Standalone Statement of Profit and Loss
for the year ended 31st March, 2023

(All amounts in ₹ crores, unless otherwise stated)

Particulars	Note	Year ended 31st March, 2023	Year ended 31st March, 2022
INCOME			
Revenue from operations	25	59,144	51,193
Other income	26	640	393
Total Income		**59,784**	**51,586**
EXPENSES			
Cost of materials consumed	27	19,229	15,869
Purchases of Stock-in-Trade	28	11,968	9,274
Changes in inventories of finished goods, Stock-in-Trade and work-in-progress	29	(53)	(19)
Employee benefits expense	30	2,665	2,399
Finance costs	31	101	98
Depreciation and amortisation expenses	32	1,030	1,025
Other expenses	33	11,703	11,167
Total Expenses		**46,643**	**39,813**
Profit before exceptional items and tax		**13,141**	**11,773**
Exceptional items (net)	34	(62)	(34)
Profit before tax		**13,079**	**11,739**
Tax expenses			
Current tax	9A	(2,922)	(2,778)
Deferred tax charge	9A	(195)	(143)
Profit for the Year (A)		**9,962**	**8,818**

(All amounts in ₹ crores, unless otherwise stated)

Particulars	Note	Year ended 31st March, 2023	Year ended 31st March, 2022
OTHER COMPREHENSIVE INCOME			
Items that will not be reclassified subsequently to profit or loss			
Remeasurements of the net defined benefit plans	39C	(17)	41
Income tax relating to items that will not be reclassified subsequently to profit or loss			
Remeasurements of the net defined benefit plans	9A	4	(10)
Items that will be reclassified subsequently to profit or loss			
Fair value of debt instruments through other comprehensive income	18C	(1)	(1)
Fair value of cash flow hedges through other comprehensive income	18C	(21)	85
Income tax relating to items that will be reclassified subsequently to profit or loss			
Fair value of debt instruments through other comprehensive income	9A	0	0
Fair value of cash flow hedges through other comprehensive income	9A	9	(0)
Other Comprehensive Income for the year (B)		**(26)**	**115**
Total Comprehensive Income for the year (A+B)		**9,936**	**8,933**
Earnings per equity share			
Basic (Face value of ₹1 each)	35	₹42.40	₹37.53
Diluted (Face value of ₹1 each)	35	₹42.40	₹37.53
Basis of preparation, measurement and significant accounting policies	2		

The accompanying notes 1 to 50 are an integral part of these standalone financial statements

As per our report of even date attached

For B S R & Co. LLP
Chartered Accountants
Firm's Registration No. 101248W/W - 100022

Aniruddha Godbole
Partner
Membership No. 105149

Mumbai: 27th April, 2023

For and on behalf of Board of Directors

Sanjiv Mehta
Managing Director
and Chief Executive Officer
[DIN: 06699923]

Ritesh Tiwari
Executive Director, Finance & IT and Chief Financial Officer
[DIN: 05349994]

Kalpana Morparia
Chairperson - Audit Committee
[DIN: 00046081]

Dev Bajpai
Executive Director, Legal & Corporate Affairs and Company Secretary
Membership No. FCS 3354
[DIN: 00050516]

Ravishankar A.
Group Controller

Mumbai: 27th April, 2023

Notes
to the standalone financial statements for the year ended 31st March, 2023

(All amounts in ₹ crores, unless otherwise stated)

	As at 31st March, 2023	As at 31st March, 2022
B. Other instruments		
Amortised cost		
Unquoted		
Investment in debentures and bonds	0	0
Investment in National Savings Certificates	0	0
Fair value through profit and loss		
Unquoted		
Investment in preference shares	1	1
Total (B)	**1**	**1**
Total Non-Current Investments (A+B)	**2**	**2**
Refer Note 43 for details on non-current investments.		
CURRENT INVESTMENTS		
C. Other instruments		
Fair value through other comprehensive income		
Quoted		
Investments in treasury bills	1,014	2,023
Fair value through profit and loss		
Quoted		
Investments in mutual funds	1,797	1,487
Total Current Investments (C)	**2,811**	**3,510**
Total (A+B+C)	**2,813**	**3,512**
Aggregate amount of quoted investments	2,811	3,510
Aggregate Market value of quoted investments	2,811	3,510
Aggregate amount of unquoted investments	2	2
Aggregate amount of impairment in value of investments	0	0

Refer Note 37 for information about fair value measurement and Note 38 for credit risk and market risk of investments.

NOTE 7 LOANS
(Unsecured, considered good unless otherwise stated)

Refer note 37 for accounting policy on financial instruments.

	As at 31st March, 2023	As at 31st March, 2022
Non-Current		
Loans to related parties (Refer Note 44)	247	432
Others (including employee loans)	92	109
Total (A)	**339**	**541**
Current		
Others (including employee loans)	35	34
Total (B)	**35**	**34**
Total (A+B)	**374**	**575**
Sub-classification of Loans:		
Loans Receivables considered good- Secured	6	4
Loans Receivables considered good- Unsecured	368	571
Loans Receivables which have significant increase in Credit Risk	-	-
Loans Receivables - credit impaired	-	-

Refer Note 38 for information about credit risk and market risk for loans.

1) In line with Circular No 04/2015 issued by Ministry of Corporate Affairs dated 10/03/2015, loans given to employees as per the Company's policy are not considered for the purposes of disclosure under Section 186(4) of the Companies Act, 2013.

(All amounts in ₹ crores, unless otherwise stated)

2) There are no loans or advances in the nature of loans granted to promoters, Directors, KMPs and their related parties (as defined under Companies Act, 2013), either severally or jointly with any other person, that are:

(a) repayable on demand; or

(b) without specifying any terms or period of repayment

3) No funds have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Company to or in any other person(s) or entity(ies), including foreign entities ("Intermediaries") with the understanding, whether recorded in writing or otherwise, that the Intermediary shall lend or invest in party identified by or on behalf of the Company (Ultimate Beneficiaries). The Company has not received any fund from any party(s) (Funding Party) with the understanding that the Company shall whether, directly or indirectly lend or invest in other persons or entities identified by or on behalf of the Company ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.

NOTE 8 OTHER FINANCIAL ASSETS
(Unsecured, considered good unless otherwise stated)

Indemnification Asset
Initial recognition

Indemnification asset is recognised at fair value at the time when the seller contractually agrees to indemnify, in whole or in part, for a particular uncertainty. It is initially measured on the same basis as defined in the agreement, subject to collectability.

