



Okay Fern Precision Castings Pvt. Ltd.

**Environmental,
Social
&
Governance
(ESG)
Report 2022-23**





Location : 126/1, Behind CCI Ltd., MIDC Area, Malegaon, Sinnar, Nashik 422113 (Maharashtra)

About Okay Fern



Achievements :

Certified for ISO 9001 : 2015.

Certified for ISO 14001 : 2015.

Certified for PED 2014/68/EU.

Okay Fern is one of the India's leading manufacturers of Investment Castings (Lost Wax Process) products. We are catering to various industries namely, Automobiles, Pumps & Valves, Farm equipment, Defence, Switch Gear, General Engineering & Electrical Parts. Our plants have adapted to flexibility to meet various demands of the market. We have mastered our competency in this domain as we are supplying & giving solutions to host of industries, large range of products with intricate shapes. We are making over 2,000 types of different shaped parts in over 100 + alloys to different industries. There are two manufacturing facilities in different locations with equal production capacity.

Certified for IATF 16949 : 2016.

Certified for ISO 45001 : 2018.

Certified for AD 2000 - Merkblatt W0.

Okay Fern Achieved Following Goals of Sustainable Developments Through The Lens of ESG

ENVIRONMENT

6

CLEAN WATER
AND SANITATION



7

AFFORDABLE AND
CLEAN ENERGY



9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13

CLIMATE
ACTION



15

LIFE
ON LAND



SOCIAL

3

GOOD HEALTH
AND WELL-BEING



4

QUALITY
EDUCATION



5

GENDER
EQUALITY



8

DECENT WORK AND
ECONOMIC GROWTH



9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE



10

REDUCED
INEQUALITIES



GOVERNANCE

5

GENDER
EQUALITY



8

DECENT WORK AND
ECONOMIC GROWTH



9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE



13

CLIMATE
ACTION





Material Disclosures Reported under ESG

ENVIRONMENT

1. Energy Management
2. Water Management
3. Waste Management
4. Emissions

SOCIAL

1. Health & Safety
2. Trainings of Employees
3. Human Rights & Child Labour
4. Diversity and Inclusion
5. Supplier Assessment

GOVERNANCE

1. Governance Structure
2. Ethics, Grievances & Anti Corruption
3. Information Security

Environmental



01

ENVIRONMENT STEWARDSHIPS

Environmental stewardship refers to the responsible use and protection of the natural environment through active participation in conservation efforts and sustainable practices by individuals, organizations, federal agencies, and other collective networks

02

ENVIRONMENT- ENERGY MANAGEMENT

Energy management includes planning and operation of energy production and energy consumption units as well as energy distribution and storage.

03

ENVIRONMENT- WATER MANAGEMENT

Environmental water management is the process of determining, allocating, implementing, and managing water resources. It involves controlling and moving water to minimize damage to life and property, and to maximize efficient beneficial use.

04

ENVIRONMENT- WASTE MANAGEMENT

Environmental waste management is the process of collecting, transporting, treating, and disposing of waste in a safe and responsible manner..

05

ENVIRONMENT- EMISSIONS

An Environmental Management System (EMS) is a set of processes and practices that help organizations reduce their environmental impact and increase operational efficiency.

06

ENVIRONMENT- GREENHOUSE GAS EMISSION

A greenhouse gas (GHG) emission management system is a set of processes and tools that organizations use to: Measure emissions, Understand the sources of emissions etc.

Okay Fern Rain Water Harvesting



13 CLIMATE
ACTION



6 CLEAN WATER
AND SANITATION



**7 AFFORDABLE AND
CLEAN ENERGY**



Solar panels installed all over the roof of the factory and generating green energy.



Solar Energy Generated during the Year 2022 -23

Month	Energy Generated KWH
April -2022	35340
May	38387
June	33934
July	22206
August	23118
September	21990
October	25872
November	21714
December	23802
January	28656
February	28050
March	34404
Total	337473



Okay Fern Awarded By
Royal Enfield For
Participation
in Value Engineering
Initiatives

13 CLIMATE
ACTION



**Tree Planation by the Directors & Auditors
from MACE**



Environmental Stewardships



ENVIRONMENT ENERGY MANAGEMENT



Energy Consumption Details Period From 1st Apr-2022 to 31st Mar-2023

Data For Okay Fern Precision Castings Pvt. Ltd.

