



CITIZENSHIP REPORT 2023

P&G INDIA

DEAR STAKEHOLDERS,

At P&G, we aim to be one of the most socially relevant companies on the planet. With that comes a responsibility - not only to consumers, employees, and shareowners, but also to our customers, communities, and our broader world alike. Together, the people of P&G accept that responsibility — a responsibility none of us can deliver alone, but an objective that can be achieved and sustained by working together with each other and our valued partners. Together, we can continue to be a Force For Growth and Force For Good.

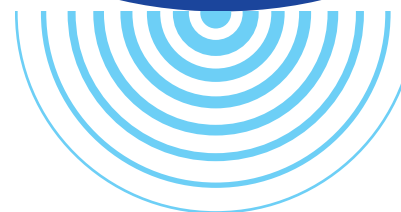
The Force For Good aspect of our efforts is what we call Citizenship. And, we have built it into how we do business every day. Our Citizenship framework is based on key pillars of Community Impact, Equality & Inclusion and Environmental Sustainability, with a strong foundation of Ethics & Corporate Responsibility guiding everything we do.

Our **Community Impact** efforts are brought to life via our flagship CSR program, P&G Shiksha. Education is an enabler for the next generation unlike anything else. Our longstanding commitment to education is also our way of contributing to the social development of the country. P&G Shiksha is a 360-degree educational intervention that addresses three critical barriers to achieving universal education – access to education infrastructure, gender inequality in access to education and gap in learning. Since its launch in 2005, P&G Shiksha has helped construct thousands of classrooms across hundreds of schools, impacting more than 35 lakh children.



LV Vaidyanathan

Chief Executive Officer &
Managing Director
P&G India



Our **Equality & Inclusion** (E&I) efforts are holistic and integrated, comprising of efforts towards Gender Equality, LGTBQ+ inclusion and inclusion of People with Disabilities, among others. We are committed to an equal, diverse, and inclusive organization and culture; one which brings forth the best ideas and innovations needed to win with consumers and customers and for each other. Our policy upgrades and additions are a meaningful step to empower our people, and demonstrate our care. We also leverage our influence through films, advertising, and programs that promote equality in our industry and society. We strongly believe that when brands and businesses actively support equality, it leads to a better world for everyone. Our brand Whisper through #KeepGirlsInSchool, and Ariel through #ShareTheLoad have remained steadfast in their commitment towards a more equal and inclusive tomorrow.

Environmental Sustainability has been deeply embedded in P&G's business practices for many years. We consistently strive to minimize our environmental impact and encourage consumers and suppliers to do the same. We take pride in collecting back more packaging waste than we put out, being zero-waste-to-landfill across our manufacturing sites and leveraging renewable energy in our operations. We have made strong commitments, including an ambitious Climate Transition Action Plan, which accelerates our efforts to combat climate change. Our Global Water Strategy aims to restore water in 18 water-stressed

areas around the world for people and nature, including 5 in India, responding to water challenges through innovation, partnerships, and reducing water in our operations.

Building and sustaining a robust business for decades, depends on maintaining strong ethical, compliance and quality standards across everything we do. It is a critical reason consumers trust us, partners do business with us, and shareholders invest in us.

Throughout our extensive 185-year global history, we have consistently demonstrated that our growth is intricately tied to our commitment to responsible business practices and social impact. Our ability to make a positive difference is further bolstered by our growth. Therefore, we aim to be a force for growth and a force for good, and we see these as inseparable. Throughout this report, we will share a few of the many inspiring stories that highlight how our efforts are making a difference and accelerating positive change. I would like to express my sincere gratitude to all our employees and valued partners, whose passion and contributions make it all possible.

Citizenship remains a top priority for us, both now and for the times to come, as we are committed to making a meaningful difference in peoples' lives each and every day!



**Community
Impact**



**Equality
& Inclusion**



**Environmental
Sustainability**



**Ethics & Corporate
Responsibility**



P&G INDIA AT A GLANCE

ESTABLISHED 1985 | 4000+ EMPLOYEES | 7 MANUFACTURING SITES

P&G's history in India started in 1985 with the acquisition of Richardson Hindustan Limited (RHL). RHL strengths combined with the formidable marketing & technical expertise of P&G's business worldwide, thus creating exciting synergy. In 1989, P&G India, launched Whisper, the breakthrough technology sanitary napkin which revolutionized the Indian feminine hygiene category.

In 1991, P&G liberalized the Indian household life through the introduction of 'Ariel Micro System'. The years before Ariel, washing had been a long arduous process involving back breaking labor. In 1995, P&G entered the Haircare Category with the launch of Pantene

Pro-V and launched Head & Shoulders in 1997.

This journey was further strengthened in 2006 with the merger of Gillette India Ltd. with P&G India Group, as a result of P&G acquiring Gillette globally in 2005.

Presently, P&G serves consumers in India with one of the strongest portfolios of trusted, quality, leadership brands, including Vicks®, Ariel®, Tide®, Whisper®, Olay®, Gillette®, AmbiPur®, Pampers®, Pantene®, Oral-B®, Herbal Essences®, Head & Shoulders®, Braun® and Old Spice®.

P&G 'makes in India' and more than 95% of the products we sell in India are manufactured

locally. Through our operations in India, we create more than 52,000 jobs directly and indirectly. P&G touches the lives of hundreds of millions of consumers in India.

P&G has invested more than 1 billion USD in India, in the recent past, in its endeavor to improve the lives of Indian Consumers. We have launched superior products meeting the needs of the consumers, expanded our manufacturing footprint and created direct and indirect employment and partnership opportunities contributing to the vision of a self-reliant India.



CITIZENSHIP AT P&G INDIA 2023

Procter & Gamble India - 5

KEY HIGHLIGHTS



Community Impact



Through our flagship CSR program launched in the year 2005, we are focused on providing access to holistic education for underprivileged children through a 360-degree intervention, impacting over 35 lakh children.

STRENGTHENING EDUCATION INFRASTRUCTURE

Strong infrastructural support at schools can help make the environment around

children more conducive to learning and eliminating distractions



BRIDGING INVISIBLE LEARNING GAPS

We are partnering with reputed NGOs with a focus on implementing unique and innovative programs to minimize learning gaps and improve learning outcomes in children



EMPOWERING MARGINALIZED COMMUNITIES

We are concentrating our efforts in bridging educational gaps in communities that have faced challenges in equitable education historically



Equality & Inclusion

ARIEL
#SEETHESIGNS |
#SHARETHELOAD



Ariel is highlighting that the foundation of a strong relationship is equality where both partners share equal responsibility for household chores

DRIVING INCLUSION THROUGH INCLUSIVE POLICIES

We are upgrading our bouquet of policies and benefits to be more progressive and inclusive

ADVANCING INCLUSION FOR STEM FIELDS

We continue to raise pertinent conversations at strategically relevant forums and drive strategic interventions to bust these barriers and advance equality in STEM.



WHISPER HEALTH PROGRAM

Whisper educated over 2 crore girls on puberty and hygiene over last two years, against a commitment of educating 2.5 crore girls by 2024

FOSTERING INCLUSION FOR LGBTQ+ COMMUNITY

We are focused on driving everyday inclusion for the LGBTQ+ community both inside and outside of P&G.



Environmental Sustainability

above the quantum of plastic packaging used in our products and that mandated for the year under the EPR guidelines.

ENERGY



Leveraging solar energy

We are operating two in-house solar plants at our manufacturing sites in Hyderabad and Goa, with a third underway in Mandideep.

WATER

Our water strategy

Our global strategy aims to restore water in 18 water-stressed areas around the world. Out of these 18 water-stressed areas, 5 are in India

WASTE



Collecting, Processing and Recycling Plastic Packaging Waste

We collected, processed, and recycled more than 23000 MT of plastic packaging during the year, which is over and

CLIMATE

Pledge to be 'Net Zero' by 2040

We are striving to achieve net-zero greenhouse gas (GHG) emissions across our operations and supply chain, from raw material to retailer, by the year 2040.



COMMUNITY IMPACT

We believe in doing the right thing in everything we do and are committed to being “A Force for Growth and A Force for Good” in the communities we serve. This is what propels our people and our brands to engage in acts of good every day to help our communities grow, thrive, and succeed.



Enakshee Deva

Head, Corporate Communication
and Corporate Social
Responsibility, P&G India

At P&G, for over 185 years of our history, we have stepped up to ensure we are serving our consumers not only through our leading brands but going beyond business and creating a meaningful impact in their lives through our community programs. We are firm in our belief that the most meaningful way of doing business is to also improve lives. We continue to give back to the communities we serve through our flagship Corporate Social Responsibility program – P&G Shiksha, which focuses on providing holistic education for underprivileged children through a 360-degree educational intervention as well as through our people and brands, who step up to make a positive impact in the larger society.

