Savings

“Smart timing in every cycle - cutting energy, not performance.”

As part of our ongoing efforts to improve operational efficiency and reduce energy consumption, our team successfully optimized the cooling process of the Air Dryer Bed.

The Air Dryer system follows a 4-hour operational cycle, with 150 minutes allocated to heating and 90 minutes to cooling. Operating across six cycles daily, the cooling blower previously ran for a total of 540 minutes per day.

Upon analysing the cooling temperature requirements, we identified that the blower’s runtime could be safely reduced by 10 minutes per cycle without affecting process performance. As a result, the blower now operates for 80 minutes per cycle, reducing the daily operation time by 60 minutes.

This simple yet impactful change has delivered tangible benefits in terms of energy and cost savings while maintaining operational integrity.



7. Valia plant - Waste Heat Boiler Utilization at Sulphonation

“Precision engineering that powers sustainability and performance.”

Our continuous efforts to enhance energy efficiency and extend equipment life, we identified an operational anomaly where a process pump was consistently drawing higher current than its standby counterpart. This imbalance led to frequent tripping and motor overheating issues, posing risks to equipment longevity and process stability.

After thorough analysis, our team implemented a targeted yet impactful optimization: the pump impeller was trimmed by 5%, reducing its diameter from 335 mm to 315 mm. This modification slightly lowered the discharge flow from 130 m³/hr to 120 m³/hr—still well within the plant’s operational requirements. Post-optimization, the pump now operates at a significantly reduced current of 32–33 amps, compared to the earlier 38 amps. This not only resolved the overheating issue but also improved the reliability and lifespan of the motor and pump. Beyond operational improvements, this initiative has led to measurable environmental benefits.



Emissions

As we are into manufacturing of Oleo chemicals, we are an energy intensive nature of operations relying on both thermal and electrical energy. We are committed to decarbonizing our operations and GHG emissions management remains a critical pillar of our strategy. With a focused and systematic approach, we are not just reducing emissions, but actively reshaping our processes to create a sustainable, low-carbon future.

Also, by implementing the newest and cleanest technologies, we are minimizing the adverse effects of the emissions from our processes and continuously monitoring them. We are aligned to the commitment of Science Based Target Initiative and we look forward to seek validation of our GHG emissions targets from SBTi in the next two years.

We utilize advanced Sustainability Reporting software, structured around a dual-control framework, to uphold the accuracy and transparency of our environmental data. This system allows for the monthly submission of data from our manufacturing facilities as an input, which is thoroughly reviewed and validated by our corporate sustainability teams. Our emissions are in line with frequent performance evaluations involving top management, we are positioned to promptly address inefficiencies and drive meaningful improvements.

We take a comprehensive, data-driven approach to reducing emissions, monitoring all facilities to identify high-impact areas. Our GHG emissions are transparently disclosed through globally recognized platforms like the Carbon Disclosure Project (CDP) and Eco Vadis, providing insight into both risks and opportunities. Our emissions data are reasonably assured by third party.

In FY 2024-25, we reported 77,283 tCO₂ (Absolute Scope 1+2) emissions at our manufacturing facilities i.e. Valia and Ambernath sites, reflecting a significant 37% reduction in absolute emissions and Significant reduction of 58 % in specific GHG emission intensity from our FY12 baseline.

Scope 1 - direct emissions: For Scope 1, we optimized the performance of our cogeneration plant, which runs entirely on bio briquettes. This not only reduced our reliance on grid electricity but also resulted in a direct emissions reduction of 2,413 metric tons of CO₂ equivalent. Additional infrastructure upgrades such as retrofitting cooling tower fans with high-efficiency FRP blades and replacing oversized pumps used for plant cooling, further reduced Scope 1 emissions by 5 and 54 metric tons of CO₂ equivalent annually, respectively.

For Scope 2, we have three windmills (1.25 MW capacity) for Ambernath site and this year we added additional solar rooftop panels of capacity 120 KWp which generated 23,750 kWh of renewable electricity and significantly increased our renewable energy mix. Alongside this, we undertook several energy efficiency initiatives, including the replacement of outdated equipment and infrastructure upgrades, to optimize power consumption and reduce indirect emissions.

Also in our manufacturing plant we have installed energy-efficient LED lighting and decentralized cooling systems (reducing power consumption for water circulation), upgraded to energy efficient equipment's like condensate heat recovery system, Hydrogen gas compressor, Energy Management systems are in place to monitor and reduce electricity consumption with operational changes. This highlights our commitment to transitioning towards renewable energy sources such as bio-based fuels, solar power, and wind energy, as we progress toward our goal of achieving carbon neutrality.

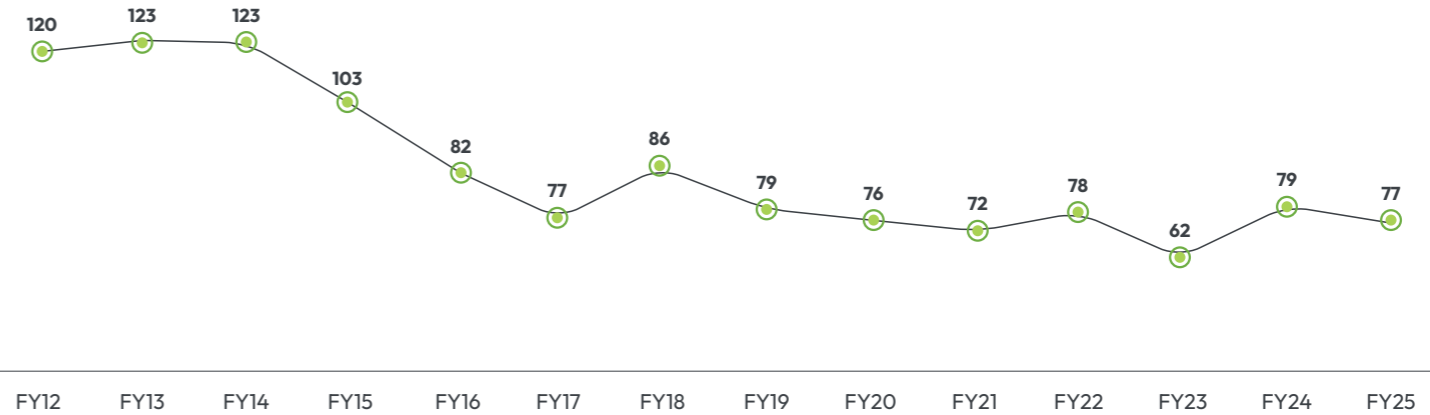
Assurance and Verifications

Our Scope 1 and Scope 2 GHG emissions are Reasonably assured and scope 3 emissions limited assurance is done by Kalyaniwalla & Mistry LLP, Chartered Accountants engagement in accordance with Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information" and Standard on Assurance Engagements (SAE) 3410 "Assurance Engagements on Greenhouse Gas Statements" (together referred to as 'Standards'), both issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India (the 'ICAI').

For Scope 3 GHG emissions, we have done limited assurance for the categories -Purchased goods and services, Fuel-and energy-related activities, upstream transportation and distribution, waste generated in operations, Business travel, employee commuting, Downstream transportation and distribution and End-of -life treatment of sold products.

Emissions

Total Scope 1 and Scope 2 in 1,000 MTCO₂e



Total emissions (Metric tons of CO₂ equivalent)

Parameter	FY2024-25	FY2023-24
Total Scope 1 emissions	32,796	32,268
Total Scope 2 emissions	44,487	47,149
Total Scope 1 and 2 emissions	77,283	79,417

For Scope 3, we meticulously monitor Scope 3 emissions across eight critical categories relevant to GIL Chemicals, calculating emissions linked to material procurement and upstream logistics using data from our SAP ERP system. The scope-3 we inventorize includes Purchased goods and services, Fuel-and energy-related activities, upstream transportation and distribution, waste generated in operations, Business travel, employee commuting, Downstream transportation and distribution and End-of -life treatment of sold products.

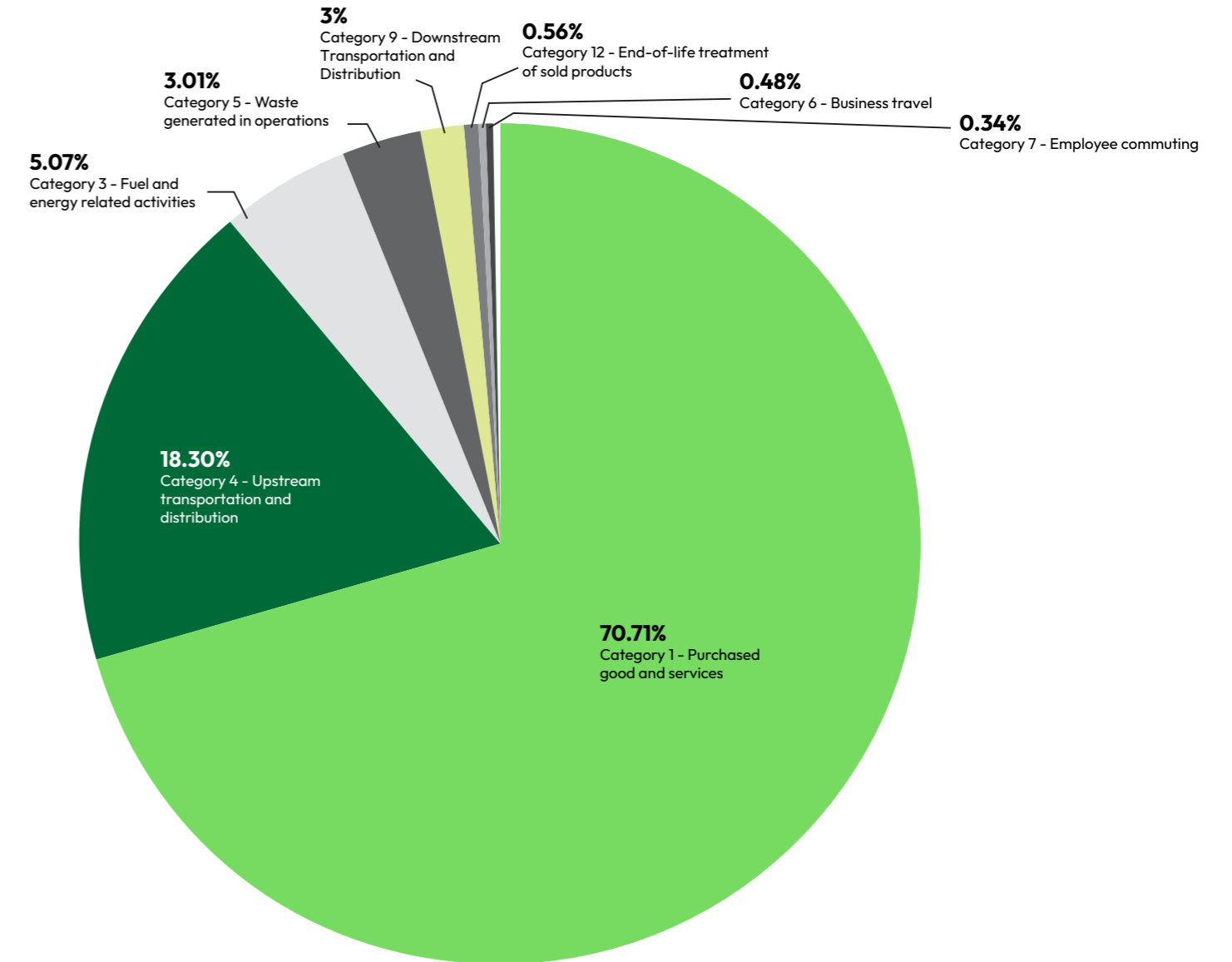
Our efforts to reduce Scope 3 emissions focused on deeper engagement with our supply chain and customers. We conducted training sessions and one-on-one interactions with key suppliers to align them with BRSR Core requirements, encouraging them to adopt sustainable practices and improve emissions data accuracy. We also initiated traceability mapping across our supply chain to ensure regulatory compliance and identify opportunities for further emissions reductions. On the customer side, we conducted Life Cycle Assessments (LCAs) for key products such as AOS, SLS, and SLES, enabling us and our partners to better understand and mitigate environmental impacts across the product lifecycle.

Through these integrated and measurable efforts, we are building a more sustainable and resilient operation. By reducing emissions at every level of our value chain and strengthening collaboration with both suppliers and customers, we are actively advancing our climate goals and contributing to a lower-carbon future.

At GIL chemicals we are driving real, measurable change across our value chain, our commitment to a low-carbon future is unwavering, and as we continue to reduce emissions, we are not only safeguarding the environment but also creating lasting value for our stakeholders. Together, we are building a more sustainable, resilient future, aligned with global best practices and driven by a shared vision of responsible growth.



GIL Chemicals scope 3 contribution



Air emissions

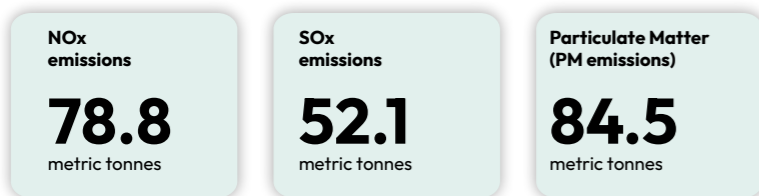
Driving Low-Carbon Growth - Our Commitment to Emissions Reduction and Environmental Stewardship: From cutting carbon emissions to optimizing energy use and managing waste responsibly, we're continuously advancing toward a more sustainable and low-impact future.

Air Quality Management - Clean Operations for a Healthier Tomorrow: As part of our broader environmental responsibility, we closely monitor air emissions and work within stringent compliance limits. We adhere to stringent national norms and are proactively adopting advanced technologies to reduce our environmental footprint.

In addition to hardware upgrades, we have institutionalized regular preventive maintenance schedules and monitoring tools. These help in minimizing leaks, optimizing energy efficiency, and always maintaining emissions within permissible levels.

Together, these technologies form a layered and adaptive air emission management system, allowing us to reduce our environmental impact while ensuring regulatory compliance and operational efficiency. We continue to upgrade our emission control systems and pursue cleaner fuel alternatives to reduce air pollution further.

Air emissions FY 2024-25 (MT)



Emission Control Technologies in Place

Wet Scrubber Systems

Installed in our process exhaust lines, wet scrubbers help neutralize and remove acid gases and particulates from flue gases before they are released into the atmosphere. These systems are highly effective in reducing SOx and PM emissions.

Baghouse Filters

We have deployed high-efficiency baghouse filters to capture fine dust and particulate matter from the air streams generated during material handling and processing. This significantly reduces PM levels and improves workplace and ambient air quality.

Transition to Cleaner Fuels

As part of our fuel optimization strategy, we are progressively replacing fossil fuels with biomass-based fuels and natural gas where feasible.

Stack Monitoring with OCEMS (Continuous Emission Monitoring Systems)

To maintain real-time compliance, we've implemented online Continuous Emission Monitoring Systems that track key emission parameters (NOx, SOx, PM) and alert us to deviations, enabling swift corrective actions.

Electrostatic Precipitators (ESPs)

As part of our fuel optimization strategy, we are progressively replacing fossil fuels with biomass-based fuels and natural gas where feasible.

Cyclone Separators

Installed in various pre-treatment and material handling systems, cyclone separators use centrifugal force to remove large and medium-sized particulates from exhaust air streams. They serve as a robust first-stage filtration method before gases are passed on to secondary treatment systems like bag filters or scrubbers.



Back Pressure Turbine

Emission: Initiative in focus

Steam-to-Power: Reducing Scope 2 Emissions through On-Site Renewable Generation

At Godrej Industries Limited, innovation isn't just about progress it's about purpose. As we continue to redefine sustainability within the chemical manufacturing landscape, we took on a bold challenge: transforming our energy landscape to reduce emissions, optimize process efficiency, and generate clean, renewable power right on site.

As part of our decarbonization roadmap, GIL has undertaken a strategic shift to minimize indirect emissions associated with purchased electricity classified under Scope 2 emissions. Recognizing the rising limitations of biomass briquette-based power and the need for long-term, sustainable alternatives. That's when we embarked on one of our most impactful energy transformation projects, the commissioning of a 65 bar, 40 TPH backpressure condensing turbine.

Carefully engineered to match our plant's steam demand of 17 bar and 25 TPH, this turbine not only ensures optimal utilization of steam but also generates 1 MW of green electricity in the process.

Every unit of steam now powers more than just our processes. It powers our progress toward a low-carbon future. With this innovation alone, we are producing nearly 3.79 million kilowatt-hours (kWh) of clean energy every year.

More than just numbers, this initiative reflects a mindset shift: from conventional utility thinking to a closed-loop, energy-responsible system. It's a perfect blend of precision engineering and environmental foresight - ensuring that no resource is wasted, and every opportunity to reduce our carbon footprint is embraced. The success of this turbine-based power generation is a testament to our commitment to energy resilience, climate action, and continuous improvement.

Green power



37,90,444
kWh/year

Cost savings



Rs. 341
lakhs/year

CO2e reduction



3,108
tCO2e

Waste management

At GIL Chemicals, we have developed a robust waste management framework to meet with the sustainability challenges of the chemical industry.

