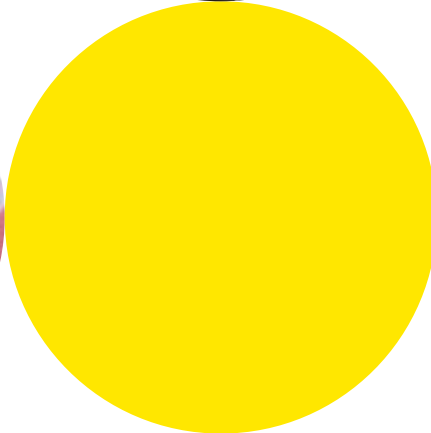
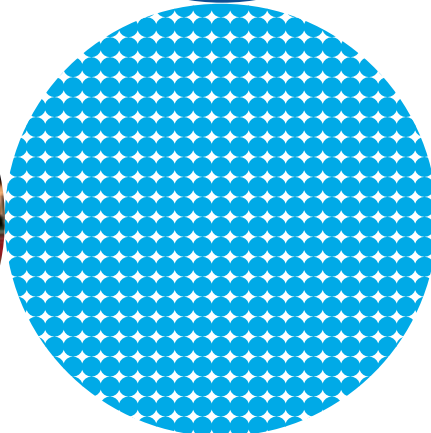
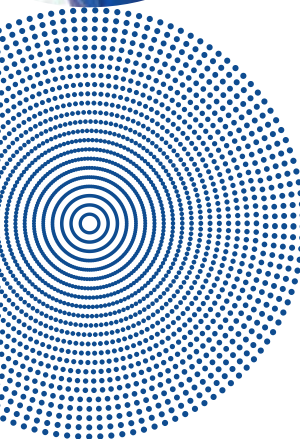


Gillette

whisper®



# 2019 Citizenship Report

P&G India

# Dear Stakeholders,

At P&G, we strive to be a force for good and a force for growth. We have built citizenship into the way we do business, and we know that this will enable us to make a bigger impact on communities we operate in and the world around us. Our Citizenship efforts are focused on five key areas - Ethics & Corporate Responsibility, Community Impact, Diversity and Inclusion, Gender Equality and Environmental Sustainability.

I'm pleased to share with you our first 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



