



2021 Citizenship Report

P&G INDIA

Dear Stakeholders,

At P&G, we strive to be a force for good and a force for growth. Last fiscal year, we stepped up our Citizenship efforts by doing our part to help people and communities overcome the challenges of the COVID-19 pandemic. We activated every pillar of our Citizenship strategy - Community Impact, Equality & Inclusion and Environmental Sustainability, with a foundation of Ethics & Corporate Responsibility guiding everything we do.



MADHUSUDAN GOPALAN

Chief Executive Officer & Managing Director
P&G Indian Subcontinent

As India faced the second wave of the pandemic, we ramped up and expanded our COVID-19 response and relief program #PGSurakshaIndia. Through this holistic program, we are focusing our efforts on protecting those on the frontline, contributing towards strengthening healthcare infrastructure essential for treatment, supporting vaccination efforts which is critical to end the pandemic and raising awareness on preventive measures. We contributed INR 50 Cr to 20+ states towards 1 lakh vaccine doses for 5 lakh citizens. To support the fight against the pandemic, we have also donated 20 lakh+ masks and sanitizers, 100 oxygen concentrators, and 30 lakh+ of our health and hygiene products to frontline workers and underprivileged communities. The pandemic also highlighted the urgent need to contribute towards healthcare infrastructure. We are also partnering with TATA Trusts to support hospital capacity expansion in the country. As schools closed due to the pandemic-related lockdown, through our P&G Shiksha program we continued to provide online education to lakhs of children across the country.

At P&G, we aspire to create a company and a world where equality and inclusion is achievable for all. Internally, we are taking deliberate actions to advance

and enable equality and inclusion. Last year, we introduced 'Share the Care' a new inclusive parental leave policy in India that entitles all new parents to 8 weeks of fully paid parental leave. Over the years, our brands have also taken a stand and used their voice on important issues like household equality and sparked conversations on gender stereotypes over the past few years through campaigns like Ariel #ShareTheLoad, Gillette #ShavingStereotypes, Whisper #KeepGirlsInSchool and many more.

This year, at our annual #WeSeeEqual Summit, we announced bold commitments to take action and inspire change on Gender Equality in India. We also remain committed to educating girls on menstrual hygiene via our Whisper Health and Hygiene program. We will also advance economic opportunities for women by investing in women-owned businesses. We will partner with education institutions to tackle on-ground, perception-based and opportunity-linked barriers in STEM.

Environmental Sustainability continues to be an important area of our citizenship efforts. We continue to reduce our footprint and strive for more circular approaches in our supply chain. All our manufacturing

facilities in India continue to be 'zero waste to landfill,' which means that zero manufacturing waste is discharged to landfills. We also continued to work with our waste management partners to collect, segregate and recycle plastic waste. Last year, we achieved an important milestone by setting up our first in-house solar plant at our Hyderabad manufacturing site.

The past year is proof that Citizenship cannot be something we do on the side; it has to be built into how we do business every day. In the following pages, we will share some of the many stories about how we are making a difference through our efforts.

I want to acknowledge and thank all our employees and valued partners without whom many of these achievements would not have been possible. Citizenship remains a priority for us now, and in the future. I am confident that our employees and the partners we've joined forces with will continue to accelerate our progress across all our Citizenship focus areas.



**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 more than 13 leading and trusted brands. 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. It motivates us to do more and be a force for good and a force for growth.



OLAY



PANTENE



Citizenship at P&G India 2021



Community Impact



We are serving our employees, consumers and communities in response to the COVID-19 pandemic and supporting vaccination of 5 lakh citizens



We reached 1 lakh+ children through online and community-based learning during pandemic related school closure



VICKS #TouchOfCare

Vicks paid tribute to the Doctors' community across the nation and is supporting in building a pediatric hospital



Gillette is providing insurance cover to barbers and their families as they return to business



Pampers donated 1 lakh+ of our smallest diapers to government hospitals in India for the protection of preemie babies



Equality & Inclusion



SHARE THE CARE LEAVE POLICY

Our new 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



#WeSeeEqual SUMMIT

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



ADVANCING GENDER EQUALITY AT MANUFACTURING SITES

We increased representation of women at our manufacturing sites in India by 50% over 4 years, today more than 30% of managers are women



ARIEL #MakItPossible

#MakItPossible showcases the inspiring story of Dr Priya, Kerala's first transgender doctor



WHISPER ADVOCATES FOR COMPULSORY PERIOD EDUCATION

10 lakh+ people signed Whisper's petition to integrate period education in school, curriculum currently being developed in partnership with UNESCO



