



2020 Citizenship Report

P&G INDIA

Dear Stakeholders,

At P&G, we strive to be a force for good and a force for growth. We’ve built citizenship into our business which is enabling us to serve our employees, partners, customers, consumers and the broader world around us. We have a responsibility to all our stakeholders.

Citizenship is not a separate thing we do on the side — it’s how we do business every day. Our Citizenship efforts are focused on five key areas— Ethics & Corporate Responsibility, Community Impact, Gender Equality, Diversity and Inclusion, and Environmental Sustainability. I’m pleased to share with you our P&G India Citizenship report which details our efforts to make a positive change and be a force for good. Within this report, you will find examples of our work and the impact we have made through our brands, people, operations and business partners across all areas of our citizenship.



Ethics & Corporate Responsibility



Community Impact



Gender Equality



Diversity & Inclusion



Environmental Sustainability

As a responsible corporate citizen in India, we stepped up and partnered with the government and relief organizations to serve the communities in need via our holistic COVID-19 response and relief program #PGSurakshaIndia. We donated more than 23 lakh health, hygiene and cleaning products and grocery kits to support underprivileged and migrant communities, and those who are on the frontline of this crisis. The company also stepped up its manufacturing capabilities to produce masks and hand sanitizers and has committed to donate more than 15 lakh masks to frontline workers. In addition to this, we leveraged the scale of our brands, and media voice to increase public awareness

on safety and hygiene measures through traditional and social media channels. We also partnered with the government and industry to kickstart ‘Suraksha Circle’ to lay down the highest standards of hygiene and safety at manufacturing facilities.

In 2005, with the launch of our flagship CSR program ‘P&G Shiksha’, we committed to improve access to education for underprivileged children. I am proud to share that we have supported over 2,300 schools since then and will impact the lives of 20 lakh children in the years to come providing them access to school and quality education. We also provide comforts of home to families

affected by disaster through our health and hygiene products. Last year, we distributed over 1 lakh sanitary pads to women and girls impacted by cyclone Amphan and supported more than 2,500 families affected by floods in Maharashtra.

We aspire to create a gender-equal world with equal representation for all individuals. We are using our voice in advertising to break stereotypes and start conversations with campaigns like Ariel #ShareTheLoad and Gillette #ManEnough. Our brands are also driving change through meaningful action. For example, our Whisper #KeepGirlsInSchool initiative focuses on raising awareness about menstrual hygiene and is reaching over 60 lakh girls annually.

We are also committed to driving equality within P&G. We are adopting equality-based policies, broadening our definition of leadership and empowering our people to join us in building a workplace that is equal for all individuals. We are driving equality across the shop floor through deliberate interventions right from the recruitment stage. I am proud to share that our Hyderabad, Bhiwadi and Baddi plant are among the few manufacturing facilities in India to achieve more than 30% women representation in the workforce. We are also among the first company to have a female plant head and line managers leading our manufacturing sites. We are driving thought-leadership and advocating for gender equality outside of P&G by leveraging external platforms like India Economic Summit by World Economic Forum and Bloomberg Equality Summit.

At P&G, sustainability is embedded in how we operate. All our manufacturing facilities are ‘zero waste to landfill,’ which means that zero manufacturing waste discharged to landfills. We are also working with waste management partners to collect, segregate and recycle

plastic waste. We also set up a dedicated ‘Environmental Sustainability Fund’ to engage external partners in creating breakthrough solutions and new paths to a sustainable future. We believe that the biggest win comes when all stakeholders work together.

Every day, P&G people and our valued partners demonstrate the power of being a force for good and a force for growth, and this is what motivates us to step up and do more. I want to acknowledge and thank all our employees and valued partners without whom many of these achievements would not have been possible.



MADHUSUDAN GOPALAN
CEO & MD, P&G Indian Subcontinent

Citizenship at P&G India



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.



Ethics & Corporate Responsibility

Committed to doing what's right and being a good corporate citizen



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



Community Impact

Making every day better for people in the communities we operate in



P&G SURAKSHA INDIA

Serving our employees, consumers and communities in response to the COVID-19 pandemic



FLAGSHIP CSR PROGRAM

Built and supported more than 2,300 schools that will impact more than 20 lakh underprivileged children



TIMELY DISASTER RELIEF

Supported those impacted by floods in Maharashtra and cyclone Amphan in West Bengal through our disaster relief program



OUR BRANDS MAKE A DIFFERENCE

Our brands Whisper, Vicks and Gillette made a difference to communities through various interventions



Gender Equality

Aspiring to build a world where everyone sees equal



LEVERAGING OUR VOICE IN ADVERTISING AND MEDIA

Our campaigns like Ariel #ShareTheLoad, Whisper #KeepGirlsInSchool & Gillette #ManEnough spark conversations to bring change



EMPOWERING MARGINALISED GIRLS THROUGH EDUCATION

Supporting KGBV schools across Rajasthan to provide holistic education to girl children



