



**ITC Limited**  
Virginia House  
37 J. L. Nehru Road  
Kolkata 700 071, India  
Tel. : 91 33 2288 9371  
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8<sup>th</sup> December, 2020

The Manager  
Listing Department  
National Stock Exchange of  
India Ltd.  
Exchange Plaza,  
Plot No. C-1, G Block  
Bandra-Kurla Complex  
Bandra (East)  
Mumbai 400 051

The General Manager  
Dept. of Corporate Services  
BSE Ltd.  
P. J. Towers  
Dalal Street  
Mumbai 400 001

The Secretary  
The Calcutta Stock  
Exchange Ltd.  
7, Lyons Range  
Kolkata 700 001

Dear Sirs,

**Participation in Investor Conference**

Further to our letter dated 5<sup>th</sup> December, 2020 on the subject, we enclose, in terms of Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, a copy of the presentation made by the Company's representatives at the 'Jefferies India ESG Summit' organised by Jefferies Financial Group Inc., USA on 7<sup>th</sup> December, 2020.

Yours faithfully,  
ITC Limited

(N. Bajaj)  
Deputy Company Secretary

Encl: as above



cc: Securities Exchange Commission  
Division of Corporate Finance  
Office of International Corporate Finance  
Mail Stop 3-9  
450 Fifth Street  
Washington DC 20549  
U.S.A.

cc: Societe de la Bourse de Luxembourg  
35A Boulevard Joseph II  
L-1840 Luxembourg



**ITC : Securing the Future**  
**Jefferies India ESG Summit**  
**7th December 2020**

# CONTRIBUTING TO ALL SECTORS OF THE ECONOMY

## AGRICULTURE, MANUFACTURING & SERVICES

### Leading FMCG Marketer



### 2<sup>nd</sup> largest Hotel chain; Trailblazer in Green Hoteliering



### Foremost Agri Player pioneering rural transformation



### Clear Market leader in Paperboards, Paper & Packaging Industry



# ITC: A SNAPSHOT



Gross Sales Value\*

**₹76097 cr**

for the year ended  
31st March, 2020



Among the

**Top 3**

contributors to the  
Exchequer in the  
private sector in India



Free Cash Flow

**₹ 11693 cr**

Highest in the FMCG  
industry



ITC's FMCG  
products reach over

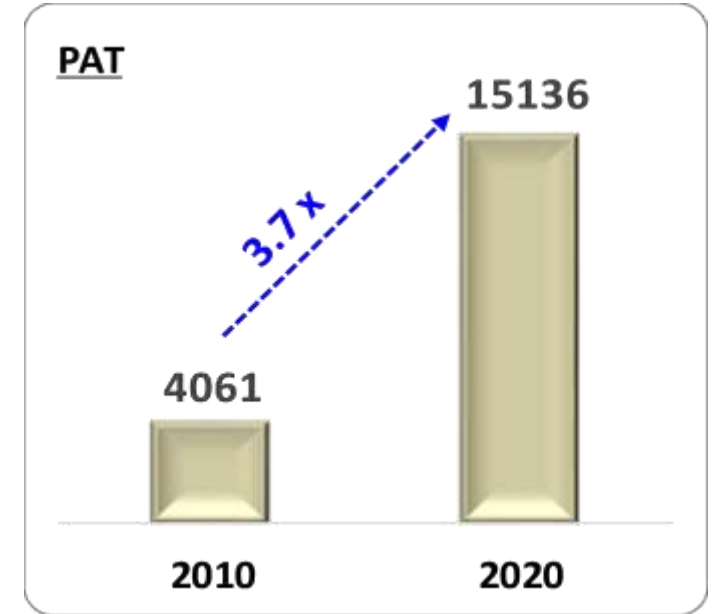
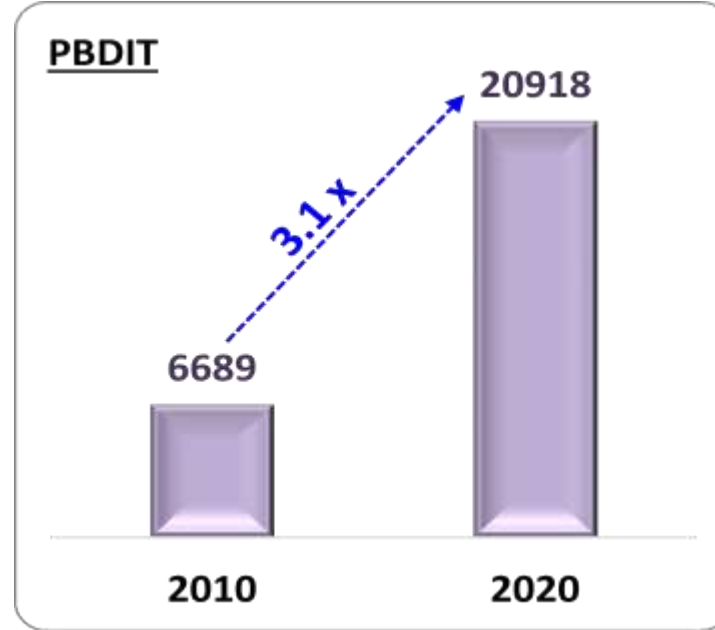
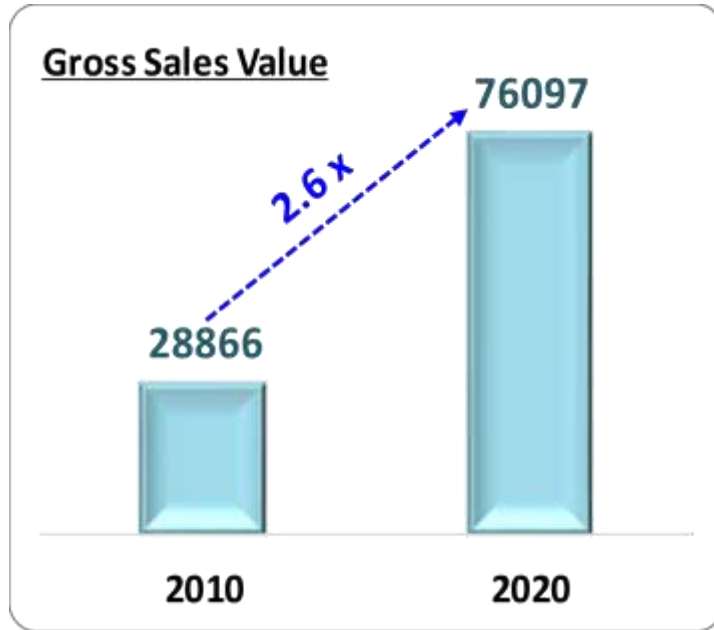
**140 million**

