



2022 CITIZENSHIP REPORT

P&G INDIA SUBCONTINENT



DEAR STAKEHOLDERS,

I hope you and your loved ones are in good health and keeping safe.

I want to take this opportunity to refresh our commitment to P&G India's Citizenship efforts. Over our 184 years globally, we have shown that our ability to grow is directly connected to our commitment to responsible business and doing good. Our ability to do good is in turn strengthened by our growth. Therefore, we aim to be a force for growth and a force for good. We see these as inseparable.



LV VAIDYANATHAN

Chief Executive Officer & Managing Director
P&G Indian Subcontinent

We have built Citizenship into how we do business every day. Our Citizenship framework comprises of our actions and initiatives across key pillars of Community Impact, Equality & Inclusion and Environmental Sustainability, with a foundation of Ethics & Corporate Responsibility guiding everything we do.

Through our flagship CSR program, **P&G Shiksha**, we have supported over 2500 schools, impacting more than 23 lakh children. Over the years, P&G Shiksha has evolved into a 360-degree educational intervention addressing three critical barriers to achieving universal education – access to education infrastructure, gender inequality in access to education and gap in learning. During the pandemic, we worked with our trusted NGO partners to maintain continuity in learning. As schools re-open, we are ensuring back-to-school readiness with learning camps being organized at community level. Through our holistic covid response initiative P&G Suraksha, we continued to protect health and well-being of our people and the communities. We helped with capacity expansion of 14 hospitals across the country, to aid access to medical support.

Our **Equality & Inclusion** efforts are focused on helping create a world where equality and inclusion are achievable for all, inside and outside of P&G. We use our voice through films, advertising, and programs to advance equality in our industry and society at large. We believe when brands and businesses meaningfully engage in supporting equality, it leads to a better world for all. We are also committed to accelerating the pace towards an equal and inclusive tomorrow.

We introduced our 'Relaunch' Program as an initiative to encourage second careers for women in STEM roles. Our P&G Shiksha Betiyan Scholarship program supports college girls pursuing STEM careers, with financial aid for academic expenses across 50+ colleges. We also led the way for essential policies to be inclusive at workplace, by extending the Company's benefits to partners of LGBTQ+ employees.

Environmental Sustainability has been embedded into how P&G does business for decades. We consistently work to improve our environmental impact and enable consumers and suppliers to do the same. In September, we announced a comprehensive Climate Transition Action Plan – Net Zero 2040 – to accelerate action related to climate change. We set a new ambition to achieve net zero greenhouse gas emissions across our operations and supply chain by 2040. This year, we achieved Plastic Waste Neutrality by collecting, processing, and recycling over 19,000 MT post-consumer plastic packaging waste from across the country.

Over the last 12 months, the external landscape against which businesses have operated has remained both challenging and dynamic. But what has remained consistent is our belief in ensuring that throughout

everything that we do, we continue to serve as both a force for growth and a force for good. At P&G, we understand and accept the responsibility we have towards our consumers, shareholders, customers, communities, and each other. And this is a responsibility we take rather seriously. In the following pages, we will share just a few of the many stories about how we are making a difference through our efforts, to accelerate the pace of change. I want to acknowledge and thank all our employees and valued partners without whom many of these achievements would not have been possible.

If there is anything we've learned over the last couple of years, it's that life can change in an instant. But we've also learned that we're stronger and more resilient than we ever thought possible. Citizenship remains a priority now, and in the future, 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



P&G's history in India started in 1985 with the acquisition of RHL. Today, our portfolio comprises of 13 leading and trusted brands. P&G 'makes in India' and most of the products we sell in India are manufactured locally. Through our operations in India, we endeavour to contribute to the growth of the economy by creating direct and indirect employment.

P&G India touches the lives of hundreds of millions of consumers in the country. It motivates us to do more and be a force for growth and a force for good.



OLAY



PANTENE



CITIZENSHIP AT P&G INDIA 2022

KEY HIGHLIGHTS



Community Impact



P&G SHIKSHA

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.



P&G SURAKSHA INDIA

Since the outbreak of the COVID-19 pandemic, we have directed our efforts towards protecting and serving our employees, consumers and communities, relief authorities and frontline warriors, in the fight against the pandemic.



DISASTER RELIEF

We are committed to step up in challenging times to help communities affected by natural calamities, through timely and relevant intervention.



LEVERAGING THE VOICE OF OUR BRANDS

Our brands and people have been consistently working towards making a difference in the lives of the people in the communities we serve, by raising awareness and driving interventions to challenge stereotypes.