At Godrej Industries Limited Chemicals, we value Environmental resources and are embedding sustainability into processes and value chain across all our manufacturing sites. To that end, we are working on reducing Hazardous and non-hazardous liquid and solid waste generation at our manufacturing sites, increasing the recycling and reuse of waste, and aiming to zero waste to landfill. All materials and manufacturing processes are conducted in a conscious manner to yield minimal waste. At our manufacturing sites, we have stringent waste monitoring systems that allows us to precisely measure and track waste generation and waste disposal, allowing us to continuously improve and monitor our waste management procedures. We go beyond compliance to ensure effective waste management.

We are committed in minimizing the volume and possible environmental harm of the waste we generate and dispose across our Supply Chain. We have cross functional waste management team that includes department such as Electrical, logistics, Operations, Mechanical, Environment Health and Safety to drive within the factory.

As both our units are ISO 14001:2018 Environment Management systems certified organization, detailed of waste collection is done and mapped, waste is segregated with proper safety and then it is routed to the respective disposal. The cell is responsible for managing waste management.

Our waste management strategy includes collection, segregation, recycling and disposal in a scientific manner. We have an in-house effluent treatment plant (ETP) to treat wastewater generated from our manufacturing facilities.

We have a detailed Waste handling procedure which includes all types of waste including hazardous and non Hazardous waste, all the personal handling the waste are given awareness training on storage, transportation, handling and disposal of waste. Safety control measure is taken such as appropriate use of PPEs at location while Handling of waste and safety round is taken to ensure operational control.

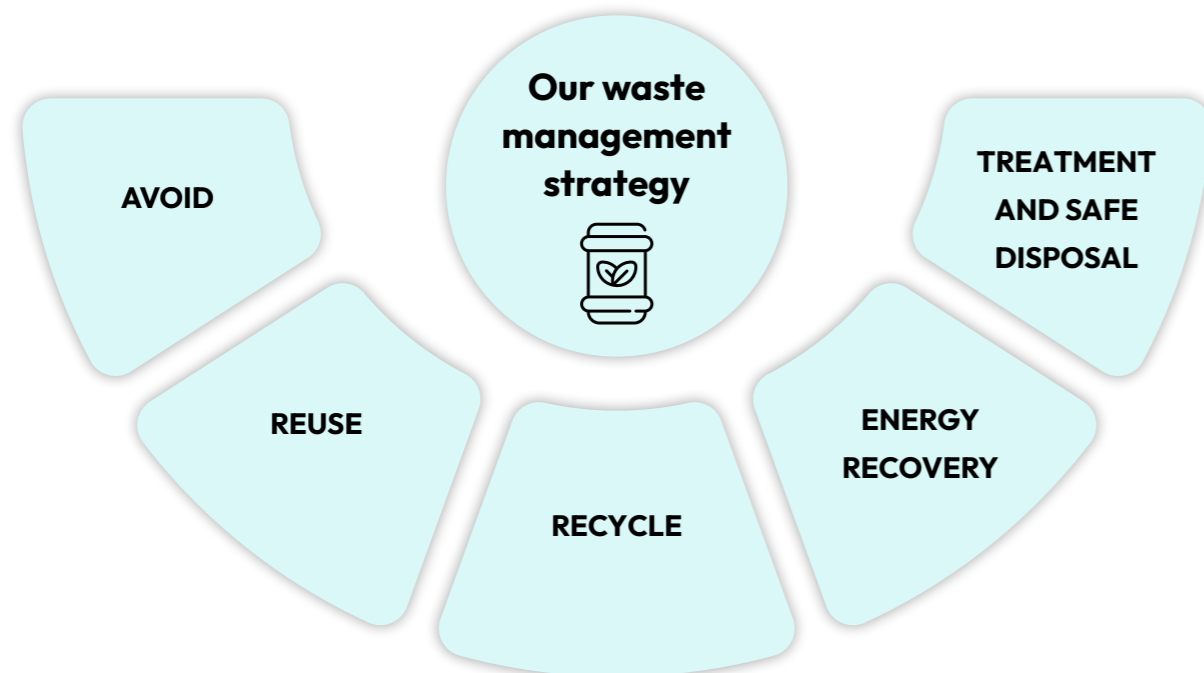
In the reporting year, close to 93 % of our waste is either recycled, reused, reprocessed or repurposed and hence diverted from being send to disposals like landfilling or incineration". The ash we generate is sold to authorized recyclers that convert it into bricks.

As part of our commitment to responsible waste management. We preprocess our organic oxygen compounds and corrosive organic residue at a third-party waste pre-processing unit which is further used for Co processing to generate energy.

Extended Producer Responsibility

In year 2022, Ministry of Environment, Forest and Climate Change (MoEFCC) introduced the detailed Guidelines on Extended Producer Responsibility (EPR) for plastic packaging. EPR regulation mandates the roles and responsibilities of producers, importers, brand owners, recyclers, and waste processors in implementing EPR.

We are into B2B manufacturing Oleo chemicals and hence we are registered under the Brand Owner and Importer as per the plastic waste management rules. During the reporting year, we processed 100% of the plastic waste we put out as per EPR (Extended producer responsibility) compliance. Complying to EPR helps to manage our plastic waste and contributes towards a more Sustainable Future.



Waste performance

Parameter	FY 2024-25	FY 2023-24
Total Waste Generated (in Metric Tonnes)		
Plastic Waste (A)	125	224.19
E-Waste (B)	11	32.67
Bio-medical Waste (C)	0.08009	0.005
Construction and Demolition Waste (D)	-	0.00
Battery Waste (E)	7	-
Radioactive Waste (F)	-	-
Other Hazardous Waste (G)	10,261	10,288
Other Non-Hazardous Waste generated (H)	4,376	4,282
Total (A + B + C + D + E + F + G + H)	14,779	14,827

For each category of waste generated, total waste recovered, through recycling, re-using or other recovery operations (in metric tonnes)

Category of Waste		
(i) Recycled	13,760	12,198
(ii) Re-used	-	-
(iii) Other recovery operations (pre-processing)	1,456	1,707
Total	15,216	13,905

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

Category of Waste		
(i) Incineration	273	80
(ii) Landfilling	754	841
Total	1,027	921

Waste management: Initiatives in focus

1. Ambernath plant - Replacing Stretch Film with Lashing Belts: A Move Toward Greener Packaging

“From disposable to durable - rethinking the way we wrap.”

In line with our commitment to sustainable operations and responsible consumption, we undertook a focused initiative to replace conventional stretch film shrink packaging with reusable lashing belts for material handling and transportation.

Stretch films, though widely used, contribute significantly to single-use plastic waste and scope-3 emissions under the “waste generated in operations” and “purchased goods and services” categories. Recognizing this, our team identified a viable, reusable alternative in the form of lashing belts, which offer secure load stabilization without generating disposable waste.

Beyond environmental benefits, this move enhances operational efficiency by reducing the need for frequent replenishment of packaging material and streamlining the loading process.

Plastic usage reduction



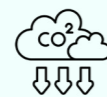
3.229
MT/year

Cost savings



Rs. 4.07
lakhs/year

Scope 3 reduction



4.35
tonnes/year

2. Ambernath plant - Diverting Hazardous Waste to Pre-Processing for a Greener Future

“Protecting tomorrow’s world by managing waste responsibly today.”

Our commitment to environmental stewardship is unwavering. We believe that true sustainability lies in innovation and responsibility, which is why we have taken a bold step to revolutionize the way we manage hazardous waste.

In a pioneering move, we have transitioned from conventional incineration to a cutting-edge pre-processing approach for hazardous waste management. This strategic shift not only minimizes our environmental footprint but also embraces the principles of the circular economy, turning challenges into opportunities for greener outcomes.

Pre-processing hazardous waste unlocks a multitude of benefits: it ensures safer handling, enhances treatment efficiency, cuts down harmful emissions, and enables waste-to-energy conversion. It maximizes resource recovery while safeguarding our environment. By collaborating with certified pre-processing partners, we guarantee that every ton of hazardous waste is treated with the utmost care and responsibility.

Today, we divert approximately 70 metric tons of hazardous waste each year to authorized pre-processors. This move allows us to sidestep traditional incineration, leading to an impressive annual cost saving of INR 20 lakhs, proving that environmental sustainability and financial prudence can indeed go hand in hand. We remain dedicated to pushing boundaries and implementing forward-thinking solutions that nurture our planet, empower our communities, and deliver lasting value to all our stakeholders.

Hazardous waste diverted



3.229
MT/year

Cost savings



Rs. 20
lakhs/year



Water stewardship and management

Responsible water use is a core principle at Godrej Industries Limited. Water is central to our manufacturing processes and necessary to grow and produce the ingredients on which we rely. We are committed to managing this precious resource through an all-encompassing Water Management Policy. We understand that Safe, accessible water is essential to the Health of People and communities, critical to eco system and indispensable for Economic prosperity—all things our business requires. Our approach targets reducing water consumption across the entire product lifecycle, beginning with the design phase, to drive efficiency and innovation. As part of our ambition to achieve water positivity at the Group level, we continuously implement initiatives to further decrease water use in our facilities.

Our water supply is drawn from Government Water supply and we don't use groundwater in any of our process. We have robust systems to monitor and measure water withdrawal at all our manufacturing units. Water withdrawal from all sources is monitored on daily basis. We also track all water withdrawals monthly at corporate level as well. This forms the basis for all our water saving and conservation efforts and guides us on the interventions to be taken and progress of our initiatives. This is part of Godrej's Good and Green Vision. We also report publicly the total water withdrawal data in several disclosures like the Annual Report, Sustainability Report and periodic communication is done to the different stakeholders of the company.

We closely track water withdrawal and water consumption across all stages and identify areas for enhancement and maximize efficiency. To further strengthen our efforts, we

have set up a specialized Water Management Cell at plant levels. This team is responsible for monitoring water usage, assessing progress against set goals, and executing water-saving strategies. Routine meetings at plant level ensure continuous dialogue and ongoing improvements in our water management practices. According to World Resources Institute (WRI) Aqueduct, both our Valia and Ambernath facilities are in water-stressed regions with potential availability challenges. Despite no operational disruptions, we are proactively addressing these risks by implementing measures to reduce water consumption at both sites.

Zero Liquid Discharge

We have our own Effluent Treatment plant at both the manufacturing facilities and we have installed Zero liquid Discharge System, where the Effluent generated from all the processed is collected in the facility and treated through primary, secondary and tertiary treatment process and reused/recycled within the facility for various purposes in utility operations.

In our manufacturing processes we have installed smart water meters for real time monitoring of water usage. We have water meters at all consumption points - in process, cooling water, boilers, cleaning, ETP, etc. We also calculate water losses which opens opportunities for water efficiency projects.

Every month we do analysis of Water through accredited labs and The quality of our treated water consistently meets regulatory standards, ensuring compliance. This commitment to excellence in water treatment, reflects our dedication to safeguarding environmental health and maintaining the integrity of our wastewater treatment initiatives.

We lead in sustainable water management through several key initiatives:

- Rainwater Harvesting
- Enhancing Condensate Heat Recovery system
- Primary, Secondary effluent Treatment plant followed by Reverse Osmosis Plant and MEE
- Evaporative Condensers
- IoT Based Water meters for real-time data and insights
- Godrejite Online Training Portal where Water conservation topic for training is available for all employees.
- LCA study carried out for few of our surfactants products

to understand impacts and water footprint, we plan to systematically expand this effort to include additional products in a phased approach.

- One such initiative is Manufacturing of Alpha olefin sulfonate powder wherein Our research and development, production and engineering team brainstormed, and we modified the method of manufacturing by changing the feed from Liquid route to paste route which led to reduction in water consumption.



We conserve water

Integrated Watershed Project: Promoting Water Conservation

We have Integrated watershed project at the group level that ensures we are water positive at group level. The model is designed to improve underground water that captures rain and run off water and reduces soil erosion, promote sustainable agricultural practices by building capacity of farmers and support to farmers by adopting climate resilient practice, support through livelihood fund to start small businesses, improve Green cover, create community ownership and strengthen local Institutions such as

village watershed committee, Women Self Help Groups, support to Farmers Producer companies.

We run integrated watershed in drought-prone regions of Beed & Nashik in Maharashtra, Siddipet in Telangana, Magadi in Karnataka, Barwani & Malanpur in Madhya Pradesh. We have developed over 10,000 ha of area and sequestered over 111,000 tCO2e of GHG emissions. And we have worked and impacted close to 5,000 farmers households since 2016. Through these initiatives, we are committed to enhancing ecological balance while improving the socio-economic conditions of the regions.

Our progress

In FY 24-25, GIL Chemicals used a total of 9,26,067 KL of fresh water, achieving a specific water intensity of 3.97 KL/ton of product which is 41% reduction from the FY 12 baseline.

As we move forward, our focus will remain on optimizing water efficiency, expanding our recycling capabilities, and leveraging cutting-edge technologies to support our sustainability goals. By continually striving for excellence and embracing innovative solutions, we aim to set new benchmarks in responsible water use and contribute meaningfully to a sustainable future.

Water performance

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	9,26,067	8,33,149
(iv) Seawater /desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	9,26,067	8,33,149
Water intensity in terms of physical output KI/MT	3.97	3.97
Water Discharge in KL	0	0

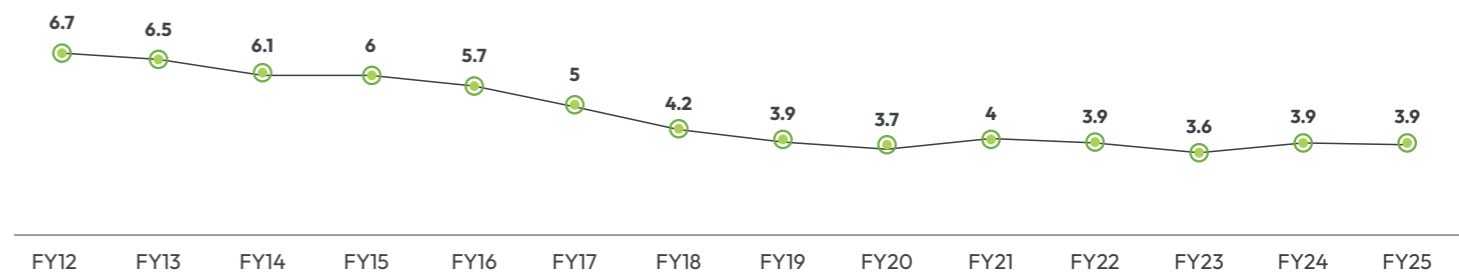


We are committed to **Sustainable Development Goal 6.4** that focuses on increasing Water use efficiency and ensure sustainable management of freshwater withdrawals. At GIL Chemicals, in order to protect our water resources, we regularly evaluate the water quality at our manufacturing operations and in the areas where we operate. In the reporting year, we have achieved 41% reduction in the specific water consumption from baseline FY 12.



Godrej Industries Group's integrated watershed program in Beed, Maharashtra

Specific water use, GIL Chemicals (m3 / T)



Water stewardship: Initiatives in focus

1. Ambernath plant - Recovering Every Drop: Enhancing Water Stewardship through Condensate Recovery

“From Steam to Sustainability: Capturing Condensate, Conserving Resources.”

We believe sustainability lies in the details, and sometimes, it's the invisible vapours that hold the greatest potential. In our pursuit of resource efficiency, we've harnessed innovation to recover what was once lost: steam condensate.

Through the installation of a Steam Ejector Condensate Recovery System in our GDP unit, we now reclaim 10 kilolitres of condensate every day from our steam jet vacuum system. Instead of discarding this clean, high-quality water, we collect and store it in a dedicated tank, giving it a second life.

This recovered condensate is now used for secondary distillatory cleaning, directly replacing the need for fresh water and resulting in a daily freshwater saving of 10 KL. It's a small shift with a significant impact, reducing our water footprint and enhancing operational sustainability.

This initiative reflects our ongoing journey to close resource loops, reduce consumption, and circular practices. Because for us, sustainability is not just about

Freshwater savings



10
KL/day

2. Ambernath plant - Closing the Loop, Conserving the Future: Smart Water Circulation for a Greener Tomorrow

“In a world where every drop matters, we're engineering solutions that flow with purpose.”

At GIL, sustainability isn't just a goal. It's woven into the way we engineer our everyday operations. One such transformation is our shift to a Closed Loop Water Circulation System for our Liquid Ring Vacuum Pump (LRVP), a smart solution that's making waves in water conservation.

Previously, the LRVP sealing system consumed approximately 425 litres of fresh water every hour, leading to a significant daily freshwater requirement. Recognizing the opportunity for improvement, we designed and implemented a closed loop setup with an 800-litre storage tank. Now, instead of using fresh water continuously, the same water is reused for a full week before being replaced.

This innovation has led to a dramatic reduction in water consumption. From 10.2 kilolitres per day to just 800 litres per week, translating to a saving of over 10 KL/day of freshwater. This innovation not only conserves precious water but also reflects our core belief: sustainable thinking leads to sustainable doing. As water stress intensifies globally, we continue to invest in technologies and processes that respect and restore our natural resources.

Freshwater savings



10
KL/day





Biodiversity Stewardship

At Godrej Industries limited, our commitment to environmental stewardship extends deep into the natural ecosystems that surround our operations. Our both the manufacturing sites Valia in Gujarat and Ambernath in Maharashtra sare not located in or nearby the Biodiversity areas and we understand our operations can affect nature, so we take active steps to protect it.

Understanding and Managing Our Impacts

Although our manufacturing sites are not located within or near protected or high biodiversity value areas, we acknowledge that industrial operations can still affect local ecosystems. To proactively manage this, we plan to undertake a comprehensive biodiversity risk assessment by next year.

