

RAJ AT A GLANCE

At Raj, we stay committed to craftsmanship, legacy, innovation and environmental initiatives. Our fundamental pillars are Our People, Our Planet and Our Product, the foundation of our present and the vision of our future.

With over 86 years of legacy behind us, we are rooted to being a partner to all our clients by working in close collaboration with them.

As our vision is to be able to give back to the community and the environment from which we draw, we follow best practices for sustainable growth and development. From focused projects around air, water, waste and soil, we are also committed to ensuring a fair and healthy work environment for all those whom we employ.

Our commitment towards trust, equality and collaboration, can be seen in all our social projects that aim to respond to the needs of our local community.

We also promote the skill of craftsmanship and the legacy of handmade through nationally and internationally recognized art exhibitions under the banner of the Raj Art Initiative. This initiative works towards protecting the craft of weaving by documenting it through contemporary art.



LEADERSHIP MESSAGE



For Raj, the vision has always been to lead in areas of craftsmanship, sustainability and compliance.

Collaboration, cooperation and upliftment has always been our motto and we are proud to call ourselves a 9000-member family.

Our future lies in the success of the product we offer, and it is our endeavor to constantly challenge ourselves to create unique and sustainable products.

This also being a decade for inclusion, diversity and upliftment, and we at Raj are committed to ensuring that this is driven through our entire supply chain.

As Raj continues its journey, it carries a momentous legacy of 86 years to learn from.

I am but a custodian to sustain, harness and grow this business.

Sumeet Nath
Managing Director
Raj Group

OUR CLIENTS



west elm

POTTERY
BARN

pottery barn kids



brooklinen

PRIMARK®



KOHL'S

Kirkland's

natural life
give love laugh.

baby & child
RESTORATION HARDWARE

MONOPRIX

COUNTRY ROAD

The Company Store

HomeGoods®



McGEE & CO.



JONATHAN ADLER



REJUVENATION®

PARACHUTE

Pillow Talk



RESTORATION
HARDWARE

ko'ala



INDISKA

ARTICLE.

AM
PM

ellos



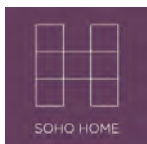
LOOMY

COST PLUS
WORLD MARKET

URBAN OUTFITTERS

THE CITIZENRY

~ HOUSE OF NOA ~



benuta



M&S

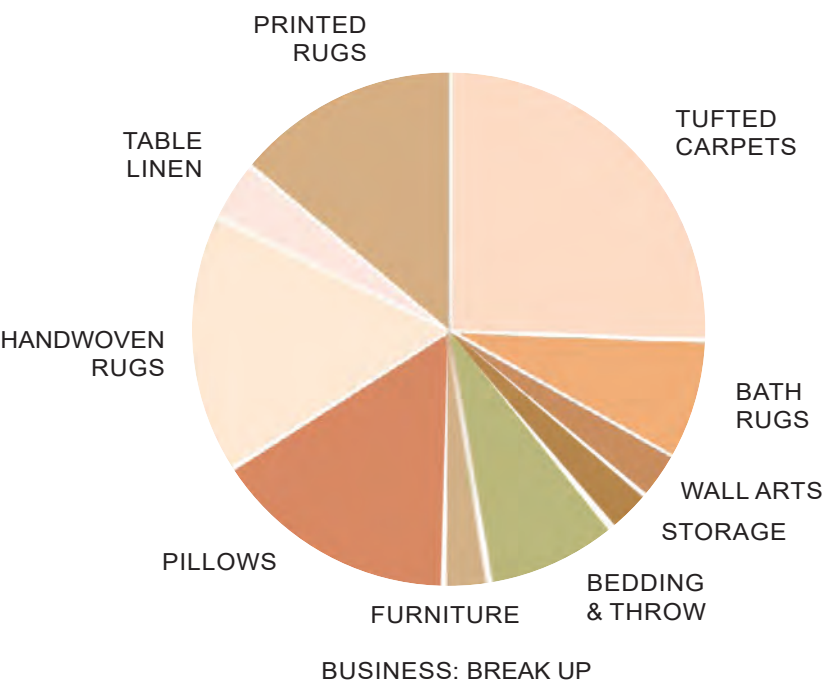
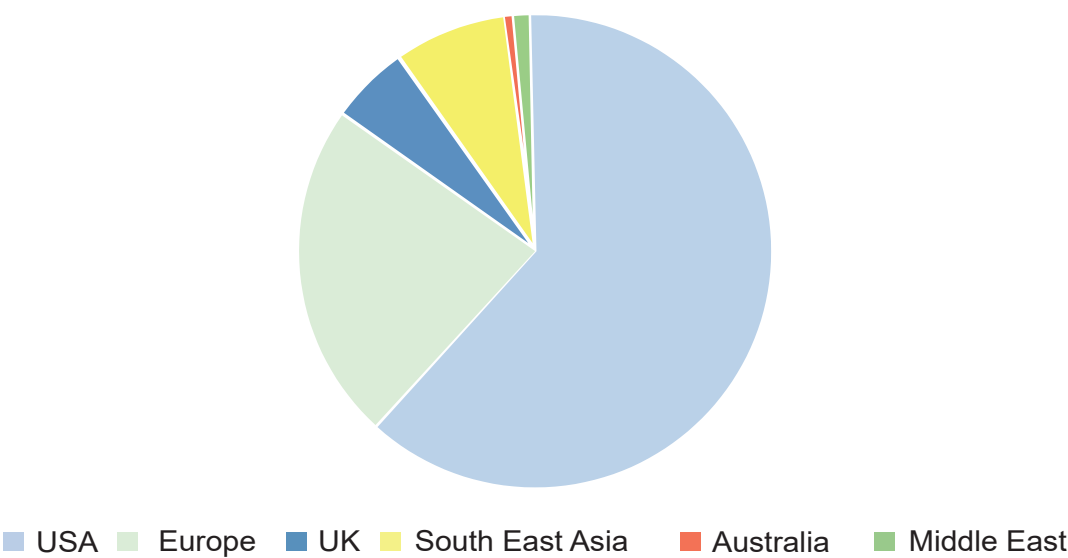
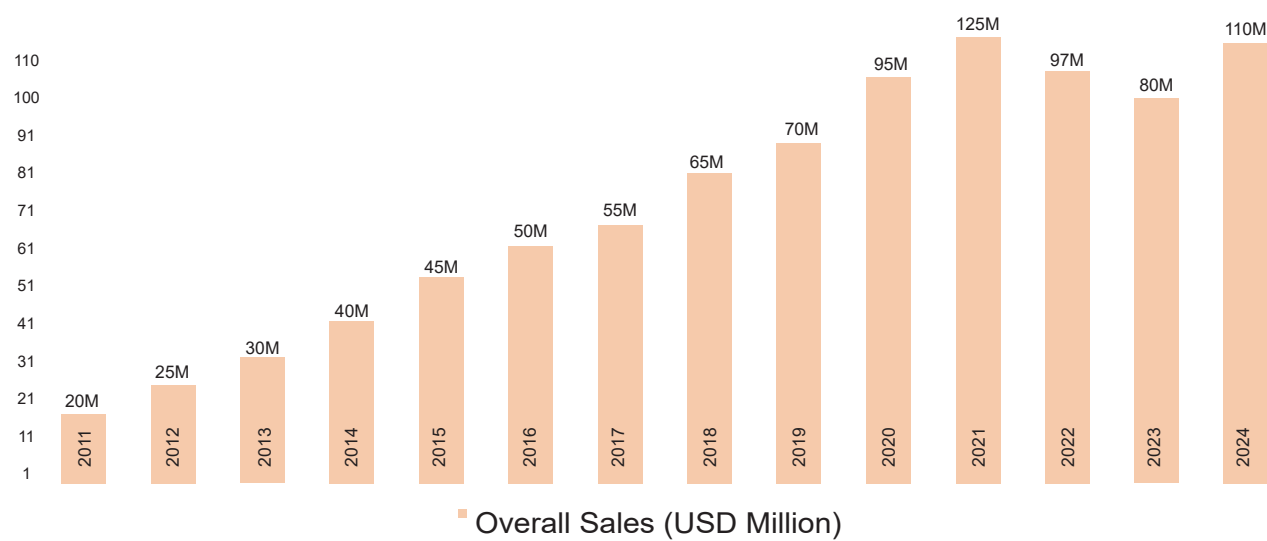
NEXT NORDSTROM

SCHOOLHOUSE

Jotex

RALPH LAUREN THUMA

KEY HIGHLIGHTS



ESG FRAMEWORK

Responsible Business for Sustainable Value Creation

Environmental Stewardship

CARE FOR PLANET

- We aim to achieve environmental stewardship through the active implementation of significant initiatives that are focused on driving a positive change in our surrounding environment.
 - We also aim to adopt the concept of recycling and reusing to effectively manage the consumption of these valued resources. We leverage technological interventions across our processes to drive sustainability.
1. Climate Change, Energy, and GHG Emissions
 2. Water Reuse and Reduction
 3. Waste Management
 4. Biodiversity

Social

CARE FOR PEOPLE

- We understand that our effort towards building a sustainable organization is incomplete without our employees and surrounding communities that provide us with their continued support. It is they who help us thrive.
 - We prioritize the growth and well-being of our workforce by investing in them. We also extend our efforts towards uplifting the local communities by contributing in the areas that are crucial for their well-being.
1. Worker Engagement & Grievance Mechanism Digitization
 2. Digitization of Wages
 3. Women' Empowerment
 4. Gender Equity
 5. Worker Upliftment - Udaan

Governance

SUSTAINABLE PRODUCTS & SELF GOVERNANCE

- It is our endeavor to build a robust governance structure that ensures ethical business conduct, sustainable value creation and implementation of durable risk mitigation strategies
1. Responsible Business & Brand Reputation
 2. Risk management & Mitigation
 3. Ethics & Transparency
 4. Stakeholder Communication