households  
in India

**An Exemplar in Triple Bottom Line Performance**



# ROBUST FINANCIAL PERFORMANCE

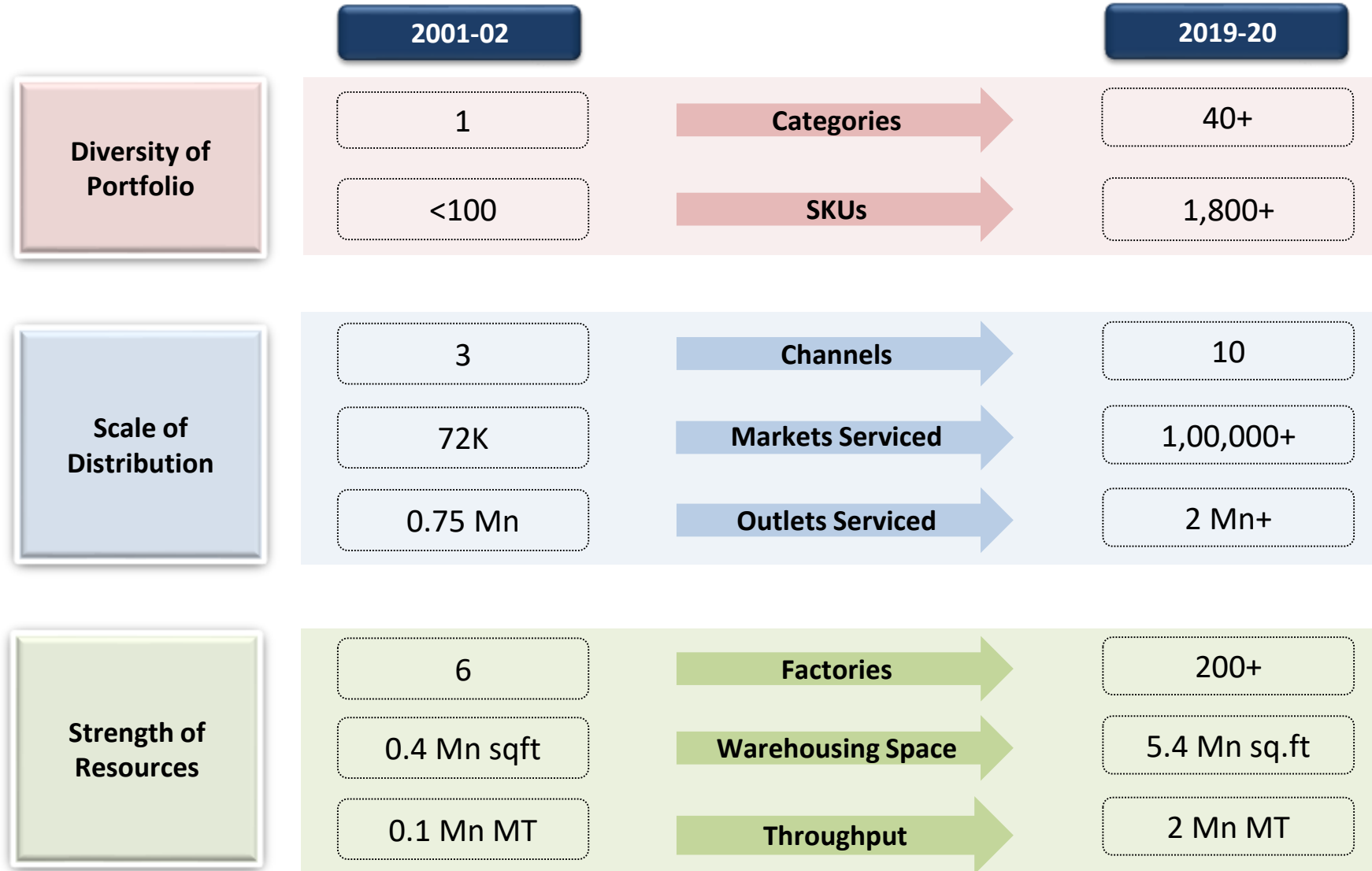


**ROIC at 58% Vs. 44% in FY10**

**Growth largely organic-led and funded through Retained Earnings**  
**Zero Debt Company; Consistent & Increasing Dividend Payouts**

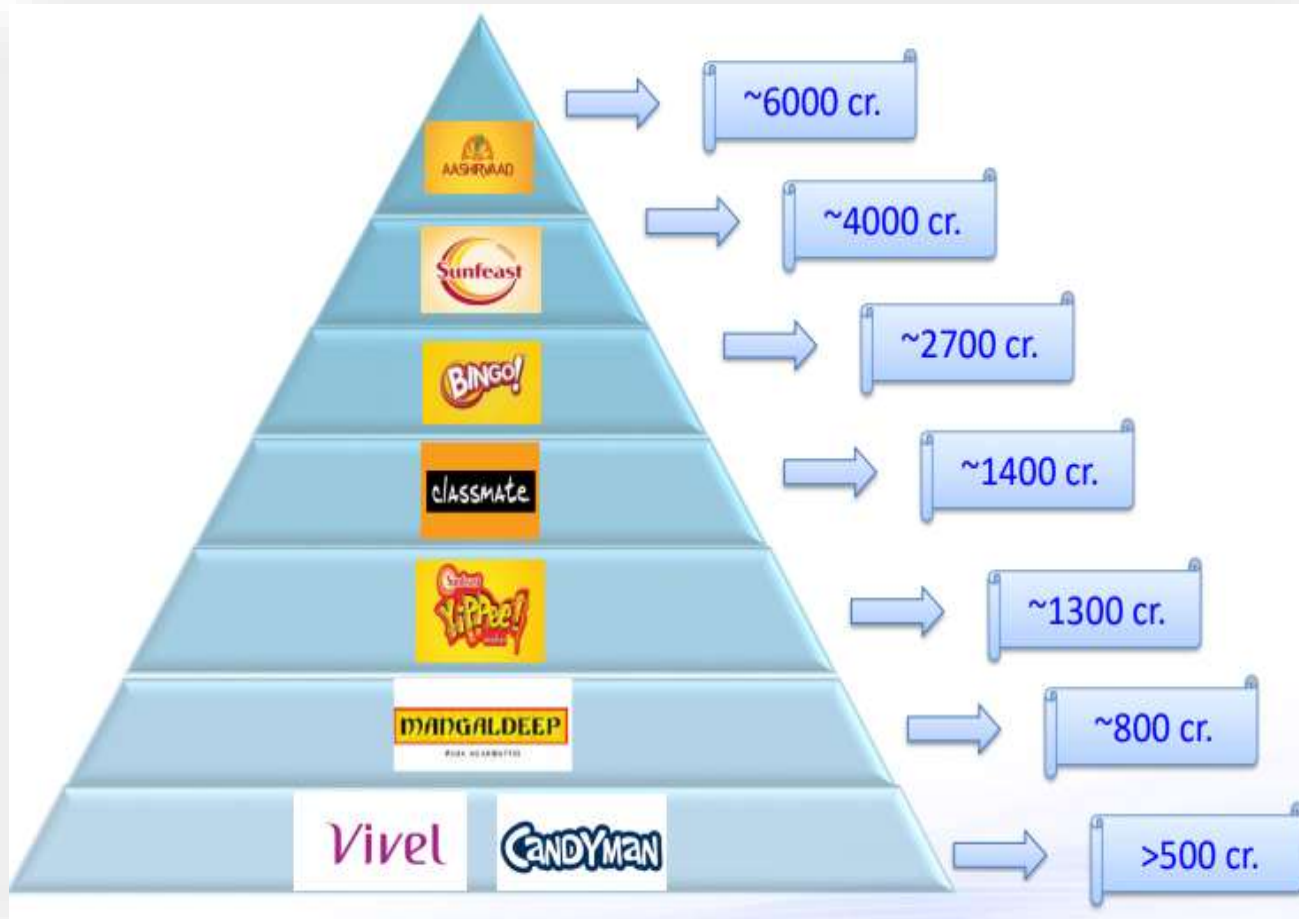
*Gross Sales Value includes all taxes (GST, Compensation Cess, VAT, Excise Duty, NCCD, etc.)  
PBDIT includes Other Income*