This assessment will help us evaluate the significant impacts of our activities, products, and services on biodiversity, including any potential interactions with IUCN Red List species and those on national conservation lists. It will form the basis for a more structured understanding of our ecological footprint.

Restoring and Enriching Habitats

We have successfully converted over 39% of our industrial land into thriving green belt zones, planting a wide array of native and climate-resilient species.

In FY 2024-25, we planted 387 saplings across both sites, including species such as Nilgiri, Neem, Banyan, Peepal, Bamboo, Gulmohar, Bael, Jamun, Karanj, Champo, Mango, Chiku, Jamfal, Kadam, Jasud, Exora, Karan, and Mehendi. These efforts are complemented by existing green spaces with species like Kaner, Ashoka, Shankasur, Chaffa, Tamarind, Sitafal, and Jamun.

Our native plantations do more than beautify the space — they create microhabitats for a variety of wildlife including butterflies, Indian flying foxes, mynas, squirrels, pigeons, monkeys, peacocks, and snakes. These zones are a testament to the harmony that can exist between industry and nature.



Nilgiri



Banyan



Neem



Peepal

Looking Ahead

GIL chemicals being manufacturer of oleo chemicals falls into the fourth tier of Palm value chain, the upstream value chain for us starts from palm plantation followed by Milling of palm fruit bunches which is then followed by Crude palm oil refining.

Thus, refiners are our direct suppliers for Palm oil Fatty acid distillates are committed to Kunming Montreal Global Bio diversity framework targets 1 that is, **“To Plan and Manage all areas to reduce Bio diversity loss and significantly reduce the loss of areas of high biodiversity importance, including ecosystems of high ecological integrity, make sure that all areas are subject to participatory, integrated, and biodiversity-inclusive spatial planning and/or efficient management processes addressing land use change by 2030.”**

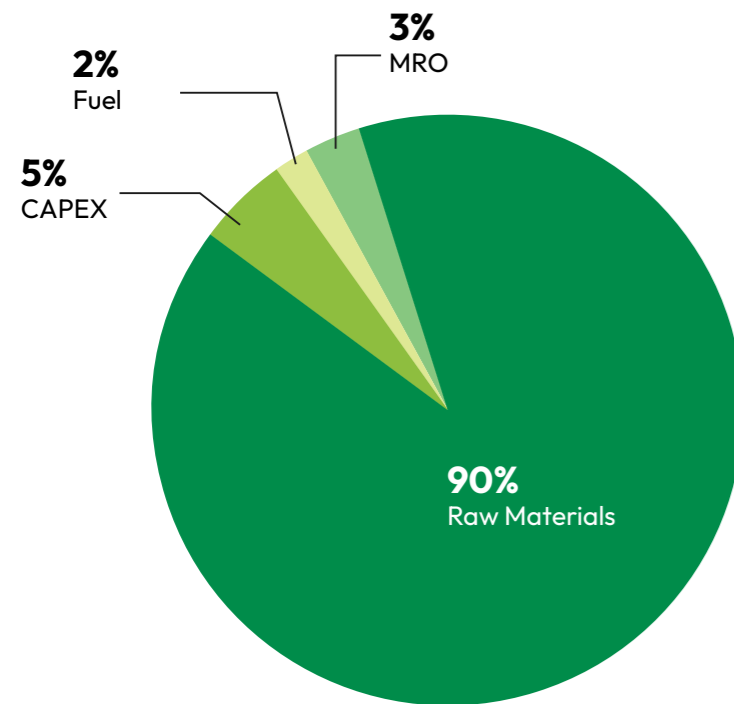
“We are also committed to target 2, Effective restoration which is being done in areas of degraded terrestrial, inland water, marine, and coastal ecosystems to improve ecological integrity, connectivity, biodiversity, and ecosystem processes with a focus on long term Biodiversity gain. The upcoming biodiversity risk assessment will help us to identify areas for further enhancement and establish accountability.”



Building Resilient & Responsible Supply Chain

Our supply chain plays a critical role in enabling sustainable manufacturing and delivery of high-quality oleochemicals, surfactants, and specialty products. We source a diverse range of inputs, including vegetable oil-based raw materials, packaging, and utility services, from both domestic and international suppliers.

Category wise Spent on our Procurement in FY24-25



Our procurement base includes suppliers primarily from India, and it extends even to MSME suppliers. Breakup of our spent on procurement is demonstrated in table below:

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

These details can also be found in our [BRSR report](#).

We maintain direct relationships with our suppliers, while also engaging with upstream partners where critical sustainability risks exist. Our suppliers are categorized based on materiality and risk such as raw materials, packaging, logistics, and service providers allowing us to implement targeted procurement strategies.

Embedding Ethics and Sustainability in Supplier Practices

Recognizing the importance of responsible sourcing, we have embedded sustainability principles into our procurement practices. Guided by the Group's Good & Green vision, we have developed strategies and policies that champion social and environmental responsibility throughout our value chain.

To ensure alignment with our values, we have established a Supplier Code of Conduct that clearly outlines our expectations around ethical business practices, environmental compliance, labour rights, and occupational health and safety. All strategic suppliers are expected to acknowledge and align with this code.

All our supplier/ vendor contracts include a clause on adherence to relevant local/ national. international regulatory stipulations. We have a strict zero tolerance approach towards any non-compliance.

Further strengthening our commitment, we have implemented procurement guidelines mandating ESG assessments for all suppliers before onboarding. Recently 100% of our critical feedstock suppliers were assessed for compliance on key sustainability parameters including all the aspect of social pillar like human rights, child labour,

worker safety and lot more. More details can be found at in supplier assessment section.

We have formalized our sustainability expectations through two key policies - [Sustainable Procurement Policy](#) and [Sustainable Palm Oil Policy](#) and its [Sustainable Palm Oil Action Plan](#). Our Sustainable Procurement Policy is rooted in our values of integrity, responsibility, and transparency, guiding us to make informed and ethical purchasing decisions across our value chain.

These policies are aligned with internationally recognized standards and best practices and are designed to uphold critical parameters such as health and safety, environmental stewardship, human rights,

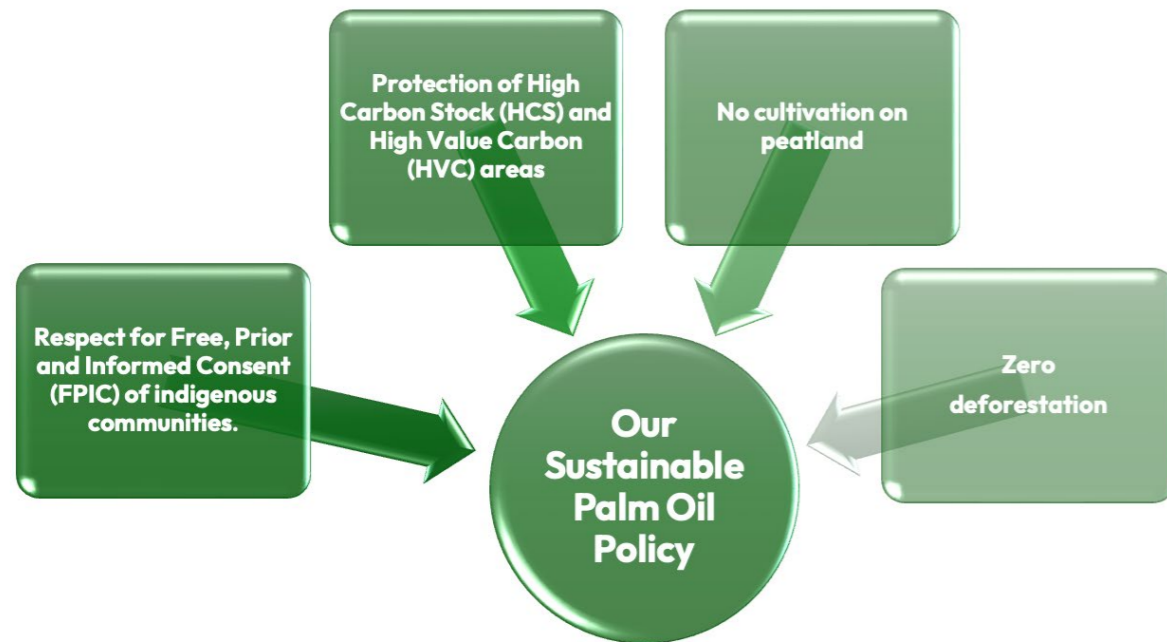
and business integrity. Our Sustainable Procurement Policy serves as an extension of our values and is applicable to all suppliers. It outlines clear expectations related to ethics, labour rights, business conduct, environmental responsibility, and community engagement going beyond legal compliance to embrace global best practices. Specific areas covered include collective bargaining, prevention of child and forced labour, occupational health and safety, product and operational quality, and respect for local communities. We also periodically review the policy to ensure it remains relevant and continues to drive progress toward our sustainability vision.

This policy outlines our commitment to:





We believe that sustainable progress must be inclusive, transparent, and rooted in respect for nature and people. As one of India’s leading oleochemicals manufacturers, palm oil and its derivatives form the backbone of many of our products. But we recognize that how we source matters just as much as what we make. That’s why we’ve committed to transforming our palm oil supply chain end to end.



We’re proud members of global coalitions such as **Action for Sustainable Derivatives (ASD)** and **RSPO**, aligning ourselves with the world’s best sustainability benchmarks. Our approach spans environmental protection, biodiversity conservation, and upholding human rights both in our operations and through our supply partners.

A cornerstone of this commitment is collaboration. We actively engage with our suppliers to uphold sustainability principles across their value chains. We are also rolling out a dedicated **grievance redressal mechanism** and conducting **supplier audits** to ensure adherence to our Code of Conduct.

Beyond compliance, we are also committed to building supplier capability. We have initiated capacity-building programs to help our vendors understand evolving sustainability requirements and improve their performance. Additionally, we are working closely with suppliers to enhance the use of responsibly sourced and renewable materials, and to collectively reduce the carbon footprint of our value chain.

The supplier meet was marked by meaningful interactions, knowledge-sharing, and collaborative networking. The agenda featured insightful sessions on Safety, ESG, and Regulatory Compliance, reflecting our deep commitment to responsible business practices.

The event provided an open forum where suppliers and our leadership team could exchange feedback, ask questions, and discuss opportunities for continuous improvement. This transparent dialogue reaffirmed our shared mission of building a resilient, ethical, and future-ready supply ecosystem.

To strengthen supplier capability and drive ESG alignment across our value chain, we conducted targeted assessments, training sessions, and engagement meets as part of our BRSR Core rollout. The following table highlights our supplier engagement efforts during FY 2024–25:

Supplier Engagement Highlights – FY 2024–25	FY 2024–25
No. of Suppliers Assessed for Social Performance	39
No. of Suppliers Trained on BRSR (includes- relevant environment & social parameters)	24
No. of Supplier Engagement Sessions	More than 50
Mega Supplier Meets Held	2

Supply chain: Initiative in focus

1. Integrating Sustainability Across the Value Chain

To strengthen our relationships and drive mutual growth, Godrej Industries Limited hosted the Annual Suppliers Meet 2025 in Mumbai. The event brought together a diverse group of vendors across various procurement categories like critical Raw material, capex, packaging, Maintenance, repairs, overhauling, and chemicals. The meet was marked by meaningful interactions, knowledge-sharing, and collaborative networking. The agenda featured insightful sessions on Safety, ESG, and Regulatory Compliance, reflecting our deep commitment to responsible business practices.

The event provided an open forum where suppliers and our leadership team could exchange feedback, ask questions, and discuss opportunities for continuous improvement. This transparent dialogue reaffirmed our shared mission of building a resilient, ethical, and future-ready supply ecosystem.

Uplift, Upskill, Upgrade: Empowering Suppliers for a Greener Tomorrow

We also onboarded third party to build resilient and compliant supply chains and to have collaboration, and actionable insight. session on ESG Awareness was provided by our partner during our Annual Supplier meet. The Q&A session that followed was highly engaging, with suppliers and Godrej Industries Limited representatives exchanging thoughts and feedback. We are also engaging our suppliers through online training session where we engaged our suppliers who almost

contributes 5% of our spend of our total supply spends. Online training was held for these suppliers on BRSR principles reporting and they all underwent supplier assessment, we provided them proper handholding and guidance to uplift there reporting on ESG guided by BRSR principles.

Special Designed questionnaire is used to assess our suppliers this questionnaire covers major topics like ethics, Employee wellbeing, Environment, Human Rights, Inclusive Growth, Consumer and IT security information.



2. Mustard Oil Supplier Assessment

We recognise the importance of building socially responsible and future-ready agricultural supply chains. As mustard oil is a key raw material for our business, we are committed to ensuring that our sourcing practices are aligned with ethical, inclusive, and sustainable standards.

We organised a **Mustard Supplier Training and Assessment Meet**, bringing together our mustard suppliers from across major sourcing regions. The event aimed to create awareness and build capacity on key **Environmental, Social and Governance topics** relevant to the **agricultural supply chain**.

During the training session, our suppliers were sensitised on a range of critical social parameters, including the **prohibition of child and forced labour, health and safety standards, freedom of association, prevention of discrimination, fair disciplinary practices, regulations around working hours, and the importance of having a structured grievance mechanism** in place.

The session was highly engaging, with active participation from both Godrej representatives and our suppliers. It created a space for open dialogue, exchange of perspectives, and actionable insights on how we can work together to raise the social performance of our supply chain. Following the training, we conducted onsite assessments to evaluate our mustard suppliers on social compliance and ESG readiness. These visits allowed us to better understand field-level practices and identify opportunities for improvement in the our supply chain.



Supply chain: Initiative in focus

3. Driving Responsible Supply Chain Engagement through ESG Capacity Building

In response to SEBI's voluntary guidance on the BRSR Core for value chain partners, we have proactively embarked on this journey to foster greater transparency, accountability, and shared progress across our ecosystem.

As part of our commitment to building a responsible, transparent, and future-ready value chain, Gil launched a comprehensive supplier engagement program focused on enhancing Environmental, Social, and Governance (ESG) data transparency. This initiative reflects our commitment to aligning the supply chain with the evolving requirements of the BRSR Core framework, while reinforcing our enduring focus on ethical and sustainable business practices. Recognizing the crucial role suppliers play in our sustainability journey, we partnered with Achilles, a global leader in supply chain

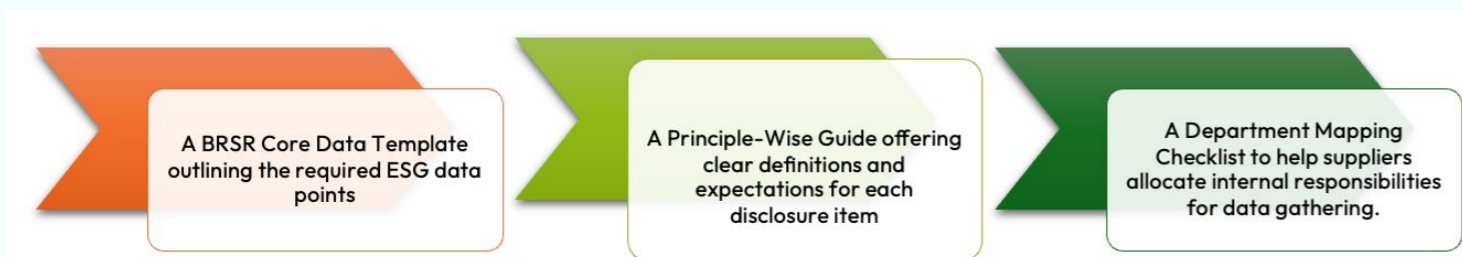
sustainability and compliance, to design and implement a structured engagement and training program.

A formal communication was shared across our supplier network introducing the program objectives, timelines, and the role of Achilles as an implementation partner. The message emphasized our shared responsibility in building a greener and more equitable business ecosystem. **This collaborative initiative was aimed at enabling our suppliers to:**



Equipping Suppliers with the Right Tools

To facilitate a smooth onboarding process, all participating suppliers received a customized Starter Pack. This preparatory material enabled suppliers to review requirements in advance and prepare meaningful queries ahead of the training sessions.



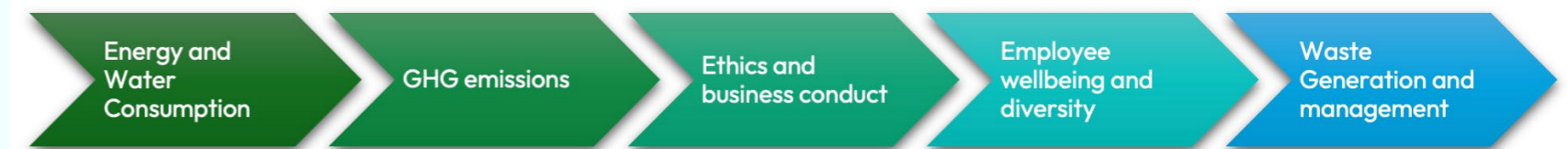
Capacity Building Through Training and Dialogue

A central component of the program was a detailed training session. The session brought together cross-functional participants from various supplier organizations and covered a wide range of topics including:

- Introduction to ESG fundamentals and their relevance to business resilience,
- Overview of key global and regional ESG regulations, including those impacting operations in India,
- Detailed walkthrough of BRSR Core attributes such as emissions, energy, water, waste, workforce wellbeing, diversity, business ethics, and transparency.

