

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













SOCIAL











GOVERNANCE















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



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

Environmental



ENVIRONMENT- ENERGY MANAGEMENT

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



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.



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.



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







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





Environmental Stewardships



Top Management

ΑII

Production

HoD

Staff & Operators

Staff & Contractual Operators

Officers etc

Staff /

All Non-

Production

HoD





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





Rain Water Harvesting Details

Period From 1st Apr-2022 to 31st 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 m³ / day			
Near Open Space	351 sq/m	100			

Water Withdrawal, Consumption & Recycle Details

From 1st Apr-2022 to 31st Mar-2023

Okay Fern Precision Castings Pvt. Ltd.

Site Name	Source of Water	Total Water Withdrawal (m³)	Total Water Recycle (m³)	Total Water Consumption (m³)
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



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.





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.











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	МТ	2.77	2.235	MEPL	0.533
3	Empty Spray Bottle		Nos.	6240	6240	Deepak Industries	0





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







Certificate of Appreciation

range

Siemens Ltd and Tata STRIVE expresses their gratitude TO

OKAY FERN PRECISION CASTINGS PVT.LTD.

By becoming a key stakeholder of the Dual VET program, you and the guide in your establishment have supported the development of employability of the ITI Trainees.

Your support has ensured in-plant training for the trainees belonging to the Government ITIs of Nashik cluster, Maharashtra.

We hope that you will continue to provide similar support and guidance to the program in the future as well.

Thanking you.



Siemens Ltd Ashwin Nair Head-Strategy & Sustainability



Teta STRIVE Anita Rajan Chiaf Executive Officer



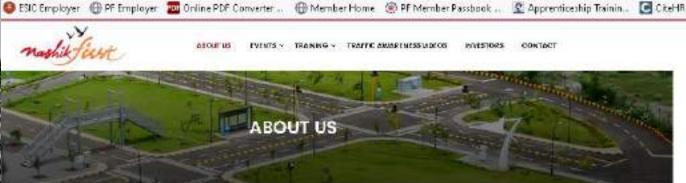
Okay Fern had helped local ITI Trainees to under go On Job Training in their factory and increase their employability. TATA Strive and Siemens have recognized our efforts towards this initiative and they expressed the gratitude.



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.

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.





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

Olitics in India are gatting smarter and looking for spoure, intelligent and smarter solutions of resource optimisation. Quality of like is at the heart of this transformation, Noshik First is an initiative of active allowers of Nashik which is actalysing this growth by helping individuals, communities, working with government author the to do what matters most.



Our Hon Director is Treasurer of "Nashik First"

SOCIAL-HEALTH & SAFETY



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

Near miss	Non - Fatality	Fatality
00	03	0

Incident investigation flow chart







Dr. SHINDES HEALTH SERVICES

Dr. Harindes J. Shirette

MRRS DHE DWG ARROCARNING SUSSE

Form 7 & Health Chek-up Reports September 2023

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Dr. Shinde's Health Services



Dr. SHINDES HEALTH SERVICES

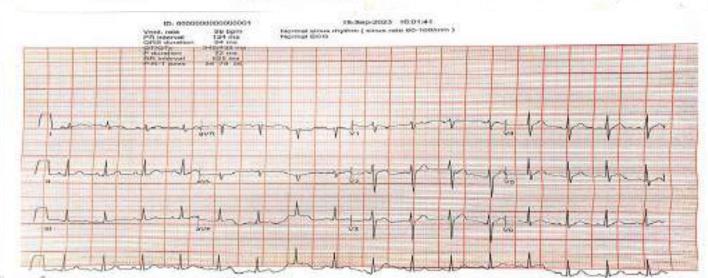
Dr. Ravindra J. Shinde MBBS DNB(Chest) AFIH, Certifying Surgeon

MEDICAL CHECK-UP REPORT (ANNUAL/ PERIODIC EXAMINATION)