Diversity  
& Inclusion



Gender  
Equality



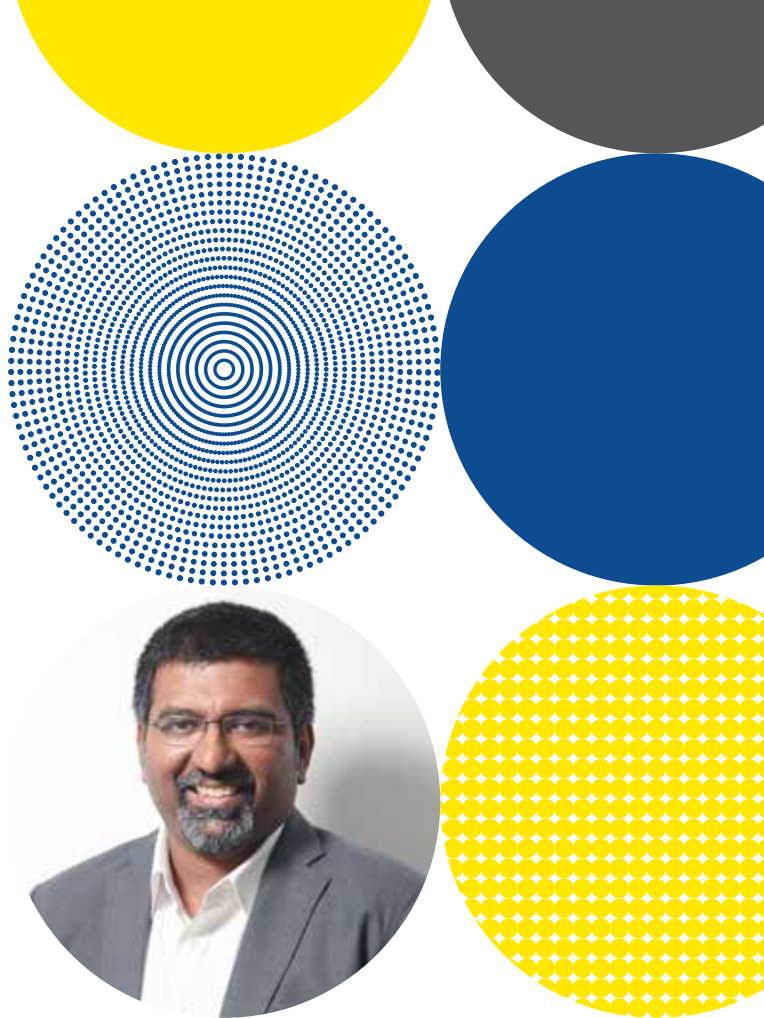
Environmental  
Sustainability

Since our foundation, giving back to the communities where we live has been an integral part of our company's purpose and values. In 2005, we launched P&G Shiksha, our flagship CSR program, with an aim to provide underprivileged children with access to holistic education. I am happy to share that, since its inception, P&G Shiksha has built and supported over 1800 schools that will impact more than 1.4 million children. We also provide comforts of home to those affected by a disaster. Last year we supported more than 50,000 families affected by the Kerala floods with health and hygiene kits. Our employees also contributed monetarily to set up health camps across the state. In addition to this, we also distributed P&G Purifier of Water, providing clean water to the affected families. Recently, we also donated health and hygiene kits to more than 10,000 families displaced by cyclone FANI in Odisha.

We aspire to build a better world for all of us — inside and outside of P&G — free from gender bias and with an equal voice and equal representation for women and men. We use our voice in advertising to spark conversations and motivate change. Our campaigns - Ariel #ShareTheLoad, Whisper #SitImproper, Vicks #TouchOfCare, Gillette's #ShavingStereotypes are few examples of how our brands continue to break stereotypes and impact societal change.

We are committed to achieving gender equality within P&G and creating a supportive environment where women and men can perform at their peak. I am proud to share that our Hyderabad plant is one of the few manufacturing facilities in India to achieve more than 30% women representation in the workforce. In an unprecedented move, the site collaborated with the government and received approval for women to work across all shifts. Breaking myths about gender roles at the workplace, our distribution center in Mandideep became one of the first in India to have women employees operate forklifts.

Environmental Sustainability is a key focus area for us and an essential part of how we operate responsibly. I am proud to share that, all our manufacturing facilities in India are Zero Manufacturing Waste to Landfill, which means there is zero manufacturing waste discharged into landfills. We have not only focused on making today better but are also taking steps to create a sustainable future. Last year, we launched our new 2030 goals – Ambition 2030 – aimed to enable and inspire positive impact on the environment while creating value for our consumers and the Company.



We at P&G believe that the biggest win comes when all stakeholders work together. With this, I want to acknowledge and thank all our employees and valued partners without whom many of these achievements would not have been possible.

We want to touch and improve lives in everything we do. It is what we have been doing, and it is what motivates us to do more.

**MADHUSUDAN GOPALAN**  
CEO & MD, P&G Indian Subcontinent



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 90% 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



## FLAGSHIP CSR PROGRAM

Built and supported more than 1800 schools that will impact more than 1.4 million underprivileged children



## TIMELY DISASTER RELIEF

Supported those impacted by Kerala floods and cyclone FANI in Orissa through our disaster relief program



## OUR BRANDS MAKE A DIFFERENCE

Our brands Tide and Gillette made a difference to communities through various initiatives



## SUPPORTING SURROUNDING COMMUNITIES

Our offices, manufacturing sites & employees support local charities through donation and volunteering



## Gender Equality

Aspiring to build a world where everyone sees equal



### LEVERAGING OUR VOICE IN ADVERTISING AND MEDIA

Our campaigns like Ariel #ShareTheLoad & Gillette #ShavingStereotypes spark conversations to bring change



### EMPOWERING MARGINALISED GIRLS THROUGH EDUCATION

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



### WOMEN BUSINESSES EMPOWERMENT PROGRAM

Committed to source \$30 million from women-owned businesses & empowering women entrepreneurs



### CREATING AN INCLUSIVE WORK ENVIRONMENT

Embracing equality at the workplace and creating change like in our Hyderabad manufacturing site & Mandideep distribution center



## 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™

Launched the MARC™ program to build inclusive leadership skills throughout our Company



### GABLE NETWORK

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



### VICKS TOUCH OF CARE

Vicks took a bold stand, sending a powerful message to help pave the way towards a more inclusive society