Being a good corporate citizen is core to who we are as a Company. Therefore, it remains a priority now, and in the future, as we are committed to improve the lives of people around the world, each and every day.



18
YEARS IMPACTING
35+
LAKH CHILDREN

P&G Shiksha is the flagship Corporate Social Responsibility program of P&G India. It began in 2005, with the intention of building schools to provide access to education to underprivileged children. As the country progressed, P&G Shiksha evolved into a 360-degree holistic program that aims to enhance children's learning environment, improve learning outcomes, and empower marginalized communities through education. Over 18 years, P&G Shiksha has reached hundreds of schools, impacting over 35 lakh children.

Creating Conducive Learning Environments By Strengthening Education Infrastructure

Many schools in the remote towns and villages of the country operate from dilapidated or open structures. Strong infrastructural support at schools can help make the environment around children more conducive to learning and eliminate distractions. Therefore, together with our partners at Round Table India, we undertake educational infrastructure enhancement projects that include building classrooms, installing essential equipment like furniture, black boards among others. We also focus on building playgrounds and improving health and hygiene facilities for children like clean drinking water and separate toilets for girls and boys at schools. This helps improve the learning environment for children and teachers, and the impact is seen in increasing enrolments, better



attendance, reducing dropouts, driving lesson-efficiency for teachers, encouraging students, and therefore, overall higher learning level.

As schools fully reopened post the pandemic induced closure, we undertook few initiatives to renovate schools which had witnessed deteriorating condition of their infrastructure. With supporting equipment like smart monitors, projectors, etc. in select schools, we are also learning on the impact 'smart' classrooms can create. Through the year, we have taken up projects to build over 500 classrooms across schools in the country, which will impact over 6 lakh students.

Focus On Strengthening Learning Outcomes By Bridging Invisible Gaps

Several reports in recent years have revealed that while there has been a remarkable increase in school enrolments, there are significant gaps that have emerged in the learning outcomes. Moreover, the pandemic further induced learning disruptions which have widened these gaps.

Studies indicate that students in schools often fall behind in keeping pace with their classes. One concept, one subject, one class, can give way to a larger issue where the child develops a gap in the fundamental conceptual understanding. When the child falls behind and the current learning level is not in line with the expected learning level as per the defined curriculum, an invisible learning gap is formed. This gap significantly impacts children who perpetually keep trying to cope, and without the right support system drop out of school or face challenges in subsequent phases of life.

We are partnering with reputed NGOs with a focus on implementing unique and innovative programs to minimize learning gaps and improve learning outcomes in children through on-ground remedial learning interventions, early childhood education and technology-based digital remedial learning.

We do this with 3 kinds of interventions:



A. Early Childhood Education With Pratham

During the early stages of childhood, when brain development is at its highest point, nurturing the appropriate developmental skills of children has been closely linked with positive outcomes, including improved school readiness, increased knowledge retention, and holistic growth of the child. To enable this holistic development of children and their readiness for school in the age group of 3-6 years, we implement our Early Childhood Education program with our partner Pratham Foundation.

We focus on developing motor, cognitive, social-emotional, language and creative skills in children, to help set them up for a fast-paced growth as they begin their education journey. As part of this, we are reaching out to children through multiple touchpoints - directly in the communities via volunteers like mothers, teachers, or others; through a support model in Aanganwadis; as well as in pre-primary classes in government schools. The program leverages visually rich and engaging learning content to impart foundational skills in children. It also uniquely involves mothers in children's learning development, by creating 'Mother's Groups' to ensure learning continuity at home in the communities. Taking inspiration from this unique initiative, this year, we also witnessed a first-of-its-kind government initiative in Nagpur

division, to involve parents, particularly mothers, in the child's learning at a community level through the adoption of mothers' groups. As part of this, teachers mobilized mothers of children in Grades 1 to 3 to form hamlet wise mothers' groups and enable learning at home.

During the year, the program focused disproportionately on ensuring children's 'school readiness'. We organized school readiness melas, in line with the Government's 'NIPUN Melas' under the Nipun Bharat Scheme. We conducted these Melas in partnership with the Department of Education in Himachal Pradesh, as well as in Maharashtra where the melas were called 'Pahile Paul' (first step). The initiative was also rolled out in the Nagpur division in collaboration with Maharashtra



Prathmik Shikshan Parishad. During the year, we impacted more than 5.5 lakh children with this, we are working towards bridging learning gaps in children with a two-fold objective; To set them up for fast-paced growth in school; and to strengthen their conceptual understanding of essential subjects like language and arithmetic.

B. Leveraging The Power Of AI/ML To Provide Children Access To Personalised Adaptive Learning Interventions

We are partnering with Educational Initiatives to implement 'Mindspark', an artificial intelligence based adaptive learning tool to remediate learning gaps in students across government schools in Rajasthan, Himachal Pradesh, Maharashtra, Madhya Pradesh, Andhra Pradesh, Uttarakhand, Gujarat, and Telangana. The tool integrates pedagogy, teacher instruction and a learning management system to assess a student's learning level and develop a customized learning path for each one of them. The tool also makes learning more interactive and rewarding for students through a gamified approach, where children are awarded reward points in the form of 'Sparkies' to instill a competitive spirit and motivate them to continue learning with passion. The program covers grades 1 to 9, and serves customized learning content across subjects including Mathematics, regional vernacular languages and English as a second language. It



Making learning interactive and fun for students through a gamified approach



also offers training modules for school leaders, and government leaders at district and state level, covering the basics of personalized learning, instructions on usage of Mindspark in classrooms, troubleshooting guidance, and support on using student data from the platform to understand and enhance learning outcomes. In schools, teachers help ensure Mindspark has been incorporated into the timetable and in turn can leverage the data on student learning to tailor their classroom instructions.

The program has garnered strong support from various state governments and is poised for successful scaling and widespread implementation in priority state schools. This AI enabled tech is truly helping thousands of children across the country, in improving their learning outcomes and bringing their learning levels at par with their grade level.

As schools reopened during the year, we adopted a hybrid implementation model, where we continued the in-school remedial learning sessions as part of the daily timetable and made the tool available on smartphones to enable children to continue learning from the comfort of their home. This year, we inaugurated four model Mindspark schools in Telangana and Maharashtra, which are aimed at demonstrating the effectiveness of the tool, serve as innovative testing grounds where the integration of technology into education can be explored, refined, and showcased to key stakeholders.

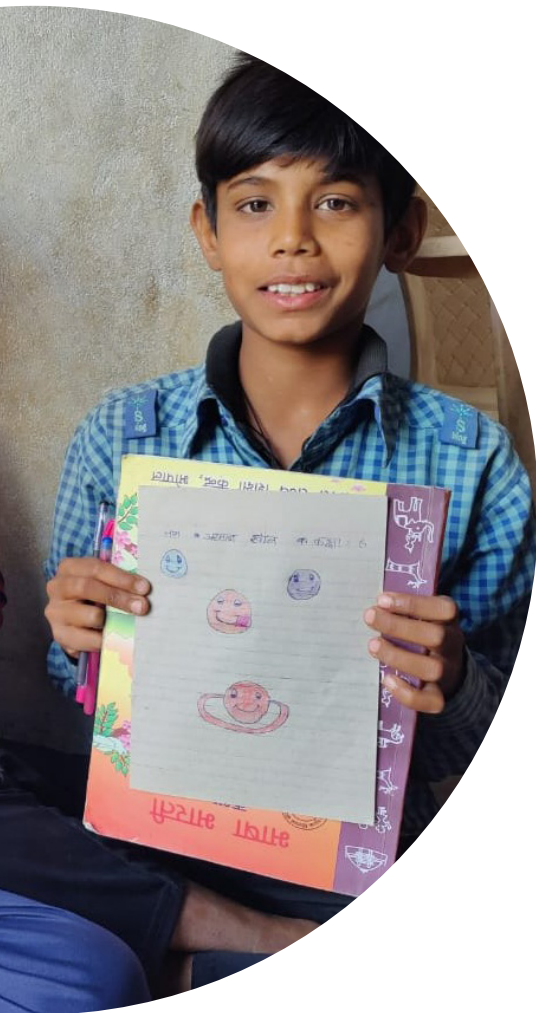
During the year, the program impacted over 75,000 children.