Subsequent measurement

As at each reporting period, the Company re-assesses the indemnification asset that was recognised initially on the same basis as defined in the contract subject to collectability of such asset. The Company derecognises the indemnification asset only when it collects the asset, sells it or otherwise loses the right to it.

Refer note 37 for accounting policy on financial instruments.

	As at 31st March, 2023	As at 31st March, 2022
Non-Current		
Security deposits	101	98
Investments in term deposits (with remaining maturity of more than twelve months)	1	1
Indemnification Asset	608	608
Other assets (includes other receivables etc.)	5	13
Total (A)	**715**	**720**
Current		
Security deposits	63	52
Receivables from group companies	195	169
Fair Value of Derivatives	15	52
Consignment Receivables	278	226
Other assets (includes Government grants, other receivables, etc.)	840	571
Total (B)	**1,391**	**1,070**
Total (A+B)	**2,106**	**1,790**

Refer Note 44 for information about receivables from related party.

Refer Note 38 for information about credit risk and market risk for other financial assets.

NOTE 9 INCOME TAXES
Income tax expense for the year comprises of current tax and deferred tax. It is recognised in the standalone statement of profit and loss except to the extent it relates to a business combination or to an item which is recognised directly in equity or in other comprehensive income.

Current tax is the expected tax payable/receivable on the taxable income/loss for the year using applicable tax rates for the relevant period, and any adjustment to taxes in respect of previous years. Interest expenses and penalties, if any, related to income tax are included in finance cost and other expenses respectively. Interest Income, if any, related to income tax is included in other income.

Notes
to the standalone financial statements for the year ended 31st March, 2023

(All amounts in ₹ crores, unless otherwise stated)

Deferred tax is recognised in respect of temporary differences between the carrying amount of assets and liabilities for financial reporting purposes and the corresponding amounts used for taxation purposes.

A deferred tax liability is recognised based on the expected manner of realisation or settlement of the carrying amount of assets and liabilities, using tax rates enacted, or substantively enacted, by the end of the reporting period. Deferred tax assets are recognised only to the extent that it is probable that future taxable profits will be available against which the asset can be utilised. Deferred tax assets are reviewed at each reporting date and reduced to the extent that it is no longer probable that the related tax benefit will be realised.

Current tax assets and current tax liabilities are offset when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle the asset and the liability on a net basis. Deferred tax assets and deferred tax liabilities are offset when there is a legally enforceable right to set off current tax assets against current tax liabilities; and the deferred tax assets and the deferred tax liabilities relate to income taxes levied by the same taxation authority.

Uncertain Tax position:

Management periodically evaluates positions taken in the tax returns with respect to situations in which applicable tax regulations are subject to interpretation and establishes provisions where appropriate. The provision is estimated based on one of two methods, the expected value method (the sum of the probability weighted amounts in a range of possible outcomes) or the single most likely amount method, depending on which is expected to better predict the resolution of the uncertainty.

A. Components of Income Tax Expense

I. Tax expense recognised in Profit and Loss

	Year ended 31st March, 2023	Year ended 31st March, 2022
Current Tax		
Current year	3,214	2,896
Adjustments/(credits) related to previous years - (net)	(292)	(118)
Total (A)	**2,922**	**2,778**
Deferred Tax Charge		
Origination and reversal of temporary differences	190	143
Adjustments/(credits) related to previous years - (net)	5	-
Total (B)	**195**	**143**
Total (A+B)	**3,117**	**2,921**

II. Tax expense recognised in Other Comprehensive Income

	Year ended 31st March, 2023	Year ended 31st March, 2022
Deferred Tax		
(Gain)/loss on remeasurement of net defined benefit plans	(4)	10
(Gain)/loss on debt instruments through other comprehensive income	(0)	(0)
(Gain)/loss on cash flow hedges through other comprehensive income	(9)	0
	(13)	**10**

III. Tax expense recognised in Equity

	Year ended 31st March, 2023	Year ended 31st March, 2022
Deferred Tax		
Stamp Duty on issue of equity shares on account of business combination	2	2
	2	**2**

(All amounts in ₹ crores, unless otherwise stated)

B. Reconciliation of Effective Tax Rate

The reconciliation between the statutory income tax rate applicable to the Company and the effective income tax rate of the Company is as follows:

	Year ended 31st March, 2023	Year ended 31st March, 2022
Statutory income tax rate applicable for the year	25.2%	25.2%
Differences due to:		
Expenses not deductible for tax purposes	1.1%	1.0%
Income exempt from income tax	-0.3%	-0.3%
Others*	-2.2%	-1.0%
Effective tax rate	**23.8%**	**24.9%**

* Others include prior period tax refunds and tax on exceptional items.

C. Movement in Deferred Tax Assets and Liabilities

Movements during the year ended 31st March, 2023	As at 31st March, 2022	Credit/ (charge) in the Statement of Profit and Loss	Credit / (charge) in Other Comprehensive Income	Credit/ (charge) in Equity	As at 31st March, 2023
Deferred tax assets/(liabilities)					
Provision for post retirement benefits and other employee benefits	49	10	0	0	59
Provision for doubtful debts and advances	27	(9)	-	-	18
Expenses allowable for tax purposes when paid	170	(42)	4	-	132
Property, plant and equipment and Intangible assets	(6,776)	(129)	-	-	(6,905)
Fair value gain/(loss)	(17)	(4)	9	-	(12)
Impact of Right of Use Asset and Lease Liabilities	5	(16)	-	-	(11)
Other temporary differences	401	(5)	-	(2)	394
Total	**(6,141)**	**(195)**	**13**	**(2)**	**(6,325)**

Movements during the year ended 31st March, 2022	As at 31st March, 2021	Credit/ (charge) in the Statement of Profit and Loss	Credit / (charge) in Other Comprehensive Income	Credit/ (charge) in Equity	As at 31st March, 2022
Deferred tax assets/(liabilities)					
Provision for post retirement benefits and other employee benefits	37	22	(10)	-	49
Provision for doubtful debts and advances	31	(4)	-	-	27
Expenses allowable for tax purposes when paid	186	(14)	-	(2)	170
Property, plant and equipment and Intangible assets	(6,622)	(154)	-	-	(6,776)
Fair value gain/(loss)	(19)	2	0	-	(17)
Impact of Right of Use Asset and Lease Liabilities	1	4	-	-	5
Other temporary differences	400	1	-	-	401
Total	**(5,986)**	**(143)**	**(10)**	**(2)**	**(6,141)**

D. Tax Assets and Liabilities

	As at 31st March, 2023	As at 31st March, 2022
Non-current tax assets (net of tax provision)	1,115	1,107
Non-current tax liabilities (net of tax assets)	1,076	1,324

E. Disclosure in Relation to Undisclosed Income

During the year, the Company has not surrendered or disclosed any income in the tax assessments under the Income Tax Act, 1961 (such as, search or survey or any other relevant provisions of the Income Tax Act, 1961). Accordingly, there are no transaction which are not recorded in the books of accounts.

