

RAJ GROUP

Raj Overseas is involved in both manufacturing and exporting of Floorcovering and Home furnishing since 1991. It was founded by Sh.Rajeshwar Nath in 1939 by name of Raj Woollen Today We have five manufacturing plants in Panipat and two more new manufacturing plant are coming by End of financial year 2015-16.

OUR VALUE “**the RAJGROUP JOSH**” We believe in Employees and their trust, we are one Family and work for continuous improvement of Group with open-minded spirit with Quality conscious These values ensure a work environment in which the decision paths are short, where everyone works as partner at a fast pace, and where everyone can rely on each other’s trust and talent, individually, these values may seem useless. But together, they form a culture that we think is unique and different from many other companies. Our values, “**the RajGroup JOSH**”, should be regarded as a support, something to strengthen us and use in our everyday work

Our Employees are our strength. We are committed to maintaining a complete workplace. It’s one where human rights are recognized, and where we treat each other as partner with integrity, respect, humbleness and dignity. We promote diversity and equality and do not tolerate any kind of discrimination or harassment in work place

Raj Group is committed to following all applicable Indian labour and employment laws.

As we are growing and our vision for CSR and Sustainability of Environment is on high Priority . We have various CSR project running in current year 2015-16.The details are given below:

In this year 2015 -16 we have following CSR projects:-

- We have **Donated Bicycle to 110** employees for needy one coming from remote areas,
- We provided **Food Coupons** for house use to 150 employees from BIG BAZAR,
- Our employees get **Free Tea and snacks &, Concessional Meals**, as part of CSR initiatives.
- We distributed **Milton Mayur Jugs** to 100 employee to carry R.O purified water for their Family on Daily basis from Factory.
- We provided **Health& Sanitory kits** to all family of married employees every month.
- As we are Partner with NGO GOODWEAVE in Saving Child Labour in our Group and supplier Chains So We Have Distributed **200 School bags** and copies to children of employees in Raj overseas Supply chain for children below age of 10 yrs.
- Our Management helped the **Apna Ghar Welfare Society** by donating carpets,rugs and helps in Fund raising for poor families in Delhi.
- We developed &Constructed floors and Tiles in **Crimination Place** in panipat on bank of River on Ashand Road.
- We donated Fans,Coolers and Beds to **Blind school for females** in panipat.
- We also Help by donating **Seva Bharti Sadan** in Panipat for uplift of Poor families by providing vocational training for house hold activities
- Also helped **Dinanath Khemka Seva Kosh** (Trust) for development of undeveloped Brained children.
- We also provide **PM Jevan & Surkhsa Bima yozana** for all employees and Opening JAN DHAN bank accounts for all workers.
- We had helped **Earth quake victims of Nepals** by donating Full container of Blankets, Rugs Medicines, Food items and dresses.
- We have donated LIMBS,TRYCYCLES,and other things to disabled ones in AGRA with help of Hardyal Vklang Kendra (Trust) by contributing 2.0 lac.
- We have Blood Donation camp with help of Red- Cross Panipat on 15th March 2016 in which 77 donors from our group donated the blood.
- We have provided ECO AMBULANCE for welfare of employee on 15th March 2016
- We have provided EYE checkup camp with help of VISION SPRING DELHI for employees on 15th march 2016.

- We are providing 400 School bags and Water bottles to children of employees in supply chain of Raj Overseas in coming May -June 2016.

- **Factory at Panipat**



Donating Bicycles to Employees



Donating Food Coupons to Employees



Donating Hygenic Kit for Family



Donating WaterMilton Champer



Donating School Kits to Children of Employees



Helping Earthquake Victims in Nepal



Save Environment

Raj Group wants to maintain pleasant and sustainable working environments throughout our Factories.

“OUR ENVIRONMENT POLICY IS TO MIMIMIZE THE NEGATIVE ENVIRONMENT IMPACTS FOR ENSURING ITS SUSTAINABILITY” Sustainable development has been defined as “development which meets the needs of the present without compromising the ability of future generations to meet their own needs”.

In Keeping with the rise in pollution in the country and with the growing awareness regarding environmental issues, the company has resolved to contribute to the protection of environment, in any possible manner. The company is committed to the reduction/recycling/reuse of the wastes, both hazardous and non-hazardous, more emphases is put on the reduction of the hazardous wastes generated.

The environmental action plan is a step towards creating more sustainable premises. The environmental action plan was developed by RAJ OVERSEAS management. These actions cover six areas:

- ☑ air quality
- ☑ energy
- ☑ ambient noise
- ☑ open space and biodiversity
- ☑ waste
- ☑ health

To meet all these we are going for Solar plants by End of 2016, also install bio gas plants by waste utilization. We have target of 25000 plants by End of 2016. Our Business partner heads are committed to plant a plant on their visit to our plants. Some clix are below.





EMPLOYEES' PROFESSIONAL GROWTH

The aim of the **Raj Group's** human resources policy is to provide each employee with a working environment that is safe and hygienic that fosters personal and professional fulfillment, growth, as these are fundamental aspects of well-being and performance in the workplace. Our HR& CSR Policy take care of Employees Physical, Health as well Career growth in the Raj Group. For Employees professional Growth we have Career Growth Chart in Raj Group. We provide motivational policies like rewards, suggestion schemes and Best Recognition Awards. We have Sh Rajeshwar Nath Cricket Cup and Sh Vishwanath Badminton Cup for our Group Employees. We have Get Together on Diwali for employees and their families

Cricket Cup



Winner of Badminton Cup 2015

Cricket Team



Runner Up of Badminton Cup



Participation in Annual Sports Meet of Labour Department Panipat



Team in Annual Sports Meet



Annual Diwali Function Celebration



(Spoon Race)



Tug of War



Tug of War



Lucky Draw(IPL Tickets)



Dance on D.J.Floor



Annual Function –Entertainment



Annual Function –Entertainment



Musical Chair



Prize Winner



Prize Winner



Bravery Award



Health and Safety

The health and safety of its employees and exemplary management are deeply embedded in RAJ GROUP's CSR and HR policies. The Group's, Health ,Safety &Environment (HSE) policy, as expressed in a letter of commitment from the Partners(Sumeet Nath) and Sr.Manager (HR&CSR)(Dinesh Vashisht) to all employees, sets out RAJ GROUP's objectives and priorities concerning the environment, industrial hygiene and workplace health and safety. The goals include zero loss-time accidents and zero occupational illness. RAJ GROUP has drawn up standards and recommendations with regard to specific HSE concerns. The standards are mandatory and apply to all Group units, even if our country or local legislation is less stringent. All plants in Panipat monitor and report accidents (loss-time and non-loss-time), first aid cases and near misses as also continuously identify and reduce risks and offer themselves for periodic audits. The Health and Safety policies apply to everyone (employees, service providers, Sub-Contractors and visitors) at all of the Raj Group's units.

Free Health Check Up

Health Check of Staff



Staff Eye Check Up



Workers Eye Check Up Camp



Lungs Function Testing



Free Daily Use Kit



Celebrating World Health Day on 1st Dec 2015



EGRONOMICS Classes



Emergency Handling Training



Fire Fighting Training



WOMEN EMPOWERMENT

Women Skill Development



Creche for Children



Yarn Opening Training



Tufting Carpet Training



PPE Wearing Training



Teaching Children in Creche



Camp for Disabled in Agra



Patients in Camp



Blood Donation Camp



Volunteer Blood Donors



Batch provided to Donors by Dy Director of Industries(H&S)-Haryana



Ambulance for Employees Welfare