Equality & Inclusion



#WeSeeEqual SUMMIT

We announced declarations and commitments to advance gender equality inside and outside P&G



EXTENDED COMPANY BENEFITS TO PARTNERS OF LGBTQ+ COMMUNITY

We extended our company-offered comprehensive financial and medical benefits to partners of our LGBTQ+ employees.



OLAY #STEMTHEGAP

Olay is encouraging more women to take up STEM education and careers through its #STEMTheGap initiative



WHISPER #THEMISSINGCHAPTER

Whisper is advocating the inclusion of period education in the mandatory school curriculum to prevent girls from dropping out of schools.



ARIEL #SEEEQUAL | #SHARETHELOAD#

#SeeEqual is driving home the message that true equality is only reflected when domestic chores are shared.



Environmental Sustainability



PLASTIC WASTE NEUTRALITY

We achieved 'plastic waste neutrality', as we collected, processed, and recycled over 19,000 MT post-consumer plastic packaging waste from across the country



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.



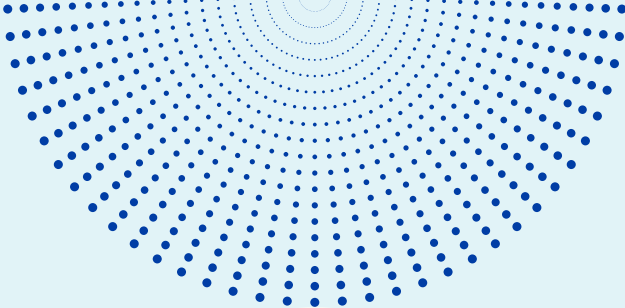
LEVERAGING SOLAR ENERGY

We are committed to setting up two more in-house solar plants at our manufacturing sites in Goa and Mandideep, in addition to the already commissioned solar plant at our site in Hyderabad.



WE ARE PROGRESSING IN OUR FOCUS AREAS

We have made consistent and significant progress across our focus areas of climate, water and waste.



COMMUNITY IMPACT

At P&G, our endeavor is to be a force for growth and a force for good in the communities we serve. This means not only serving consumers through our leading brands but going beyond business and creating a meaningful impact in their lives through our Corporate Social Responsibility (CSR) programs. This has been an integral part of our purpose and values since our foundation. We believe that the only way to build a sustainable business is to improve lives



2005

Introduced the flagship CSR program

2500

Schools built and supported

23 Lakh+

Children will be impacted

Through our flagship CSR program – P&G Shiksha, we continue to focus on providing holistic education for underprivileged children through a 360-degree educational intervention. We launched the '#PGSurakshaIndia' program in response to the COVID-19. pandemic, to serve our employees, consumers, and communities alike in testing times, in partnership with various government and relief organizations. Further, our disaster relief efforts aim

to provide aid to those affected by natural disasters. In addition to this, our brands and people continue to make a positive difference in society through their consistent hard work.

We introduced our flagship CSR program 'P&G Shiksha' in 2005 with the vision of providing means to education to underprivileged children in the country. Today, we have come a long distance from where we began. The 2500 schools that we have built and supported over the years will impact over 23 lakh children in need by improving their learning environment.

Over time, 'P&G Shiksha' has evolved into a holistic education program that aims to improve learning outcomes in children, strengthen educational infrastructure and empower marginalized girls through education.

Strengthening education infrastructure

Along with our NGO partner Round Table India (RTI), we have focused on constructing new classrooms, building playgrounds and improving health and hygiene facilities for children like clean drinking water and separate toilets for girls and boys at Government owned schools. We believe that this will impact the learning environment and encourage more students to take interest in education, return to school and enable a change in mindset. Last year, we undertook nearly 100 projects and constructed more than 300 classrooms.



Last year we undertook nearly 100 projects and built over 300 classrooms

Improving learning outcomes

The knowledge acquired by students in a particular grade, and its effective application in an enabling environment, is an important outcome of the learning process. However, reports indicate that while there has been a remarkable increase in school enrolments, there are significant gaps which have emerged in the learning outcomes. Results of the National Achievement Surveys (NAS) indicated that the nationwide education levels decreased by 7% (54% in 2017 to 47% in 2021) during the pandemic. This highlights the need to bridge the gap between the current and expected learning levels of students through remedial learning. This gap in foundational learning prevents children from coping with what is expected of them in higher grades. To address this problem, the Government of India launched the 'Samagra Shiksha Abhiyan' which focuses on improving education infrastructure, as well as strengthening teacher education and improving the learning outcomes of students.