Mindspark
impacted
over
75,000
children
during the
year

C. Remedial Learning Interventions at Community Level with Pratham

We are implementing on-ground remedial learning interventions in partnership with Pratham Education Foundation, by using a community based and an 'in-school' model, together with the support



of trained volunteers from within the community and teachers at school. As part of this, we are following the approach of 'Teaching at the Right Level', where children in Grades 3 to 5 are grouped according to their learning levels rather than grade, and level-specific activities are conducted to help strengthen their skills in these subjects.

With schools reopening completely post the pandemic, we have concentrated our efforts in ensuring that children come back to school and the existing learning gap is addressed.

During the year, we positively impacted thousands of children through this intervention, where majority of the students showcased improvement in reading as well as arithmetic proficiency.

Driving Awareness And Urging Collective Action To Bridge Invisible Learning Gaps

This year, we also took up the onus to drive large-scale action to bridge learning gaps. Bringing in the significant voice we have in media and advertising, we launched a first-of-its-kind nationwide movement to highlight the invisible gaps in children's education across the country. The movement, called 'Bridging Invisible Gaps', was flagged off with a 6-week long high-octane 360-degree campaign which garnered high engagement from varied stakeholders. The 360-degree campaign began with a thought-

provoking panel discussion centered around the theme of 'Bridging Invisible Gaps' featuring National Award-Winning Actress, Shefali Shah, Girish Kalyanaraman, Vice President – Brand Operations, P&G India; Ritesh Agarwal, Assistant Vice President, Educational Initiatives; and Sagar Singh, Faculty Mathematics, Gov. High School Banah Ki Ser, Sirmour (HP).

On the day, P&G Shiksha also unveiled a first-of-its kind film which highlighted the crisis of 'Invisible Gap' through the heartwarming story of Bindiya, a young girl who is impacted by the invisible gap and struggles to cope in the classroom. The campaign





remedial learning measures among others.

This nationwide movement was therefore dedicated to making these invisible gaps visible, by driving awareness and urging collective action to bridge these invisible gaps, which often go unnoticed and create a significant roadblock in a child's learning and development progress.

Empowering Marginalized Communities

It is universally known that education can be a big enabler and leveler as it helps bridge socioeconomic disparities by promoting social mobility and reducing inequality. We are concentrating our

efforts in bridging educational gaps in communities which have historically faced significant and varied challenges and barriers, especially in context of equitable education. By addressing these unique barriers, we are working to help create a level playing field and help the communities come a few steps closer to achieving their aspirations and realizing their true potential.



engaged audiences through multiple touchpoints and activations including captivating sand-art by renowned sand-artist and Padma Shri Awardee – Sudarsan Pattnaik, a virtual reality tour to a P&G Shiksha supported school in a scenic village in Himachal Pradesh, power-packed nukkad-nataks to simplify the issue of learning gaps, partnership with renowned brands in the country to drive wider awareness, and also practical solutions for people to help identify and bridge learning gaps in children around them using effective baseline tests and



We are following the approach of **'Teaching at the Right Level'**





P&G Shiksha Betiyan Scholarship is breaking barriers for girls wanting to pursue STEM fields

Mobilising Communities And Introducing Education Interventions To Empower Girls In Rajasthan

Our implementing NGO partner reported that before the pandemic, India had 30 million out-of-school children, out of which 40% were adolescent girls. Even today, widening gender inequality and increasing poverty is placing female education at greater risk. There is enough evidence on why girls' education is important, and much has been done on policies and programs for increasing girls' enrolment in school, retaining, training, and educating them. However, the task at hand continues to be around breaking gender-based biases on opportunities for girls in communities.

In partnership with Save The Children, we are working towards breaking these gender-biased barriers to education faced by girls in the country. Under this initiative, we are supporting 49 government-run residential Kasturba Gandhi Balika Vidyalaya's (KGBV) and 36 regular schools across 7 districts of Rajasthan to provide quality education to girls through holistic infrastructure and learning interventions. We also continue to engage parents to emphasize the continuity of education and minimize dropouts.

During the year, we impacted over 7000 girl



students as part of the program.

Fueling STEM Education For Girls With P&G Shiksha Betiyan Scholarship

Data indicates that in India, female representation in STEM workforce is limited to 14%. Women continue to also be underrepresented in STEM curriculum, leading to underrepresentation in manufacturing. The reasons often lie in deep-rooted stereotypes and biases that hold back women from pursuing



**Over 350 girls pursuing
STEM education across the
country received P&G Shiksha
Betiyani Scholarship**

and advancing in STEM careers.

We launched P&G Shiksha Betiyani Scholarship Program last year with the aim to break such barriers for girls who aspire to pursue careers in STEM, in partnership with Centre for Civil society. As part of this, we provide financial aid and mentorship to girls wanting to pursue STEM (Science, Technology, Engineering, and Mathematics) education. The program aims to support entry of skilled women professionals into manufacturing and production industries.

The pilot for the program was launched in 2021, where we provided scholarships to over 80 meritorious students pursuing STEM courses. This year, we elevated the program to support over 350 students across over 30 institutes in the country, pursuing technical and vocational courses at Industrial Training Institutes (ITIs), polytechnic diplomas, and engineering degrees focused on fields of mechanical, electrical, computer and supply chain courses thus covering a wide range of STEM fields.

Project Pragati

According to the National Family Health Survey (NFHS) (2020-21) survey, in India, 70 percent of women in urban regions have used the internet, compared to 49.6 percent in rural areas. This showcases stark gender gap in digital literacy in





women, which is more notable in rural regions rather than metropolitan ones. This gap inevitably means that women are deprived of opportunities in a labour market where digital skills are in demand, according to research.

Therefore, digital upskilling is the need of the hour as it holds the potential to empower women with valuable skills and knowledge to participate in the digital age. By gaining proficiency in digital tools and technologies, these women can enhance their employability, access new economic opportunities, improve their livelihoods, and contribute to their overall empowerment and social inclusion.

We introduced Project Pragati to impart digital upskilling opportunities to marginalized women across the country, together with Pratham Infotech

Foundation, in line with our collective aspiration of creating an equal and inclusive world for all, both inside and outside of P&G. Through the digital upskilling initiative, our aim is to help enhance the employability of these women and set them up for a self-sufficient future, by equipping them with core digital skills that have become critical in the age of technology. We also announced our commitment to upskill more than 5 lakh women from lesser privileged communities over 5 years through the program.

Digital Upskilling For Transgender Community

We introduced 'Pragati For Pride', a digital upskilling initiative for the transgender community in

partnership with Humsafar Trust and Pratham Infotech Foundation. The program is an extension of Project Pragati, the digital upskilling arm of P&G Shiksha, and aims to help enhance the employability of the beneficiaries. Through the program, we are imparting core digital skills to the community, to help them gain meaningful employment. Further, as part of this, we also partnered with Humsafar Trust for 'Saksham' an exclusive job fair for the students at the upskilling program as well as any other people from the community who belong to lesser privileged backgrounds or have faced unfair life experiences.

At P&G, our ability to achieve equality has been made possible by our conscious efforts of recognizing and tackling barriers. We are also committed to accelerating the pace towards an equal and inclusive tomorrow, by unlocking value and driving growth. We truly believe in being a #ForceForGood, and to create an environment where every single person can bring their whole, authentic selves to work.

Project 'Bolo English'

In India, the proficiency in spoken English at schools in India varies across different regions and educational institutions. English is one of the official languages in India and is widely taught in schools as a second language. However, the level of spoken English proficiency can vary depending on factors



**We are working
together with Centre
For Civil Society to
implement 'Project
Bolo English'**

such as the quality of English language instruction, availability of resources, and exposure to English-speaking environments.

We are working together with Centre For Civil Society to implement 'Project Bolo English', which aims to help students from low-income families build and strengthen their written and spoken English skills, as a means to unlock





better opportunities for them in the future. The program enables children to learn digitally through interactive mobile applications, and with the support of teachers at the school who can encourage students to remain engaged in learning. During the year, we pivoted towards placing a greater emphasis on training and engaging teachers to enhance the effectiveness of learning outcomes. We also held dedicated teacher training workshops which drew participation from hundreds of teachers and government education authorities. These workshops and regular engagement with the students at schools facilitated the program's key components, which included student and teacher empanelment, app activation, lesson completion, and incentivizing these activities to drive the program's impact. Since its inception, the project has impacted nearly 2 lakh students and more than 10,000 teachers across 11 states in India.

Supporting Special Initiatives

As part of our commitment of being a Force For Good, we continue to empower and uplift communities we serve through various special interventions in addition to P&G Shiksha. Our people don their volunteering hats and work closely with renowned partners such as Mattruchaya in Goa, Aarushi in Madhya Pradesh, and IBTADA in Rajasthan to provide vital support to children with diverse needs.