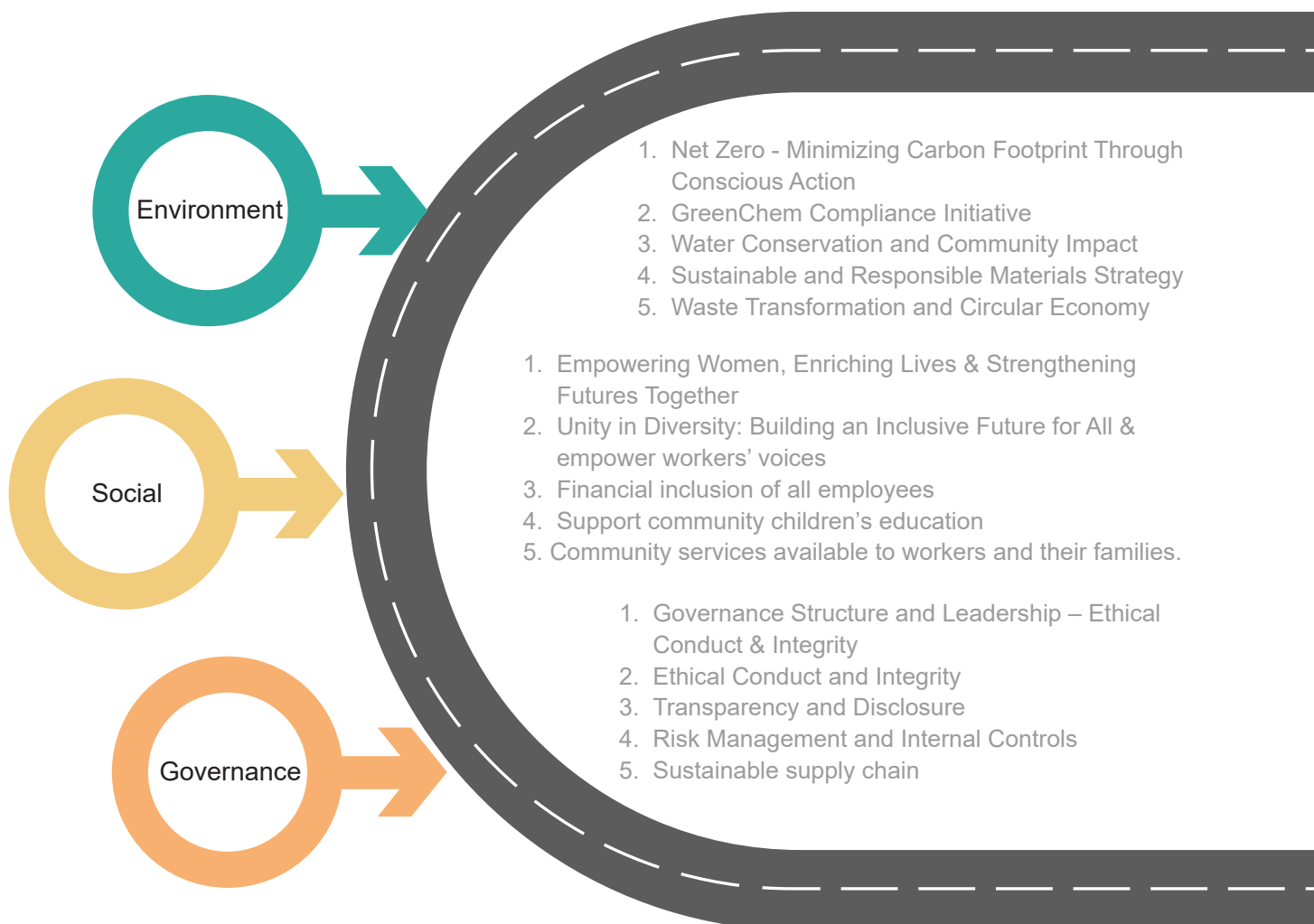


COMPANY SUSTAINABILITY STATEMENT AND ESG

A clear and insightful representation of our sustainability efforts and ESG commitments.



RAJ's ESG Goals Roadmap To Sustainable Future



OUR SUSTAINABILITY VISION

Our commitment towards making every aspect of our business sustainable, entails the protection of human rights, empowering employees and being responsible for sustainability.

We conduct our business consciously and responsibly with the highest standards of integrity and ethics; this begins with our employees and extends to the communities that they belong to.

In everything we do, we ensure that we move forward to improve beyond compliance to achieve our sustainability goals.

SUSTAINABILITY APPROACH

We are committed to our environmental objectives for the year, which we review against our targets and thus improvise with reference to the baseline set.

We review our client's sustainability targets on a quarterly basis and in coherence with our sustainability goals. Through this we ensure that we move forward to improve beyond compliance.

FUNDAMENTAL LEVEL

Meeting requirements for Word Upstream Supplier upto T5 to comply with national laws and international conventions, standards & buyer code of conduct.

A close-up photograph of a person's hand holding a large mound of dark, crumbly soil. The hand is positioned in the lower right, with the palm facing upwards. The soil is piled high, overflowing slightly from the hand. The background is a vast, flat expanse of light-colored sand, stretching to the horizon under a hazy, overcast sky. The overall tone is somber and contemplative, suggesting themes of environmental stewardship or the fragility of the earth.

ENVIRONMENT

ESG APPROACH - ENVIRONMENT











It is our prime responsibility to comply with emerging climate change legislations and regulations, and introduce appropriate initiatives that reduce our GHG emissions reasonably and practically.

We are committed to aligning our climate change impact management with that of our stakeholders, and we will continue to support them in this area.

Our ESG team is responsible for setting the company's strategic response to climate change, and our activities are reported to the Management Board as a part of the ESG Committee meeting agenda.



SUSTAINABILITY GOALS

ESG (GOAL)	Objectives	Theme	SDGs	Target
Environment	OB 1. Net Zero - Minimizing Carbon Footprint Through Conscious Action	Learn Green, Live Green: Building a Sustainable Future Together	  	<p>A. Net Zero Scope 1 & 2 By 2040 (baseline: 2021):</p> <ul style="list-style-type: none"> • Near Term (2024) - 45%, Mid Term (2030) - 80%, Long Term (2040) 100%. <p>B. By 2030: Sustainable Packaging and Materials –</p> <ul style="list-style-type: none"> • Usage of Recycled / Sustainable Packaging Materials (Poly Bag & Carton).
	OB 2. GreenChem Compliance Initiative	Sustainable Chemical Solutions throughout the entire supply chain.	 	<p>A. By 2028 Use >95% ZDHC Gateway (Level 1-3) chemicals utilization (green chemicals).</p> <p>B. By 2028 Supplier To Zero – Aspirational Level</p> <p>C. By 2025: Incheck Verification & Clearstream Report</p>
	OB 3. Water Conservation and Community Impact	Every Drop Counts	  	<p>A. By 2030: Reduce the dependency on ground/freshwater consumption (baseline: 2021).</p> <ul style="list-style-type: none"> • Dry Processes 50%, Wet Processing 70%. <p>B. Revive, Restore, And Sustain: Breathing Life into Village Ponds.</p> <p>By 2030: Adopt 4 ponds and rejuvenate in collaboration with Mr. Ramveer Tanwer (Pondman of India) & Other stakeholders.</p>
	OB 4. Sustainable and Responsible Materials Strategy	Building a Resilient, Transparent and Eco-Friendly Supply Chain for a Sustainable Future		<p>A. By 2030- 100% Sustainable Material</p> <ul style="list-style-type: none"> · Only Offer GRS, Organic, BCI Cotton. · Only Offer Recycled Polyester, Econyl. · Only Offer Responsible & Recycled Wool. <p>B. Circular Economy and Product Longevity</p> <ul style="list-style-type: none"> · By 2030: 20% of all our products will follow the circular principles of longevity. <p>C. Support for Emerging Responsible Fibers</p> <ul style="list-style-type: none"> · Support Emerging Responsible Fiber - Indian RWS Wool, Regionagri, Econyl, Tencel / Lyocell & EU Flax.
	OB 5. Waste Transformation and Circular Economy	Transforming Waste into Worth: Recycle, Reuse, Reinvent		<p>A. By 2030- Decrease waste generated in the factories by 50% (baseline: 2021).</p> <p>B. By 2030- Make 2,000 planters and floor tiles with domestic waste residues & poly bags</p>

GLOBAL TOOLS - ENVIRONMENTAL CONSERVATION & SUSTAINABILITY

worldly The Sustainability Insight Platform



A SaaS platform to digitise, connect and scale global textile to textile recycling



Green Chemical Initiatives



BVE3 is a **ZDHC** recognized digital solution. BVE3 is a digital chemical inventory management tool, and environmental emissions evaluator, uniquely designed for industry that covers textile, apparel and footwear.



Social & Ethical certifications



Sustainable / Responsible Certifications



ALIGNING WITH GLOBAL GOALS

Since 2016 Raj has sought ways to align its operations with the United Nations' 2030 Sustainable Development Goals (SDGs). The use of Higg FEM to report sustainability performance and its implementation of improvement efforts demonstrates Raj's alignment with SDG 13: Climate Action.

Reducing Scope 1, 2 and 3 emissions

Raj targeted reductions in both energy and greenhouse gas emissions & implemented a wide-reaching Sustainability Goal -2025, with projects helping reduce both to be replaced with all

2025 onwards, Raj remains committed to SBTi.



SUSTAINABILITY IMPLEMENTATION

Raj uses Worldly to establish responsibility for its entire impact. From materials to products, from factories to stores, and across energy, waste, water, and working conditions, it is used to manage progress and impact across projects.

