



OKAY FERN

PRECISION CASTINGS PRIVATE LIMITED

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Sustainability Report

Commitment to a sustainable future together

2024





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About the Report

This report presents Okay Fern Precision Castings Private Limited's sustainability performance for 2024, offering a transparent overview of our Environmental, Social, and Governance (ESG) initiatives.

We have prepared this report in accordance with the Global Reporting Initiative (GRI) Standards, ensuring a structured and standardized approach to sustainability disclosure.

Our Commitment to a Sustainable Future

At Okay Fern Precision Castings Private Limited, we believe that businesses hold both the power and responsibility to drive innovation and set an example for a better tomorrow. Our commitment extends beyond daily operations—it embodies a broader vision for a sustainable and prosperous future. We recognize that our responsibilities are not limited to production efficiency but also include the long-term well-being of the environment, our employees, and the communities we serve.

Our ethical foundation is built on a singular objective: to foster well-being while ensuring environmental harmony and sustainable growth for all stakeholders. As an industry leader, we leverage our expertise and market presence to create meaningful change, enhancing the quality of life for people everywhere.

Sustainability for us is a holistic journey, encompassing environmental stewardship, social progress, and strong governance. In alignment with the United Nations Sustainable Development Goals (SDGs), we continuously seek innovative strategies to reduce our carbon footprint, conserve natural resources, and uphold the highest ethical business standards.

Our first sustainability report underscores our unwavering commitment to managing Environmental, Social, and Governance (ESG) aspects through a science-based approach and a deep sense of corporate responsibility. We invite our stakeholders to explore the impactful initiatives we have undertaken and join us in shaping a more sustainable future.





Mr. F.V Fernandes
Director



Mr. N.K. Saboo
Director

At Okay Fern Precision Castings Private Limited, sustainability is not just a responsibility—it is an integral part of our vision for the future. As a leading manufacturer in the investment casting industry, we recognize our role in shaping a more sustainable and resilient world.

We are committed to minimizing our environmental footprint while continuing to deliver precision, quality, and innovation. Our operations prioritize the principles of Reduce, Reuse, and Recycle, ensuring that resources are utilized efficiently. We actively seek to lower emissions by optimizing energy consumption and exploring cleaner alternatives to LPG and Diesel, aiming to achieve a significant reduction in our environmental impact by 2030.

Our commitment to sustainability extends beyond environmental conservation. We are aligning our business practices with several United Nations Sustainable Development Goals (UN SDGs), integrating responsible production, ethical labor practices, and community engagement into our operations. Our initiatives aim to mitigate impacts across the Economy, Environment, and Society, fostering long-term sustainability in the industry.

Looking ahead, we are excited to integrate these sustainability-driven practices into our Pithampur Plant and upcoming plant at Jaitapur, Madhya Pradesh. This expansion represents a new milestone in our journey, where innovation and sustainability will go hand in hand to create a future-ready manufacturing ecosystem.

We firmly believe that through collective action, responsible leadership, and continuous innovation, we can contribute to a greener, more sustainable future. We extend our gratitude to our employees, customers, and stakeholders for their support in this mission. Together, we can shape a better tomorrow.

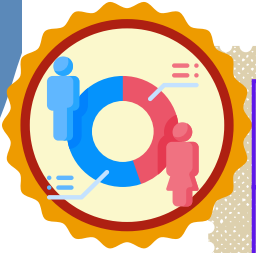
Mr. F. V. Fernandes & Mr. N. K. Saboo
Directors, Okay Fern Precision Castings Private Limited



GHG Emissions
Scope 1 & 2
CO₂e = 9129 Tons
CO₂e Intensity = 1.46
Tons / Ton of Melt



Manifestation of actions of Okay Fern on SDGs



Gender	Direct Employees	Non Worker
Female	33	120
Male	146	180

**GENDER
EQUALITY**



Incidence	Numbers
Child Labour	0
Harassment & POSH	0

ETHICS



Material Recycled	Kg/ Mould
Metal	16.07
Waste Plastic Bags	0.006

**Reduce
Reuse
Recycle**



**Earned Committed
Badge in 2024 at first
assessment**

Okay Fern endeavouring to align their actions with UN SDGs



ABOUT US

OUR MANUFACTURING FOOT PRINT

We are basically an investment casting manufacturing company (by lost wax process) with manufacturing competencies extended to Sand casting, SiMo castings, Shell molded casting in ferrous & nonferrous materials with in-house die & pattern design facility and supplying castings to various customers from different sectors around the globe



Certifications



ISO 9001 : 2015



IATF 16949 : 2016



ISO 45001 :2018



**ECovadis Committed
Badge**



ISO 14001 : 2015



**ISO 13485
in process**

AWARDS & ACCOLADES

Recognition for Value Analysis & Value Engineering (VAVE) by Royal Enfield



At Okay Fern Precision Castings Private Limited, our commitment to innovation and continuous improvement has been recognized by Royal Enfield. We are proud to announce that our company has been honored with the prestigious Value Analysis & Value Engineering (VAVE) Award from Royal Enfield in recognition of our outstanding contributions to cost optimization, efficiency, and process innovation.

The award ceremony took place in Chennai, where our Directors, Mr. Francis Fernandes and Mr. N.K. Saboo, were present to receive this prestigious accolade. This recognition highlights our relentless pursuit of excellence in precision casting, aligning with our mission to deliver high-quality, cost-effective, and sustainable solutions to our esteemed customers.

At Okay Fern, we believe in fostering a culture of innovation, efficiency, and sustainability, ensuring that we add value to our customers' supply chains through optimized product designs and engineering improvements. Our Value Analysis & Value Engineering (VAVE) initiatives focus on enhancing product performance while reducing costs, making our processes more efficient and environmentally friendly.

This achievement reinforces our commitment to sustainability, as VAVE is an integral part of our strategy to minimize material waste, improve production efficiency, and optimize resource utilization. Our partnership with Royal Enfield continues to strengthen as we collaborate on engineering solutions that drive mutual growth and sustainable development.

We extend our heartfelt gratitude to our dedicated team members whose expertise and efforts made this recognition possible. This award motivates us to continue our journey towards excellence and reinforces our position as a trusted partner in the industry.

Silver Award for Quality by Bajaj Auto Limited



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Annual day celebration at Okay Fern Precision Castings



NASHIK: Okay Fern Precision Castings Sinnar plant celebrated its 16th annual day on Saturday, April 6th. The event saw the presence of the company's directors, officials from various customer organizations, and esteemed guests.

The festivities commenced with the ceremonial lighting of the lamp by chief guest Kedar Tas-kar, Managing Director of

Forvia India, along with F V Fernandes and N K Saboo, directors of Okay Fern, and other dignitaries.

Employees and their families immersed themselves in a day filled with joyous activities and games. Employees showcased their talents through captivating dance performances and soulful musical renditions.

Representatives from

Bajaj Auto Ltd, Shashank Kulkarni, and Mahesh Tidke, presented awards to Okay Fern's directors, acknowledging their dedication to excellence. F V Fernandes and N K Saboo expressed gratitude for the recognition and emphasized the collective efforts of the team in achieving success.

In his address, N K Saboo reminisced about the company's humble beginnings and outlined ambitious growth targets, including a bold revenue target of Rs. 250 crores for the current year. Chief Guest Kedar Tas-kar praised the dedication of all employees and extended his best wishes for the company's continued growth and prosperity.

Silver Award for Quality by Bajaj Auto Limited

Adding to our achievements, Bajaj Auto Limited conferred upon us the Silver Award for Quality in recognition of our unwavering commitment to delivering superior-quality precision castings. This prestigious award was presented by Mr. Shashank Kulkarni and Mr. Mahesh Tidke during our Annual Day Function on April 6, 2024. Our Directors, Mr. Francis Fernandes and Mr. N.K. Saboo, proudly received this honor on behalf of the entire Okay Fern team.

This recognition from Bajaj Auto Limited is a testament to our robust quality management systems, continuous process improvements, and our workforce's dedication to excellence. Our stringent quality control measures, advanced manufacturing practices, and customer-centric approach have enabled us to achieve this milestone.



Okay Fern Precision Castings Participates in Quality Month Celebrations at Sharad Motors

We are proud to have participated in the Quality Month Celebrations at Sharad Motors, reaffirming our commitment to continuous improvement and excellence in manufacturing. The event provided a valuable platform to exchange insights on quality practices and reinforce our shared dedication to delivering superior products.

We sincerely appreciate Sharad Motors for recognizing our participation and presenting us with a memento as a token of appreciation. This recognition motivates us to uphold and enhance our quality standards, ensuring excellence in every component we deliver.

We look forward to continued collaboration and commitment to quality with our esteemed customers

BUSINESS SEGMENTS



PARTS FOR VARIOUS SCETORS



Electrical & Switch Gear Sector



Glass Fittings Sector



Medical Sector



Auto Sector sector



General Engineering Sector



Pump Sector

QUALITY ASSURANCE INFRASTRUCTURE

Radiography
testing is done
through
outsourcing

Coordinate
Measuring
Machine
– CMM

Online testing
by
spectrometer
for
pouring of all
heats

Heat treatment
furnaces are
calibrated and
certified as per
API-6A standard

Material test
certificates are
provided as per
Std. EN 10204.3.1

5 base
spectrometer –
Fe, Ni, Co, Cu, Al
with 30
elements
with Nitrogen

Collaborate in
casting concept
design with
expert inputs on
casting technology

Tensile testing &
Impact testing is
done inhouse

Surface Finish testing :
Surface Vibropolishing
with 3.2 microns &
1.6 micron
surface finish

In-house NDT
tests including
magnetic particle,
dye penetration,
and hardness
testing

Microstructure
testing facility
is inhouse



OUR STRENGTHS

1

Metallurgy Handled :
confirming to IS,BS, AISI, DIN, ASTM & other
international standards

2

Weight of castings :
02 gram to 90 kgs

3

Ability to cast over
30 different alloys, Volumes
handled –
50 nos to 3,00,000 pm

4

**Agility to align with varied and
cyclic demands of the market**

Enhanced Sustainable Development Strategy for Okay Fern Precision Castings Pvt. Ltd.

1. Environmental Sustainability Initiatives

A. Strengthening Compliance & Eco-Friendly Manufacturing

- Ensure full compliance with Maharashtra Pollution Control Board (MPCB) regulations.
- Adopt ISO 14001 Environmental Management System (EMS) for sustainable operations.
- Implement waste reduction & foundry sand recycling to minimize landfill disposal.
- Expand rainwater harvesting & water conservation techniques to achieve water neutrality.
- Promote sustainable procurement policies favoring low-carbon materials and eco-friendly vendors.

B. Carbon Reduction & Energy Efficiency

- Align goals with Science-Based Targets Initiative (SBTi) to reduce GHG emissions.
- Increase renewable energy usage (solar, wind) to power manufacturing operations.
- Upgrade plant machinery with energy-efficient and low-emission technologies.
- Optimize fuel usage & transportation logistics to reduce the carbon footprint.

C. Green Manufacturing & Circular Economy

- Encourage the use of biodegradable & recyclable materials in packaging.
- Develop a circular economy model for scrap metal recycling & waste utilization.
- Partner with ESG-compliant suppliers for responsible material sourcing.
- Implement Lean & Six Sigma practices to improve resource efficiency.

2. Social Sustainability & Workforce Development

A. Workplace Safety & Occupational Health

- Enhance workplace safety standards in alignment with ISO 45001.
- Expand safety training modules under the DOJO Training Program for operators.
- Conduct regular safety drills and audits to ensure fire and emergency preparedness.
- Improve PPE compliance and ergonomics to reduce workplace injuries.
- Integrate health monitoring systems for early detection of occupational hazards.

B. Diversity, Equity & Inclusion (DEI)

- Strengthen policies for gender equality, as outlined in the Employee Handbook.
- Set a goal to increase women's workforce participation by 15% in key operational roles.
- Implement leadership programs for underrepresented employees to foster inclusivity.
- Promote inclusive hiring practices to eliminate bias and encourage diverse recruitment.

C. Ethical Work Culture & Code of Conduct

- Reinforce the company's Whistleblower Protection Policy to ensure ethical transparency.
- Strengthen adherence to the Code of Conduct & Anti-Bribery Policy as detailed in the handbook.
- Ensure compliance with the Prevention of Sexual Harassment (POSH) Act through training.
- Encourage supplier code of ethics to ensure fair labor practices across the supply chain.