We launched a structured training initiative to build ESG awareness and reporting readiness across our supplier base, in line with SEBI's BRSR Core mandate. As part of our commitment to responsible sourcing and supply chain transparency, the initiative was designed to equip suppliers with the knowledge and tools required for high-quality ESG data disclosure.

Training sessions focused on the fundamentals of ESG and practical aspects of BRSR Core compliance. The sessions covered regulatory requirements, interpretation of the nine BRSR principles, and data reporting expectations across key parameters, including:



Participants were encouraged to ask questions, and real-time clarifications were provided to ensure full comprehension of the framework and expectation.

The training focused on key areas such as ethical governance (Principle 1), sustainability in product lifecycle (Principle 2), employee wellbeing (Principle 3), stakeholder engagement (Principles 4), human rights (Principle 5), environmental stewardship (Principle 6), responsible policy advocacy (Principle 7), inclusive growth (Principle 8), and customer value (Principle 9).

To ensure Continuous Engagement for Measurable Progress we rolled out a multi-touch engagement model, which included:



Supply chain: Initiative in focus

All participating suppliers received a customized Starter Pack, including a BRSR data template, principle-wise disclosure guide, and department mapping checklist to facilitate smooth onboarding.

Flexibility was built into the process, with rescheduling options provided to maximize participation and ease for suppliers.

As a result of this initiative, 5% of our suppliers by total spent and 24 by count have already been assessed under the BRSR Core framework. The insights generated will help drive targeted sustainability improvements across our value chain. And the journey continues to onboard more suppliers on the ESG journey.

BRSR Core of – Godrej Value Chain Partners

1. Number of Suppliers covered – 17
2. Percentage of Suppliers Covered by Spent- 5%
3. Category of Suppliers Covered- Raw Material, Chemicals, Packaging, and MRO (Maintenance Repair and Operations)
4. The data provided by each supplier has been proportionally weighted based on GIL's business share within their respective operations. This approach ensures that the consolidated reporting reflects GIL's relative influence and engagement across its value chain partners.

Here's is the BRSR Core Principle Consolidated Report for Godrej Industries Ltd. (Chemicals) Value Chain Partners.

Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains

Details of safety related Incidents in the following format:

Parameter	Category	Financial Year 2024-25
Number of Permanent Disabilities	Employees	0
	Workers	0
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0
	Workers	1.44
No. of fatalities	Employees	0
	Workers	0

Principle 5 - Businesses should respect and promote human rights

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

Particulars	Financial Year 2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2
Complaints on POSH as a % of female employees / workers	8%
Complaints on POSH upheld	2

NOTE: The consolidated BRSR (Business Responsibility and Sustainability Reporting) Core data for our value chain partners is based entirely on inputs provided by the respective partners. Godrej Industries Ltd. (Chemicals) does not independently verify or validate the authenticity or accuracy of this data and assumes no responsibility for its correctness or completeness. The entire intention is to engage with the value chain partners and raise awareness on the BRSR and ESG principles.

Principle 6 - Businesses should respect and make efforts to protect and restore the environment

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

Parameter	FY 2024-25
From renewable resources	
Total electricity consumption (A) (GJ)	8,702.05
Total fuel consumption (B) (GJ)	25,919.92
Energy consumption through other sources (C) (GJ)	1,492.20
Total energy consumed from renewable sources (A+B+C) (GJ)	36,114.17
From non-renewable sources	
Total electricity consumption (D) (GJ)	26,498.82
Total fuel consumption (E) (GJ)	10,69,507.83
Energy consumption through other sources (F) (GJ)	747.25
Total energy consumed from non-renewable sources (D+E+F) (GJ)	10,96,753.89
Total energy consumed (A+B+C+D+E+F) (GJ) - 11,32,868.06	

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

Particulars	Financial Year 2024-25
Water withdrawal (in KL)	3,88,298.65
Water Discharged (in KL)	81,768.10
Water consumed (in KL)	3,80,332.80

Details related to waste management following format

Particulars	Financial Year 2024-25
Total Waste generated (in metric tonnes)	9,149.46
Total waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)	6,149.33
Total waste disposed	2,990.44

Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) in the following format

Particulars	Unit	FY 2024-25
Total Scope 1 emissions	Metric tonnes of CO2 equivalent	1,08,288.18
Total Scope 2 emissions	Metric tonnes of CO2 equivalent	7,062.95

Godrej's Proactive Approach to No Deforestation and Traceability

At Godrej Industries Limited, sustainability has been a foundational philosophy that shapes how we do business. As part of our Good & Green vision, we have proactively embraced the principles of EUDR-European Union Deforestation Regulation, viewing it not merely as a regulatory requirement but as a strategic enabler of responsible growth.

Given that palm-based derivatives form a significant portion of our raw material portfolio, we have taken early action to enhance the sustainability of our sourcing practices. Through the introduction of our Sustainable Palm Oil Policy, we aim to address environmental and social concerns tied to palm oil and contribute to a more transparent and ethical supply chain.

Transparency, especially in the palm oil value chain, remains a key challenge globally. To help bridge this gap, we are proud members of the Action for Sustainable Derivatives (ASD), a collaborative initiative that supports traceability and conducts third-party assessments across our import volumes. These efforts help us trace our feedstocks back to origin and ensure that our inputs are not connected to deforestation or land misuse. This partnership enables us to better understand sourcing origins, map suppliers, and verify alignment with EUDR principles.

Integrating EUDR into Our Supply Chain Strategy

We are embedding EUDR principles into every layer of our procurement and supply chain functions by -

Sourcing only from suppliers who are **legally compliant** with environmental, land-use, labour, and human rights laws

Ensuring our feedstocks are **deforestation-free**

Strengthening **traceability and documentation systems** to support compliance



We see EUDR not just as a compliance checkpoint, but as a chance to strengthen our position in the global market — particularly in the EU, where consumers and regulators increasingly expect transparency, sustainability, and ethical accountability. Meeting these expectations will not only help us avoid non-compliance risks but will also enhance our competitiveness and reputation as a responsible manufacturer.

Beyond the operational implications, the regulation aligns strongly with our commitment to protecting people and the planet. EUDR supports the conservation of forest ecosystems that are essential for biodiversity, climate stability, and global ecological balance. By reducing deforestation, it directly contributes to lowering greenhouse gas emissions and advancing climate action targets.

Furthermore, the regulation reinforces the importance of social safeguards by requiring that sourcing be in line with local legislation on land-use rights, labour conditions, forest governance, and human rights. This ensures that indigenous and local communities are protected and that ethical standards are upheld across international supply chains.

For Godrej, embracing the EUDR is a natural extension of our sustainability journey - one that strengthens our impact, deepens stakeholder trust, and positions us to lead in an increasingly conscious global market.



Message from R&D Head



DR. RAJA KALIAPPAN

Head of Research
and Development (R&D)



“Our R&D team leads sustainability at Godrej Industries (Chemicals) by applying the principles of green chemistry at every stage of our product development. We ensure our solutions have minimal environmental impact, use resources efficiently and follow safer processes. We have made a conscious decision of developing products from sustainable renewable raw materials and only when necessary carefully balance synthetic components.

We prioritize processes that reduce waste effluents, actively eliminate heavy metals, and convert traditional batch methods into cleaner, continuous flow processes. A great example is our recent development of a lubricant entirely free from heavy-metal catalysts.

We are also innovating ‘waste to wealth’ products that transform waste, into valuable industrial products that are commercially viable.

Going forward, we are focussing on differentiated solutions such as nature-identical products that mimic natural materials sustainably, consume less water and biodegrade effectively. We are committed to driving innovation and meeting customer needs as sustainability as possible.”

Product innovation

We at Godrej try to inculcate sustainability in our thought process in every step we take to conduct our business and try to be responsible, ethical and innovative in all our developments and deeds.

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. We are an active member of ICC (Indian Chemical Council) and a signatory of Responsible Care. As a responsible business, the safety of all stakeholders using our products is of extreme importance to us. We are an active member of Indian Chemical Council and a signatory of Responsible Care. Abiding by the requirements of these organizations and pursuing the codes of management practices, we implement the codes of management practice including product stewardship, process safety, employee health and safety, pollution prevention, emergency response and communication and distribution. We work relentlessly to develop innovative products catering to various markets and customer requirements, entering various niches.

At GIL Chemicals, we place a high priority on research and innovation, dedicating approx. 3% of our total employee strength to work in R&D function. Our commitment to advancement is further demonstrated through strategic collaborations with renowned institutes such as NCL (National Chemical Laboratory) and ICT (Institute of Chemical Technology).

In addition to these collaborations, we actively participate in various forums for knowledge exchange, staying at the forefront of industry developments and innovations. These initiatives underscore our dedication to continuous improvement and excellence in our field.



Green in all we do



Product innovation: Initiatives in focus

Revolutionizing Gincol CP Production: The Green Catalyst

In pursuit of environmentally responsible manufacturing, we have successfully developed and implemented an enzymatic green process for the synthesis of Gincol CP, replacing the conventional chemical method.

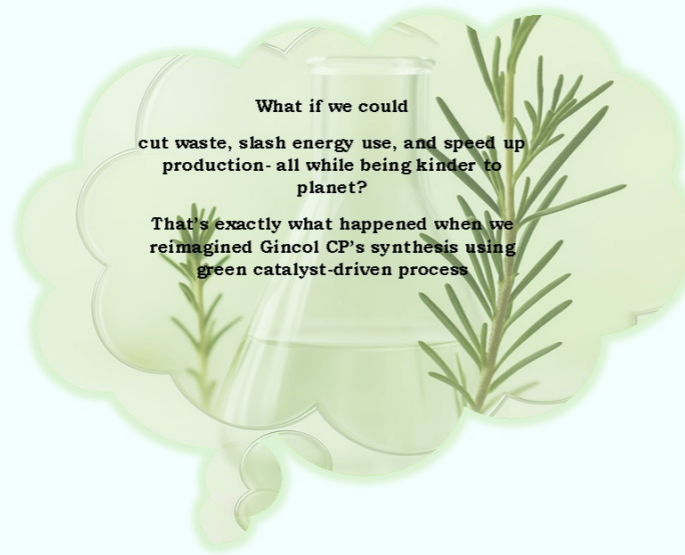
This approach operates at a significantly lower temperature of 75°C—half that of the traditional process—and shortens the batch cycle time by more than 50%. These improvements have resulted in substantial energy savings and increased production efficiency.

“Carbon Down, Efficiency Up.”

The process is characterized by a near-complete elimination of effluent generation, reducing aqueous waste by over 90%. Life cycle analysis indicates a reduction in carbon dioxide emissions by more than 50% accompanied by a reduction of steam consumption. Furthermore, the green catalyst employed can be recovered and reused multiple times, enhancing resource utilization and sustainability.

The Gincol CP produced through this method finds diverse applications across skincare, hair care, cosmetics, leather finishing, and textile processing, delivering high performance with a significantly reduced environmental footprint.

This advancement demonstrates our commitment to sustainable development and innovation, for environmentally friendly chemical manufacturing.



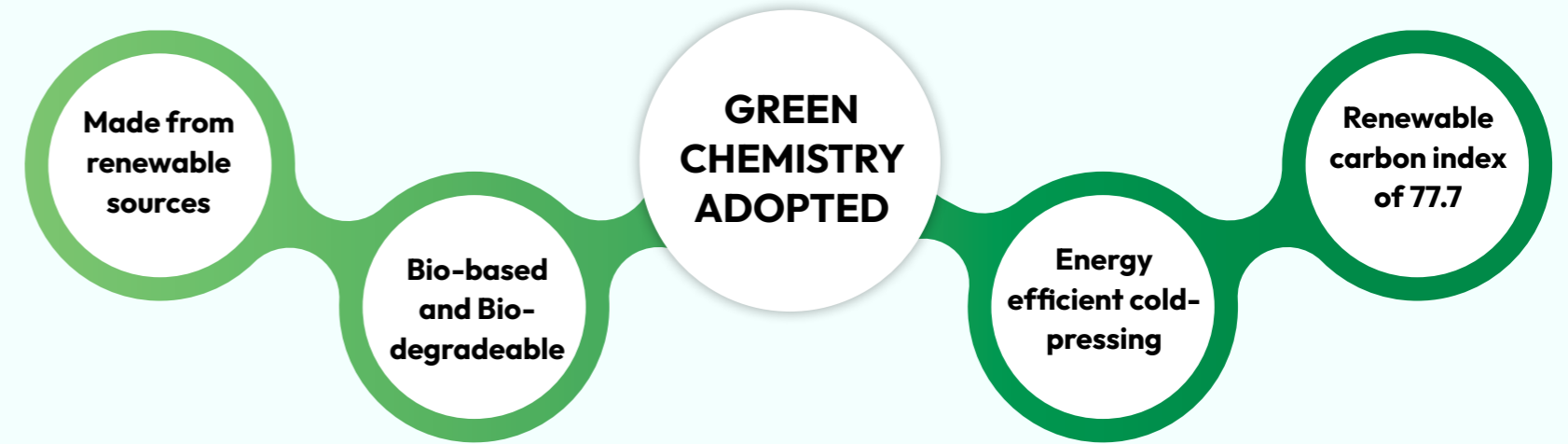
GINOPHOS CD: Sustainable Innovation in Anti-Dandruff Care

At the forefront of our sustainability-focused innovation is GINOPHOS CD, a patented, naturally derived active ingredient combining bio-based Sophorolipids and a cationic phosphate surfactant. Designed for multifunctionality, this formulation delivers effective antimicrobial and conditioning benefits while reducing the number of ingredients needed, streamlining formulations without compromising performance.

GINOPHOS CD is made from renewable resources and is fully biodegradable, aligning with global sustainability standards.

Its high Renewable Carbon Index (RCI) of 77.7 highlights its significant bio-based content, replacing traditional petrochemical ingredients.

Our dedicated R&D efforts addressed the challenge of balancing sustainability with antimicrobial efficacy, achieving a breakthrough that meets both environmental and performance goals - paving the way for eco-friendly personal care products that consumers can trust.



Message from CHRO



POONAM BURMAN
Chief Human Resource Officer



“Diversity is a fact. Inclusion is an act.

Diversity & Inclusion means accepting and enabling every individual to reach their full potential. At Godrej Industries (Chemicals), we’re taking focused steps, starting with gender diversity and gradually expanding to include persons with disabilities and individuals across the gender and sexuality spectrum. Diverse perspectives are essential for innovation and sustainable growth.

DEI is embedded in our purpose, vision, and strategy, aligned with our commitment to people, planet, and profit. Internally, the most significant shift has been the collective ownership of DEI across the organisation. Externally, we’ve built strong academia-industry partnerships to strengthen our talent pipeline. We’ve seen strong support from our traditional workforce, especially in manufacturing, and have increased gender diversity from 13% to 19% in Godrej Chemicals in

FY24-25. For context the Indian Chemical industry only has 7% gender diversity (as per Deloit study, April 2025). For the first time, all functions and levels have gender representation, and we’re seeing 65% diversity in the manufacturing line function. This is significant as most companies have women in support functions.

But we’re only midway through our DEI journey.

Building the right infrastructure in manufacturing sites requires time and investment. We’ve addressed this through phased, customised policies. But diverse talent needs to be ready to meet the same performance standards and take on challenging roles. For us equity in opportunity is essential, but performance is evaluated equally. We are proud to pioneer diverse representation in the Indian Chemicals Industry. We aim to continue this progress and achieve 28-30% representation by 2028.”

Our people

Our core people philosophy



Tough Love

At Godrej, we believe future is not for the faint hearted. We expect a lot from you and will differentiate basis performance and potential through career opportunities and rewards and we bet on Potential, not experience and encouraging our team members to challenge themselves, recognising high potential employees.



Your Canvas

We are very empowering and developing an empowering work culture letting our talent grow as we grow.



Whole Self

We believe that passionate, rounded individuals with diverse interests make for better Godrejites and Supporting our team members in developing their whole self, thus creating passionate and rounded individuals with diverse interests.

Our strategic people management framework

Our people management strategy is purposefully crafted to drive value creation and align seamlessly with our business objectives. Anchored in the foundational pillars of talent, organization, and culture, we are committed to fostering an agile and inclusive workplace. We focus on building future-ready capabilities and enhancing overall engagement to cultivate a high-performing team.

People are our greatest asset.

We are dedicated to nurturing a diverse workforce—encompassing a wide range of skills, experiences, ages, and perspectives. Our continuous efforts to attract, develop, and retain top industry talent reflect our commitment to excellence. We proudly carry forward the Godrej Industries Group’s 128 year legacy by upholding our core values of trust, integrity, and mutual respect. Our approach to talent management, supported by robust training and development initiatives, is designed to build strong people capabilities. Our comprehensive rewards and benefits programs empower employees to reach their full potential by recognizing their contributions and supporting their personal and professional growth.

Employee wellbeing remains a top priority.

Our employee-centric policies are designed to create a supportive and enabling work environment across all locations. Through close collaboration with business stakeholders and agile service delivery, we continue to enhance employee satisfaction and deliver meaningful value.

Diversity and Inclusion

We are focused on building a diverse and inclusive work culture that values diversity of experience, knowledge and ideas, and fosters innovation and collaboration for organizational success. Building on the strong foundation we have established over the years, the DEI journey at GIL Chemicals has progressed exponentially on several fronts in FY 2024-25. Broadly, the chemicals manufacturing sector continues to grapple with the challenge of being an attractive career proposition for women in STEM.