In line with this, we are partnering with renowned organizations with a focus on implementing unique and innovative methods 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.

On-ground remedial learning interventions

Together with our NGO partner Pratham Education Foundation, we are working towards bridging existing learning gaps in children through on-ground remedial learning interventions. We do this through a community based and an 'in-school' model, together with the support of trained volunteers from within the community and teachers at school. During the lockdown, we had adopted a remote outreach model of engaging with the children, by leveraging technology and mobilizing the community volunteers, to ensure learning continuity. As part of this, we regularly shared simple project-based activities with children focused on language, math and science by leveraging WhatsApp, phone calls and SMSs. Further, we also shared curated messages in text, audio and video formats to aid the learning process

As schools begin to reopen, in addition to our digital



70%
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compared to less than
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the intervention.

outreach, we are conducting learning camps focused on strengthening foundational learning levels in children. This is aimed at ensuring school-readiness, with the support of our community volunteers. During the fiscal year, we impacted over 30,000 children across 5 states and 1 Union Territory and observed a significant improvement in their learning levels. At the end of the intervention, more than 70% of students were able to read as per their expected learning levels compared to less than 25% at the beginning of the intervention.

Early childhood education

Through our early childhood education program in partnership with Pratham Education Foundation, we

are focusing on developing motor, cognitive, social-emotional, language and creative skills in children, thereby setting them up for a fast-paced growth as they start school. During the pandemic, we ensured learning continuity, by engaging with parents and community volunteers to conduct learning activities with children at home using materials easily available within households like peas, beads, clay and more. As communities open up and school sessions approach, we are organizing school readiness campaigns, for equipping children studying in Grades 1 and 2, with essential foundational skills as they start school, with the support of their mothers. During the year, we impacted more than 55,000 children through this program. At the end of the intervention, more than 80% of children in the intervention group demonstrated socio-emotional, cognitive, motor and language skills.



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Leveraging technology for digital remedial learning

We are partnering with Educational Initiatives (EI) to implement 'Mindspark', a computer 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.

Research found that children studying in a particular grade may not possess the conceptual understanding and grade level competency which is at par with the grade they are in. This means, that a child may progress to a higher grade, yet does not fully understand a concept from a lower grade.

'Mindspark' helps in minimizing this learning gap in children and bringing their learning levels at par with their grade. 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. During the pandemic induced school closure, we upgraded the tool to make it available on smartphones, to enable children to continue learning from the safety of their home and minimize learning losses. As schools reopen, we are focusing on bringing the program back to schools, so the children can learn more effectively and efficiently. Last year, the program impacted over 72,000 children across 8 states in the country, by enabling learning from the safety of home.



PROTECTING EMPLOYEES SERVING CONSUMERS SUPPORTING COMMUNITIES

P&G has a long history of being a force for good and stepping up to help communities in times of need. Since the outbreak of the COVID-19 pandemic, we have directed our efforts towards protecting the health and well-being of our employees, serving consumers uninterrupted and supporting communities in the fight against the pandemic through our holistic response program 'P&G Suraksha India.'

Donated 20 lakh+ masks and hand sanitizers produced in-house

In the wake of the pandemic, we installed additional capacity at our manufacturing sites in India to produce masks for safeguarding our employees and assisting the frontline warriors. We distributed over 20 lakh masks and bottles of hand sanitizer in partnership with government and relief authorities.

Donated 3.8 lakh+ sanitary napkins to communities in need

Our products play an important part in catering to the health and hygiene needs of the communities we serve in. Since the outbreak of the pandemic, we have distributed over 38 lakh Whisper sanitary pads to women and girls from underprivileged and migrant communities across the country, in partnership with government and relief organizations.

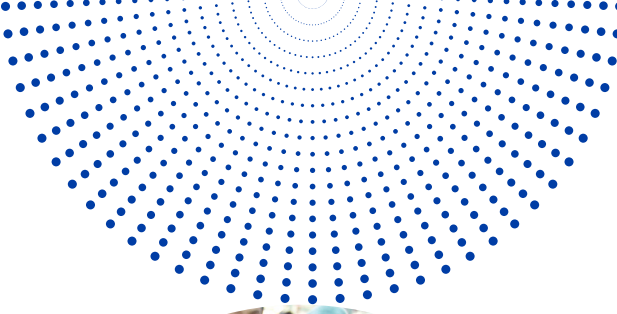
Contributed towards expanding hospital capacity

Together with TATA Trusts, we upgraded and expanded hospital capacities across 14 hospitals in the country. This initiative aimed to support and enhance urgent healthcare facilities to not only meet immediate health needs, but also lay ground for the long-term needs of the communities.