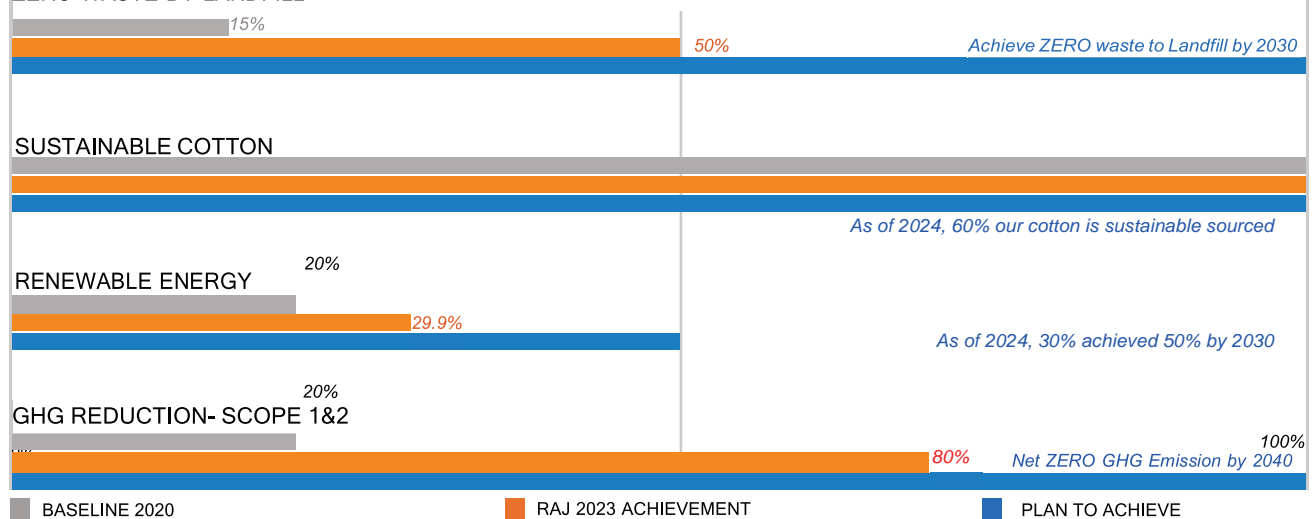
- Assess carbon emissions, water use, energy sources and more at facilities
- Measure social impacts of manufacturing, such as wages, working hours, over all well being, health & safety
- Estimate the total impact of a particular product
- Compare the environmental impact of different materials during design
- Measure the impact of corporate operations, including packaging, transportation and retail

WORDLY vFEM PROGRESS

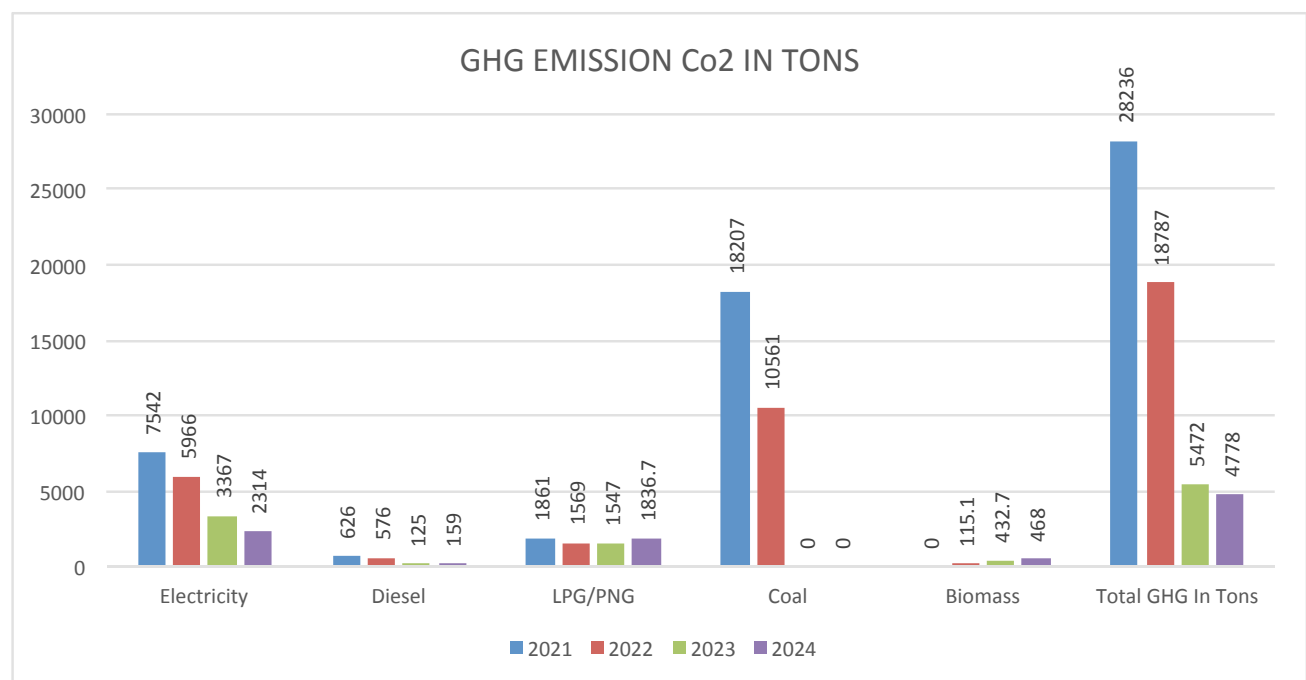


	Yati Overseas	raj kherinangal	raj woolen industries	raj Unit 1	raj Unit 2	raj Unit 3	raj Unit 4
2021-FEM							
Verified Score (%)	73	64	81	69	76	73	77
2022-FEM							
Verified Score (%)	75	72	81	76	76	64	78
2023-FEM							
Verified Score (%)	71	41	71	79	79	67	71

ZERO WASTE BY LANDFILL



GHG EMISSION Scope 1 & 2

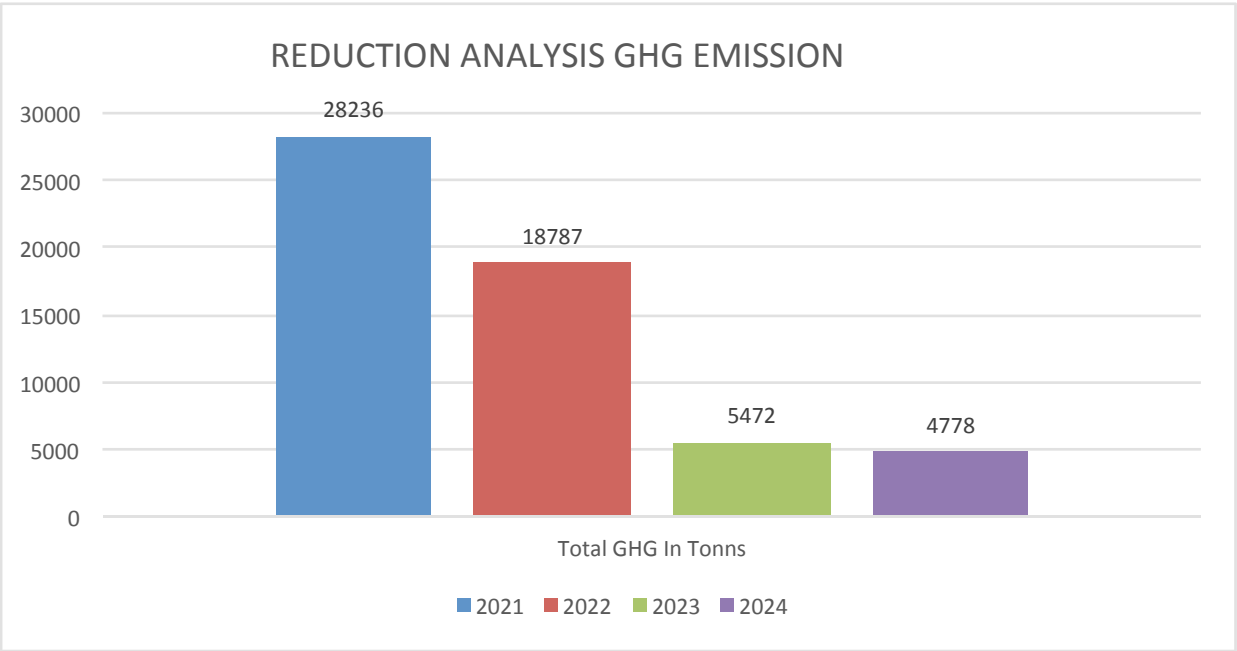


GHG REDUCTION PROGRESS ANALYSIS

We monitor absolute emissions numbers and track our intensity to articulate and target our GHG emissions footprint with greater efficiency.

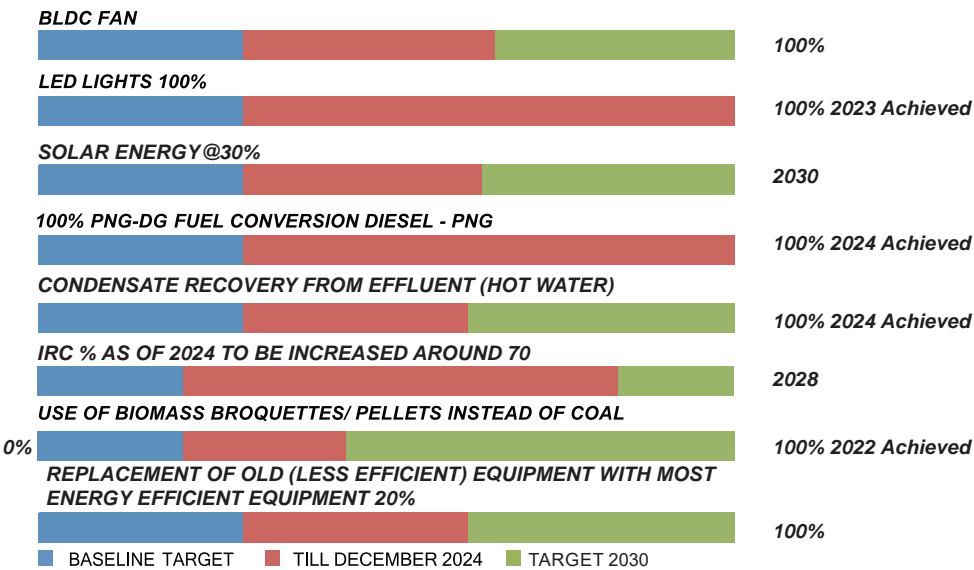
Continual improvement in emissions performance is measured quarterly, and is presented both at the Board level and organizational MRM level as part of our quarterly ESG performance reviews.

REDUCTION z GHG EMISSION (Kg)



As part of Raj’s approach towards the management of GHG emissions, we are continually looking for reduction opportunities in our day-to-day activities. Additionally, we apply an engineered approach to seeking out short to mid-term opportunities, ensuring that potential projects create value across the business.

