

CSR APPROACH

Impacting lives and livelihoods

As a responsible organisation, we have always been at the helm of corporate social responsibility (CSR) and philanthropy. All our CSR initiatives are strategically designed to create lasting impact and are monitored carefully to ensure tangible progress.





Our Godrej Disha initiative offers training in sales & services trades, interiors, construction, and manufacturing.

We at Godrej & Boyce, work with the philosophy of 'shared value'. This involves linking business success with social progress. This overarching philosophy is ingrained in our two main CSR programmes: Godrej Disha, the employability initiative, and community development – with a focus on building sustainable communities around our manufacturing plants.

The Company maintains frequent communication with local communities and other stakeholders, including indigenous people, utilising need assessment and participatory methods to gain insights into their needs and assess the impact of their interventions. During FY23, there were zero complaints filed from local communities.

Godrej Disha

This is an employability initiative through which we collaborate with non-profit organisations and social enterprises on training programmes that teach vocational skills to marginalised men and women, in areas that are relevant to our businesses. The training areas include sales, service, rural entrepreneurship, construction,

manufacturing and technical training. As of March 2023, nearly 1,79,330 Young People have been trained across the country.

Disha currently operates across 22 states, involving 29 partners, at 88 centres. Our support to partners varies widely – from improving infrastructure, procurement of critical training aids, creating complete state-of-the-art labs to gap funding, provision of training content, exposure visits, etc.

During the pandemic, we initiated digital training modules with physical in-person trainings only in geographies that were less impacted. Strict hygiene protocols were followed in these locations. Through this period, we also supported some of our partners in the form of payment of trainer salaries, facility level sanitation, additional PPEs, etc.

1,79,330

youth trained since FY11



Over 2,000 farmers impacted through various initiatives

In the recent years, we have brought in sharper focus around processes and quality control to ensure a greater effectiveness of the programme. We are also actively working towards enhancing diversity and inclusion in our student groups by introducing special trades that are women-friendly and improving the infrastructure and processes at our partner locations to ensure a safer and enabling training

environment. The Company maintains frequent communication with local communities and other stakeholders, including indigenous people, utilising need assessment and participatory methods to gain insights into their needs and assess the impact of their interventions. During FY23, there were no complaints filed from local communities.

6X

Disha has observed a social return on investment

₹18 cr

invested in skilling initiative over the last 10 years

DIGITAL SKILLS – ROBOTICS AND AUTOMATION

My name is **Chaitanya Deshpande**. Currently I am pursuing third year BTech Mechanical Engineering at VJTI Mumbai. I was shortlisted for Robotics and automation training conducted by Godrej Infotech and Godrej & Boyce manufacturing Limited in association with Centum Foundation through MCQ test in which I was shortlisted. That training was consisting of a three-month online teaching followed by the visit to the Godrej Vikhroli and Khalapur plant. This was a wonderful learning experience for us. We got to know different

concept of robotics and automation and how these concepts are implemented on actual industry. We also get to know about different production lines and different assembly lines that Godrej manufacturers during their production. I am thankful to Centum Foundation and Godrej to providing us this opportunity for having the exposure to the industry 4.0 in this way. **“I’m really looking forward to using these teachings in pursuing some better career in the field of robotics automation for myself. Thank you.”**

Mode of partnership

CENTRE OF EXCELLENCE

Many vocational training partners do not have the capacity or financial resources to create state-of-the-art centres that are equipped with training tools, offering an ideal skilling environment for their students. Owing to this shortfall, trainees are unable to get appropriate practical training and, thus, lack exposure to the latest concepts and technologies in the sector. This reduces their learning outcome and their chances to secure employment in the industry. To bridge this gap, Godrej Disha supports in creation of 'Centres of Excellence' that have all the necessary infrastructure, machines, tools, equipment and teaching learning aids. As on March 23, Godrej Disha has 34 RAC COEs across the country.