The hospitals have been equipped with critical care capabilities, radiological equipment, life-saving essential machines like ventilators and more. Further, we also donated 100 oxygen concentrators to local authorities to support their fight against the pandemic.



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pandemic



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

'Project Bolo English'

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. Since its inception, the project has impacted over 1 lakh students and more than 5000 teachers across 11 states in India. 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.

Empowering marginalized girls through education

In partnership with the 'Save The Children', we are working towards breaking gender-biased barriers to education faced by girls in the country. Under this initiative, we are supporting 49 government-run residential Kasturba Gandhi Balika Vidyalayas (KGBV) and 36 regular schools across 7 districts of Rajasthan to provide quality education to girls through holistic infrastructure and learning interventions. As schools remained closed due to the pandemic, we continued to empower marginalized girls through home based remote learning via WhatsApp and organized learning activities within the community. We also continued to engage parents to emphasize continuity of education and minimize dropouts. Through this, we reached out to nearly 7000 girl students and more than 4600 parents during the year.



Enabling STEM careers for girls via Shiksha Betiyan Scholarship

We are partnering with Centre For Civil Society to provide financial aid and mentorship to girls wanting to pursue STEM (Science, Technology, Engineering, and Mathematics) education, as part of the P&G Shiksha Betiyan Scholarship Program. The program aims to support entry of skilled women professionals into manufacturing and production industries. The project was initiated in partnership with three government-run Industrial Training Institutes (ITIs) in Himachal Pradesh and Rajasthan. With this, we granted scholarships to 81 girl students.

LEVERAGING THE VOICE OF OUR BRANDS

Gillette is helping the youth gain soft skills to be job-ready #GilletteSafaltaMutthiMein

In 2015, our brand Gillette launched the 'Safalta' program with the vision to impart soft-skills and grooming training to the youth in the age group 18-24 years.

Research indicates that despite having the right technical skills, a large section of employable youth in the country faces hardships in getting a dream job, due to lack of soft skills and grooming.

Over

50 lakh

lakh students trained across 15 geographies in the country, since inception of the program

The #GilletteSafaltaMutthiMein program aims to help the youth eliminate this barrier and be job ready, by providing them best-in-class soft-skills and grooming training. During the pandemic induced lockdown, we adopted a hybrid approach and continued delivering the training through videoconferences as well as in-class sessions with limited seating, maintaining the social distancing protocols.

Since the inception of the program, we have trained over 50 lakh students across 15 geographies in the country.

Vicks pays tribute to medical caregivers through its iconic #TouchOfCare campaign

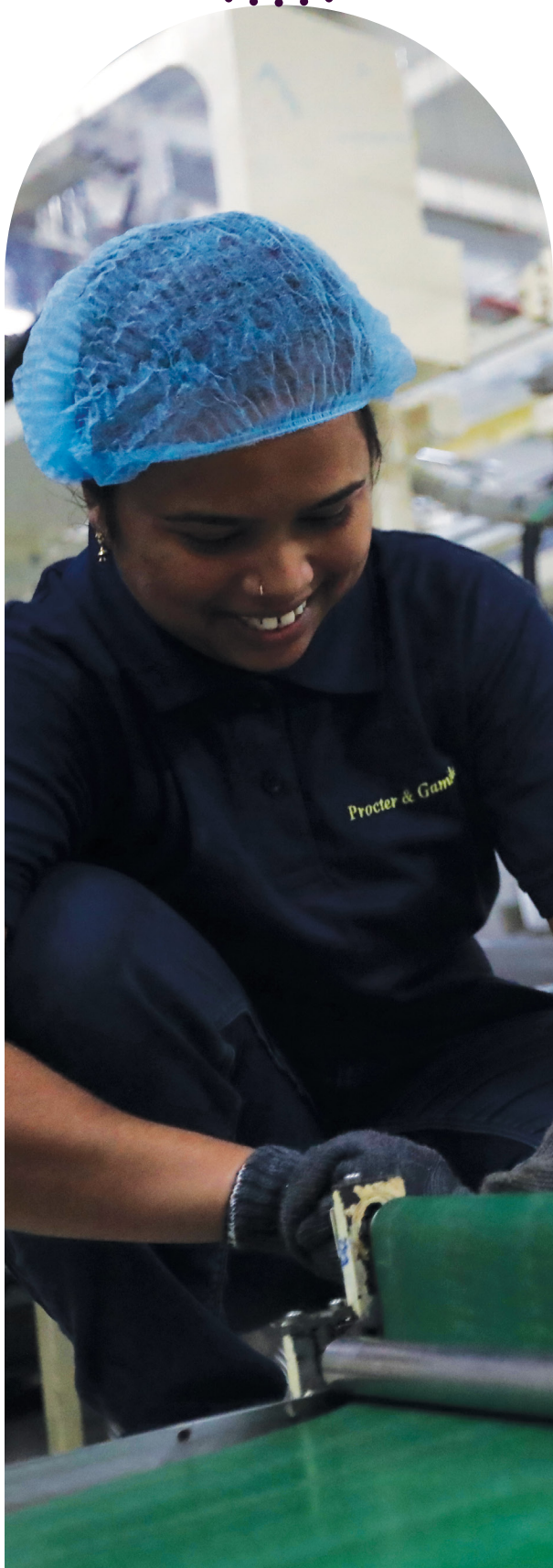
Many doctors and frontline warriors in India have sacrificed their lives in the service of others, in the recent challenging times. Vicks launched the third edition of its #TouchOfCare campaign on National Doctor's Day to honor the sacrifice and determination of healthcare and frontline heroes during this pandemic. The powerful film brought to life the inspiring story of Late Dr. Dnyaneshwar Bhosale and the sacrifices he made while ensuring that many less fortunate children received life-saving medical attention during the pandemic.



