GRI Content Index

General disclosures			
GRI 2: General Disclosures 202	2-1 Organizational details	Know more about Crompton , BRSR (Section A Q1-Q24)	6,7, 227-232
	2-2 Entities included in the organization's sustainability reporting	About the report, BRSR (Section A Q21)	3, 229
	2-3 Reporting period, frequency and contact point	About the report, BRSR (Section A-Para I)	3, 227
	2-5 External assurance	About the report	3
	2-6 Activities, value chain and other	Manufactured capital, Social	69, 74, 108,
	business relationships	and relationship capital BRSR (Section - A Q14 & Q17-C)	227, 228
	2-7 Employees	Human Capital, BRSR (Section-A Q18)	98,228
	2-8 Workers who are not employees	BRSR (Section-A Q18)	228
	2-9 Governance structure and composition	Responsible Governance for sustainable growth BRSR (Section-B Q8 & Q9)	32-43, 234
	2-10 Nomination and selection of the highest governance body	Responsible Governance for sustainable growth, Report on Corporate Governance	38, 39, 198
	2-11 Chair of the highest governance body	Responsible Governance for sustainable growth	32-43
	2-12 Role of the highest governance body in overseeing the management of impacts	Responsible Governance for sustainable growth , BRSR	32-43, 234,246
		(Section-B Q9) , BRSR Principle 4 LQ 1	
	2-13 Delegation of responsibility for managing impacts	BRSR (Section-B Q9)	234
	2-14 Role of the highest governance body in sustainability reporting	BRSR (Section-B Q8)	234
	2-15 Conflicts of interest	BRSR (Principle 1 EQ6 & EQ7)	237
	2-16 Communication of critical concerns	BRSR (Section - A Q23)	230
	2-17 Collective knowledge of the highest governance body	BRSR (Principle 1 EQ1)	235
	2-18 Evaluation of the performance of the	Responsible governance for	38,
	highest governance body	sustainable growth, Boards' Report, Report on Corporate	141, 198
	2-19 Remuneration policies	Governance Responsible governance for	34, 39, 233,
	2-13 Nemulieration policies	sustainable growth,BRSR (Section B 1a, Principle 5 EQ3), Boards report	248,142
	2-20 Process to determine remuneration	Responsible governance for sustainable growth, BRSR (Section B1a, Principle 5 EQ3), Boards report	34, 39, 233, 248,142
	2-21 Annual total compensation ratio	BRSR (Principle 5 EQ3)	248
	2-22 Statement on sustainable development strategy	BRSR (Section-B Q7)	234
	2-23 Policy commitments	BRSR (Section-B 1-5)	233
		DDCD (C .: D C40)	00:

2-24 Embedding policy commitments

BRSR (Section-B Q10)

234

General disclosures			
	2-25 Processes to remediate negative	BRSR (Section-A Q23)	230
	impacts		
	2-26 Mechanisms for seeking advice and raising concerns	BRSR (Section-A Q23)	230
	2-27 Compliance with laws and regulations 2-28 Membership associations	Responsible governance for sustainable growth, Board's Report, Report on Corporate Governance, BRSR (Principle 1 EQ2, Principle 6 E Q12) Membership and collaboration,	33, 146, 210, 211, 236, 253 33, 256
	2-20 Membership associations	BRSR (Principle 7 EQ1a, 1b)	33, 230
	2-29 Approach to stakeholder engagement	Crafting need-based engagements with stakeholders, Responsible governance for sustainable growth, BRSR (Principe 4 EQ1 and Q2)	26-27, 32, 245-246
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Approach to materiality	28-29
	3-2 List of material topics	Approach to materiality	28-29
Economic performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
	201-2 Financial implications and other risks and opportunities due to climate change	BRSR (Section-A Q24)	231, 232
	201-3 Defined benefit plan obligations and other retirement plans	BRSR (Principle 3 EQ2)	241
Market presence			
GRI 3: Material Topics 2021 GRI 202: Market Presence 2016	3-3 Management of material topics 202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Approach to materiality BRSR (Principle 5 EQ2)	28-29 247
Indirect economic impacts			
GRI 3: Material Topics 2021 GRI 203: Indirect Economic Impacts 2016	3-3 Management of material topics 203-2 Significant indirect economic impacts	Approach to materiality Initatives for Impactful ESG performance, Social and relationship capital, BRSR (Principle 8 EQ4)	28-29 58, 109,257
Procurement practices			
GRI 3: Material Topics 2021 GRI 204: Procurement Practices 2016	3-3 Management of material topics 204-1 Proportion of spending on local suppliers	Approach to materiality BRSR (Principle 8 EQ4)	28-29 257
Anti-corruption			
GRI 3: Material Topics 2021 GRI 205: Anti-corruption 2016	3-3 Management of material topics 205-1 Operations assessed for risks related to corruption	Approach to materiality Responsible governance for sustainable growth, Initiatives for impactful ESG performance, BRSR (Principle 1 EQ4, EQ5)	28-29 38, 58, 236