Company Name: OKAY FERN Precision Castings Pvt. Ltd. Tel.Number: 0253-231528 1297, Malegaon Industrial Area, Malegaon, Sinner Check-Up Date: 14/9/2023 To 15/9/2023 Employee Name: Mahesh Balasaheb Deshmukh MSr.Not 1 Emp Code: 10003 AGE: 39 Sex: MALE Working Since: 14Yrs Department Name: Shell Shop Present Complaints: No Past History: No Family History: No Identification Mark: Allergic to: No Habits: No General Examination: WNL ENT: WILL Height: 170 cms Weight:73 kgs BM125.26 (NL-18.50 To 24.90) / mm of Hg (Normal Value: 130-90/90-60 mm of Hg) /ms(N-60 To 90) Pulse: 78 Skin:WNL Oral Cavity: WNL Colour Vision (CV): WNI EYE VISION: Far Right Eye(FRE) 6: 6 Near Right Eye(NRE) N: 6 Far Left Eye(FLE) 6: 8 Near Left Eye(NLE) N: 6 Systemic Examination: GIT: WNL RS: WNL CVS: WILL GUS: WNI MS: WNL CNS: WNL Other: ECG: WNL Patient's Name Lung Function Test(Spirometry): ND Apr 39 Audiometry: Right Ear: WNL Left Ear: WNL Company Name:-Blood Exam: X-Ray: ND Advice: Remarks:- ___ NORMAL Remark: No Occupation related disease. Free From Communicable Disease. Fit for Job.

Doctor/Audiologist: DR. RAVINDRA J. SHINDE Address: Archit vihar, C-wing, Shop no. 5&6, Vidya Vikas Hospital, Gangapur Road, Nashik FREQUENCY IN HERTZ 250 500 750 16 DS 25 36 68 66 SYMBOL TABLE * 0 c 0 + 1 1

Date 15 19 120 23 SEX: M/F



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

Seve	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



Health Talk By Team Apollo Hospital Nashik



Safety Week March 2023

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.





Ventilation Monitoring Report



Ashwamedh Engineers & Consultants Servey Ne, 102, Plot No.26, Wadala Pethordi Roud, Indira Nagar, Nashik - 422009, Waharashtra, India (Near Guru Gobind Singh School, Near Panday Nagari, Turn at Sai Mandir Chowk (Sannat Sweet Turning) sales@sshwumedh.ost +91-253-2192225

VENTILATION MONITORING REPORT

Sample 101.9/07/23/32	91 Report #2 V/07/23/0291N	Report Date	17/07/2023
Name and Address of Contempt	Okay Fern Precision castings Pvt Ltd. Survey no.126/1, behind OCI Ltd. HBDC Area Melogon Sinner 422115, Mellenoblire	1 //2001/00	17197642
Montaring Done By	Laboratory	Sample Description / Type	Verbilation
(Infor Reference	S.O.Ho.SW0/75/2324 dated 07:07:2023	Date-Miniming	14/07/2003
		A Committee of the Comm	and the state of t

St. No.	Name of Location	Time (h)	Temperature (°C)	Relative Humidity (%)	Air Velocity (m/s)
1	Fettling and Finishing Shop	12:10	26.4	62.2	0.6
2	Shall Skop	12:20	37.2	63.1	8.0

Note: As per Factories Act 1948, Moharoshtra Factories Rules 22 A & Sub-section (2) of section 13 (Factories Act 1948) recommended edequate an velocity of at least 20 maters per minute (i.e. 0.5 meter per ascond).

Rinad Soundarkar Technical Hamager (Chemical)

Reviewed & Authorised by





- 1. The results 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. If case sampling is not done by laboratory, the results apply to the sample as received.
- 4. There are no additions to, deviations or exclusion from the method.



Drinking Water Test Report





Ashwamedh Engineers & Consultants Survey No. 102, Plot No.26, Wadala Pathardi Read, Indire Nagar, Nashik - 422009, Maharashtra, India (Near Guru Gobind Singh School, Near Panday Nagari. Turt at Sai Mandr Chowk / Barret Sweet Turning). soloc@ushwamedh.net +91-252-2292225

ULR-TC850923000012089F

TEST REPORT

Semple ID: W/07/23/0282	Report No. W/07/23/0282	Report Date	20/07/2023
Nome and obbress of Customer	Okay Fern Precision Castings Pvt. Lb Survey No. 126/1, Sehind CCI LTD, MIDC Area Horegann, Soner, Mohik 422113, Haharantra		1 77 6000-01
Sampling done by	Leboratory Representative (Mr. Vikas Thekaro)	Sample Description / Type	Orthlong Water
Sampling Location	Pettling and Finishing Area-Water Cooler	Date Scrapling	15/07/2020
Sample Questly / Paylong	5 L x 1 no. plastic can 250 ml s L no. storile bettle	Date - Receipt of Bample	15/07/2023
Empling Procedure	IS 1672:1991 & IS 3025(Part I):1987 8 APHA 23HI 84:2017, 1060 B.1-40, 9080 A.9-38 & 9060 B.9-39 & ISO 19458:2006	Owie - Start of Assilyana	15/00/(2023
Griler Reference	5.0 No. 5W0/75/2024 dated 07:07:2023	Date - Completion of Analysis	19/97/2023