D. Employee Well-Being & Benefits

- Maintain a robust social security structure covering ESIC, Provident Fund, and Gratuity.
- Continue providing Mediclaim insurance coverage for employees not covered under ESIC.
- Expand mental health & wellness programs to support employee well-being.
- Promote work-life balance policies like flexible work arrangements & parental leave.

E. Learning & Development Initiatives

- Enhance the DOJO Training Program with AI-driven learning & VR-based simulations.
- Conduct technical skill development & reskilling programs for employees.
- Collaborate with technical institutes for internship & apprenticeship programs.
- Encourage cross-functional training & leadership grooming for career growth.

F. Governance & Ethical Business Practices

- Strengthening ESG Reporting & Transparency
- Develop an annual ESG report following GRI, EcoVadis, and CDP frameworks.
- Conduct third-party ESG audits to validate sustainability performance.
- Ensure adherence to the Industrial Employment (Standing Orders) Act, 1946 for compliance.
- Establish clear KPIs for monitoring sustainability goals & ethical compliance.

G. Sustainable Supply Chain & Procurement

- Implement a Green Procurement Policy favoring sustainable materials.
- Develop an ESG supplier rating system to evaluate vendors based on sustainability practices.
- Encourage local sourcing to reduce transportation emissions and support regional growth.

H. Digitalization & Technology-Driven Sustainability

Introduce AI & IoT for real-time monitoring of emissions, water, and energy usage.

Automate waste segregation & disposal systems for improved efficiency.

Develop a data-driven approach to predictive maintenance for equipment longevity.

4. Long-Term Sustainability Goals (2030 Roadmap)

Reduce Carbon Emissions by 30% through energy efficiency & renewable sources.

Achieve 100% Waste Recycling with circular economy initiatives.

Increase Gender Diversity in Manufacturing Roles by 15%.

Achieve Water Neutrality through conservation & recycling projects.

Earn EcoVadis Gold & CDP B+ Ratings in ESG performance.

5. Implementation & Monitoring Framework

Sustainability Task Force: Form a dedicated team to oversee ESG implementation.

Quarterly ESG Review Meetings: Track progress on sustainability goals.

Annual Sustainability Report: Communicate achievements & future plans to stakeholders.

Stakeholder Engagement & Sustainable Partnerships

We recognize the importance of collaboration with stakeholders, including customers, suppliers, employees, government bodies, and the communities we operate in. Our commitment includes:

Transparent communication with all stakeholders to align business goals with community expectations.

Supporting local businesses and sustainable suppliers to build a resilient value chain.

Regular engagement programs and feedback mechanisms to address stakeholder concerns and expectations.

Contributing to local community development through education, healthcare, and infrastructure initiatives.

Environmental Stewardship

Our sustainability commitment extends to environmental conservation and responsible resource management. We strive to:

Implement energy-efficient manufacturing processes.

Reduce carbon emissions by adopting cleaner production technologies.

Enhance waste management and recycling programs.

Minimize water usage and ensure responsible waste disposal.

Performance Management and Continuous Learning

Strengthen our Performance Management System to recognize and reward exceptional contributions.

Continue investing in training programs for skill development and upskilling employees.

Promote leadership development programs to build future business leaders.

Encourage a culture of innovation and continuous improvement to maintain a competitive edge in the industry.

Our Stakeholder Engagement Strategy

We believe that collaboration is key to sustainability. Our approach involves:

Regular Engagement: Conducting periodic communication meetings with employees, suppliers, customers, and stakeholders to align business objectives.

Transparency: Maintaining open channels of communication to ensure trust and collaboration.

Employee Involvement: Encouraging a participatory culture where every employee contributes to sustainable business practices.

Sustainability Reporting: Providing annual updates on progress, environmental efforts, and CSR initiatives.

At Okay Fern Precision Castings Private Limited, we recognize that sustainable development is not just a commitment but a responsibility. By integrating environmental, social, and governance considerations into our core business strategies, we aim to create a positive and lasting impact on our people, communities, and the planet.

Stakeholder Engagement

At Okay Fern Precision Castings Private Limited, we recognize that our continuous growth and success depend on effective communication and collaboration with all stakeholders, including employees, customers, suppliers, regulatory bodies, and local communities. We actively engage with our stakeholders to align our strategies with industry standards, regulatory requirements, and expectations. By fostering open dialogue and building trust, we are committed to enhancing communication channels, working collectively towards sustainable solutions, and creating shared value.

We believe that incorporating diverse perspectives in decision-making is essential for addressing regulatory, reputational, and environmental challenges. Through meaningful engagement, we aim to develop a comprehensive corporate strategy that benefits all stakeholders while upholding our commitment to ethical and sustainable business practices.

Methodology for Stakeholder Engagement

Identifying Stakeholders: Recognizing internal and external stakeholders who are impacted by or influence Okay Fern's operations.

Prioritization: Classifying stakeholder groups based on internal criteria, such as their influence and impact on our business.

Stakeholder Mapping: Evaluating the level of influence and involvement of each stakeholder in Okay Fern's activities to prioritize engagement efforts effectively.

Feedback Collection: Conducting surveys, interviews, and in-depth discussions with stakeholders to gather insights into their needs, concerns, and expectations for informed decision-making.

Engagement Activities: Developing and implementing initiatives to strengthen stakeholder trust and foster long-term relationships.

Continuous Monitoring: Regularly assessing the effectiveness of stakeholder engagement activities to ensure alignment with business goals and stakeholder expectations.

Adaptation and Improvement: Adjusting engagement approaches based on stakeholder feedback and evolving industry trends to maintain transparency and relevance.

Sustainability issues relevant to our Company



Environment

- Energy Consumption & GHG
- Water
- Air Pollution
- Materials, Chemicals & Waste
- Product Use
- Product End of Life



Social

- Employee Health & Safety
- Working Conditions
- Social Dialogue
- Career Management & Training
- Child Labour, Forced Labour & Human Trafficking
- Diversity, Equity and Inclusion

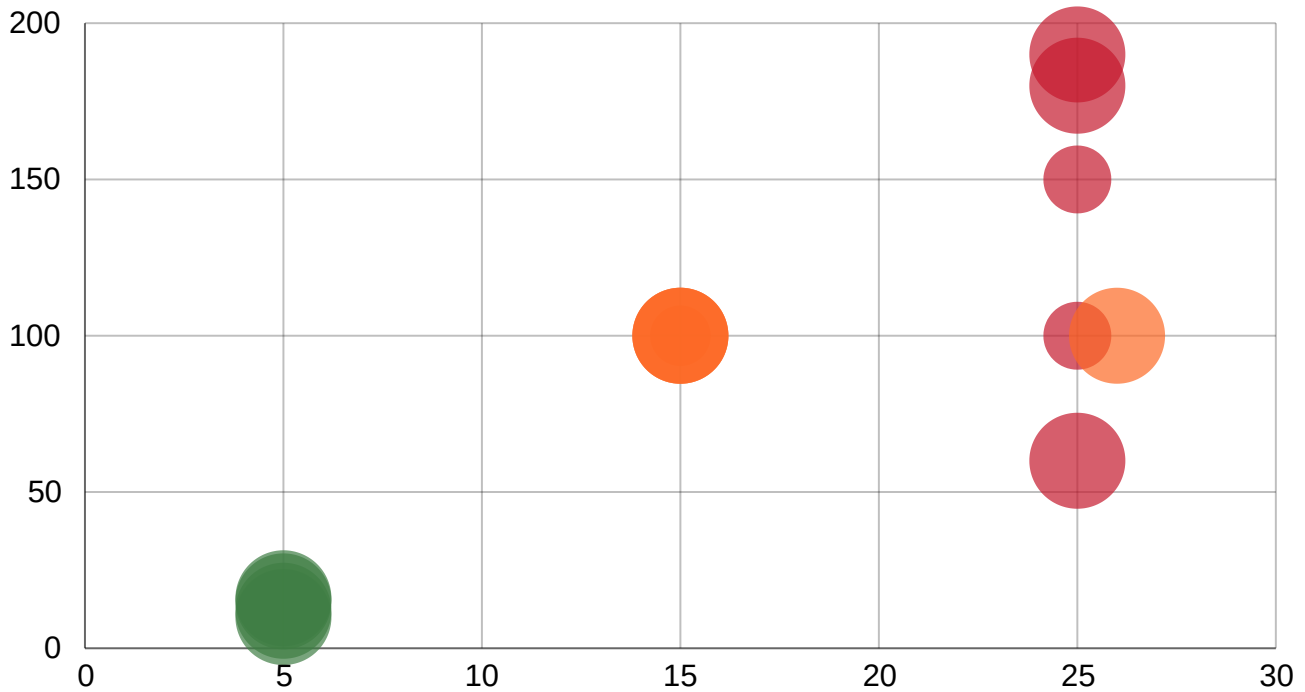


Governance

- Corruption
- Responsible Information Management System

Materiality Matrix

- Occupational Health & Safety
- Environmental Compliance
- Energy Use
- Waste Management
- Air Emissions
- Supplier Sustainability
- Diversity & Equal Opportunity
- Labor Rights
- Water Management
- Product Quality
- Economic Performance
- Community Engagement
- Innovation
- Digitalization



Stakeholder Group	Engagement Method	Frequency of Engagement	Stakeholder's Expectation
Employee	Employee wellness programs	Half Yearly	Regular Health Check ups to monitor their health
	Monthly Communication Meetings	Monthly	Workplace related issues Grievance
	Regular performance evaluation meetings	Yearly	Fair Wage Career Growth Work life balance
	Workplace health and safety standards meeting	Quarterly	Safety related issues
	Professional growth opportunities	Yearly	Training Need Identification with respect to Career Growth
	Circulars, emails, intranet, websites, online portals	Regular	Regular

Stakeholder Group	Engagement Method	Frequency of Engagement	Stakeholder's Expectation
Customers	Meetings with customers	Ongoing	On-time delivery Quality product Competitive Pricing Post-sales support Sustainable product
	Media and digital communication	Periodic	
	Customer feedback and survey	Annual	
Suppliers and vendors	Supplier and Vendor training	Need Basis	Timely Payment Continuous order Ethical business
	Policies sharing	Annual	
	Initial supplier evaluation to ensure environmental and social criteria	On the time of boarding	

Stakeholder Group	Engagement Method	Frequency of Engagement	Stakeholder's Expectation
Suppliers and vendors	Initial supplier evaluation to ensure environmental and social criteria	Periodically	Timely Payment
	Regular audits and site visits	Periodically	Continuous order
	Business meets	Periodically	Ethical business
Government and Regulatory bodies	Environmental compliance	Quarterly Half Yearly Yearly	Returns Renewals Monitoring
	Safety and Health Compliances	Yearly Half Yearly	Returns Health Check ups
	Regular Inspections by various statutory bodies	Yearly	Records and Compliances as per the statutes

Stakeholder Group	Engagement Method	Frequency of Engagement	Stakeholder's Expectation
Government and Regulatory Bodies	Strategic policy advocacy	Periodically	Fair Governance
	Official Communications- social media, press release	Periodically	Compliances
Communities	Voluntary support initiatives	Annually	Local employment Green Environment Infrastructure development Livelihood support Women empowerment
	Meetings and dialogue with communities and local authorities	Periodically	
	Community development projects	Annual	
Business Partners	Coordination with importers	Ongoing	Sustainable growth

Materiality Analysis & Stakeholder Engagement Methodology

At Okay Fern Precision Castings Private Limited, we conducted a materiality analysis to identify the most significant economic, environmental, social, and governance (ESG) issues relevant to our business and stakeholders. This analysis for FY 2024 was aimed at recognizing critical sustainability risks and opportunities from two key perspectives:

- Significance and impact on our stakeholders
- Potential implications on our business operations

The insights from this process guide our sustainability priorities, enabling us to align our goals and performance indicators with evolving sustainability challenges and stakeholder expectations. Our materiality approach adheres to globally recognized standards, including the Global Reporting Initiative (GRI), ensuring a robust and adaptive ESG strategy.

Our Approach to Materiality Assessment

Our materiality journey began with an in-depth review of our policies, procedures, risk matrix, and regulatory requirements. We actively sought feedback from employees, suppliers, and customers, helping us identify our strengths and areas for improvement.

We further analyzed both actual and potential impacts, assessing associated risks and opportunities specific to our operations, industry, and geographical footprint.

