



Human Rights Policy

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Policy ownership and management

Owner

Executive Director and CEO

Vishal Sharma

Approver

Chief Human Resource Officer

Poonam Burman

Reviewer

Head – Good & Green

Gayatri Divecha

Head – Group Legal

Divya Murthy

Policy changes log

Version	Issued on	Effective from	Purpose of change
1	June 2017	June 2017	New policy release
2	December, 2019	December, 2019	Owner update
3	June, 2022	June, 2022	Reviewer update
4	March, 2024	March, 2024	Reviewer update

At Godrej, we recognize that companies have a responsibility to respect human rights and treat people with dignity and respect. We work diligently to demonstrate that commitment every day in the 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.

Our Approach to Human Rights

Our respect for and commitment to human rights is central to our values. We believe our main human rights responsibilities are to our employees, the communities where we operate, suppliers and business partners, and customers and consumers.

Our human rights policy is in line with internationally recognized frameworks such as the International Bill of Human Rights - the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We follow the United Nations 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 uphold the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, as well as the OECD Guidelines for Multinational Enterprises. We are also a signatory to the World Business Council for Sustainable Development's CEO Guide to Human Rights.

We adhere to all applicable human rights laws wherever we operate. However, where those laws and international human rights standards vary, we follow the higher standard. Where they differ, we adhere to the law of the land while seeking ways to respect international human rights to the greatest extent possible.

Our human rights policy, which consolidates our existing commitments, applies to all Godrej business units, the entities we own and the entities in which we own a majority interest, and the actions of any associated employees. We are dedicated to ensuring that all rightsholders – including our employees, contract workers, suppliers, communities around our operations, consumers, and customers – are well-informed about our commitment and know how to report any violations. Our focus extends to individuals and groups who are at higher risk due to their vulnerability or marginalization. This includes migrant workers, children, women, sexual and gender minorities, ethnic and racial groups, person with disabilities and indigenous peoples.

We assess and identify actual and potential human rights impacts by regularly organizing systematic human rights risk assessments. Our robust assessment deep dives into our operations and mirrors the reality on the ground. Working closely with our key stakeholders we identified 10 salient human rights issues in our operations.

Our ten salient human rights issues

1.	Child labour
2.	Forced labour
3.	Discrimination
4.	Freedom of Association and collective bargaining

5.	Health and Safety
6.	Working hours, wages, and leaves
7.	Fair treatment and equal remuneration
8.	Community impact
9.	Reporting and feedback
10.	Worker welfare

We have a due diligence process in place to assess, address and report transparently on actual and potential human rights risks across our value chain in line with the UNGPs. Our systematic human rights risk assessments help to identify, prevent or mitigate human rights risks, and remediate any adverse impact it has caused or contributed towards. We manage these risks by integrating controls into our policies and internal systems, acting on the findings, tracking our actions, and communicating with our stakeholders about how we address impacts. We acknowledge that human rights due diligence is an ongoing process, requiring particular attention during critical phases of our business operations. As a result, we regularly review and adjust our processes.

“We compensate employees in relation to the industry and local labor markets, and comply with relevant wage, work hours, overtime and benefits laws or prevailing industry standards.

We ensure 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 or work of similar nature. “

We are committed to providing or supporting access to remedies when we identify or become aware of adverse human rights impacts within our value chain. We prioritize providing effective remedies whenever human rights issues arise through company-based grievance mechanisms. Additionally, we actively enhance the awareness and understanding of human rights, including labor rights, among our employees and workers, encouraging them to voice any concerns without fear of reprisal. Our commitment extends to strengthening our management’s ability to identify and address concerns effectively. Furthermore, we advocate for the implementation of efficient grievance mechanisms by our suppliers.

Across our diverse and extended supply chain, we make our human rights expectations and commitments clear to our suppliers, business partners and contractors, favor those that have similar policies and practices, and include relevant expectations in our contracts with them. The same has been laid out in our [Sustainable Procurement Policy](#) for suppliers. For suppliers who do not have similar policies and practices, we encourage and support them to do so. Active engagement and collaboration based on transparency, corrective action and continuous improvement are hallmarks of our approach.

Respect for Human Rights

Godrej is committed to identifying, preventing and mitigating adverse human rights issues and impacts resulting from or caused by our business activities, major changes to them and when entering new markets.

Together with employees and stakeholders, we identify our potentially negative human rights impacts, and engage in dialogue on how to avoid or reduce such impacts. We recognize the importance of dialogue about human rights with rightsholders including our employees, suppliers and other external stakeholders who are or could potentially be affected by our actions, especially individuals or vulnerable groups who may be at greater risk of negative human rights impacts due to their social and economic vulnerability.