Additionally, we also proudly collaborate with



the welfare arms of the country's defense forces, including the Army Wives Welfare Association, Navy Wives Welfare Association, and Air Force Wives Welfare Association, to make a significant impact on the education of children. By working hand in hand with these esteemed organizations, we work to foster a brighter future for the young minds in our society, empowering them with the knowledge and opportunities they deserve. The interventions are positively impacting thousands of children across the schools that the programs cater to, by providing them access to education, nutrition, and holistic care.



Our people continued to engage with children from Shiksha supported schools and communities around our sites in India, through mentorship interactions and more.

Celebratory Moments With The Shiksha Children

On International Volunteer Day for Economic and Social Development, we hosted an energetic and enthusiastic group of children from a P&G Shiksha supported school at our office in Mumbai. The entire event was brought together by our people and our partners, who volunteered in their own unique ways and capacity to spend quality and engaging time with the children. The volunteers shared their life journeys with the kids, conducted insightful

sessions on specific skills like public speaking, and contributed with all their heart in the efforts to make this day a memorable one for the children. Our agency partners also joined in and volunteered to take the kids through an exciting session on ad-making.

During the event, the children and the volunteers came together to play a fun quiz, painted their dreams on the canvas, danced on their favourite tunes, and even took a happy stroll around the office.





EQUALITY & INCLUSION

We believe in an equal tomorrow. Therefore, we aspire to create a company and a world where equality and inclusion is achievable for all; where respect and inclusion are the cornerstones of our culture; where equal access and opportunity to learn, grow, succeed, and thrive are available to everyone. We believe in creating value and driving growth for our employees, through our brands, with our partners and in communities.



Mrinalini Srinivasan

Executive Sponsor, Gender
Equality and Senior Director,
Finance, P&G India



At P&G, equality and inclusion is not just our Citizenship focus area, but a guiding force which propels us forward towards our aim of creating an equal tomorrow. It is ingrained in our purpose, values, and principles. We see it as an inseparable part of our existence and continue to advocate for a more equal and diverse tomorrow where gender biases and stereotypes are quashed before they arise. We focus our equality and inclusion efforts in three main areas where we can make maximum impact: leveraging our significant voice in advertising and media, removing barriers to education for girls and economic opportunities for women, and creating an equal, gender-neutral environment both inside and outside P&G.



**“If you’re not inclusive,
the question you should pose
to yourself is, are you
human enough?”**

Ms. Smriti Irani

Hon’ble Minister for Women & Child
Development and Minority Affairs,
Government of India

We See Equal 2023

We hosted the 4th edition of our annual flagship equality and inclusion summit – We See Equal. The event convened distinguished advocates and personalities to discuss the challenges that the society faces on equality and inclusion, and how different stakeholders can accelerate progress together. From addressing the business of equality and reimagining gender empowerment for women in small town India, to redefining inclusion from ‘them’ to ‘us’ and driving everyday inclusion for the LGBTQ+ community – the summit put a spotlight on a variety of topics discussed by some of the most notable influencers from across the country.

Built on the theme ‘Unique and United’, this We See

Equal summit was anchored on the underpinning thought that “Our power lies in our uniqueness, Our strength lies in our togetherness.”

Ms. Smriti Irani, Hon’ble Minister for Women & Child Development and Minority Affairs, Government of India, graced the summit with her presence, where in a chat with LV Vaidyanathan, MD and CEO, P&G India she famously quoted, “If you’re not inclusive, the question you should pose to yourself is, are you human enough?”. Ms. Irani’s journey with Procter & Gamble India started 25 years ago, with Whisper being her first-ever brand association. This journey of breaking stereotypes and biases hasn’t stopped ever since for her or for P&G India.



At the Summit, we also announced new commitments to challenge the current discourse and commit to the actions needed for progress, as well as shared updates on the commitments made in the past



Ms. Irani's journey with Procter & Gamble India started 25 years ago, with Whisper being her first-ever brand association



OUR ACTIONS TO INSPIRE CHANGE



P&G India introduced an Infertility Treatment Support policy for more inclusive family planning



We will partner with **50+ educational** institutes to ShareThePride



P&G India, with Project Pragati, will provide digital upskilling opportunities to **5 lakh women**



P&G India achieved **50% representation of female directors** behind the camera for the company's brand advertisements this year



Whisper India educated over **2 crore girls** in 2 years, on menstrual health & hygiene against a commitment of **2.5 crore girls** by 2024



P&G India worked with **100+ Institutes** (Vs target of 50) for P&G Shiksha Betiyan Scholarship



We invested **400+ crores** in business owned and led by women over 2 years

Digital upskilling of 5 lakh women from lesser privileged communities over 5 years with Project Pragati

We introduced Project Pragati to impart digital upskilling opportunities to marginalized women across the country, together with Pratham Infotech Foundation, in line with our collective aspiration of creating an equal and inclusive world for all, both inside and outside of P&G. Through the digital upskilling initiative, our aim is to help enhance the employability of these women and set them up for a self-sufficient future, by equipping them with core digital skills that have become critical in the age of technology.

Recently, P&G India, with NGO partners and employee volunteers, committed to impart a diverse range of digital skills to 5 lakh women from lesser privileged communities over 5 years, to enhance employable opportunities as part of Project Pragati.

P&G India achieved 50% representation of female directors behind the camera for the company's brand advertisements this year

We achieved this significant milestone one year ahead of the commitment timeline of 2024. We will



continue to work towards maintaining an equal representation of female directors behind the camera through a comprehensive set of actions to build, fuel, and connect a pipeline of diverse female talent in advertising, media, and content.

Our brand Whisper educated over 2 crore girls in India on puberty & hygiene over last two years

In 1995, Whisper introduced its 'Whisper Menstrual Health & Hygiene School Program' to educate girls on menstrual hygiene practices and build their confidence to overcome the overwhelming challenges they face during puberty. As part of this,

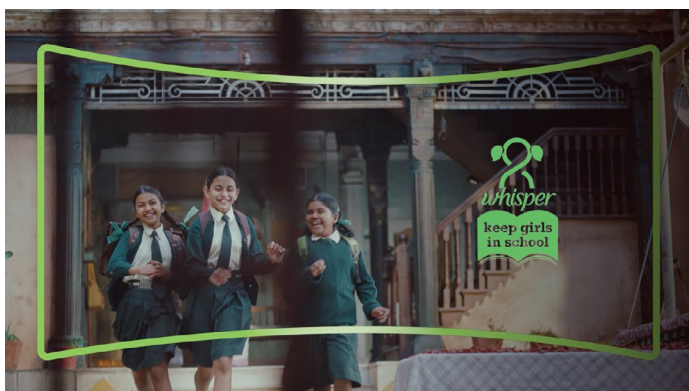
Project Pragati
imparts digital
upskilling
opportunities to
marginalized women
across the country

Whisper educated over 2 crore girls on puberty and hygiene over last two years, against a commitment of educating 2.5 crore girls by 2024.

Shattering Stereotypes To #KeepGirlsInSchool

Whisper unveiled a new-thought provoking film titled 'The Missing Chapter' as part of the fourth edition of its long running #KeepGirlsInSchool (KGIS) movement. The new film aims to educate mothers on the biology of periods so that they, in turn, can educate their daughters on periods including menstrual hygiene and using sanitary pads during their monthly cycles.

Studies show, 1 in 5 girls drop out of school every year in India due to lack of period education.



Studies have also found that 7 in 10 mothers don't know the biology of periods and consider it 'dirty or impure', often passing this to their daughters. With mothers being the first teachers of their children, it is important they educate their young daughters correctly about the natural process of periods and about using the right products. In most parts of India, mothers themselves are unaware about the biological workings of their body during menstruation leaving 71% of the girls in India not aware about periods when they first get them. As a result, young girls have limited knowledge on how to manage their periods and prefer to stay home during period days every month.

Whisper India also partnered with UNESCO India to introduce teaching-learning modules, addressing the challenges related to menstrual health and hygiene management, including in relation to disability, gender, teachers and educators, young adults, and nutrition. The teaching-learning modules, titled Spotlight Red, provide learners, educators, menstruators, and community leaders with resources and strategies for comprehensive understanding and skill development in managing menstruation and driving awareness about its societal impact. They aim to empower adolescents of diverse groups, including girls with disabilities, with access to period and puberty education and create a supportive environment with interventions at the school, state, and national level to help them continue their education.