GHG Reduction Tools Performance Comparison to Baseline





Boiler - Biomass



Boiler PNG

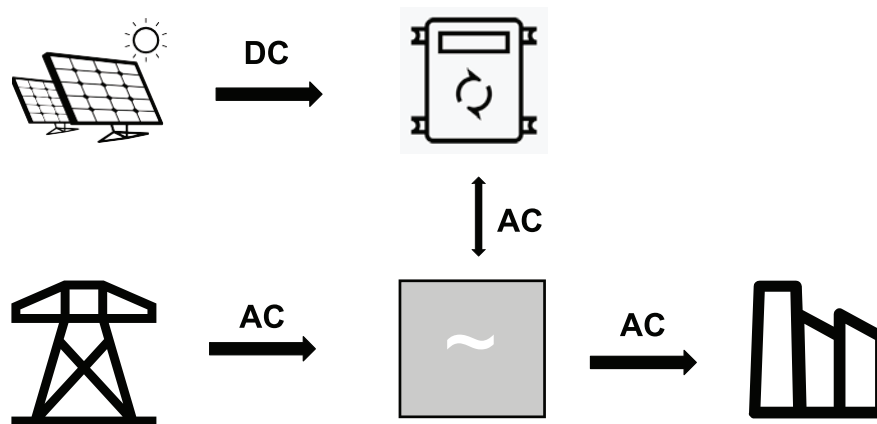


Condensate Recovery



DG - PNG

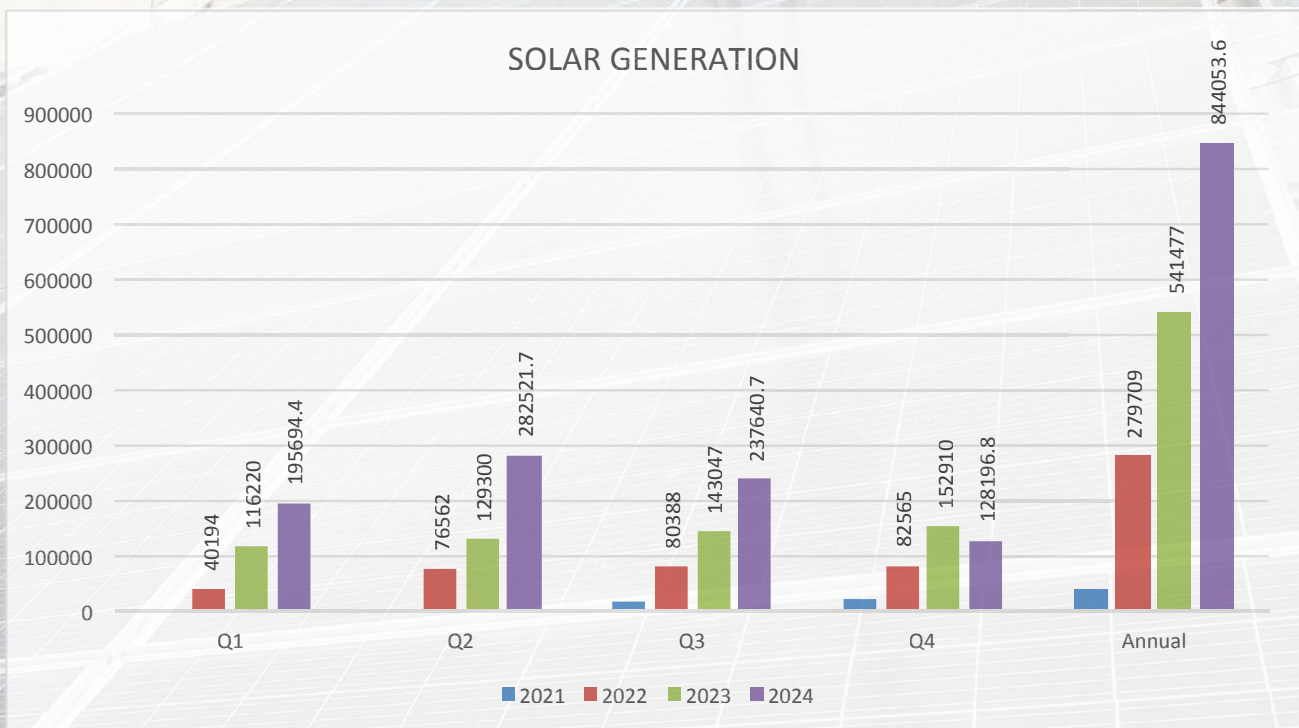
CONNECT SOLAR INVERTER TO THE GRID



USE OF RENEWABLE ENERGY:

Installation of Solar Power for reduction in GHG emission

1. Shifting to Green energy to reduce the usage of grid power by >50% and reduction of GHG emissions by 40%
2. Installation of solar power plant with a capacity of 950/ kW completed by August 2023 in 5 Facilities. Electricity generated is 541477 KWh i.e. % of grid power.
3. Scope 1 & Scope 2 GHG emission reduction of 17824.8 tonns – 90% achieved in the year 2023
4. Technical and commercial feasibility study for an user to be checked additional 400KW solar plant completed by December 2025.
5. Financial approval and installation work will be started in June 2026 and completed by August 2026
6. Our company is making significant strides in offsetting Scope 2 emissions by progressively increasing the procurement of Renewable Energy Certificates (I-RECs). In 2022, we procured 1,054 I-RECs, covering 12% of our total electricity consumption. This commitment grew substantially in 2023, with 4,149 I-RECs procured, accounting for 47% of our electricity usage. By 2024, we further accelerated our efforts, securing 6,520 I-RECs—offsetting an impressive 67% of our total electricity consumption. This continuous progress reflects our dedication to sustainability and reducing our carbon footprint year after year.



THE FUTURE IS BIO MASS

1. Carbon Neutral

As a natural part of photosynthesis, biomass fuels only release the same amount of carbon into the atmosphere as absorbed by plants during the course of their life cycle.

2. GHG Reduction -

GHG emission (baseline: 2020)

100% GHG reductions through fuel conversion (Coal to Bio mass)

3. Promote 3 R Module (Reduce, Reuse, Recycle)

Organic waste that would typically be disposed of in landfills can be reused as biomass energy. This reduces the amount of material in landfills and slows the rate at which landfills grow. Some of the most common waste products used for biomass energy are wood chips and agricultural waste products.

4. Reduce the dependence on fossil fuels.

Fossil fuels are not only low in supply, they also come with environmental baggage.

This includes the release of large amounts of carbon dioxide into the atmosphere and the pollutants that result from removal, transportation and production.

Our Preferred Bio Mass Choices



Walnut Shells

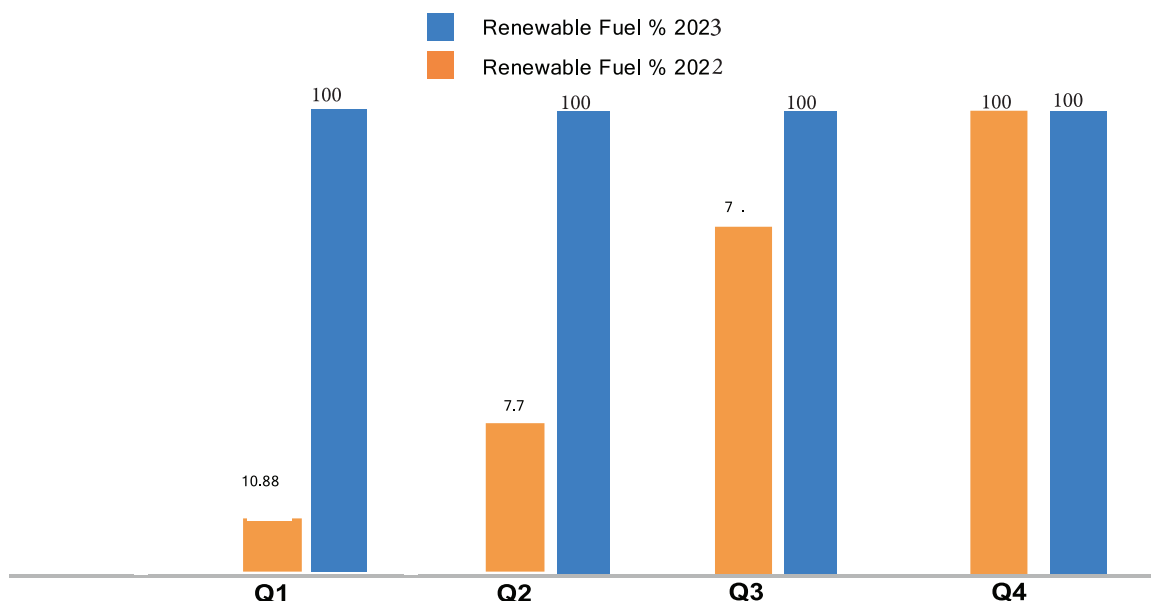


Peanut Shells



Saw Dust

0 Coal Journey/ Coal Phase-out



This graph represents RAJ's journey to phase out coal through the use of biomass as a fuel source. This is not part of calculated emissions or GHG reductions, this is only a representative graph.