Launched Whisper Mobileshaala, a free phone-based learning platform to provide uninterrupted learning to children in the lockdown



ADVOCATING FOR GENDER EQUALITY

Leveraging forums like India Economic Summit by WEF & Bloomberg Equality Summit to advocate for Gender Equality



Diversity & Inclusion

Everyone Valued, Everyone Included and Everyone Performing at their PEAK™



FLEX@WORK

Our Flex@Work program enables our people to effectively manage personal needs and their careers



MARC™

Organized MARC™ workshops to build inclusive leadership skills throughout our Company



GABLE NETWORK

Set up the GABLE network to foster workplace equality for LGBT+ employees



WOMEN'S INTERACTIVE NETWORK

Set up the Women's Interactive Network for the advancement of women



CREATING AN INCLUSIVE WORK ENVIRONMENT

Embracing equality across our workforce



Environmental Sustainability

Constantly improving our efficiency while reducing our carbon footprint



REDUCING OUR FOOTPRINT

We continuously strive to reduce our carbon footprint and improve efficiency



ZERO MANUFACTURING WASTE TO LANDFILL

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



RECYCLING PACKAGING WASTE

Working with waste management companies and industry to collect, segregate and recycle packaging waste



DIAPER RECYCLING PROGRAMS

Plan to launch our global diaper and sanitary napkin recycling program in India



SET-UP ₹200 CR 'ENVIRONMENTAL SUSTAINABILITY FUND'

Collaborating with external partners on sustainable solutions

P&G supports Self-Reliant India

We aspire to serve the world’s consumers in every category and every country where we choose to compete. We work hard every day to make quality products and services that improve people’s lives, now and for generations to come.

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, created exciting synergy. Back in 1964, RHL was a catalyst in bringing and promoting the cultivation of menthol in India, for which the country is the largest exporter today.

In 1989, P&G India launched Whisper, the breakthrough technology sanitary napkin, which revolutionized the Indian feminine hygiene category. In 1991, P&G liberalised the Indian housewife through the introduction of ‘Ariel Micro System’. The years before Ariel, washing had been a long, arduous process for homemakers, involving backbreaking labour. In 1995, P&G entered the Haircare Category with the launch of Pantene Pro-V and launched Head & Shoulders in 1997. Since then, we have launched brands that constantly innovate to meet consumer needs via superior products and trusted brands.



MAKING IN INDIA AND SERVING HUNDREDS OF MILLIONS OF CONSUMERS

More than 95% of the products we sell in India are manufactured locally

Invested over USD 1 billion in India, in the recent past, in our endeavor to improve the lives of our consumers in India

Our products are manufactured across 8 state-of-the-art P&G plants & 16 contract manufacturing sites in India



MAKING IN INDIA FOR THE GLOBE

Exporting finished products manufactured in India to more than 120 countries

Exporting raw material from India to partners worldwide

Leveraging India’s engineering expertise to export manufacturing equipment to P&G sites across the globe

Promoting India’s strengths to partners globally and supporting them in setting up operations in India



DRIVING INCLUSIVE GROWTH THROUGH PARTNERSHIPS

Engaging with 2,300+ suppliers including start-up’s and small businesses via our India supplier partnership platform – vGROW

Invested ₹200 Cr+ through our ‘Innovation Sourcing Fund’ to collaborate with partners in India offering innovative solutions

Set-up ₹200 Cr+ ‘Environment Sustainability Fund’ to collaborate with partners offering sustainable solutions

We have launched superior products meeting the needs of the consumers, expanded our manufacturing footprint and created employment and partnership opportunities contributing to the vision of a self-reliant India.



INNOVATING FOR INDIA

Innovating products exclusively to meet the needs of the Indian consumer like Gillette Guard, Whisper Aloe and Pampers Premium care

Established a global Retail innovation center in Mumbai to innovate for Indian stores

Set-up a ‘Planning Service Center’ in Hyderabad to integrate global innovation with local needs bringing the best of the globe to our consumers in India



CREATING EMPLOYMENT AND UPSKILLING

Through our operations in India, we create more than 52,000 jobs directly and indirectly

Providing global opportunities for India talent, presently 250+ Indians working across various geographies within P&G

Providing on-the-job training to the youth in India under the NEEM initiative

Empowering and grooming the next generation through our soft-skill building program ‘Gillette Safalta Muthi Main’



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.



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 chain can report potential



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

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.





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 where we live and work. Providing support to communities is one of our Citizenship priorities and rooted in who we are. In response to the COVID-19 pandemic, we launched the ‘#PGSurakshaIndia’ program to positively impact communities in partnership with the government and relief organizations. We are positively impacting the lives of underprivileged children by improving access to holistic education through our program ‘P&G Shiksha’. Our brands are also well positioned to help people in times of need. We can make a tremendous positive difference in the lives of so many, and we embrace the opportunity to make the world a better place.