Environmental Sustainability



ZERO MANUFACTURING WASTE TO LANDFILL

All our manufacturing facilities in India are zero manufacturing waste to landfill



RECYCLING PACKAGING WASTE

We are working with waste management companies and industry to collect, segregate and recycle packaging waste



COMMISSIONED OUR FIRST IN-HOUSE SOLAR PLANT AT HYDERABAD

The plant has a capacity of 1MW clean energy production and it reduces carbon footprint by estimated 1030 Metric Tonnes annually



JOINING FORCES ON SUSTAINABILITY

Joined forces with companies globally to form 'The Alliance to End Plastic Waste' and 'Circulate Capital' to find environmentally sustainable solutions

Leveraging the voice of our brands as a 'Force for Good'



Ariel #ShareTheLoad sparks conversation on household equality



Whisper #KeepGirlsInSchool aims to prevent girls from dropping out of school



Gillette's 'Barber Parivar Suraksha' program supports barbers and their families



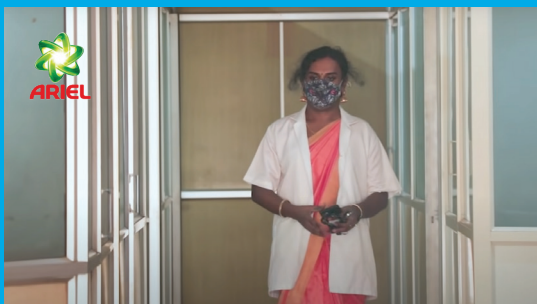
Vicks #TouchOfCare pays a tribute to the Doctors' community across the nation



Pampers #ItTakes2 highlights the need for equal parenting



OralB #SmileSurakshaProgramme educates dentists and patients on safety protocols



Ariel #MakeItPossible showcases the story of Dr Priya, Kerala's first transgender doctor



#TideForTime questions 'Are we spending our time on what's really important?'



Community Impact

As a company committed to being a force for good and a force for growth, we believe we have a responsibility to give back to the communities we operate in. In response to the COVID-19 pandemic, we launched the '#PGSurakshaIndia' program through which we have been positively impacting communities in partnership with the government and relief organizations. We also continued to provide education to underprivileged children through our program 'P&G Shiksha'. In addition to this work, our brands and people are doing tremendous work to make a positive difference in the lives of so many.

Stepping up as a force for good in response to COVID-19

With the outbreak of the pandemic, we launched our COVID-19 response and relief program #PGSurakshaIndia to serve our employees, consumers and communities.



**PROTECTING
P&G PEOPLE**



**SERVING
CONSUMERS**



**SUPPORTING
COMMUNITIES**

With guidance from medical professionals & health experts, we're **continuously updating the robust safety measures** at our offices and plants to help our people stay safe at work

We **set up a dedicated 'COVID CARE HELPDESK'** that has **supported 2500+ employees and their family members** on health queries, testing, treatment, doctor consultation, medication, hospitalization and vaccination

We partnered with the government & industries to kickstart **'Suraksha Circles'** & **engaged with 1400+ organizations** to lay down hygiene & safety standards at manufacturing facilities

We're leveraging **our brands' voice to reach 5 crore+ consumers with important safety and hygiene messages** like social distancing, wearing masks and encouraging vaccination to help combat the spread of the virus

We launched **'force for good' campaigns** like Gillette Barber Parivaar Suraksha Program, Whisper #KeepGirlsInSchool, Vicks #TouchOfCare and Tide #AngelsInWhite

Our in-store counsellors & DTC team are **connecting with consumers via telephone and through social media videos to raise awareness on hygienic practices**

We contributed INR 50 Cr towards 10 lakh vaccine doses, for 5 lakh Indian citizens

We **donated 35 lakh+ health and hygiene products** to underprivileged communities in need

We **partnered with relief organizations to support hospital capacity expansion and donated 100 oxygen concentrators** to local authorities

We **donated 20 lakh+ masks and sanitizers** to frontline workers & underprivileged communities



#PGSurakshaIndia, our COVID-19 relief and response program

P&G has a long history of supporting communities in times of need. Since the onset of the COVID-19, we stepped up our efforts to be a force for good by doing our part through our holistic response program '#PGSurakshaIndia.' We have focused on 3 main areas - protecting the health and well-being of P&G people; serving consumers who count on our brands and the benefits they provide; and supporting communities, relief agencies and people who are on the front lines of this pandemic. And while the pandemic remains, so will our commitment to step up and continue to help.

Contributed INR 50 Cr towards 10 lakh vaccine doses

In the current situation and going forward, vaccines play a critical role in containing the spread of the virus. To support the government's inoculation efforts, we contributed INR 50 Crore towards 10 lakh vaccine doses for 5 lakh citizens, to 20+ state governments. In addition, we also facilitated vaccination drives for our



5000+ employees in India and their family members.