## Environmental Sustainability

Constantly improving our efficiency while reducing our carbon footprint



### REDUCING OUR FOOTPRINT

Within our operations, 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



### RECYCLE 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



# P&G INDIA AT A GLANCE

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. Presently, our portfolio comprises of 13 leading and trusted brands including Vicks<sup>®</sup>, Ariel<sup>®</sup>, Tide<sup>®</sup>, Whisper<sup>®</sup>, Olay<sup>®</sup>, Gillette<sup>®</sup>, AmbiPur<sup>®</sup>, Pampers<sup>®</sup>, Pantene<sup>®</sup>, Oral-B<sup>®</sup>, Head & Shoulders<sup>®</sup>, Herbal Essences<sup>®</sup> and Old Spice<sup>®</sup>.

P&G India creates more than 52,000 jobs directly and indirectly. We leverage our strengths in consumer understanding, brand building, product innovations, packaging innovations and retail execution (in-store and online) to delight consumers.





# Ethics & Corporate Responsibility

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. We are committed to creating a work environment that fosters open communication and supports employees in reporting potential violations. Employees or individuals in our operations and extended supply chain can report potential violations at the Worldwide Business Conduct Helpline, which is staffed by an independent third party and is available 24 hours a day, 7 days a week. P&G is committed to reviewing all allegations of wrongdoing, and retaliation of any kind will not be tolerated.



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

## Stakeholder Engagement

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







## Community Impact

We want to make every day better for people in the communities we operate in.  
We focus where we can uniquely bring value and where our brands and people  
can make the biggest difference.

In India, we improve access to holistic education for underprivileged children through our flagship CSR program 'P&G Shiksha'. We also focus on providing comfort to families in times of a disaster through donation of health and hygiene products, monetary contributions and donation of P&G Purifier of Water.



### P&G SHIKSHA

Quality education is the foundation of an individual's development and of society at large. Studies indicate that lack of availability of quality infrastructure, gender inequality in access to education and the gap in learning are some of the significant barriers to achieving universal education.

In 2005, P&G launched its signature CSR program 'P&G Shiksha' with an aim to provide children from underprivileged backgrounds access to holistic education. We focus our efforts in three main areas - improving education infrastructure, empowering marginalised girls through education and improving learning outcomes. Over the years, in partnership with NGO's we have built and supported more than 1800 schools across India that will impact more than 1.4 million children.

We partner with NGO's, who serve as specialists, lending their expertise to particular aspects of the educational system. For example, the NGO RTI is dedicated towards constructing educational infrastructure and supporting schools across India. Pratham has special expertise in remedial learning to help bring children up to speed with the learning levels as per their curriculum. Educational Initiatives (EI) has expertise in computer assisted learning software to improve learning levels among children.



P&G Shiksha has built and supported 1800 schools that will impact more than 1.4 million underprivileged children



1. Improving education infrastructure

Building and refurbishing school buildings, constructing classrooms, building playgrounds, improving health and hygiene facilities



2. Empowering marginalised girls through education

Supporting the government-run residential Kasturba Gandhi Balika Vidyalaya (KGBV) in Rajasthan and Jharkhand



3. Improving learning outcomes

Implementing unique and innovative solutions that improve the learning outcomes in children



4. Supporting surrounding communities

All our manufacturing sites in India help neighbouring schools under the P&G Shiksha umbrella



5. Supporting defence NGOs

Supporting differently abled children, underprivileged children and girl child education

## 1. Improving education infrastructure

Along with our NGO partner Round Table India (RTI), we have focused on building and refurbishing school buildings, constructing classrooms, building playgrounds, improving health and hygiene facilities like clean drinking water and building separate toilets for boys and girls.



Built and refurbished more than 1700 classrooms across schools in India

Before



After



## 2. Empowering marginalised girls through education

At P&G, 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 and Jharkhand to provide quality education to girls by enhancing the education infrastructure and the quality of education available to them.



Supported 350+ KGBV schools across Rajasthan and Jharkhand impacting more than 71,000 girls



## 3. Improving learning outcomes

Studies indicate that while there has been a remarkable improvement in the enrolment of children, there is a large gap emerging in the learning outcomes. Because of the gap in these 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 improve the learning outcomes in children. These include on-ground remedial learning, interventions in early childhood education and digital remedial learning.