Energy Source	Electricity (KWH)	Diesel (Ltr)	Solar Energy (KWH)	LPG (Kg) Nov 2022 to March 23	furnace Oil (Kg) From April 22 to Oct 22
Total Energy Consumption	4845094	4350	4868998	62941	234034

ENVIRONMEN WATER MANAGEMENT



Rain Water Harvesting Details		
Period From 1 st Apr-2022 to 31 st Mar-2023 (only Rainy Session)		
Sinnar		
Description of Building	Building Roof Area in Sq. meter	Amount of Rain Water that can be collected (Approx.) in m ³ / day
Near Open Space	351 sq/m	100

Water Withdrawal, Consumption & Recycle Details				
From 1 st Apr-2022 to 31 st Mar-2023				
Okay Fern Precision Castings Pvt. Ltd.				
Site Name	Source of Water	Total Water Withdrawal (m ³)	Total Water Recycle (m ³)	Total Water Consumption (m ³)
Sinnar	MIDC Water Supply	6077	3646	2430



WASTE STEAM HEAT RECOVERY MIS YEAR 2022-2023

Month	Quantity of Steam Condensate Recovered (KL)	Heat Energy Recovered (Kcal)
Apr-22	332	21533.52
May-22	335	21728.1
Jun-22	375	24322.5
Jul-22	310	20106.6
Aug-22	320	20755.2
Sep-22	332	21533.52
Oct-22	335	21728.1
Nov-22	360	23349.6
Dec-22	320	20755.2
Jan-23	332	21533.52
Feb-23	290	18809.4
Mar-23	335	21728.1
Total		257883.36

**12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION**



Shell Crushing Unit in our Factory

We do reclaim sand from the disposed shell material by crushing it and recycle it in our production of shells. Thus minimizing the impact on the land and consuming the material responsibly.

STP (Sewage Treatment Plant)

We recycle 5kl/d water with the help of Sewage Treatment Plant installed at our facility. We are a zero discharge plant.

ETP (Effluent Treatment Plant)

We recycle effluent water for the gardening purpose. Effluent treatment Plant installed at our facility.

13 CLIMATE ACTION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



7 AFFORDABLE AND
CLEAN ENERGY



LPG FUEL

We have added another green energy to our facility and shunned the usage of Furnace Oil. It has been our endeavor for minimize the impact our operation on environment.





ENVIRONMENT WASTE MANAGEMENT



Hazardous Waste

Generation & Disposal Data

For the Period From 1st April-2022 to 31st March-2023

Sr. No.	Type of Waste	Waste Category	UOM	Generation	Disposal	Disposed to Facility Name	Stock
1	ETP Sludge	Sludge	MT	2.77	2.235	MEPL	0.533
3	Empty Spray Bottle		Nos.	6240	6240	Deepak Industries	0

ENVIRONMENT WASTE MANAGEMENT



Non- Hazardous Waste Generation & Disposal Data

For Okay Fern Precision Castings Pvt. Ltd. Sinnar

Type of Non Hazardous Waste	Generation	Disposal	Stock
Used Poly Bag	932 Kg	800 Kg	132 Kg
Paper Waste/Corrugated box	731 kg	500 kg	232 KG
E-waste	100 Kg	0 Kg	100 Kg
Used Gunny HDPE	500 Kg	450 Kg	50 Kg
Small / Big Empty Drum	5000 Nos.	4500 Nos.	500 Nos.
Used Hand Gloves	1000 Kg	900Kg	100 Kg
Metal Slag	20 Mt	20 Mt	0
Cutting/Grinding wheel, Used stones	500 Kg	420 Kg	70 Kg
Shell Material	720 Mt	0 Mt	Reuse

Social



SOCIAL-HEALTH & SAFETY

SOCIAL-WORKING CONDITION

SOCIAL-TRAINING

SOCIAL-HUMAN RIGHTS & CHILD LABOUR

SOCIAL-SUPPLIERS ASSESSMENT

SOCIAL-GOVERNANCE STRUCTURE



4 QUALITY
EDUCATION



Okay Fern had helped local ITI Trainees to under go On Job Training in their factory and increase their employability. TATA Strive and Siemens have recognized our efforts towards this initiative and they expressed the gratitude.



Okay Fern donates to Nashik First, it is a an NGO working on creating awareness about traffic rules among Drivers, Citizens and students and helping reduce road accidents.



ESIC Employer PF Employer Online PDF Converter Member Home PF Member Passbook Apprenticeship Trainin CiteHR



Happiness... is living in the city of your dreams...

Cities in India are getting smarter and looking for secure, intelligent and smarter solutions of resource optimisation. Quality of life is at the heart of this transformation. Nashik First is an initiative of active citizens of Nashik which is catalysing this growth by helping individuals, communities, working with government authorities to do what matters most.

Directors of **Advantage Nashik Foundation**

Ashay Kulkarni Chairman	Vinika Dhotar Vice-Chairperson	Devendra Bapat Managing Director	Milind Jambekar Executive Director	Narendra Saboo Treasurer
Jitendra Shinde Director	Suresh Patel Director	Priyank Ladd Director	Sanjay Deshmukh Director	

Activate W
Go to Settings

Our Hon Director is Treasurer of “Nashik First”

Nashik First : Setting up Traffic Education Park (TEP) and continuously conducting Traffic Training Sessions for School & College students and Traffic Awareness training sessions for adults.