Key data sources included:

- Compliance management systems
- Audit reports
- Safety inspections
- Grievance mechanisms
- Risk management systems


Categorization	Indication	Materiality Topics
Environmental	E 1	Climate Change
	E2	Circular Economy
	E3	Energy Management
	E4	Waste Disposal
	E5	Environment Management
	E6	Water Management
	E7	Biodiversity
	E8	Management of Hazardous Chemicals

Categorization	Indication	Materiality Topics
Social	S 1	Fair remuneration and growth opportunities for Employees
	S2	Occupational Health & Safety
	S3	Diversity, Equity & inclusion
	S4	Human Capital Development
	S5	Employee Engagement
	S6	Employee Benefits and Retention
	S7	Supply Chain Management

Categorization	Indication	Materiality Topics
Governance	G1	Community Development
	G2	Economic Performance
	G3	Ethics and Governance
	G4	Digitalization
	G5	Risk Management








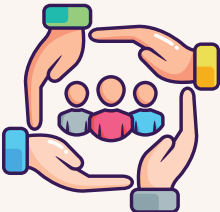





ESG GOALS AND TARGETS

Material Topic	Goals and Targets	Deadline	Approach/ Status quo	Relevant SDGs
 Climate Change	25% Reduction in GHG intensity (Scope 1 + Scope 2) by 2030 compared with 2023	2030	<ul style="list-style-type: none"> Implement energy-efficient technologies in melting and casting operations. Increase the use of renewable energy sources such as solar and wind. Optimize production processes to reduce energy consumption per unit of output. 	
	50% increase in renewable power by 2026 compared with 2023	2026	By increasing Solar Panels	
 Waste Management	30% Reduction in waste intensity compared with 2023.	2030	<ul style="list-style-type: none"> Implement waste segregation and reuse strategies across departments. Partner with vendors to develop sustainable packaging alternatives. 	

ESG GOALS AND TARGETS

Material Topic	Goals and Targets	Deadline	Approach/ Status quo	Relevant SDGs
 Water Management	Reduction water consumption intensity by 30% by 2030 with the base year 2023	2030	To reduce water consumption by adopting new technologies and by practicing 3 Rs (Reduce, Reuse, Recycle)	 6 CLEAN WATER AND SANITATION
 Management of Hazardous Chemicals	Zero incidents in Handling Hazardous Chemicals	Continuous	<ul style="list-style-type: none"> By Adopting safe work practices By providing required infrastructure 	 11 SUSTAINABLE CITIES AND COMMUNITIES
 Hazardous Waste	100% Compliance with the Disposal Procedure	2030	By giving it to authorised agency	 11 SUSTAINABLE CITIES AND COMMUNITIES
 Occupational Health & Safety	Zero incidents & Zero Accidents	Continuous	By engaging all stake holders in Safety initiatives like: <ul style="list-style-type: none"> Safety Committee, National Safety Week Celebrations ISO 45001 Certification 	 8 DECENT WORK AND ECONOMIC GROWTH
	100 % Health & Safety Trainings	Continuous	Safety Training integrated in DOJO Training	

ESG GOALS AND TARGETS

Material Topic	Goals and Targets	Deadline	Approach/ Status quo	Relevant SDGs
 Customer Engagement	Key Customers are covered for the customer survey	Continuous	By collecting Feedback	17 PARTNERSHIPS FOR THE GOALS 
 Supply Chain Management	80% of our RM spend be assessed for ESG criteria 80% of our RM spends responds to Ecovadis disclosures	2030	<ul style="list-style-type: none"> Acceptance of supplier's code of conduct (COC). Compliance with Okay Fern Sustainable procurement policy. Performing on site audits. 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION  8 DECENT WORK AND ECONOMIC GROWTH 
 Employee Engagement	Cover 50% of Direct employees under own your car or two wheeler scheme	2030	By allotting vehicle each year	10 REDUCED INEQUALITIES 
	Train 50% of direct employees to upgrade their skills	2030	By sponsoring various skill upgradation courses	4 QUALITY EDUCATION 
	Cover family members of non ESIC employees in GHI Policy	2030	By covering their family members	5 GENDER EQUALITY 
	Promote DEI	2030	By recruiting people from various ethnic background	
 Ethics Compliance	Prevent Child Labour/ Forced Labour and Human Trafficking	continuous	By implementing strict screening	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 
	Prevention of any kind of harassment at workplace		By implementing our policies strictly	

Material Topic	Goals and Targets	Deadline	Approach	Relevant SDGs
Ethics Compliance	All corruption related incidents are redressed and addressed	Continuous	By providing various platform for reporting incidents	

Our Commitment to Corporate Culture

At Okay Fern Precision Castings Private Limited, we take pride in fostering a corporate culture that reflects our vision, expertise, and commitment to excellence. Our foundation is built on integrity, innovation, and continuous improvement, ensuring that we remain a leader in precision casting.

We believe that success is driven by a strong value system, employee empowerment, and a forward-thinking approach. By embracing technological advancements, sustainable practices, and people-centric policies, we create an environment where both our workforce and business can thrive.

Leadership & Governance

Okay Fern Precision Castings Private Limited is guided by two dynamic and highly experienced Directors:

- ◆ Mr. F.V. Fernandes – A Technocrat and Engineer with over 50 years of expertise in the Investment Casting industry. His deep technical knowledge and leadership have been instrumental in shaping the company's manufacturing excellence and technological advancements.
- ◆ Mr. N.K. Saboo – A Chartered Accountant with over 45 years of experience. His financial acumen and business foresight have played a pivotal role in the company's strategic growth and operational efficiency.

Together, they bring a powerful combination of technical expertise and financial leadership, ensuring Okay Fern Precision Castings Private Limited remains at the forefront of innovation and business success. Their vision is centered on:

- ✓ Enhancing manufacturing capabilities through advanced technologies
- ✓ Expanding market presence while maintaining operational excellence
- ✓ Fostering employee development and skill enhancement
- ✓ Strengthening sustainability initiatives for long-term growth

With a commitment to quality, efficiency, and industry leadership, our Directors continue to drive the company towards new milestones and greater achievements.

For further insights into our leadership and governance, please refer to the details below.
Committee Structure for Enhanced Governance

At Okay Fern Precision Castings Private Limited, we believe that strong governance is the foundation of sustainable growth. To ensure strategic decision-making and operational excellence, various committees have been established to oversee key areas of business. Each committee is designed to address specific aspects of governance, sustainability, and corporate responsibility, fostering a well-structured and transparent decision-making process.

To further strengthen governance, the ESG Committee and CSR Committee play a significant role in promoting responsible business practices.

ESG Committee

The Environmental, Social, and Governance (ESG) Committee is instrumental in ensuring that Okay Fern Precision Castings Private Limited aligns its operations with sustainability and ethical business standards. This committee is responsible for:

- ✓ Monitoring and improving environmental practices
- ✓ Ensuring compliance with governance and ethical standards
- ✓ Implementing policies that drive long-term sustainability

The committee is composed of key leadership members who work collaboratively to integrate ESG principles into core business functions.

CSR Committee

The Corporate Social Responsibility (CSR) Committee ensures that Okay Fern Precision Castings Private Limited remains committed to its social and community responsibilities. This committee focuses on:

- ✓ Employee welfare and well-being initiatives
- ✓ Community engagement and development programs
- ✓ Aligning CSR activities with the company's long-term vision

By embedding ESG and CSR values into our business strategy, Okay Fern Precision Castings Private Limited is committed to fostering a responsible, ethical, and sustainable business environment.

Sl. No.	Name of Members(ESG)	Name of Members (CSR)
1	Mr. F. V. Fernandes Director Chairman	Mr. N.K. Saboo Director
2	Mr. Gajanan Bhaskarwar DGM - HR Secretary	Mr. F. V. Fernandes Director
3	Mr. Sanjay Salve Sr. Manager - Production Member	
4	Mr. Nitin Karnik Sr. Manager - Purchase Member	
5	Mr. A.G. Chaudhari Sr. Manager - Production	

Ethical Business Practices & Governance

1. Commitment to Ethical Business Conduct

At Okay Fern Precision Castings Private Limited, ethics and integrity form the foundation of our business operations. We are committed to ensuring that all our business processes adhere to the highest ethical standards, creating a transparent, fair, and responsible work environment.

2. Transparency & Whistleblowing Mechanism

To promote a culture of transparency and accountability, we have implemented a Whistleblowing Policy. Employees and stakeholders can report:

- ✓ Unethical behavior
- ✓ Bribery and corruption
- ✓ Theft or fraud
- ✓ Any untoward incidents

A dedicated **whistleblowing tab** is available on our website, enabling anonymous reporting and ensuring necessary action is taken without retaliation.

3. Prevention of Workplace Harassment & Protection of Female Employees

We are dedicated to maintaining a safe and respectful workplace. To protect our female employees and address any concerns related to workplace harassment, we have constituted an Internal Complaints Committee (ICC) under the Prevention of Sexual Harassment (POSH) Act.

The ICC is responsible for:

- ✓ Investigating complaints of sexual harassment
- ✓ Creating awareness and conducting training programs
- ✓ Ensuring a fair and confidential redressal process

4. Code of Conduct & Anti-Bribery Policy

Our Code of Conduct clearly defines the ethical expectations for all employees and stakeholders. It outlines:

- ✓ Acts of misconduct and unethical behavior
- ✓ Guidelines for professional integrity
- ✓ Consequences of violations

We also have a strict Anti-Bribery Policy, ensuring that no form of bribery, corruption, or improper influence is tolerated in any business dealings.

5. Human Rights, Labour Ethics & Employee Welfare

We uphold global standards on human rights, labor ethics, and workplace fairness. Our policies include:

- ◆ Human Rights Policy – Protecting fundamental human rights in the workplace
- ◆ Forced Labour & Child Labour Policy – Zero tolerance for forced or child labor
- ◆ Diversity, Equity & Inclusion (DEI) Policy – Ensuring an inclusive and diverse workforce
- ◆ Living Wage Policy – Committing to fair and equitable compensation
- ◆ Anti-Harassment Policy – Preventing any form of discrimination, bullying, or workplace harassment

6. Policy Integration & Employee Handbook

All our ethics and governance policies are embedded in our **Employee Handbook**, ensuring that every team member is aware of their rights, responsibilities, and ethical obligations.

At Okay Fern Precision Castings Private Limited, we strive to build a workplace that is transparent, ethical, and aligned with global sustainability standards, reinforcing our commitment to responsible corporate governance.

Sustainable Operations and Climate Action at Okay Fern



Target

- Reduction in GHG emission (Scope 1 and Scope 2) by 25% by 2030 compared to 2023 level
- 50% increase of renewable power by 2026

Climate Change

ACTION

- Already Intalled solar panels of 345 KW
- Another 250 KW solar panel proposed and will be installed by 2026
- Conducted Energy Audit
- Implementation of Variable Frequency Drives (VFDs) to improve energy efficiency.

Okay Fern Precision Castings Private Limited is committed to minimizing its greenhouse gas (GHG) emissions through strategic initiatives such as renewable energy integration, process enhancements, and efficiency improvements. Our sustainability teams actively monitor and manage progress towards our environmental goals, ensuring compliance with evolving regulations and industry benchmarks. Key focus areas include GHG reduction strategies, energy conservation, and responsible material sourcing.

Energy and Carbon Emission Analysis – Okay Fern Precision Castings Pvt. Ltd.

1. Energy Consumption Overview

Mould Cast (Production) Trends

- The production of mould cast has seen a consistent rise from January 2023 to December 2024.
- There is a notable increase in production, indicating improved efficiency and demand growth.