**Whisper India
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P&G India invested over INR 400 crore deliberately working with women-owned and women-led businesses in India

The investment was made over the last two years through proactive and deliberate efforts which continue to be on track, helping us over-deliver against the commitment of investing INR 500 crore from 2021 to 2025 on these businesses.

Gender Equality Program

It has been our mission to foster an environment within P&G where every employee feels valued and respected. We have a vibrant community for women connected through our quarterly dialogue sessions and through Lean in Circles, helping ensure that women's skills and insights are well represented at all levels of leadership. The Gender Equality team organizes events and programs that promote mentoring, sponsorship, development of leadership skills, flexibility and increasing representation of women throughout the Company.

Ariel Is Advocating Equality In Households, Urging Men To See The Sign and #ShareTheLoad

Ariel has been sparking relevant conversations on gender equality within households, through its

powerful #ShareTheLoad movement since 2015. This year, Ariel launched the 6th edition of the campaign with an aim to highlight that the foundation of a strong relationship is equality where both partners share equal responsibility for household chores. The film spotlights the long-term impact of unequal distribution of chores on relationships and urges more men to See The Signs and #ShareTheLoad.

It is based on a survey which revealed that 78% of women feel like withdrawing from the relationship because of the load they face. It also underlines that the foundation of a strong relationship is based on equality, where both partners feel respected, appreciated, and valued. Our recent survey showed that 93% couples believe that doing chores together will improve their relationship. Therefore, with this film Ariel is urging all to see the signs and #ShareTheLoad to grow together.



In 2015,
when we launched
ShareTheLoad, 79% men
thought household chores
are a women's job. Over
the years, this has kept
reducing and now, it is
down to 26%.



Ariel was one of the first brands to raise the topic of equality within the household. Over the years, we have had men from across the country pledge to share the load – and we see it in the numbers too. In 2015, when we launched ShareTheLoad, 79% men thought household chores are a women's job. Over the years, this has kept reducing and now, it is down to 26%.

Our Shopfloors Are Championing Gender Equality

Our manufacturing plant in Goa introduced Project Saksham, which enabled the first fully female production crew at the plant. As part of the program, we partnered with key government stakeholders to enable women to work beyond just day shift hours where needed, in a legally compliant manner in the state. We also came up with new recruiting avenues for the on boarding program to be more cognizant of the local ecosystem and worked with its internal Supply Chain teams to create flexible operating strategies. Further, we also made deliberate efforts to drive sensitization among its people on gender-inclusive mindset, behaviour, and practices to create a more inclusive environment at the workplace for women

As a result, ahead of International Women's Day, we were bestowed with the 2023 Gartner 'Power of The Profession' Supply Chain Award in the 'People Breakthrough of The Year' category, for Project Saksham.



We continue to raise pertinent conversations at strategically relevant forums and drive strategic interventions to bust these barriers and advance equality in STEM.

Empowering Marginalized Girls Through Education

In partnership with Save The Children, we are working towards breaking gender-biased barriers to education faced by girls in Rajasthan.

Women continue to be underrepresented in STEM curriculum, leading to underrepresentation in manufacturing. The reasons often lie in deep-rooted stereotypes and biases that hold back women from

Advancing Inclusion For STEM Fields

Research indicates that More than 43% of in Science, Technology, Engineering and Mathematics (STEM) graduates in India are women, which is one of the highest in the world. But, despite studying science and mathematics together at the school-level, men continue to outnumber women in STEM fields, particularly at higher levels of the professions. Women's share in STEM jobs in India is a mere 14%. One of the reasons for this, is the deep rooted on-ground, perception-based and opportunity-linked barriers in advancement of women in STEM roles.



pursuing and advancing in STEM careers. This year, to challenge these barriers and triggering curiosity among the girls from a young age we created specialized STEM labs at the Kasturba Gandhi Balika Vidyalaya to provide girls with the necessary tools to implement hands-on project-based learning of key STEM concepts. These labs are equipped with STEM related experimental equipment and visual aids, and help to provide a practical experience of the theoretical understanding they receive as part of their curriculum. Being residential schools, the girls have access to the STEM labs all through the day. They are now seeing this as an integrated fun-and-earn element of their co-scholastic experiences.

These labs were installed at schools across Tonk, Bundi, Chittourgarh and Jodhpur districts of Rajasthan.

Bridging Gender Divide In STEM Education Through P&G Shiksha Betiyan Scholarship

We launched P&G Shiksha Betiyan Scholarship Program last year with the aim to break such barriers for girls who aspire to pursue careers in STEM, in partnership with Centre for Civil society. This year, we supported over 350 students across

over 30 institutes in the country as part of the Program.

Women in STEM Caravan

Together with CCS, we also flagged off a first-of-its-kind 'Women In STEM Caravan' - a multi-city roadshow that brought together key stakeholders to advance women's participation in Science, Technology, Engineering and Mathematics (STEM) trades. The roadshow, officially recognized as a part of the G20 events, commenced in New Delhi on International Day for Women and Girls in Science, with a high-powered 'Women in STEM: Policy,



Practice & Interventions' roundtable conference focused on policy provisions, ground realities, role of corporates and direct interventions for advancing women's representation in STEM opportunities. The roadshow then traveled across Himachal Pradesh and Telangana where P&G India recognized and awarded the scholarships to girl students, before culminating at the P&G NITIE Equality Summit in Mumbai where P&G India awarded full scholarships to girls pursuing their master's degree at the prestigious National Institute of Industrial Engineering (NITIE).

P&G NITIE Equality and Inclusion Summit

We partner with the National Institute of Industrial Engineering (NITIE) to host the P&G-NITIE Equality Summit every year with an aim to spark conversations on issues that perpetuate a glass ceiling for women, uncover deep-rooted stereotypes that still exist, and motivate change specifically linked to equal representation in STEM and Supply Chain. This year, the one-day summit convened key stakeholders from the government, corporate sector, and academia to deliberate on topics pertaining to advancing gender equality in supply chain and busting myths associated with representation of women in STEM (Science, Technology, Engineering and Mathematics) careers. During the event, we recognized and awarded P&G Shiksha Betiyan Scholarship to five girl students



pursuing STEM courses at NITIE.

P&G Women In Tech Summit

The third edition of the 'Women in Tech' summit sparked conversations on gender equality in tech and IT, through nuanced panel conversations among thought leaders from different walks of life. During the engaging rounds of conversations, the speakers shared their journey, experiences and shared their thoughts on building a gender equal workplace. P&G continues to be committed towards building digital and technological capability of women across its external network (including customers, retailers, agency partners, among others).

We awarded
P&G Shiksha Betiyan
Scholarships to five girls
pursuing their master's
degree at the prestigious
National Institute of
Industrial Engineering
(NITIE).





Srinivas P.M.

Vice President and Head - Human
Resources, P&G India



At P&G, we truly care for our people and their families. We are also committed to accelerating the pace towards an equal and inclusive tomorrow, by building equality & inclusion into the core of our business, unlocking value, and driving growth. For us, every individual matters. We know that a one-size-fits-all approach will not and does not work. Therefore, we keep upgrading our bouquet of policies and programs to cater to our diverse workforce so that every single person can bring their whole, authentic selves to work every day.

Upgrading our bouquet of policies and benefits to be more progressive and inclusive

At P&G, we believe that inclusive policies are essential at the workplace as they promote diversity, representation, and equality. By providing equal opportunities and representation for individuals from diverse backgrounds, inclusive policies create a culture of inclusivity that prevents discrimination and bias. They also foster innovation, creativity, and collaboration by encouraging employees to bring their authentic selves to work and contribute unique perspectives.

Supporting Our People Holistically In Their Caregiving Needs

We announced the 'Lead With Care' program that offers a holistic support to employees who are caregivers to children with disabilities and special needs. The program enables employees to avail early preventive care and treatment for children impacted by specific neurodevelopmental, cognitive, behavioral, or physical impairments. The Program includes medical coverage across diagnosis, doctor consultations, treatment, cost of medicines and devices. Additionally, we are facilitating specialized and trained day-care support via certified partners and providing an

employee assistance program (EAP) available 24x7 to all employees and their families to navigate this journey.

With this, P&G India is pioneering a holistic support to employees who are caregivers to children with disabilities and special needs, not just for the industry in India, but also for P&G globally, serving as a learning ground for other markets.

Enabling Inclusive Opportunities For Family Planning Through Infertility Treatment Support Policy

We recently announced a new 'Infertility Treatment' policy to support our people and their partners with more inclusive opportunities for family planning. Under this policy, we are covering the expenses borne by employees and their partners for availing infertility treatments including Intrauterine Insemination (IUI) and In Vitro Fertilization (IVF) among others.