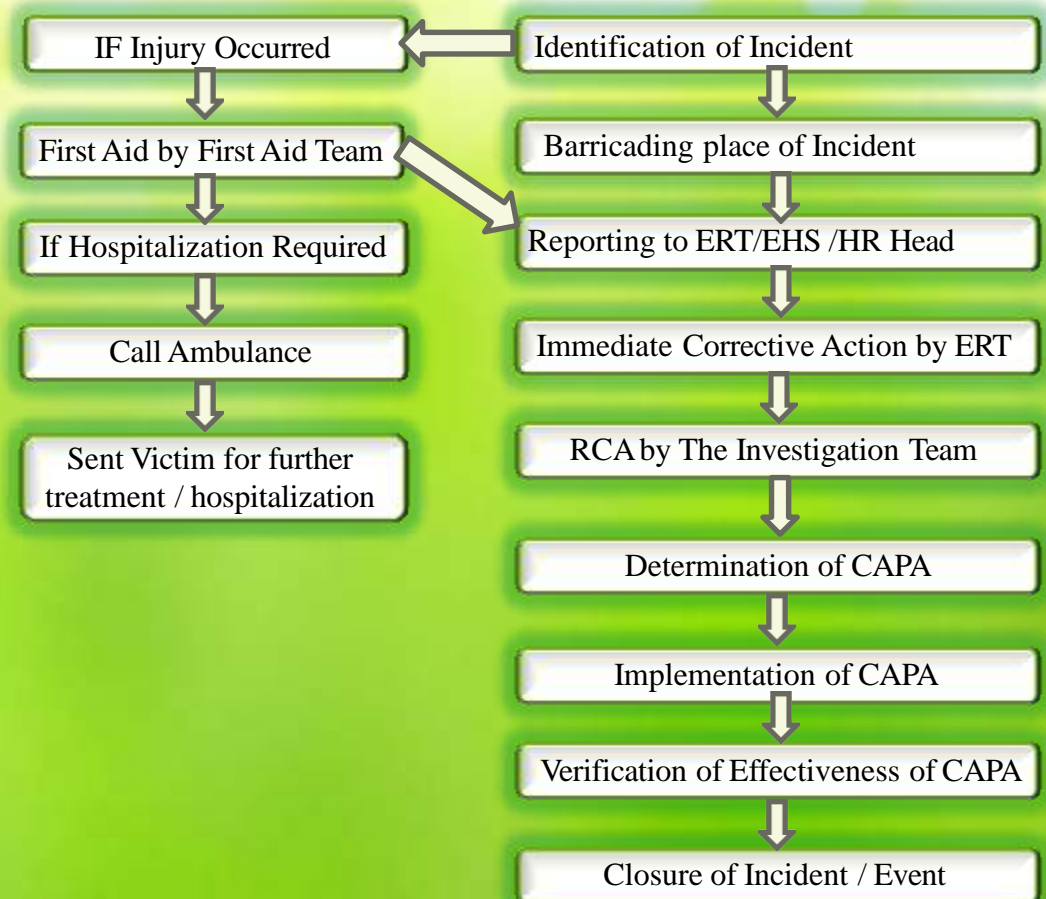
SOCIAL-HEALTH & SAFETY



Okay Fern Precision Castings Pvt. Ltd. For 2022-2023

Near miss	Non - Fatality	Fatality
00	03	0

Incident investigation flow chart





Annual Employee's Health Check-up September 2023





SOCIAL-HEALTH & SAFETY

Social-Health & Safety of Employee at Okay Fern

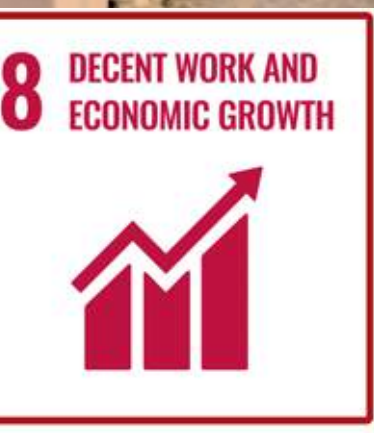
Social-Health & Safety of Employee:-We believe that our employees are our most valuable assets, and we are committed to providing a comprehensive benefits package that enhances your overall well-being and job satisfaction. As part of our ongoing commitment to your success, we are pleased to offer you a range of valuable employee benefits. This note provides an overview of the benefits available to you as a member of our team. These benefits are designed to improve your overall job satisfaction, personal well-being, and career development. We continually review and enhance our offerings to meet the evolving needs of our employees.