# ITC: FMCG BUSINESS TRANSFORMATION



# CONSUMER SPEND ~ RS 20,000 CRS

# MARKET LEADERSHIP



# 1 in Branded Atta



# 1 in the Cream Biscuits



# 1 in Bridges segment



# 1 in Notebooks



# 2 in Noodles



# 2 in Agarbattis  
# 1 in Dhoop segment



# 2 in body wash



# 2 in Deodorants  
No. 1 in women's segment





ITC MISSION SUNEHRA KAL  
सुनेहरा काल  
ग्रामीण विकास  
एवं क्षमता वर्धन कार्यक्रम



ITC's  
Sustainability  
Vision

# SUSTAINABILITY CHALLENGES



One-third  
of the  
world's  
poor lives  
in India



12 million  
join  
the work  
force every  
year



54% of  
India  
is  
water  
stressed



Increasing  
incidents of  
Extreme  
Weather  
events

**BUSINESS  
CANNOT  
SUCCEED  
IN SOCIETIES  
THAT FAIL**



**NEW PARADIGM  
NEEDED**

**RESPONSIBLE  
COMPETITIVENESS**

- ✓ **COMPETITIVE**
- ✓ **INCLUSIVE**
- ✓ **SUSTAINABLE**

# ITC APPROACH TO SUSTAINABILITY

Create innovative, synergistic models that reinforce sustainable competitive advantage & foster inclusive growth as well as create sustainable value chains

➤ **Embed sustainability in Business operations**

- Low Carbon footprint, Water and Solid waste management



➤ **Deepen engagement in ITC's core catchments** (agri-business & factory areas) for higher impact

– **Drive behavioural change through focus on demand-led initiatives**

- Enabling participation, contribution & asset creation for the community

– **Strengthen capability** of community based organisations and NGOs in project catchments

- Foster participatory planning ownership and sustainability of interventions



➤ **Build capability through strategic partnerships** with national & international organisations



## ITC: An Exemplar In Triple Bottom Line Performance

**Carbon  
Positive**

**15 years**

**Water  
Positive**

**18 years**

**Solid Waste  
Recycling  
Positive**

**13 years**

---

**Sustainable Livelihoods for 6 million people**

**ITC e-Choupal - Empowering 4 million farmers**

**41% of Total Energy consumed from renewable sources**

**Trailblazer as a luxury green hotel chain**

# Recognitions



**ITC rated AA by MSCI-ESG**  
Highest amongst Global Tobacco cos

Member of  
**Dow Jones  
Sustainability Indices**  
Powered by the S&P Global CSA

**ITC included in the Dow Jones Sustainability Emerging Markets Index**, a distinction that is a reflection of being a sustainability leader in the industry and a recognition of the Company's continued commitment to people and planet.



**ITC PSPD unit, Kovai, awarded Alliance for Water Stewardship Platinum-level Certification**, highest recognition for water stewardship in the world -- second facility globally, first in India



Enduring Value

# AWARDS & ACCOLADES



**World Business & Development Award  
2012 at the Rio+20 UN Summit**



**Inaugural UNDP-ICC Award**



**Sustainability Leadership Award, Zurich**



**Porter Prize 2017 for 'Excellence in  
Corporate Governance and Integration'**



**The Stockholm Challenge Award**



**Development Gateway Award**

# ITC SUSTAINABILITY REPORT



Publishing a stand-alone  
Integrated Report since  
2017-18



Publishing a GRI based  
Sustainability Report since  
2004.  
Aligned to the latest GRI  
Standards (including Food  
Sector supplement) and  
meets the "In Accordance -  
Comprehensive" criteria



The Sustainability Report is  
also mapped to TCFD  
recommendations.



Highest level of third party  
assurance by Deloitte -  
'Reasonable Level' as per  
ISAE 3000  
GHG inventory also  
independently verified by  
Deloitte - 'Reasonable  
Assurance' level in  
accordance with ISO  
14064:2006.