Anti-corruption			
Anti-corruption	205-2 Communication and training about	Responsible Governance for	39, 235
	anti-corruption policies and procedures	sustainable growth, BRSR (Principle 1 EQ1)	39, 235
	205-3 Confirmed incidents of corruption and actions taken	BRSR (Principle 1 EQ5, EQ7)	236, 237
Anti-competitive behavior			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	BRSR (Principle 7 EQ2)	256
Materials			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Developing energy efficient products	117
	301-2 Recycled input materials used	Waste management	119
	301-3 Reclaimed products and their packaging materials	Initiatives for impactful ESG performance, (BRSR Principle 2 EQ3, LQ5)	58, 238, 239
Energy		X-7 X-7	
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
GRI 302: Energy 2016	302-1 Energy consumption within the organization	How we create and sustain long-term value, BRSR (Principle 6 EQ1, LQ1)	30-31, 250, 253
	302-2 Energy consumption outside of the organization	How we create and sustain long-term value, BRSR (Principle 6 EQ1, LQ1)	30-31, 250, 253
	302-4 Reduction of energy consumption	How we create and sustain long-term value	31
	302-5 Reductions in energy requirements of products and services	Developing energy efficient products	117
Water and effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water conservation, BRSR (Principle 6 EQ3, EQ4, LQ2, LQ3)	118, 250, 253, 254
	303-2 Management of water discharge- related impacts	Water conservation	118
	303-3 Water withdrawal	Water conservation, BRSR (Principle 6 EQ3, EQ4, LQ2, LQ3)	118, 250, 253, 254
	303-4 Water discharge	Water conservation, BRSR (Principle 6 EQ3, EQ4, LQ2, LQ3)	118, 250, 253, 254
	303-5 Water consumption	Water conservation, BRSR (Principle 6 EQ3, EQ4, LQ2, LQ3)	118, 250, 253, 254

Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Natural Capital BRSR (Principle 6 EQ6)	118, 251
	305-2 Energy indirect (Scope 2) GHG emissions	Natural Capital BRSR (Principle 6 EQ6)	118, 251
	305-5 Reduction of GHG emissions	Social and Relationship Capital, Emissions reduction, BRSR (Principle 6 EQ7)	112, 118, 251
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	BRSR (Principle 6 EQ5)	251
Waste			
GRI 3: Material Topics 2021 GRI 306: Waste 2020	3-3 Management of material topics 306-1 Waste generation and significant waste-related impacts	Approach to materiality Waste generated , BRSR (Principle 6 EQ8)	28-29 119, 251
	306-2 Management of significant wasterelated impacts	Waste generated, BRSR (Principle 6 EQ8)	119, 251
	306-3 Waste generated	Waste generated , BRSR Section C principle 6 EQ 8	119, 251
	306-4 Waste diverted from disposal	Extended Producer Responsibility, waste generated, BRSR (Principle 2 EQ4)	119, 238
	306-5 Waste directed to disposal	BRSR (Principle 2 EQ3)	238
Supplier environmental assess			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supplier selection process, BRSR (Principle 6 LQ9)	39, 255
	308-2 Negative environmental impacts in	BRSR (Principle 6 LQ9)	255
	the supply chain and actions taken		
Employment	the supply chain and actions taken		
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
	3-3 Management of material topics 401-1 New employee hires and employee turnover	Human capital, BRSR (Section-A Q20)	28-29 101, 229
GRI 3: Material Topics 2021	3-3 Management of material topics 401-1 New employee hires and employee	Human capital, BRSR	
GRI 3: Material Topics 2021	3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to	Human capital, BRSR (Section-A Q20)	101, 229
GRI 3: Material Topics 2021	3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave	Human capital, BRSR (Section-A Q20) BRSR (Principle 3 EQ2)	101, 229 241
GRI 3: Material Topics 2021 GRI 401: Employment 2016	3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave	Human capital, BRSR (Section-A Q20) BRSR (Principle 3 EQ2)	101, 229 241
GRI 3: Material Topics 2021 GRI 401: Employment 2016 Occupational health and safet GRI 3: Material Topics 2021 GRI 403: Occupational Health	3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave	Human capital, BRSR (Section-A Q20) BRSR (Principle 3 EQ2) BRSR (Principle 3 EQ1a, Q1b) Approach to materiality Integration leading to sustained	101, 229 241 240
GRI 3: Material Topics 2021 GRI 401: Employment 2016 Occupational health and safet GRI 3: Material Topics 2021	3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave y 3-3 Management of material topics	Human capital, BRSR (Section-A Q20) BRSR (Principle 3 EQ2) BRSR (Principle 3 EQ1a, Q1b) Approach to materiality	241 240 28-29