NO complaint on health and safety received in year 2022-2023

Several Benefit to Our Employees

Sr. No	Employee Social - Health & Safety	 Male	 Female
1	Healthcare Coverage	All Employee's	All Employee's
2	Paid Time Off (PTO)	All Employee's	All Employee's
3	Wellness Programs	All Employee's	All Employee's
4	Employee Recognition and Rewards	All Employee's	All Employee's
5	Benefit of Employee Provident Fund	All Employee's	All Employee's
6	Employee Covered Under ESIC Scheme	All Applicable Employee's	All ApplicableEmployee's
7	Employee Covered Under Gratuity Scheme	All Employee's	All Employee's

Okay Fern Celebrates Safety Week from 4th to 11th March 2023



Safety Week

March 2023

8 DECENT WORK AND
ECONOMIC GROWTH



3 GOOD HEALTH AND WELL-BEING



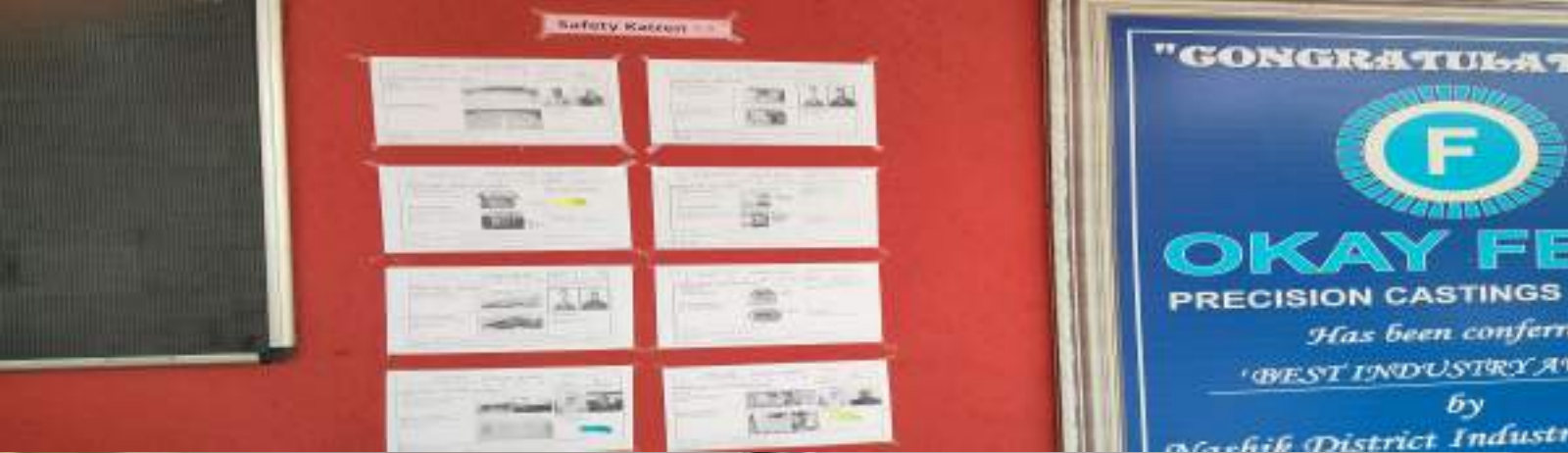
Health Talk By Team Apollo Hospital Nashik