# RESPONSIBLE COMPETITIVENESS

## CHAMPIONING TRIPLE BOTTOM LINE PERFORMANCE

### Robust ESG Framework

- **Sustainability Policies**
- **Stakeholder engagement**
- **Materiality Analysis**
- **Identification of Risks**

- **Ambitious Goals & Targets**
- **Performance & Reporting from each Unit**
- **Transparent Communication**
- **Strategic Partnerships**

# ESG KEY FOCUS AREAS

## Environment

- Climate Resilience
- Water Security
- Afforestation
- Bio-Diversity
- Renewable Energy
- Green Buildings
- Solid Waste Mgmt
  - Focus on Plastics
- Physical Risk Mitigation

## Social

- Sustainable Livelihoods
- Empowering Farmers
- NextGeneration Agriculture
- Building Resilient Communities
- Public-Private-People partnerships
- Employee welfare
- Supply Chain Partners
- Sustainable Choices for Consumers
- Supporting strategic institutions

## Governance

- 3-tier Governance Structure
- Ethics & Integrity
- Code of Conduct
- Strategic Risk Management
- Board oversight and approved policies to guide strategy and action
- Sustainability Compliance & Review
- Remuneration Policy



**Addressing Climate Risk & Competitiveness**

# LOW CARBON FOOTPRINT



**Renewable Energy – 41% of energy consumed**



**30 Platinum rated Green Buildings;  
World's Greenest Luxury Hotels chain**



**ITC Sankhya: World's First LEED Platinum Data  
Centre**



**Continuous Reduction in Specific Energy/Water  
Consumption**

# REPLENISHING NATURAL RESOURCES



**WATER**



**AFFORESTATION**



**BIODIVERSITY**



# ITC'S PAPER VALUE CHAIN LEVERAGING TECHNOLOGY & INNOVATION





Clonal Saplings grown in Nursery







**ITC'S AFFORESTATION INITIATIVE**

# ITC'S SOCIAL & FARM FORESTRY INITIATIVE



## Greening over 8,20,000 acres

### • Social Contribution

#### ➤ Providing Livelihoods to poor Tribals and Marginal Farmers

- Creating 150 million person days of employment

### • Environmental Impact

- Carbon Sequestration
- Augmenting Green Cover
- Top Soil Retention
- Water Recharge

### • Economic Benefit to ITC

#### ➤ A Competitive Source of Pulp-wood for ITC's Paper mill

Carbon Positive for

**15 years**

in a row



Target

Over

**2 times**

The amount of carbon dioxide emissions from ITC's operations are being sequestered through its Social & Farm Forestry Initiatives

As part of its 2030 Goals ITC is committed to achieving sequestration of over

**4 times**

The CO2 emissions from operations by 2030



# Packaging solutions

classmate



POWERING THE PAPER VALUE-CHAIN

# Biodiversity Conservation



**Ahmednagar, Maharashtra**

## **Actions**

- Eco-restoration of village commons & pasturelands – Mosaic Restoration
- Reduce pressures on forest through fringe area development

## **Spread & Coverage**

- 31,000 acres pasture land developed
- PPP with Rajasthan Govt to develop 2,47,000 acre commons
- PPPs with Maharashtra & Telangana forest departments
- Knowledge partnership with IUCN to develop template for 'Sustainable Agriscapes'



**PIONEERING  
GREEN  
BUILDINGS**



buildings of the Company have achieved  
Platinum certification by USGBC-LEED/IGBC  
(as on 31<sup>st</sup> March, 2020).

**World's largest LEED Platinum Luxury  
Hotel – ITC Grand Chola, Chennai**

**World's Highest Rated LEED Platinum  
building – ITC Green Centre, Gurugram**



**41.2%**



of ITC's energy is from renewable sources

7 ITC units met more than

**90%**



of their electrical energy requirements from renewable sources in 2019-20



91.5%  
Biomass

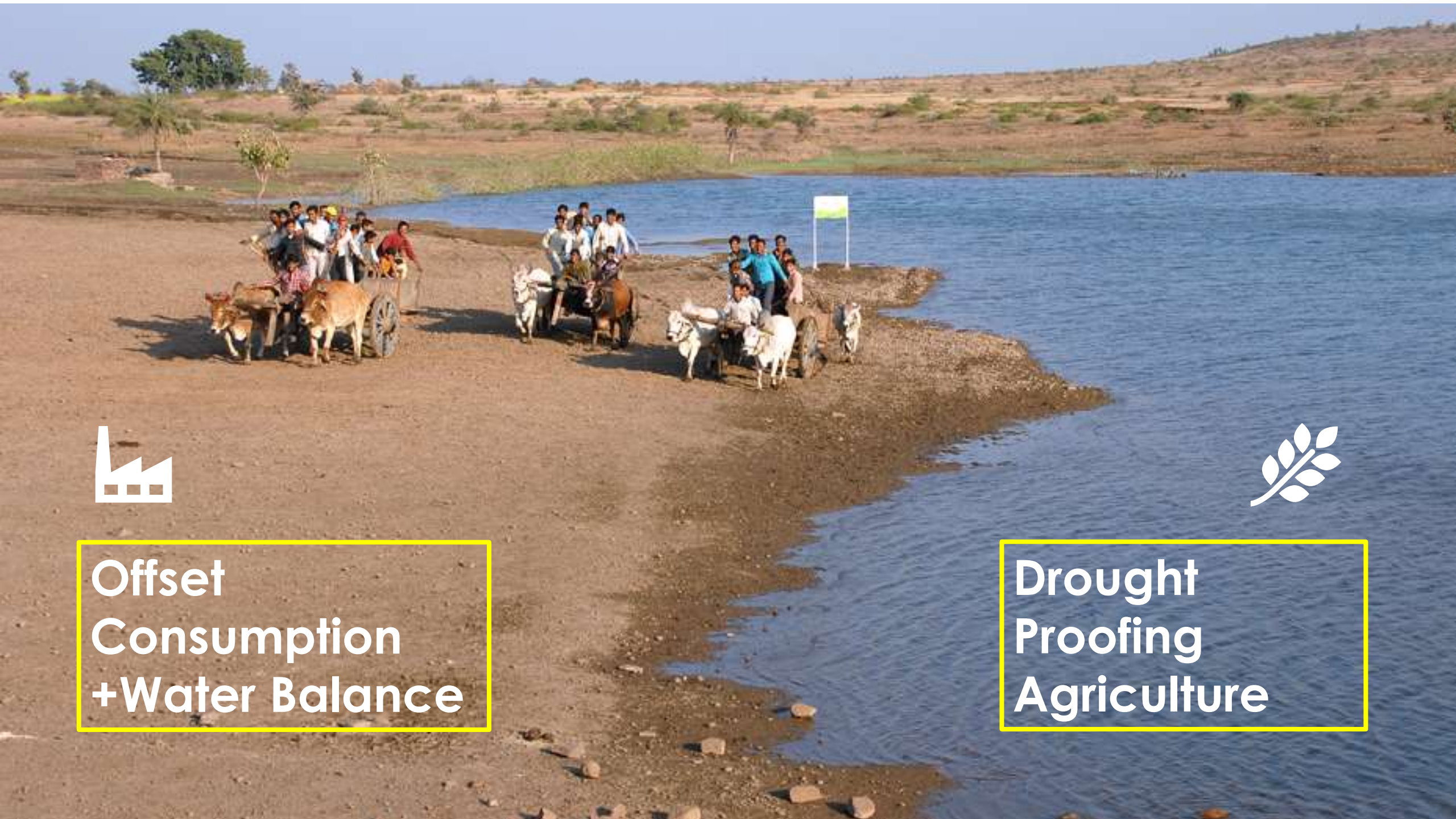
8.3%  
Wind

0.2%  
Solar



**Water Security for All**





**Offset  
Consumption  
+Water Balance**



**Drought  
Proofing  
Agriculture**

# Climate Change in India's Agriculture



“.....The last time we saw crops was during our grandfather's time.....”



