

Godrej Industries Limited

Social and People Commitments *Targets and FY 2025–26 Performance*

Message from CHRO



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Chief Human Resource Officer

People don't experience a sustainability strategy. They experience a manager, a hiring decision or a performance conversation. At Godrej Chemicals, that is where our sustainability ambition becomes real. We aim to ensure it shows up in exactly those moments: how we write our policies, who we hire, how we develop and measure people, and how we keep them engaged.

Gender diversity in manufacturing has been one of our clearest proof points this year. Through FemChem, our inclusive campus-hiring initiative, we welcomed **40 women from dedicated campus and early-career cohorts** into structured, plant-based careers.

A dedicated capability-development programme covering technical, functional, behavioural and compliance training has supported this transition. Alongside this, our **Pre and Post Natal Programme** supported women through critical life-stage transitions, while our **Chemicals Network of Women (CNOW)** and leadership conversations created visibility for role models across the business. Our biggest learning has been that diversity targets alone do not shift outcomes; embedding inclusion into leadership behaviour and everyday decisions does.

Employee development remains central to our people strategy. We continue to invest in technical, leadership, behavioural, compliance and sustainability-focused learning programmes to enhance employee capability and future readiness. Through structured learning, mentoring, career-development opportunities and regular performance conversations, we enable employees to continuously learn, grow and adapt to a rapidly evolving business environment.

We are equally committed to upholding internationally recognised human-rights principles across our operations and value chain. Through our Human Rights Policy, Code of Conduct, POSH framework, grievance-redressal mechanisms and employee-awareness programmes, we strive to ensure fair treatment, equal opportunity, freedom of association, fair remuneration, appropriate working conditions and respect for human dignity. We maintain zero tolerance for child labour, forced labour, human trafficking, discrimination, harassment and retaliation.

Looking ahead, we are building the capabilities our future growth will demand: sustainability literacy, digital fluency and data-driven decision-making, paired with leaders who can navigate ambiguity, inspire trust and balance short-term performance with long-term stakeholder value. Our ambition is to achieve 28% diverse representation in our full-time white-collar workforce by 2030 and continue building a workplace where every employee can bring their whole self to work.

Our Social and People Commitments

At Godrej Industries Limited Chemicals Division, respect for human rights, employee well-being, diversity, fair remuneration, safe working conditions and ethical conduct are integral to our people philosophy.

Our commitments apply across Valia, Ambernath, Goa, Kheda and the Head Office, with the relevant workforce categories and operational boundaries defined for each indicator. Progress against these targets is monitored through established HR, EHS, Ethics, Human Rights and Sustainability governance mechanisms.

Our People Commitments: Targets and FY 2025–26 Performance

Godrej Industries Limited -Chemicals is committed to building an inclusive, safe and responsible workplace. We have established measurable people commitments and monitor progress through our BRSR reportings and other sustainability disclosures.

Focus area	Our target	FY 2025–26 performance
Diverse workforce	Achieve 28% diverse representation in the white-collar workforce by 2030.	Women represented 26% of total employees . The workforce also included 17 differently abled employees .
Diverse hiring	Ensure 30% of all new hires are from diverse groups, with 60% of diverse hires placed in line functions .	Achieved 31% diverse hiring, with 65% of diverse hires placed in line functions.
Learning and development	Provide a minimum of 20 training hours per employee annually .	100% training and awareness coverage , supported by 516 programmes for employees and 202 programmes for workers. Delivered 22.75 training hours per employee.
Human rights and ethics	Maintain 100% employee coverage for Human Rights, Code of Conduct, Ethics and Compliance, and POSH awareness programmes.	100% of employees and workers were covered by human-rights training.
Employee health coverage	Maintain 100% health-insurance coverage for employees and promote holistic employee well-being.	100% of permanent and other-than-permanent employees were covered under health insurance.
Living wage	Ensure and maintain that 100% of employees at the Valia, Ambernath, Goa and Kheda sites receive wages at or above the applicable location-specific living-wage benchmark by FY 2030	In FY 2025–26, living-wage coverage was 100% at Valia and 99.2% at Ambernath . The remaining gap at Ambernath is being reviewed through wage benchmarking and remuneration analysis.

We remain committed to reviewing our progress annually and strengthening our actions to build a more inclusive, safe, equitable and future-ready workplace for all.