



# SUSTAINABILITY REPORT

## SOCIAL

### SUSTAINABILITY METRICS

- **Zero** COC has been breached in last 6 months.
- Avg. **410** MT CO<sub>2</sub> is being emitted per month.
- **8** incident occurred in last 6 months.
- Avg. **105.43** minutes training hour per employee per month.

### Human Rights

- **Employee Satisfaction** survey was conducted across the organization. Survey was primarily done to assess Indexes like Happiness, Referral, Work Life Balance, Recognition etc. Responses observed to be satisfactory.

### Health & Safety Management

- A physiotherapy session “**Understanding Pain through Posture**” was organized for team members. The awareness session was conducted by Dr. Biprajit Das (Physiotherapist) and Dr. Ananya Satpati (Physiotherapist & Yoga Instructor).
- Fire safety trainings are carried out by Health and Safety committee periodically to create awareness about fire hazards and its safety procedure. This is a proactive measure organization ensures to cope up with Fire disaster.
- Manjushree takes a new approach to acknowledge and to create a harmony between work and life via encouraging out the hidden talents of team members or their family members irrespective of age thorough an innovative platform “**Life beyond Work @ Manjushree**”. Personal interviews were arranged for few of the participants and they are felicitated with certificates and surprise gifts. The interviews are also published in the portal.
- A Flag hosting ceremony was held in MIPL on the occasion of 73rd Independence Day of India.
- Viswakarma Puja was celebrated on September 18th in MIPL.



## SUSTAINABLE PROCUREMENT

- Supplier Declarations of “Supplier Sustainability Policy” have been procured for 19 Nos of suppliers across all categories like Films, Chemicals, Adhesive, Ink etc.

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**Our  
Units**

• **Manjushree Innovations Pvt. Ltd.**

• **Kakarania Innovative Systems Pvt. Ltd.**

• **Excellent Gravure Industries Pvt. Ltd.**



A BRC Certified Unit



- Manjushree takes an outstanding step towards Plastic waste Management “**The 3R Campaign - Manjushree Initiatives**” (**Reduce, Reuse and Recycle**”). The primary agenda of this initiatives is to manage, administer/upkeep and maintain plastic waste.
- Online slitting of shrink films in Blown Film Division was introduced (Earlier require additional process step). This has reduced wastage considerably, and also resulted in saving electricity and labour requirement.
- The periodic cleaning of installed cross ventilation system at Manjushree is now being done by pressure pump for which **water consumption is reduced to almost 95%**.
- We modified the Boiler configuration to allow more air entry, thereby reducing ash residue and also decreasing heaviness of smoke emitted.

## BUSINESS ETHICS

- Supplier Code of Conduct (COC) was signed with TGBL (Tata Global Beverages Limited) as per the business ethics requirement.

## WELFARE

### Employee welfare

- Free Health Camp and Eye Camp were conducted for the team members of MIPL. The Health Camp was conducted in association with Social Unit Keeper Association (SUKAFA), which is a socio-economic development organization of Assam. The Eye Camp was carried out with the help of ASG Eye Hospital, Guwahati.
- A special two hours session was organized for investor awareness to explore and distinguish among the various available investing schemes in the market. It was conducted with the help of Investia.

### Community Welfare

- A small team had travelled 31 kms from MIPL to a village within Kalitakuchi near Hajo on Thursday, July 25, 2019 for flood relief. They distributed 200 baskets each containing rice, potato, beaten rice, puffed rice, biscuit, candles and matchsticks, packaged drinking water, bread and soap to each of the inhabitants of the village. They also distributed the clothes donated by our team members.



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