Notes
to the standalone financial statements for the year ended 31st March, 2023

(All amounts in ₹ crores, unless otherwise stated)

	As at 31st March, 2023	As at 31st March, 2022
Balance at the beginning of the year	-	-
Add: Gain/ (loss) on remeasurement of net defined benefit plans, net of tax	(13)	31
Less: Transfer to retained earnings	13	(31)
Balance at the end of the year	**-**	**-**

(f) **Other Reserves:** The Company has recognised Other Reserves on amalgamation of Brooke Bond Lipton India Limited as per statutory requirements. This reserve is not available for capitalisation/ declaration of dividend/ share buy-back. Further, it also includes capital subsidy.

	As at 31st March, 2023	As at 31st March, 2022
Balance at the beginning of the year	9	9
Add: Additions during the year	-	-
Less: Utilisation during the year	-	-
Balance at the end of the year	**9**	**9**

(g) **Items of Other Comprehensive Income:**

i) **Fair value of cash flow hedges through Other Comprehensive Income**: The effective portion of the fair value change of the cash flow hedges measured at fair value through other comprehensive income is recognised in Cash flow hedges through Other Comprehensive Income. Upon derecognition, if the hedged cash flow relates to a non-financial asset, the amount accumulated in equity is subsequently included within the carrying value of that asset. For other cash flow hedges, amounts accumulated in other comprehensive income are taken to the standalone statement of profit and loss at the same time as the related cash flow.

ii) **Debt Instruments through Other Comprehensive Income**: The fair value change of the debt instruments measured at fair value through other comprehensive income is recognised in Debt instruments through Other Comprehensive Income. Upon derecognition, the cumulative fair value changes on the said instruments are reclassified to the standalone statement of profit and loss.

C. Other Comprehensive Income accumulated in Other Equity, net of tax

The disaggregation of changes in other comprehensive income by each type of reserve in equity is shown below:

	Cash flow hedges through Other Comprehensive Income	Debt instruments through Other Comprehensive Income	Total
As at 1st April, 2021	20	(0)	20
Fair value of debt instruments through other comprehensive income	-	(1)	(1)
Fair Value of cash flow hedges through other comprehensive income	85	-	85
Hedging loss/(gain) transferred to non-financial asset (net)	(85)	-	(85)
Tax on above	(0)	0	0
As at 1st April, 2022	**20**	**(1)**	**19**
Fair value of debt instruments through other comprehensive income	-	(1)	(1)
Fair Value of cash flow hedges through other comprehensive income	(21)	-	(21)
Hedging loss/(gain) transferred to non-financial asset (net)	(14)	-	(14)
Tax on above	9	0	9
As at 31st March, 2023	**(6)**	**(2)**	**(8)**

D. Capital Management

Equity share capital and other equity are considered for the purpose of Company's capital management.

The Company manages its capital so as to safeguard its ability to continue as a going concern and to optimise returns to shareholders. The capital structure of the Company is based on management's judgement of its strategic and day-to-day needs with a focus on total equity so as to maintain investor, creditors and market confidence.

The management and the Board of Directors monitors the return on capital as well as the level of dividends to shareholders. The Company may take appropriate steps in order to maintain, or if necessary adjust, its capital structure.

Refer note 45 for information on ratios.

(All amounts in ₹ crores, unless otherwise stated)

NOTE 19 LEASE LIABILITIES

Lease liability is initially measured at the present value of future lease payments. Lease payments are discounted using the interest rate implicit in the lease or, if not readily determinable, using the incremental borrowing rates. Lease liability is subsequently remeasured by increasing the carrying amount to reflect interest on the lease liability and reducing the carrying amount to reflect the lease payments made.

A lease liability is remeasured upon the occurrence of certain events such as a change in the lease term or a change in an index or rate used to determine lease payments. The remeasurement normally also adjusts the leased assets.

	As at 31st March, 2023	As at 31st March, 2022
NON - CURRENT		
Lease liabilities payable beyond 12 months	746	686
CURRENT		
Lease liabilities payable within 12 months	293	285
Total	**1,039**	**971**
The movement in Lease liabilities (Non-current and Current) is as follows:		
Balance as at beginning of the year	971	943
Add: Addition	518	440
Add: Accretion of interest	76	75
Less: Payments	(507)	(463)
Less: Others (including foreclosure)	(19)	(24)
Closing balance as at 31st March	**1,039**	**971**

NOTE 20 OTHER FINANCIAL LIABILITIES

Refer note 37 for accounting policy on financial instruments

	As at 31st March, 2023	As at 31st March, 2022
NON-CURRENT		
Security deposits	22	22
Employee and ex-employee related liabilities	414	301
Contingent consideration payable on business combination	-	6
Financial liability on acquisition	37	-
Other payables and advances	22	-
Total (A)	**495**	**329**
CURRENT		
Unpaid dividends [Refer (a) below]	222	218
Salaries, wages, bonus and other employee payable	250	252
Fair Value of Derivatives	6	4
Contingent consideration payable on business combination	4	40
Consignment Payables	285	259
Other payables (including trade deposits, retention money for purchase of property, plant & equipment, etc.) [Refer (b) below]	62	50
Total (B)	**829**	**823**
Total (A+B)	**1,324**	**1,152**

Refer note 38 for information about liquidity risk of other financial liability.

a) There are no amounts due for payment to the Investor Education and Protection Fund under Section 125 of the Companies Act, 2013 as 31st March, 2023 (31st March, 2022: Nil).

b) Includes ₹7 crores of Corporate Social Responsibility (CSR) expense related to ongoing projects as at 31st March, 2023 (31st March, 2022: ₹28 crores). The same was transferred to a special account designated as "Unspent Corporate Social Responsibility Account for the Financial Year 22-23" ("UCSRA – FY 2022-23") of the Company within 30 days from end of financial year. Refer note 33 for more information about Corporate Social Responsibility expense.