#PGSurakshaIndia Our COVID-19 response and relief program

In service of people everywhere who are caring for their families and communities, we are stepping up and serving others as a force for good through our COVID-19 response and relief program #PGSurakshaIndia.

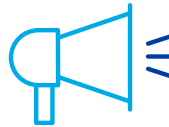
Protecting P&G People

Many P&G products are critical for helping consumers maintain proper hygiene, personal health and healthy home environments. At P&G, we are working diligently to maximize the availability of all our brands for our consumers. With guidance from medical professionals, we’re constantly evaluating and updating the robust measures already in place to help our people, who are making, packing and shipping P&G products, stay safe at work, and, where possible, enabling others to work from home. We have put in measures like temperature scans, shift rotations, queueing avoidance, physical distancing, personal protective equipment for all including hand sanitizers and masks. We are also conducting comprehensive, methodical cleaning of all production areas and offices, including regular sanitization and surface disinfection that exceeds the most rigorous health authority standards.





Supporting government and NGO's via product donations and personal protective equipment



Leveraging voice of our brands on media to raise public awareness on safety & hygiene



Providing financial support to government, relief organizations and partners for their vulnerable employees



Our 1,000+ in-store counsellors & DTC team are connecting with consumers via telephone and through social media videos to raise awareness on hygienic practices



Raising safety and hygiene standards across end-to-end supply chain via Suraksha Circle



Our employees donated to the PM Cares Fund

We've built sustainable and robust employee policies, benefits, and a culture that can support, nurture, and endure for the long term. Our industry-leading benefits plans play a critical role in providing P&G people with the resources they need to care for themselves and their families. From paid leave and comprehensive medical care, to flexible work arrangements and financial support, P&G people can work confidently knowing the Company stands with and behind them every day — but especially during times of crisis.

Supporting communities through product, grocery and hygiene kit donation

Millions of P&G products have been donated so far, with more on the way. These donations help ensure that families who do not have basic access to the everyday essentials can have the health and hygiene benefits P&G brands can provide. In partnership with the government and relief organizations we distributed over 22 lakh sanitary pads to women and girls from underprivileged and migrant communities, childcare institutions, frontline healthcare workers and sanitation workers in across the country.

We partnered with NGOs to distribute Tide detergents to more than 23,000 health workers nationwide meeting their cleaning needs critical to maintaining hygiene.

Our brand Vicks in partnership with NGO Help Age India, distributed more than 33,000 personal hygiene and protection kits to the elderly. We also extended our support to migrant and underprivileged families in our neighboring communities by distributing over 8,000 grocery kits. We are also supporting self-employed women entrepreneurs in Gujarat, Rajasthan and Punjab in partnership with NITI Aayog and helping them restart their business.

Set-up capabilities for production and donation of masks and hand sanitizers

Masks and hand sanitizers are essential in our fight against COVID-19. We installed additional capacity to quickly begin the production of masks and hand sanitizers for the protection of our employees and those on the frontlines of this pandemic in India. To start with, we have committed to donate 15 lakh masks and hand sanitizers in partnership with the government and relief organizations to combat the spread of this pandemic.

Supporting communities via #PGSurakshaIndia



Distributed over 22 lakh Whisper sanitary pads across India



Distributed more than 8,000 grocery kits to families in need



Distributed Tide detergents to over 23,000 health workers



Supported women entrepreneurs in partnership with NITI Aayog



Donated more than 33,000 personal hygiene and protection kits to elderly



Supported sanitation workers with masks and Tide detergent



Started producing masks & hand sanitizers; committed to donate 15 lakh masks with govt & relief organizations



Launched the 'Gillette Barber Suraksha Programme' to support the barber community and help them restart their business while protecting others and themselves



Launched 'Whisper Mobileshalaa,' a free phone-based platform to provide uninterrupted learning to children in the lockdown

Leveraged our brand's voice to raise awareness

We're using our brands' voice on social media to share important safety messages with consumers. We are also leveraging our communications expertise to encourage consumers to follow public health measures like social distancing, to help flatten the curve and slow the spread of the virus.

To urge consumers to stand in solidarity with one another in the fight against COVID-19, our brand Vicks launched its #ShowWeCare campaign consisting of two films encouraging everyone to check on their loved ones and those around them but while maintaining social distancing.

Countless medical professionals, from doctors to nurses to technicians are on the frontlines of the COVID-19 pandemic. They



have put their countrymen and their society ahead of their families and loved ones to fight this disease fearlessly, and that deserves our utmost respect and gratitude. Tide launched the 'Thank You #AngelsInWhite' initiative to salute, thank and applaud healthcare professionals who are our #AngelsInWhite, redefining care, courage, and sacrifice in these trying times giving us hope for a better tomorrow.

On Mother's Day, we launched the #ThankYouMa (Ma meaning mother in Hindi) to thank mothers who irrespective of distance or circumstance continue to care



We are leveraging our communications expertise to encourage consumers to follow public health measures like social distancing, to help flatten the curve and slow the spread of the virus

about the smallest of things in the lives of their children. The campaign featured stories of real-life mothers who continue to care about the little things in the lives of their children like laundry, shopping for essentials, ensuring personal hygiene and checking on their meals – all of this while taking care of the big things on the frontlines of the COVID-19 pandemic.