TRAINING INFRASTRUCTURE UPGRADE

Many vocational training centres have been contributing selflessly for decades for skilling the youth. While they have well-built infrastructure and good teachers, they lack sector-specific training infrastructure. Disha programme studies these gaps and provides support to improve the training infrastructure of the centre and make them viable learning spaces.

KNOWLEDGE PARTNERSHIP

In addition to programme quality, improvement measures like enhancing the training content, creating advance training modules and training the trainers, Godrej engineers and senior management officials regularly visit training partners and personally check and guide the trainees on

their learning needs, industry trends and industry best practices.

The Godrej Disha Digital Training

Programme launched in March 2022 aims to bridge the digital skill gap seen amongst the youth graduating from colleges in Tier-2 and -3 cities.

The programme features a gamut of courses like

Robotics and Automation, Business Analytics and Dashboarding, Digital Marketing and Smart Machine Operator - Future Skills.

While the former two are for engineering students, the digital marketing and e-commerce course will be open to all young graduates. **A Smart Machine Operator - Future Skills** course is also part of this training curriculum and is not only open for students but also has a component designed to 'train the trainers', -i.e., trainers and instructors at various Industrial Training Institutes (ITIs) in the country, thereby enhancing their capacities as well.



Over 2,000 farmers impacted through various initiatives

Building sustainable communities

The programme features a gamut of courses like ensuring collective growth – through livelihood enhancement, by providing relevant opportunities and empowering community members through institution building. This approach inspires these community members to take ownership for their development, which is another example of our philosophy of ‘shared value’.

Our integrated approach towards sustainable community development is built on four pillars:



Education

Improving the infrastructure in government schools, enhancing the quality of education and reducing drop-out rates, and ensuring all children between 3-6 years are enrolled in anganwadis.



Environment

Organising awareness initiatives and workshops on energy, water and biodiversity, integrated watershed development, facilitating need-based community drinking water projects, wastewater recycling and enhancing biodiversity through afforestation.



Health and sanitation

Conducting regular health camps for women, ensuring 100% immunisation, improving infrastructure in primary health centres, reducing water-borne diseases from polluted potable water and development of community-based solid waste management systems.



Livelihood

Setting up of Disha centres to provide skill training for youngsters. Self Help Groups (SHG) that focus on women have been formed, and assistance has been provided to set up agriculture and non-agriculture-based businesses.



Empowers 150+ Self Help Groups run by women

Many routes to community development

In keeping with our vision of purpose-led growth and the need for business to be socially responsible, we have always promoted long-term initiatives in the areas of rural development, waste management, women’s empowerment, education, basic

healthcare and livelihoods generation to name a few. Our programmes aim to make a real difference in the lives of the disadvantaged, equipping them to help themselves lead better lives.

Khalapur

5
villages
consisting of
24 hamlets

NEED OF THE REGION

- Drinking water intervention
- Check dam repair
- Improving quality of education
- Women empowerment
- Children health and hygiene
- Youth skill development
- Livelihood opportunities for women

PROJECTS

- Women empowerment through health sanitation and drinking water intervention
- Skill development Disha centre
- E-learning facility
- Creating model school
- Afforestation project
- Enterprise development for women

Dahej

1
village

NEED OF THE REGION

- Community waste management
- Women empowerment
- Children health and hygiene
- Livelihood opportunities

PROJECTS

- Community waste management
- Women empowerment
- Enterprise development for women



Empowering communities through various development initiatives



Shirwal

12
villages
consisting of
17 hamlets

NEED OF THE REGION

- Farmers income enhancement
- Improving quality of education
- Children's health and hygiene
- Women empowerment
- Tourism development
- Wastewater management
- Livelihood opportunities for women
- Check dam repair

PROJECTS

- Women empowerment through health sanitation and drinking water intervention
- Skill development Disha centre
- Farmers income enhancement
- Rural tourism development
- Rainwater harvesting
- School Infrastructure development
- Enterprise development for women