But that’s where GIL Chemicals has made the biggest impact in its commitment towards advancing the representation of women in the chemicals manufacturing sector. We’ve made positive progress in making the field aspirational for young women, especially for those from education backgrounds in chemistry and chemical engineering. While the metrics and numbers tell one part of the story, the cultural transformation that is underway on several fronts - including on building an intergenerational workforce, re-examining traditional roles, strengthening leadership buy-in and collective responsibility - tells so much more.

Focused DEI Program: We continued to strengthen our DEI program named Pahal- Today for Tomorrow to ensure a diverse workforce and enable an inclusive workplace for all employees. The program has four drivers: building inclusive infrastructure, creating cohesive culture, creating an assorted talent pool, and ensuring transparent communication. We increased the overall women representation in

Manufacturing. We ensured infrastructure upgrade such as women washroom construction, CCTV network upgrade, getting consent from government to deploy women across all shifts. This enabled us to welcome the first-ever batch of women employees in shopfloor roles in the Production. We have further facilitated 1000+ training hours in creating PoSH awareness and gender sensitization amongst the employees.

We continued to hire from diverse geographies, experience, and gender in chemical industries. Last year we concentrated our hiring efforts in onboarding women employees in manufacturing roles. These hiring efforts have benefitted the business in bringing innovative ideas and implement best practices from all over the industry

We continued to hire from diverse geographies, experience, and gender in chemical industries. Last year we concentrated our hiring efforts in onboarding women employees in manufacturing roles. These hiring efforts have benefitted the industry.

1. We conducted Industry Research on the following:

- Women Talent Pool Availability for various Manufacturing Roles
- Women Representation across various roles and levels in Chemical organizations
- Best practices for retention and development of women employees in Chemical organizations

The insights from the above research highlighted the need to focus on recruiting women in early career roles in manufacturing job areas and enable their development to increase the representation in mid-senior roles.

2. Conducted Plant Audit & Legal Compliance Check - We conducted Physical assessment of all Plants, Safety and Security processes and examination of compliance as per Factories Act, 1948 in collaboration with external DEI consultant team. We ensured necessary infrastructure upgrade such as women washroom and locker room construction, CCTV network upgrade, initiated door-step travel facilities and acquired consent from government to deploy women across all shifts.

3. Culture Assessment - We evaluated employees' perspective towards women's employment in shopfloor roles via one-on-one interviews and Focused Group Discussions with Senior Leadership, People Managers, and women employees. This was conducted in collaboration with a DEI Consultant team. The insights from the culture assessment were incorporated in gender sensitization workshops

4. Role Mapping for Diversity Hiring - We initiated the annual process of conducting comprehensive Job Analysis for all budgeted positions basis the skillset, job, and compliance requirements to identify the job roles relevant for women recruitment.

5. Established Diploma Institute Partnerships - We tied up with campuses to ensure continuous women talent pipeline for shopfloor roles. The partnership includes provision for industry exposure, enhancing students' digital and technical skillsets and enabling Career Guidance in the Chemicals Industry for students.

6. Identification of the DEI Allies Team - The DEI Allies team actively participated in all the curation and implementation of all initiatives that are aligned with our overall diversity strategy. Every individual in the team has consciously allocated a significant part of their annual goals towards building an inclusive and equitable workplace as per the annual people strategy.

7. Pahal-A DEI Newsletter - We launched and published a DEI Newsletter to transparently communicate the progress on the diversity strategy and journey to our internal and external stakeholders.

8. Enabled continuous training avenues - Around PoSH awareness and Gender sensitization. We continued to focus on DEI module in new joiner Induction Program and Campus Engagement programs to highlight the commitment expected from the employees to ensure inclusive practices across the organizations.

9. Enabled quarterly women ERG (Chemicals Network Of Women) sessions to meet the personal and professional skill requirements of the members. We conducted Factory Visits and sessions on Personality Development, Health & Wellness sessions on "Cancer Risk Mitigation and Detection" and Financial Wellness session on "Master the Art of Making Money through Investments".

10. Grievance Redressal Mechanism - We have an online platform for filing and redressal of sexual harassment complaints. It is integrated into the internal employee portal and easily accessible from anywhere. We have also enabled a dedicated toll-free and multi-lingual PoSH Hotline across all our factories to make complaint filing mechanism for factory workers easy and accessible.

11. Internship Program for Women - We continued with our one-month long all women internship program in the Production department. The objective of the program was to encourage onboarding of women in shopfloor roles by enabling a platform for them to upskill via dedicated on-the-job-training.

Godrej Careers 2.0

Continuing our commitment to creating an inspiring workplace for women, our second career program offers women who have taken a career break and gives them a chance to return to workplace with added flexibility for balancing their career and personal life. Embracing inclusion: As a group, Godrej champions diversity and inclusion as part of its core values and is among the first few companies in India to introduce Lesbian, Gay, Bisexual, Transgender, Queer and Intersex (LGBTQI) favourable policies at the workplace.

Anti Sexual Harassment Policy

In line with the Godrej values, Godrej Industries Limited chemicals 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've put in place a gender-neutral policy that focuses on eliminating sexual harassment in order to keep the workplace safe and welcoming.

Inclusive Policies

Our commitment towards diversity further extends to strategizing employee centric policies that are conducive to a diverse workplace where employees are valued and potential of employees to perform well is maximized. Workplace rewards such as flexi working hours, work-from-home policy has been institutionalized to promote work life balance.

Caregiver's Travel Policy

The Caregiver travel policy is designed to support the transition of new mothers back to work. This policy allows mothers to bring along a caregiver and the child (or children), up to the age of one year for necessary work-related travel.

Our women representation percentage has doubled over the past two years, rising to 25% as of FY 2024-25. A big pillar of our DEI strategy is tapping into the talent pool early on in women's careers

and supporting their professional growth in the long term. Through our programme "FemChem," we've been able to create diverse talent pipelines with equitable hiring practices, while aligning with long-term workforce planning.

For the first time ever, in a single year, we conducted two dedicated walk-in drives for women in chemicals. We received an overwhelming response from more than 250 women participants in Maharashtra and Gujarat. While we abide by our recruitment and selection guidelines, we have also been open to genuine interest from outside this pool, and provide guidance on building a career in the chemicals sector. We finally selected 16 candidates who've joined us across different factory locations. These two drives indicated the supply-demand gap in this sector, as well as our strong employer brand.

We have come to note that when the conversion or selection during walk-in drives isn't strong, employability potential is lower. Some key contributing factors for low conversion have been lack of opportunities, exposure and experience in the sector. Hence, we find it critical to provide training and internships in the chemicals sector to support chemistry graduates in learning core technical skills. This training aims to generate skill sets equivalent to that of diploma engineers, thus creating a talent pool for the entire industry.

While recruitment provides an early momentum to our DEI journey, we believe it will fall flat without consistent efforts in culture building. Our leadership team has shown the way by engaging and communicating with not just women cohorts but also with the larger workforce and teams to sensitise everyone. From our executive committee and factory leadership to heads of functions and departments, all our leaders have played an active role in driving change across the organisation with monthly connects, both through one-on-one meetings and group forums.

Our efforts internally and externally have reaped positive results for us, with an exponential increase in employee referrals and inbound candidates. We have leveraged the employee referral policy as well as platforms such as LinkedIn and WhatsApp to a great extent. One enabling solution towards our goal to increase women’s representation in STEM jobs has been the partnership between academia and industry. The We-Chemie programme by Somaiya Vidyavihar University and BASF, which helps women with a background in chemistry get ready for STEM jobs in the industry, has been a key factor in this.



We-Chemie Batch visits in Ambernath and Valia plants

THE BIG SHIFTS

100% of our manufacturing functions now include a workforce with women representation. That’s something we made possible for the first time ever this year. All our large functions now embody gender-diverse workforces at all employee levels. As of FY 2024-25, we’ve brought 108 women on board. Through FemChem, our inclusive campus hiring initiative, particularly, we have hired 40 women from dedicated campus and early career cohorts.

More than 60 women who joined us this year were engaged directly in the production line, either in managing shifts as shift-in-charge; or on the shopfloor. We continued to assign more women to functions such as quality, purchase and logistics. We inducted women for the first time in safety, electrical and instrumentation functions. In FY 2024-25, women also joined more than 60 new roles and debuted in 20 roles where the previous incumbents were men. Additionally, we conducted in-person PoSH workshops for 900+ employees including white-collar, blue-collar, staff, and contractual employees.

For the first time ever in a financial year, GIL Chemicals onboarded over 100 women



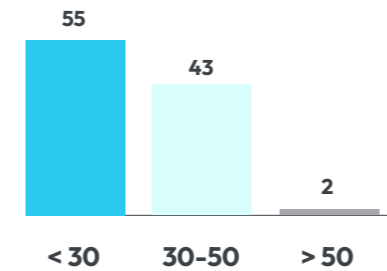
Leadership meet with Women employees at Valia factory

Details of Employees and Workers

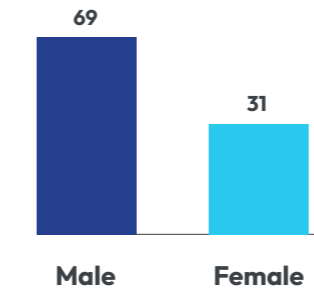
Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES					
Permanent (D)	908	704	77.53%	204	22.47%
Other than permanent (E)	163	96	58.90%	67	41.10%
Total Employees (D+E)	1,071	800	74.70%	271	25.30%
WORKERS					
Permanent (F)	240	240	100%	0	0%
Other than permanent (G)	731	721	98.6%	10	1.4%
Total Workers (F+G)	971	961	98.9%	10	1.1%

Employee hiring and turnover
(all metrics are based on permanent workforce)

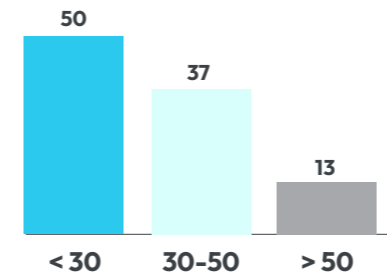
Number of hires by age (%)



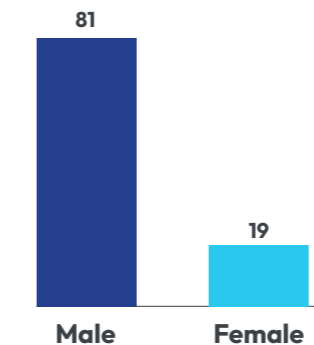
Number of hires by gender (%)



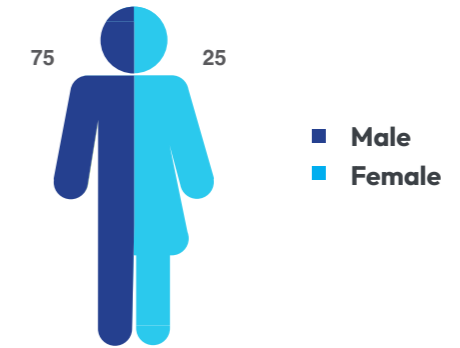
Employee turnover by age (no. of people)



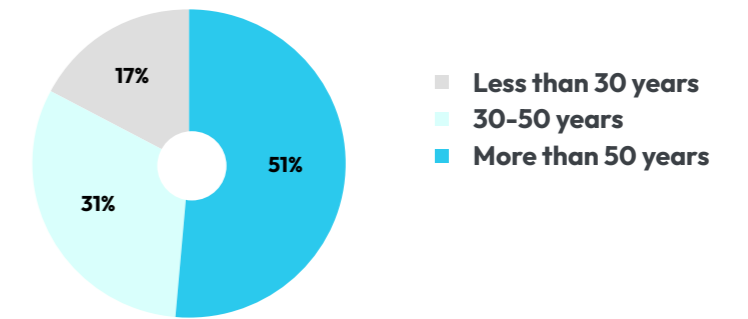
Employee turnover by gender (no. of people)



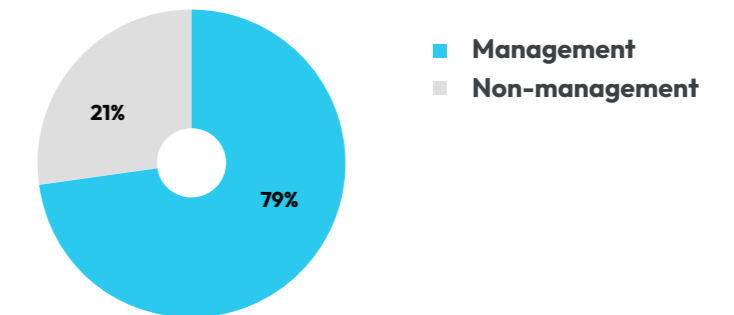
Workforce by gender (%)
(Based on permanent workforce)



Workforce by age (%)



Workforce by cadre (%)



Total Rewards & Well-being at Godrej: Redefining Care for a Sustainable Future

At Godrej, our people are at the heart of everything we do. Our Total Rewards framework is designed to support our employees holistically, enabling them to thrive both personally and professionally. This framework spans four key pillars—Compensation, Benefits, Developmental Opportunities, and Wellness—each thoughtfully crafted to foster a workplace where individuals feel valued, supported, and empowered to grow.

This year, we took a significant step forward in redefining care at Godrej by introducing a suite of progressive policies that reflect the evolving needs of our workforce. These enhancements are grounded in empathy and inclusivity, ensuring that employees can bring their whole selves to work. We expanded our caregiving policies to provide 6 months of fully paid leave for primary caregivers - including birthing, commissioning, and adoptive parents—and 2 months of paid leave for secondary caregivers, such as partners of birthing or adoptive parents. Recognizing the growing responsibilities of caring for ageing family members, we also introduced 2 weeks of paid eldercare leave and access to specialized eldercare services.

Our commitment to self-care and mental wellness remains strong. We offer unlimited trust-based sick leave, encouraging employees to prioritize their health without hesitation. Through our continued partnership with Amaha, we provide mental wellness support, including one-on-one counseling and emotional well-being programs. Employees also benefit from on-site healthcare and access to the Godrej Health & Wellness App, which facilitates preventive care, diagnostics, and doctor consultations.

We have significantly enhanced our health benefits to meet global standards. Employees now receive medical insurance floater coverage for themselves and up to three dependents, with the flexibility to include either parents or in-laws. We introduced Outpatient Department (OPD) covering consultations, diagnostics, medicines, dental, and vision care. Mental health support has been further strengthened with psychiatric consultation, in addition to OPD limits. Our inclusive approach also extends to gender affirmation support, with coverage for gender reassignment surgery and hormone therapy. This year we have increased childbirth and IVF coverage, doubled the preventive health reimbursement limit and introduced prosthetics coverage to support employees with disabilities.

These enhancements reflect our belief that sustainability begins with people. By investing in comprehensive, inclusive, and forward-looking benefits, we aim to create a workplace where every individual feels cared for and supported—at work, at home, and in life. Our Total Rewards approach not only strengthens our Employee Value Proposition but also reinforces our commitment to building a more equitable and sustainable future for all Godrejites.

In addition, we refreshed our Reward & Recognition framework in 2024. The GCHEM Champions Awards entails is our all-new employee reward & recognition program. Through this we celebrate the inspiring stories of the champions at our workplace and recognize them for their valuable contributions. The R&R framework is structured in 3 tiers based on frequency- Monthly (Silver), Quarterly (Gold), Annual (Platinum). It is designed to amplified 8 critical behaviours - High Performance, Accountability, Innovation, Creativity, Operational Excellence, Execution Excellence, Collaboration, Teamwork. This integrated approach to Total

Rewards has definitely resulted in significant wins for the business as is evident from the strong growth in revenue, profitability, quality and high employee engagement.



GCHEM Champions Silver Award



GCHEM Champions Gold Award



GCHEM Champions Platinum Award

Details of Measures for the Well-being of Employees

(% of employees covered by)

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	704	704	100%	704	100%	N/A	N/A	704	100%	704	100%
Female	204	204	100%	204	100%	204	100%	N/A	N/A	204	100%
Total	908	908	100%	908	100%	204	100%	704	100%	908	100%
OTHER THAN PERMANENT EMPLOYEES											
Male	96	96	100%	96	100%	N/A	N/A	96	100%	0	0%
Female	67	67	100%	67	100%	67	100%	N/A	N/A	0	0%
Total	163	163	100%	163	100%	67	100%	96	100%	0	0%

Details of Measures for the Well-being of Workers

(% of workers covered by)

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT WORKERS											
Male	240	240	100%	240	100%	N/A	N/A	240	100%	240	100%
Female	0	0	100%	0	100%	N/A	N/A	N/A	N/A	N/A	N/A
Total	240	240	100%	240	100%	N/A	N/A	240	100%	240	100%
OTHER THAN PERMANENT WORKERS											
Male	721	721	100%	0	0%	0	0%	0	0%	0	0%
Female	10	10	100%	0	0%	0	0%	0	0%	0	0%
Total	731	731	100%	0	0%	0	0%	0	0%	0	0%

Our Total Rewards Offerings



Group Medical Benefit

Comprehensive Medical Benefits for you and your family, with top-up options, additional dependents coverage, inclusion of either sets of parents (In-laws)



Group Life Insurance Benefit

In the event of the untimely death of an employee, there is insurance coverage for your family



Group Personal & Accident Insurance

In case of death due to accident, there is insurance coverage for your family



Employee Wellness Program

Mental wellness and one on one counselling through Amaha's Happiness Program



Primary Caregiver Benefit

6 Months of Leave with Full Pay & Benefits, for birthing, commissioning and adoptive parents and Flexible Work post resuming work



Paternity Leave

60 days of Leave with Full Pay & Benefits ensuring Partners are equally supported



Pan-India Daycare Support

and Caregiver Travel Policy supports the transition of new mothers back to work.