TREE PLANTATION DRIVE



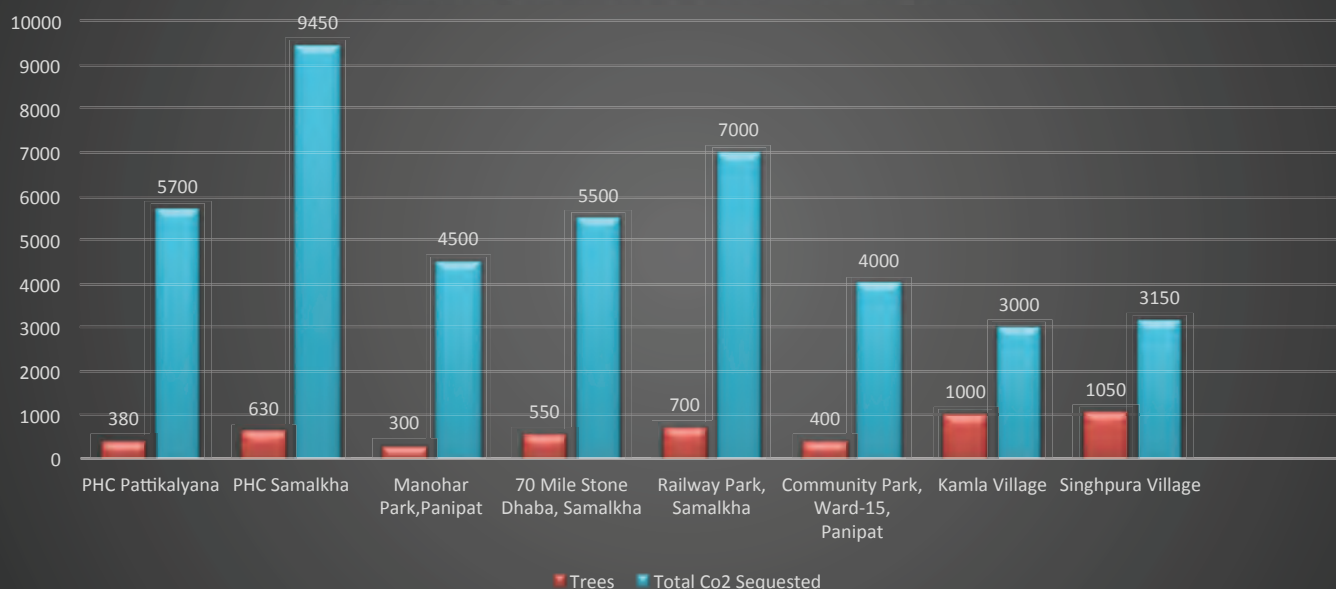
MISSION 2030 TO PLANT

100,000

TREES

- To adopt barren lands and develop the same into nano jungles.
- Use seed balls to replenish barren patches of land
- To educate, involve and collaborate with the employees of Raj Group
- Developed 8 Sites 7100 Trees on the outskirts of Panipat city. Planted 5100 trees across these sites.
- Offset 25000 kgs carbon emissions through these sites
- Distributed 20,000 seed balls to employees & the community in 2023

Greening Spaces with Nano Jungles – Transforming Sites & Capturing CO₂ for a Sustainable Future



TREE PLANTATION





Hydroponic Garden



Waste Wet Land - Canna Plantation



Community Park

An aerial photograph of a landscape featuring a large, rectangular pond in the lower half. A road runs diagonally from the top right towards the bottom right, with a few vehicles visible. The surrounding area is a mix of green fields and some trees. The entire image is covered with a semi-transparent blue overlay.

WATER CONSERVATION

RAINWATER HARVESTING DATA

GLIMPSES



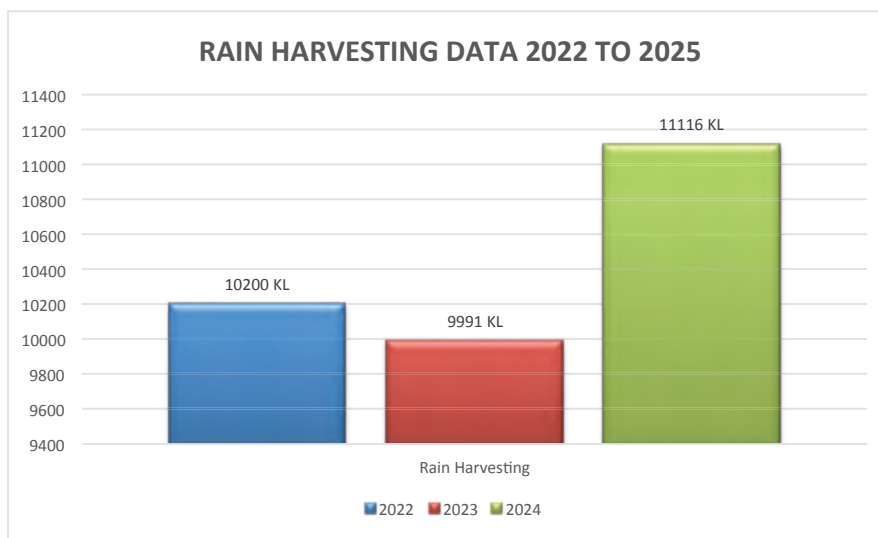
Rooftop Drain



Filtration



Ground Recharge



Rainwater harvesting set up rainwater recharge and rainwater harvesting in 6 facilities.

WASTE WATER REUSE - EVERY DROP COUNTS

Condensate Recovery



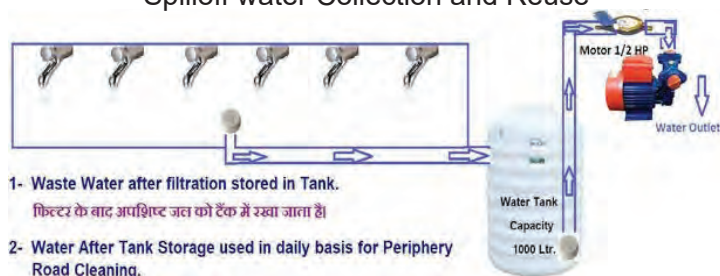
AC Condensate Collection and Reuse



Setup of ZID system (RO System) Recycling of Effluent



Drinking Water Station, Spilloff water Collection and Reuse



RAJ POND REJUVENATION PROJECT VILLAGES UJHA, PANIPAT

Revitalizing Our Resources:

- Background, Causes, Challenges, Benefits & Roadmap



Committed towards achieving
UN Sustainable Development Goals



POND REJUVENATION



DRY POND



EXCAVATION



AFTER EXCAVATION



WATER FILLING



CURRENT STATE

EXPECTED IMPACT OF RESTORATION

Environmental Impacts-

Augmentation of groundwater recharge thereby improving water availability

- Mitigation of Floods and Droughts.
- Introduction of biodiversity
- Regulation of micro-climate and abating of heat Island effect.
- Removal of foul Odor and improvement in aesthetics.
- Enhancement of green cover by afforestation and augmentation of carbon sink.
- Purification of air at the local



Social Impacts-

Increase in agricultural productivity due to enhanced availability of water for irrigation.

- Livelihood opportunities through the development of avenues for aquaculture, eco-tourism, fisheries, and wetland horticulture.
- Availability of a site for recreation and community interactions.
- Less incidence of disease due to a decrease in vector breeding sites.
- Enhanced food and nutritional security.
- Awareness generation amongst the community towards environment and water conservation.
- Livelihood generation due to enhanced skills.

Assessment studies-

Scientific assessments at various stages to determine the impact of restoration. By Say Earth team in collaboration with accredited institutions.

- Water testing reports for both pre-and post-restoration scenarios.

- Water Augmentation report
- Inventorization of Biodiversity

Capacity Building and Awareness Generation-

Over the years, it has been observed that unless the shoreline community is aware of the importance of waterbody restoration and maintenance, the state of the waterbody returns to its pre-restoration state after few years.

Conducting Jal Chaupals Say -

Earth has created a unique platform, named jal chaupals, for awareness generation and inculcating a sense of belongingness towards the waterbody amongst the members of Gram Panchayat, key stakeholders, and local inhabitants of the region.

Capacity Building Workshops-

To ensure the sustainability of restoration efforts, we plan to organize training workshops aimed at skill-building on the following:

- Sustainable fisheries and aquaculture
- Cultivation of wetland plants
- Sustainable cultivation and harvesting of ornamental plant species





SOCIAL

APPROACH – SOCIAL

Raj believes in nurturing partnerships with employees and the local community and is committed to fostering a fair workplace where all individuals have equal opportunity and access.


Our goal is to contribute towards skill development and skill up-gradation. Our socio economic objective is to conceive, develop and fund programs that benefit our community, with the focus being on marginalized individuals.

Our focused community projects in and around Panipat under this banner have helped create an environment of harmony and inclusion.

We are an open organization with equal opportunity for all. It is this diversity in opinion, talent and class that has helped Raj become a leading manufacturer and a remarkable place to work in.



SOCIAL GOALS

ESG (GOAL)	Objectives	SDGs	Target
Social	OB 6. Empowering Women, Enriching Lives & Strengthening Futures Together	 	<p>A. Explore Leadership Opportunities - By 2030 – 200 Women Leaders</p> <p>B. Women inclusive work place- By 2030 – Increase male vs. female ratio up to 40%, comparatively 15% baseline 2021.</p>
	OB 7. Unity in Diversity: Building an Inclusive Future for All & empower workers' voices	 	<p>A. Launched Diversity and Inclusion Training Program and roll out the Inclusive Recruitment Strategy.</p> <p>B. Celebrating International Days and Awareness weeks i.e. Women Day and focus on accessibility improvements</p> <p>C. Inclusive Leadership Development Program & Decision-Making Processes</p> <p>D. Employee Empowerment Through Professional Development</p> <p>E. Employee-Led Initiatives and Innovation Challenges.</p>
	OB 8. Financial inclusion of all employees		<p>A. Financial Literacy Workshops & Financial Inclusion Day or Week</p> <p>B. Access to Financial Planning Tools</p> <p>C. Emergency Financial Assistance Program</p> <p>D. Payroll Financial Education Sessions</p> <p>E. Micro-Investment Options for Employees</p>
	OB 9. Support community children's education & meal	 	By 2030. Sponsor 1000 School dropout Children elementary Education & nutritious meal
	OB 10. Community services available to workers and their families	  	<p>A. Educational Support and Scholarships</p> <p>B. Healthcare facilities for Families / Communities</p> <p>C. Family Events and Social Activities</p> <p>D. Community Engagement and Volunteering Opportunities</p>

DIVERSITY & INCLUSION IN ALIGNMENT GLOBAL SOCIAL STANDARDS

It is our endeavor to nurture a work environment that promotes diversity equity & inclusion. For which we foster a work culture that provides equal opportunities to everyone irrespective of their gender, caste, creed.

We use SMETA 4-Pillar and Worldly standard verification to report social performance and its implementation of improved efforts.

Social Performance Monitoring

Raj is engaged in assessment and performance verification on through SMETA AUDITS and Worldly Module to assess the social and labor conditions for the workers, community & supply chain partners.

On the Worldly platform, the scored FSLM helps improve performance baseline for social and conditions. It helps compare our facility's performance year on year, and thus, identifies performance hotspots and tracks improvement over time.

Further robust analytics help us understand our social performance in upgrading our sustainability strategy required to conduct responsible business in an increasingly transparent world.