Bhagwanpur

2
villages

NEED OF THE REGION

- Children health and hygiene
- Waste water management
- Sanitation facility
- Livelihood opportunities
- Improving quality of education

PROJECTS

- Women empowerment
- Toilet construction
- WASH programme
- Improving quality of education
- Enterprise development for women



Haridwar

1
village

NEED OF THE REGION

- WASH – Water health and sanitation projects

PROJECTS

- Health and hygiene improvement in community



Committed to improving school infrastructure

Vadodara

2
villages

NEED OF THE REGION

- Community health and hygiene
- Livelihood opportunities
- Skill development for youth
- Improving quality of education

PROJECTS

- Health and hygiene
- Improvement in community
- Women empowerment
- Enterprise development for women
- Science lab for school

Chennai

1
village

NEED OF THE REGION

- Road safety
- Pond rejuvenation
- Water conservation

PROJECTS

- Safe pedestrian pathway
- High mast light
- Rainwater harvesting
- Access for drinking water

Madkai

1
village

NEED OF THE REGION

- Improving quality of education
- Strengthening health centres

PROJECTS

- School infra upgradation
- Strengthening primary health centres

Mohali

1
village

NEED OF THE REGION

- Improve ground water levels
- Community health and hygiene

PROJECTS

- Rainwater harvesting
- Farmers income enhancement
- Health and hygiene improvement



DISHA Reach

29 partners
88 VTI
24 government VTI
22 states

Community development reach

6 states
8 locations
24 villages

Community development*

46+
schools

Covered for mega infrastructure (model school) project, Model Anganwadi project, Covered for smaller WASH and quality of education improvements projects

5,000+
women

Impacted through women empowerment projects

3,500+
farmers

Covered in income enhancement programme like organic farming, poultry units, farm equipment bank

36,000+
trees / shrubs
planted, conserved

4+
PHC's

Strengthen by providing medical equipment and infrastructure upgradation support

160+
self-help groups

Sustained & strengthened

100+
Mn litre

water conservation through Rainwater harvesting, pond development, check dam construction, Increasing water availability

1,00,000+
kilo litre per day
waste water treated

DISHA impact**



Youth trained

1,79,330



New centres of excellence

34+



Youth trained in digital skills

500+

* Cumulative impact since 2015

** Cumulative impact since 2011



Enabling improvement of education ecosystem at Khalapur

ADDRESSING A WIDE SPECTRUM OF EDUCATIONAL OBJECTIVES

Madkai Model School project

For education to be properly imparted, the school environs are as important as faculty and teaching aids. We set out to build a model school at Madkai in North Goa, creating infrastructure that could be easily replicated across other schools in India. Around 120 students, from underprivileged backgrounds from classes 1, 2 and 3 attend this school. We have helped build a new school building, with four classrooms, separate washrooms for girls and boys, teachers' room and play area. Half of this construction cost has been borne by us. We have also provided seating desks, white boards, teaching tables, chairs, office furniture and play equipment – helping to complete all the external and internal infrastructure, thus creating a fully functional school.

Enhancing professional prospects of students in rural areas with English language training

A key objective of our educational efforts have been to equip the marginalised in ways that would put them at par with their more fortunate counterparts. Children in rural areas are often amongst the most vulnerable groups so targeted at equipping them with the knowledge of English language so that their professional prospects could improve substantially.

To that end, we entered into a tripartite agreement with Karadi Path Education Company and the Zilla Parishad of Raigad to bring high-quality English language education to schools in that region.

What distinguished the Karadi Path methodology was its use of mother tongue learning and the unique Indian experience of multilingualism to teach English in a fun and interactive way. With actions, music, stories, theatre and mime integrated into the teaching modules, this methodology could effectively bridge the huge gaps that existed within the learning conditions of rural children.

