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SUSTAINABILITY

MISSION

36%



58%






SUSTAINABILITY MISSION

<p>COVID19 RISK Mitigation</p> <p>PEOPLE</p>	<p>In House Medical Checkup for employees</p> <p>●</p>	<p>PERIODICAL CHECKS OF ALL EMPLOYEES</p> <p>15 CAMPS</p>	<p>● IN PROGRESS</p>
	<p>In House Vaccinations drive</p> <p>●</p>	<p>EMPLOYEES - Abv. 44 years 100%</p> <p>EMPLOYEES - 18-44 years 70%</p>	<p>✓ COMPLETE</p> <p>● IN PROGRESS</p>
<p>HELPING LOCAL COMMUNITY</p> <p>PEOPLE</p>	<p>SUPPORT 100%</p> <p>SUPPORTING LOCAL COMMUNITY ADMINISTRATION 5-8 lacs per annum.</p> <div style="display: flex; justify-content: space-around;"> </div>		<p>✓ COMPLETE</p>
<p>EDUCATIONAL SUPPORT TO LOCAL COMMUNITY</p> <p>PEOPLE</p>	<p>MOTIVATIONAL COACHING</p> <p>SUPPORTING 20 DROP OUTS EDUCATION THROUGH HUMANA NGO</p> <p>●</p>		<p>● IN PROGRESS</p>
	<p>MEALS & SPECIAL CLASSES</p> <p>SPONSORING MEALS & SPECIAL TUITION CLASSES FOR 100 MARGINALISED STUDENTS THROUGH BAL VIKAS SCHOOL, PANIPAT</p> <p>●</p>		<p>● IN PROGRESS</p>
	<p>SCHOOL ADOPTION</p> <p>GOVT. PRIMARY SCHOOL-OLD INDUSTRIAL AREA, PANIPAT</p> <p>●</p>		<p>● IN PROGRESS</p>
	<p>SPONSORING EMPLOYEES KIDS</p> <p>25 STUDENTS EDUCATION 5 - 100% SCHOLARSHIPS TO OUTSTANDING STUDENTS</p> <p>●</p>		<p>● IN PROGRESS</p>
<p>Implementation</p> <p>PEOPLE</p>	<p>Higg FSLM</p> <p>All the sub-con units will adopt & Implement the SLCP and the same will be verified by an approved 3rd party</p> <p>●</p>		<p>● IN PROGRESS</p>
	<p>SMETA 4 pillar 100%</p> <p>All the units will be SMETA certified upto 4 pillar</p>		<p>✓ COMPLETE</p>



SUSTAINABILITY MISSION

<p>Community Services</p>	<p>Medical Emergency fund for employees & their families</p>	<p>HELPED 77 NO. OF EMPLOYEES AND THEIR FAMILY MEMBERS</p>	<p>● IN PROGRESS</p> <p>CONTINUOUS ACTIVITY THROUGHOUT THE YEAR</p>
<p>Empowering Women</p>  <p>PEOPLE</p>	<p>30% YOY Increase women representation</p> <p>16:9 ratio is now change to 3:2 ratio H&M GENDER STUDY GAP PROJECT</p> <p>Skill Development & Mentoring</p> <p>Building management Culture in gender equality</p> <p>Implemented H&M workplace dialogue program in 90% of units</p>		<p>● IN PROGRESS</p>

<p>TREE PLANTATION DRIVE</p>  <p>PLANET</p>	<p>MISSION 2025 TO PLANT 1000000 TREES</p> <p>1.1%</p> <p>To adopt barren lands and develop the same in nano jungle</p> <p>Use seeds balls to grow new trees at road sides</p> <p>To source & distribute the trees to company staff</p>  	<p>● IN PROGRESS</p>
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SUSTAINABILITY MISSION

FEM



PLANET

Use of clean fuel.

Reduction of energy usage by 15% from 2019 baseline

Increase renewable energy generation (Solar) by 20% from 2018 baseline

Sub-con units will be provided training for FEM , assessment shall be done & Verified

IN PROGRESS

SAVING WATER



PLANET

Decrease ground/freshwater consumption used for production in units with wet process by 25% (baseline: 2020)

Re-use AC water and RO reject water

Invest in new washing technologies

Recycle ETP treated water in production process and domestic usage

To modernize and cleaning of Pond and recharge water

2-3% reduction of waste generated in the facility







10 % reduction of PM level by 10% from 2019 baseline

Use more than 60% ZDHC Gateway (Level 1-3) chemicals utilizations

IN PROGRESS



SUSTAINABILITY MISSION

 SOURCING  PRODUCT	<p>Only offer organic and BCI cotton promoting the usage of organic.</p> <p>Set-up new R&D team to construct new products with re-cycled raw material</p> <p>Product life cycle analysis and accordingly promoting the circular products</p>	 IN PROGRESS
 SUSTAINABLE STORY  SELF GOVERNANCE	<p>Internal training for tier 2 management</p> <p>Suppliers Sustainability Mission Kickoff</p> <p>Continuous Checks on the sustainability project initiatives.</p>	 IN PROGRESS

GOALS By 2025



PEOPLE

- Increase Women Representation
- Support 100 dropouts children chances to make a living
- Improve & empower workers voice
- At least 75 FSLM score for all units
- Improve the community services available to workers & their families



PLANET

- Score at least 80 on FEM for all units
- 30% reductions of GHG emission (baseline:2020)
- Decrease ground/freshwater consumption used for production in units with the wet process by 25% (baseline:2020)
- Decrease ground/freshwater consumption used in cut to pack units by 10% (baseline:2020)
- Decrease waste generated in the facility by 2-3% (baseline:2020)
- Use more than 60% ZDHC Gateway (Level 1-3) Chemicals utilization (green chemicals)



PRODUCT

- Only offer organic BCI & Other Sustainable Cotton
- Only offer recycled polyester, econyl
- Only offer responsible wool (organic, non-mulesed, etc)
- 25% of all our products will follow the circular principles of longevity by 2025



SELF GOVERNANCE

- All direct Tier 2 units to do FEM assessment target 60% Score.
- Define and Map direct suppliers
- Conduct internal training for tier 2 management
- Will Publish our compliance progress report on the website