Worldly FSLM Verification

2022 - 2024 FSLM	Yati Overseas	Raj Kheri Nangal	Raj Wollen Industries	Raj Unit 1	Raj Unit 2	Raj Unit 3	Raj Unit 4
Score 2022 %	75.3	90.7	94	96	95.1	96.9	95.3
Score 2023 %	90.3	76.9	90.9	89.3	95.1	75.9	91.1
Score 2024 %	94	87	93	94	92	95	89



SOCIAL GOVERNANCE

By 2030	Women Empowerment / Advancement	
	A. Overall 20% of Total Strength Comparatively to 5% in Baseline Year 2022	Identify women oriented nature of job and offering these positions to women
	B. Developing 200 Women Leaders at Supervisory, Managerial & Administrative level comparatively to 30 Women in baseline year	Creating new positions for women filling these positions through promotion / capacity building of existing women workforce or via new recruitment
	C. 200 New Employment at Skilled Category Specific Training to Women / Homemakers to get Artisanal / Skilled Employment	The women who didn't get opportunity to learn handcraft skills they shall be provided training at all women unit and then they shall be offered the employment of their choice across Raj Group.
	D. Social Security To All Women	Annual premium sponsoring for the PMBSY by RAJ Management
	E. Financial Freedom to all Women ATM Operations Training Digital Literacy Training	Women shall be provided training on ATM Operations and Digital Literacy through Female Captains



At Raj, governance is an integral part of business operations and it is driven by the company's leadership.

Our Policies

Our Policies demonstrate our commitment towards effective leadership and guide us in formulating and implementing our long-term management strategy.

These include Sustainability Policy, Environment Policy, Energy Policy, Biodiversity Policy, Corporate Social Responsibility and Accountability Policy, Responsible Sourcing & Supply Chain Policy, Safety Principles & Occupational Health & Safety Policy and Human Resource Advancement & Development Policy.

Corporate Level

At the corporate level, various committees review sustainability and governance initiatives.

These include:

- Corporate Environment and Sustainability Committee
- Core Management Review Committee
- CFT Review Committee
- Quality and Production Management Committee

These committees are chaired by the Senior Management of the company.

EFFECTIVE COMPLIANCE MANAGEMENT



DIGITIZATION OF PAYMENT / 100% DIGITAL PAYMENT FOR WAGES



100%

for wage distribution and other benefits. Quarterly training on budgeting, expenses, saving, insurance, cashless transactions, for all new & existing employees, by financial experts.

1. 100% digital payment for monthly wage distribution for all employees.
2. At the time of induction KYC for digital transaction is established at 100%.
3. Financial Inclusion training is given during induction for handling banking, ATM, and mobile-based banking applications.
4. 100% advance disbursement through digital banking mode only.

5. Training by HR executive to new employee for handling mobile app / on-line portal for deferred wage benefits (EPF, LWF, scheme benefits)
6. Monthly review of wage slips for digital transaction by payroll manager.
7. Reconciliation of banking through accounts internal auditor on a monthly basis.
8. Quarterly training to all employees on financial inclusion, banking usage, govt portal & mobile apps.

GENDER EQUALITY- CREATE SUPERVISORY POSITIONS FOR WOMEN EMPLOYEES



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Creation of secure and safe working environment

1. Lady advocate onboarded in the ICC committee.
2. Quarterly meeting of the ICC committee for awareness training related to reporting and redressal of grievances.
3. Minutes of meetings shared with the workforce by posting on various notice boards.
4. Periodic review and check by an independent member from an NGO.
5. Awareness Training conducted by HR for female employees to create mindset, confidence, and leadership.

6. Set up of a dedicated hotline for reporting of grievances by female employees.
7. Child care/creche facility created with the availability of a female attendant and an attached washroom.
8. Quarterly Management review of ICC meetings & findings

GRIEVANCE REDRESSAL MECHANISM - DIGITIZED ANONYMOUS CHANNEL

raj (GSF)
Grievance Suggestion Feedback
सबसे शिकायत एवं सुझाव का समाधान
कियोरक आवाज रिकॉर्डर
अपनी आवाज रिकॉर्ड करके सभी समाधान प्राप्त
करने का मंत्र

सच्चा साथी



अपनी शिकायतों या सुझावों
को रिकॉर्ड करके साझा करें

**शिकायत सुझाव प्रतिपुष्टि करने का
तरीका**

Grievance (शिकायत)	Suggestion (सुझाव)	Feedback (प्रतिपुष्टि)
कर्मचारी ने कार्यरत किसी भी महिला एवं पुरुष को कोई व्यक्तिगत शिकायत है तो वह सच्चा साथी का उपयोग कर सकता है और यह अपनी शिकायत करने के बिना अपनी आवाज रिकॉर्ड कर सकता है और कर्मचारी को अपनी आवाज रिकॉर्ड करने समय यह ध्यान रखना होगा कि वह सभी कर्मचारियों के हित एवं अपना सुझाव दे जिससे कि दोनों का फायदा हो और उस सुझाव को जल्द से जल्द, कार्रवाई जा सके।	कर्मचारी द्वारा की गई शिकायत एवं सुझाव के निवारण होने के बाद लिखित रूप में प्रतिपुष्टि देना अनिवार्य होगा।	



Village- Khari Nagra, Khara No. 62-43 & 5, Opposite BBMB, S. T. Road, Rampur-221003

Raj Overseas

शिकायत/सुझाव-रिकॉर्डिंग के दिशा निर्देश

1. सबसे पहले रिकॉर्डिंग सिस्टम का स्विच ऑन करें।
2. REC. (रिकॉर्डिंग) बटन को एक बार दबाएं।
3. अब अपनी बात (शिकायत/सुझाव) रिकार्ड करें।
4. अपनी बात (शिकायत/सुझाव) रिकार्ड करने के बाद स्विच को बंद कर दें।
5. इस उपकरण के साथ ज्यादा छेड़-छाड़ न करें।

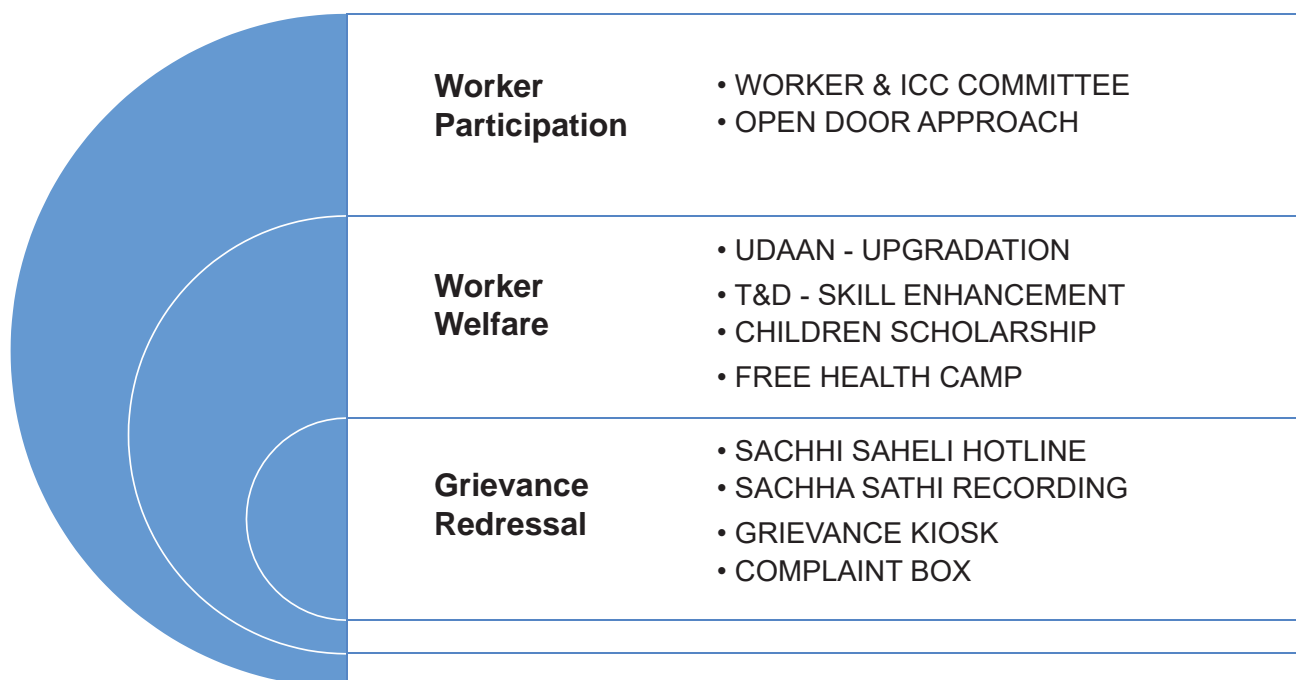
Village- Khari Nagra, Khara No. 62-43 & 5, Opposite BBMB, S. T. Road, Rampur-221003

Raj Overseas

शिकायत करने के दिशा निर्देश

1. यह उपकरण आपके शिकायत को रिकॉर्ड करने के लिए है।
2. आप बहुत ही सरलता से बोल कर अपनी शिकायत को दर्ज कर सकते हैं।
3. जल्द संभावित दिनांक रिकॉर्ड की हुई शिकायतों को सुनेगा।
4. एवं की हुई शिकायत का उचित समाधान निकाला जायेगा और संबंधित कर्मचारी को उपलब्ध किया जायेगा।
5. निम्न शिकायत उपकरण के साथ छेड़छाड़ न करें।