Donated 35 lakh+ health and hygiene products to communities

Our products play an important role in ensuring health and hygiene which is more critical than ever before. In partnership with the government and relief organizations, we distributed over 35 lakh health and hygiene products to support underprivileged communities, childcare institutions and frontline workers across the country.

Donated 20 lakh+ in-house produced masks and sanitizers

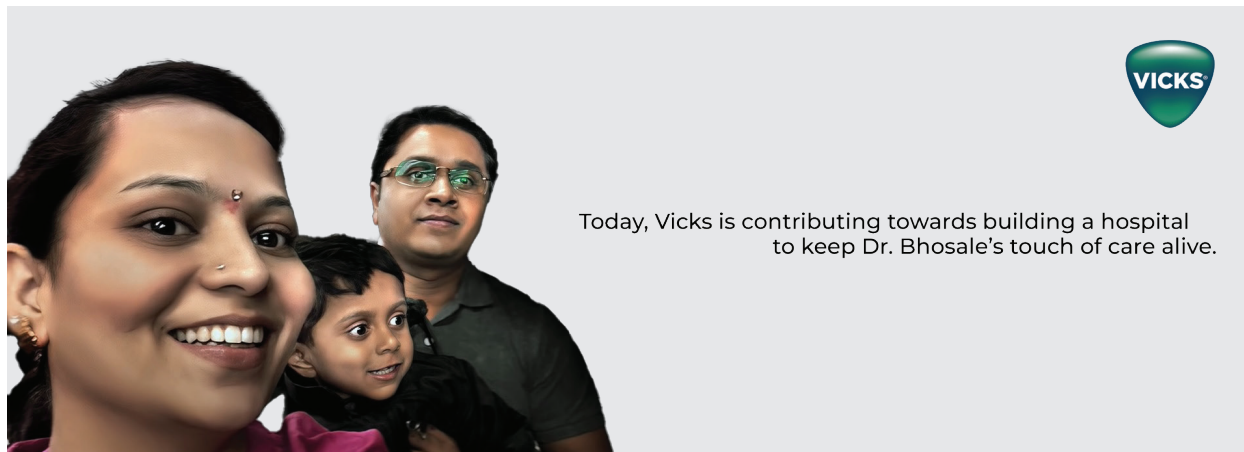
Masks and hand sanitizers play an essential role in preventing the spread of the pandemic. With the outbreak of the pandemic, we installed additional capacity at our manufacturing sites to begin the production of masks for the protection of our employees and those on the frontlines of this pandemic. To date, we have distributed more than 20 lakh masks and hand sanitizers in partnership with the government and relief organizations.

Contributed towards hospital capacity expansion

We are committed to step up to support our communities during this unprecedented time. In partnership with TATA Trusts, we are upgrading and expanding hospital facilities across 10 hospitals in India. This will help support and enhance the urgent healthcare facilities needed in our fight against the pandemic. These permanent facilities will not only meet the immediate needs but also be helpful to the communities in the long term. The hospitals will be armed with critical care capabilities, radiological equipment, life-saving machines like ventilators, and more. Additionally, we are also setting-up oxygen plants at hospitals and have donated 100 oxygen concentrators to local authorities to support their fight against the pandemic.

Leveraged the voice of our brands to raise awareness on health & hygiene

We are leveraging the voice of our brands and our media muscle to share important health and safety guidelines with consumers. Through our



Today, Vicks is contributing towards building a hospital to keep Dr. Bhosale's touch of care alive.

communications expertise, we are encouraging consumers to follow measures like social distancing, mask-wearing and encouraging vaccination to help combat the spread of the virus.

Gillette's 'Barber Parivar Suraksha' program supports barbers and their families

The barber community are among those who are greatly impacted by the pandemic related lockdown. In 2020, Gillette launched 'Gillette Barber Suraksha Program' aimed at educating, protecting, and providing resources to the barbers as they return to

business. As an extension to this program, in 2021, the brand launched 'Gillette Barber Parivar Suraksha Program' providing health insurance cover of INR 1 lakh to the families of barbers as well. The insurance cover is aimed at providing barbers and their families the much-needed support as they return to business during these tough times.

Vicks' iconic #TouchOfCare campaign honours our Doctors' Community

The third edition of #TouchOfCare pays a tribute to the Doctors' community across the nation. It underscores the powerful impact of care through the real-life extraordinary story of Late Dr. Dhyaneswar Bhosale. The film takes viewers on the inspiring journey of Dr. Bhosale's selfless acts of care, as he left no stone unturned to ensure many less fortunate children received life-saving medical attention during the pandemic. In addition to sharing Dr. Bhosale's inspiring story, Vicks has also pledged to support Mrs. Bhosale build a pediatric hospital in memory of her husband's extraordinary acts of care.