This policy supports employees of diverse gender identities, sexual orientations, and family structures, in line with our continued commitment towards fostering and reinforcing an equal and inclusive workplace for our people through inclusive policies, with CARE being at the core of everything we do.

At P&G, we recognize that family planning can be a deeply personal and challenging experience for

We believe that inclusive policies are essential at the workplace as they promote diversity, representation, and equality. By providing equal opportunities and representation for individuals from diverse backgrounds, inclusive policies create a culture of inclusivity that prevents discrimination and bias.



Happy Minds 2.0 shifts the focus from mental health to mental well-being

individuals and couples. Further, we understand the impact this can have on employees and believe that by providing access to infertility treatments, we can support employees in their family-planning goals, while also looking after their overall well-being holistically. The policy includes coverage for both in-patient (IPD) and out-patient (OPD) expenses borne for the infertility treatments by employees and their partners.

Happy Minds 2.0

During the year, we further bolstered our mental well-being initiatives with the 'Happy Minds 2.0' program. The program shifts the focus from mental health to mental well-being, and comprises of a bouquet of initiatives, including counselor services at the workplace, preventive mental health check-ups, enhanced awareness among leadership to identify mental well-being impact indicators within workgroups, and increased flexible working arrangements for employees, among others.

The is helping build resilience within workgroups, along with empowering and enabling employees to feel more comfortable to raise conversations about the subject freely within and outside the organization.

As part of this, we are comprehensively assisting our people by providing one-to-one counselling sessions for every team member. For this, the Company has empaneled a counselor who will be available for tele-consultations as well as in-person consultations at the workplace. This is in addition to the existing 24x7 Employee Assistance Programme (EAP) service available for all P&G employees and their family members. The Mental-Health First-Aiders task force continues to be the first line of response to signs of distress. The company's wellness allowance also reimburses employees for expenditure on mental health. Further, our 'We Care Helpdesk', is dedicated to addressing mental well-being needs of employees as and when needed.



ENABLING OUR PEOPLE WITH INCLUSIVE POLICIES

Our inclusive policies are available to all our people and their partners, and have continued to strengthen the culture of equality and inclusion at P&G India. These include:



Our 'Share the Care' inclusive parental leave policy provides all new parents including biological parents, domestic partners, adoptive parents, parents in same-sex couples to 8 weeks of fully paid parental leave.



Medical benefits and hospitalization cover partners of LGBTQ+ employees



We offer emergency financial assistance to our employees and their partners in case of natural calamity, demise or hospitalization of an immediate family member to cover expenses not covered in the company's existing medical policy. Our people who belong to the LGBTQ+ community can avail this facility for their partners.



The company provides additional fixed allowances to its employees to meet their personal and family needs. LGBTQ+ employees can also avail this benefit for their partners.



The company also extends the relocation benefit, including financial support and transfer related assistance arising out of a company-initiated relocation to partners of LGBTQ+ employees.



We believe that it is our responsibility to ensure that all our people get equal opportunities to thrive and succeed, without any biases or barriers. And all our people share these responsibilities with us, with utmost pride and vigor. Our roots in LGBTQ+ inclusion and advocacy are built on the example set by our people. We honor the individuality and unique contributions of our people to enable them in bringing their authentic self to work every day and feel safe in doing so. We truly believe in being a #ForceForGood, as we continue to work towards our ambition of creating an equal and inclusive tomorrow.



Inspiring Inclusion Through Education

We continue to make several deliberate efforts to ensure P&G is an inclusive workplace for our people from the LGBTQ+ community, by spreading awareness and widening our ally network. We conduct dedicated sessions to educate our people within the Company right from the leadership team, managers to technicians on the shop floor, on inclusive behaviors, role modeling inclusion and advocating support. Now, LGBTQ+ sensitization training is part of the onboarding programs for our new hires and interns. With this, they get inducted into inclusion right from Day 1. This helps establish our zero-tolerance policy towards any

discrimination, and also helps them come to terms with their conscious and unconscious biases and address them. This year over 400 employees were newly trained across our offices in the country on LGBTQ+ inclusion and allyship.

Everyday Inclusion At P&G

The everyday work culture at P&G India is designed to be inclusive so that everyone can bring their true authentic selves to work right from Day-1. We believe that safe spaces and positive markers of inclusion are crucial in the workplace as they create an environment where employees feel safe, valued, and included. By fostering a sense of belonging and mutual respect, these practices encourage open communication, collaboration, and innovation for

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community



our people. At P&G, we believe that prioritizing safe spaces and positive markers of inclusion not only benefits individuals but also contributes to a thriving and successful organization.

We have continued to undertake several measures to proactively drive everyday inclusion at P&G India.

Making Allyship VISIBLE, VOCAL and VIBRANT!

P&G has evolved its infrastructure to foster allyship within its offices across the country. This includes the incorporation of positive markers such as diverse visuals and pride colors at various touchpoints to reinforce safe spaces. At P&G India, specific

initiatives have been implemented, such as the introduction of gender-neutral restrooms, inclusive signages and content on screens, and much more. All our sites welcome our people as well as visitors with a very clear rainbow crossing sign that says – Everyone is welcome here. These visible displays demonstrate the company's commitment to being proud allies to all employees and visitors.

Individual Expressions of Allyship

Recognizing that allyship can be expressed in unique ways, P&G encourages its employees to showcase their support for safe spaces and inclusivity. This includes meaningful positive

indicators like incorporating allyship messages in email signatures, wearing rainbow lanyards, and displaying ally stickers, among other personal expressions.

Promoting Allyship through Employee Connects

Within the company's quarterly employee connects, P&G prominently features stories from OUT-leaders (LGBTQ+ individuals) and allies. – both from P&G and external speakers. By sharing their experiences, these individuals inspire and encourage meaningful allyship among employees, fostering a culture of support and inclusivity.



LABELS ARE FOR PRODUCTS





P&G actively celebrates significant occasions and topicalities that promote inclusivity across its locations in the country.

We also facilitate regular sharing of personal journeys by LGBTQ+ members and allies, both from within the company and external leaders, through Pride PODcasts. These podcasts aim to address common misconceptions and stereotypes surrounding the LGBTQ+ community, providing insight and fostering understanding.

Creating a Community for the Community

P&G has established an affinity group in India called the "Out and Proud chapter" to empower and unite employees from the LGBTQ+ community. This community provides a safe space for individuals to come together, offering support, encouragement,, maintaining 100% confidentiality of the people, even for those who have chosen to be selectively out in the organization. It is a group that is by the community, of the community and for the community.

Celebrating Occasions and Driving Awareness

P&G actively celebrates significant occasions and topicalities that promote inclusivity across its locations in the country. For example, the company's largest manufacturing site in India in Hyderabad, hosted its first-ever Equality and Inclusion roadshow. The event aimed to raise awareness among employees, with sessions focusing on identifying biases, breaking barriers, and committing to a more inclusive environment. Additionally, P&G commemorates events like National Coming Out Day and International Day Against Homophobia, Biphobia, and Transphobia, using these opportunities to drive sensitization and encourage more individuals to become visible and proud allies.





Global Representation and Connections

As a proud sponsor of the Sydney WorldPride and Sydney Gay and Lesbian Mardi Gras in 2023, P&G invited representations from multiple countries to join the parade as official representatives. Out leaders from India proudly represented the country and the organization, and their participation was aimed at championing LGBTQIA+ visibility and initiating societal change. This sponsorship also allowed P&G to establish broader connections for its OUT leaders, connecting them with a global network of OUT leaders and allies and sparking new ideas for further advancements in allyship initiatives.



Pertinent Conversations at #WeSeeEqual

Under the #WeSeeEqual initiative, P&G has actively facilitated meaningful discussions with credible external and internal voices to shed light on the challenges, stories, and achievements of the LGBTQ+ community in India. During the recent Summit, influential personalities and advocates of the community convened for a thought-provoking conversation focused on driving everyday inclusion for the LGBTQ+ community. The summit provided a platform to discuss and address important issues, fostering greater understanding and progress towards a more inclusive society.

Extending Our Efforts Beyond P&G

While we drive inclusion for the community within the Company, we are also extending our efforts in the communities we serve to advance inclusion for everyone.

Vanavil: P&G - IIT Madras Equality Summit

This year, together with the Indian Institute of Technology, Madras, we hosted the first-ever 'Vanavil: P&G - IIT Madras Equality Summit' to advance equality and inclusion for the LGBTQ+ community in colleges and workplace. The summit brought together a host of distinguished speakers who shared thought inducing insights and personal stories with the students at the campus, to spark meaningful conversations around various issues of contemporary as well as historical relevance to the queer community. A timely conversation for the students soon to enter the workforce, was on the markers of an equal workplace as this transition marks an important change in the life journey of young queer aspirants.