Molten Metal Consumption

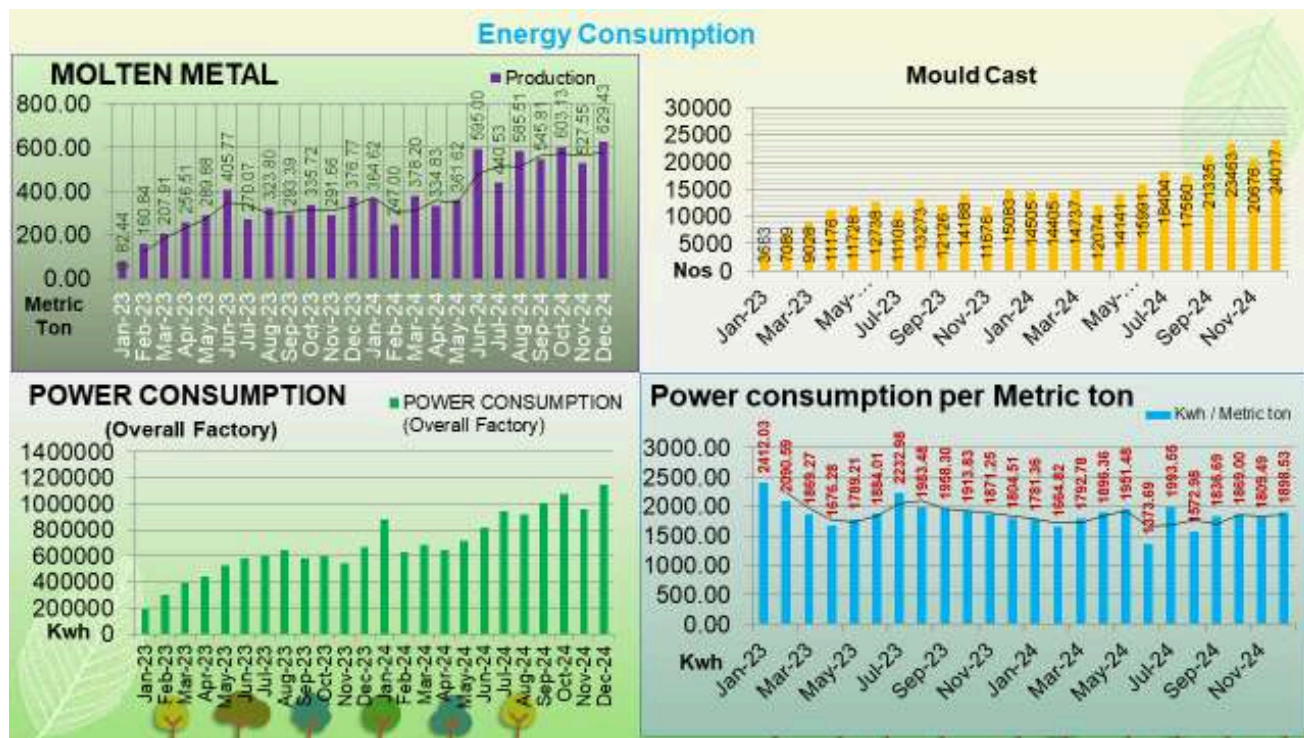
- Molten metal consumption has followed an increasing trend, reflecting higher production levels.
- There is a need to assess energy efficiency in melting operations to ensure sustainability.

Power Consumption (Overall Factory)

- Factory-wide power consumption has steadily increased, in line with rising production levels.
- The correlation between power usage and production output must be optimized for energy savings.

Per Mould Unit Energy Efficiency

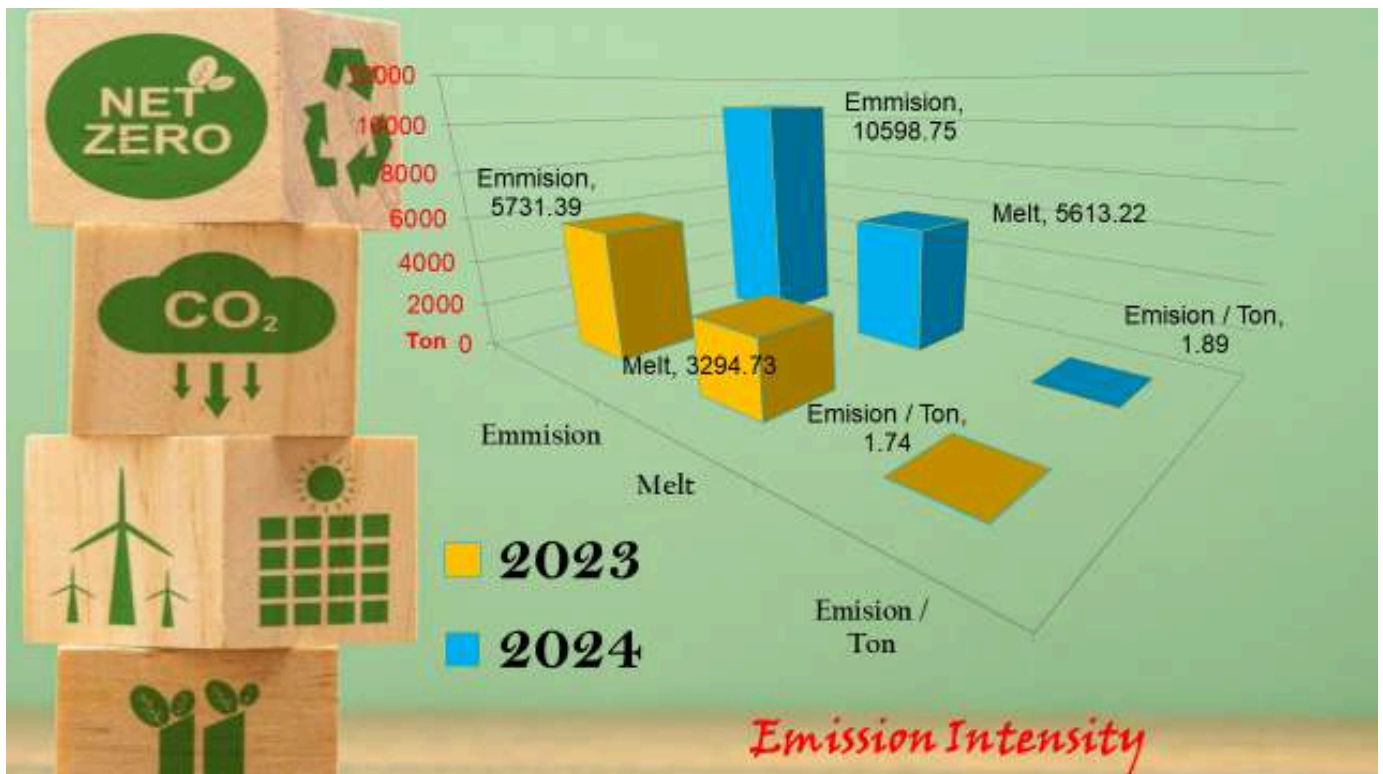
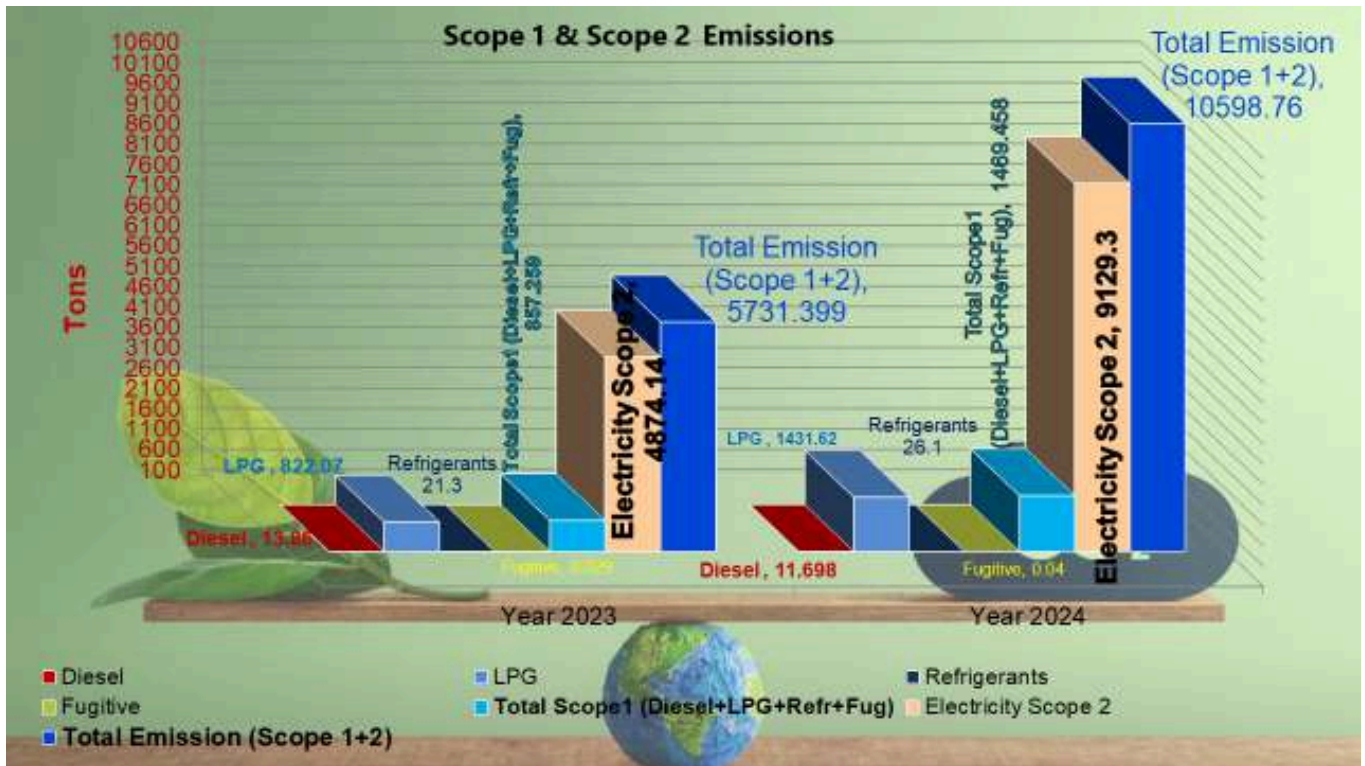
- The energy consumed per mould unit has fluctuated but requires further optimization to enhance efficiency.



Production and Power Consumption

Scope 1 & Scope 2 Emissions		Year wise Fuel & Energy Consumptions & GHG Emission				Targets	
Type of Fuel & Energy	Emission Factors for various fuels	2023		2024		For 2030	
		Consumptions	CO2 Emissions	Consumptions	CO2 Emissions	Consumptions	CO2 Emissions
Diesel Consumption	2.64 T Co2 /KL	5.250	13.860	4.431	11.698	To Reduce by 5% every Year	
LPG	2.98 T Co2 /MT	275.86	822.07	480.41	1431.62	To Reduce by 5% every Year	Reduce up to 30% ,
Refrigerants	2088 T / Kg	0.0102	21.30	0.0125	26.10	To Reduce by 1% every Year	
Fugitive Emission (Co2 Fire Expunger)	0.001 T / Kg	29	0.029	40	0.040	Replace All By ABC F. E.	
Total Scope 1			857.259		1469.45		
Electricity Purchased (Scope 2)	0.8 T / Mwh	6092.67	4874.14	11411.62	9129.30	--	
Emissions Grand Total (Scope1+2)			5731.399		10598.75		
Renewable Energy Produced (Solar)	Mwh	323.72	0	277.82	0	To Increase By 10% every Year	
Molten Metal (in Tons)			3294.73		5613.22		
Emission/per Ton			1.73		1.88	To achieve 1per Ton up to year 2030	

Scope 1 & Scope 2 Emissions & Intensity of Emission



Enhancing Solar Energy Capacity at Okay Fern

At Okay Fern Precision Castings Private Limited, we are actively working towards increasing our renewable energy capacity to reduce our carbon footprint. So far, we have successfully installed a 345 kWh solar power system, and in the upcoming year, we plan to add another 210 kWh, further strengthening our clean energy initiatives.

Our efforts in solar energy generation have already yielded significant results. In 2023, we generated 323,718 kWh of solar power, contributing to a CO₂ emission reduction of 2,36,314 kg. In 2024, we further added our renewable energy utilization, generating 277,824 kWh of solar power, leading to a CO₂ emission reduction of 2,08,212 kg.

As we move forward, we remain committed to progressively increasing our solar energy capacity. By integrating more renewable energy sources into our operations, we aim to enhance sustainability, reduce our reliance on conventional power, and contribute to a cleaner environment.

2. Carbon Emissions Analysis

Scope 1 & Scope 2 Emissions Breakdown

Major sources of emissions include electricity, LPG, and diesel.

Total CO₂ emissions increased from 5731.399 Tons in 2023 to 10594.75 kg in 2024, reflecting a production scale-up.

Fuel-Wise Emissions Contribution

Electricity Consumption:

Increased significantly from 4874.14 Tons CO₂ in 2023 to 9129.30 Tons CO₂ in 2024.

LPG Consumption:

Emissions from LPG usage rose from 822.07 Tons CO₂ to 1,431.52 Tons CO₂.

Diesel Consumption: A minor source but still contributing to emissions.

3. Net Carbon Emissions & Solar Energy Contribution

The company has integrated solar energy into its operations, reducing net emissions.