Our 1,000+ in-store counsellors & DTC team are connecting with consumers via telephone and through social media videos to raise awareness on hygienic practices.

Supporting partners in this time of need

We provided financial support to our partners for their vulnerable employees. We also empowered partner employees with insurance covering risks against COVID-19, cashless treatment or reimbursement of medical expenses.

We also extended our support to the barber community who are among those greatly impacted by the lockdown imposed as a preventive measure to the pandemic through 'Gillette Barber Suraksha Program'. The program aimed to educate, protect and provide resources to them as they return to business. Gillette will provide an insurance

cover of up to ₹1 lakh to barbers, educate them on safe operations via videos co-created with stylist Aalim Hakim and provide them back-to-business support through a curated product-kit that would cover their requirement for two months.

Raising safety and hygiene standards

We are working to adopt and raise awareness about safety and hygiene standards across our end-to-end supply chain. Through our 'Suraksha Circle' program we shared our learnings and best practices on the highest standards of health, hygiene and safety measures at manufacturing sites with the industry. This helped us serve our consumers and provide them with our products which are essential, now more than ever given the cleaning, hygiene and health benefits many of them provide.

Donating to government and PM relief fund

P&G employees in India are donating to the 'PM Cares Fund' to support India's fight against COVID-19. In addition to the in-kind donations, P&G India also made financial contribution to the state governments to support their response efforts.



Empowered partner employees with insurance covering risks against COVID-19



P&G India also made financial contribution to the state governments to support their response efforts





P&G Shiksha

We are improving access to holistic education for millions of underprivileged children across India through our flagship CSR program 'P&G Shiksha'. Since its inception in 2005, P&G Shiksha has focused on improving education infrastructure, empowering marginalized girls through education and improving learning outcomes. Over the years, in partnership with NGOs and experts, we have built and supported nearly 2,300 schools that will impact over 20 lakh children in years to come.

We are partnering with leading NGOs and partners who serve as specialists, lending their expertise to particular aspects of the educational system. For example, the NGO Round Table India, is dedicated to constructing educational infrastructure and supporting schools across India. Pratham has unique expertise in remedial learning to help bring children up to speed with the learning levels as per their curriculum. Educational Initiatives has expertise in computer-assisted learning software to improve learning levels among children.

1 Improving education infrastructure

We partnered with the NGO Round Table India to build, refurbish and renovate school buildings, classrooms and playgrounds. We are also improving the health and hygiene facilities like clean drinking water and building separate toilet facilities for boys and girls. We are also providing smart classroom technology across schools for interactive audio-visual based learning.



Built and refurbished more than 2,000 classrooms across schools in India



2 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 Vidyalaya's (KGBV) in Rajasthan to provide quality education to girls through holistic infrastructure and learning interventions.



Impacting over 10,000 girls annually across 40+ KGBVs in Rajasthan

3 Improving learning outcomes

There has been remarkable progress in improving access to education for children across India. While more children attend school today, there is a significant gap emerging in the learning outcomes. Because of this gap in their foundational capabilities, children are not able to cope with what is expected of them as they progress to higher grades. We are working with partners to implement unique and innovative solutions that are bridging learning gaps and improving learning outcomes in children. We are also working in early childhood education to build foundational skills in children so that they are set up for success as they enter the formal education system.

a. Remedial learning

We have partnered with Pratham to implement the Read India program, which focuses on improving learning outcomes in children. As a part of the program, trained instructors conduct learning camps in schools to improve the foundational skills of children in language and math. We have adopted an outcome-based approach wherein students are grouped basis their learning level rather than their age or grade. The instructor engages children in a combination of activities proven to maximize learning, thereby enhancing their ability to read, recognize numbers or perform basic

mathematical operations. These 10-12-day learning camps focus on progressing the students to the highest ability group basis their grade. We also organize community-based learning groups to sustain the learning gained by the students during the camp.

b. Early childhood education

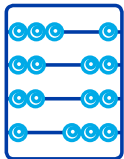
Early childhood education is the foundation of a child's success at school. The exposure that a child receives during these foundational years has a significant impact on their ability to learn when they enter school. Our Early Childhood program with Pratham focuses on building motor, cognitive, socio-emotional, language and creative skills in children aged 3-5 years,



Reached more than 82,000 children through our early childhood education program



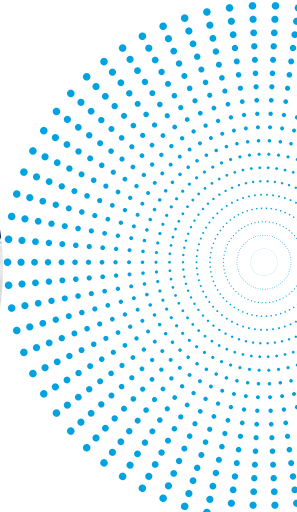
Improved learning outcomes in over 52,000 children



More than 70% children in the intervention group were able to read and do basic arithmetic at their curriculum level post intervention



Partnered with the Raja Shiksha Kendra, Madhya Pradesh to build the foundational skills in children from Grades 1-2



thereby increasing their readiness for school and setting them up for success. The instructors teach children to match shapes, hold a pencil, draw and basic communication and interactive skills. We also work in partnership with the government's Integrated Child Development Services (ICDS) program to enhance the capabilities of the Anganwadi instructors.