Notes
to the standalone financial statements for the year ended 31st March, 2023

(All amounts in ₹ crores, unless otherwise stated)

(i) It is not practicable for the Company to estimate the timings of cash outflows, if any, in respect of the above pending resolution of the respective proceedings as it is determinable only on receipt of judgements/decisions pending with various forums/authorities.

(ii) The Company does not expect any reimbursements in respect of the above contingent liabilities.

(iii) The Company's pending litigations comprise of claims against the Company by employees and pertaining to proceedings pending with various direct tax, indirect tax and other authorities. The Company has reviewed all its pending litigations and proceedings and has adequately provided for where provisions are required or disclosed as contingent liabilities where applicable, in its standalone financial statements. The Company does not expect the outcome of these proceedings to have a materially adverse effect on its standalone financial statements.

B. COMMITMENTS

i) Lease commitments

Lease commitments are the future cash out flows from the lease contracts which are not recorded in the measurement of lease liabilities. These include potential future payments related to leases of low value assets and leases with term less than twelve months.

	As at 31st March, 2023	As at 31st March, 2022
Not later than one year	69	67
Later than one year and not later than five years	57	66
Later than five years	-	-

ii) Capital commitments

	As at 31st March, 2023	As at 31st March, 2022
Estimated value of contracts in capital account remaining to be executed and not provided for (net of capital advances)	434	360

NOTE 25 REVENUE FROM OPERATIONS

Sale of products:

Revenue from sale of goods is recognised when control of the products being sold is transferred to our customer and when there are no longer any unfulfilled obligations. The Performance Obligations in our contracts are fulfilled at the time of dispatch, delivery or upon formal customer acceptance depending on terms with customers.

Revenue is measured on the basis of contracted price, after deduction of any trade discounts, volume rebates and any taxes or duties collected on behalf of the Government such as Goods and Services Tax, etc. Accumulated experience is used to estimate the provision for such discounts and rebates. Revenue is only recognised to the extent that it is highly probable a significant reversal will not occur.

Our customers have the contractual right to return goods only when authorised by the Company. An estimate is made of goods that will be returned and a liability is recognised for this amount using a best estimate based on accumulated experience.

Income from services rendered:

Income from services rendered is recognised based on agreements/arrangements with the customers as the service is performed and there are no unfulfilled obligations.

Commission income on consignment sales:

Commission income on consignment sales (Consignment selling agency fees) is charged for rendering of services and for the use of the Company's sales and distribution network. Such revenue is recognised in the accounting period in which the services are rendered in accordance with the agreement with the parties.

Government grants:

The Company is entitled to 'Scheme of budgetary support' under Goods and Service Tax Regime in respect of eligible manufacturing units located in specified regions. Such grants are measured as amount receivable from the Government and are recognised as other operating revenue when there is a reasonable assurance that the Company will comply with all necessary conditions attached to that.

(All amounts in ₹ crores, unless otherwise stated)

The Company has received approval under the Production Linked Incentive Scheme of the Government of India for specific product categories. Incentive under the scheme is subject to meeting certain committed investments and defined incremental sales threshold. Such grants are recognised as other operating revenue when there is a reasonable assurance that the Company will comply with all necessary conditions attached to the grant.

Income from such grants is recognised on a systematic basis over the periods to which they relate.

	Year ended 31st March, 2023	Year ended 31st March, 2022
Sale of products	58,154	50,336
Other operating revenue*		
Income from services rendered	347	281
Commission income on consignment sales	333	315
Government grants (GST budgetary support and Production linked incentives)	170	140
Others (including scrap sales, rentals, etc)	140	121
Total	**59,144**	**51,193**

Reconciliation of Revenue from sale of products with the contracted price

	Year ended 31st March, 2023	Year ended 31st March, 2022
Contracted Price	65,271	56,076
Less: Trade discounts, volume rebates, etc.	(7,117)	(5,740)
Sale of products	**58,154**	**50,336**

* There is no material adjustment made to contract price for revenue recognised as other operating revenue

Segment-wise Revenue from operations

The Company has following major segments:-

(a) Home Care includes Fabric Solutions, Home and Hygiene, etc
(b) Beauty & Personal Care includes Skin Cleansing, Skin Care, Hair Care, etc
(c) Foods & Refreshment includes Tea, Health Food Drinks, Coffee, etc
(d) Others includes Exports, Consignment, etc.

	Year ended 31st March, 2023	Year ended 31st March, 2022
Home Care	21,230	16,578
Beauty & Personal Care	21,831	19,460
Foods & Refreshment	14,876	14,105
Others (includes Exports, Consignment, etc.)	1,207	1,050
Total	**59,144**	**51,193**

NOTE 26 OTHER INCOME

Interest income is recognised using the effective interest rate (EIR) method. Dividend income on investments is recognised when the right to receive dividend is established. Refer Note 37 on financial instruments for policy on measurement at fair value through profit or loss.

	Year ended 31st March, 2023	Year ended 31st March, 2022
Interest income on		
Bank deposits	162	95
Current investments	126	80
Others (including interest on Income tax refunds)	137	32
Dividend income from		
Subsidiaries	116	130
Non-current investments	2	1
Other non-operating income		
Fair value gain on investments measured at fair value through profit or loss*	97	55
Total	**640**	**393**

*Includes realised gain on sale of investment of ₹91 crores (31st March, 2022 : ₹52 crores).

Notes
to the standalone financial statements for the year ended 31st March, 2023

(All amounts in ₹ crores, unless otherwise stated)

NOTE 27 COST OF MATERIALS CONSUMED
Refer note 11 for accounting policy on Inventories

	Year ended 31st March, 2023	Year ended 31st March, 2022
Raw materials consumed	16,074	13,124
Packing materials consumed	3,155	2,745
Total	**19,229**	**15,869**

NOTE 28 PURCHASES OF STOCK-IN-TRADE
Refer note 11 for accounting policy on Inventories

	Year ended 31st March, 2023	Year ended 31st March, 2022
Purchases of stock-in-trade	11,968	9,274
Total	**11,968**	**9,274**

NOTE 29 CHANGES IN INVENTORIES OF FINISHED GOODS, STOCK-IN-TRADE AND WORK-IN-PROGRESS
Refer note 11 for accounting policy on Inventories

	Year ended 31st March, 2023	Year ended 31st March, 2022
Opening inventories		
Finished goods	1,580	1,542
Work-in-progress	409	428
Closing inventories		
Finished goods	(1,651)	(1,580)
Work-in-progress	(391)	(409)
Total	**(53)**	**(19)**

NOTE 30 EMPLOYEE BENEFITS EXPENSE
Short-Term Employee Benefits
Short-term employee benefits including salaries and performance incentives, are charged to standalone statement of profit and loss on an undiscounted, accrual basis during the period of employment.