r.No.	Parameter	Result	Acceptable Limit as per 18 10900:2012	4.15	Method
Chem	ical Testing: Group: Water,	Residues in We	ber		
Organ	oleptic and Physical Param	veters	- VALUE	- Newscary	STANSARS I STATE I
-1	Colour	1	Max, 5	Haben Units	185 hr490
2	Odour	Agreeable	Apreeable	CONSTRUCTOR	1205-7mH295
3	phi selon (et 25%)	7.83	6.5-0.5	3.5	G305 Gerth 983
4	Turbidity	8LQ (L0Q:0.2)	Mest	ATU.	0.000 See 51 SEE
5	Total Dissolved Solids	282	Max 500	mg/L	0.000 Pet 65 894
Gener	al Parameters concerning	substances unde	sirable in excessive an	nounts	
4	Caldium (as Ca)	32	Max.75	mark	自然が必要
T	Chibrida (as Cl)	28.5	Max. 250	MAL	£305 (ht 80.69)
E	Fluoride (as F)	0.4	806-1	mg/L	C105 Set 85288
20	Iron (as Fe)	0.099	Max.1	mg/L	0 10 S (No. 1) (NE / 46 465-100)
10	Mignestum (as Pg)	16	Mex.30	mg/L	C103 (No. 6) (RV)
11	Nigate (as NO ₁)	15.4	Max.45	mg/L	\$761, 25+10, 458-465 \$4-07 20F
12	Sulphate (at 504)	21.8	Plox. 200	ing/L	6 101 (Art 34)
13	Total Alkalinity (as CaCO ₃)	125	Max.200	mg/L	0.0000 Fax 101088
16	Total Hardness (as CaCOs)	154	Max.200	mg/L	2 (10h (fer 3) (80)
Biolog	ical Testing; Group: Water	in our only		111110	CANNOT A STATE OF
Notice	riological Parameters	100		X	
25	Escherichia coli	Present	Not Detectable	7500 mi	0.505/2H
16.	Total Colforns	Present	Not Detectable	7 100 mi	0.085 (NH

No.1,2,3 and 4] Standard with respect to the Escherichia coli, Total Coliforns parameters.

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



Saanvi Datal 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 Panday Nagari, Turn of Sai Mandir Chowk / Samuel Sweet Turning) salos@sshwamedh.net +91-252-2292225

WORK ROOM ENVIRONMENT MONITORING REPORT

Sample ID : WR/07/23/0339	Report No. WW/07/23/0339	Report Date	20/07/2023
Neme and address of Customer	Okuy Fera Precision Castings Py Survey No. 126/1, Behind CCI LTD, MIDC Area Molegeon, Sinyar, Nashk - 422113, Maharasht	Order Refere SWO/75/232	nov: S.O. No. 14 dated
Sampling done by	Laboratory	Sumple Description / Type	Work Place Environment
Sampling Location	Fettling & Finishing	Date - Sampling	14/07/2023
Sample Quantity / Probling	RSPM, SPM: 1 no. filter paper 8:1 no. 2lp bag SO ₂ : 30 ml x 2 no. plastic bottle NO ₂ : 30 ml x 2 no. plastic bottle	Date - Receipt of Sample	15/07/2023
Sampling Procedure	As per mythod 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/OSMA#	Unit	Method,
		TWA (8 h)		
Chemical Testing; Group: At	mospheric Polluti	ion		
Respirable Suspended Particulate Hatter (RSPR)	(L00(0.1)	54	mg/m²	ACD EST

TWA: Time Weighted Average

Note: Sample ID WR/07/23/0339 bears two Test Reports-WR/07/23/0339 and WR/07/23/03390

Salmyi Dalai Section In-change (Chemical) iviewed & Authorised by







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- 4. There are no additions to, deviations or exclusions from the method.





Rage 7 of 1 Page 1 of 2



Social - Training

At Okay Fern Precision Castings detailed Training Procedure is in place, Training Need Identification is carried out for each staff and subsequently Training Calendar is prepared and promulgated for conducting Training Programme.