We are implementing our Early Childhood program across Bihar, Rajasthan, Himachal Pradesh and Delhi. We have also partnered with the government of Himachal Pradesh to set up pre-schools within the government schools across the state, targeting children aged 4 and 5 years.

c. Digital remedial learning

The use of technology in remedial learning has proven to be effective as it can assess and deliver personalized learning instructions to each student basis their learning level.

In 2017, we partnered with Educational Initiatives to implement Mindspark, a computer-based adaptive learning tool, that integrates pedagogy, teacher instruction and a learning management system to improve learning outcomes in children. Mindspark assesses the learning level of a student by presenting them with questions in increasing level 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 which gives them a thorough understanding of the concept. The system tracks each student's progress and allows teachers to track their learning level and development efficiently. This together helps in bridging learning gaps thus ensuring that a child learns with understanding.

Piloting newer ways to continue learning

Schools around India temporarily closed down as a preventive measure to contain the spread of COVID-19 affecting millions of students, particularly from underprivileged communities. To facilitate continuity of learning, we partnered with Pratham to pilot newer platforms of



Implementing 'P&G Shiksha Mindspark' program across schools in Rajasthan, Himachal Pradesh, Madhya Pradesh, Andhra Pradesh, Uttarakhand and Chhattisgarh



The software Mindspark builds a personalised learning path for every student basis their learning level



A study by J-PAL shows 2-2.5x gains in students' learning outcomes relative to control schools

learning. We connected with students via phone calls, SMSs, video calls and WhatsApp to encourage them to continue learning at home. For children in their formative years, we encouraged mothers to engage their children in simple hands-on activities focused on building their child's cognitive and language skills. For students in grades 1-8, we provided academic content and engaging activities in Math, Science and English to help them continue learning. Along with partner Educational Initiatives, we provided students access to the Mindspark software to enable them to continue learning. We also set up a toll-free hotline for students to hear educational stories and solve questions over the phone.

Supporting communities around our manufacturing sites

Our employees are serving the communities where they live and work. Our manufacturing sites in India are supporting neighbouring schools under the P&G Shiksha umbrella. In addition to this, our manufacturing facilities and our employees are supporting local charities through donation and volunteering.

In Goa, we support Matruchhaya, a home for the orphan and abandoned, helping



Set-up learning centers in Bhiwadi for children from migratory communities

them build health and hygiene amenities and support basic educational facilities. In Mandideep, along with local NGO Arushi, we are supporting the overall development of the local Satlapur Government School. Our Bhiwadi site along with partner NGO IBTADA is promoting education for girl children and has also been supporting a girls school in the Gwalda village. We have also set up learning centers in Bhiwadi which offer short-term courses focused on building foundational skills in math and language in children from migratory communities. For five consecutive

years, the site has been conferred with the prestigious Bhamashah award by the state government for creating a transformational change in the lives of young girl children.

Support defence NGOs

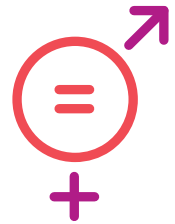
We support the Defence NGOs Army Wives Welfare Association (AWWA), Navy Wives Welfare Association, (NWWA) and Air Force Wives Welfare Association (AFWWA) in their effort to make a difference to the surrounding communities. In partnership with the Navy Wives Welfare Association (NWWA), we support the Sankalp School in Mumbai for differently-abled children. We have also partnered with the Air Force Wives Welfare Association (AFWWA), to provide support to Umeed Schools for underprivileged children. Along with the Army Wives Welfare Association, we support ASHA schools for the girl and differently-abled children.

Gillette's 'Safalta Apni Mutthi Mein' program grooms the next generation

Statistics indicate that India faces an unemployment rate of nearly 30% and skill development has been identified as one of the critical reasons for this. Gillette is helping change this through its youth-grooming program 'Safalta Apni Mutthi Mein.' The program was launched more than three years ago and today has reached 8,000+ colleges and universities. This practical training program includes seminars and workshops on resume writing, interview skills and how to succeed in the professional world.

Disaster relief

Our brands improve the lives of our consumers each day, but in times of need and crisis, our brands can have a more significant impact. As a part of our timely disaster relief program, we aim to help the victims of natural disasters by providing them with essential health and hygiene products. This year, we provided disaster relief to over 2,500 families in Sangli and Kolhapur in Maharashtra impacted by the floods. We also distributed over 1 lakh sanitary pads to women and girls affected by Cyclone Amphan in West Bengal.