**PARTICIPATORY WATERSHED PLANNING**

# RAINWATER HARVESTING POTENTIAL



1.2 MILLION  
ACRES

19,000  
WATER  
STRUCTURES

**3 times**

Net Water Consumption  
in 2020

**5 times**

Net Water Consumption  
in 2030

Target



**ITC'S WATER STEWARDSHIP MISSION  
REPLENISHING NATURAL RESOURCES**



Enduring Value

## WATER USER GROUPS





# Improving Water Use Efficiency in Agriculture

## *More Crop Per Drop*

Sugarcane  
30,000 acres



Pune: drip & Seedling

82.63 m cu.m  
water saved

Wheat  
1.52 lakh acres



Munger – Zero Till

45.09 m cu.m  
water saved

Rice  
500 acres



Chandauli – DSR

0.65 m cu.m  
water saved

Others  
(Onion, Banana,  
Coconut)  
8,400 acres



Coimbatore – Banana Drip

7.39 m cu.m  
water saved

- **Water Savings achieved in 1 year = 20 years of fresh water harvesting**
- Reduce water use and costs, improve yields
- **2,09,000 acres covered**



# ITC's Unit Water Security Programme

- Ambitious plan to achieve water positive status in all its catchments
- Two phased approach
  1. Phase -1 (Offsets): Water harvesting equal to factory usage
  2. Phase -2 (Water Positive status): Fill entire catchment's water balance gap through supply & demand management work

*Programmes implemented in all units categorised critical by Central Groundwater Board (CGWB)*

CGWB Categorization	No of ITC units	Programme Implemented
Over Exploited	3	3
Critical	1	1
Semi-critical	2	2
Safe	20	9
<b>Total</b>	<b>26</b>	<b>15</b>



# TOWARDS A CIRCULAR ECONOMY – ITC WELL-BEING OUT OF WASTE (WOW)



- ✓ Covering 12.5 million citizens
- ✓ Livelihoods for 16,200 waste collectors

# MANAGING WASTE



Running Behavioral Change Programmes for Citizens to Ensure Source Segregation



Creating Replicable, Scalable & Sustainable Models of Solid Waste Management



Sustaining & Enhancing ITC's Status as Solid Waste Recycling Positive



Ensuring that 100% of Packaging is Reusable, Recyclable or Compostable

✓ Plant to recycle Multi-Layered Plastic in Pune

## ITC's solution for Pune's multi-layered plastic waste

Rujuta.Parekh  
@timesgroup.com

**Pune:** ITC Limited has collaborated with wastepickers' cooperative SWaCH and Shakti Plastic Industries to recycle multi-layered plastic (MLP) into plastic granules, thus, avoiding its dumping at Uruli Pirsungi.

MLP is a material made using several layers of different polymers and a metallic film in some cases. It is mainly used for packaging of wafers, chocolates, biscuits, sauces, ready-to-eat-meals and other food products.

Under the initiative, 100 mega tonne (MT) of post-consumer MLP waste has been recycled into plastic granules. MLP disposal became one of the biggest challenges in Pune after the state government's ban on single-use plastics in March last year.

A survey conducted by SWaCH last year had found that MLP formed the largest component of plastic waste collected in the city. A wastepicker percep-



The ITC Limited facility for recycling MLP waste into plastic granules

scrap dealers would not even accept it. Due to this, for nearly the last decade, MLP waste was going to the landfill."

"The product, which had no value earlier, now fetches us Rs 2.5/kg. We receive the payment at the end of the month," the wastepickers said.

According to Harshad Barde from SWaCH, nearly two tonnes of MLP is gathered and sent for sorting and baling to a centre at Pirsungi on a daily basis. "SWaCH has a network of 3,500

decentralizing the process and having such facilities in different parts of the city to reduce the transportation cost and increase efficiency," he said.

The MLP which reaches Pulghar is shredded before further processing. "The material is then run through a wash to clean it. After drying, the MLP is converted into lumps using hot water. The lumps are again shredded. These shreds are then put into a machine that converts the material into plastic strings. A cutter at the end of the machine then cuts the strings into granules," Rahul Poddar from Shakti Plastic Industries said.

The granules are then sold to manufacturers of plastic products like chairs, buckets, mugs, stationery and others. Chitranjan Dar, the group head of environment, health and safety, projects and R&D at ITC Limited, said, "We had been looking intently at SWaCH for the last 5-6 years as they had a formula for waste collection, which was not present anywhere else in the country. We thought of partnering with them on MLP recy-

### Bio-degradable boards



Completely Biodegradable under composting conditions



Barrier against liquids/grease etc. at par with traditional plastic coated boards



**Omega Bev** : Exclusively for paper cups



**Omega Barr** : Deep freeze applications

### Recyclable boards



Completely recyclable in existing standard recycling conditions



Excellent oil and grease resistant properties



**Filo Serve** : Food serving applications



**Filo Pack** : Food delivery application

### Sustainable Packaging



#### Bio-Seal

*Bio compostable packaging solutions for packaged/fast-food & Personal Care industries. Launched on commercial scale.*



#### Oxy Block

*Recyclable structure to provide barrier properties for packaged foods, edible oils etc. Commercialisation under progress*





