

Making Responsible Choices

We firmly believe that responsibility is the cornerstone of our sustained growth. It is, therefore, imperative for us to ensure that our business activities are closely aligned with our sustainability goals to create holistic value for all our stakeholders. With an unwavering commitment to driving lasting change, we have integrated the principles of Environment, Social, and Governance (ESG) into our business model. This integration enables us to align our business objectives with the key focus areas identified in our ESG approach. Guided by our purpose and vision, we operate with a strong sense of responsibility to achieve sustainable and consistent growth.



OUR ESG FRAMEWORK

Our commitment to integrate sustainability into our business manifests through our carefully crafted ESG framework that aims at delivering comprehensive value to both our organisation and stakeholders. We aspire to make meaningful contributions towards an ecosystem that prioritises environmental protection, societal well-being, and the establishment of a robust corporate governance structure.

At the core of our strategy for responsible investments lies our commitment to delivering lasting value. With the focus on sustainable value creation, we have identified three key pillars that underpin our engagement in significant ESG initiatives.

These strategic pillars serve as the foundation for our efforts to drive long-lasting change for each of our stakeholders. They guide our actions and help us identify the areas that are directly impacted by our business operations.

Our primary objective is to develop and implement impact-oriented projects that align with these focus areas. Through these initiatives, we aim to bring positive change in the world while simultaneously building a strong and reliable company. We recognise that our actions have the potential to shape the future and we embrace the responsibility to contribute to a more sustainable and inclusive world.

Purpose: A Commitment to Sustainable Living

Pillar 1: Environmental Stewardship

- Climate Change
- Supply Chain Management
- Energy Consumption & Emissions Management
- Water Stewardship
- Waste Management
- Product Stewardship
- Resource Management
- Biodiversity
- Environmental Compliance

Pillar 2: Socially Responsible

- Talent Management
- L&D
- Diversity & Inclusion
- Employee Well-being
- Health and Safety
- Community Development
- Suppliers and Business Partners
- Customers

Pillar 3: Resilient Business

- New Product Development
- Automation and Innovation
- Digitisation
- Economic Performance

Supported by Robust ESG Governance Framework

Focus Areas

Pillar 1: Environmental Stewardship

We aim to achieve environmental stewardship through the active implementation of significant initiatives that are focused on driving a positive change in our surrounding environment. We also aim to adopt the concept of recycling and reusing to effectively manage the consumption of these valued resources and to leverage technological interventions across our properties to drive sustainability.

CLIMATE CHANGE

Working towards carbon neutrality to combat climate change

➔ Read more **99**

SUPPLY CHAIN MANAGEMENT

Encouraging our vendors to adhere to ESG norms in their procurement, hiring, and other business practices

➔ Read more **80**

ENERGY CONSUMPTION & EMISSIONS MANAGEMENT

Shifting towards renewable energy and reducing our carbon footprint by adopting sustainable practices

➔ Read more **100**

WATER STEWARDSHIP

Reducing/Reusing water and improving conservation options to promote water stewardship at our operational facilities

➔ Read more **101**

WASTE MANAGEMENT

Fostering circularity through 3R Principles

➔ Read more **104**

PRODUCT STEWARDSHIP

Making environmentally sustainable product choices in every category

➔ Read more **87**

RESOURCE MANAGEMENT

Ensuring optimum resource utilisation

➔ Read more **79**

BIODIVERSITY

Ensuring conservation of biodiversity by taking various steps

➔ Read more **105**

ENVIRONMENTAL COMPLIANCE

Adhering to environmental rules and regulations for sustainable operations

➔ Read more **107**

Pillar 2: Socially Responsible

As our journey towards building a sustainable organisation is not possible without the invaluable support of our employees, customers, suppliers, and surrounding communities, we make investment in the growth, development and well-being of our workforce our top priority. Moreover, we strive to uplift local communities by contributing to measures and programmes that are vital for their overall well-being.