### a. Remedial learning

We have partnered with NGO Pratham to implement the Read India program which focuses on improving the learning outcomes in children. As a part of the program, Pratham organises 10-12-day learning camps where the students learn basis their learning level rather than their age or grade. Students are engaged in a combination of activities that have been proven to maximise learning thereby enhancing their ability to read, recognise numbers or perform basic mathematical operations. The aim is to progress majority of students to the highest ability group basis their grade.



Improved learning outcomes in more than 55,000 children



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



## b. Early childhood education

The early years of a child's life are the foundational years of their growth and development. The exposure that a child receives during these 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 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 skills like telling their name or the names of their family members. 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, Uttar Pradesh, 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.



Reached more than 1,60,000 children till date through our early childhood education program



About 85% of children in the intervention group were observed to have competent motor skills versus 42% in the control group

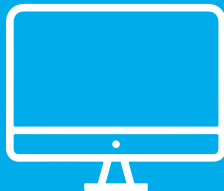


Partnered with the government of Himachal Pradesh to set up pre-schools within the government schools across the state



Our Early Childhood program focuses on building motor, cognitive, socio-emotional, language and creative skills in children aged 3-5 years





Use of technology in remedial learning has proven to be effective as it can assess and deliver personalised learning instructions to each student basis their learning ability

### c. Digital remedial learning

Remedial learning helps in improving the learning outcomes in students thereby improving the overall quality of education. Use of technology in remedial learning has proven to be effective as it can assess and deliver personalised learning instructions to each student basis their learning ability.

In 2017, P&G Shiksha 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 software assesses the learning level of a student by presenting them with questions in increasing level of difficulty. It then sets a starting point to build a personalised learning path 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.



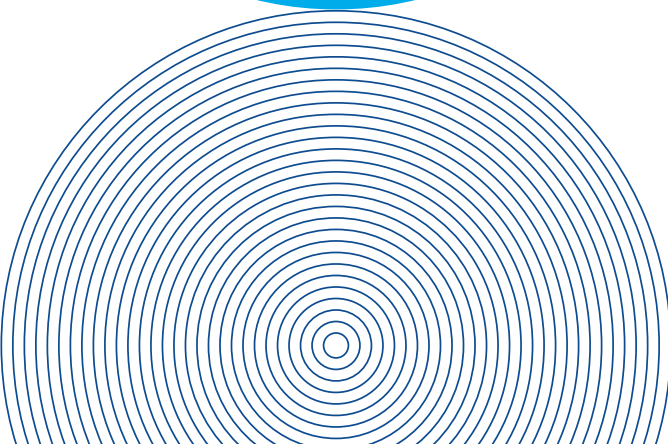
Implementing the program across schools in Rajasthan, Himachal Pradesh, Madhya Pradesh, Andhra Pradesh, Uttarakhand and Chattisgarh



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

**2X**

Learning levels in students using Mindspark improved two-fold compared to the control group





## 4. Supporting surrounding communities

Our employees are making a difference in the communities they live and work. All our manufacturing sites in India are helping neighbouring schools upgrade and improve the existing education infrastructure under the P&G Shiksha umbrella. In addition to this, our manufacturing facilities and our employees support local charities through donation and volunteering.

At Goa, we are supporting Matruchhaya, a home for the orphan and abandoned, helping them build health and hygiene amenities and 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 girl's school in the Gwalda village. For four 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 children.



Our Bhiwadi manufacturing site has been conferred with the prestigious Bhamashah Award by the state government for creating a transformational change in the lives of young children

## 5. 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 Navy Wives Welfare Association (NWWA) we support the Sankalp School in Mumbai for differently abled children.



We have partnered with Air Force Wives Welfare Association (AFWWA) to provide infrastructural support to Umeed Schools for underprivileged and differently abled children.



Along with Army Wives Welfare Association, we support ASHA schools for girl and differently abled children.



## OUR BRANDS MADE A DIFFERENCE

### Refurbishing Holi clothes with Tide

Tide partnered with NGO Goonj to organise a National Clothes Donation drive right after the Holi festival to collect stained clothes that otherwise make it to the landfill. A total of 83,500 units were collected from 24 cities, refurbished with Tide and donated to Goonj which then distributed it to those in need.