Ariel salutes COVID heroes with #ChangeTheCycle

During these tough times, when the burden feels too heavy, Ariel sought to salute and celebrate heroes who through their selfless acts of kindness, started a new cycle of hope. Through its campaign #ChangeTheCycle, Ariel showcased real stories of heroes who went beyond their call of duty to extend support and help to those in need.



The campaign showcased the story of Desraj Singh, an auto rickshaw driver who ferried COVID patients and front-line workers, Daulat Bi Khan who opened a multi-utility store for everyday essentials during the lockdown, Sharib Hassan who with his team personally delivered oxygen cylinders to thousands, Ananya Wig who established a war room to provide COVID support information and Sabrina who has been cooking meals for the underprivileged.



We donated 1 lakh+ Pampers preemie diapers to support vital development of premature babies

Pampers donates 1 lakh+ preemie diapers

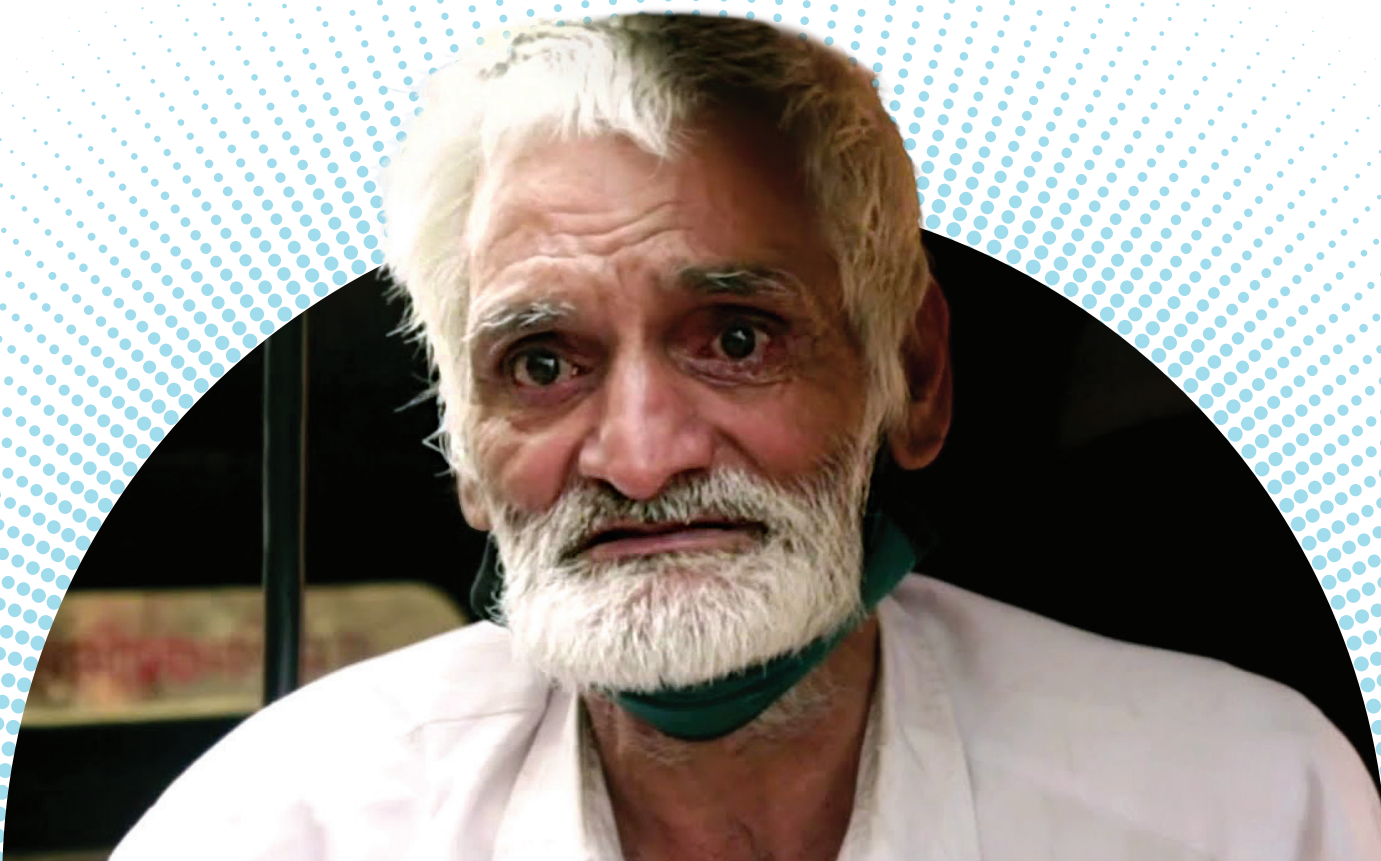
Babies make the world a better place for us all. That's why Pampers cares for every baby's happy and healthy development and is committed to giving every baby the best start in life, including babies in need.