In 2023, solar power neutralized 236,314 kg CO₂, while in 2024, it neutralized 202,812 kg CO₂.

Further investment in solar energy can help offset a higher percentage of emissions.

4. Emission Per Ton Melt & Reduction Goals (Emission Intensity)

The emission per Ton of molten metal has increased from 1.73 Ton CO₂ in 2023 to 1.81 Ton CO₂ in 2024.

The 2030 target aims to achieve a 1.0 Ton CO₂ per Ton melt emission rate.

5. Key Recommendations

Energy Efficiency Measures: Optimize melting and casting processes to reduce energy consumption.

Renewable Energy Expansion: Increase solar power capacity to offset more emissions.

Process Optimization: Implement further efficiency improvements in fuel consumption to reduce LPG and diesel emissions.

Sustainability Strategy: Align with Science-Based Targets Initiative (SBTi) for structured carbon reduction goals.

Conclusion

Okay Fern has shown a commitment to sustainability by reducing per kg emissions and integrating solar power. With continuous improvements in energy efficiency and alternative energy adoption, the company is on track to meet its 2030 emission reduction goals.

Waste management at Okay Fern

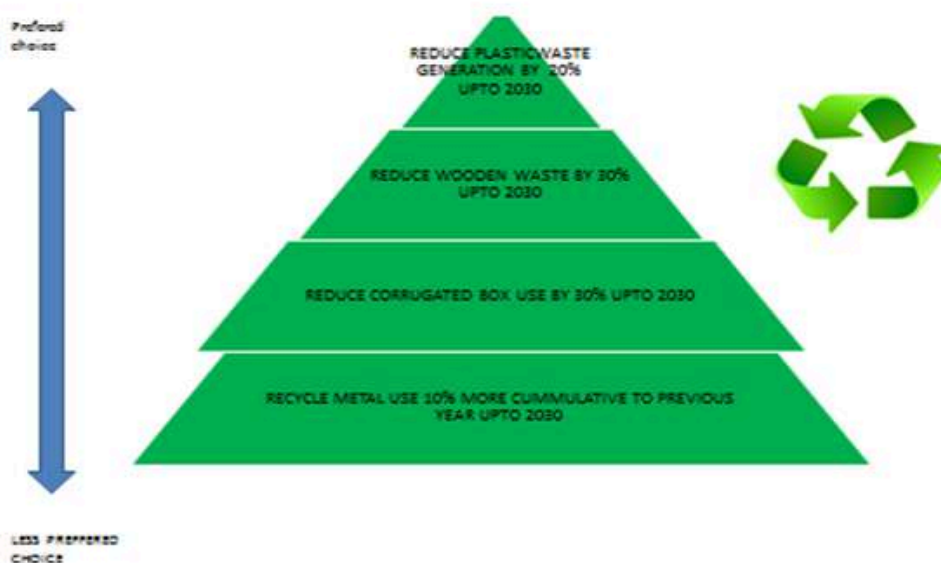


Targets

ACTION

- METAL RECYCLE TO BE INCREASED BY 10%
- PLASTIC BAG WASTE REDUCE 20%
- WOODEN PALLET SCRAP REDUCE 30%
- CORRUGATED BOXES REDUCE 30% REDUCE
- 10% METAL FOR REUSE WILL BE INCREASED
- PLASTIC BAG WASTE REDUCE BY RECYCLING
- BY RECYCLING THE PALLETS
- 30% REDUCE BY CIRCULATING TRAYS

Hierarchy goals for waste management



WASTE MATERIAL RECYCLED IN 2024

S No	Type of Material	2023 Kg/ Mould	2024 Kg/ Mould
1	Metal	15.78	16.07
2	Waste Plastic	0.020	0.006
3	Wooden Pallets	0.004	0.012
4	Corrugated Boxes	0.022	0.017

S.No.	Date	Item Description	Quantity
1	21.05.2024	Telephone scraps	22
2	21.05.2024	SMPS scraps	18
3	21.05.2024	Keyboard scraps	20
4	21.05.2024	Hard disk scraps	29
5	21.05.2024	CPU Fan scraps	17
6	21.05.2024	Adaptors	28
7	21.05.2024	Non-working Cameras	20
8	21.05.2024	Mouse	42
9	21.05.2024	HDMI & VGA cables	3
10	21.05.2024	Stabilizer scraps	1
11	21.05.2024	CRT Monitor	1
12	21.05.2024	UPS scraps	10
13	21.05.2024	Battery scraps	28
14	21.05.2024	Router scraps	7
15	21.05.2024	PCB - Motherboard	7
Total			253

For Right E-waste Recycle Private Limited

Authorized Signatory

M/s Right E-waste Recycle Private Limited is a registered company with Maharashtra Pollution Control Board bearing registration no. MPCB/RO(HQ)/HSMD/Autho/22/EW/01 valid till 31.05.2027 under E-waste Management Rules, 2016.

Certificate
Of E-waste Recycling
Asset Recovery and certificate

This statement certifies that the electronics equipments sent by your organisation M/S. OKAY FERN PRECISION CASTING PVT LTD, 126 / 1, BEHIND CCI LTD, MIDC AREA, MALEGAON, SINNER, NASHIK, MAHARASHTRA - 422113 for asset recovery and recycling has been received and unloaded at Right E-waste Recycle Private Limited. Right E-waste Recycle Private Limited has taken the ownership and responsibility for your E-waste. Any reused assets will be handled in accordance with all software piracy laws, and all personal, non transferable, or proprietary information will be erased. All unrecoverable assets will be managed and Dismantling according to the specification set out by the Government of India Environmental protection and in compliance with all local, laws and regulation.

Signature: _____ Date: 28/05/2024
Name & title: SANTHANAKUMAR SAMY
Right E-waste Recycle Private Limited



E-Waste Disposal Report

Date: 28/05/2024

Details of E-Waste Disposal

The following electronic waste items were handed over to Right E-Waste Recycle Private Limited, an authorized recycler registered with the Maharashtra Pollution Control Board under E-Waste Management Rules, 2016 (Registration No. MPCB/RO(HQ)/HSMD/Autho/22/EW/01, valid till 31.05.2027).

Pickup Details:

S. No.	Date	Item Description	Quantity	S. No.	Date	Item Description	Quantity
1	21.05.2024	Telephone scraps	22	9	21.05.2024	Mouse	42
2	21.05.2024	SMPS scraps	18	10	21.05.2024	HDMI & VGA cables	3
3	21.05.2024	Keyboard scraps	20	11	21.05.2024	Stabilizer scraps	1
4	21.05.2024	Hard disk scraps	29	12	21.05.2024	CRT Monitor	1
5	21.05.2024	CPU Fan scraps	17	13	21.05.2024	UPS scraps	10
6	21.05.2024	Adaptors	28	14	21.05.2024	Battery scraps	28
7	21.05.2024	Non-working Cameras	20	15	21.05.2024	Router scraps	7
				15	21.05.2024	PCB - Motherboard	7
				Total 253			

Environmental Compliance & Security Measures

Data Security: All personal, proprietary, and non-transferable data from the e-waste have been erased per applicable laws.

Recycling & Dismantling: All irrecoverable assets have been disposed of in accordance with Government of India's environmental regulations and local laws.

Certification Details

Certificate Number: 098

Authorized Signatory: Santhanakumar Samy

Recycling Facility: Right E-Waste Recycle Private Limited

This document confirms that Okay Fern Precision Castings Pvt. Ltd. has responsibly disposed of 253 units of e-waste through an authorized recycler, ensuring environmental compliance and proper handling of electronic waste.

Waste Management Analysis & Progress Report

Overview

As part of our commitment to sustainability, OKAY FERN Precision Castings Pvt. Ltd. has established key waste management goals to be achieved by 2030. These objectives focus on recycling, reduction, and overall waste minimization. The following report presents an analysis of our waste management efforts, progress, and future targets.

Analysis & Key Findings

Metal Recycling:

Achieved a marginal increase from 15.78 KG/Mould in 2023 to 16.07 KG/Mould in 2024.

Steady progress aligns with the long-term goal of increasing recycled metal usage by 10% cumulatively each year.

Plastic Bag Waste Reduction:

Significant reduction from 0.020 KG/Mould to 0.006 KG/Mould.

Achieved through the implementation of circulating trays, reducing reliance on plastic packaging.

Wooden Pallet Scrap Reduction:

Slight increase in waste from 0.004 KG/Mould to 0.012 KG/Mould.

Future measures will focus on enhancing the adoption of recyclable pallets.

Corrugated Box Reduction:

Waste reduced from 0.022 KG/Mould to 0.017 KG/Mould.

Indicates positive progress towards the 2030 target of a 30% reduction through the use of circulating trays.

Action Plan for Future Improvements

Enhancing Metal Recycling Initiatives:

Strengthen procurement of recycled metal.

Improve segregation techniques to enhance metal recovery rates.

Further Reduction of Plastic Bag Waste:

Expand the use of alternative packaging solutions.

Conduct awareness programs to encourage minimal plastic usage.

Addressing Wooden Pallet Scrap Increase:

Improve handling processes to reduce scrap generation.

Increase adoption of fully recyclable or reusable pallets.

Sustained Reduction in Corrugated Boxes Usage:

Promote standardization of circulating trays for packaging.

Evaluate potential for returnable packaging solutions with suppliers

Conclusion

The waste management initiatives at OKAY FERN Precision Castings Pvt. Ltd. have shown encouraging results, with notable reductions in plastic and corrugated waste. While progress in metal recycling is steady, improvements in wooden pallet scrap management are required. Continued focus on recycling and waste reduction strategies will be key in meeting our 2030 sustainability targets.

Water Management at Okay Fern



- 2% Reduction in intensity of water consumption by 2030
- Training to all employees on conservation of water & its importance by 2030

ACTION

- Closed loop system installed for Induction Furnace

Introduction

Okay Fern Precision Castings Private Limited recognizes the critical importance of water conservation and sustainable management. Water is utilized in various operational activities, including cooling of the induction furnace, equipment cleaning, horticulture, drinking, washrooms, and other essential processes. The company is committed to responsible water usage, regulatory compliance, and minimizing its environmental footprint through continuous improvement and resource efficiency.

Water Usage and Management Strategy

Okay Fern follows a structured approach to water management that aligns with industry best practices and regulatory requirements. The company ensures efficient water use by prioritizing the principles of reduce, recover, recycle, and reuse. Key water conservation strategies include:

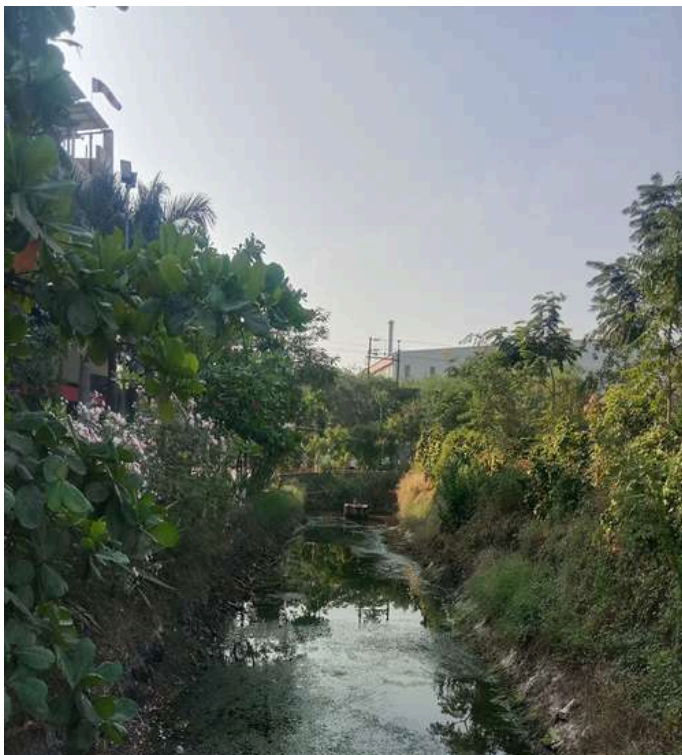
Cooling Water Management: The largest portion of water consumption is attributed to cooling the induction furnace. A closed-loop system has been installed for the cooling system of the induction furnaces to minimize evaporation losses and improve efficiency.

Cleaning and Sanitation: Water used for equipment cleaning and washrooms is optimized through controlled usage and process improvements.