Defined contribution plans
Contributions to defined contribution schemes such as employees' state insurance, labour welfare fund, superannuation scheme, employee pension scheme etc. are charged as an expense based on the amount of contribution required to be made as and when services are rendered by the employees. Company's provident fund contribution, in respect of certain employees, is made to a Government administered fund and charged as an expense to the standalone statement of profit and loss. The above benefits are classified as Defined Contribution Schemes as the Company has no further defined obligations beyond the monthly contributions.

Defined benefit plans
In respect of certain employees, provident fund contributions are made to trusts administered by the Company. The interest rate payable to the members of the trust shall not be lower than the statutory rate of interest declared by the Central Government under the Employees Provident Funds and Miscellaneous Provisions Act, 1952 and shortfall, if any, shall be made good by the Company.

The liability in respect of the shortfall of interest earnings of the Fund is determined on the basis of an actuarial valuation. The Company also provides for retirement/post-retirement benefits in the form of gratuity, pensions (in respect of certain employees), compensated absences (in respect of certain employees) and medical benefits (in respect of certain employees) including to the employees of group companies.

For defined benefit plans, the amount recognised as 'Employee benefit expenses' in the standalone statement of profit and loss is the cost of defined benefit obligation resulting from employee service in the current period ('current service cost') and the costs of individual events such as changes in past service benefits and settlements (such events are recognised immediately in the statement of profit and loss). The amount of net interest expense calculated by applying

(All amounts in ₹ crores, unless otherwise stated)

the liability discount rate to the net defined benefit liability or asset is charged or credited to 'Finance costs' in the standalone statement of profit and loss. Any differences between the expected interest income on plan assets and the return actually achieved, and any changes in the liabilities over the year due to changes in actuarial assumptions or experience adjustments within the plans, are recognised immediately in 'Other comprehensive income' and subsequently not reclassified to the standalone statement of profit and loss.

The defined benefit plan surplus or deficit on the Balance Sheet date comprises fair value of plan assets less the present value of the defined benefit liabilities using a discount rate by reference to market yields on Government bonds at the end of the reporting period.

All defined benefit plans obligations are determined based on valuations, as at the Balance Sheet date, made by independent actuary using the projected unit credit method. The classification of the Company's net obligation into current and non-current is as per the actuarial valuation report.

Termination benefits
Termination benefits, in the nature of voluntary retirement benefits or termination benefits arising from restructuring, are recognised in the standalone statement of profit and loss. The Company recognises termination benefits at the earlier of the following dates:

(a) when the Company can no longer withdraw the offer of those benefits; or

(b) when the Company recognises costs for a restructuring that is within the scope of Ind AS 37: Provisions, Contingent Liabilities and Contingent Assets and involves the payment of termination benefits.

Benefits falling due more than 12 months after the end of the reporting period are discounted to their present value.

Share-Based Payments
Employees of the Company receive remuneration in the form of share-based payments in consideration of the services rendered. Under the equity settled share based payment, the fair value on the grant date of the awards given to employees is recognised as 'employee benefit expenses' with a corresponding increase in equity over the vesting period. The fair value of the options at the grant date is calculated by an independent valuer basis Black Scholes model. At the end of each reporting period, apart from the non-market vesting condition, the expense is reviewed and adjusted to reflect changes to the level of options expected to vest. When the options are exercised, the Company issues fresh equity shares.

For cash-settled share-based payments, the fair value of the amount payable is recognised as 'employee benefit expenses' with a corresponding increase in liabilities, over the period of non-market vesting conditions getting fulfilled. The liability is remeasured at each reporting period up to, and including the settlement date, with changes in fair value recognised in employee benefits expenses. Refer Note 40 for details.

	Year ended 31st March, 2023	Year ended 31st March, 2022
Salaries and wages	2,137	1,883
Contribution to provident and other funds	153	162
Defined benefit plan expense (Refer note 39)	42	91
Share based payments to employees (Refer note 40)	156	101
Staff welfare expenses	177	162
Total	**2,665**	**2,399**

NOTE 31 FINANCE COSTS
Finance costs includes costs in relation to pensions and similar obligations, interest on lease liabilities which represents the unwind of the discount rate applied to lease liabilities and also include interest costs in relation to financial liabilities.

	Year ended 31st March, 2023	Year ended 31st March, 2022
Interest expense on bank overdraft, security deposit and others	0	2
Net interest on the net defined benefit liability (Refer Note 39)	16	15
Unwinding of discount on provisions and liabilities	1	3
Unwinding of discount on employee and ex-employee related liabilities	8	3
Interest on lease liabilities	76	75
Others (including interest on taxes)	-	-
Total	**101**	**98**

Notes

to the standalone financial statements for the year ended 31st March, 2023

(All amounts in ₹ crores, unless otherwise stated)

NOTE 32 DEPRECIATION AND AMORTISATION EXPENSES

Refer note 3 and 4 for accounting policy on depreciation and amortisation cost

	Year ended 31st March, 2023	Year ended 31st March, 2022
Depreciation on property, plant and equipment (owned assets)*	609	595
Depreciation on property, plant and equipment (leased assets)	398	405
Amortisation on intangible assets	23	25
Total	**1,030**	**1,025**

*In addition to the above, ₹15 crores (31st March, 2022: ₹15 crores) of accelerated depreciation has been charged to exceptional items under a restructuring project.

