



Sustainability News Letter

Social

Human Rights

- ✓ A new policy has been introduced in the HR manual for **management of appointment of contractual workers** and a **monthly review process** has been initiated by Admin & HR department to monitor the process that being followed. ^{GRI 412}
- ✓ **Internal trainings** are being conducted throughout the organization as per internal training calendar and records of the same are kept to ensure that all the employees are trained so that they remain up to date in skills as required for operational or personal development. ^{GRI 404}



Health and Safety

- ✓ **MFAST** (Manjushree Fire and Safety Team) and **MHAST** (Manjushree Health and Safety Team) team are formed and their responsibilities are assigned. Work instruction for MFAST and MHAST team was made for dealing with the emergency situation. Team has been motivated for active participation during the emergency situation. ^{GRI 403}
- ✓ A **Disaster management training cum mock drill** was conducted by civil defence team in our organisation to aware workers how to act on disaster like situations. ^{GRI 403}
- ✓ An evacuation cum **fire mock drill** was also organised in our organisation by an external agency. ^{GRI 403}
- ✓ A Flag hosting ceremony was held in MIPL on the occasion of **71st Republic Day of India**.
- ✓ **The Sthapana Utsav of Balaji Mandir** was held in the premises of MIPL. All the employees are taken part actively in this auspicious occasion.
- ✓ **One eye wash station** near QC lab and a **body wash station** in workers change room was installed in the factory in compliance with the safety of the employees working in chemical environment.
- ✓ **“Fit Rahega Manjushree”** event was organised to welcome the New Year accompanied with Zumba sessions, games and healthy snacks, aimed at spreading awareness about good health.

SUSTAINABILITY MATRICES

- **Zero** COC has been breached in last 6 months. ^{GRI 103}
- **Avg. 396.6 MT** CO₂ is being emitted per month. ^{GRI 305}
- **4 incidents** occurred in last 6 month. ^{GRI 403}
- Avg. **96.42 minutes** training hours per employee per month. ^{GRI 404}

Incident occur in the factory is reduced by **50%** as compared to the last half of the financial year **2019 - 2020**



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Our
Units



Manjushree Innovations Pvt. Ltd
A BRC Certified Unit

Kakarania Innovative Systems Pvt. Ltd

Excellent Gravure Industries Pvt. Ltd



Business Ethics

✓ **FPIC (Free Prior Informed Consent) declaration** was made, signed by Management in relation to compliance was uploaded in our portal. In the mentioned declaration we ensure that all the requirements of FPIC are fulfilled and necessary steps are taken to keep safeguard to heritage and culture of indigenous people in the locality. This is also updated in the Code of Conduct of MIPL. ^{GRI 411}



Welfare

Employee Welfare

- ✓ **Audiogram test** was conducted for the employees working in relatively high noise area i.e. for employees working in DG and Boiler area by taking care of the side effect that can be caused by the high noise on their physical fitness (E.g. hearing ability loss). Audiogram test is also included in the **yearly medical calendar**.
- ✓ **Risk assessments and procedures** are in place for **pregnant female** workers to ensure safe working conditions.
- ✓ **Awareness over Covid 19 pandemic** was given to the employee by conducting awareness sessions and through circulating government posters throughout the organisations before lockdown has been imposed on the Nation.
- ✓ **Masks were provided** to all the employees and practice of wearing it all the time was introduced in the plant. Instruction for **frequent hand washing and use of sanitizer** were given to all employees before lockdown was imposed.

Environment

- ✓ To reduce plastic contamination to the environment we have collaborated with a company called Hanpro Ingenious Pvt. Ltd (HIPL) to recycling or up cycling the plastic waste we have generated from the processes. ^{GRI 307}
- ✓ A new boiler drive was introduced and some modification was done to the motor that enables us to save electricity, control the outflow of the smoke and prevents excess dust accumulation. ^{GRI 307}



Sustainable Procurement

- ✓ Supplier audit has been conducted to one of the adhesive and ink supplier as per the supplier’s yearly audit planning.
- ✓ Approved supplier lists are updated on quarterly basis and new suppliers are being added in the same as per the standard operating procedure.