As per reports, approximately 3.5 million premature babies are born in India each year and many of them currently don't have access to the diapers they need

to develop. Pampers aims to provide them with the smallest diapers, specially designed to help enhance what's vital for their early development like uninterrupted sleep and skin protection. In November 2020, Pampers launched #PampersforPreemies wherein Pampers donated over 1 lakh of our smallest diapers to government hospitals in India for the protection of preemie babies.



#ChangeTheCycle showcased the story of Desraj Singh, an auto driver who helped COVID patients and frontline workers





Provided online and community based education to 100,000+ children during pandemic related school closure



P&G Shiksha

In 2005, we introduced our flagship CSR program 'P&G Shiksha' with an aim to provide underprivileged children with access to education. To date, the program has built and supported nearly 2,500 schools that will impact over 23 lakh children in the years to come. Over the years, P&G Shiksha has evolved into a holistic education program that focuses its efforts on three main areas – improving learning outcomes, improving education infrastructure, and empowering marginalized girls through education. As schools remained closed due to the pandemic, our focus was to enable continuity of learning and minimize learning losses in children.

Leveraging technology to sustain and improve learning

The use of technology in remedial learning has proven to be effective as it can assess and deliver personalized learning to each student basis their level. In 2017, we partnered with Educational Initiatives (EI) to implement Mindspark, a computer-based adaptive learning tool, that integrates pedagogy, teacher instruction and a learning management system to improve the learning outcomes. The tool assesses the learning level of a student by presenting them with questions in increasing levels of difficulty. It then sets a starting point and creates a personalized course work for every student. If a student answers the question correctly, the next problem is marginally difficult than the previous one. If a student answers the question incorrectly, they are provided with a step-by-step explanation that gives them a thorough understanding of the concept. The program focuses on bridging the learning gaps and ensuring that children learn with understanding.

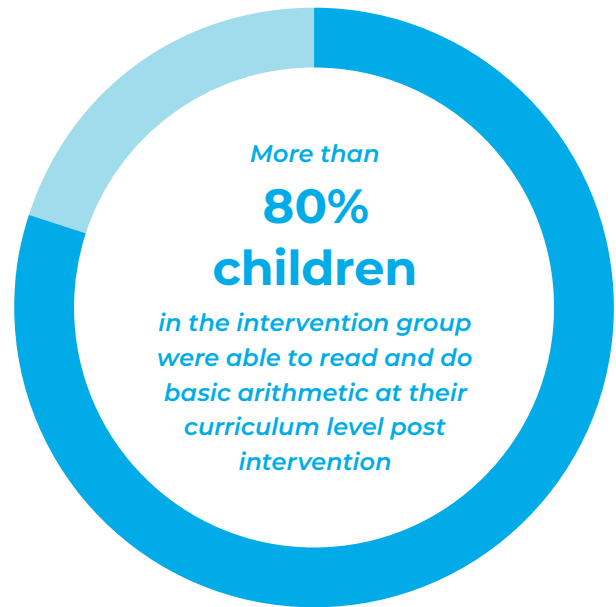
During the pandemic-related lockdown, we upgraded

the tool to make it available on smartphones and enabled more than 60,000 children to continue learning at home. Despite school closure, the learning levels of all students engaged in the program were sustained or improved. We also set up a helpline wherein students who didn't have access to smartphones could learn via a phone call.

Minimizing learning gaps

Along with our NGO partner Pratham Education Foundation, we are bridging existing learning gaps in children through on-ground remedial learning interventions. During the lockdown, we shared simple project-based activities with children focused on language, math, and science to enable them to continue learning. We leveraged WhatsApp, phone calls and SMSs to share a series of curated messages in text, audio and video formats. With the easing of the lockdown, we adapted our approach to conduct

Improved learning outcomes in over
30,000 children





At the end of our intervention, more than 80% of children in our Early Childhood Education program demonstrated socio-emotional, cognitive, motor and language skills compared to less than 10% at the start of the intervention

learning activities for children not just remotely but within the communities through identified and trained volunteers. During the year, we reached out to more than 30,000 children via online education and community-based learning interventions. At the end of the intervention, more than 70% of children could read and perform arithmetic basis their grade level compared to less than 20% at the start of the intervention.