**Empowering Farmers & Next Generation Agriculture**

# POWERING NEXT GENERATION AGRICULTURE

Agri Sector Critical to India's Growth Story

Employs 50% of workforce but accounts for only 14% of India's GDP



## Core Challenges

- ✓ Productivity
- ✓ Sustainability
- ✓ Market Access



Empowering 4 Million Farmers

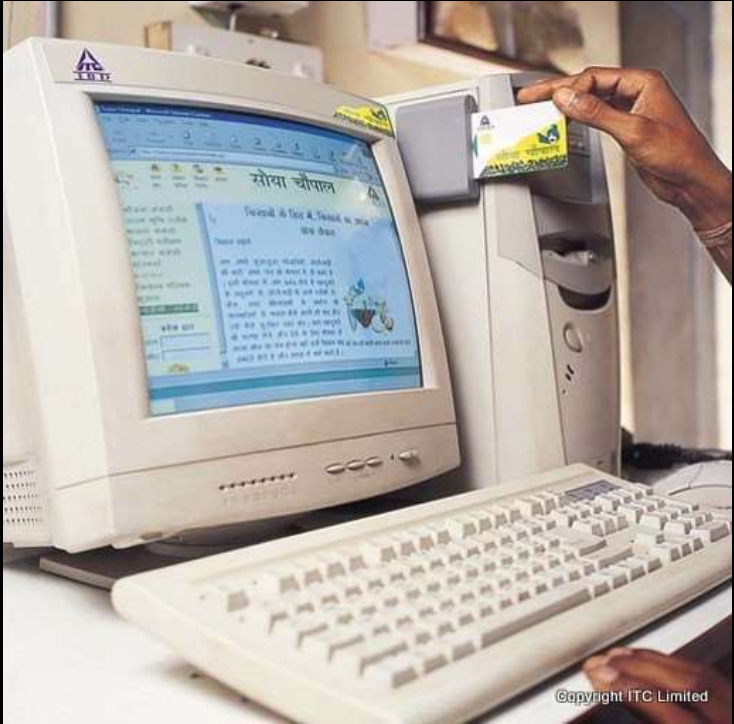
# e-Choupal Digital Infrastructure



Copyright ITC Limited



Copyright ITC Limited



Copyright ITC Limited



# Demonstration Farms

## Choupal Pradarshan Khet



Copyright ITC Limited



# ITC in Agriculture : **Baareh Mahine Hariyali**

Leveraging Technology & Innovation to **Enhance Productivity**



**Varietal Improvement**



**Choupal Pradarshan Khet**



**Zero Tillage**



**Short Duration Varieties**



**Water Management**



**Cropping Intensity**



**Agri Best Practices**



**Farm Mechanisation**



Collaboration with NITI Aayog for improvement of agriculture in 27 aspirational districts - trained 1.5 million farmers

# ITC FOODS BRANDS - DRIVING AGRI VALUE CHAINS

## ITC'S WORLD-CLASS INDIAN BRANDS ANCHOR INCLUSIVE VALUE CHAINS



Empowering the Nation's Farmers





Enduring Value

# ई-चौपाल 4.0

किसानों के हित में, किसानों का अपना



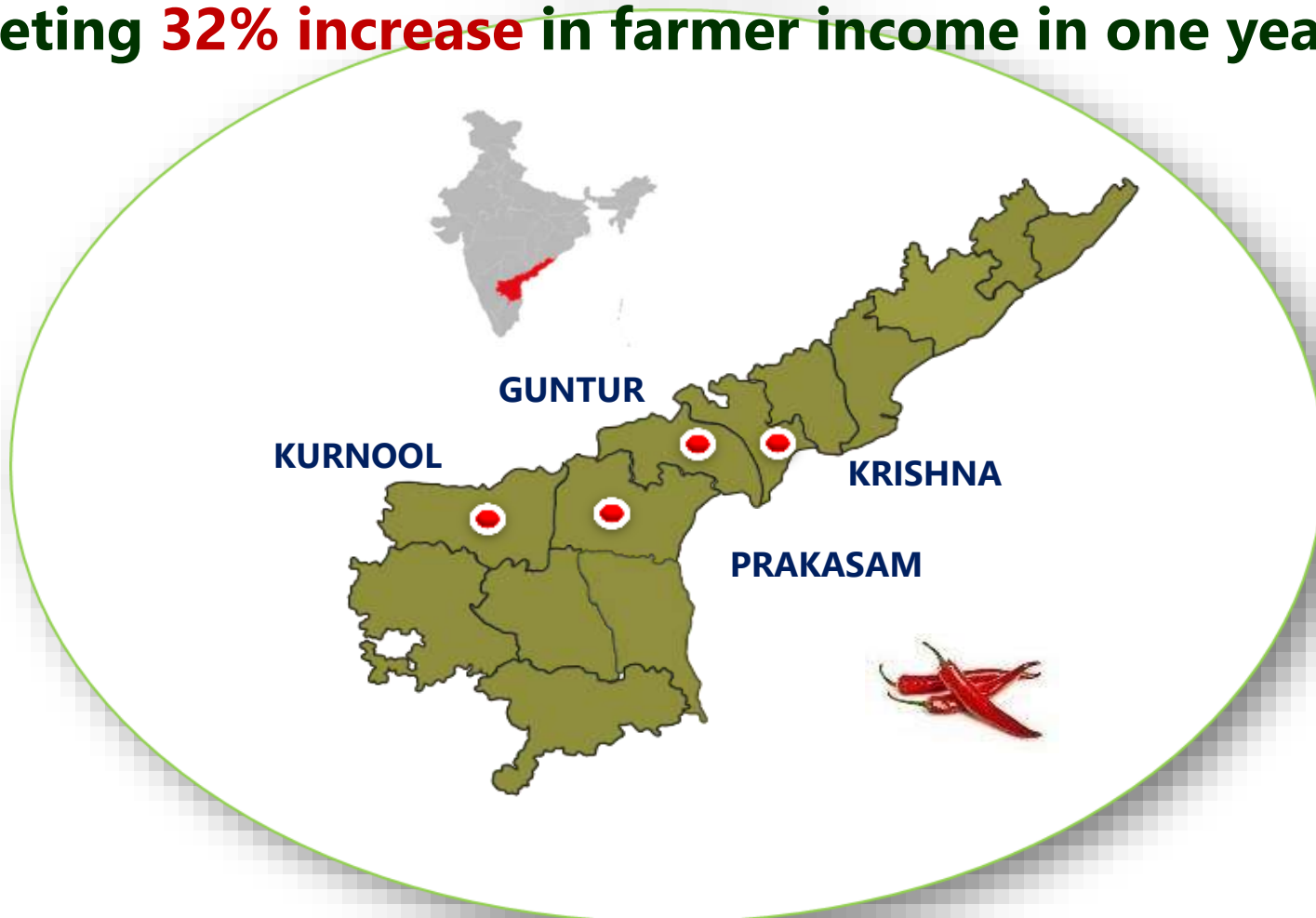
Leveraging the Digital Revolution to reinforce ITC e-Choupal as a Platform to provide the full array of new age solutions to empower the farmer