This marked a new chapter in our journey of driving inclusion for LGBTQ+ community, with this first-ever engagement with one of our campus partners – IIT-M, and their student-run LGBTQIA+ support and sensitisation group -Vannam.



**We partnered with
Humsafar Trust for 'Saksham'
- an exclusive job fair for the
LGBTQ+ community**



Promoting LGBTQ+ Hiring And Digital Upskilling

We partnered with Humsafar Trust for 'Saksham' - an exclusive job fair for the Transgender community as well as any other people from the LGBTQ+ community who belong to lesser privileged backgrounds or have faced unfair life experiences. We also went beyond inclusive hiring as we introduced 'Pragati For Pride', a digital upskilling initiative for the transgender community in partnership with Humsafar Trust and Pratham Infotech Foundation. The program is an extension of Project Pragati, the digital upskilling arm of P&G Shiksha, and aims to help enhance the employability of the beneficiaries. Through the program, we are imparting core digital skills to the community, to help them gain meaningful employment.

At P&G, our ability to achieve equality has been made possible by our conscious efforts of recognizing and tackling barriers. We are also committed to accelerating the pace towards an equal and inclusive tomorrow, by unlocking value and driving growth. We truly believe in being a #ForceForGood, and to create an environment where every single person can bring their whole, authentic selves to work.

Continuing Partnership With Pride Circle

We have continued to partner with Pride Circle for 'RISE', India's premier LGBTQ+ job fair and conference, where LGBTQ+ job seekers can meet companies, interact with the recruiters, learn about job opportunities, and get interviewed from the comfort of their home. This is part of our endeavor to not only foster a diverse workplace but also create a positive societal impact and inspire change.

Partnership with 50+ educational institutes to ShareThePride

At P&G, we realize the importance of safe spaces. While we continue to put in efforts to create safe spaces and VISIBLE Allyship within the organization, we have committed to taking this approach outside of P&G as well. We have committed to partnering with 50 educational institutes including undergraduate colleges and post-graduate universities across the country to create and visibly demarcate safe spaces for the LGBTQ+ community. We will take up efforts to sensitize students, faculty, and staff. Along with this, we will also partner with institutes to evolve their ecosystem to incorporate positive markers of an inclusive space.



INDIA-SUBCONTINENT ENVIRONMENTAL SUSTAINABILITY

Environmental sustainability is embedded in how we do business. It is core to our purpose of improving lives now and for generations to come.



Pawan Verma

Head – Purchases and Executive
Sponsor for Sustainability,
P&G India

At P&G, we believe that while it is our responsibility to create and deliver superior products and value to our consumers to improve their lives, it is also our responsibility to do so in a way which minimizes our environmental footprint. We ensure this by focusing on technologies, processes and improvements that matter for the environment and are based on our endeavor of being a force for good for the planet. Our efforts build on the strength of science-based pillars — Climate, Waste, Nature and Water, to help solve some of the world's most pressing global challenges where we can make the biggest difference.



Ambition 2030

During Earth Week in 2018, we announced our global sustainability goals called Ambition 2030. These goals support our company and brand's ability to positively impact our homes, our communities, and our planet. At its foundation is improving the livelihoods of people across our operations, supply chain and the communities we serve. We are continuing to create products that encourage responsible consumption, reduce our manufacturing footprint, and strive for more circular approaches in our supply chain. We cannot achieve these goals alone. This will require partnership across the private, nonprofit, and public sectors and involve every aspect of our business.

Our Pledge To Be 'Net Zero' by 2040

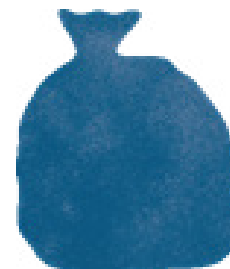
We have put forth a new ambition to achieve net-zero greenhouse gas (GHG) emissions across our operations and supply chain, from raw material to retailer, by the year 2040. P&G's actions on climate began over a decade ago, and we know there is more work to do. Our plan to net zero will prioritize cutting most of our emissions across our operations and supply chain, from raw material to retailer. For residual emissions in these categories that cannot be eliminated, we will use natural or technical solutions that remove and store carbon. P&G's Ariel and Tide continue to be phosphate free.



CLIMATE



WATER



WASTE



Nature

Water strategy

We recently announced a global water strategy which aims to restore water in 18 water-stressed areas around the world for people and nature, responding to water challenges through innovation and partnerships, and reducing water in our operations. Out of these 18 water-stressed areas, 5 are in India.

We are progressing in our focus areas in India

We have made significant progress across our focus areas of climate, water, and waste. Five of our manufacturing sites have already achieved the 2030 target of 35% water efficiency. Further, all our sites in India, including our India headquarters in Mumbai are zero waste to landfill, which means that no manufacturing waste is discharged into the environment. We have also installed electronic vehicle (EV) charging stations at our India headquarters to facilitate our people as they make a transition towards greener commuting.

Collecting, Recycling and Processing Plastic Packaging Waste

We continue to be compliant with the government's Extended Producer Responsibility (EPR) guidelines

**IT'S OUR PLANET.
OUR HOME.
OUR WINDOW
IS NOW.**

on plastic packaging waste collection, recycling, and processing. In line with this, this year we have collected, processed, and recycled more than 23000 MT of plastic packaging, which is over and above the quantum of plastic packaging used in our products and that mandated for the year under the EPR guidelines.

Harnessing The Power of Solar Energy

We have continued to be committed to leveraging renewable sources of energy in our operations. In line with this, we are already operating two in-house solar plants at our manufacturing sites in Hyderabad and Goa, with a third underway in Mandideep. This puts us among the few companies in India that have

three in-house solar plants at their manufacturing sites and helps to leverage the power of renewable energy and contribute towards safeguarding the environment.

Our Brands Are Championing Sustainability

The P&G India brands have also stepped forward towards environmental sustainability.

- Our Baby Care and Feminine Care products continue to use recycled material in their product packaging
- Our brand Oral-B uses 80% post-consumer recycled plastic (PCR) in its toothbrushes
- Our brand Vicks transformed its sore throat drop container found on the counters of high-

frequency retailers in India to 100% post-consumer recycled (PCR) plastic – reducing dependence on traditional, virgin plastic and creating a recycle-ready product

- Our brand Venus is made of 30% recycled plastic and uses fully recyclable packaging
- Our brand Ariel uses a recyclable bottle for liquid detergents
- Our brands Ariel and Tide continue to be Phosphate free
- Our brand Herbal Essences continues to be Sulphate free

Leveraging Partnerships

We are also leveraging strategic partnerships in our ambition towards a greener tomorrow. P&G is a founding investor in the \$112 million Circulate Capital Ocean Fund (CCOF), the world's first investment fund dedicated to preventing plastic pollution and advancing the circular economy in South and Southeast Asia. To date, Circulate Capital has invested in 7 start-ups in India to drive transformation across the recycling and circular plastics value chain. Beyond financing, Circulate Capital is also working closely with our teams to provide mentoring and technical assistance to help the portfolio companies scale their business as well as social and environmental impact.

Planting Forests With 'Forests For Good'

We partnered with Flipkart, India's prominent e-commerce platform, to plant four forests in Karnataka, which were made open for consumers to e-adopt as part of our initiative - 'Forests For Good'. With the intention to create sustained impact, the partnership with Flipkart sought to not just raise awareness, but also invite consumers to partake in this sustainable journey. Under this unique initiative, four thousand trees were planted in Karnataka in partnership with renowned social and technology enterprises who helped execute the Forests For Good initiative. The platform with which consumers could partake in e-adopting the trees is equipped with blockchain technology, ensures traceability, and aims to offer full transparency with tree-planting projects, allowing everyone to view their tree, when was it planted, name the tree, track its locations and maturity.

Leveraging Rainwater To Fulfill Water Needs

As part of our water conservation efforts in water-stressed regions in the country, we installed rainwater harvesting (RWH) infrastructure at P&G Shiksha supported schools across nine cities in the country. The initiative was executed in partnership with Round Table India, across Kota, Ahmedabad, Jodhpur, Baddi, Udaipur, Bhopal, Chennai, Raipur, and Pondicherry. This is in line with our endeavour to



contribute towards building a water positive future through sustainable practices and interventions. With this, the rainwater harvesting infrastructures will cumulatively help preserve an estimated 10 lakh liters of water annually, which can then be used by the schools for non-potable purposes.

