

# THE GODREJ WAY

To live our purpose,  
we need to ensure that we are  
guided by the right values

## Our Values



### Trust

- We hold ourselves to the highest standards of personal and business integrity
- Our word is stronger than any contract
- We put people and our planet alongside profits



### Be Bold

- We have bold ambitions. We set the bar high. We outperform expectations.
- We adapt, We are agile and resilient.
- We continuously innovate. We champion new ideas. We take risks.



### Create Delight

- We place our consumers at the heart of all we do.
- We obsess over current and future needs of our consumers. And then deliver
- We offer consumers amazing quality products at great value.



### **Own It**

- We are 100/0. Take 100% accountability with 0 excuses.
- We speak our mind. We challenge the status quo.
- We focus on the details, but never forget the bigger picture.



### **Be Humble**

- We own up to and learn from our mistakes.
- We ask for feedback. And then grow with it
- We give credit wherever due.



### **Show Respect**

- We treat people like we would want to be treated
- We embrace and celebrate diversity
- We foster collaboration

# Value we Create for our stakeholders

## Employees

- Focus on inclusion and diversity, free of discrimination
- Sustainable employment opportunities and responsible remuneration

## Shareholders, Investors and Lenders

- Robust financial strength and timely debt repayments
- Commitment to long-term value creation

## Customers

- Commitment to provide consistently high-quality products in a responsible and timely manner
- Focus on R&D and innovation to improve productivity and create delight

## Government

- Generating economic value for society and delivering sustainable growth
- Contribution to the government exchequer through timely tax payment

## Local Community and Civil Society

- Constant engagement with local communities towards betterment of livelihoods, health and education
- Responsible and action-based monitoring of environmental and social impact from Company's operations

## Suppliers and Other Value Chain Partners

- Creating multiple opportunities for local and small entrepreneurs
- Providing necessary trainings and support to improve productivity of value chain partners and boost local economy