Horticulture and Landscaping: Water used for gardening and landscaping is minimized by implementing efficient irrigation systems. A Sewage Treatment Plant (STP) has been installed to process sewage water, which is then recycled for irrigation and horticulture.

Rainwater Harvesting and Groundwater Recharge: Okay Fern has implemented rainwater harvesting efforts and has dug two percolation bores to allow rainwater to percolate into the ground, helping to increase the water table in the vicinity for the overall benefit of society.

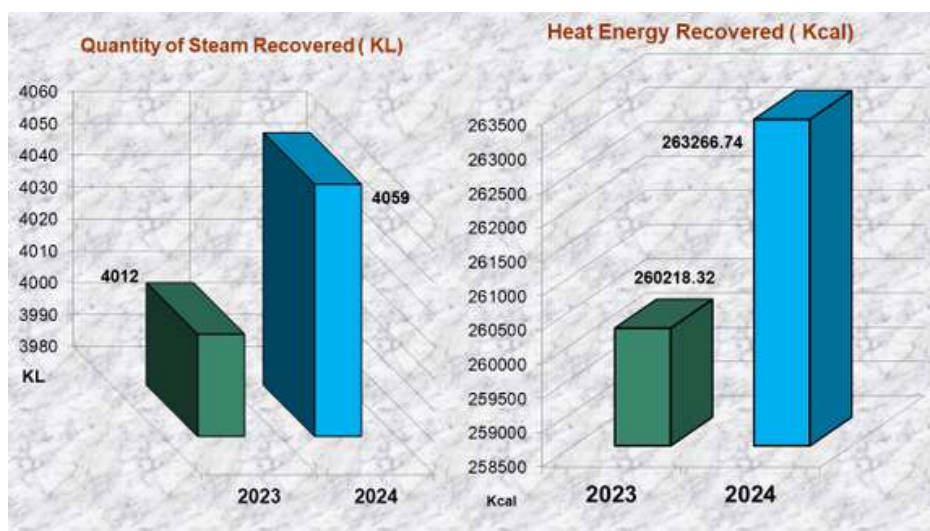
Water Conservation & Sustainable Utilization at Okay Fern Precision Castings Pvt. Ltd.



Rain Water Harvesting and Ground Water Recharging



Spent Steam Recovery



At Okay Fern Precision Castings Pvt. Ltd., we are committed to sustainable water management, ensuring that every drop is utilized responsibly. Recognizing the importance of water conservation, we have implemented a Rainwater Harvesting System to replenish groundwater levels and optimize resource utilization.

Our facility is equipped with two bore wells strategically designed to facilitate the percolation of harvested rainwater into the ground. This initiative helps recharge groundwater tables, contributing to long-term water security and environmental sustainability.

In addition to rainwater harvesting, we prioritize the efficient use of spent energy in our operations. Steam discharged from our boiler is captured, recycled, and reused, significantly reducing water wastage and enhancing energy efficiency. This closed-loop system minimizes water consumption, making our processes both cost-effective and environmentally responsible.

Through these initiatives, Okay Fern Precision Castings Pvt. Ltd. continues to uphold its commitment to sustainability by conserving natural resources, reducing our environmental footprint, and promoting responsible industrial practices.

Comparative tables showing water consumption for year 2023 and 2024

Month & Year	Production (Metric ton)	Water Consumption (m³/month)	Water Consumption (m³/metric ton)
Jan-23	77.92	539	6.92
Feb-23	141.82	527	3.72
Mar-23	212.33	593	2.79
Apr-23	263.05	545	2.07
May-23	294.21	502	1.71
Jun-23	308.55	568	1.84
Jul-23	270.50	606	2.24
Aug-23	323.80	518	1.60
Sep-23	296.88	471	1.59
Oct-23	323.63	492	1.52
Nov-23	291.66	526	1.80
Dec-23	371.24	520	1.40
Total	3175.58	6407	2.02

Month & Year	Production (Metric ton)	Water Consumption (m³/month)	Water Consumption (m³/metric ton)
Jan-24	370.00	490	1.32
Feb-24	376.62	509	1.35
Mar-24	381.00	580	1.52
Apr-24	337.83	530	1.57
May-24	366.20	540	1.47
Jun-24	595.00	570	0.96
Jul-24	474.15	560	1.18
Aug-24	585.51	588	1.00
Sep-24	545.81	503	0.92
Oct-24	573.92	572	1.00
Nov-24	527.55	592	1.12
Dec-24	602.93	580	0.96
Total	370.00	6124	1.14

Water Management Analysis at Okay Fern

Steam Recycling: Spent steam from the boiler is also recycled to enhance overall water efficiency and minimize wastage.

Water Consumption Data

The water consumption details for the financial years 2023 and 2024 are as follows:

Water Consumption in FY 2023 (in m³)

Total Production: 3,175.58 Metric Tons

Total Water Consumption: 6,407 m³

Average Water Consumption per Metric Ton: 2.02 m³/MT

Water Consumption in FY 2024 (in m³)

Total Production: 5,366.52 Metric Tons

Total Water Consumption: 6,124 m³

Average Water Consumption per Metric Ton: 1.14 m³/MT

Key Observations:

There has been a reduction in water consumption per metric ton from 2.02 m³/MT in 2023 to 1.14 m³/MT in 2024, demonstrating improved water efficiency.

Despite an increase in production, total water consumption has been managed effectively through water-saving initiatives.

Water Risk Assessment and Compliance

Okay Fern conducts regular water risk assessments in compliance with local regulations, including guidelines set by the Maharashtra Pollution Control Board (MPCB).

The company ensures:

Daily monitoring of water consumption through meters installed at key usage points. Regular quality checks for pH, Chemical Oxygen Demand (COD), Biological Oxygen Demand (BOD), Total Dissolved Solids (TDS), and other critical parameters.

No direct withdrawal from groundwater sources; all freshwater is procured through authorized channels.

Water Management Initiatives at Okay Fern

Water Recycling and Reuse

- To minimize freshwater dependency, **Okay Fern** is focusing on increasing the use of recycled water. Current initiatives include:
- Reusing treated water from industrial processes where feasible.
- Implementing water-efficient technologies in cooling systems and washrooms.
- Exploring rainwater harvesting as a long-term strategy.
- Recycling sewage-treated water for irrigation and horticulture purposes.
- Using a closed-loop cooling system for the induction furnaces to reduce evaporation losses.
- Spent steam from boilers is also recycled, reducing overall water consumption.
- **Strict monitoring for Sustainable Water Management**
- **Okay Fern** is committed to further reducing its water footprint and enhancing sustainability. Future initiatives include:
- Increasing water recycling rates through advanced treatment technologies.
- Expanding rainwater harvesting systems across operational sites.
- Conducting awareness programs for employees on responsible water usage.
- Collaborating with industry experts to implement best practices in water conservation.

Conclusion

Through strategic planning and responsible resource management, Okay Fern has made significant progress in optimizing water consumption while supporting environmental sustainability. The company remains dedicated to continuous improvement and regulatory compliance, ensuring a sustainable future for its operations and the broader community.

World Environment Day Celebrations - 2024



At Okay Fern Precision Castings Pvt. Ltd., we believe in sustainable growth and our responsibility toward the environment. **On 5th June 2024,** we proudly celebrated World Environment Day by organizing a Tree Plantation Drive at our premises.

Total 20 Nos of Saplings of following Big Trees Planted on the day:

Peltroforam - 10 Nos

Spathodia - 10 Nos

This year's theme, "Land Restoration, Desertification, and Drought Resilience," resonates deeply with our commitment to fostering a greener, healthier planet. Our employees enthusiastically participated, planting trees and reinforcing our dedication to environmental conservation.

By taking small yet impactful steps, we aim to contribute to a better future, ensuring cleaner air, reduced carbon footprint, and a thriving ecosystem for generations to come.

A big thank you to our leadership and employees for making this initiative a success! Let's continue working together to protect and preserve our environment.

Occupational Health & Safety



Zero Accident - Every Year
Safety Audit every 2 Years
100% Health & Safety Training
Coverage of all employees by 2030



100% H&S training covering all employees
Zero Fatality
LTIFR (Permanent employees): 0.0
LTIFR (Permanent workers): 0.00
LTIFR contractual employees: 0.92

At Okay Fern Precision Castings Private Limited, we are committed to ensuring workplace safety for our workforce, contractual staff, visitors, and any other stakeholders entering our premises. We have established a comprehensive Occupational Health and Safety (OHS) framework that not only meets but exceeds legal requirements. All our locations are 100% ISO 45001 certified, demonstrating our adherence to global OHS standards. Our safety practices align with legal mandates and emphasize continuous improvement to create a safe and healthy work environment.

Hazard Identification and Risk Assessment (HIRA)

We follow a systematic approach to risk assessment through the Hazard Identification and Risk Assessment (HIRA) process. This enables us to evaluate potential operational hazards and mitigate risks effectively.

- **100% EHS Risk Assessment Coverage:** Every operational unit within Okay Fern is covered under our Environmental, Health, and Safety (EHS) risk assessment framework.
- **Annual and Event-Based Review:** Our EHS committee reviews and updates risk assessments annually or whenever a new hazard is identified.
- **Proactive Risk Mitigation:** We continuously seek opportunities for improvement and implement appropriate control measures to enhance process safety and minimize risks.

Key Components of Our Risk Management System

Our risk management system focuses on three core components to ensure a safe and compliant workplace:

1. **Hazard Identification and Control Measures:** Identifying potential risks and implementing preventive measures.
2. **Incident Reporting and Investigation:** Encouraging open reporting of unsafe conditions, followed by root cause analysis and corrective action.

3. Emergency Preparedness and Response: Training and equipping personnel to handle emergencies effectively.

Incident Reporting and Emergency Preparedness

At Okay Fern, we have implemented a robust incident reporting and emergency preparedness framework to proactively manage workplace risks.

Incident Reporting System

- All employees, contractors, and visitors are encouraged to report unsafe conditions, near misses, incidents, or accidents.
- A dedicated team investigates incidents, identifies root causes, and recommends corrective actions to prevent recurrence.
- Reports are analyzed to develop preventive strategies and enhance safety protocols.

Emergency Response & Medical Preparedness

- **First-Aid Facilities:** First-aid boxes are strategically placed across all facilities for immediate medical assistance.
- **Hospital Partnerships:** We maintain ambulances at our sites and have partnerships with nearby hospitals to ensure quick medical intervention during critical emergencies.

Fire Safety Measures

- Fire safety is a top priority, and we ensure that our workforce is equipped with the necessary tools and knowledge to respond to fire incidents effectively.
- Fire safety training sessions are conducted quarterly at all Okay Fern locations.
- Fire extinguishers, hydrants, and alarm systems are regularly inspected and maintained to ensure operational readiness.

Commitment to Continuous Improvement

- **Regular Audits and Inspections:** We conduct periodic internal and external audits to assess compliance with safety standards.
- **Safety Culture Development:** Through training programs, awareness campaigns, and employee engagement initiatives, we strive to cultivate a strong safety culture.
- **Leadership and Accountability:** Our management team takes ownership of workplace safety, fostering a proactive approach towards OHS enhancement.

At Okay Fern Precision Castings Private Limited, the safety and well-being of our people are paramount. By integrating industry best practices and fostering a culture of responsibility, we continue to strengthen our OHS framework and set new benchmarks in workplace safety.



Periodic Health Check Up



Periodic Health Check-up Camp

1. Introduction

Employee health and well-being are of utmost importance to ensure workplace safety, productivity, and compliance with occupational health regulations. This report outlines the periodic health check-up process conducted for employees at Okay Fern Precision Castings Pvt. Ltd.

2. Objective

The main objectives of the periodic health check-up are:

- To monitor the health status of employees and detect any occupational health hazards at an early stage.
- To ensure compliance with statutory and regulatory health requirements.
- To promote a healthy work environment and improve overall employee well-being.
- To take preventive measures against common workplace illnesses and injuries.

3. Health Check-up Process

3.1 Pre-Health Check-up Arrangements

- Notification sent to all employees regarding the scheduled health check-up.
- Coordination with a certified medical practitioner or health service provider.
- Arrangement of medical equipment and facilities at a designated health check-up center.

3.2 Health Check-up Procedure

Registration: Employees provide their basic details and medical history.

Vital Signs Monitoring: Checking blood pressure, pulse rate, temperature, and oxygen levels.

General Physical Examination: Conducted by a certified doctor.

Vision and Hearing Tests: Ensuring employees have adequate eyesight and hearing ability for their job roles.

Blood and Urine Tests: Screening for common illnesses such as diabetes, anemia, and infections.