Early childhood education

Early childhood education is the foundation of a child's development. The exposure that a child receives during these foundational years has a significant impact on

their ability to learn when they enter school. Along with our partner NGO Pratham, we are focusing on developing motor, cognitive, social-emotional, language and creative skills in children thereby setting them up for success as they start school. During the pandemic related lockdown, we engaged with parents to conduct learning activities with children at home using simple materials available at home like fruits and vegetables, beads, clay and more. We also identified and trained volunteers from within the community who conducted learning activities with children. During the year, we reached 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 compared to less than 10% at the start of the intervention.

Improving education infrastructure

We partnered with the NGO Round Table India (RTI) to build and renovate school buildings, classrooms and playgrounds. We are also improving the health and hygiene facilities at school like clean drinking water and building separate toilet facilities for boys and girls. During the last year, we supported the refurbishment and expansion more than 300 schools that will impact 4 lakh children. This will encourage students to take interest in education, return to school and enable a change in mindset.

Empowering marginalized girls through education

We are committed to breaking gender-biased barriers to education for girls in India. We have partnered with Save the Children to support the government-run residential Kasturba Gandhi Balika Vidyalyaya's (KGBV) in Rajasthan to provide quality education to girls through holistic infrastructure and learning interventions. During the pandemic-related school closure, we continued to empower marginalized girls through home-based online learning via digital platforms and organized learning activities within the community. We also continued to engage parents to emphasize on continuity of education in order to minimize dropouts.



Equality & Inclusion

At P&G, we know that an equal world is a better world—for everyone. Our success is grounded in the success of our employees, consumers and communities. All of them. Our Equality & Inclusion (E&I) strategy is holistic and integrated so that we make meaningful impact in four key areas: for our employees, with our brands, through our partners and in our communities. We are committed to honoring the individuality and unique contributions of our people, and by being united in our values and goals, our people flourish, business thrives and our communities prosper.

#ShareTheCare – Equality begins at home

We believe that caring for home and family has no gender. In line with this, we launched our new 'Share the Care' leave policy. The 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. This builds on the company's existing maternity leave policy of 26 weeks for birthing mothers and adoption leave of 26 weeks for primary caregivers. More than a policy change, it is a step toward shifting cultural norms by making child caregiving unbiased by gender. We believe equality at home will help to advance equality in the workplace.



GABLE

GABLE is dedicated to fostering an inclusive, supportive global network that enables Lesbian, Gay, Bisexual and Transgender 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 who support individuality and inclusion. In India, 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.

Men Advocating Real Change™ (MARC)

At P&G, we believe that the requisite skills to succeed as leaders and beyond include the ability to be empathetic and inclusive. Given the critical role men play in achieving gender equality, we have partnered with Catalyst on their MARC™ (Men Advocating Real Change) initiative. Through MARC, we aspire to engage the hearts and minds of men as full partners in achieving gender equality inside and outside P&G. Through this effort, men better understand the impact

that stereotypes, unconscious bias and male-dominant culture have on women's career progression.

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 the Women's Interactive Network (iWIN) for the advancement of 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.

Advancing gender equality in manufacturing sites

Gender Equality is a long-standing value at P&G. Over the past 4 years, we have made significant progress and increased the representation of women at our manufacturing sites plants in India by 50%. Today, more than 30% of managers at our manufacturing sites are women.

This has been possible through our deliberate approach to identify and bust barriers that are holding women back. An example of this is our 'Venus Betiyan Program' that provides a platform to girls wanting to pursue a career in manufacturing. Through this program, girls are provided with an exclusive three-year training program and an apprenticeship opportunity to gain hands-on experience on the shop floor. We are also offering mentorship programs to female family members of our employees who wish to pursue careers in manufacturing.

Earlier this year, we also announced our commitment to advance women in STEM roles by leveraging

Government's NEEM Mission across all our plant locations in India and to create upskilling opportunities exclusively for girls in the neighbouring communities.

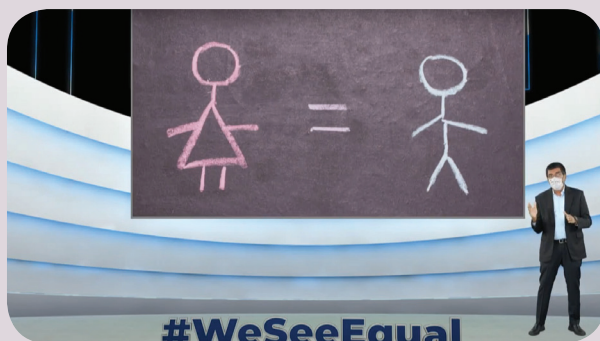


#WeSeeEqual Summit

To mark International Women's Day, we hosted our first virtual #WeSeeEqual Summit in India.