Pampers is reaching out to parents through its hospital program

Our brand Pampers is leading the initiative to reach out to new parents to help them in their parenting journey and raise awareness on the importance of a diaper for a baby. Pampers has been advocating happy and healthy development of babies since it launched its very first diaper more than 50 years ago. Through the program, we reached out to over 6 million mothers during the year.





EQUALITY & INCLUSION

At P&G, 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. Our Equality & Inclusion (E&I) strategy is holistic and integrated and comprises of our efforts towards Gender Equality, LGTBQ+ inclusion and inclusion of People with Disabilities. To maximize our efforts, we focus on driving change in the areas within which we believe we can have the greatest impact. By being visible in our actions and staying anchored in our commitments to our employees, through our brands and with our business partners, we can continue to drive and accelerate important change in the diverse communities that we operate in.



#WeSeeEqual SUMMIT

During the year, we hosted the India chapter of #WeSeeEqual Summit 2022. The annual equality and inclusion summit brought together P&G leaders, like-minded influencers, advocates and thought leaders from various walks of life to discuss the challenges that society faces on equality and inclusion, and how different stakeholders can accelerate progress together. This year, the illustrious speakers came together to talk about Shaping today's generation for an equal tomorrow, Driving Equality in Education and Economic Opportunity for women, as well as LGBTQ inclusion at workplace, among others.

We also committed to several actions needed to advance progress towards creating an equal and inclusive world during the summit, which urged us to #UnLearn biases, and #UnLeash the accelerated journey towards an equal and inclusive tomorrow.

Our commitments to take action and inspire change

P&G INDIA GOALS

Towards Equality & Inclusion in 2022



SPEND ₹500 CR

working with women-owned & women-led businesses between 2021-2025



INTRODUCE 'P&G RELAUNCH PROGRAM'

for professionals restarting their careers in STEM



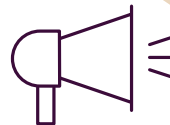
IMPROVE ACCESSIBILITY OF BRAND ADVERTISING

to people with sight and hearing impairments by 2024



INTRODUCE 'P&G SHIKSHA BETIYAN SCHOLARSHIP'

Across 50+ colleges for girls pursuing STEM education



SENSITIZE THOUSANDS OF MARKETING AND ADVERTISING STUDENTS

On accurate portrayal and representation of women in advertising

P&G India committed to spend a cumulative total of Rs 500 crore by deliberately working with women-owned and women-led businesses in India from 2021 to 2025.

Working with women-owned and women-led businesses

P&G India committed to spend a cumulative total of Rs 500 crore by deliberately working with women-owned and women-led businesses in India from the year 2021 to 2025. Last year, we had committed to spending a cumulative total of Rs. 300 crore as part of this commitment. With more than Rs. 200 crore already invested under this initiative in the first year across the country, we have now elevated this commitment to Rs 500 crore by 2025.