Eldercare Leave

Need based, Two weeks of Leave to take care of senior members of the family and specialized eldercare services



Executive Health Check-up Policy

Executive Health check-up for employees – once in 2 years for 30-40 years and once in a year for above 40 years.



Safe & Inclusive Workplace

Anti Sexual Harassment Policy applicable to create a safe and dignified working environment (online portal launched-Conduct)



Official Travel

Corporate Ola & Uber service available to ensure Safe travel (official purpose) Company bus from designated points to and fro to plants



Flexible Working

Flexi-time benefits are available on a need basis to enable employees to have a healthy work-life balance



Consolidated Privilege Leave

25 days Leave with Full Pay & Benefits to help employees balance life at work and home



Trust-based Unlimited Sick Leave

Sick Leave benefit is designed to enable employees to avail leave on a 'need to' basis when they are unwell and this is entirely trust based



Travel Benefit

Travel & stay benefits during official travel within India, to ensure a convenient and hassle-free working environment



Employee Referral

Referral Policy applicable to employees for referring candidates for open positions. Different reward payout in case of women candidate referred



Volunteering

Structured volunteering platform that provides opportunities in skill-based, longer-term volunteering projects



Superannuation & Medical Continuity

Post Retirement Medical Plan continuity upon Superannuation to cover self and family



Flexible Compensation

Opportunity to customize certain elements of compensation structure to optimize tax saving potential



Long Service Awards

Recognition and celebration of career milestones



Consolidated Privilege Leave

Monthly award by Executive Committee for big-scale initiative



GChem Champions Awards

Monthly, Quarterly and Annual recognition program across work locations for excellent performance at work



Athina

Athina Healthcare is Health and Wellness App of Godrej and it offers 24/7 access to quality healthcare services, health management information and resources



Best in Class Health Benefits

Includes OPD coverage, Psychiatric consultation coverage, Gender Affirmation Support, Childbirth & IVF coverage, personalized learning through curated content on various high impact themes



GChem Business Academy

Enabling Business by Enhancing Capabilities. A year long calendar of interventions around behavioral, functional and business competencies



Virtual Learning Resources

1000+ resources on our in-house LMS platform in diverse areas & interests-Functional, Behavioral & Managerial, GCF & Leadership

All policy & benefits details are easily accessible on internal employee portal

Talent Development and Management

We are dedicated to building a learning organization where employees are motivated to enhance their skills and contribute to the business’s success. Our current learning initiatives have received excellent feedback and participation from employees at all locations, so we have continued to actively promote these programs this year. Additionally, we have introduced more targeted interventions based on a comprehensive assessment of the organization’s needs.

A.B.C. (Always Be Curious): In line with our commitment to providing ‘guided learning,’ this year we curated a newsletter focused on the developmental needs of our employees. We shared integrated learning with videos, podcasts & articles and created a comprehensive learning repository.

Leading Self: In this program, we delve into the profound importance of understanding oneself as the cornerstone of effective leadership and personal fulfilment. Through introspective exercises, reflective practices, and insightful discussions, participants will explore their values, beliefs, strengths, and areas for development. By gaining deeper self-insight, individuals can unlock their full potential, make informed decisions, and lead with authenticity and purpose.

Leading Teams for Impact: Effective managers play a pivotal role in driving team performance and organizational success. In this program, participants explore the multifaceted responsibilities of people managers, from team development to performance management. We delve into the principles of situational leadership, empowering participants to adapt their leadership approach to meet the unique needs of individuals and teams.

TeChem: The Technical Academy for key manufacturing talent, provides year-long exposure to diverse technologies and plant locations. Combining classroom learning, projects, and mentoring by in-house SMEs and Plant Heads, it fosters cross-department capabilities and succession planning. Participants are currently working on cross-technology projects, focusing on automation, innovation, and resource optimization.

Catalyst: Building Strong foundation for Chemicals Business Essentials is aligned with our new business plans. Catalyst is a 4-day immersive program for new joiners with exposure to leadership, key functions and factory visits.

Description	Male	Female
No. of employees who took Parental Leave	20	5
No. of employees who returned to work after Parental Leave ended	20	4
No. of employees who returned to work after Parental Leave ended, still employed 12 months after return	20	4

All metrics are based on permanent workforce

Details of performance and career development reviews of employees and workers

	Total (A)	No. (B)	% (B/A)
PERMANENT EMPLOYEES			
Male	704	704	100%
Female	204	204	100%
Total	908	908	100%
PERMANENT WORKERS			
Male	240	240	100%
Female	0	N/A	N/A
Total	240	240	100%

Operating Managers Group (OMG): The OMG, comprises of key strategic leaders who are the torchbearers of a culture of Being Big, High Performance, Ownership & Innovation. The intervention aligns stakeholders on current status, strategies, and required actions. Meeting biannually, it focuses on culture building, strategizing,



Leading Self

and problem-solving, enriched by industry insights from eminent speakers. OMG fosters transparency, collaboration, and innovation, closing communication gaps and driving high performance.



TeChem



OMG



Catalyst

Employee Engagement, Performance Management & Productivity: Fueling Growth with Purpose and Momentum

Our approach to building and sustaining a robust culture is rooted in the ethos of prioritizing both people and the planet alongside profit. In FY 2024-25, we redoubled our efforts in strengthening the employee experience across multiple touchpoints by leveraging technology; reinforcing the purpose, vision and strategy across the organization through consistent communication; and bringing employees and leaders together in various types of forums to enable two-way real-time feedback.

The **Quarterly Townhalls** have now become a strong and inclusive platform to create a shared understanding of the business for employees across all locations, with transparent communication and open forum to discuss, debate and align on critical aspects of the business.

The representation of women in the overall workforce almost doubled, and increased exponentially especially in frontline manufacturing, thus building a strong foundation for diversity in manufacturing talent. Simultaneously we ensured that the transformation is sustained by working on awareness, sensitization and integration of the entire workforce through specific measures for various cohorts.

The **Chemicals Network of Women (CNOW)** gets together regularly to network, support and grow strong. Godrej Chemicals celebrated International Women's Day with the annual CNOW Dialogues, powered by SheMaker for Advancing Women in Chemicals. This collaborative initiative, presented by Godrej Chemicals and People Konnect, offered an exclusive platform for women in chemicals to connect, share insights, and drive meaningful change within their

organizations. The panel discussions, sessions and speeches inspired the audience to break stereotypes, lead with empathy, and the potential of mentorship, and further declared the need to diversify workspaces, encouraging women to go beyond the norm.

At Godrej, performance management is more than a process - it's a catalyst for growth, alignment, and impact. Our approach is designed to empower individuals, strengthen leadership, and drive business outcomes in a way that's sustainable and people-centric. Our Total Rewards framework integrates performance with development, ensuring that every employee has the clarity, support, and tools to succeed. Anchored in the Godrej Capability Factors (GCFs), our performance system emphasizes goal alignment, regular feedback, and continuous learning.

FY 2024-2025 was a standout year—marked by high achievement against our Annual Operating Plan (AOP) and energized by strong business momentum. Building on this success, we've introduced structured mentoring for all mid-level leaders, reinforcing our commitment to leadership development and future readiness. We continue to invest in manager capability, digital productivity tools, and flexible work models to create an environment where performance thrives. Regular check-ins, simplified calibration, and integrated development conversations ensure that performance is not just measured—but nurtured.

As we scale our ambitions, our performance culture remains rooted in purpose. By aligning individual goals with strategic priorities—like innovation, inclusion, and sustainability—we ensure that every Godrejite contributes meaningfully to our collective success.

Valia Day: Celebrating People and Culture

Valia Day at Godrej Industries brought employees and their families together for an evening of recognition, performances, and shared pride. The event opened with leadership remarks emphasizing the importance of workplace safety and appreciation for family support. Highlights included the Employee of the Year award, honouring a non-management employee for safety leadership, and the recognition of employees' children's academic achievements. Group dance performances under our DEI initiative and participation from employee children added joy and inclusivity to the celebration. Banners displayed to recognize our Emergency Response Team (ERT) fostered a strong sense of pride and safety culture across the site. Valia Day reflected our deep commitment to a supportive, inclusive, and people-first workplace. More than just a celebration, Valia Day represents our commitment to building a socially responsible workplace one where people feel safe, seen, and valued, and where families are an essential part of our collective journey.



Quarterly townhall



CNOW Dialogues- Women's Day Celebration

Continuous Listening Framework

The employee listening framework became even more robust with a sharper focus on solutioning specific aspects while also recognizing patterns to drive organization wide culture. This is being done at scale through the help of artificial intelligence based Chatbot for tenure-based continuous listening which also generates data and insights, which we further leverage to take actions. We also reintroduced Intune in partnership with Gallup to receive point-in-time feedback on several engagement aspects. Based on the feedback, we are working with Managers and their teams to create and monitor customized action plans for the respective teams to strengthen the culture across the organization.



Ethics and Human Rights Commitment

Ethics and Human Rights Commitment

At Godrej, we recognise that companies have a responsibility to respect Human rights and treat people with Dignity and respect. We work Diligently to demonstrate that commitment everyday in course of conducting business. We believe that doing so is fundamental to our long term success and that of the communities where we live and work.

At the heart of our values lies a deep commitment to ethics and human rights. We believe our Human rights responsibilities are to our employees, the communities where we operate, our suppliers, our business partners, and customers and consumers. Our Human rights policy is in line with internationally recognized framework such as the International bill of Human rights (the Universal Declaration of Human rights, the international covenant on civil and political rights, the international covenant on Economic, Social and Cultural rights) and the International labour Organization's Declaration on Fundamental principles and Rights at work. We follow the United Nations on Guiding principles on Business and Human rights, The Human rights principles of the United Nations Global compact, and the voluntary Principles on Security of Human rights. We are also signatory to the World Business Council for Sustainable Development's CEO guide to Human rights.

Code of Conduct

Our Code of Conduct serves as the foundation for both personal and leadership accountability, reflecting the core values of Godrej. To safeguard the rights of our team members, we have implemented robust policies, procedures,

and control mechanisms across our operations, supported by a strong ethics management framework.

We ensure that all new employees at Godrej Chemicals are well-acquainted with our organizational values and practices through a comprehensive introduction to our Code of Conduct. We also prioritize inclusivity and diversity in the workplace, continuing our POSH (Prevention of Sexual Harassment) training for all new joiners to foster a respectful and inclusive environment.

After joining it is mandatory for all the employees to go through our code of conduct and Human rights policy and acknowledge the policy and code of conduct.

Prevention of Child Labour/Forced Labour

At our workplace, we prohibit the employment of Individuals under the age of 18 years and we Forbid the use of al forms of force at workplace, Further we prohibit child, adolescent, bonded or compulsory labour, include any form of human trafficking. We have established stringent controls to prevent child labour, including thorough screening during recruitment. All employment contracts are based on voluntary agreements. In our pursuit of ethical business practices, we ensure that our contracts with partners, vendors, and stakeholders include clauses that uphold human rights.

Fair Compensation Policy

We are committed to fair compensation for all workers, strictly adhering to applicable wage laws, including those governing minimum wages, overtime, and statutory benefits.

We ensure that all employees of Godrej Chemicals are paid above the living wage, which leads to good standard of living. We do not discriminate between men and women and pay equal remuneration for same work of work similar nature.

Grievance Redressal Process

We encourage employees to voice concerns and suggest improvements through Suggestion Boxes placed throughout our factories. Each submission is reviewed and addressed according to a detailed Standard Operating Procedure (SOP) to ensure timely and appropriate action. 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.



Ethics Awareness Session at HO



POSH Awareness Session at Factory

Sexual Harassment Prevention Policy

To maintain a safe and inclusive workplace, we have implemented a gender-neutral policy focused on preventing sexual harassment. All employees, both management and non-management, undergo mandatory annual POSH refresher training through e-learning and instructor-led sessions. Internal Complaints Committee (ICC) members also receive annual training on best practices, conflict of interest, and bias mitigation. We offer a user-friendly online platform for reporting and resolving sexual harassment complaints, accessible via our internal employee portal. Additionally, a dedicated, multilingual, toll-free POSH Hotline is available across all locations to ensure accessibility for blue collar and contractual workforce. Our Internal Complaints Committee actively monitors and addresses all related grievances.



Ethics Awareness Session at Factory

Freedom of Association and Collective Bargaining

As part of our commitment to sustainable and responsible business practices, we uphold the fundamental rights of our employees, including freedom of association and collective bargaining.

These rights are essential components of our social sustainability strategy and reflect our dedication to fostering an inclusive, fair, and respectful workplace. This includes ensuring safe working conditions, fair wages, and job security

Freedom of Association

We recognize that allowing workers to organize and collectively express their interests is crucial for promoting transparency, mutual respect, and trust within our organization. We actively engage in collective bargaining to negotiate fair terms of employment, including wages, benefits, and working conditions. This constructive dialogue fosters a positive workplace environment and contributes to industrial peace and stability.



Membership of employees and worker in association(s) or Union(s)

(for FY2024-25)

Category	Total workers in respective category (A)	No. of workers in respective category, who are part of association(s) or Union (B)	% (B / A)
Total permanent workers	240	206	85.8%
Male	240	206	85.8%
Female	0	N/A	N/A

Further strengthening worker participation, we ensure robust representation of workers in formal joint management-worker health and safety committees. These committees provide a critical platform where workers and management collaborate to identify, assess, and address workplace health and safety issues. We ensure that employee perspectives are integral to the development and implementation of health and safety policies, contributing to safer working environments and promoting employee well-being. Committees review incident reports and develop action plans. They meet regularly to assess workplace health and safety risks. Health and Safety Topics Covered in Formal Agreements with Trade Unions. In our commitment to ensuring a safe and healthy work environment management and employee representatives, ensuring that workplace health and safety standards meet or exceed regulatory requirements which includes

- Procedures for identifying workplace hazards and assessing risks to prevent accidents and injuries.
- Establishment and enforcement of safety rules, including the use of personal protective equipment (PPE), machinery operation guidelines, and safe work practices.
- Plans and training for emergency situations such as fires, chemical spills, or natural disasters to safeguard employees.

Ethics, Human rights, POSH training, Workplace Health and Safety Training

(% of employees and workers covered in trainings)

Category	Number of people	Human rights	POSH	Code of Conduct	Workplace Health & Safety
EMPLOYEES					
Permanent	908	100%	100%	100%	100%
Other than Permanent	163	100%	100%	100%	100%
Total employees	1,071	100%	100%	100%	100%
WORKERS					
Permanent	240	100%	100%	100%	100%
Other than Permanent	731	100%	100%	100%	100%
Total workers	971	100%	100%	100%	100%

- Access to medical screenings, health monitoring, and support for occupational illnesses or injuries.
- Regular training and education programs to ensure employees are aware of potential hazards and equipped to maintain safe working conditions.
- Transparent procedures for reporting accidents, near-misses, and unsafe conditions, along with thorough investigations and corrective actions.
- Defined roles and responsibilities for joint management-worker safety committees in monitoring and improving workplace safety.

Details of Minimum Wages paid to Employees and Workers

Category	Financial Year 2024-25 (Current Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)
PERMANENT EMPLOYEES	908	0	0%	908	100%
Male	704	0	0%	704	100%
Female	204	0	0%	204	100%
OTHER THAN PERMANENT EMPLOYEES	163	0	0%	163	100%
Male	96	0	0%	96	100%
Female	67	0	0%	67	100%
PERMANENT WORKERS	240	0	0%	240	100%
Male	240	0	0%	240	100%
Female	0	0	0%	0	0%
OTHER THAN PERMANENT WORKERS	731	731	100%	0	0%
Male	721	721	100%	0	0%
Female	10	10	100%	0	0%

Assessments for the year

In both of our manufacturing sites, we have conducted SMETA 4 pillar audit, These 4 pillars ensure a comprehensive assessment of a site's ethical and responsible practices.

- Labour Standards:-** which includes Employee contracts and policies, Working Hours, Wages, benefits, deductions, Child labour protection, Freedom of Association and collective bargaining.

- Health And Safety:-** Safe Working Environment, Emergency preparedness, Personal protective Equipment (PPE), First aid and accident reporting mechanism.
- Environment:-** Environment management policy, Energy Usage, GHG emissions, Environmental legal compliance, Waste management, Water management, GHG emissions.
- Business and Ethics:-** Policies to prevent Bribery and corruption, conflict of interest, Reporting and internal controls.

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%

Leading Locally: Empowering Communities from the Top

At GIL Chemicals, we have two manufacturing locations, Valia in Gujarat and Ambernath in Maharashtra and our Corporate office is in Mumbai. The boundary of Geographical definition i.e. "local" include the hiring of people from these three places. At GIL Chemicals, the Senior management is employees with L2 and above hired permanent employees. A significant proportion of senior management positions at key operational locations are held by individuals hired from the local community. This approach reflects the organization's commitment to fostering inclusive growth, leveraging regional expertise, and strengthening community engagement. By prioritizing local talent for leadership roles, the company not only enhances cultural relevance and operational effectiveness but also contributes meaningfully to socioeconomic development in the areas where it operates.