Refurbished more than 83,500 units of clothes that otherwise would have made it to the landfill

### Empowering and grooming 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.' Grooming sessions were organised across 2,800 colleges in rural India through which over 1.5 million graduates were empowered with the right soft skills for communication and proper grooming standards.

### Donated world's smallest diaper for premature babies

On the occasion of World Premature Day, Pampers donated 100,000 Preemie diapers to major government hospitals across India. The Preemie diaper, developed in close partnership with the nurses in the National Intensive Care Unit is designed specifically for premature babies. It is smaller than regular newborn diapers and can wrap a baby up to 800 grams.



## TIMELY 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.

In 2018, when the state of Kerala experienced one of the most devastating floods, we supported more than 50,000 families through various interventions. Through our partner NGO Americares, we donated health and hygiene kits comprising of P&G products and distributed P&G Purifier of Water delivering more than 10 million litre of clean drinking water. Our employees also made monetary contributions to set up health camps across the state. In 2019, as a part of the relief operations in the aftermath of cyclone FANI in Odisha, we supported more than 10,000 families with health and hygiene kits comprising of our products.



We delivered basic comforts to those in need with relief kits filled with P&G products







# Gender Equality

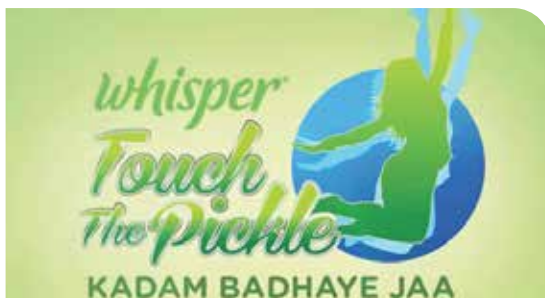
We aspire to build a better world for all of us — inside and outside of P&G — free from gender bias and with an equal voice and equal representation for women and men.  
A world where everyone sees equal.

We are focusing on three areas where we can have the greatest impact — leveraging our voice in advertising and media to tackle gender bias, removing gender-biased barriers to education for girls and economic opportunities for women through corporate programs and creating an inclusive environment for our employees with a 50-50 representation of women and men.

## LEVERAGING OUR VOICE IN ADVERTISING AND MEDIA

We are a company of brands, each with their own personality and character. Brands are the heart of our business. And as the world's largest advertiser, we have committed to leverage our voice in advertising and media to tackle gender bias.

Whisper's award-winning 'Touch the Pickle' campaign in 2015 sparked a conversation to break traditional taboos associated with periods. Similarly, our brand Ariel through the campaign 'Share The Load' in recent years has addressed the issue of household inequality.



## Time to #SitImproper

Whisper's 'Sit Improper' campaign focused on breaking the age-old stereotypes about gender expectations. It was based on the insight that Indian girls are expected to live by a set of standards imposed upon them by the society - from the way they should sit, to even the aspirations they must pursue or not pursue. The movement created a revolution and gave women the license to sit the way they want without the fear of being judged.





## #WhispersBreakSilence

Whisper's digital campaign #WhispersBreakSilence showcased that every whisper of encouragement plays an essential role in breaking the silence around periods, it was also a salute to millions of teachers, fathers, mothers, elder sisters or best friends who've broken silence with words of encouragement. In a country where superstition was passed silently, we broke it with a whisper.



## Ariel #ShareTheLoad

Ariel's simple #ShareTheLoad campaign, which asks some tough questions, has successfully triggered a conversation on equal distribution of household chores between all members of a family irrespective of gender. In 2015, when Ariel launched its first #ShareTheLoad campaign, statistics showed that 79% men thought 'household chores are a woman's job'. In 2016, 63% married men thought household chores are a woman's/daughter's job while all 'outside' work is a man's/son's job. However, in 2018, this number was down to 52%, signifying that change has indeed begun. 'Are we teaching our sons what we have been teaching our daughters?' is the question that the latest Sons #ShareTheLoad campaign by Ariel asks.

## Gillette's #ShavingStereotypes

The latest Gillette campaign showcases the story of sisters Jyoti and Neha Narayan who have challenged gender stereotypes prevalent in Indian villages by running their father's barbershop. As a part of Gillette's ongoing Safalta Apni Mutthi Mein program, both the girls received scholarships covering their education and professional needs. Gillette also provided Neha and Jyoti skill set training for styling and grooming, through a top salon academy. On completion, both will get a job opportunity to work at one of India's premium salon, Hakim Aalim.