Focus Areas

TALENT MANAGEMENT

Creating an environment that recognises and appreciates performance in the workplace

➔ Read more **125**

LEARNING AND DEVELOPMENT (L&D)

Creating L&D opportunities for our employees through various initiatives

➔ Read more **127**

DIVERSITY AND INCLUSION

Creating a diverse and inclusive workspace

➔ Read more **128**

EMPLOYEE WELL-BEING

Providing a healthy and safe workplace

➔ Read more **129**

HEALTH AND SAFETY

Ensuring zero incidents

➔ Read more **130**

COMMUNITY DEVELOPMENT

Cultivating community development as a key focus to foster positive change

➔ Read more **112**

SUPPLIERS AND BUSINESS PARTNERS

Cultivating good relations with suppliers and business partners

➔ Read more **119**

CUSTOMERS

Ensuring good customer relations

➔ Read more **121**

Focus Areas

NEW PRODUCT DEVELOPMENT

Working towards new products that are more sustainable

➔ Read more **87**

AUTOMATION AND INNOVATION

Moving towards automisation and proactively working towards innovation of new products

➔ Read more **89**

DIGITISATION

Implementing digital and technology-driven initiatives to achieve sustainable development across our units

➔ Read more **90**

ECONOMIC PERFORMANCE

Promoting sustainable products to improve economic performance

➔ Read more **68**

ESG TARGETS

Goals	Business	Goals	Status
Achieve Net Zero GHG Emissions at Grasim level by 2050	CFI	Reduce GHG emission of the main product (Scope 1 and Scope 2) by 30% by FY30 (over the base year of FY17)	Initiatives are in progress on various fronts like exploration of energy-efficient technologies, improving operational efficiencies, and increasing the share of renewable energy in the overall mix
	Chlor-alkali	Increase share of renewable power to 25% by FY25	Already achieved 8% RE-power share till FY23
	VSF	Reduce GHG emission intensity by 50% by FY30 and Achieve Net Zero Emissions by FY40	Grasim's VSF business is preparing a roadmap to reduce its GHG emission as per the stated target
	Textiles	Increasing RE power share up to 70% by FY30	Installed 6.2MW roof top solar power plant and one plant is operating boiler with 100% non-fossil fuel, meeting 15% of its energy requirement through renewable route
	All businesses	Target to plant 2 lakh trees in total across multiple location in vicinity of Grasim manufacturing sites by FY24	1.2 lakh trees planted till date
Increasing circularity of re-utilisation of various materials going to waste	VSF	Grow circular products to 100,000 tonnes per year by FY24 using pre and post-consumer and alternate feedstock	Recycled VSF product named Liva Reviva is using 30% cotton textile waste replacing dissolving pulp
	VFY	Utilisation of ETP sludge as Gypsum and Cellulosic waste in co-processing for cement industries rather than landfill to be done 100% by FY25 over total disposal	Presently 43% of the ETP sludge and 53% of cellulosic waste is being diverted from disposal to co-processing in cement plants
Enhance diversity and inclusion for all business of Grasim	CFI	Increase woman employees by three times over FY19 (base year) to FY25	Women employee number increased from 142 in FY19 to 297 in FY23
	VSF	Increase women employees percentage in manufacturing units to 15% by FY25	Continuous focus on hiring and retaining women manufacturing sites
Sustainable supply chain	VSF	Assess the sustainability performance of key suppliers by FY25	Identification of critical suppliers done. Supplier Code of Conduct circulated and sign-off started. Supplier Assessment Framework established for Viscose Staple Fibre Business
Biodiversity	All businesses	Businesses to undertake the assessment studies in next three years	Biodiversity Policy has been announced for Grasim
Reduce water footprint	VSF	Reduce water consumption by 50% in VSF manufacturing process by FY25 over the baseline of FY15	VSF business has reduced water consumption by nearly 55% by end of FY23
	CFI	Reduce specific freshwater consumption of the main product by 30% by FY25 over FY17 (base year)	Multiple levers of reducing water consumption are being evaluated and work in progress on various fronts to reduce water consumption
	Textiles	Reduction in effluent discharge and maximise water recovery	Treated Effluent recycling quantity has increased from 4% in FY17 to 57% in FY23
Safety	VSF	Reduce the Lost Time Injury Frequency Rate (LTIFR) below 90% over the baseline of FY15	Grasim VSF has achieved a reduction of nearly 80% over the baseline
	CFI	Reduce LTIFR below 80% by FY25 (over the base year of FY17)	LTIFR reduced from 3.77 in FY17 to 0.17 in FY23
	Textiles	Achieve Zero Fatality and reduce LTIFR	Zero Fatalities for more than 5 years, and LTI reduced from 58 in FY17 to 3 in FY23