Total 17 schools and 1,052 students from 1st standard to 8th standard have been selected from Khalapur block for this project

The actual implementation started in January 2021, and till date this project has completed the Level 1 learning module out of 3 levels that exist. In addition to strengthening English skills for the students, the project has also improved English-teaching capacity in government schools along with providing students and teachers with access to tested teaching learning materials in print and multimedia formats.



Kavita Sapkal with a fellow self help group member

CASE STUDY: WOMEN EMPOWERMENT

Kavita Prashant Sapkal

Age : 45 years

Location: Khalapur

I am a housewife and have studied till class 10. Earlier, my day went in doing household chores. Through Godrej & Boyce and NGO WOTR, I was shown a world outside my own village. I joined a self-help group in 2016 and formed Pancham Mahila Bachat Gat. We were given training in various entrepreneurial activities like perfume making, producing

detergent-based products like hand wash, liquid soap and dish wash.

Today we work in groups, prepare the products and then sell them door-to- door. We also sell at various other places like social gatherings, fairs, food festivals and also at various companies. That initial training has equipped us to generate our own incomes, and we make an average monthly profit of ` 5000-6000. This has not only made me self-reliant and confident, I am also able to add to my family income now.

CASE STUDY: FARMING

Happy Seeder intervention under Project Pragati in Chunni Kalan village of Punjab

A vast cloud of smoke engulfs Indo-Gangetic Plains (IGP)1 of India, particularly Haryana and Punjab states, during October–November every year, as farmers burn the stubbles of freshly harvested rice crop.

Under Project Pragati supported by Godrej & Boyce Mfg. Co. Ltd. and implemented by S M Sehgal Foundation, six number of Super Seeder Machines were provided to enterprising farmers. These farmers can rent out to other farmers at a subsidised rate and help in the sowing of wheat crop without the

need to burn the paddy residue. During this short window of Paddy harvesting and sowing of wheat crop which is about 15 days.

In FY23 sowing of wheat crop in over 600+ acres was done without burning the paddy residue

This not only helped the enterprising farmer in renting out the machine and getting additional income but also helped other farmers in availing the machine at a subsidised rate and curbing stubble burning.

CASE STUDY: RESTORING WATER BODY

Restoring water body at Chennai

The Kosapur Pond is located on the Kosapur-Sendrambakkam road in the Northwestern periphery of Chennai city. A collaboration between the Government of Tamil Nadu, Godrej & Boyce and E.F.I had facilitated the restoration of the Kosapur Pond.

The pond is having an area of around 3.6-acre. The pond's embankments were uneven with no formal structure and stability to it, and the bed was found to be at varying levels thereby could not store optimum levels of rainwater. The pond being adjacent to the Kosasthalaiyar river attracts several birds and is also home to native amphibians, and reptiles, making it an important habitat to be conserved.

Restoration work executed at the Kosapur Pond:

Complete removal of invasive weeds such as Prosopis juliflora, Ipomoea carnea, and thorny shrubs : De-silting done for average 3'0" depth; Strengthening of bund was done to enhance the water holding capacity and improve flood resilience. A protective fencing

was added to prevent littering in future.

Restoring the water body has improved the micro-climatic condition of the area and aesthetic development of the region. the storage capacity of the pond has increased by 24%; Groundwater recharge has significantly improved; Plantation of native trees has enhanced the biodiversity; Reduction in breeding of mosquitoes has reduced the spread of waterborne diseases in the area, thereby improving quality of life in the region.