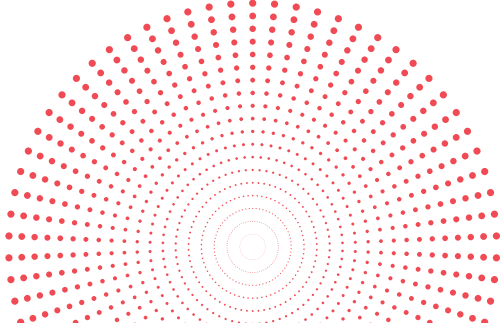


Gender Equality

We aspire to build a better world for all of us — inside and outside of P&G. A world free from gender bias, with equal voice and equal representation for all individuals. A world where everyone sees equal. When we do this, economies grow, communities are healthier, businesses can thrive, and the world is a better place for everyone. At P&G, we're focused on three areas where we can have the greatest impact. First, we're leveraging our significant voice in advertising and media to tackle gender bias. We're also removing barriers to education for girls and economic opportunities for women through corporate and brand programs and policy advocacy. And we're creating an inclusive, gender-equal environment within P&G, while advocating for gender equality in workplaces everywhere, so that everyone can contribute to their full potential. In each of these areas, we partner with highly engaged organizations that share our commitment, combining our resources, talents and skills to have a bigger impact.

Ariel urges families to #ShareTheLoad

The Ariel #ShareTheLoad campaign in India launched in 2015, to spark conversation about equal distribution of household chores. The brand started by asking a simple question: "Why is laundry only a woman's job?" In 2016, the campaign and question evolved to, "Why is laundry only a mother's job?" With the third campaign in 2019, Sons #ShareTheLoad, Ariel asked, "Isn't it time we change the way we raise our sons and teach them what we teach our daughters?" Through these trailblazing campaigns, Ariel is challenging social norms and helping to change hearts, minds and behaviors around gender equality. An independent survey indicates that, over the last five years, Ariel has positively influenced men to share the load. From 79% men in 2014 who thought laundry was only a woman's job, the number has steadily declined to 41% in





Don't let her period put a stop to her education.*



keep girls in school

2019. However, even today, only 35% of men contribute daily to household chores.



Ariel is challenging social norms and helping to change hearts, minds and behaviors around gender equality within households

In 2020, Ariel launched the fourth edition of #ShareTheLoad to further the cause of equality within households by highlighting a startling truth about household chores coming in the way of women getting enough sleep and rest. A survey conducted by an independent third-party revealed a startling and uncomfortable truth – 71% women in India sleep less than their husbands due to household chores, as they end up waking up early and/or staying up late to finish household chores. In its latest campaign, Ariel aims to convert intent to action by urging men to #ShareTheLaundry and take the first step towards #ShareTheLoad.

In light of the current crisis, Ariel realised the impact of changing dynamics within the household. With the message ‘What we learn in crisis will help us in times of comfort’, Ariel continued to encourage all men to partake in domestic responsibilities during the pandemic

Whisper urges to #KeepGirlsInSchool

Whisper has been leveraging its voice to challenge societal barriers to menstrual



hygiene in the country through its path-breaking campaigns like #TouchThePickle, #SitImproper and #WhispersBreakSilence. Building on that, this year, Whisper initiated a new campaign ‘#KeepGirlsInSchool’ to prevent girls from dropping out of schools. As part of this campaign, Whisper aims to create awareness on how even today, girls across India drop out of school on hitting puberty. The campaign brings to light the fact that 1 in 5 girls are dropping out of school each



Whisper pledged to double the impact of its Menstrual Hygiene Education Program by reaching 5 crore adolescent girls by 2022

year and we don’t even notice. To bridge this gap, Whisper pledged to double the impact of its existing menstrual hygiene education program by reaching 5 crore girls by 2022.

Launched Whisper Mobileshaala, free phone-based learning platform

The premature closure of schools due to the pandemic affected access to education especially for girls from marginalized communities, making them even more vulnerable to dropping out of school completely. Whisper, in partnership with Pratham Education Foundation, launched ‘Mobileshaala,’ a free phone-based learning platform with curriculum-based education modules on key subjects like English, Science and menstrual hygiene education.

Donated sanitary pads to women and girls impacted by COVID-19

Periods don’t stop during pandemics, and neither does P&G’s commitment to serving people. In response to the COVID-19 pandemic, we distributed over 22 lakh Whisper sanitary pads to women and girls



across India disproportionately impacted by the pandemic. We partnered with the government and relief organizations to support frontline healthcare workers, sanitation workers, women and girls in containment areas and adolescent girls in childcare institutions.