NOTE 33 OTHER EXPENSES

	Year ended 31st March, 2023		Year ended 31st March, 2022	
Advertising and promotion		4,859		4,718
Carriage and freight		1,901		1,801
Royalty				
- Technology	760		652	
- Brand	230	990	187	839
Fees for central services from Parent Company		601		497
Processing charges		349		395
Power, fuel, light and water		325		277
Rent		80		79
Travelling and motor car expenses		238		107
Repairs		201		189
Corporate social responsibility expense [Refer note (a) below]		209		186
Miscellaneous expenses		1,950		2,079
Total		**11,703**		**11,167**

	Year ended 31st March, 2023	Year ended 31st March, 2022
Miscellaneous expenses include:		
Payments to the auditors for:		
Statutory audit fees	2	2
Tax audit fees	1	1
Others		
Fees for other audit related services	2	2
Fees for certification	0	0
Reimbursement of out-of-pocket expenses	0	0
Total	**5**	**5**

(a) The details of Corporate Social Responsibility as prescribed under section 135 of the Companies Act, 2013 is as follows:

I. Unspent CSR amount for FY 2021-22: ₹28 crores (utilised: ₹28 crores, balance to be utilised ₹0 crores).

	Year ended 31st March, 2023	Year ended 31st March, 2022
II. Amount required to be spent by the company during the year	205	185
III. Amount spent during the year on:		
i) Construction/ acquisition of any asset	-	-
ii) For purposes other than (i) above	209	186
IV. Shortfall at the end of the year	-	-
V. Total of previous years shortfall	-	-
VI. Reason for shortfall	Not Applicable	Not Applicable

(All amounts in ₹ crores, unless otherwise stated)

VII. Nature of CSR activities include promoting education, including special education and employment enhancing vocation skills, ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water, rural development projects and disaster management, including relief, rehabilitation and reconstruction activities.

VIII. Above includes a contribution of ₹15 crores (2021-22: ₹11 crores) to subsidiary Hindustan Unilever Foundation which is a Section 8 registered Company under Companies Act, 2013. The objectives of Hindustan Unilever Foundation includes working in areas of social, economic and environmental issues such as water harvesting, health and hygiene awareness, women empowerment and enhancing capabilities of the underprivileged segments of society to meet emerging opportunities thus improving their livelihood.

IX. Above includes ₹7 crores of Corporate Social Responsibility (CSR) expense related to ongoing projects as at 31st March, 2023 (31st March, 2022: ₹28 crores). The same was transferred to a special account designated as "Unspent Corporate Social Responsibility Account for the Financial Year 22-23" ("UCSRA – FY 2022-23") of the Company within 30 days from end of financial year.

X. The Company does not wish to carry forward any excess amount spent during the year.

XI. The Company does not carry any provisions for Corporate social responsibility expenses for current year and previous year.

NOTE 34 EXCEPTIONAL ITEMS (NET)

	Year ended 31st March, 2023	Year ended 31st March, 2022
i) Profit on disposal of surplus properties	113	140
ii) Fair valuation of contingent consideration payable (refer note 41)	2	9
iii) Profit on sale of brand rights	60	29
Total exceptional income (A)	**175**	**178**
i) Acquisition and disposal related costs	(117)	(86)
ii) Restructuring and other costs	(120)	(126)
Total exceptional expenditure (B)	**(237)**	**(212)**
Exceptional items (net) (A+B)	**(62)**	**(34)**

NOTE 35 EARNINGS PER EQUITY SHARE

Basic earnings per share is computed by dividing the net profit for the period attributable to the equity shareholders of the Company by the weighted average number of equity shares outstanding during the period. The weighted average number of equity shares outstanding during the period and for all periods presented is adjusted for events, such as bonus shares, other than the conversion of potential equity shares that have changed the number of equity shares outstanding, without a corresponding change in resources.

For the purpose of calculating diluted earnings per share, the net profit for the period attributable to equity shareholders and the weighted average number of shares outstanding during the period is adjusted for the effects of all dilutive potential equity shares.

	Year ended 31st March, 2023	Year ended 31st March, 2022
Earnings Per Share has been computed as under:		
Profit for the year	9,962	8,818
Weighted average number of equity shares outstanding during the year	2,34,95,91,262	2,34,95,87,637
Earnings Per Share (₹) - Basic (Face value of ₹1 per share)	₹42.40	₹37.53
Add: Weighted average number of potential equity shares on account of employee stock options/performance share schemes *	-	3,625
Weighted average number of Equity shares (including dilutive shares) outstanding during the year	2,34,95,91,262	2,34,95,91,262
Earnings Per Share (₹) - Diluted (Face value of ₹1 per share)	₹42.40	₹37.53

* Pertains to ESOP shares vested during the year, no outstanding share options as at 31st March, 2023 and 31st March, 2022.

Notes
to the standalone financial statements for the year ended 31st March, 2023

(All amounts in ₹ crores, unless otherwise stated)

2. Interest Rate Risk

Potential Impact of Risk	Management Policy	Sensitivity to Risk
The Company is mainly exposed to the interest rate risk due to its investment in treasury bills and debt mutual funds. The interest rate risk arises due to uncertainties about the future market interest rate on these investments. In addition to treasury bills and debt mutual funds, the Company invests in term deposits. Considering the short-term nature, there is no significant interest rate risk pertaining to these deposits. As at 31st March, 2023, the investments in treasury bill amounts to ₹1,014 crores (31st March, 2022: ₹2,073 Crores) and the investments in debt mutual funds amounts to ₹1892 crores (31st March, 2022: ₹1,643 crores).	The Company has laid policies and guidelines including tenure of investment made to minimise impact of interest rate risk.	A 0.25% decrease in interest rates would have led to approximately ₹2 crore gain in the Standalone Statement of Profit and Loss (2021-22: ₹6 crore). A 0.25% increase in interest rates would have led to an equal but opposite effect.

3. Commodity Risk

Potential Impact of Risk	Management Policy	Sensitivity to Risk
The Company is exposed to the risk of changes in commodity prices in relation to its purchase of certain raw materials. At 31st March, 2023, the Company had hedged its exposure to future commodity purchases with commodity derivatives valued at ₹29 crores (31st March, 2022: ₹106 crores). Hedges of future commodity purchases resulted in cumulative profits of ₹14 crores (31st March, 2022: ₹85 crores cumulative profits) being reclassified to the standalone statement of profit and loss as an adjustment to inventory purchase.	Commodities form a major part of the raw materials required for Company's products portfolio and hence commodity price risk is one of the important market risk for the Company. The commodities are priced using pricing benchmarks and commodity derivatives are priced using exchange-traded pricing benchmarks. The Company has a robust framework and governance mechanism in place to ensure that the organisation is adequately protected from the market volatility in terms of price and availability. The Company uses commodity swaps and option contracts to hedge against components of commodities where it is not possible to hedge the commodity in full.	A 10% increase in prices of open trades would have led to approximately ₹12 crores gain in OCI (2021-22 ₹13 crores gain). A 10% decrease in prices would have led to an equal but opposite effect.

C. Management of Credit Risk

Credit risk is the risk of financial loss to the Company if a customer or counter-party fails to meet its contractual obligations.

Trade receivables

Concentration of credit risk with respect to trade receivables are limited, due to the Company's customer base being large and diverse. All trade receivables are reviewed and assessed for default on a quarterly basis. Our historical experience of collecting receivables indicate a low credit risk. Hence, trade receivables are considered to be a single class of financial assets.