Welcoming talented STEM professionals back with the P&G Relaunch Program

We introduced 'P&G Relaunch program' to welcome back talented professionals who took a break from the workforce and are looking to restart their careers in STEM roles, with targeted support and development. This program is part of the company's commitment to strengthening diversity in STEM (Science, Technology, Engineering, and Mathematics) and is focusing on people looking to relaunch their careers in IT, Research & Development, and Product Supply

Shaping the advertising and marketing minds of tomorrow

We are also working towards sensitizing students pursuing advertising and marketing courses on accurate portrayal and representation of women in advertising. For this, we will partner with leading marketing and communication colleges to shape the next generation of marketers and advertisers.

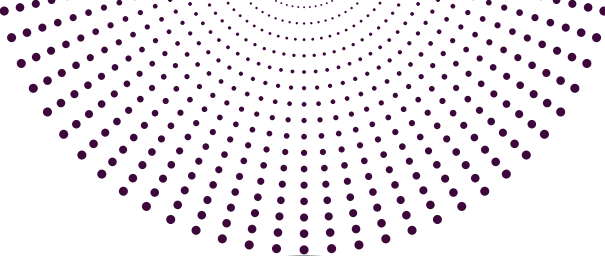
Whisper Menstrual Health and Hygiene Program

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. Last year, Whisper announced its commitment to educate 2.5 crore+ adolescent girls on puberty and hygiene over the next three years. In this year, we already educated over 1 crore adolescent girls on menstrual hygiene.



We educated over

1 crore
adolescent girls on
menstrual hygiene
this year



iWIN organizes events and programs that promote mentoring, sponsorship, development of leadership skills, flexibility and increasing representation of women throughout the Company.

The Women's Interactive Network

It has been our mission to foster an environment within P&G where every employee feels valued and respected. We have set-up Women's Interactive Network (iWIN) to create a community for women, helping ensure that women's skills and insights are well represented at all levels of leadership. iWIN organizes events and programs that promote mentoring, sponsorship, development of leadership skills, flexibility and increasing representation of women throughout the Company.

Partnering with NITIE to advance gender equality in supply chain

Research indicates that women comprise only 12% of the workforce in manufacturing roles and 20% of the workforce in supply chain roles. 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.

To break these stereotypes, we partnered with NITIE to host the second P&G-NITIE Equality Summit 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. Through the event, we reached out to and engaged with over 700 colleges offering STEM curriculum, through a dedicated program focused on breaking gender barriers in STEM and Supply Chain.

P&G's 'Women in Tech' summit

We hosted the second edition of the 'Women in Tech' summit to spark 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).

Gender equality at our manufacturing sites

Gender equality is a long-standing value at P&G. Over the past few years, we have made significant progress and increased representation of women at our plants in India. Today, 35% of managers at our manufacturing sites are women. One of the fem-care production lines at our plant in Goa now proudly boasts of a 100% female shift crew. We are also inducting over 20% more NEEM

apprentices in the manufacturing plants.

This has been possible through our intentional and deliberate approach to identify and bust barriers that are holding women back.



We are supporting 49 government-run residential Kasturba Gandhi Balika Vidyalayas (KGBV)



Empowering marginalized girls through education

We are committed to breaking gender-biased barriers to education for girls in India. In partnership with the 'Save The Children', 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. As schools remained closed due to the pandemic, we continued to empower marginalized girls through home based remote learning via WhatsApp and organized learning activities within the community. We also continued to engage parents to emphasize continuity of education and minimize dropouts. Through this, we reached out to nearly 7000 girl students and more than 4600 parents during the year.

P&G commits to driving equal representation behind the camera

P&G has been leveraging its voice in advertising and media to spark conversations on gender equality through campaigns like Ariel #ShareTheLoad, Whisper #KeepGirlsInSchool, Gillette #ShavingStereotypes, among others. As we continue to drive accurate portrayal of women in front of the camera, last year we announced our commitment to drive equal representation behind the camera. With the belief that having more women behind the camera will help the industry achieve a more accurate and unbiased portrayal of women in advertising, we are leading this

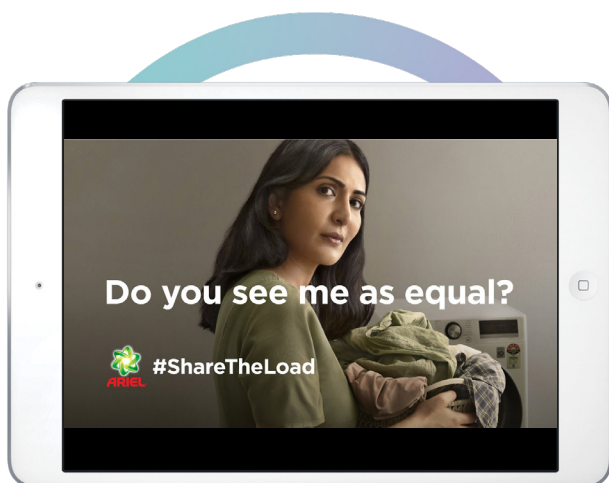
35%
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change through a comprehensive set of actions. In the last year, nearly 40% of P&G's advertising films were directed by female directors in line with our endeavor to drive equality behind the camera and increase diversity in the creative pipeline.