The #WeSeeEqual Summit welcomes those with diverse perspectives and backgrounds allowing employees, P&G partners and change-makers to share their stories as part of our commitment to equality & inclusion. The annual event was born out of P&G's aspiration to create a world free from gender bias, a world with equal representation and an equal voice for all individuals.

To celebrate and acknowledge the impact of women inside P&G and beyond, this year's summit featured a variety of panel discussions with P&G leaders and like-minded influencers and thought leaders. During the forum, the panelists discussed societal and family challenges, importance of equality-based policies, recognition of stereotypical expectations, and role of pop culture, advertising and media to drive change.



P&G India announced its declarations to take action and inspire change on Gender Equality in India



Educate 2.5 crore+ adolescent girls, on puberty and hygiene over the next three years



Spend ₹300 Cr by deliberately working with women-owned businesses over the next three years



Have equal representation of female directors for our advertisements over the next three years



Building digital and technological capability of 10,000+ women across P&G's external network over the next year



Leveraging Government's NEEM Mission to upskill and create opportunities exclusively for girls



Engaging 150+ colleges that offer STEM curriculum to break gender barriers in STEM and Supply Chain

Partnering with NITIE to advance gender equality in STEM

Data shows that about 40% of science, technology engineering and mathematics (STEM) graduates in India are women, which is the highest in the world. But women are significantly underrepresented in STEM constituting a mere 14% of the available roles. One of the reasons for this is the deep rooted myths and stereotypes that hold back the advancement of women in STEM roles.

To break these stereotypes, P&G has partnered with NITIE to host the first P&G-NITIE Equality Summit 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. P&G India has also committed to annually engage with 150+ colleges offering STEM curriculum via a dedicated program focused on breaking gender barriers in STEM and Supply Chain.

P&G's 'Women in Tech' summit sparks conversation on 'Does technology have a gender?'

P&G announced its commitment to build the digital

and technological capability of 10,000+ women across P&G's external network (including customers, retailers, agency partners, among others) over the next year. Taking a step in this direction, P&G organized its first 'Women in Tech' summit to spark conversations on gender equality in tech and IT. The speakers shared their journey, experiences and their thoughts on building a gender-equal workplace.

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. During the pandemic, Whisper found newer ways to reach girls and ensure they have access to the information they need to navigate periods with confidence. Whisper used online tools to reach over 50 lakh girls despite school closure and social distancing. Whisper also announced its commitment to educate 2.5 crore+ adolescent girls on puberty and hygiene over the next three years.

Whisper also distributed over 35 lakh sanitary

10 lakh+ people signed Whisper's petition to integrate period and puberty education in school, curriculum currently being developed in partnership with UNESCO



pads in partnership with the government and relief organizations to support frontline workers, women and girls from underprivileged communities and adolescent girls in childcare institutions.

Whisper advocates for compulsory period education at schools with #PeriodOfPride

Every year, millions of girls drop out of school at puberty due to a lack of period education. Whisper believes that every girl must know about hygienic period management before they get their first period and Whisper is committed to making menstrual hygiene a priority.

Through its campaign #PeriodOfPride, Whisper advocated for the integration of a period module in the school curriculum to sensitize both boys and girls to the concept of menstruation and menstrual health. Educating both boys and girls on menstruation can help bring a revolutionary change in the perception.

Whisper also appealed to people to come together in this endeavor. About 10 lakh people signed Whisper's petition to integrate the period and puberty education module in the school curriculum, which is currently being developed in partnership with UNESCO.

Empowering marginalized girls through education

We are committed to breaking gender-biased barriers to education for girls in India. We partnered with Save the Children to support the government-run residential Kasturba Gandhi Balika Vidyalyaya's (KGBV) in Rajasthan to provide quality education to girls through holistic infrastructure and learning interventions. Through our program, over the years, we have impacted more than 80,000 girls to date.

Ariel sparks conversation on equality and inclusion

Ariel has been a strong advocate of equality and inclusion and has been sparking conversations on gender equality through its campaigns. Through its campaign #MakeItPossible, Ariel saluted the determination of Dr. V S Priya, Kerala's first transgender doctor. She grew up as a man but after 30 years, she decided to embrace her true self. She fought family and societal obstacles, gender-based biases and stereotypes. Today, she is an inspiration to all those



Ariel's #MakeItPossible showcases the inspiring story of Dr Priya, Kerala's first transgender doctor

who continue to battle the odds and face impossible challenges, in the pursuit to #MakeItPossible.