WORKER ENGAGEMENT & GRIEVANCE REDRESSAL



WORKER ENGAGEMENT & GRIEVANCE REDRESSAL

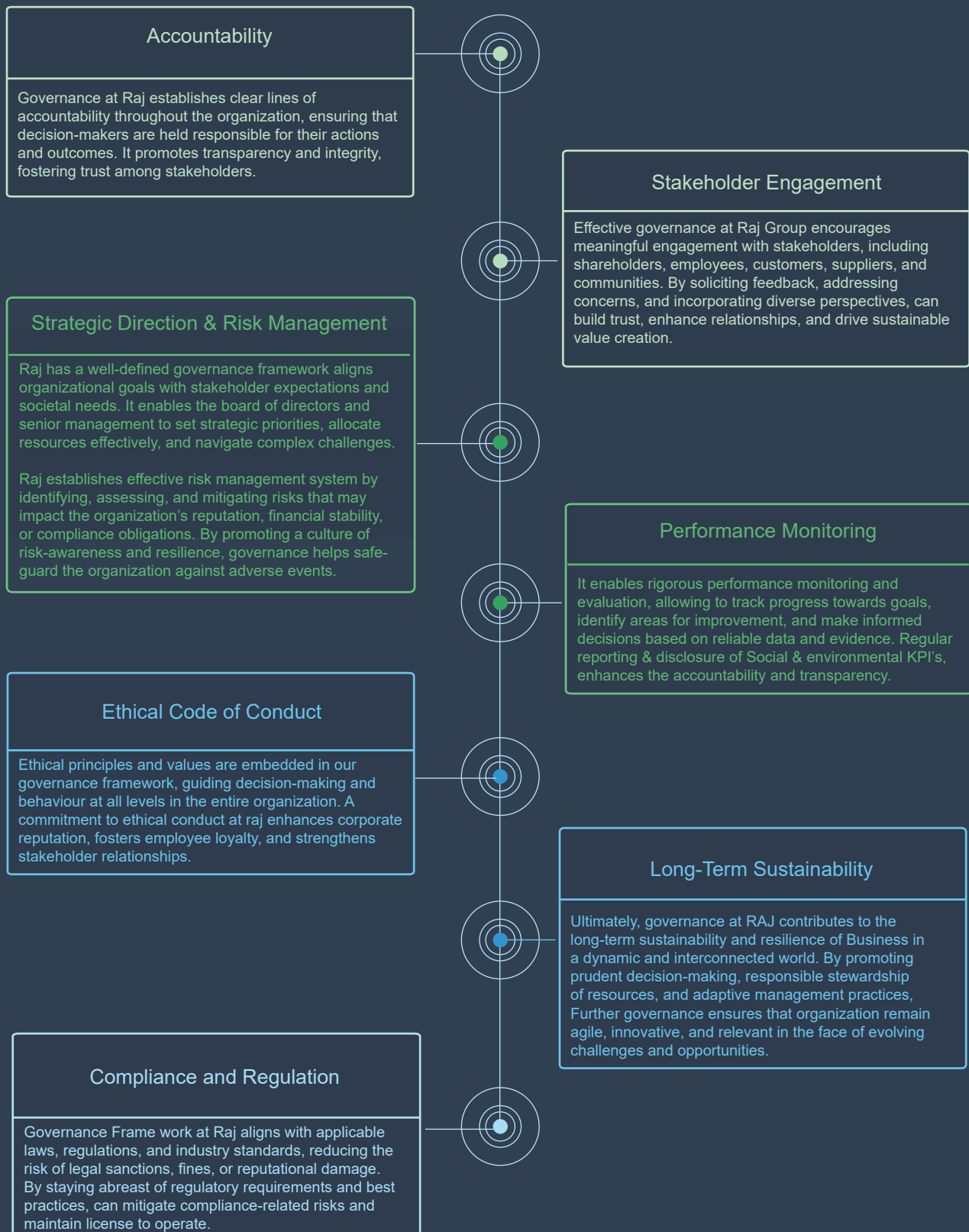
Topic	Element	Action Plan
Workers' Involvement, Grievance & Development	Worker Engagement	Workers committee, with equal representation from workers and management, has been instituted democratically. The committee meets on a monthly basis for worker feedback and suggestions for improvements. Grievance and Canteen Committee meet on a bimonthly basis to hear out complaints, and to implement solutions. The Internal Complaint Committee, which has an external member from an NGO, meets on a quarterly basis.
	Workers' Canteen	
	Grievance Committee	
	Worker's Welfare	The welfare officer works closely with workers & committees. Worker representative to address all the issues of workers and maintain harmonious relationships.
	Skill Upgradation	
	T & D	
	UDAAN	
	Grievance Redressal ICC	Female workers have access to a helpline/contact no. through which they can report their grievances to the management via whatsapp or voice call. This gives them direct access to management and helps them maintain confidentiality; immediate action is assured. They are also provided with continuous training.
	Sachhi Saheli & Sachha Sathi Grievance Kiosk	

A photograph of a group of men sitting in a room, possibly attending a meeting or lecture. The image is overlaid with a semi-transparent green filter. The word "GOVERNANCE" is written in white, bold, uppercase letters across the middle of the image. The men are dressed in casual attire, including t-shirts, button-down shirts, and jeans. They are seated in rows, and some are looking towards the camera while others are looking away. The background features a large window with brown curtains and a green decorative border at the top. A ceiling fan is visible on the left side of the frame.











GOVERNANCE

INTRODUCTION TO GOVERNANCE FRAMEWORK

Governance at Raj Overseas is the cornerstone upon which successful organizations are built. It encompasses the structures, processes, and practices through which objectives are set, decisions are made, and performance is monitored. Here are some key reasons why a strong governance system is indispensable at Raj:



GOVERNANCE GOALS

ESG (GOAL)	Objectives	SDGs	Target
Governance	OB 11. Governance Structure and Leadership	 	Board of Directors
	OB 12. Ethics, Integrity & Trust	 	<p>Corporate Ethics and Compliance (Code of Conduct)</p> <p>Ensure all employees and leaders are educated on governance principles, ethical conduct, and compliance with laws and regulations.</p> <p>Reporting violations of ethical standards.</p> <p>Anti-corruption</p>
	OB 13. Transparency and Disclosure	  	<p>Ensure clear, transparent, and timely reporting on the company's governance practices and ESG performance.</p> <p>Website- www.rajgroup.in</p>
	OB 14. Risk Management and Internal Controls		Embed effective risk management and internal control systems that align with the company's strategy and ESG goals
	OB 15. Sustainable Supply Chain	 	<p>Supplier social assessment - Mandatory Requirement on Environment & Social Certifications (Higg vFEM, SMETA / vFSLM) –</p> <ul style="list-style-type: none"> • Tier 1 Suppliers environment & Social by 2022. • Tier 2 Suppliers environment & Social by 2023. • Tier-3 Suppliers environment & Social by 2025. • Tier 4 Suppliers environment & Social by 2027 • Tier 5 Supplier environment by 2028 • Tier 5 Supplier social by 2028

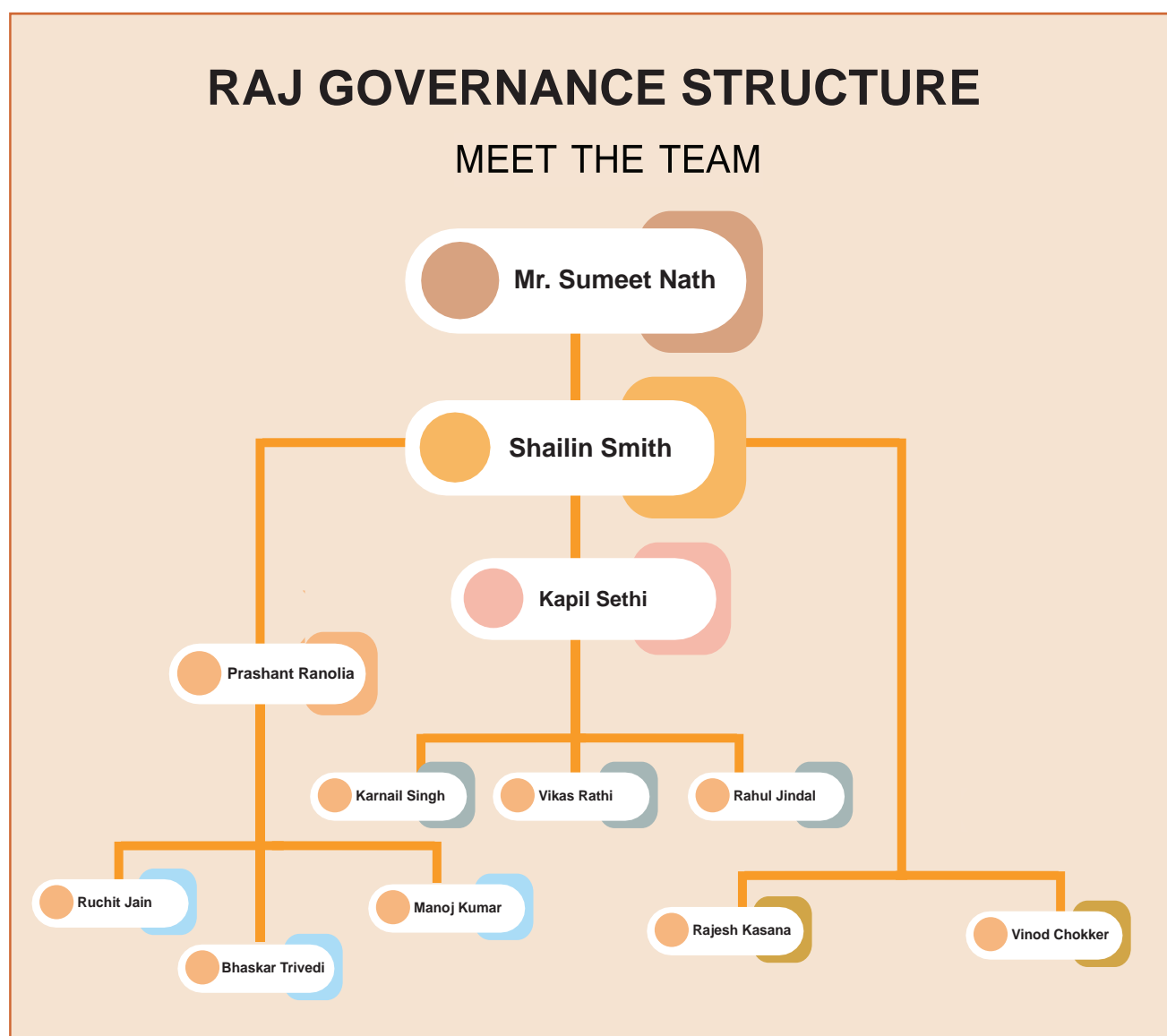
CORPORATE GOVERNANCE

Our Leadership Philosophy

Raj is committed to the highest standard of ethical governance with a strong emphasis on transparency, respect for all stakeholders and employees with the regulatory requirements that affect the home textile industry in the locations of our operations.

All our efforts are supported by a firm governance structure that is developed to ensure that our business objectives are in alignment with our defined ESG goals.

Accountability and ownership are strongly encouraged within the organization and the Managing Board of Raj plays a key role in embedding these values.