Ariel is breaking stereotypes and advocating the need to #ShareTheLoad

Ariel has been sparking relevant conversations on gender equality within households, through its powerful #ShareTheLoad movement since 2015. This year, Ariel launched the 5th edition of the campaign - #SeeEqual with yet another pertinent question "if men can share the load equally with other men, why not with their wives?". The campaign urges men to drop their biases to be able to #SeeEqual and consequently #ShareTheLoad. It aims to remind the society, that true equality is only reflected when domestic chores

If men can share the load equally with other men, why not with their wives?



are shared. Because only when we #SeeEqual, we #ShareTheLoad.

Whisper #TheMissingChapter

Whisper launched the 'The Missing Chapter' campaign, as the next edition to its #KeepGirlsInSchool initiative, to fight period taboos and advocate the inclusion of period education in the mandatory school curriculum to prevent girls from dropping out of schools. The film illustrates how a girl's lack of period education contributes to her missing school days, a situation exacerbated by the glaring absence of period education in Indian textbooks. There are studies that indicate that even today, 2.3 crore girls drop out of school when their periods begin, and 71% of adolescent girls in India are not aware that menstruation occurs until they begin their period. The pandemic has gone on to add another 1 crore girls staring at a loss of education due to lack of period education and menstrual hygiene. By advocating for the mandatory inclusion of period education in the school curriculum, 'The Missing Chapter' aims to make a real impact on the ground.



Olay is helping shrink the gender gap in STEM careers with its #STEMTheGap campaign

It is estimated that majority of all jobs will be technology based by 2030. In India today, women only make up 14% of the workforce in STEM (Science, Technology, Engineering, Mathematics), as per United Nations. As per experts, this under-representation of women in STEM is caused by a combination of factors including deep-rooted social stereotypes and norms, biases and expectations that restrict their field of study to subjects other than STEM.

Our brand Olay is helping in busting this bias and encouraging more women to take up STEM education and careers through its #STEMTheGap initiative. As part of this, the Brand is funding scholarships for girls across India in partnership with LEAD, to help them study STEM subjects and pursue STEM careers.

Making our brand advertising accessible to people with sight and hearing impairments

We are committed to make our brand advertising, including social media and websites, accessible to people with sight and hearing impairments by 2024, in a step to make our brands more inclusive and accessible to all members of the community. The company will do this for all new brand advertising across India.

Gillette #EngineeringChange

In 2019, Gillette launched its #ShavingStereotypes movement to challenge and redefine gender stereotypes prevalent in the society. For the latest edition of the campaign #EngineeringChange, Gillette brought to life the true story of Prashant Gade, an engineer who left behind a high-paying job to create the world's most affordable bionic arm. Prashant is helping thousands of amputees through his Inali Foundation. Through this story, the campaign urges young Indian students to introspect and rethink how education can be a steppingstone for changing more than just their own lives. bionic arm.



GABLE

GABLE is dedicated to fostering an inclusive, supportive global network that enables Lesbian, Gay, Bisexual and Transgender (LGBT+) employees, and their allies, to contribute to their fullest potential and to bring their whole self to work every day. GABLE began more



than 25 years ago as a network for fostering workplace equality for LGBT+ employees, today it has grown into a supportive and global community, with chapters in 40 countries including India. These chapters represent the diversity of our employees, as well as strong allies to support individuality and inclusion. We are busting myths, initiating series of conversations internally and externally and taking meaningful steps towards creating a truly inclusive culture, where all LGBTQ+ employees and allies can bring their full selves to work every day.

P&G extended the company benefits to partners of LGBTQ+ employees

At P&G, our goal is to create a fully inclusive workplace where our employees feel included and are able to bring their authentic selves to work every day. In line with this, we transformed our company-offered comprehensive financial and medical benefits into a fully inclusive and equality-based program, which extends to partners of our LGBTQ+ employees. This builds on top of our 'Share the Care' inclusive parental leave policy, which provides all new parents including biological parents, domestic partners, adoptive parents, parents in same-sex couples to 8 weeks of fully paid parental leave.