Aspiration to benefit 10 million farmers by 2030



## An Illustrative Example in Andhra Pradesh, India Targeting **32% increase** in farmer income in one year

**25,000**  
acres



**10,000**  
Farmers

## Current

**Productivity**  
**21.5**  
Quintals/Acre

**Avg. Price**  
**86**  
Rs./Kg\*

\* As per 2019-20 season

**Cost of Cultivation**  
**47**  
Rs./Kg

**Farmer Net Returns**  
**83,850**  
Rs./Acre

## Key Interventions



Digital Advisory



e-Krishi Sevaks / FPOs



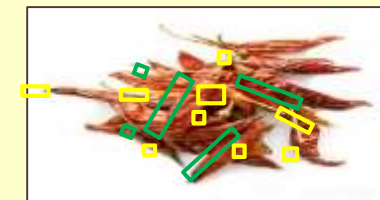
Remote Sensing



Crop Monitoring



Post-Harvest Technologies



Digital Quality Assaying



Input e-Marketplace



Drone Spraying Mechanization



Integrated Pest Mgmt. Kits

## Target

**Productivity**  
**24**  
Quintals/Acre

**Avg. Price**  
**91**  
Rs./Kg

**Cost of Cultivation**  
**45**  
Rs./Kg

**Farmer Net Returns**  
**1,10,400**  
Rs./Acre

**32% Increase in Net Returns**



Enduring Value

# CLIMATE SMART VILLAGES

**Weather  
Smart**

**Water  
Smart**

**Seed /  
Breed  
Smart**

**Carbon/  
Nutrient  
Smart**

**Market  
Smart**

Coverage : 6,54,000 acres and 2,47,000 farmers, 23 crops, 17 states



Livestock Development adds to non-farm incomes -  
Providing integrated animal husbandry services to nearly 20,00,000 milch animals.





Empowering women  
Over 76,000  
rural women  
entrepreneurs



# Skill Development Initiative



Over 70,000 youth  
trained



**ITC's rural education programme has benefitted 780,000 children**



Nearly 37,700 individual sanitary units constructed

## SCALE AND IMPACT

- **6,100** e-Choupals, **35,000** villages, **4 million** farmers
- **8,27,000** acres of forestry
  - – **150 million** person-days of employment
- **11,56,000** acres of watershed development
- **20,00,000** milch animals covered
- **7,81,000** children benefiting from supplementary education
- **76,000** sustainable livelihoods for rural women
- **86,000** youth trained through Vocational Training programmes
- **37,700** Sanitation Units



# ITC's Social Investments Initiatives

## Horizon 1- Sustainable Livelihoods Today

### Social Forestry



Achieved: 364,240\*  
Target: 630,000\*

### Watershed Development



Achieved: 1,133,703\*  
Target: 2,200,000 \*

### Sustainable Agriculture



Achieved: 567,737\*  
Target: 3,000,000\*

### Biodiversity



Achieved: 17,456\*  
Target: 100,000\*

### Women's Empowerment



Covered: 72,402  
Target: 150,000

## Horizon 2: Creating Capabilities For Tomorrow

### Education



Achieved: 7,75,013  
Target: 1,300,000

### Youths Trained



Achieved: 81,510  
Target: 282,000

### Waste Management (Households)



Achieved: 3,13,228  
Target: 600,000

### Toilets Built



Achieved: 37,594  
Target: 40,000

\* - in acres



# Contribution to UN SDGs



Women's Economic Empowerment

Climate Smart Agriculture

Integrated Animal Husbandry



Sustainable Products

Sustainable Supply Chains

Sustainable Agriculture

Integrated Animal Husbandry



Primary Education



Diversity and Equal Opportunity

Women's Economic Empowerment



Water Security for All

Sanitation & Solid Waste Mgmt

Primary Education



Occupational Health & Safety

Vocational Training

Women's Economic Empowerment



Climate Resilience

Managing Waste



Climate Resilience

Social Forestry

Climate Smart Agriculture

Integrated Animal Husbandry

Water Security for All



Water Security for All

Climate Smart Agriculture

Social Forestry



# ITC LIMITED

## 108th ANNUAL GENERAL MEETING

**Governance : Trusteeship, Transparency, Ethical Conduct**



# STRATEGY OF ORGANIZATION

**3-Tiered  
Governance  
Structure**



**Trusteeship,  
Transparency,  
Ethical Conduct**

**Audit Committee**

**Nomination &  
Compensation  
Committee**

**Independent  
Directors  
Committee**

**Securityholders  
Relationship  
Committee**

# RESPONSIBLE COMPETITIVENESS CHAMPIONING TRIPLE BOTTOM LINE PERFORMANCE

## Governance Structure

**Board Committee on CSR & Sustainability  
Headed by Chairman**

**Corporate Management Committee (CMC)  
Headed by Chairman**

**Sustainability Compliance & Review Committee  
chaired by Group Head Sust., EHS and Member CMC**

**Divisional CEO & Divisional Management Committees**

**Unit Level Responsibility  
Sustainability Champions in every business**



Enduring Value

## CLEARLY DEFINED POLICIES - SUSTAINABILITY

**Life Cycle  
Sustainability**

**Stakeholder  
Engagement**

**Responsible  
Advocacy**

**Product  
Responsibility**

**Responsible  
Sourcing**

**Freedom of  
Association**

**Diversity and  
Equal  
Opportunity**

**Environment,  
Health and  
Safety**

**CSR  
Policy**

**Prohibition of  
Child Labour  
and  
Prevention of  
Forced  
Labour at the  
Workplace**

**Code of  
Conduct for  
Vendors and  
Service  
Providers**

**Human Rights Consideration  
of Stakeholders Beyond the  
Workplace**



Enduring Value

## CLEARLY DEFINED POLICIES

**Corporate Governance  
Policy**

**Food  
Products  
Policy**

**Related  
Party  
Transactions**

**Determination  
of a material  
subsidiary**

**Dividend  
Distribution  
Policy**

**Remuneration  
Policy**

**Bribery &  
Corruption**

**Privacy  
Policy**

**Whistleblower  
Policy**

**Prevention of Sexual Harassment  
at the Work Place**

**Labour  
Practices**

A photograph of five male employees of ITC standing in a factory. They are wearing light blue short-sleeved shirts and grey trousers. Four of them are wearing yellow hard hats. They are positioned in front of large industrial machinery, including a large white roll of material and a green machine with a wire mesh guard. A sign on the green machine reads "PLANING ROLL" and "B H SHIFT ROLL". In the background, a sign for "LARSEN & T" is visible. A green banner is overlaid at the bottom of the image.