Occupational health and safe	ty		
	403-3 Occupational health services	BRSR (Principle 3 EQ10(d))	243
	403-4 Worker participation, consultation, and communication on occupational health	EHS Focus, BRSR (Principle 3 EQ8)	104, 242
	and safety 403-5 Worker training on occupational health and safety	Safety training ,BRSR (Principle 3 EQ8)	104, 242
	403-6 Promotion of worker health	BRSR (Principle 3 EQ12, EQ13, EQ14, EQ15)	243, 244
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Vendor training, Human capital, BRSR (Principle 3 EQ15)	104, 108, 244
	403-8 Workers covered by an occupational health and safety management system	BRSR (Principle 3 EQ10(a))	243
	403-9 Work-related injuries	Progressive and transparent ESG metrics, Responsible governance for sustainable growth, BRSR (Principle 3 EQ11)	36, 59, 243
Occupational health and safe	<u> 1</u>		
	403-10 Work-related ill health	Progressive and transparent ESG metrics, Responsible governance for sustainable growth, BRSR (Principle 3 EQ11)	36, 59, 243
Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Human capital, BRSR (Principle 1 EQ1, Principle 3 EQ8)	102, 235, 242
	404-2 Programs for upgrading employee skills and transition assistance programs	Human capital, BRSR (Principle 3 EQ8, LQ4)	102, 242, 244
	404-3 Percentage of employees receiving regular performance and career development reviews	BRSR (Principle 3 EQ9)	242
Diversity and equal opportuni	·		
GRI 3: Material Topics 2021 GRI 405: Diversity and Equal	3-3 Management of material topics 405-1 Diversity of governance bodies and	Approach to materiality Human Capital, BRSR (Principle	28-29 98, 99, 241
Opportunity 2016	employees 405-2 Ratio of basic salary and remuneration of women to men	3 EQ3, EQ4) BRSR (Principle 5 EQ3)	248
Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	BRSR (Principle 5 EQ6)	248
Child labor			
	3-3 Management of material topics	Approach to materiality	28-29

Forced or compulsory labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
GRI 413: Local Communities	413-1 Operations with local community	Adapting for a Better World,	58,
2016	engagement, impact assessments, and	Community, BRSR (Principle 8	109, 258
	development programs	LQ6)	
Security practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	BRSR (Principle 5 EQ1)	247
Local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
GRI 413: Local Communities	413-1 Operations with local community	Adapting for a Better World,	58,
2016	engagement, impact assessments, and development programs	Community, BRSR (Principle 8 LQ6)	109, 258
Supplier social assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
GRI 414: Supplier Social	414-1 New suppliers that were screened	Sustainable supply chain,	39, 59, 108
Assessment 2016	using social criteria	Supplier selection process	
Public policy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
GRI 415: Public Policy 2016	415-1 Political contributions	Responsible Governance for	34, 256
		sustainable growth, BRSR	
Contained benefit and autotic		(Principle 7 LQ1)	
Customer health and safety GRI 3: Material Topics 2021	3-3 Management of material topics	A representation of the companies of the	28-29
GRI 416: Customer Health and	416-1 Assessment of the health and safety	Approach to materiality New product development,	77, 260
Safety 2016	impacts of product and service categories	BRSR (Principle 9 LQ2)	77, 200
Marketing and labeling	impacte of product and corrido categories	2. (c. (,	
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
GRI 417: Marketing and	417-1 Requirements for product and service	Effective Communication of	107, 258
Labeling 2016	information and labeling	Product Information, BRSR	,
		(Principle 9 EQ2)	
Customer privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to materiality	28-29
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning	Governance initiatives, BRSR	58, 259
2016	breaches of customer privacy and losses of customer data	(Principle 9 EQ3)	