Safety Week March 2023



8th March 2023 Women's Day Celebrations





Safety Kaizen



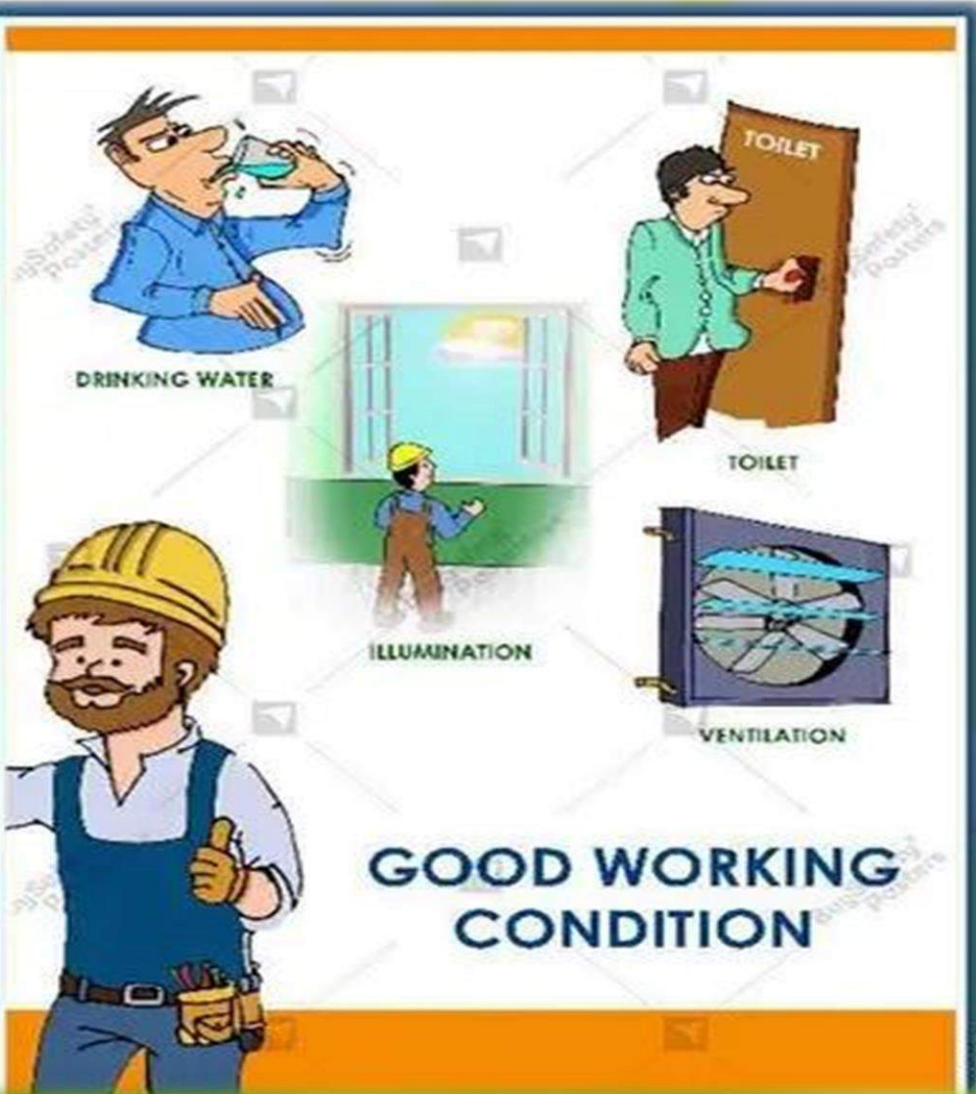
Road Safety Training



Safety Poster

SOCIAL-WORKING CONDITION

Working conditions refers to the working environment in which one works, as influenced by factors such as working hours, physical aspects, legal rights and responsibilities etc.



Drinking Water



8 DECENT WORK AND
ECONOMIC GROWTH



Ventilation Monitoring Report



Ashwamedh Engineers & Consultants
Survey No. 102, Plot No.26, Wadala Pathardi Road,
Indira Nagar, Nashik - 422009, Maharashtra, India
(Near Guru Gobind Singh School, Near Pandav Nagar,
Turn at Sai Mandir Chowk / Sarwat Sweet Turning)
sales@ashwamedh.net +91-252-2392225

VENTILATION MONITORING REPORT

Sample ID: W/07/23/0291	Report No: W/07/23/0291M	Report Date: 17/07/2023
Name and Address of Customer	Okay Fern Precision Castings Pvt. Ltd. Survey No. 126/1, Behind CCI LTD, MIDC Area Malegaon, Sinnar, 422113, Maharashtra	
Monitoring Done By	Laboratory	Sample Description / Type
Order Reference	S.O.No.SWG/75/2324 dated 07.07.2023	Date-Monitoring 14/07/2023

Sr. No.	Name of Location	Time (h)	Temperature (°C)	Relative Humidity (%)	Air Velocity (m/s)
1	Fettling and Finishing Shop	12:10	26.4	62.3	0.6
2	Shall Shop	12:20	27.2	63.1	0.8

Note: As per Factories Act 1948, Maharashtra Factories Rules 22-A & Sub-section (2) of section 13 (Factories Act 1948) recommended adequate air velocity of at least 30 meters per minute (i.e. 0.5 meter per second).



Drinking Water Test Report



Ashwamedh Engineers & Consultants
Survey No. 102, Plot No.26, Wadala Pathardi Road,
Indira Nagar, Nashik - 422009, Maharashtra, India
(Near Guru Gobind Singh School, Near Pandav Nagar,
Turn at Sai Mandir Chowk / Sarwat Sweet Turning)
sales@ashwamedh.net +91-252-2392225