X Ray & Hot Places : Especially for employees working in dusty environments.

Audiometry and Spirometry Tests : For workers exposed to high noise levels or hazardous fumes.

ECG : For all employees .

Above Health Chek ups done by Dr. Dattatray Gadkh - Certifying Surgeon under the Factories Act, 1948

Details of Health Check up done from 24th Sep to 26th Sep 2024

Category of Employees undergone Medical Check up		Total Nos	Fit	Unfit	Health related Recommendation s / Advices given
Direct Employees	Male	145	145	0	60
	Female	29	29	0	15
	Total	174	174	0	75
Non Employee Workers	Male	116	116	0	35
	Female	72	72	0	35
	Total	223	223	0	70
Grand Total		362	362	0	145

5. Recommendations and Action Plan

Based on the findings, the following steps are recommended:

- Employees requiring further medical attention should be referred to specialists.
- Regular awareness sessions on workplace ergonomics, stress management, and hygiene should be conducted.
- Improvement in workplace safety measures based on health check-up findings.

6. Conclusion

The periodic health check-up was successfully conducted, ensuring that employees' health is monitored and necessary actions are taken for their well-being. The company remains committed to enhancing workplace safety and employee health through continuous monitoring and preventive measures.

Dr. DATTATRAY M CADAKHE
M.B.B.S., AFH (MEMRAJ)
REG. NO. ACS-21 DG/2016
AUTHORIZED CERTIFYING SURGEON,
FOR NASHIK.

DATE: 14.10.2024

CERTIFICATE

This is to certify that the medical examination of 362 Employees of
M/S - Okay Era Precision Castings Pvt. Ltd. 12A/1, Malgaon MIDC, Tal. Sion, Dist. Nashik.

Was performed on 24 To 26.09.2024.

The Medical reports conclude that 362 employees are suffering from any Occupational Health Disease and found "Free From Tuberculosis, Skin and Other Communicable or Contagious Diseases."

Note: The Audiometry test was not performed in Noise proof chamber & 12 hrs. Abstinence from work. The Audiometry does not reveal any WHL (Noise Induced Hearing Loss). However the employees are advised to use ear plugs in high noise areas.

Dr. DATTATRAY M CADAKHE
M.B.B.S., AFH (MEMRAJ)
REG. NO. ACS-21 DG/2016
AUTHORIZED CERTIFYING SURGEON,
FOR NASHIK.

53rd National Safety Week Celebrations 4th March 2024 -11th March 2024



Safety Being Administered to all employees by
Mr. Gajanan S Bhaskarwar - DGM - HR & Factory Manager



National Safety Week Flag being unfurled by Factory Medical Officer Dr. Rajeev Waghmare



Addressing the gathering of employees
Mr. Gajanan S Bhaskarwar - DGM - HR & Factory Manager

Glimpse of Safety Week Celebrations 2024

Page 58
Street
Play

Safety
Rally



Quiz
Competition



Safety Poster
Competition



Prize Distribution &
Closing of Safety
Week





Health Talk by Dr. Patil
from Apollo Hospital



Essay Writing
Competition

National Safety Week Celebration

At Okay Fern Precision Castings Private Limited, safety is a top priority. This year, we celebrated National Safety Week with great enthusiasm, reinforcing our commitment to workplace safety and employee well-being. The week-long event included a Safety Oath, administered by HR Head & Factory Manager, Mr. Gajanan S. Bhaskarwar, and the hoisting of the National Safety Week Flag by Factory Medical Officer, Dr. Rajeev Wagmare.

To enhance safety awareness, we organized a Quiz Competition, Safety Rally, Street Play, Safety Poster Competition, and a Health Talk, engaging employees at all levels. The event culminated in a prize distribution ceremony, recognizing outstanding participation.

This successful initiative was driven by the collective efforts of the HR Department, Safety Department, and the Safety Week Celebration Committee, reflecting our unwavering commitment to fostering a safe, secure, and sustainable workplace.

People-First Policy at Okay Fern

At Okay Fern Precision Castings Private Limited, our people are at the heart of our success. We believe that a skilled, engaged, and empowered workforce is essential for achieving operational excellence, innovation, and long-term sustainability. Our commitment is to create a workplace where every individual feels valued, respected, and has opportunities for continuous learning, career growth, and a strong sense of belonging.

Our Commitment to Employees

1. Employee Well-Being & Development:

- Providing a safe, healthy, and risk-free workplace for all employees.
- Investing in continuous learning and skill development through:
 - Classroom Training for technical, behavioral, and leadership skills.
 - Online Training Programs to provide flexible learning opportunities.
 - Training by Maruti Center for Excellence to improve professional and soft skills.
 - Dojo Room Training & Operator Skill Development Programs to enhance hands-on learning.
- Preparing employees for upward and horizontal mobility by offering structured career development programs.
- Recognizing and rewarding outstanding performance through performance-based recognition programs.

2. Equality, Inclusion & Fair Employment Practices

- Upholding a diverse, inclusive, and discrimination-free workplace.
- Ensuring equal opportunities, fair wages, and merit-based career growth.
- Promoting a culture of dignity, transparency, and ethical business practices, aligned with International Labour Organization (ILO) standards and our customized Code of Conduct (COC).

3. Workplace Safety & Compliance

- Adhering to strict safety protocols, 5S initiatives, and environmental compliance to create a hazard-free work environment.
- Conducting regular safety campaigns, fire drills, and awareness programs to enhance workplace safety.
- Ensuring compliance with all statutory labor laws and Maharashtra Pollution Control Board (MPCB) regulations.



Employee Birthday Celebrations at Okay Fern

At Okay Fern Precision Castings Private Limited, we believe in fostering a culture of appreciation, belonging, and togetherness. One of the many initiatives to enhance employee engagement is our monthly birthday celebrations, where we take time to recognize and celebrate our employees' special days.

These celebrations bring the team together, strengthening camaraderie and boosting morale. The event includes cake-cutting, heartfelt wishes, and moments of joy shared among colleagues. It serves as a small yet meaningful gesture to show our employees that they are valued and appreciated.

We believe that such initiatives create a positive work environment and contribute to a happy and motivated workforce. At Okay Fern, we don't just work together; we grow and celebrate together!

4. Employee Engagement, Well-Being & Celebrations

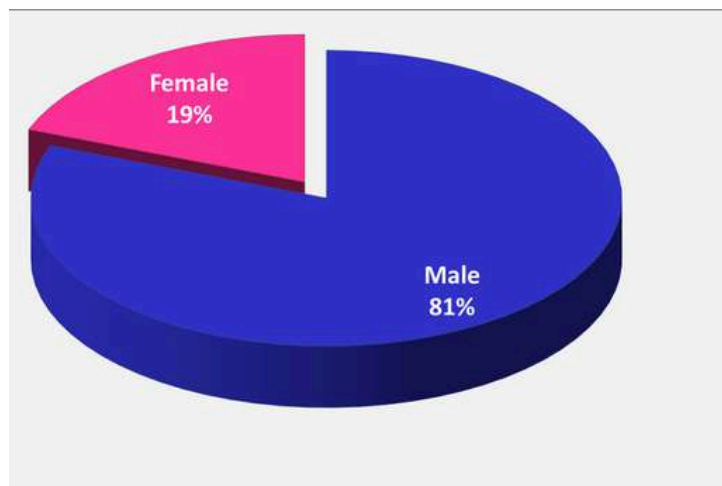
- Annual Day Functions where employees and their families participate in fun activities, fostering a sense of community.
- Women's Day Celebrations to honor the contributions of female employees and promote gender equality.
- Festival Celebrations for Diwali, Dassera, and other cultural events, including distributing sweets on Dassera and Diwali as a token of appreciation.
- Recognition & Reward Programs such as Best Performer Awards, Employee Recognition Programs, and Safety Awards to appreciate employees' dedication and contributions.
- Encouraging open communication, collaboration, and a culture of mutual respect through communication meetings and feedback mechanisms.
- Supporting financial well-being through employee ownership initiatives such as 'Own Your Car' and 'Own Your Two-Wheeler' programs.
- Providing induction training for all new operators and contract workers to help them integrate seamlessly into the organization.
- At Okay Fern, we embrace a People-First Philosophy, ensuring that our employees are not just workforce members but active partners in our journey of growth. By investing in their skills, well-being, and engagement, we empower them to build successful careers while contributing to the company's success.

Diversity, Equity & Inclusion: Building a Sustainable Workforce

At Okay Fern Precision Castings Pvt. Ltd., we are committed to fostering a diverse, equitable, and inclusive workplace, recognizing that diversity drives innovation, enhances decision-making, and contributes to a more sustainable future. Our workforce reflects a balanced mix of gender, ethnicity, abilities, and regional representation, aligning with the United Nations Sustainable Development Goals (SDGs), particularly SDG 5 (Gender Equality), SDG 8 (Decent Work & Economic Growth), and SDG 10 (Reduced Inequalities).

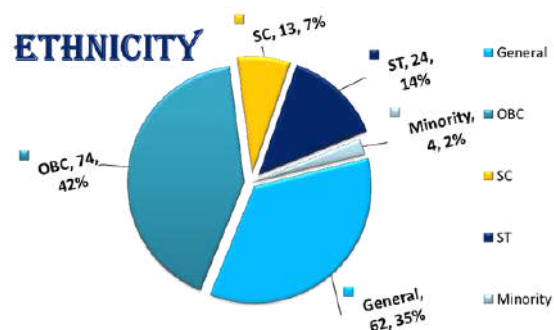
Gender Diversity

Gender	No of Employee
Male	143
Female	34
Total	177



We take pride in our efforts to promote gender balance within the organization. Currently, 19% of our workforce comprises women, with female employees holding roles across both operator and executive levels. While 16% of operator-level employees are women, we are actively working towards enhancing female representation in leadership roles, ensuring an inclusive work environment that supports career growth for women.

Demography of Okay Fern			
General	62	ST	24
OBC	74	Minority	04
SC	13		



Ethnic & Regional Diversity

Our workforce brings together individuals from varied ethnic backgrounds, fostering an inclusive culture that values different perspectives. Employees belong to multiple social groups, including General (35%), OBC (42%), SC (7%), ST (14%), and Minority (2%) communities.

Promoting Gender Equality at Okay Fern



Highlights of International Women's Day Celebrations at Okay Fern on 8th March 2024

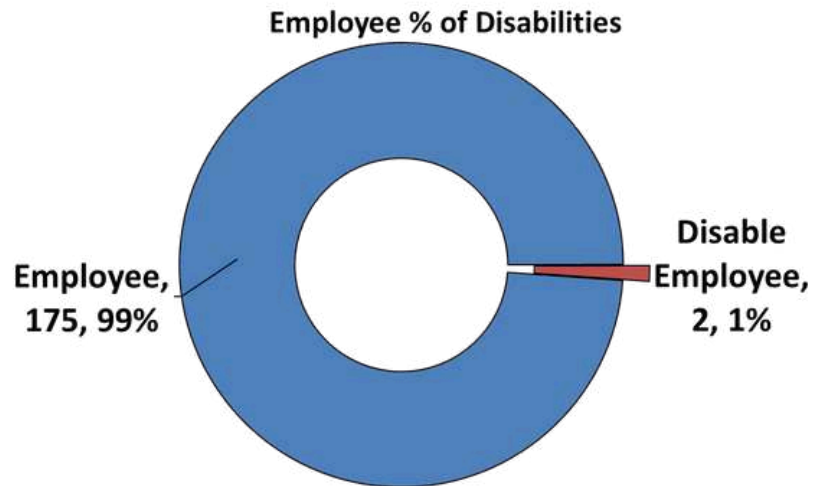
As part of our commitment to gender equality, 19% of our direct employees are women, and when including non-employees, women make up nearly 30% of our total workforce. This reflects our conscious efforts to create equal opportunities and empower women across all levels of our organization.

To further emphasize our DEI initiatives, we celebrate International Women's Day every year, recognizing the invaluable contributions of women in our workplace. This celebration serves as a platform to honor their achievements, foster a culture of inclusivity, and reinforce our pledge toward gender equity.

Beyond annual celebrations, we actively work towards ensuring fair hiring practices, fostering career growth for women, and creating a safe, supportive, and empowering work environment. As part of our long-term sustainability goals, we continue to build a workplace where diversity is embraced, inclusion is ingrained, and equity is a lived reality.