## REMOVING GENDER-BIASED BARRIERS TO EDUCATION AND ECONOMIC OPPORTUNITY

### P&G Shiksha – Empowering marginalised girls through education

At P&G, we are committed to breaking gender-biased barriers to education for girls in India. As a part of our flagship program P&G Shiksha, we have partnered with NGO 'Save the Children' to support the government-run residential Kasturba Gandhi Balika Vidyalaya's (KGBV) in Rajasthan and Jharkhand to provide girls with quality education by enhancing the education infrastructure and the quality of education available to them. Through our intervention over the years, we have impacted more than 71,000 girls across the two states.



### Empowering women entrepreneurs

We believe that by focusing on supplier diversity, we will be able to amplify our impact on the community. We partnered with WEConnect International to launch our first 'Women Business Empowerment Program' in India to enhance the capability of women entrepreneurs as they look to establish and grow their business. Both external trainers and P&G leaders shared their business skill set and experience to coach women entrepreneurs thereby empowering them to build sustainable, viable and profitable businesses. The program also provided women entrepreneurs access to business opportunities resulting in 25% of participants securing business opportunities with P&G and its partners. In 2018, P&G India committed itself to source \$30 million from women-owned businesses across India over the next three years.



### Whisper School Program

In 1995, Whisper introduced its flagship 'Whisper School Program', a health and hygiene program wherein we educate girls on Menstrual Hygiene practices and build their confidence to overcome the overwhelming challenges that they face during puberty. We also handpick teachers, who are mothers and pad users, to advocate and counsel school girls on the use of sanitary protection and burst the myths and superstitions associated with the use of sanitary pads. Today, we run this program with the active support of 40,000 schools educating about 5 million adolescent girls annually. Since 1995, we have educated more than 2.5 crore girls about menstrual hygiene. We are also working with the Goa Government to set up an educational module on Menstrual Hygiene Management as part of the value added Education in Government Schools.



## CREATING AN INCLUSIVE WORK ENVIRONMENT

We have focused on building an inclusive environment at P&G for women and men where everyone can contribute to their full potential.

### Embracing equality at our manufacturing sites

Our Hyderabad manufacturing site was one of the first manufacturing sites in India to hire and support women across the workforce. In an unprecedented move, the site collaborated with the government to receive approval to enable women to work across shifts. To facilitate this, P&G arranged the necessary support, including providing special secure transport for women and onsite health and wellness programs. Engagement sessions were held during recruitment with candidates, their parents and the entire Hyderabad Leadership Team to communicate our commitment to safety, security and meaningful long-term careers. Female employees now work across all shifts and operate manufacturing equipment. Implementing these changes has created tremendous response during hiring drives and has provided a roadmap for successful women careers.

### Breaking STEM Myths - Our Mandideep distribution centre employs female material handling equipment operators

P&G has continued to focus its effort on achieving gender equality at the workplace and breaking the myths associated with women in STEM (Science, technology, engineering, and mathematics). P&G became one of the first companies in India to double the women employees handling materials and operating forklifts. The women employees were trained on handling material with a forklift, warehouse management system, safety procedures, racking operations and emergency procedures. They were also imparted practical training on handling pellets which helped build their confidence and set them up for success.



Through deliberate effort at our Hyderabad manufacturing site we achieved 30% gender equality on the shop floor



## Sparking conversations because #WeSeeEqual

At P&G, we are challenging the myths that hold women back from achieving equal representation. We are strongly advocating and changing the way we think.



## #WeSeeEqual

In February 2019, in partnership with UN Women, we organized P&G IMEA's (India, Middle East and Africa) first Gender Equality Summit #WeSeeEqual. The confluence brought together P&G leaders and external influencers to surface insights around the myths that prevent us from accelerating our progress towards gender equality. The summit highlighted topics that are part of our daily lives like gender myths at the workplace, sharing the load at home and how girls can be unstoppable. The personal stories of our speakers enabled many to understand the importance of breaking stereotypes, unconscious biases and inspired all to play an active role on gender equality and bring about a change.