GOVERNANCE

A. ETHICS, INTEGRITY & TRUST

Code of Conduct & Ethics:

At Raj Overseas, we uphold strict corporate ethical standards (COC), including anti-bribery and anti-corruption policies. Our commitment to integrity, fairness, and compliance ensures responsible business conduct. By fostering transparency and ethical practices, we build long-term trust with stakeholders and global clients in the USA, UK, and Europe.

Whistleblower Protection

At Raj Overseas, we are committed to ethical business practices and integrity.

Protection

Our Whistleblower Policy provides employees, stakeholders, and third parties with a secure and confidential channel to report misconduct, fraud, or unethical behavior without fear of retaliation. Reports can be submitted through a dedicated hotline, email, or an anonymous online portal.

Board & Leadership Commitment:

At Raj Overseas, our leadership team, comprising six partners, a CEO, COO, CMO (Business), three SVPs (Business), two GMs (Operations), and a Head of Compliance, is dedicated to upholding the highest standards of corporate governance and ethical leadership.

Fair Business Practices:

At Raj Overseas, we are committed to ethical and fair business practices in the manufacturing and export of rugs to our global clients in the USA, UK, and Europe.

Internal Reviews

We uphold transparency, integrity, and compliance with international trade laws and labor standards.

Corporate Culture & Training:

We invest in continuous **skill development, ethical training, and sustainability workshops** to enhance employee capabilities. Regular leadership programs, technical training, and compliance sessions align our workforce with global industry standards. By promoting diversity, fair treatment, and professional growth, we cultivate an environment of excellence, collaboration, and long-term success.

GOVERNANCE

TRANSPARENCY & DISCLOSURE



At Raj Overseas, we prioritize the **protection of sensitive corporate and customer data**, ensuring compliance with **global security standards**. We adhere to **CTPAT, GSV, and SCAN audit requirements**, safeguarding information through **robust cyber security measures, strict access controls, and regular audits**.

ESG Reporting & Compliance:

At Raj Overseas, we are committed to transparency and ethical disclosure of our **Environmental, Social, and Governance (ESG) performance**. We adhere to global reporting frameworks such as **GRI (Global Reporting Initiative), CDP (Carbon Disclosure Project), and SBTi (Science-Based Targets initiative)** to ensure accountability. Our regular ESG reports provide stakeholders with insights into our **sustainability efforts, carbon footprint reduction, ethical sourcing, and labor practices**.



Financial & Non-Financial Reporting

At Raj Overseas, we prioritize **transparent financial and non-financial reporting** to ensure stakeholders have a clear understanding of our **business performance, risks, and sustainability initiatives**. Our **financial disclosures** adhere to international accounting standards, providing accurate insights into revenue, investments, and risk management.

Clear communication of financial health, risks, and sustainability efforts to stakeholders.

At Raj Overseas, we believe in **open and transparent communication** regarding our **financial health, risks, and sustainability initiatives**. We provide **comprehensive financial reports** that reflect our business performance, investment strategies, and risk management practices. Our **sustainability disclosures** highlight efforts in **ethical sourcing, environmental responsibility, and social impact**.



Stakeholder Engagement:

At Raj Overseas, we maintain an **open dialogue** with **investors, customers, regulators, and employees** to ensure transparency in our **policies, risks, and sustainability efforts**. Through regular meetings, reports, and feedback mechanisms, we foster **trust and collaboration**, strengthening our global presence in the **USA, UK, and Europe** with responsible and ethical business practices.

GOVERNANCE

RISK MANAGEMENT & INTERNAL CONTROLS

Enterprise Risk Management (ERM):

Enterprise Risk Management (ERM): At **Raj Overseas**, we implement a **structured Enterprise Risk Management (ERM)** framework to identify, assess, and mitigate **operational, financial, regulatory, and ESG risks**. Through **proactive monitoring, compliance with global standards, and strategic risk mitigation**, we ensure business continuity and sustainable growth for our clients in the **USA, UK, and Europe**.

Board Oversight & Accountability

At **Raj Overseas**, our **governance structure** ensures **strong oversight and accountability** in risk management.

Monitoring

Designated **audit, risk, and compliance committees** actively monitor financial, operational, and ESG risks. Through **regular reviews and strategic decision-making**, we uphold transparency and resilience, fostering trust with clients in the **USA, UK, and Europe**.

Internal Audit & Compliance:

At **Raj Overseas**, we maintain **strict internal audit and compliance practices** to ensure adherence to **legal, regulatory, and corporate policies**. Regular **internal reviews and external audits** help identify risks, strengthen internal controls, and enhance operational efficiency. We comply with **global trade and ethical standards**, reinforcing transparency and accountability.

Crisis Management & Business Continuity:

At **Raj Overseas**, we maintain **strict internal audit and compliance practices** to ensure adherence to **legal, regulatory, and corporate policies**.

Internal Reviews

Regular **internal reviews and external audits** help identify risks, strengthen internal controls, and enhance operational efficiency. We comply with **global trade and ethical standards**, reinforcing transparency and accountability.

Third-Party & Supply Chain Risk Management

At **Raj Overseas**, we implement rigorous **due diligence processes** to assess and mitigate risks associated with **suppliers, vendors, and partners**. Our supply chain management ensures **compliance with ethical, environmental, and regulatory standards**, safeguarding quality and sustainability.

RISK MANAGEMENT

RISK ASSESMENT & MITIGATION

STEP 1



Risk assessment on our ESG Pillars.

STEP 2



Impact Assessment by ESG Committee

STEP 3



Test Control Measure framework established.

STEP 4



Implementation of Test Control Measures.

STEP 5



Continuous improvement based on Gemba Walk and internal audit finding.

RISK MANAGEMENT

We give utmost importance to regularly identifying and monitoring the risks surrounding our business to take immediate and effective actions.

The goal of our effective risk management includes:

Helping us achieve our ESG objectives and goals in an efficient manner.

Ensure a sound governance system.

Our Risk Management Policy aims to protect both, us and our stakeholders by ensuring that all the current and future material risks and exposures of the c company are identified, assessed, quantified, appropriately mitigated, and managed.





GOVERNANCE FOR PRODUCT



Products: By 2025

- + Only offer GRS, Organic, BCI Cotton.
- + Only offer Recycled Polyester, Econyl.
- + Only offer Responsible Wool (Organic, Non-Mulesed, etc).
- + 5% of all our products will follow the circular principals of longevity and made for dissemble.



PLANET

Sustainability: Promote use of Sustainable Certified Material - GRS - RWS - Ecnyl - BCI - Organic - SFP - NICE cotton - OBP



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| <ol style="list-style-type: none"> 1. Engagement with Textile Exchange and CB – Control Union for certification audits for all types of sustainable material on an annual basis. 2. Onboard Certified Sustainable Supply chain – Tier 2 partners and providing technical expertise support to supply chain for annual participation of certification. 3. Demonstrate and maintain order tracking traceability with transaction certificates. 4. Monthly review by head – compliance for mass balance & correct TC traceability. 5. Quarterly training to traceability team for regular updates. | <ol style="list-style-type: none"> 6. Business Share fiber wise • GRS Cotton -20% • GRS Polyester – 5% • BCI Cotton -10% •RWS Wool- 2% •Econyl Nylon-1% •GOTS Organic- 4% 7. Initiated offering new sustainable fibre program in GRS Wool, OBP, SFP & Nice Cotton in 2022 product development. 8. R-PET certified supply collaboration for Join Life label
Recycled Pet Bottle- Plastic for Change –Bangalore
Recycled Chips – Srichakra- Telangana
Recycled Fibre – Ganesha Ecosphere –Kanpur
Recycled Pet Yarn Ganga Acrowool- Ludhiana |
|--|--|



PLANET

Safe Chemical - Enroll and monitor in B□E3 & Bhive Chemical Management Portal and increase the usage of □D□C Level 1 or above chemicals in the process.



- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Review of monthly report by environment manager and internal chemical auditor. 2. Monthly chemical compliance report is shared with Brand (□&M, Walmart, Otto etc.) and corrective action for any deviation. | <ol style="list-style-type: none"> 3. □D□C level of 62% in 2021 has improved to 80% in 2024 against the global baseline standard of 60% 4. Multiple verification audits are conducted on an annual basis as per Oekotex, Gots, Organic, □igg FEM 3.0 for monitoring and improvement in the chemical management process. |
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PLANET

Sustainability: Waste Management- Reduce, Recycle & Reuse - Focus on all types of Production, general & ha□ardous waste through prevention, reduction, recycling and reuse of waste, and □ero landfill.



- | | |
|---|--|
| <ol style="list-style-type: none"> 1. 5% Reduction in production waste. 2. 2% of waste is reused and 52% of waste is disposed to the recycler. 3. Sustainability Team has taken training on Reversal. Resource – waste management program from third party & initiated trials on tool. 4. Fiber-wise certified recycler supply chain updated on a □uarterly basis. 5. Monthly waste consumption, inventory, and disposal report are generated for all waste. | <ol style="list-style-type: none"> 6. Quarterly review for recycling and upcycling of waste data. 7. □a□ardouswaste site validation is done on an annual basis. 8. Waste traceability program is initiated in August 2022 for improvement in the waste management system. □. Monthly training for all dept. □OD □ supervisor □ operator on waste management system. 10. Six Sigma workshop and training for lean manufacturing for continuous improvement in waste reduction. |
|---|--|

RAJ FORWARD JOURNEY

Raj's vision and mission is to continue its focused growth around its three fundamental pillars, people, planet and product.

As this endeavour continues, so will our goals to ensure that we work towards a collaborative manufacturing process that not only aligns with our vision but also challenges us to lead by example.

From diversity and inclusion, to the empowerment of women, our vision for our people is to create an all-inclusive workspace with a focus on impact driven programs for our community.

We will continue to focus on being environmentally conscious, will work on our goals towards GHG emission reduction, water conservation, tree plantation, waste management and certifying our entire supply chain. We will also continue to offer sustainable and certified material to all our clients through our product offering.

Our future forward will be incomplete without effective management systems, where governance on the factory floor, amongst our operations and within our vendor base are modelled to follow the best industry practices.

We hope in the best interest of an all-round growth we emerge as a company that is rooted in the tradition of ethical coexistence.