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, we announced our commitment to drive equal representation behind the camera. Over the next three years, P&G has committed to achieve equal representation of women directors for advertisements across its brands in India. Having more women behind the camera will help the industry achieve a more accurate and unbiased portrayal of women in advertising. P&G will lead this through a comprehensive set of actions that build, fuel and connect a pipeline of diverse female talent in advertising, media and content opportunities as a systemic solution.



Environmental Sustainability

At P&G, environmental sustainability is embedded in how we do business. We continue to reduce our footprint and strive for more circular solutions. We're building partnerships with external organizations to combat some of the most pressing challenges and complex issues we face today. And most importantly, our employees are committed to ensuring that sustainability is built into their work, not bolted on.

Commissioned our first in-house solar plant at Hyderabad site

We are proud to share that we commissioned our first in-house solar plant at the company's Hyderabad manufacturing site. Spread over 16,000 sq. mt. and comprising of nearly 3000 panels, the in-house solar plant has a capacity of 1MW clean energy production and will reduce P&G's carbon footprint by an estimated 1030 Metric Tonnes annually.

Achieved Zero Waste to Landfill at all our India manufacturing sites

With our operations, we strive to grow responsibly, constantly improving our efficiency while reducing our environmental footprint. We are proud that all our manufacturing sites in India are Zero Manufacturing Waste to Landfill (ZMWTL) which means that no manufacturing waste is discharged into the environment.

Recycling plastic packaging waste

At P&G, we are committed to help in reducing the flow of plastic by making changes now and bringing long-term solutions. In India, we have put in place a system to recover and recycle packaging waste. We are working with various waste management companies and the industry to collect, segregate and recycle plastic packaging waste. Last year, we collected, segregated, and recycled over 7200 MT of waste last year.

Joining forces on environmental sustainability

In 2019, we joined forces with more than 40 companies globally that make plastic, use plastic in their products and packaging, and those who recycle and manage plastic waste to form The Alliance to End Plastic Waste. The Alliance is supporting an array of projects and partnerships that focus on solutions in four core areas: infrastructure, innovation, education and cleanup, with particular emphasis where the need is most urgent in Southeast Asia including India.

P&G has also joined its fellow investors and Circulate Capital in an effort to combat plastic that pollutes the world's oceans. Together, our vision is to advance a carbon-beneficial circular economy and prevent the



We commissioned our first in-house solar plant at our Hyderabad site.

With capacity of 1MW clean energy production the plan will reduce carbon footprint by estimated 1030 Metric Tonnes annually



We are working with waste management companies and industry to collect, segregate and recycle packaging waste



flow of plastic waste into the oceans. In India, the focus is to incentivize the unorganized sector through investments in businesses, value-adding to collection and sorting of waste, and expansion of plastic waste processing and recycling capacity.

Creating transformative partnerships that enable people, the planet and our business to thrive

With serious challenges facing us — climate change, plastic waste, and more — P&G along with the industry is stepping up and joining forces with NGOs, academics, governments and more to collectively develop solutions at scale. We are also identifying and piloting solutions that optimize the distribution routes and drive increased use of multi-modal transportation thereby reducing our carbon footprint.

We know P&G alone does not have all the answers. It will take innovative partnerships and collaboration with carriers, retailers and the broader transportation industry to find unique ways to deliver our products with fewer and friendlier miles.

Completion of Site Water Stewardship Action Plans

P&G is committed to focus its efforts on areas exposed to high water risk. A three-tiered water risk assessment was developed with guidance from our partners. In just a few years, we moved through the assessment process and identified 24 sites located in areas exposed to high water risk including India. We are proud to report that we have completed the final step in our three-tiered process. As we celebrate this accomplishment, we know the work has just begun. In the coming years, we will focus on executing the action plans and will work to continue as good water stewards across our manufacturing sites.



We are identifying and piloting solutions that optimize the distribution routes and drive increased use of multi-modal transportation thereby reducing our carbon footprint



Ethics & Corporate Responsibility

At P&G, we serve hundreds of millions of people around India with our brands. As we serve the world's consumers, we believe in, and have publicly committed to, doing what's right and being a good corporate citizen. We have one of the strongest portfolios of trusted, quality and leadership brands. As we serve our consumers, we believe in, and have publicly committed to, doing what's right and being a good corporate citizen.

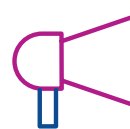
Our Purpose, Values and Principles

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.



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 in reporting potential violations. Employees and individuals in our operations or extended supply



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

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.

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, 2020 through June 30, 2021.