Refer note 12 for accounting policy on Financial Instruments - trade receivables.

(All amounts in ₹ crores, unless otherwise stated)

Other financial assets

Credit risk related to the use of treasury instruments arises from transactions with financial institutions involving cash and cash equivalents, term deposits with banks, investments in treasury bills, Government securities, money market liquid mutual funds, overnight mutual funds and derivative instrument. The maximum exposure to credit risk at the reporting date is the carrying value of each class of financial assets as at 31st March, 2023 and 31st March, 2022. To reduce this risk, HUL has concentrated its main activities with a limited number of counter-parties which have secure credit ratings. Individual risk limits are set for each counter-party based on financial position, credit rating and past experience. Credit limits and concentration of exposures are actively monitored by the Company's Treasury department. The Company has given inter-corporate deposits (ICD) to its subsidiaries amounting ₹247 crores (31st March, 2022: ₹432 crores).

NOTE 39 EMPLOYEE BENEFIT PLANS

I. Defined Contribution Plans

Refer note 30 for accounting policy on Employee Benefits.

Refer Note 30 for the Company's contribution to the defined contribution plans with respect to employee benefit funds.

II. DEFINED BENEFIT PLANS

Refer note 30 for accounting policy on Employee Benefits.

Description of Plans

Retirement Benefit Plans of the Company include Gratuity, Management Pension, Officer's Pension and Provident Fund. Other post-employment benefit plans includes post retirement medical benefits.

Gratuity is funded through investments with an insurance service provider & the Company administered trust. Pension (Management Pension and Officer's Pension) is managed through a Company administered trust and in some instances invested with an insurance service provider. Provident Funds for certain employees are managed through the Company administered trust. Post-retirement medical benefits are managed through the Company administered trust and through insurance policy.

Governance

The trustees of Gratuity, Pension, Post Retirement Medical Benefit and Provident Funds are responsible for the overall governance of the plan and to act in accordance with the provisions of the trust deed and rules in the best interests of the plan participants. They are tasked with periodic reviews of the solvency of the fund and play a role in the long-term investment, risk management and funding strategy.

Investment Strategy

The Company's investment strategy in respect of its funded plans is implemented within the framework of the applicable statutory requirements. The plans expose the Company to a number of actuarial risks such as investment risk, interest rate risk, longevity risk and inflation risk. The Company has developed policy guidelines for the allocation of assets to different classes with the objective of controlling risk and maintaining the right balance between risk and long-term returns. To achieve this, investments are well diversified, such that the failure of any single investment would not have a material impact on the overall level of assets.

Notes
to the standalone financial statements for the year ended 31st March, 2023

(All amounts in ₹ crores, unless otherwise stated)

A. Balance Sheet

The assets, liabilities and (surplus)/deficit position of the defined benefit plans at the Balance Sheet date were:

	Retirement Benefit Plans		Other Post-Employment Benefit Plans	
	As at 31st March, 2023	As at 31st March, 2022	As at 31st March, 2023	As at 31st March, 2022
Present Value of Obligation	4,132	4,089	253	252
Fair Value of Plan Assets	(4,019)	(4,030)	(40)	(56)
(Asset)/Liability recognised in the Balance Sheet	**113**	**59**	**213**	**196**
Of which in respect of:				
Funded plans in surplus:				
Present Value of Obligation	1,054	3,779	-	-
Fair Value of Plan Assets	(1,085)	(3,901)	-	-
(Asset)/Liability recognised in the Balance Sheet	**-***	**-***	**-**	**-**
(*The excess of assets over liabilities in respect of Gratuity Plan & Provident Fund Plan II have not been recognised on account of asset ceiling)				
Funded plans in deficit:				
Present Value of Obligation	3,078	310	192	199
Fair Value of Plan Assets	(2,965)	(251)	(40)	(56)
(Asset)/Liability recognised in the Balance Sheet	**113**	**59**	**152**	**143**
(During the year Provident Fund Plan I and Officer's Pension have moved from funded plans in surplus to funded plans in deficit.)				
Unfunded plans in deficit:				
Present Value of Obligation	-	-	61	53
Fair Value of Plan Assets	-	-	-	-
(Asset)/Liability recognised in the Balance Sheet	**-**	**-**	**61**	**53**

Employee provisions include other provisions not in the nature of retirement and post employment benefit plans amounting to ₹19 crores as at 31st March, 2023 (₹96 crores as at 31st March, 2022).

B. Movements in Present Value of Obligation and Fair Value of Plan Assets

	Retirement Benefit Plans			Other Post-Employment Benefit Plans		
	Plan Assets	Plan Obligation	Total	Plan Assets	Plan Obligation	Total
As at 31st March, 2021	3,821	3,880	59	66	255	189
Current service cost	-	148	148	-	0	0
Past service cost	-	52	52	-	-	-
Change in asset ceiling	(62)	-	62	-	-	-
Employee contributions	-	236	236	-	-	-
Interest cost	-	257	257	-	16	16
Interest income	254	-	(254)	4	-	(4)
Actuarial (gain)/loss arising from changes in financial assumptions	159	25	(134)	0	(6)	(6)
Actuarial (gain)/loss arising from experience adjustments	-	18	18	-	12	12
Employer contributions	149	-	(149)	10	-	(10)
Employee contributions	236	-	(236)	-	-	-
Assets acquired/ (settled)	(69)	(69)	-	(8)	(9)	(1)
Benefit payments	(458)	(458)	-	(16)	(16)	-
As at 31st March, 2022	**4,030**	**4,089**	**59**	**56**	**252**	**196**

(All amounts in ₹ crores, unless otherwise stated)

	Retirement Benefit Plans			Other Post-Employment Benefit Plans		
	Plan Assets	Plan Obligation	Total	Plan Assets	Plan Obligation	Total
As at 31st March, 2022	4,030	4,089	59	56	252	196
Current service cost	-	146	146	-	0	0
Past service cost	-	-	-	-	-	-
Change in asset ceiling	90	-	(90)	-	-	-
Employee contributions	-	230	230	-	-	-
Interest cost	-	271	271	-	17	17
Interest income	274	-	(274)	4	-	(4)
Actuarial (gain)/loss arising from changes in financial assumptions	(0)	38	38	(2)	(16)	(14)
Actuarial (gain)/loss arising from experience adjustments	-	69	69	-	20	20
Employer contributions	106	-	(106)	2	-	(2)
Employee contributions	230	-	(230)	-	-	-
Assets acquired/ (settled)	(160)	(160)	-	-	-	-
Benefit payments	(551)	(551)	-	(20)	(20)	-
As at 31st March, 2023	**4,019**	**4,132**	**113**	**40**	**253**	**213**