As a part of the Summit, P&G announced its commitment to:



Spend \$100 million on deliberately working with women-owned businesses in IMEA



Educate more than 23 million adolescent girls on puberty and hygiene across IMEA



Use our voice in advertising and media forums such as the #WeSeeEqual Summit and multi-stakeholder efforts to spark conversation and motivate change





**VICKS**

#TouchOfCare



# Diversity & Inclusion

Diversity & Inclusion is in our DNA — at the heart of our Purpose, Values and Principles — and critical to our growth. For employees, bringing to life our D&I strategy means recognising that each of us is truly unique. Bringing together individuals from different backgrounds, cultures, working and thinking styles, provides remarkably different talents, career experiences and life perspectives for all. We are also driving action outside of P&G to make a meaningful difference, and we care deeply about our impact, always striving to make the world a little better through our actions.

## Flex@Work

In an era of single parenting, caring for ageing parents or supporting a special needs child, P&G sought to modernise our signature Flex@work program to provide location and time flexibility for modern families.

Flex@work is designed to intentionally drive a culture change around flexibility to enable all employees to be fully engaged by supporting work-life integration, empowering employees to personalise their schedules directly with their managers. Flex@work has enabled P&G people to effectively manage personal needs while remaining fully engaged to deliver their work plan and grow their careers.

## GABLE Network

At P&G, we want all our employees to work in an inclusive environment that values and respects who they are.

More than two decades ago we took a stand for inclusion and added sexual orientation to our non-discrimination policies. We also set up the GABLE network for fostering workplace equality for Lesbian, Gay, Bisexual and Transgender (LGBT+) employees. Today, it has grown into a supportive and global community, with chapters in every region of the world including India.

## 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. We launched MARC in India 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.

## Vicks Touch of Care

In India, homosexuality is mostly kept closeted and being transgender is considered an unspoken curse. The Supreme Court of India ruling in 2014 recognised transgender individuals as the 'third gender' and some legal and political progress has been made but society at large continues to stigmatise and stereotype transgender individuals, and they are still being denied basic rights.

Vicks took a bold stand, sending a powerful message to help pave the way towards a more inclusive society. In a video for their #TouchOfCare campaign, Vicks cast a compassionate spotlight on transgender activist Gauri Sawant, challenging conventional thinking about what it means to be a caring mother.







# Environmental Sustainability

Acting responsibly is core to the way we do business. Our purpose is to make superior products that not only delight consumers but are also produced responsibly.

We have set new, ambitious environmental goals for 2030 that will enable and inspire positive impact. These goals seek to address two of the world's most pressing environmental challenges: finite resources and growing consumption.

## Ambition 2030: Enabling and inspiring a positive impact

In 2018, we established Ambition 2030 – our global environmental goals that enable and inspire positive impact through our brands, our supply chain, society and our employees. Through this framework, we attempt to address two of the world's most pressing environmental challenges — finite resources and growing consumption. P&G's "Ambition 2030" goals include:

**Brands:** All of P&G's leadership brands including Whisper, Ariel, Ambi Pur, Head & Shoulders, Pantene, Pampers, and Tide will enable responsible consumption through packaging that is 100% recyclable or reusable by 2030.

**Supply Chain:** P&G manufacturing sites will cut greenhouse gas emissions in half and will purchase enough renewable electricity to power 100% of our plants.

**Society:** P&G will continue to create transformative partnerships that enable people, the planet and our business to thrive, including those that stem the flow of plastic into the world's ocean, protect and enhance forests, expand recycling solutions for absorbent hygiene products, and protect water in priority basins around the world.

**Employees:** P&G will engage, equip and reward employees for building sustainability thinking and practices into their everyday work. We will reward progress and integrate recognition into performance assessments.



Enable responsible consumption, packaging, ingredients, and safety



Reduce our footprint, protect the forests, and improve livelihoods



Ensure packaging won't find its way to the ocean, protect water, and advance recycling solutions



Educate employees, integrate sustainability into business plans, and reward progress

## REDUCING OUR FOOTPRINT

We are committed to improving lives, now and for generations to come by ensuring that our products, packaging and operations are safe for employees, consumers and the environment.

Within our operations, we strive to grow responsibly, continuously improve our efficiency while reducing our carbon 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 facilities in India are Zero Manufacturing Waste to Landfill

Our Bhiwadi plant took several employee engagement initiatives to drive an energy saving mindset. As a result, in the last five years, the Bhiwadi plant has reduced its footprint by 50% on energy, water usage per unit of production, emissions and waste generated per units of production. Similarly, in the last five years, our Goa plant has reduced its carbon emission by 18%. During this period, the plant also improved on both energy and water consumption by 75%.