GRI 202-2	Proportion of senior management hired from the local community	79% hired from Local community
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Leveraging Employee Communication for Synergies

Our employee communication approach aims at building a platform of connectedness amongst the leadership and employees across all locations. Our management is committed to keep employees informed about the important developments and issues in the business. We equally focus on our keeping our external stakeholders informed about the recent updates in employee relations policies and processes. Following are our ongoing avenues of employee communication:

AOP (Annual Operating Plan) Roll-Out Session: We conduct AOP cascade to explain and communicate business priorities for the year to all employees. This alignment helps us create actionable goals at department and individual levels. This year we conducted a combination of in-person and hybrid session to cover all our employees. These sessions are run by the leadership team with an open-house Q&A session from the employees.

Quarterly Updates: At the end of every quarter our CEO communicates to the entire organization via Townhalls and email updates on various aspects such as Performance Overview (Total Revenue, Operating PBIT, Positive cash flow), Factory updates, Reward and Recognition, Safety and People updates.

Leadership Connect: We genuinely believe that it isn't about "what" we do but "how" we do things, and this is largely an outcome of open communication and continuous listening approach that we follow at Chemicals. We continued our Leadership Connects where employees interacted with

the leadership in one-on-one and group forum and share their experiences on various aspects of our work culture.

HR Connect Sessions: We continue to leverage on our business partnering efforts, through frequent check-ins with employees including their families on health and safety, family well-being. Employee suggestions are shared back with senior leadership team and relevant actions were taken such as: organizing specific training sessions, organizing Factory visits, enabling WFH infrastructure and so on.

Godrejite Portal: Our one-stop portal (accessible anytime anywhere) for all the essential employee lifecycle activities such as Employee Data Management, Performance Management, Learning & Development, Leave Management, Payroll Management and so on. We empower our employees with relevant information on policy updates via the portal. It is also accessible via mobile devices.

Health & Wellness Updates: We drive periodic email updates to highlight best practices around physical and mental health & wellness for all our employees. We educate our employees on prevalent wellness issues in workplaces and encourage them to openly communicate about the same with their teams, managers, or professional counsellors.

Pages from Pahal: We have launched a dedicated series named Pages from Pahal to highlight the organization's efforts to enhance the infrastructure, create awareness on career opportunities for women in manufacturing roles, enable seamless integration of women in manufacturing roles through focused on-the-job training and create an inclusive culture by building awareness on unconscious

bias and gender stereotyping.

Revamped Godrej Chemicals Website: We continued to share important updates on our recently revamped official website www.godrejchemicals.com with holistic development about our business performance, product portfolio, customer base, employee relations practices and achievements. The website has been enhanced for easier navigation and user experience.



Celebrating Godrej values



Leadership connect - A dialogue conversation between the CEO and employees to enable sharing of ideas, suggestions for an engaged workplace



Employee synergy

Occupational Health & Safety

Our Mission: Aim for Zero



ZERO
Accident
Incident
Severity
Reportable
Non-compliance

Embedding safety into every layer of our operations from process design to people engagement we uphold our vision: “To bring about a strong Safety and Health culture across the organization.”

At GIL, our Safety and Health Policy reflects our deep-rooted commitment to safeguarding all individuals connected to our operations. This includes not only our employees and workers, but also their representatives, contractors, subcontractors, business partners, vendors, transporters, visitors, and customers. The policy is applicable across all our manufacturing locations, business units, functional teams, and group entities where we hold controlling interest.

We extend this commitment throughout our value chain. We actively encourage our suppliers, processors, and service providers to uphold safety and health standards that align with our own. Wherever feasible, we incorporate safety and health clauses into our supplier agreements to foster a culture of shared responsibility and risk reduction.

We operate a comprehensive occupational health and safety (OHS) management system, applicable across all our manufacturing units. The system aligns with national legal frameworks and incorporates elements of international best practices such as ISO 45001 and Responsible Care. It integrates safety and health parameters into every stage of our business from design and construction to operations and maintenance.

This system covers Hazard identification and risk assessment, Occupational health surveillance, Incident reporting and analysis, Emergency preparedness and response Training, audits, and

management reviews. To prevent occupational injuries and ill health, we emphasize hazard elimination and risk reduction at the source. A comprehensive HAZOP (Hazard and Operability) study was conducted for our both manufacturing sites for critical processes like, fatty acid deaeration, catalyst handling, hydrogen sparging, and high-pressure reactor operations. Every deviation (e.g., high pressure, reverse flow, temperature fluctuation) was evaluated for its causes, consequences, and existing safeguards. Mitigation measures are implemented. We also maintain a robust incident investigation system that ensures timely root-cause analysis and corrective action tracking.

Resilience is at the heart of our operations. Our Business Continuity and Emergency Preparedness Plans are designed to keep us future-ready protecting people, planet, and performance. From natural disasters to cyber threats, medical crises to market shocks, we’re equipped with clear roles, rapid response protocols, and proactive planning.

We provide employees and contractors access to comprehensive occupational health services, including:

- Periodic health checkups and audiometry for exposure-based monitoring
- Tie-ups with external hospitals
- On-site medical support during plant operations equipped with a fully functional Occupational Health Centre.
- Wellness initiatives including mental health awareness

Our culture fosters active worker involvement through:

- Safety Committees representing all levels of the workforce
- Regular toolbox talks and monthly safety review meetings
- Participation in HAZOP and risk assessment workshops

- Safety suggestion schemes and safety-themed competitions



We also educate employees and contractors on their rights, including the right to refuse unsafe work without fear of reprisal.

We continuously enhance safety through monthly reviews, committee meetings, targeted trainings, and risk assessments like HAZOP, QRA, PSSR, and JSA. Our approach covers behaviour-based safety, emergency preparedness, PPE audits, toolbox talks, and awareness events like Safety Week and Fire Service Week. We’ve adopted digital tools such as the I-SAFE App and QR-based reporting for real-time incident tracking. Key initiatives like the GIL Safe Travel Policy, a driving behaviour monitoring app, and a No Mobile Usage Policy reinforce our safety culture. CAPA compliance is driven by audits, inspections, and incident learnings. Engagement formats like Safety Pledges and Safety Moments build awareness, while regular interactions with Safety Coordinators and contractor supervisors strengthen accountability. Infrastructure upgrades, including railings, fencing,




We do not stop at meeting legal obligations we strive to go beyond compliance, aiming for continuous improvement in creating a safe and healthy workplace. Employees, contractors, and other stakeholders are trained, empowered, and encouraged to actively engage in safety initiatives, participate in audits and reviews, and contribute to hazard reporting and risk control. By integrating safety responsibilities into roles at every level, we reinforce ownership and ensure that safety is embedded into our everyday operations.

Our plants are equipped with advanced ventilation systems, including AHUs and exhaust setups, to ensure clean air and reduce occupational exposure. We rigorously monitor workplace conditions. The presence of well-equipped Occupational Health Centres with medical professionals further supports workforce well-being. We also ensure the quality of drinking water through regular lab testing and maintain hygiene with routine pest control. To strengthen emergency response, first aid boxes are now fitted with count indicators to track usage, restock supplies, and identify recurring health trends.



Safety begins with awareness. All new employees and contractors undergo detailed safety induction training, with periodic refreshers and specific modules based on job roles. Specialized trainings include:

Health, Safety & Well-being -Trainings



Safety Trainings for Employees

Training Topic	Target Audience	Type
Job Safety Analysis (JSA)	GIL Employees	Technical Safety Training
Near Miss Reporting & Categorization	Safety Coordinators	Awareness & Compliance
Job Intimation Note & Work Permit System	Permit Holders	Operational Safety
Confined Space Entry	All Users	Risk-based Training
Hazard Identification in Confined Space	Authorized Personnel	Hazard Control
Static Charge & Discharge	HODs & Concerned Staff	Specialist Session
Electrical Safety	All Employees	Thematic Campaign
PPE Awareness & Activity-Specific PPE	All Departments	Toolbox Talk Series



Health & Wellness (Employee Well-being)

Program	Target Audience	Focus Area
Rainy Season Diseases Awareness	Employees	Seasonal Health
Hypertension Awareness	Employees	Lifestyle Disease
STD & HIV/AIDS Prevention	Employees	Sexual Health
National Nutrition Week Interaction	ERT & First Aiders	Nutrition & Well-being
Industrial Health Awareness	All Employees	Occupational Health
First Aid Training	GIL Employees	Emergency Response
Doctor-on-Field Interaction (RC Code 2)	Employees	Preventive Care




Joint Programs (Employees & Contract Workmen)

Training Topic	Target Audience	Type
Waste Management Awareness	All GIL Personnel	Environmental & Safety
Forklift & Stackers Safety	Operators	Operational Training
Tanker & Truck Safety	Drivers	Transport & Road Safety
Firefighting Techniques	Security Team	Emergency Response
Fall Protection System	All Staff & Workmen	Mass Safety Training
Risk Management Strategy	Safety Team & HODs	Strategic Alignment



Safety Recognition & Campaigns

Initiative	Target Group	Description
Suraksha Ki Rakhi	Contract Workmen	Symbolic Bond for Safety
Safety Performer Recognition	Contract Workmen	Monthly Appreciation
Safety Ki Pathshala Recognition	Contract Workmen	Reward for Safety Excellence
Road Safety Week	All Stakeholders	National-Level Participation
Safety Coordinator Meets	Safety Team	Regular Strategic Reviews



Safety Ki Pathshala – Contract Workmen Safety Programs

Training Topic	Target Audience	Type
Basic Fire Safety	Contract Workmen	Induction & Emergency Preparedness
Emergency Preparedness	Contract Workmen	Practical Drill
Static Electricity & Discharge	Contract Workmen	Hazard Awareness
Reporting of Unsafe Acts / Conditions / Near Miss	Contract Workmen	Behavioural Safety
15 Basic Safety Rules	Contract Workmen	Foundational Training
Vector-Borne Diseases	Contract Workmen	Seasonal Awareness
5S in Safety	Contract Workmen	Workplace Organization
Confined Space Entry	Contract Workmen	Hazard Control
Importance of Machine Guarding	Contract Workmen	Process Safety
UA/UC/NM Reporting	Logistics Team	Safety Communication

Fostering a Culture of Recognition in Safety

Safety is a shared value embedded in our culture. We believe that consistent and visible recognition of safety innovation and leadership is key to reinforcing positive behaviours across all levels of the organization.

Just as we advocate for safety innovation, we also champion the people behind it. We take pride in recognizing individuals who go above and beyond in embedding safety into everyday practices those who demonstrate a sustained commitment to nurturing a safe work environment and inspiring others to do the same.

Through our internal safety forums and peer-nominated recognitions, we are fostering a workplace where safety leadership is celebrated, and impactful actions are brought to the forefront.



To foster a culture of safety and continuous improvement, multiple recognitions were conferred throughout the year, celebrating excellence across various categories. These included awards such as Best Safety Compliance Department of the Year, Best Safety Contractor, Outstanding Commitment to Safety, and GILAC Best Safety Professional & Ambassador. Individual contributions were acknowledged through titles like Best Quality Near Miss Reporting Person, Maximum Near Miss Reports, and Active Participation in Emergency Drills. Performance based recognition under the CHEMSTAR program (Silver – Monthly, Gold – Quarterly, Platinum – Yearly) further reinforced positive safety behaviours across all levels of the organization.

Fostering a Culture of Safety and Care – At Work, At Home, In Society

We believe that a strong safety culture extends beyond factory walls. To nurture this belief, we involved employees’ children in a safety poster-making activity—encouraging conversations about safety at home and cultivating early awareness. We also conducted safety training sessions at Naldhari Village School, educating young minds about basic safety practices. Our blood donation drive with the Lions Club of Vadodara further exemplified how collective care builds resilient communities. By engaging families and educating our communities, we’re creating a ripple effect—where safety becomes a shared responsibility and a way of life.

Occupational health and safety remains a top priority across all our operations. We continue to foster a proactive safety culture that empowers employees, strengthens compliance, and integrates best practices into everyday processes.



Safety training in communities

Safety performance at Valia - FY24-25

Safety Statistics (Numbers)	
Near misses	676
Unsafe Act & Unsafe condition	9,327
First aid cases	0
% of Employees Trained on Safety	100%
Total training hours	43,017
Safe manhours worked	30,90,805
LTIFR (Lost time injury frequency rate)	0

Safety performance at Ambernath - FY24-25

Safety Statistics (Numbers)	
Near misses	436
Unsafe Act & Unsafe condition	14,361
First aid cases	13
% of Employees Trained on Safety	100%
Total training hours	28,362
Safe manhours worked	9,63,288
LTIFR (Lost time injury frequency rate)	0

Occupational Health & Safety: Initiative in focus

Learning, Leading, and Recognising: Our Safety Ki Paathsaala

Safety Ki Paathsaala’ emerged as a flagship initiative aimed at nurturing a culture of awareness, responsibility, and positive reinforcement at the shop-floor level. Conducted Monthly, these interactive sessions bring together employees, contractor supervisors, and workmen to engage in open discussions around real-life incident and accident learnings.

By using relatable case studies and on-ground examples, the sessions focus on enhancing understanding of critical safety topics such as hazard identification, PPE compliance, fall prevention, and emergency response. To encourage ownership and active participation, the initiative also includes a recognition segment where the top three workers demonstrating exemplary safety behaviours are felicitated. This not only motivates individuals to adopt best practices but also helps embed a safety-first mindset across teams. Adding further impact, the ‘Best Safety Contractor of the Year’ award was introduced to honour contractors who consistently uphold high safety standards, ensuring shared accountability and strengthening our collaborative efforts in workplace safety. ‘Safety Ki Paathsaala’ has proven to be a powerful platform in fostering behavioural change, celebrating safety champions, and reinforcing our collective commitment to zero harm.

Multilingual Safety Communication & Emergency Preparedness

“We believe safety should speak a language everyone understands—whether through words or visuals. To make our safety protocols truly inclusive and accessible, we have gone beyond conventional communication methods by integrating multilingual and pictorial signage across our sites.”

Our 15 Basic Safety Rules (Life-Saving Rules) have been translated into English, Hindi, and the local language, and are reinforced with intuitive visual illustrations. These are strategically displayed across high-visibility areas within the plant to serve as constant reminders—ensuring that everyone, regardless of language proficiency, can easily grasp and follow critical safety protocols.

Preparedness is the foundation of a resilient safety culture. We conducted Emergency Preparedness Training for 131 employees, equipping them with the knowledge and confidence to respond swiftly and effectively in the event of an emergency.

To further reinforce readiness, we introduced multilingual Emergency Response System (ERS) templates, distributed across all departments. These clearly outline roles and

responsibilities, enabling structured and coordinated actions during emergencies. This initiative ensures that every team member knows exactly what to do, when to do it, and how to work together creating a more secure and responsive workplace environment.

By combining clear communication with practical training, we are building a safer workplace one that’s inclusive, prepared, and always alert.



Strengthening Safety from Day One: NEST Program (New Employee Safety Training Program)

“When safety becomes part of your first step, it stays with you every step.”

Safety is a core value embedded from day one. Our NEST (New Employee Safety Training) program ensures that every new joiner is equipped with essential safety knowledge through a structured, three-month induction process.

Participants must achieve a minimum 80% score in the post-training assessment, reinforcing accountability and awareness from the outset. With 46 employees already trained, NEST is helping us build a workforce that is not only skilled but safety conscious from the very beginning.

Suraksha ki Rakhi

Our Ambarnath site introduced a unique initiative: “Suraksha ki Rakhi”, a creative expression of our collective commitment to safety. Blending cultural significance with workplace safety, this initiative symbolizes the promise of protection between colleagues emphasizing that looking out for one another is as important as following procedures. By embedding emotion into our safety culture, initiatives like Suraksha ki Rakhi support our broader vision of “Aim for Zero”—zero incidents, zero compromises, and 100% accountability.

Social performance

Godrej Volunteering Week 2024

- As part of Godrej’s ongoing commitment to giving back to society, a poster-making competition was organized at Anugrah Seva Mandal, a school dedicated to the empowerment and support of marginalized children, orphans, and those in need.
- The competition focused on the theme “Human Rights and Child Safety,” aiming to educate and empower the children about the fundamental rights they are entitled to—such as protection, respect, and dignity.
- Students were encouraged to express their understanding of these important concepts through their art, providing them with an opportunity to creatively engage with the subject.
- The event saw enthusiastic participation, with the children displaying remarkable creativity and artistic abilities. Their posters reflected deep insights and personal perspectives, highlighting the importance of creating a safe and nurturing environment for every child.
- Beyond fostering creativity, the activity served as a powerful platform for raising awareness about critical issues related to child rights and safety, helping the participants feel heard and understood.
- The experience also helped boost the children’s confidence and self-worth, reinforcing that their voices matter and deserve to be acknowledged and celebrated.
- The event concluded on a positive and inspiring note, leaving a lasting impact on the participants.

- To further recognize their hard work and encourage them to continue using their voices, the winners were later invited to the factory for a special felicitation ceremony, where their efforts were honored and celebrated.
- This event was not just an artistic exercise—it was a meaningful initiative that aimed to create a ripple effect of awareness, empowerment, and change within the community.