Gillette urges men to show their vulnerability through #ManEnough

In 2019, Gillette launched its #ShavingStereotypes movement to challenge and redefine gender stereotypes prevalent in the society. In its first edition, Gillette showcased the story of two sisters Jyoti and Neha Narayan known as the ‘Barbershop Girls of India,’ who are inspiring the next generation of men by redefining gender stereotypes.

Taking its movement further, this year, Gillette asked the question – ‘Why don’t men show their tears?’ challenging the enduring stereotype on why men are taught not to show their vulnerability, not to show their emotions, not to cry because it makes them weak. Through the heartfelt story of Lt Col Manoj Kumar Sinha, SM (Retd), the brand paves the way for men to re-think their notions of masculinity and strength. Gillette aims to play a role in influencing culture and set the right standards for the boys of today to be men of tomorrow.

Advancing economic opportunities for self-employed women entrepreneurs in response to COVID-19

The COVID-19 pandemic and subsequent lockdown has impacted the livelihoods of many. As a part of our commitment to advance economic opportunities for women, we partnered with NITI Aayog Women Entrepreneurship



We are committed to increasing the role and participation of women within the economic value chain and actively promote gender equality

Platform SEWA (Self-employed Women Entrepreneurs Association). Through this partnership we supported self-employed women entrepreneurs in Gujarat, Punjab and Rajasthan with raw material to manufacture masks helping them expand their businesses and serve the communities in need.

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 Vidyalaya'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 till date.



Empowered
80,000
girls with education

**Advocating for change |
A New Playbook for Workplace
Equality**

We are exposing and challenging the myths about women at work and advocating for a new playbook that more broadly addresses the systems, policies, processes and bias that hold women back — both in the workplace and the world.

At our #WeSeeEqual forum, we convened notable advocates of gender equality, industry partners, government representatives and our own engaged employees, inspiring all to continue to advocate for change within the workplace and in their communities. We are also leveraging external platforms like the India Economic Summit by the World Economic Forum, Bloomberg Equality Summit, ET Workforce of the Future and several industry forums to promote Gender Equality.

**Advocating for brands to be a
force for good at the Bloomberg
Equality Summit**

We participated in the Bloomberg Equality Summit to share our views on how brands



P&G Asia Pacific received the prestigious U.S. Department of State's Award for Corporate Excellence (ACE) 2019 for our progress made under our #WeSeeEqual program

can be a force for good and a force for growth. During a presentation, we talked about how brands are the most pervasive forces in the world and have the power to influence culture, break societal taboos and drive change. We also discussed how we can promote gender equality through compelling stories that accurately portray women and encourage actions on-ground.



**Advocating for 100% menstrual
hygiene at the India Economic
Summit by the World Economic
Forum**

P&G is committed to raise awareness about menstrual hygiene since its launch in India. In 1995, we introduced 'Whisper Menstrual Health & Hygiene School Program' wherein we educate girls on menstrual hygiene practices and build their confidence to overcome the overwhelming challenges they face during puberty. As a part of the program, we also handpick teachers, who are mothers and pad users, to advocate and counsel schoolgirls on the use of sanitary protection and bust the myths and superstitions associated with the use of sanitary pads. Till date, Whisper has educated over 2.5 crore girls on menstrual hygiene through this program. During the India Economic Summit by the World Economic Forum in October 2019, we led a conversation on 'Ending Menstrual Taboos'. We also announced our commitment to double the reach of our menstrual hygiene program and educate over 5 crore adolescent girls on menstrual hygiene by 2022.





Diversity & Inclusion

P&G is a Company that believes in diversity and inclusion. Every day we strive to get the full value of our diversity through inclusion — fostering an environment where P&G people can be their best, full and authentic selves in the workplace. But our job doesn't end there — our belief and commitment extend beyond P&G's walls. We are driving action to make a meaningful difference, and we care deeply about our impact, always striving to make the world a little bit better through our actions.

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 advancing women and in achieving gender equality, we have partnered with Catalyst on their MARC™ (Men Advocating Real Change) initiative last year 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 set up the Women's Interactive Network (iWIN) for the advancement of women, helping ensure that women's skills and insights are well represented throughout our global company and 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.

GABLE Network

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.

Embracing Equality at our manufacturing sites

We are committed to achieving gender equality on the shop floor across our manufacturing operations. Our Hyderabad manufacturing site was one of the first manufacturing sites in India to support women across the workforce. In an unprecedented move, the site collaborated with the government to receive approval that enabled women to work across shifts. Today, our Hyderabad, Bhiwadi and Baddi plant are among the few manufacturing facilities in India to achieve more than 30% women representation in the workforce. P&G is among the few companies in India to have a female plant head and line managers leading our manufacturing sites.





Environmental Sustainability

At P&G, environmental sustainability is embedded in how we do business. We have a responsibility to make the world better — through the positive impact our brands and Company can have in communities worldwide. We've established ambitious goals to minimize our environmental footprint, to innovate using both science and nature, and to create products that make responsible consumption irresistible for people everywhere.