ULR-TC850923000012089F

TEST REPORT

Sample ID: W/07/23/0282	Report No: W/07/23/0282	Report Date: 20/07/2023
Name and address of Customer	Okay Fern Precision Castings Pvt. Ltd. Survey No. 126/1, Behind CCI LTD, MIDC Area Malegaon, Sinnar, Nashik - 422113, Maharashtra	
Sampling done by	Laboratory Representative (Mr. Vikas Thakare)	Sample Description / Type
Sampling Location	Petting and Finishing Area-Water Cooler	Date - Sampling 15/07/2023
Sample Quantity / Packing	5 L x 1 no. plastic can 250 ml x 1 no. sterile bottle	Date - Receipt of Sample 15/07/2023
Sampling Procedure	IS 1622:1981 & IS 3025(Part 1):1987 & APHA 23rd Ed 2017, 1060 B.1-90, 9080 A.9-38 & 9060 B.9-39 & ISO 15458:2006	Date - Start of Analysis 15/07/2023
Order Reference	S.O.No. SWG/75/2324 dated 07.07.2023	Date - Completion of Analysis 19/07/2023

Sr.No.	Parameter	Result	Acceptable Limit as per IS 10500:2012	Unit	Method
Chemical Testing: Group: Water, Residues in Water					
Organoleptic and Physical Parameters					
1	Colour	1	Max. 5	Hazen Units	0.025 Per 100
2	Odour	Agreeable	Agreeable	-	0.025 Per 100
3	pH value (at 25°C)	7.62	6.5-8.5	-	0.025 Per 100
4	Turbidity	BLQ (LOQ:0.2)	Max.1	NTU	0.025 Per 100
5	Total Dissolved Solids	232	Max.500	mg/L	0.025 Per 100
General Parameters concerning substances undesirable in excessive amounts					
6	Calcium (as Ca)	92	Max.75	mg/L	0.025 Per 100
7	Chloride (as Cl)	28.9	Max. 250	mg/L	0.025 Per 100
8	Fluoride (as F)	0.4	Max. 1	mg/L	0.025 Per 100
9	Iron (as Fe)	0.099	Max.1	mg/L	0.025 Per 100 / 0.05 Per 100
10	Magnesium (as Mg)	19	Max.30	mg/L	0.025 Per 100
11	Nitrate (as NO ₃)	15.4	Max.45	mg/L	1000 Per 100 / 450 Per 100
12	Sulphate (as SO ₄)	21.0	Max. 200	mg/L	0.025 Per 100
13	Total Alkalinity (as CaCO ₃)	125	Max.200	mg/L	0.025 Per 100
14	Total Hardness (as CaCO ₃)	154	Max.200	mg/L	0.025 Per 100

Biological Testing: Group: Water

Bacteriological Parameters

15	Escherichia coli	Present	Not Detectable	/100 ml	0.005 Per 100
16	Total Coliforms	Present	Not Detectable	/100 ml	0.005 Per 100

BLQ: Below Limit of Quantification, LOQ: Limit of Quantification

Remark: The analysed Water Sample results do not conform with Acceptable Limit as per IS 10500:2012 [With Amendment No.1,2,3 and 4] Standard with respect to the Escherichia coli, Total Coliforms parameters.

Sonali Kapase
Section In-Charge (Biological)
Reviewed & Authorised by



Saamir Dalal
Section In-charge (Chemical)
Reviewed & Authorised by

Work Room Environment Monitoring



Ashwamedh Engineers & Consultants
Survey No. 102, Plot No.26, Wadala Pathardi Road,
Indira Nagar, Nashik - 422009, Maharashtra, India
(Near Guru Gobind Singh School, Near Pandav Nagar,
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sales@ashwamedh.net +91-252-2392225

WORK ROOM ENVIRONMENT MONITORING REPORT

Sample ID: WR/07/23/0339	Report No: WR/07/23/0339	Report Date: 20/07/2023
Name and address of Customer	Okay Fern Precision Castings Pvt. Ltd. Survey No. 126/1, Behind CCI LTD, MIDC Area Malegaon, Sinnar, Nashik - 422113, Maharashtra	
Sampling done by	Laboratory	Sample Description / Type
Sampling Location	Fettling & Finishing	Date - Sampling 14/07/2023
Sample Quantity / Packing	RSPM, SPH: 1 no. filter paper & 1 no. zip bag SDs: 30 ml x 2 no. plastic bottle NDs: 30 ml x 2 no. plastic bottle	Date - Receipt of Sample 15/07/2023
Sampling Procedure	As per method reference	Date - Start of Analysis 15/07/2023
Duration of Sampling	8 h	Date - Completion of Analysis 19/07/2023

Parameter	Result	Limit as per Second schedule of factories Act / OSHA#	Unit	Method
		TWA (8 h)		

Chemical Testing: Group: Atmospheric Pollution

Respirable Suspended Particulate Matter (RSPM)	BLQ (LOQ:0.1)	5#	mg/m ³	ND 100
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BLQ: Below Limit of Quantification, LOQ: Limit of Quantification

TWA: Time Weighted Average

Note: Sample ID WR/07/23/0339 bears two Test Reports-WR/07/23/0339 and WR/07/23/0339M



Note:
1. The result listed refer only to the tested sample(s) and applicable parameter(s)
2. This report is not to be reproduced except in full, without written approval of the laboratory.
3. In case sampling is not done by laboratory, the results apply to the sample as received.
4. There are no additions to, deviations or exclusions from the method.