**Social Contract : ITC's Consumers, Partners, Employees**

# HELPING CONSUMERS MAKE SUSTAINABLE CHOICES

## ITC Life Sciences & Technology Centre



Over 350 scientists and  
900 patents filed

Delivering Future Products  
Aimed at Health, Hygiene,  
Immunity and Well-being





The WeAssure programme is ITC Hotels' commitment towards health, hygiene and safety, designed in collaboration with medical professionals and disinfection experts to further enhance the existing hygiene and cleaning protocols.







# ENCOURAGING WOMEN PARTICIPATION

## Encouraging Women in Manufacturing

Some of ITC's state-of-the-art food manufacturing units have witnessed an increase in the number of women engaged on the shop floor. ITC's Pudukkottai unit in Tamil Nadu is one of the largest factories in India to deploy women in large numbers. Women represent 85% of the workforce at the unit, across the threeshifts in a day.

Similarly, ITC's Foods unit at Nanjangud in Karnataka is the first FMCG factory in the region to deploy women across all its shifts. Women constitute close to 60% of the workforce in the Nanjangud unit.

These factories have ergonomically designed equipment and world-class infrastructure and facilities like crèches to support women working on the shop floor.

ITC's Foods Business has been carrying out several other initiatives at its factory locations to encourage participation of women. As a confidence building measure, family members of women employees are invited to the factory to experience the work environment and culture. The factory leadership team engages with them to address their concerns regarding issues such as safety, food and transportation. Frequent

sessions on gender sensitisation and POSH (Prevention of Sexual Harassment at the Workplace) are carried out to build an enabling work environment for women.

To ensure safe commute, CCTV cameras, panic buttons and GPS trackers are deployed in buses. CCTV cameras and women security guards comprehensively cover all areas and shifts in the factory. The plants have also been organising well-being initiatives and occupational awareness sessions regarding women's health issues.



Women constitute close to  
**60%**  
of the workforce in the  
Nanjangud unit.

## Reflections Series Inspiring stories



It's fairly challenging at times



It's that perfect mix you see, what your work gives you to take back home





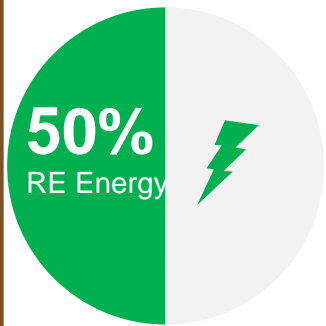
**RE!MAGINING THE FUTURE**



Enduring Value

# LOOKING BEYOND: AMBITIOUS GOALS & TARGETS

## Renewable Energy (RE)



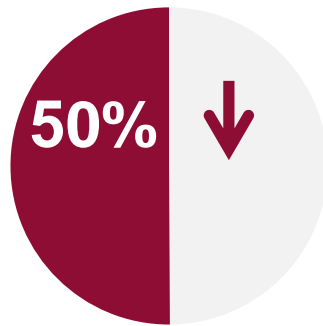
50% Renewable Energy Share by 2030

## Specific Energy



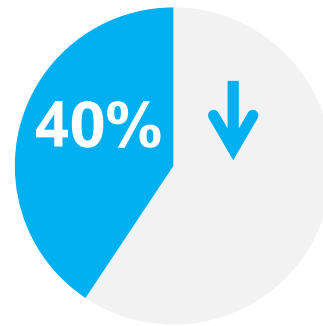
30% reduction in Specific Energy by 2030 compared to a 2018-19 Baseline

## Specific GHG Emissions



50% reduction in Specific GHG Emissions by 2030 compared to a 2018-19 Baseline

## Specific Water



40% reduction in Specific Water by 2030 compared to a 2018-19 Baseline

## ITC's Sustainable Packaging Plan

### Recyclability



100% Plastic Packaging to be Recyclable, Reusable or Compostable by 2030

### Plastic Neutrality



To enable sustainable management of waste in excess of the amount of packaging introduced in the market

## LOOKING BEYOND: AMBITIOUS GOALS & TARGETS



**Sequester over four times**  
the CO2 emissions from  
operations



Create rainwater harvesting  
potential **equivalent to 5 times**  
the net water consumption from  
operations



Create sustainable  
livelihoods for  
**10 million people**



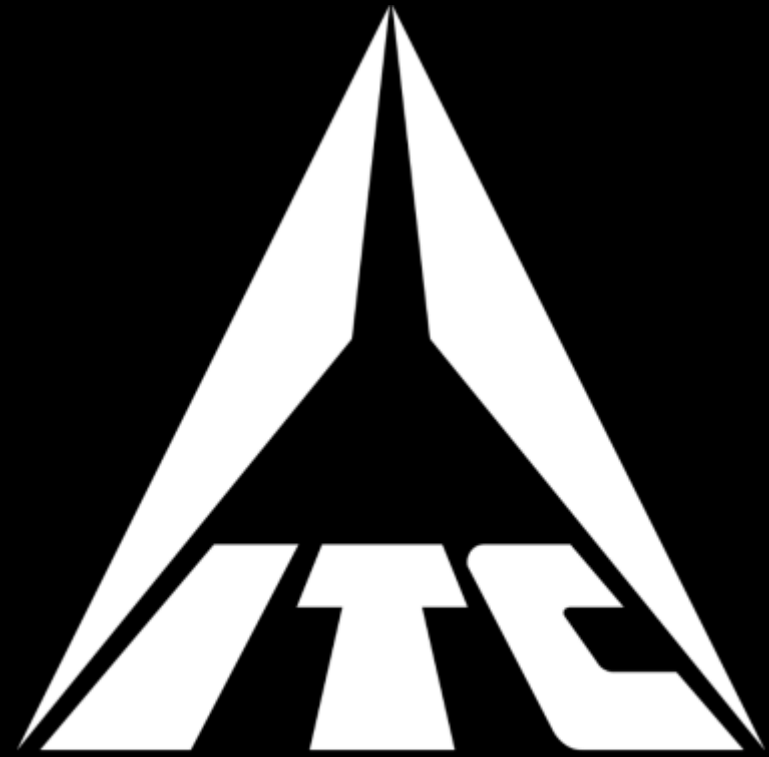
**A passion for  
profitable growth....**



**....in a way that is sustainable.....**



**.... and  
inclusive**



**Enduring Value**

THANK YOU