Ambition 2030

Our Ambition 2030 goals leverage our scale to enable and inspire positive impact on the environment and the five billion people our brands touch each day around the world. With these goals, we are focused on where we can make a positive difference — our brands, our supply chain, society and our employees.

People know us through our brands, and we will use the power of our innovation and our brands to delight consumers and drive positive impact. In our supply chain, we will reduce our footprint and strive for circular solutions. We can impact society by creating powerful partnerships that enable people, the planet and our business to thrive. And finally, we will tap into our greatest resource, our employees, so that they are engaged and equipped to build sustainability into their daily work and communities.

Our Commitment to be Carbon Neutral

We recently announced our commitment to be carbon neutral for the decade: 2020 through 2030. This is an acceleration of the plans we already had in place to reduce our emissions by 50% by 2030.

To be carbon neutral for the decade, we will halve our manufacturing greenhouse gas emissions by increasing energy efficiency and purchasing 100% renewable electricity

globally. We'll address the estimated 30 million metric tons of greenhouse gas emissions we cannot eliminate over the next decade by advancing a portfolio of natural climate solutions that leverage the power of nature to tackle climate change.

We're also continuing to work on reducing emissions from our supply chain and consumer use of our products. Many P&G brands already offer products that have been carefully designed to save energy, water and natural resources, giving consumers the



power to reduce their own carbon footprints. Importantly, while climate change impacts everyone, all too often the people and communities most impacted are those that are most vulnerable. By accelerating our progress and investing in natural climate solutions so we are carbon neutral for the decade, we can help protect vulnerable ecosystems and communities around the world including India.



Our manufacturing facilities are ‘Zero Manufacturing Waste to Landfill’

With our operations, we strive to grow responsibly and constantly improve our efficiency while reducing our global footprint. All our manufacturing sites in India are Zero Manufacturing Waste to Landfill (ZMWTL) which means that there is no manufacturing discharge into the environment.



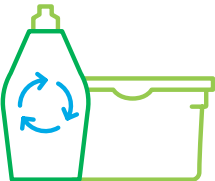
All our manufacturing sites in India are Zero Manufacturing Waste to Landfill

Brands take on responsible consumption

Our leadership brands are working on innovative programs to create products, solutions and services that make sustainable lifestyles seamless, while continuing to offer the value and superior performance consumers expect from our brands.

The Brand 2030 framework is our next step toward meeting our Ambition 2030 goal of

100%
packaging of our leadership brands will be recyclable or reusable by 2030



“100% of our leadership brands will enable and inspire responsible consumption.” Our new Brand 2030 criteria are embedded in the Company’s brand growth model and aimed at driving positive impact while creating value for consumers and our Company.

Recycling plastic packaging waste

At P&G, we are committed to help reduce 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.

P&G Environmental Sustainability Fund | Partnering for a sustainable future

In line with our ‘Ambition 2030’ goal of creating a positive impact on the environment and society, we set-up a ₹200 crore ‘Environmental Sustainability Fund,’ to collaborate with external partners offering environmentally sustainable business solutions. We made this announcement at the second edition of ‘P&G vGROW External Business Partner Summit’ which focused on identifying and implementing step-changing environmentally sustainable solutions like packaging innovations, renewable sources of energy and reducing carbon footprint. Our vGROW forum offers potential partners like start-ups, small businesses, individuals and large organizations a platform to pitch their innovative industry-leading solutions to our leadership team.



Bringing diaper recycling technology to India

We are working to establish an Absorbent Hygiene Products Recycling facility in India leveraging a breakthrough technology developed in Italy by Fater, a joint venture of P&G with the Angelini Group. In partnership with the municipality, NGOs and consumers, we will create a model to bring this to life in India. The technology upcycles sanitary

In partnership with our stakeholders and employees, we are building a more sustainable future for all of us, a cause we strongly feel and believe in



waste to deliver high-quality secondary raw materials such as recycled cellulose, recycled plastic, and recycled superabsorbent.

Employees as catalysts for good

We are embracing our responsibility to be a catalyst for good in our communities. More than 150 P&G employees, partner employees, family and friends collected nearly 2300 kg of waste from the Mahim beach in Mumbai. The collected waste was segregated and recycled by our waste management partner. Through these interventions, we strive to enhance the overall state of cleanliness and waste management by making sustainability a part of everything we do. These also bring us closer to achieving our Ambition 2030 goals.

In partnership with our stakeholders and employees, we are helping build a more sustainable future for us all, a cause we strongly feel and believe in.

Joining Forces to End Plastic Waste

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.’ P&G CEO David Taylor took the lead to serve as the first Chairman of the new Alliance, a not-for-profit organization that plans to invest \$1.5 billion over the next five years to help end plastic waste in the environment.

Research shows that nearly 80% of the plastic in oceans begins as litter on land, the vast majority of which travels to the sea down one of ten major rivers around the world. Many of these rivers run through densely populated areas that lack suitable waste collection and recycling infrastructure. 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.



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, 2019, through June 30, 2020.