P&G and Solvay Join Forces in Industry-leading Effort to Double the Global Supply of Sustainable Guar Farmed in India

Guar is a natural ingredient with many uses in personal care products like shampoos and lotions. P&G Beauty joined forces with one of our strategic suppliers, Solvay, in the Sustainable Guar Initiative (SGI) that will positively impact the lives of more

than 21,000 people and promote sustainable guar production within the Bikaner district of Rajasthan, India — one of the world's largest resources for guar.

Through this partnership P&G Beauty will:

- Double production of sustainably farmed guar in India, expanding the program's reach and impact into 24 new villages.
- Train more than 5,200 farmers in the adoption of good agricultural practices.
- Double the scale of support for women, by training and empowering 1,800 additional women farmers, including workers and members of farming households and entrepreneurs.
- Create a new Johad (community-owned rainwater



storage pond) to supply water for household and irrigation purposes.

- Support the establishment of a new Farmer Producer Organization to help support the economic stability of the farmers and their families.

Tide In Space

NASA needs a low-resource laundry solution to help enable deep space exploration. P&G's Tide brand is eager to learn how to clean effectively with less water to help protect our home planet. In 2020, Tide formally signed the multi-year Space Act Agreement with NASA. The first prototype, Tide Infinity, was sent to the International Space Station (ISS) for testing in December 2021 in collaboration with NASA and the ISS National Laboratory. Tide to Go Pens and Wipes have also completed testing aboard the ISS to understand the cleaning power of the brand's ingredients in microgravity. We can't wait to continue exploring how to apply the results of these tests for laundry solutions on Earth and beyond.

Our People Are Doing Their Bit For A Greener Tomorrow

At P&G, our people share our commitment towards the environment and contribute towards a greener tomorrow, in their own unique ways. This year, our people and their wonderful families came together for a beach clean-up drive initiated in partnership with NEPRA - a waste management and recycling



organization and the Mahim Beach Clean Up movement in Mumbai, India.

Through the volunteering drive, wearing T-shirts made from recycled bottles with pride, we picked up and prevented nearly 600 Kilograms of waste from making its way into the sea. This waste was then segregated and recycled by our waste management partner. During the drive, we also took the opportunity to share individual actions that could be taken to manage waste, to collectively create a larger impact. We also encouraged and educated our people about the sustainable choices they can make every day, to further strengthen our resolve of sustainability.



ETHICS & CORPORATE RESPONSIBILITY

As we serve hundreds of millions of consumers in India with our brands, we believe in and have publicly committed to doing what's right and being a good corporate citizen.



Chanashyam Hegde

Chief Legal Officer, P&G India

At P&G our people are our greatest asset. Every single P&Ger across the globe holds and imbibes our Purpose, Values and Principles (PVPs) every day as they lead the business with passion, diligence, and utmost accountability. Our people are the backbone of our culture of strong ethics, the drive to do the right thing and upholding the integrity of the organization. This is what truly makes us a Force for Growth and a Force for Good.



Our Purpose, Values and Principles

Our Purpose, Values and Principles are the foundation of who we are. Our Purpose is to improve consumers' lives in small but meaningful ways, and it inspires P&G people to make a positive contribution every day. Our Values of Integrity, Leadership, Ownership, Passion for Winning, and Trust shape how we work with each other and with our partners. And our Principles articulate P&G's unique approach to conducting work every day. Our philosophy is that a reputation of trust and integrity is built over time, earned every day and is what sets us apart. We operate within the spirit and letter of the law, maintaining high ethical standards wherever we conduct business. We believe that good governance practices contribute to better results for shareholders. We maintain governance principles, policies and practices that support management accountability. These are in the best interest of the Company, our shareholders and all stakeholders, and they are consistent with the Company's Purpose, Values and Principles.

Committed to Doing the Right Thing

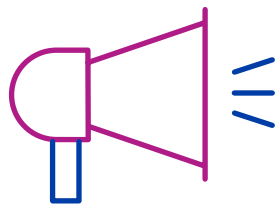
For our Citizenship work to be credible and impactful, it must be firmly rooted in our Purpose, Values and Principles (PVPs). Most critical though

is that our PVPs and standards come to life, by forming the basis through which our employees work to improve consumers' lives every day. At P&G, we serve nearly five billion people around the world, through operations in nearly 70 countries and have one of the strongest portfolios of trusted, quality and leadership brands. As we serve the world's consumers, we are committed to doing what is right and being a good corporate citizen.

We are thoughtful when establishing principled governance practices across all that we do. This ranges from the design of our organizational structure and leadership culture to our daily commitment to operational discipline, which impacts every action and decision that our employees take — from sourcing quality, safe and ethically produced ingredients to distributing products that prioritize safety, transparency and well-being. It requires us to be thoughtful about the communities and stakeholders with whom we work and impact. Ultimately, our approach to leadership in Ethics & Corporate Responsibility is our commitment to earn your trust every day.

Good Governance

Our PVPs further inform our approach to corporate governance. We believe that strong governance practices contribute to better results for shareholders. We maintain governance principles, policies and practices that support Board and



Employees and individuals within our extended supply chain and operations are encouraged to speak up and report concerns

management accountability and serve the best interests of our Company, our shareholders and our many stakeholders.

Respecting Human Rights

Respect for Human Rights is fundamental to the way we manage our business. Our Human Rights Policy Statement communicates our support for the UN Guiding Principles on Business and Human Rights, which respects and honors the principles of internationally recognized human rights consisting of those rights expressed in the International Bill of Human Rights (i.e., Universal Declaration of Human Rights and the International Covenants on Economic, Social and Cultural Rights, and Civil and Political Rights) and the principles concerning fundamental rights as set out in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Confidence and Trust

We strive to promote a work environment of confidence and trust. Our Worldwide Business Conduct Manual (WBCM) and Employee Rights Policy provides employees with clear guidance on specific situations they may face and directs them where to go when they have questions or concerns. We are a recognized leader in providing a safe, healthy, secure and productive work environment. We are committed to maintaining a workplace that is free of violence, harassment, intimidation or other unsafe or disruptive behaviors or conditions due to threats inside or outside of our facilities. Each employee has a personal responsibility to their fellow employees and to the Company to follow all Company safety and security procedures, as well as applicable laws and regulations.

Stakeholder Engagement

We acknowledge that improving transparency, respecting human and labor rights and sourcing responsibly is an enormous challenge and progress will be made through a journey of collaboration and engagement with our stakeholders. Thus, we seek meaningful collaboration and engagement with our stakeholders including employees, investors, shareholders, consumers, communities, external business partners, authorities, NGOs, industry and business associations.



ABOUT OUR CITIZENSHIP REPORT

FORWARD-LOOKING STATEMENTS Certain statements in this report, including statements relating to our environmental sustainability, equality and inclusion, and other ESG targets, estimates, projections, goals, commitments, and expected results, and the assumptions upon which those statements are based, are "forward-looking statements"



RECOGNITIONS & AWARDS

We are proud of these recognitions that demonstrate our impact as a Force for Growth and a Force for Good.

P&G India was recognized widely in the year by several leading organizations for a multitude of initiatives as a Force For Growth.



Recognized for
Employee Excellence
by The Economic Times



Recognized among AVTAR
Seramount 100 Best
Companies For Women in
India in 2022 and 100 Best
- Hall of Fame, for the 5th
consecutive year



Bestowed with the 'Power of The
Profession' Supply Chain Award in
the 'People Breakthrough of The Year
Category' by Gartner for our supply chain
gender equality initiative – Saksham.



Recognized by The Economic Times Best Organizations For Women



The Government of Rajasthan presented our flagship CSR Program P&G Shiksha with the Shiksha Bhushan award for promoting girl education in the state



Recognized as the 'Factory of the future' at Promising Plant Awards by The Economic Times

Our long-standing social movements aimed at sparking a long-term change as a Force For Good– Ariel #ShareTheLoad, Whisper #KeepGirlsInSchool, Gillette #ShavingStereotypes and P&G Shiksha were celebrated at esteemed forums, winning several accolades across multiple categories including the prestigious Grand Prix at CANNES Lions International Festival of Creativity.





ABOUT OUR CITIZENSHIP REPORT

This summary shares a few examples of the work being done across the Company in India. The information in this report covers activity which took place during P&G's 2022/2023 fiscal year, unless otherwise stated. More information on P&G and our family of brands can be found online at in.pg.com. All P&G brands are registered trademarks and are proprietary to P&G, or other respective owners that have granted P&G the right and license to use such marks.