In our commitment to sustainable practices, we recognize the pivotal role that training plays in fostering a culture of environmental and social responsibility within our organization. This report highlights our efforts in providing comprehensive training programs aimed at equipping our workforce with the knowledge and skills necessary to contribute to a more sustainable future. Investing in training for sustainability not only aligns with our organizational values but also contributes significantly to our broader mission of creating a positive impact on the environment and society. As we continue to evolve and adapt, we remain committed to providing ongoing, innovative training opportunities that empower our workforce to be champions of sustainability. Together, we strive towards a more resilient, responsible, and sustainable future.

Details of trainings

Sr. No	Particulars	Details
1.	Hours of Trainings conducted for employees and Operators on Environmental, Safety and Governance	568 Hrs
2.	Total Hours of Trainings conducted for employees and Operators From April 2022 to March 2023	1428 Hrs

Training

8 DECENT WORK AND
ECONOMIC GROWTH



Class Room
Training



First Aid Training by
External Faculty



Practical
Fire Training by
External Faculty





SOCIAL- SUPPLIERS ASSESSMENT

Sr. No.	Quality Objective	Strategic Indicator	Target 2021-22	Achievement 2021-22	Target 2022-23	Achievement 2022-23	Target 2023-24
1	To Improve Supplier Performance - Min. 95%	%age	95% (Min)	99.5 %	95% (Min)	99.46	97% (Min)
2	To reduce instances of Production Downtime due to un-availability of Raw materials	Nos. /Year	100	100	100	100	100
3	Suppliers who have signed the supplier code of conduct	% age / year	60 %	61.00 %	65 %	67 %	70%
4	Suppliers with contracts that include clause on environmental, labour and human rights requirements	% / Month	60%	63.00 %	65%	68.90 %	70%

SOCIAL-HUMAN RIGHT & CHILD LABOUR

Okay Fern is a socially responsible and ethical organization firmly dedicated to upholding human rights and eradicating child labor both within our operations. We firmly believe that championing human rights, especially those of children, is not only a moral obligation but an integral part of our core business values. Our commitment to these principles permeates every level of our organization, as we view it as our duty to contribute to a better world and ensure our operations align with the principles of social responsibility. We encourage our team to actively participate in this mission by promptly reporting any concerns related to human rights or child labor. Staying vigilant and resolute is essential in maintaining our high ethical standards.