Pride Job Fair

We partnered with Pride Circle for 'RISE 2022', 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.

INDIA-SUBCONTINENT ENVIRONMENTAL SUSTAINABILITY



At P&G, environmental sustainability is embedded in everything we do, and we work towards achieving ambitious goals that we set, to continue our progress. 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 endeavour of being a force for good for the planet.

Ambition 2030

During Earth Week in 2018, P&G announced its global sustainability goals called Ambition 2030. These broad-reaching goals have one purpose in mind: to enable and inspire positive impact on our environment and society while creating value for us as a company and you as a consumer. To address two of the world's most pressing environmental challenges—finite resources and growing consumption, we have focused our ambitious goals across four specific areas – brands, supply chain, society, and employees. This includes improving finished product transportation emissions efficiency by 50%, making 100% of packaging recyclable or reusable, and reducing virgin petroleum plastic packaging by 50%. We're also committed to using our voice, reach, innovation, and expertise to make responsible consumption across all our brands irresistible, and we've recently launched a program called "It's Our Home" to share how small actions at home can make a big difference in reducing energy use, waste, and water.

We are now 'Plastic Waste Neutral'

Within our operations, we strive to grow responsibly and continuously improve our efficiency while reducing our carbon footprint. This year, we achieved 'plastic waste neutrality', as we collected, processed, and recycled over 19,000 MT post-consumer plastic packaging waste from across the country. In the last 5 years, we have reduced usage of plastic packaging material by more than 5000 MT. We remain committed to help reduce the flow of plastic by continuing to make changes and bringing long-term solutions.



We 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

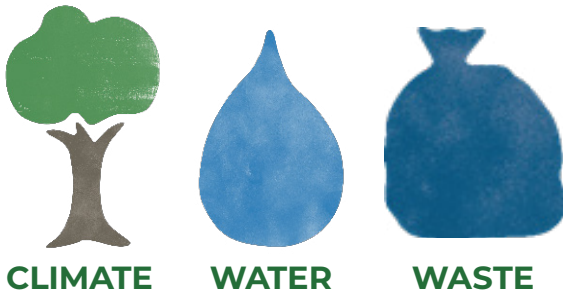


and supply chain, from raw material to retailer, by the year 2040. P&G's actions on climate began over a decade ago, and we know there is more work to do. Our plan to net zero will prioritize cutting most of our emissions across our operations and supply chain, from raw material to retailer. For residual emissions in these categories that cannot be eliminated, we will use natural or technical solutions that remove and store carbon.

Our plants are leveraging solar energy

We are committed to setting up two more in-house solar plants at our manufacturing sites in Goa and Mandideep, to leverage the power of renewable energy and contribute towards safeguarding the environment. This is in addition to the existing in-house solar plant we had set up in 2019 at our manufacturing site in Hyderabad. This puts us among the few companies in India that have three in-house solar plants at their manufacturing sites.





We are progressing in our focus areas

We have made significant progress across our focus areas of climate, water and waste. We purchase 100% renewable energy for all our manufacturing sites. Five of our manufacturing sites have already achieved the 2030 target of 35% water efficiency. Further, all our manufacturing sites 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 in Mumbai to facilitate our people as they make a transition towards greener commuting.

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.

Our brands are leading the change

The P&G brands have also stepped forward towards environmental sustainability. We are among the few companies in India to use recycled material in the packaging of our Baby care and Feminine care packaging. This will reduce usage of 500MT virgin plastic annually. Our brand Venus is made with 30% recycled plastic and uses fully recyclable packaging. Moreover, the liquid-detergent bottle by our brand Ariel is recyclable. Further, our brands Ariel and Tide continue to be phosphate free.



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



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.

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.



employees in reporting potential violations. Employees and individuals in our operations or extended supply chain can report potential violations at the Worldwide Business Conduct Helpline, which is staffed by an independent third party and is available 24 hours a day, seven days a week. We are committed to reviewing all allegations of wrongdoing, and we do not tolerate retaliation of any kind.

Speaking Up

Our employees hold themselves and one another accountable for operating with trust and integrity, for stepping up as leaders and owners of the business, and for balancing stewardship with a passion to win. We are committed to creating a work environment that fosters open communication and supports



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

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

This summary shares a few examples of the work being led across P&G in India. The information in this report covers the time period from July 1, 2021 through June 30, 2022.