



## “ Human Rights

Extensive awareness training sessions were carried out by the human resource department on Human Rights, Provident fund and ESI benefits and Grievance Redressal. It enables the employee to utilize the facilities given by the company and create an employee-friendly culture. **GRI412**

Ethical Trading Initiatives (ETI) base code has been introduced in the plant align with ILO (International Labour Organization) requirement. Training Sessions were conducted to aware employee on such. **GRI412**

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## Health and Safety

At Manjushree, MFAST and MHASt team conducts First aid cum Fire safety training on monthly basis to create awareness on fire hazards and their safety procedure among employee as a proactive measure to cope up with Fire disasters. **GRI403**

A Disaster management training cum mock drill was also conducted by the civil defence team to aware team during disaster like situation. **GRI403**

5 (Five) mock drills were conducted throughout the plant as per the schedule. An evacuation cum fire mock drill was also organized with the help of external service provider. **GRI403**

A first aid training was also conducted for MFAST and MHASt team by Indian Red cross Society at Manjushree Innovations Plant. **GRI403**

## “ Business Ethics

Our customer has circulated the code of conduct to all its suppliers regarding ethical practices to be followed while engaging business with them. Manjushree also committed to practice highest moral and ethical standards and has given accent to the code of conduct. **GRI102**

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## Welfare

### Employee Welfare

- Good health being primary precondition of employment, an eye camp was organized collaborating with ASG Eye hospital, one of the leading eye care centres of Northeast. **GRI403**
- Audiometry tests were conducted for employees working in high noise areas like DG and Boiler. **GRI403**
- In this current pandemic situation, getting a jab of Covid 19 vaccine is one of the most challenging tasks an individual might face. So to ease this situation, Manjushree has taken an initiative to provide COVID 19 vaccination to all its employees in a phased manner with the help of Sri Jain Swetambar Terapanth Samity, Fancy Bazar. **GRI403**
- This year at Manjushree, along with Shri Shri Vishwakarma Puja celebration, a felicitation event was organized to congratulate and to encourage team members showing exemplary work and were felicitated with Appreciation Certificates.
- Prize distribution ceremony was also organized for the winners of the World Environment Day competition.



### Social Welfare

- 'Donate blood, save life'. Blood Donation Is A Small Act Of Kindness. A blood donation camp was organized with the help of Saharia's blood bank in Manjushree Innovations premises where team members volunteered to donate blood for the greater good. **GRI413**

## Environment

- As a part of Green IT measures, to limit the use of paper, Google Workspace has been procured for employee to optimize use of paper format. **GRI307**
- Manjushree also took initiatives by conducting a plantation drive during World Environment Day (June 5th) where our team members planted saplings in the periphery of the plant. **GRI307**
- VBD panel along with energy meter and PID controller is installed to control the motor speed of induced draught and forced draught (ID / FD Fan). This help in maintaining the amount of air which further control the carbon particles and emission of black smoke from boiler stack to the environment which ensures less impact in the ambient air. **GRI307**
- Overcome the challenge of plastic recyclability by developing a Recyclable Pouch that provides excellent product performance across quality as well as machinability. Manjushree has developed a recyclable pouch for one of its customers which is a step towards a circular economy with sustainable products. **GRI307**



**Recyclable Pouch**

- Fully recyclable, made from 100% same family polymers
- One step towards circular economy with more sustainable product
- Excellent Packaging/Seal Integrity
- Good Toughness and Optics
- Superior Interlayer bond strength (almost inseparable)
- Outstanding bag drop performance with respect to primary & secondary sack test
- Stiffness & machine speed can be achieved with customised formulation

**TATA Salt**

**RECYCLABLE POUCH**

## Sustainable Procurement

Supplier Declarations of "Supplier Sustainability Policy" have been procured for 21 Nos of suppliers across all categories like Films, Chemicals, Adhesive, and Ink etc.

Sustainability Matrix
Zero COC has been breached in last 6 month
Avg. 427 MT CO2 is being emitted per month
4 no of incident occurs in last 6 month
Avg. 83 minutes of training hour per person per month