COEP Tech College's Students Visited Okay Fern in the month of December 2022



**Recruiting
students from
Local ITI
Colleges-
Rojgar Melava @
Govt. ITI, Sinnar**



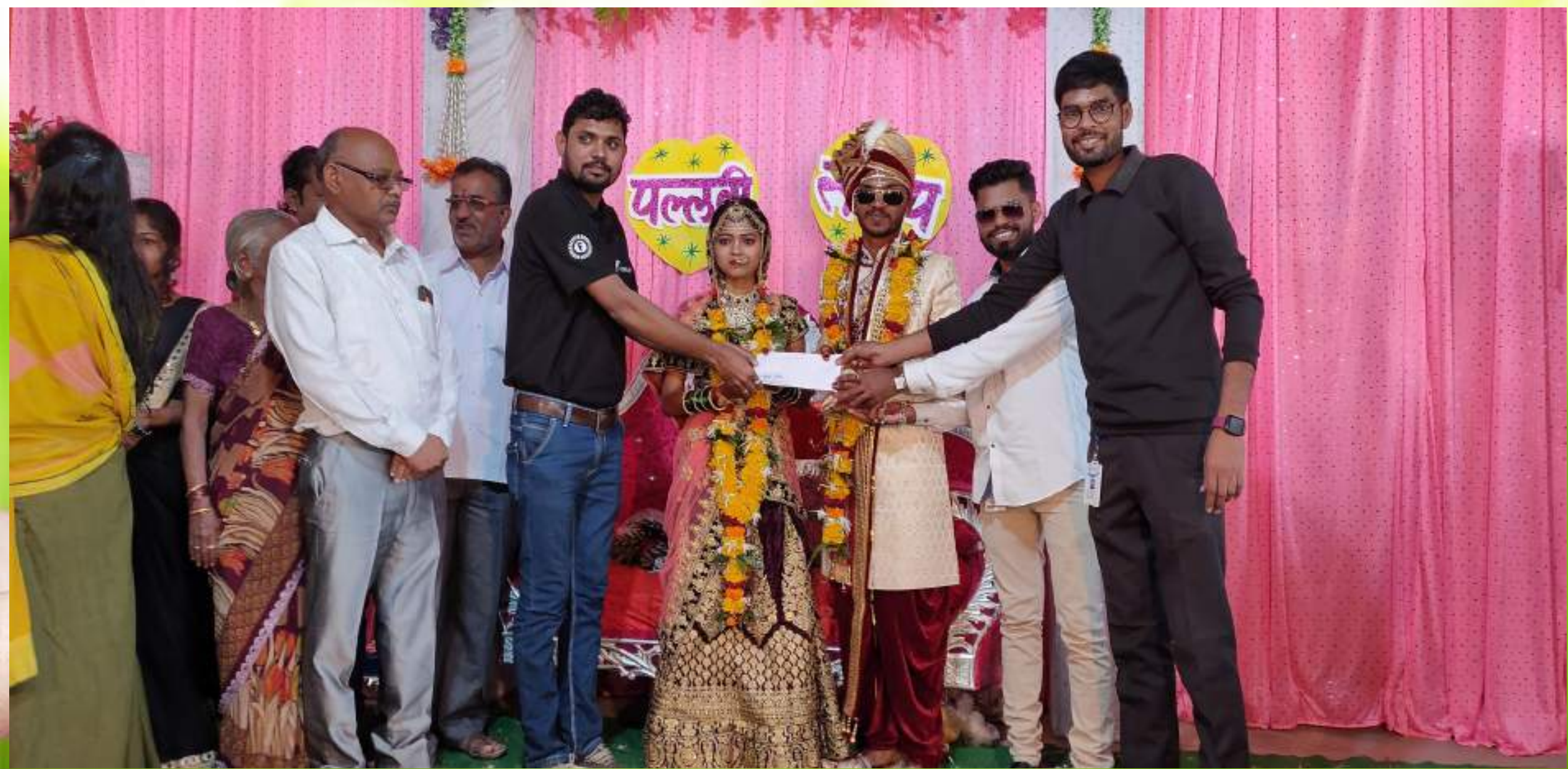
Festival Celebration at Okay Fern



10 REDUCED
INEQUALITIES



Marriage's Gift To Employee



Governance



SOCIAL-GOVERNANCE STRUCTURE

GOVERNANCE-ETHICS, GRIEVANCES
& ANTI-CORRUPTION

GOVERNANCE-INFORMATION
SECURITY

GOVERNANCE STRUCTURE

	Particulars	Board of Director	Safety Committee	POSH Committee	Grievance Committee
	No of Male	02	19	01	10
	No of Female	00	05	13	02

GOVERNANCE- ETHICS, GRIEVANCES & ANTI-CORRUPTION

Ethics & Grievances

Ethics and grievances are integral components of a sustainable framework, providing the moral compass and accountability necessary for long-term viability. In this report, we delve into the significance of upholding ethical standards and addressing grievances in the context of sustainability, emphasizing their pivotal role in fostering a socially and environmentally responsible organizational culture. Ethics and grievance management are not only ethical imperatives but also critical components of sustainable business practice. By incorporating these principles into our organizational DNA, we fortify our commitment to a future where ethical conduct and sustainable practices converge for the betterment of society and the environment.

Training Given on :-ETI, Anti-money laundering, Antitrust/fair competition, Anti-corruption, Sanctions laws.

Anti-Corruption Measures

In our pursuit of sustainability, the establishment of a robust anti-corruption system is imperative. Corruption not only undermines ethical business practices but also poses a significant threat to social, environmental, and economic sustainability. This report outlines our commitment to combat corruption, emphasizing its pivotal role in fostering a sustainable and responsible organizational culture. Integrating anti-corruption measures into our sustainability framework is not only a legal and ethical imperative but also a critical step towards building a more sustainable and resilient future. Through our collective efforts, we aim to create an organizational culture where integrity, transparency, and responsible conduct are the cornerstones of our sustainable journey. Together, we work towards a future where corruption has no place, and ethical business practices prevail.

At Okay Fern, we did not receive any report of Corruption , Grievances and discrimination in the year 2022-2023.

GOVERNANCE- INFORMATION SECURITY



Okay Fern places paramount importance on information security, implementing a robust Information Technology (IT) policy as a cornerstone of its operations. This comprehensive policy outlines the guidelines and protocols for the secure management of digital assets, data, and communication channels within the organization. The IT policy encompasses measures for data encryption, secure access controls, regular system audits, and employee training on cyber security best practices. The company is proud to have a pristine track record with **no incidents of IT policy breaches or data theft**, a testament to its unwavering commitment to safeguarding sensitive information. This dedication to information security not only protects proprietary data but also fosters trust among stakeholders, ensuring the integrity and confidentiality of all digital assets associated with Okay Fern.

We always remain indebted to our mother earth and
try our every bit to save her



THANK YOU