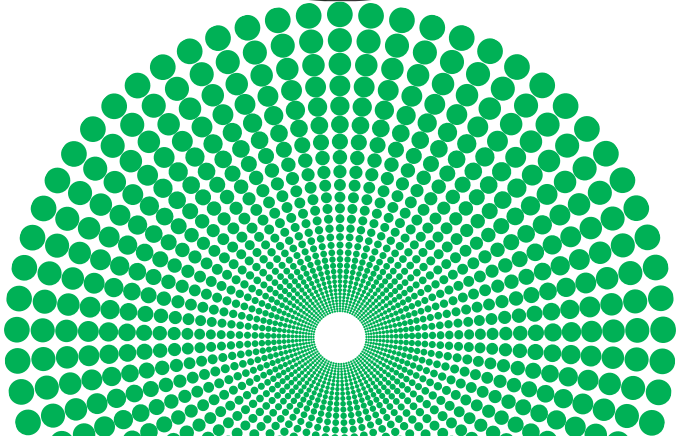
Our Baddi plant reduced its energy consumption by 39%, its water consumption by 72% and CO<sub>2</sub> emission by 90% over the last five years. At our Hyderabad site, we reduced our energy consumption by 50% by switching to energy conscious alternatives.

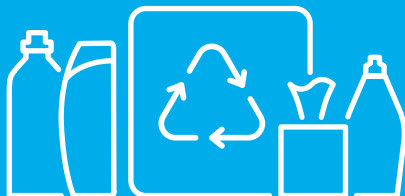


Across our plants, we also engage with employees and surrounding communities to make a difference through awareness initiatives on environmental sustainability and tree plantation drives



Within our operations, we strive to grow responsibly, constantly improve our efficiency while reducing our carbon footprint





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

We recognize our brands play an essential role in the everyday lives of people across the planet, and we're fortunate enough to be able to leverage our innovation to make a difference. All of our Fabric Care brands in India – Ariel, Tide Plus and Tide Naturals, are phosphate-free while delivering the same superior cleaning performance, thus helping preserve the quality of water resources.



Phosphate-free products that deliver the same superior cleaning performance while helping preserve the quality of water resources

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. We have already started this in Maharashtra, Madhya Pradesh and Gujarat, and shall be expanding to 8 more states within 2019.



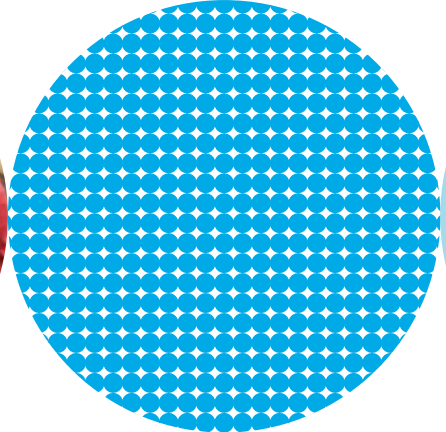
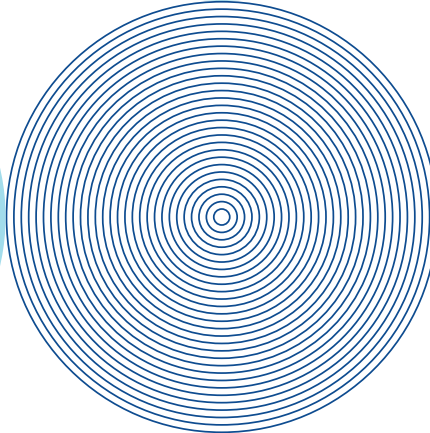
Plan to launch our global diaper and sanitary napkin recycling program in India

We are also 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. This innovation will upcycle sanitary napkin and diaper waste and India will be the first country outside of Europe where we will launch this. In partnership with the municipality, NGOs and consumers, we will create the model to bring this to life in India. The technology upcycles sanitary waste to deliver high-quality secondary raw materials such as recycled cellulose, recycled plastic, and recycled superabsorbent.



**Gillette**

**VICKS®**



#### **ABOUT OUR CITIZENSHIP REPORT**

This report is a summary of P&G's citizenship efforts in India