Community Outreach at ZP School

- A variety of engaging activities, including fun games and interactive sessions, were organized for the students as part of our community outreach efforts.
- The Christmas celebration added to the festive spirit, with the distribution of snack boxes and sweets, creating a joyful and memorable experience for the children.
- The students participated with great enthusiasm, filling the event with energy, excitement, and smiles.
- The activities provided the children with an opportunity to showcase their skills and talents in a lively and supportive environment.



- To further encourage and recognize their achievements, the winners of the sports and games events were later invited to the factory for a formal felicitation ceremony.
- The ceremony aimed to acknowledge their efforts, motivate them to continue exploring their potential, and strengthen their sense of confidence and accomplishment.

Community Social responsibility

CSR is not applicable to GIL Chemicals. 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. Few of our Initiatives during FY 2024-25:-

- Bed sheets and mattresses were thoughtfully distributed at Anugrah Seva Mandal, an institution devoted to uplifting



- marginalized children, orphans, and destitute individuals.
- Anugrah Seva Mandal provides essential support and shelter to vulnerable groups who often lack basic necessities and comfort.
- This distribution initiative aims to significantly improve the daily comfort, health, and well-being of the residents by providing clean and comfortable bedding.
- The effort exemplifies a heartfelt commitment to social responsibility, showing care and compassion toward those in need.
- Such actions not only address immediate needs but also help foster dignity and a sense of security among the beneficiaries.
- Bed sheets and mattresses were distributed at Satkarma Ashram in Badlapur. This initiative aims to provide essential support to the ashram residents, reinforcing our commitment to community welfare and enhancing their quality of life.



Empowering Young Minds: Educational Support to Village Schools

Recognizing education as a cornerstone of sustainable development, we took a meaningful step toward empowering young learners in the communities surrounding our operations. Through the distribution of thoughtfully curated educational kits—including school bags, notebooks, and essential stationery we reached students in Naldhari School, Primary School Valia, Chamariya, and Bandabeda.

This initiative was more than just a gesture of support; it was a commitment to nurturing curiosity, building confidence, and fostering a brighter future for children in rural areas. By investing in their learning journey, we aim to reduce educational inequality and enable every child to take a confident step forward on the path to opportunity and growth.



Awards & Recognitions



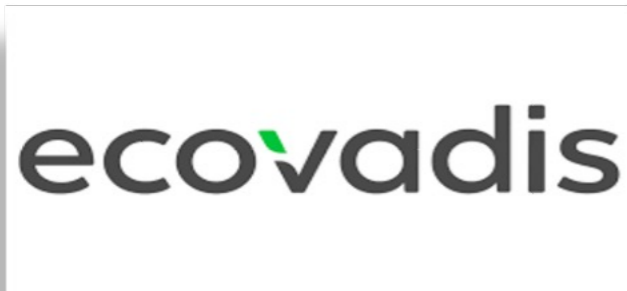
We disclose our Climate Change, Water Security, Supply Chain, and Deforestation data through CDP, a global non-profit driving environmental transparency. We are proud to have received a 'B' rating, reflecting our commitment to environmental stewardship.



We are a proud member of the Roundtable on Sustainable Palm Oil (RSPO), committed to sourcing and producing palm oil responsibly, ensuring positive impacts on people, planet, and profit.



We are proud to be a part of the global Responsible Care initiative symbolized by the RC logo demonstrating our unwavering commitment to health, safety, and environmental excellence.



Both our Valia and Ambernath plant are proudly Silver-rated by the world's largest sustainability ratings provider, recognizing our excellence in Environment, Social, Ethics, and Sustainable Procurement practices.



Both our Valia and Ambernath plants have successfully undergone Sedex 4-pillar audits—ensuring responsible practices across Labour Standards, Health & Safety, Environment, and Business Ethics to support ethical global supply chains.



We are proudly GreenCo certified, a recognition that evaluates the environmental performance of our operations through a comprehensive life cycle approach, driving sustainable excellence across every stage.



Awarded the title of “Resilient Company” at CII’s CAP 2.0° Awards 2025, reflecting our proactive approach to climate risk management and sustainable business practices



GIL Valia was honoured with the GreenCo Star Performer Award 2024 by CII at the GreenCo Summit for outstanding advancements in energy efficiency, emissions, resource management



GIL was recognized among the Top 25 industries for waste minimization and awarded Joint Runner-Up in the Excellence in 4R (Manage Own Waste) category at CII’s 4R Awards 2024



GIL Valia received the Meritorious Award at the 38th National Convention on Quality Concepts, presented by QCFI, for showcasing a Kaizen case study



GIL recognized for ‘Excellence in Human Resource Management’ at 59th Annual ICC Awards

SDG Mapping



SDG Business Theme	Relevant section in the report
SDG 3: Ensure healthy lives and promote wellbeing for all at all ages	
Air quality	Pg. 41, Emissions
Waste	Pg. 45, Waste
Water	Pg. 47, Effluents; Pg. 39, Water
Occupational health and safety	Pg. 71, OHS
Well being of Value chain	Pg. 55, Supply Chain
Well being, Insurance and Benefits of employees	Pg. 64, Human capital
SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	
Education for sustainable development	Pg. 75, Community development
Employee training and education	Pg. 66, Talent development and Management
Capacity Building of Value Chain	Pg. 54, Supply Chain Initiative
SDG 5: No Poverty - Achieve gender equality and empower all women and girls	
Equal remuneration	Pg. 69, Diversity & inclusion
Gender equality	Pg. 61, Diversity & inclusion
Non-discrimination	Pg. 61, Diversity & inclusion
Parental leave	Pg. 66, Parental leave
Women in leadership	Pg. 63, Diversity & inclusion
Workplace violence and harassment	Pg. 17, Sexual harassment; Pg. 16, Business with integrity
SDG 6: Ensure availability and sustainable management of water and sanitation for all	
Sustainable water withdrawals	Pg. 47, Water
Waste	Pg. 45, Waste
Water efficiency	Pg. 48, Water
Water recycling and reuse	Pg. 47, Water
Biodiversity	Pg. 50, Biodiversity
SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all	
Energy efficiency	Pg. 38, Energy
Infrastructure investments	Pg. 36, Environment
Renewable energy	Pg. 37-40, Energy, Renewables
GHG emissions Reduction	Pg. 41-44, Emissions Pg. 29-32, Energy

SDG Business Theme	Relevant section in the report
SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	
Diversity and equal opportunity	Pg. 61, Diversity & inclusion
Earnings, wages and benefits	Pg. 69, Diversity & inclusion
Employee training and education	Pg. 66, Talent development
Employment	Pg. 63, Employee diversity
Equal remuneration	Pg. 69, Diversity & inclusion
Labor practices in the supply chain	Pg. 51-66, Responsible Supply Chain
Occupational health and safety	Pg. 71, OHS
SDG 12: Ensure sustainable consumption and production patterns	
Air quality	Pg. 43, Emissions
Energy efficiency	Pg. 37-40, Energy
Environmental investments	Pg. 36, Environment Performance
Sustainable sourcing	Pg. 51-52, Sustainable procurement policy
Waste	Pg. 45-46, Waste Management
Water efficiency	Pg. 47, Water
SDG 13: Take urgent action to combat climate change and its impacts	
Energy efficiency	Pg. 39-40, Energy reduction initiative
Environmental investments	Pg. 36, Environment
GHG emissions	Pg. 44, Emissions
Risks and opportunities due to climate change	Pg. 22-27, Task force on climate related financial Disclosure

GRI Index

Statement of use: Godrej Industries Limited Chemicals has reported the information cited in this GRI content index for the period 1st April 2024 till 31st March 2025 with reference to the GRI Standards. We have used three references our Annual report, Sustainability report and BRSR report for FY 2024-25. Access [Annual report here](#) , access [Sustainability report](#) here , and access [Business Responsibility and Sustainability report](#) here, and access [Assurance Statements](#) here.

GRI 1 used: GRI 1: Foundation 2021

GRI 2: General Disclosures 2021			
Disclosure	Page number	Location	Comments
2-1 Organizational details	7-9	Reported	
2-2 Entities included in the organization’s sustainability reporting	3,8	Reported	
2-3 Reporting period, frequency and contact point	3	Reported	
2-4 Restatements of information	N/A	NA	No changes or restatements
2-5 External assurance	3	Reported	Reasonably assured for BRSR core indicators and Limited assurance for Scope 3 emissions
2-6 Activities, value chain and other business relationships	7-9	Reported	
2-7 Employees	63	Reported	Reasonably assured as per BRSR core
2-8 Workers who are not employees	63	Reported	Assured as per BRSR
2-9 Governance structure and composition	12-15	Reported	
2-10 Nomination and selection of the highest governance body	12-13	Reported	
2-11 Chair of the highest governance body	12	Reported	
2-12 Role of the highest governance body in overseeing the management of impacts	12-13	Reported	
2-13 Delegation of responsibility for managing impacts	12-14	Reported	
2-14 Role of the highest governance body in sustainability reporting	14, 23	Reported	
2-15 Conflicts of interest	17	Reported	
2-16 Communication of critical concerns	16	Reported	
2-17 Collective knowledge of the highest governance body	14-15	Reported	
2-18 Evaluation of the performance of the highest governance body	14-15	Reported	
2-19 Remuneration policies	Pg 69 of Annual report	Reported	
2-20 Process to determine remuneration	Pg 70 of Annual report	Reported	

GRI 2: General Disclosures 2021			
Disclosure	Page number	Location	Comments
2-21 Annual total compensation ratio	Pg 103 of Annual report	Reported	
2-22 Statement on sustainable development strategy	5-6	Reported	
2-23 Policy commitments	68	Reported	
2-24 Embedding policy commitments	68	Reported	
2-25 Processes to remediate negative impacts	16	Reported	
2-26 Mechanisms for seeking advice and raising concerns	16	Reported	
2-27 Compliance with laws and regulations	16, 36	Reported	
2-28 Membership associations	30	Reported	
2-29 Approach to stakeholder engagement	18-19	Reported	
2-30 Collective bargaining agreements	68-19	Reported	

GRI 3: Material Topic			
Disclosure	Page number	Location	Comments
3-1 Process to determine material topics	34	Reported	
3-2 List of material topics	35	Reported	
3-3 Management of material topics	35	Reported	

GRI 201: Economic Performance 2016			
Disclosure	Page number	Location	Comments
201-1 Direct economic value generated and distributed	11	Reported	
201-2 Financial implications and other risks and opportunities due to climate change	22-27	Reported	

GRI 202: Market Presence 2016			
Disclosure	Page number	Location	Comments
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	69	Reported	
202-2 Proportion of senior management hired from the local community	69	Reported	

GRI 204: Procurement Practices 2016			
Disclosure	Page number	Location	Comments
204-1 Proportion of spending on local suppliers	51	Reported	Assured as per BRSR

GRI 205: Anti-corruption 2016			
Disclosure	Page number	Location	Comments
205-1 Operations assessed for risks related to corruption	16-17	Reported	
205-2 Communication and training about anti-corruption policies and procedures	16-17	Reported	
205-3 Confirmed incidents of corruption and actions taken	N/A	N/A	There are no incidents of Corruption in FY 2024-25

GRI 206: Anti-competitive Behavior 2016			
Disclosure	Page number	Location	Comments
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	16	Reported	

GRI 302 : Environmental Energy			
Disclosure	Page number	Location	Comments
302-1 Energy Consumption within Organisation	37	Reported	Reasonably assured as per BRSR
302-3 Energy Intensity	38	Reported	Reasonably assured as per BRSR
302-4 Reduction of energy consumption	39-40	Reported	
302-5 Reduction in energy requirements of products and services	39-40	Reported	

GRI 303: Water and Effluents 2018			
Disclosure	Page number	Location	Comments
303-1 Interactions with water as a shared resource	47	Reported	
303-2 Management of water discharge-related impacts	48	Reported	Our manufacturing Sites are Zero Liquid Discharge
303-3 Water withdrawal	48	Reported	Reasonably assured as per BRSR
303-4 Water discharge	47	Reported	Our manufacturing Sites are Zero Liquid Discharge. Reasonably assured as per BRSR

GRI 304: Biodiversity 2016			
Disclosure	Page number	Location	Comments
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	50	Reported	

GRI 3: Emissions 2016			
Disclosure	Page number	Location	Comments
305-1 Direct (Scope 1) GHG emissions	41	Reported	Reasonably assured as per BRSR
305-2 Energy indirect (Scope 2) GHG emissions	41	Reported	Reasonably assured as per BRSR
305-3 Other indirect (Scope 3) GHG emissions	42	Reported	Reasonably assured as per BRSR
305-4 GHG emissions intensity	41	Reported	Reasonably assured as per BRSR
305-5 Reduction of GHG emissions	44	Reported	
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	43	Reported	

GRI 306: Waste 2020			
Disclosure	Page number	Location	Comments
306-1 Waste generation and significant waste-related impacts	45	Reported	
306-2 Management of significant waste-related impacts	45	Reported	
306-3 Waste generated	45	Reported	Reasonably assured as per BRSR
306-4 Waste diverted from disposal	45	Reported	Reasonably assured as per BRSR
306-5 Waste directed to disposal	45	Reported	Reasonably assured as per BRSR

GRI 308: Supplier Environmental Assessment 2018			
Disclosure	Page number	Location	Comments
308-1 New suppliers that were screened using environmental criteria	55	Reported	
308-2 Negative environmental impacts in the supply chain and actions taken	N/A	Not Reported	We have only done assessment of our suppliers and as of now there are no negative impacts identified in our supply chain

GRI 401: Employment 2016			
Disclosure	Page number	Location	Comments
401-1 New employee hires and employee turnover	63	Reported	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	64-65	Reported	
401-3 Parental leave	66	Reported	

GRI 403: Occupational Health and Safety 2018			
Disclosure	Page number	Location	Comments
403-1 Occupational health and safety management system	71	Reported	Reasonably assured as per BRSR
403-2 Hazard identification, risk assessment, and incident investigation	71	Reported	
403-3 Occupational Health Services	73,74	Reported	
403-4 Worker participation, consultation, and communication on occupational health and safety	69, 72	Reported	
403-5 Worker training on occupational health and safety	73	Reported	
403-6 Promotion of worker health	72	Reported	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	71	Reported	
403-8 Workers covered by an occupational health and safety management system	71	Reported	
403-9 Work Related Injuries	73	Reported	Reasonably assured as per BRSR
403-10 Work Related ill Health	71,73	Reported	Reasonably assured as per BRSR

GRI 404: Training and Education 2016			
Disclosure	Page number	Location	Comments
404-1 Average hours of training per year per employee	69	Reported	
404-2 Programs for upgrading employee skills and transition assistance programs	64, 66	Reported	
404-3 Percentage of employees receiving regular performance and career development reviews	66	Reported	

GRI 405: Diversity and Equal Opportunity 2016			
Disclosure	Page number	Location	Comments
405-1 Diversity of governance bodies and employees	63	Reported	
405-2 Ratio of basic salary and remuneration of women to men	Pg 24 of BRSR	Not Reported	

GRI 406: Non-discrimination 2016			
Disclosure	Page number	Location	Comments
406-1 Incidents of discrimination and corrective actions taken	Pg 35 of BRSR	Reported	

GRI 407: Freedom of Association and Collective Bargaining 2016			
Disclosure	Page number	Location	Comments
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	69	Reported	

GRI 408: Child Labor 2016			
Disclosure	Page number	Location	Comments
408-1 Operations and suppliers at significant risk for incidents of child labor	69	Reported	

GRI 409: Forced or Compulsory Labor 2016			
Disclosure	Page number	Location	Comments
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	69	Reported	

GRI 410: Security Practices 2016

Disclosure	Page number	Location	Comments
410-1 Security personnel trained in human rights policies or procedures	69	Reported	

GRI 413: Local Communities

Disclosure	Page number	Location	Comments
413-1 Operations with local community engagement, impact assessments, and development programs	75	Reported	
413-2 Operations with Significant actual and potential negative impacts on local communities	N/A	Reported	We don't have any operations impacting local communities

GRI 414: Supplier Social Assessment 2016

Disclosure	Page number	Location	Comments
414-1 New suppliers that were screened using social criteria	52,55	Reported	
414-2 Negative social impacts in the supply chain and actions taken	N/A	Not Reported	We have only done assessment of our suppliers and as of now there are no negative impacts identified in our supply chain

GRI 415: Public Policy

Disclosure	Page number	Location	Comments
415-1 Political Contributions	N/A	N/A	We have not done any political contribution for FY 2024-25

GRI 416: Customer Health and Safety 2016

Disclosure	Page number	Location	Comments
416-1 Assessment of the health and safety impacts of product and service categories	32	Reported	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	32	Reported	

GRI 417: Marketing and Labeling 2016

Disclosure	Page number	Location	Comments
417-1 Requirements for product and service information and labeling	32	Reported	
417-2 Incidents of non-compliance concerning product and service information and labeling	32	Reported	
417-3 Incidents of non-compliance concerning marketing communications	32	Reported	Reasonably assured as per BRSR

GRI 418: Customer Privacy 2016

Disclosure	Page number	Location	Comments
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	32	Reported	Reasonably assured as per BRSR



Registered Office

Godrej Industries Limited
Godrej One, Pirojshanagar,
Eastern Express Highway,
Vikhroli, Mumbai - 400079, India.
Phone - +91 - 022 - 25188010/20/30
Fax: +91-22-25188074