g/Ro	OKAY FERN PRECISION CAST	INGS PV	r. LTD.	Dot No. > PRO HRD/01. Rev. No. > 07		Г	
经有效是		92692	0.000001470707017	Rev. Date: - 02.04.2023			
0.000	PROCEDURE FOR TRAIN	ING		Page of > of 11		-	ŧ
PURPOSE:-	To provide procedures for structured identification of training needs of The employees are motivated & empowered to achieve desired organi-		evels and for evaluating the			L	C
SCOPE:-	Applicable to personnel performing work affecting quality.	cancornae necessary				Sr	
REFERENCE:-	ISO 9001-2015/ IATF 16949:2016	Clause No.:72 (7	2.5 & 7.2.2)				-
RESPONSIBILITY: HK Head					8	1	C
SR. NO.	ACTIVITY	FORMAT NO.	RESPONSIBILITY	WHEN		0	1
1	INPUTS TO THIS PROCEDURE				7		-
LE	Standard for ISO/LATF requirements/specifications/		Hend (SYS)		10	0	2
12	The educations information of the personnel/Competency Mapping Chart.	F-HRD-01	Executive HR			0	3
1.3	Training Topic for In-House Training/On-job Training		Concerned Head/HR			0	4
1.4 Identification of Training Need for Employees		F-HRD-19	Concerned Head/HR	Year Ending		1	-
2	COMPETENCY MATRIX					0	5
2.1	Minimum competency requirements for each designation are defined in "Competency Clast" format and same is referred during recruitment.	F-HRD -01	HR Head			00	5
2.2	Responsibility & Authority is described for each designation of the organization	QM- ANNEXURE.C	Top Management	4	>	07	
3	LIST OF EMPLOYEE						
	Master List of employees are prepared including department, joining date, educational qualification, total experience etc. and apdated quarterly	LS-HRD-01	Executive HR/HR Head	Quarterly		.08	Total Control
4	RECRUITMENT & SELECTION OF CANDIDATE					09	
3.1	Candidates are called for interview based on the pequinement of concarned Departmental Head as per Skill Matrix & Competence Matrix	F-HRD-24	HR Head	One Month	1	10	1
4.2	Selection of candidate is based on interview by HR Head/Concerned departmental heads. Candidate is selected who successfully pass the interview.	F-HRD-12	Concerned Head/HR Head	,	1	11	130

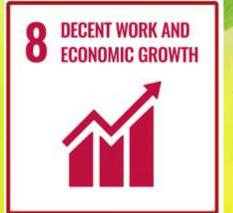
			TRAININ	G CA	LEN	DAR	(Tra	ining	g Pla	n)			Revisio		
•	Okay Fern Precision Castings Pvt. Ltd.		Plan For 2023-24							Duce :01,04,2023					
Sr.		Employees/ Depts.	Faculty					2023						2024	
No.	Training Topics	Covered	1.000	APR	MAY	JUNE	JUL	AUG	SEP	ОСТ	NOV	DEC	JAN	FEB	MAR
FC	IR OPERTORS & STAFF		19						V.C	10		lice)			102-5-
01	Kalzen, 55 and Safety	Various Dept	Deparmentwise Faculty	P/c			P/		c	PC			P/		
02	4M Change & Abnormal Situations	Various Dept	Deparmentwise Faculty		P/c			P/.	ب		P/			9/	
03	Poison Test	Various Dept	Jyoti Kamankar		1/6					Sec.					
04	One Point Lesson	Various Dept	Jyoti Kamankar					1/2	1		172			10	
05	Quality Objectives & Quality Policy	Various Dept	Atul Gaikwad									/		13	
06	Type of defects & it's Why -Why Analysis	Various Dept	Atul Galkwad			1/2		P /			P			P	
07	Material Handling	Various Bept	Deparmentwise Faculty		P/C			1				1		V	
	FOR STAFF					1- 7						1		7/1	
08	Awareness use of Instruments & Drawing Reading	Various Dept	Samadhan Pawar	NOT THE REAL PROPERTY.		1			Ĉ.				1	P	
9	Awareness of Inspection Method & Quality of Casting.	Various Dept	Samadhan Pawar					1	P				P	1	4
0	Rejection Control, Disposal of NC Products	Various Dept	Kishor More / AGC/Atul					17.	10				1	1	1
	Awareness of EMS ISO14001 and ISO45001	Various Dept	Arif Pathan	1	1/0				100					10	

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



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)
	To reduce instances of Production Downtime due to unavailability of Raw materials	Nos. / Year	100	100	100	100	100
	Suppliers who have signed the supplier code of conduct	% age / year	60 %	61.00 %	65 %	67 %	70%
	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.





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





Festival Celebration at Okay Fern



Marriage's Gift To Employee



Governance



SOCIAL-GOVERNANCE STRUCTURE

GOVERNANCE-ETHICS, GRIEVANCES & ANTI-CORRUPTION

GOVERNANCE-INFORMATION SECURITY

GOVERNANCE STRUCTURE



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.



GOVERNANCEINFORMATION 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