C. Statement of Profit and Loss

The charge to the Standalone Statement of Profit and Loss comprises:

	Retirement Benefit Plans		Other Post-Employment Benefit Plans	
	Year ended 31st March, 2023	Year ended 31st March, 2022	Year ended 31st March, 2023	Year ended 31st March, 2022
Employee Benefit Expenses *:				
Current service cost	42	39	0	0
Past service cost	-	52	-	-
Finance costs * :				
Interest cost	57	56	17	16
Interest income	(55)	(53)	(3)	(4)
Net impact on profit (before tax)	**44**	**94**	**14**	**12**
Remeasurement of the net defined benefit plans:				
Actuarial (gains)/losses arising from changes in financial assumptions	(32)	(26)	(14)	(6)
Actuarial (gains)/losses arising from experience adjustments	18	(14)	19	12
Change in asset ceiling (gains)/losses	26	(7)	-	-
Net impact on other comprehensive income (before tax)	**12**	**(47)**	**5**	**6**

* Service cost and Finance cost excludes charges towards Officer's Pension and Provident Fund.

Notes
to the standalone financial statements for the year ended 31st March, 2023

(All amounts in ₹ crores, unless otherwise stated)

D. Assets

The fair value of plan assets at the Balance Sheet date for our defined benefit plans for each category are as follows:

	Retirement Benefit Plans		Other Post-Employment Benefit Plans	
	As at 31st March, 2023	As at 31st March, 2022	As at 31st March, 2023	As at 31st March, 2022
Quoted				
Government Debt Instruments	1,663	1,703	-	-
Other Debt Instruments	1,067	1,146	40	56
Equity	342	280	-	-
Total (A)	**3,072**	**3,129**	**40**	**56**
Unquoted				
Other Debt Instruments	228	233	-	-
Others	750	790	-	-
Total (B)	**978**	**1,023**	**-**	**-**
Total (A+B)	**4,050**	**4,152**	**40**	**56**

Assets to the extent of ₹11 crores for Provident Fund (FY 2021-22: 76), ₹21 crores for Gratuity Fund (FY 2021-22: 46 crores) and ₹ Nil for Officer's Pension Fund (FY 2020-21: ₹0 crores) not recognised on account of asset ceiling

None of the plans invest directly in any property occupied by the Company or any financial securities issued by the Company.

E. Assumptions

With the objective of presenting the plan assets and plan obligations of the defined benefits plans at their fair value on the Standalone Balance Sheet, assumptions under Ind AS 19 are set by reference to market conditions at the valuation date.

	Retirement Benefit Plans		Other Post-Employment Benefit Plans	
Financial Assumptions	As at 31st March, 2023	As at 31st March, 2022	As at 31st March, 2023	As at 31st March, 2022
Discount rate (per annum)	7.5%	6.9%	7.5%	6.9%
Salary Escalation Rate (per annum)				
Management employees- for first 5years	8.0%	8.0%	-	-
Management employees- after 5 years	8.0%	8.0%	-	-
Non-management Employees	8.0%	8.0%	-	-
Pension Increase Rate (per annum)*	2.0%	2.0%	-	-
Annual increase in healthcare costs (per annum)	-	-	9.0%	9.0%

*For management pension only

The estimates of future salary increases, considered in actuarial valuation, takes into account of inflation, seniority, promotion and other relevant factors, such as supply and demand in the employment market.

Demographic Assumptions

Mortality in Service: Indian Assured Lives Mortality (2012-14) Ultimate table.

Mortality in Retirement: LIC Buy-out Annuity Rates & Published rates under S1PA Mortality table adjusted for Indian Lives.

(All amounts in ₹ crores, unless otherwise stated)

F. Sensitivity Analysis

The sensitivity of the overall plan obligations to changes in the weighted key assumptions are:

		Retirement Benefit Plans		Other Post-Employment Benefit Plans	
		Change in assumption (%)	Change in plan obligation (%)	Change in assumption (%)	Change in plan obligation (%)
Discount rate (per annum)	Increase	0.5%	-1.9%	0.5%	-4.7%
	Decrease	0.5%	2.0%	0.5%	5.1%
Salary escalation rate (per annum)	Increase	0.3%	1.3%	-	-
	Decrease	0.3%	-1.3%	-	-
EPFO Guaranteed rate of return (per annum)	Increase	0.5%	1.8%	-	-
	Decrease	0.5%	-1.8%	-	-
Pension rate	Increase	0.3%	5.4%	-	-
	Decrease	0.3%	-5.4%	-	-
Life expectancy	Increase	1 year	3.4%	1 year	4.9%
	Decrease	1 year	-3.5%	1 year	-4.8%
Annual increase in healthcare costs (per annum)	Increase	-	-	1.0%	10.4%
	Decrease	-	-	1.0%	-8.9%

The sensitivity analysis above have been determined based on reasonably possible changes of the respective assumptions occurring at the end of the year and may not be representative of the actual change. It is based on a change in the key assumption while holding all other assumptions constant. When calculating the sensitivity to the assumption, the same method used to calculate the liability recognised in the Balance Sheet has been applied. The methods and types of assumptions used in preparing the sensitivity analysis did not change compared with the previous year.

G. Weighted average duration and expected employers contribution for the next year for each of the defined benefit plan

	Weighted average duration (years)		Expected Employers contribution for the next year
	Year ended 31st March, 2023	Year ended 31st March, 2022	
Gratuity Plan I	6.9	7.1	-
Management Pension	7.1	6.6	0
Officer's Pension	2.4	2.4	0
Provident Fund Plan I	7.7	8.7	100
Provident Fund Plan II	7.7	8.7	14
Post-retirement medical benefits Plan I	9.1	9.5	-
Post-retirement medical benefits Plan II	13.0	13.6	-

Plan I refers to existing employee benefit plans of the Company

Plan II refers to employee benefit plans added pursuant to HUL-GSKCH merger

Compensated absences

Employee Benefit expenses for the year include ₹8 crores (FY 2021-22 : ₹7 crores) towards compensated absences.

Provision for compensated absences as on 31st March, 2023 is ₹44 crores (31st March, 2022 : ₹43 crores).