Godrej values diversity, equality of opportunity and fair treatment. We respect every individual's human right and do not discriminate on the basis of race, color, caste, class, gender, sexual orientation, gender identity, religion, political opinion, nationality, ethnicity, social origin and status, indigenous status, disability, age or any other personal characteristic or status.

We do not tolerate disrespectful or inappropriate behavior, harassment, intimidation or unfair treatment, or retaliation of any kind by our employees or those of our suppliers and business partners. This includes the use of corporal punishment, threats of violence or other forms of coercion, public punishment or any other forms of physical, verbal or psychological abuse. We offer safeguards to our employees, suppliers, customers, consumers, and business partners including agents, clients, and local communities and maintain them with respect for their privacy and dignity

Human Rights in the Workplace

In our workplaces, Godrej prohibits the employment of individuals under the age of 18 years. We forbid the use of all forms of force in the workplace. Further we prohibit child, adolescent, bonded or compulsory labor, including any form of human trafficking.

We compensate employees in relation to the industry and local labor markets, and comply with relevant wage, work hours, overtime and benefits laws or prevailing industry standards. We do not discriminate between men and women and pay equal remuneration for same work or work of similar nature.

We respect our employees' right to freedom of association and collective bargaining and ensure that they can choose to do so without fear of reprisal, intimidation or harassment. We are committed to establishing constructive dialogue with employee labor representatives and bargaining with them in good faith.

Human Rights in the Community

We are committed to engaging with stakeholders in the communities where we operate, inviting their input and taking their views into account. We are also committed to creating economic opportunity, fostering goodwill and improving human rights by implementing corporate social responsibility and employee engagement initiatives.

We recognize the importance of land rights and are committed to the principle of free, prior and informed consent, and support its implementation by relevant national authorities within their legal frameworks. Further, we respect the culture and heritage of the local communities where we operate, including socially and economically vulnerable groups, and work towards developing constructive relationships with them.

Safeguarding Health, Safety, and the Environment

Godrej is dedicated to maintaining a safe, hygienic and healthy workplace that complies with applicable health and safety laws, and minimizes the possibility of accidents, injury and exposure to health risks. We engage with employees to continually improve health and safety practices, including identifying and remediating health and safety hazards and issues.

Understanding that both good health and a healthy environment is a prerequisite for sustainable economic growth and the wellbeing of society, we seek to minimize the direct and indirect negative impacts of our operations, products and services, and continually improve our health, safety) and environmental performance. In addition, we support our customers with product information so that they can make informed decisions and use those products as intended— safely and responsibly.

Continuous Improvement in Human Rights Practices

We recognize that it is critical to regularly identify and address actual or potentially adverse human rights impacts that we may be involved with either directly or indirectly through our activities and business relationships. We do so by creating awareness with employees, and ensuring that they can ask questions, seek clarification and report potential human rights violations without fear of reprisal or retaliatory action. Employees may contact Human Resources, Whistleblowing Officer or the Internal Auditor as given under our [Whistle Blower](#) policy.

We are committed to investigating, addressing and responding to any concerns raised, taking appropriate corrective action when required, tracking our progress and communicating with stakeholders about human rights issues and how we address them. To that end, we also use appropriate indicators to measure and track our human rights performance. To monitor and track our human rights performance, we've established a cross-functional working committee comprising representatives from departments and clusters. This committee is entrusted with implementing human rights mitigation plans across our operations. This includes improving the labor contracts for our contract workers, improving our physical infrastructure for people with disabilities and creating awareness on human rights among others.

To strengthen our approach to managing and addressing human rights, we will continue to engage with relevant external initiatives, partnerships and collaborations with government agencies, industry

and civil society organizations, experts, suppliers and other business partners including agents, clients and local communities. We also communicate about our human rights activities in our annual integrated report, and in meetings and forums with stakeholders, as appropriate.

Governance

At Godrej human rights are at the forefront of our operations. We have a robust governance structure wherein Our human rights commitments, strategy and actions are overseen by the Business Head supported by Management Committee including representatives from Finance, Marketing, Product Supply Organization, Sales, Research & Development and Human Resources. Board level oversight is provided by the Board Management Committee and Board ESG Committee. This committee meets bi-annually to assess risks, devise mitigation strategies, identify emerging focus areas, and monitor progress on our action plan.

This policy was developed based on a comprehensive series of activities including an extensive literature review, evaluation of current Godrej practices against relevant international standards and local laws, and discussion with select internal and external stakeholders.

Godrej reserves the right to amend this human rights policy at any time. At a minimum, it is reviewed regularly by the Executive Committee to ensure it reflects continuous compliance with the International Bill of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and local laws where we operate.

Looking ahead, we are determined to continue addressing key human rights commitments with the support of our stakeholders.



Vishal Sharma

ED & CEO

Godrej Industries Limited