IMPACTS ACHIEVED THROUGH THIS RESTORATION

Pre-restoration capacity

655

Lakhs litres

Current capacity

772

Lakhs litres

COVID-19 support

During the pandemic we provided support to the worst affected and most vulnerable populations. These included migrant labourers, daily wage earners, urban / rural poor and local communities, as well as, Corona warriors like the police, sanitation workers and health care facilitators

33,45,750
meals supplied

78,189
people supported

14
locations





Vaccination drives were organized at all our manufacturing locations

EXTENDING COVID SUPPORT ACROSS REGIONS AND DIVERSE POPULATIONS

Nature of support	Activities
Food relief distribution across Mumbai	<ul style="list-style-type: none"> • Project Milkar, Mumbai, brought together the local government, NGOs, citizens and corporate partners to ensure that city-wide food relief efforts were data-led, aligned and focused. Individual donations were matched 5X times by participating corporates like G&B, RPG Foundation, JM Financials and Kirloskar Group.
Training and active support for frontline COVID warriors	<ul style="list-style-type: none"> • Our NGO partners Anubhav Pratishthan Trust (APT) Watershed Organisation Trust (WOTR), Deepak Foundation and Shree Bhuvaneshwari Mata Ashram (SBMA) assisted communities in raising awareness about hand washing, social distancing and use of face masks. The company provided healthcare and hygiene kits to Khalapur frontline workers (Anganwadi sevika, PHC staff, gramsevak and tehsil office team). Assisted in COVID contact tracing.
Strengthening public healthcare, setting up COVID vaccination centres	<ul style="list-style-type: none"> • Provided medical equipment to rural health centres in the Khalapur and Khopoli region. These included basic screening equipment like temperature machines, non-invasive blood pressure measurement, portable ECG machine, oxygen concentrator and hospital beds. • Set up Raigad's first PPP* -based COVID vaccination center at Vadwal, Khalapur. The collaborators included Gram Panchayat Vadwal, Raigad Z P's Health Department, and NGO partner Anubhav Pratishthan Trust. We also provided administrative and resource support for running the centre. • In partnership with local industrial associations supported in setting up of patient isolation centers at Khopoli, Shirwal and Dahej
Digital projects in schools in Khalapur	<ul style="list-style-type: none"> • Facilitated digital projects across 65 schools and supported creation of 2 extended learning centres in tribal areas of Khalapur to ensure education continuity for students with very limited mobile access.

* PPP: Public-private partnership

Restoring livelihoods and accelerating urban recovery

The company collaborated with Magic Bus on a Rapid Urban Recovery programme to economically stabilise underprivileged households severely impacted by the pandemic, with the goal of returning household incomes to pre-COVID-19 levels by September 2022.

The programme is currently working in six underserved communities with over 1,000 households, with the objective of reconnecting at least one adult member of the family to regular employment, in organised sectors. The programme works by profiling candidates, recording their expectations, tracking jobs in nearby industries/localities, matching profiles, and assisting candidates with the application and interview process. The programme began in November 2021, and 781 people had been hired till March 2023.

Along with this project, we are also working with young adults who have been irregular at school due to COVID. The programme scope includes keeping these students interested in education while navigating their community's difficult economic and social environment.

781

people connected to formal employment as on March 2023

364

adolescents retained in school

Vaccine on wheels

In January 2021, the Indian government launched Vaccine on Wheels (VoW) – the world's largest vaccination programme, with the target of reaching every part of the country. VoW is a mobile vaccination project, with cold storage facilities for vaccine carriage and storage. Godrej and Boyce has joined forces by helping last-mile connectivity to low-income and vulnerable communities. The company has contributed a mobile vaccination facility that enables healthcare staff to reach remote and underserved communities in collaboration with Jivika Healthcare and the Rotary Club of Pune Central.

Restarting the learning momentum with Read Aloud

The pandemic left nearly 247 Mn children in India impacted owing to closure of schools, bringing their learning to a halt. To bridge the educational gap, Godrej and Boyce has supported the Adhyayan Foundation's Read Aloud project in Goa's Bardez taluka. Read Aloud aims to foster a reading culture that supports learning across all disciplines, the Directorate of Education, Goa, has included the Read Aloud programme in the state's overall Foundational Literacy mission to support primary grade students.

1,777

students impacted

1,784

read aloud sessions conducted

57

schools covered

10

community reading center activated