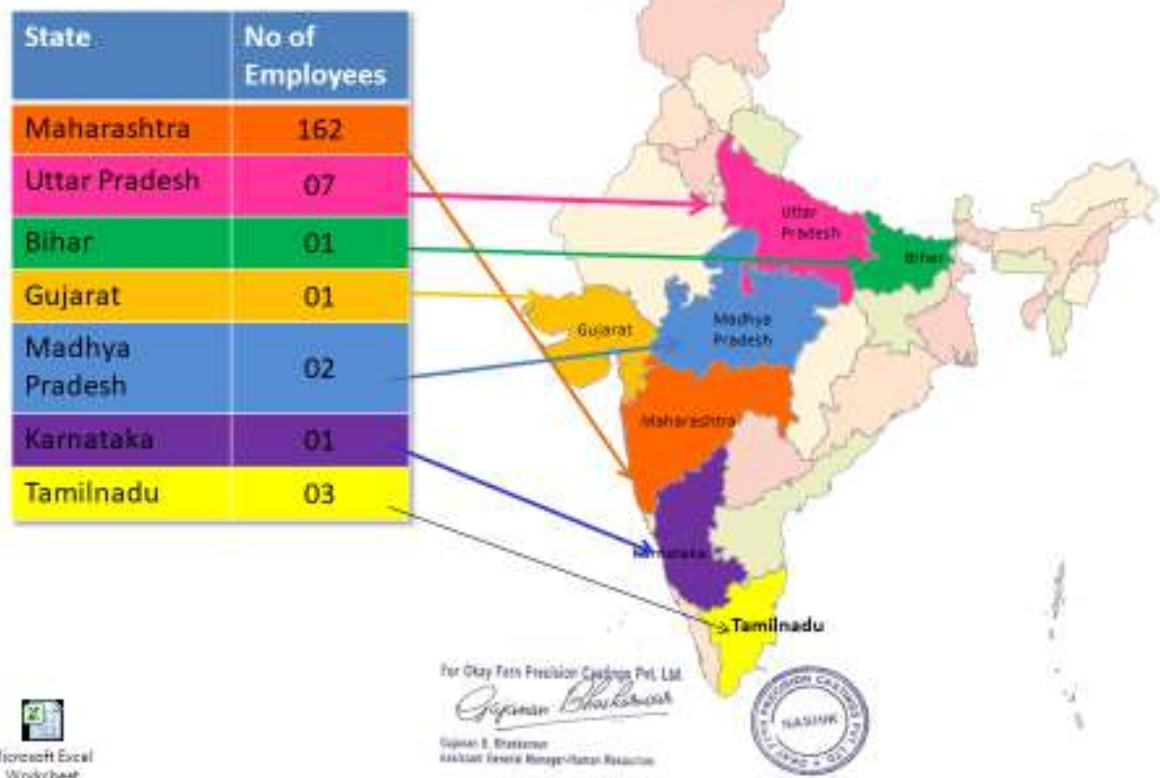
At Okay Fern, we strongly believe that a truly sustainable and progressive organization is one that champions diversity and inclusion at its core.

Inclusion of Persons with Disabilities



Emphasizing our commitment to an inclusive workplace, 1% of our workforce comprises employees with disabilities, ensuring equitable opportunities for all. We continuously strive to create an accessible and accommodating work environment that enables every employee to contribute effectively.

Location

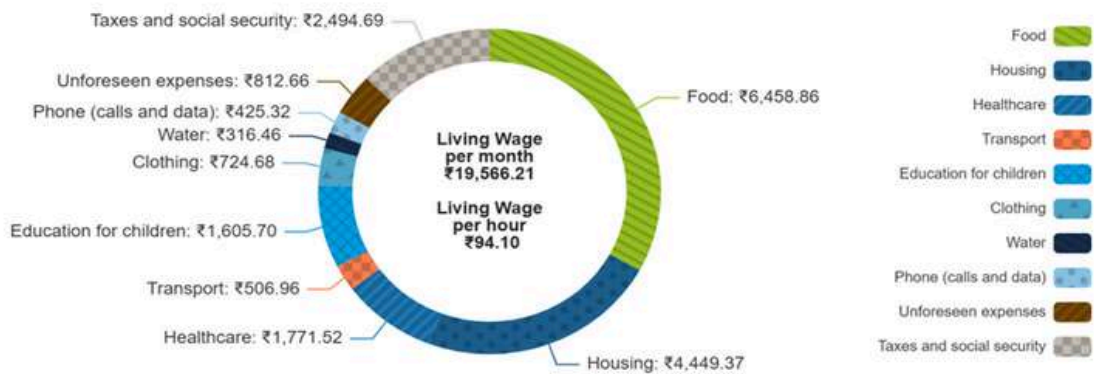


Additionally, our employees come from diverse states across India, with a predominant workforce in Maharashtra (162 employees) and representation from states such as Uttar Pradesh, Bihar, Gujarat, Madhya Pradesh, Karnataka, and Tamil Nadu.

Commitment to Fair Remuneration and Living Wages

Maharashtra - Nashik Division, India

January 2025



WageIndicator

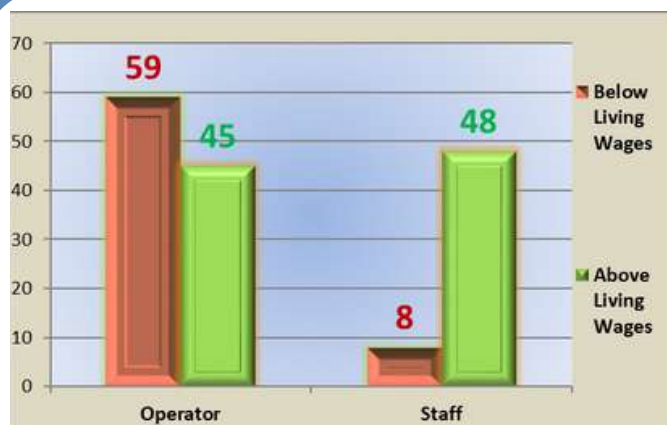
At Okay Fern Precision Castings Private Limited, we are deeply committed to ensuring fairness, equality, and a decent quality of life for our workforce. As part of this commitment, we continuously strive to expand the number of employees receiving living wages, reinforcing our values of equity and responsible employment practices.

While all our employees receive at least the legally mandated Minimum Wages, we recognize that fair remuneration goes beyond compliance. Our goal is to progressively align our compensation with living wage standards, ensuring that employees can meet their basic needs and achieve financial security.

Statement Showing Coverage of Direct Employees by Living Wage - December - 2024				Percentage
	Operator	Staff	Total Direct Employees	
Above Living Wages	45	48	93	58%
Below Living Wages	59	8	67	42%
Total	104	56	160	

Graphical Representation of Living Wage coverage of Direct Employees





Year wise Targets for Covering Direct Employees Under Living Wages

Years							
No of Employees< Living Wages	As of 2025	2025	2026	2027	2028	2029	2030
Staff	8	3	3	2	0	0	0
Operators	59	12	12	12	12	11	0
Percentage							
Staff	5%	38%	38%	25%	0%	0%	0%
Operators	37%	20%	20%	20%	20%	19%	0%

Living Wage Average GAP Analysis	Average Wage
Average Wage above Living Wages	29184
Living Wages as defined by the Wage Indicator	19566
Average Wages of our employees Below Living Wage	16844
Average Living Wage GAP	2722

Living Wage Analysis and Targets for Direct Employee Coverage

Current Wage Gap Analysis

- The benchmark living wage as per the Wage Indicator is ₹19,566.
- The average wage above the living wage is ₹29,184, whereas wages below the living wage average ₹16,844.
- The wage gap for employees earning below the living wage is ₹2,722.

Employees Below Living Wage (2025)

- Total employees below living wage: 67
- Staff: 8 employees (5% of total staff)
- Operators: 59 employees (36.88% of total operators)
- Overall, 41.88% of the workforce is below the defined living wage threshold.

Targets for Living Wage Coverage (2025-2030)

- 2025-2027: A phased approach is taken to improve coverage.
- 2025: 3 staff and 12 operators targeted for wage improvements (38% & 20% coverage).
- 2026: Same as 2025 with another batch covered.
- 2027: Reduced target, with only 2 staff covered.
- 2028-2030: No additional employees are planned for wage coverage.
- 2028: No new coverage planned.
- 2029: Slight reduction, covering 11 operators.
- 2030: No further wage improvements planned.

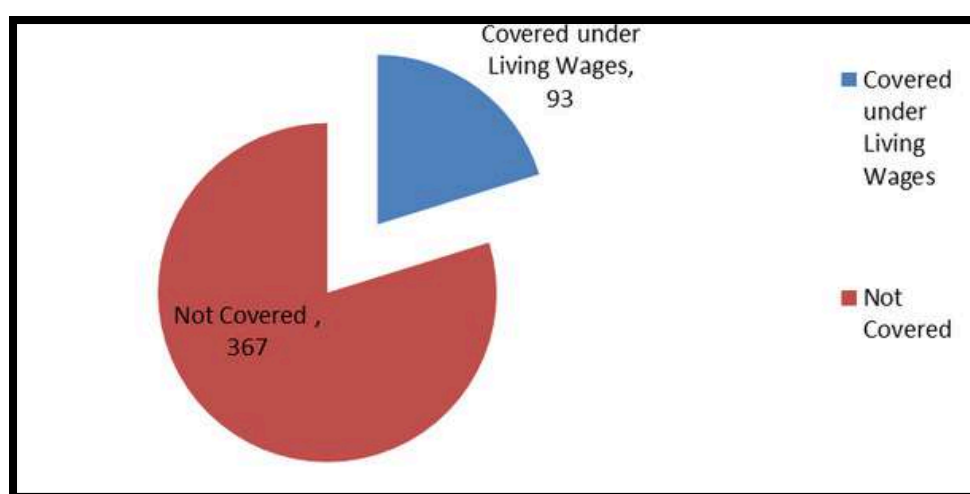
Analysis and Recommendations

- The data shows progressive wage improvements until 2027, after which coverage stops.
- As 41.88% of employees are below the living wage, the plan might need faster or extended coverage beyond 2027.
- The wage gap of ₹2,722 needs to be addressed strategically, considering cost implications and long-term sustainability.
- Future sustainability efforts should explore ways to eliminate the gap entirely by 2030, rather than stopping improvements in 2027.
- The operator category requires the most attention since it has the highest percentage below the living wage.

Ratio of Highest paid Vs Median = 5.25

Conclusion

The current strategy takes incremental steps toward wage improvements but stops too early. A reassessment beyond 2027 could ensure all employees meet the living wage standard by 2030, aligning with sustainable and ethical employment goals.



Living Wage Coverage

- Direct Employees: 93 employees (58%) covered under living wages.
- Contractual Workers: Currently, no contractual employees are covered under living wages, with ongoing efforts to bridge this gap.

Overall Workforce Coverage: 93 out of 460 employees (20%) receive living wages.

We uphold fairness, equality, and transparency by:

- ✓ Ensuring 100% compliance with minimum wage regulations.
- ✓ Conducting regular wage reviews to progressively improve remuneration.
- ✓ Enhancing employee engagement programs to support workforce well-being.
- ✓ Striving towards industry benchmarks in wage structures.

Our journey towards fair and equitable pay continues as we actively seek sustainable solutions to enhance employee earnings while maintaining business competitiveness.

Annual Day Function Highlights



Chief Guest Mr. Kedar Taskar - M.D. Forvia & our Directors are inaugurating the Annual Day Function by lighting the lamps



Directors Addressing the Annual Day Gathering on 6th April 2024



Chief Guest Addressing the Gathering

Annual Day Function is a grand occasion where we extend the celebration to employees' families, reinforcing our ethos of inclusivity and family values.

Key highlights of our Annual Day Function:

- ✓ **Family Inclusion:** Employees' families are invited, fostering a sense of belonging.
- ✓ **Community Bonding:** Engaging activities, including stage performances, song competitions, and cultural programs, create an atmosphere of celebration and unity.
- ✓ **Well-being & Hospitality:** Breakfast, lunch, and soft drinks are provided to ensure a joyful experience for all.

These initiatives not only promote employee engagement and well-being but also align with global sustainability efforts.

Annual Day Function Highlights 6th April 2024



Employees displaying dancing Talent



Employees showcasing rich culture of Maharashtra



Employees displaying their singing Talent



Managers & Leaders are demonstrating their dancing ability



Women Employees displaying their dancing abilities



Employees' children are participating in the event



Men & Women Employees participating in Sports



Men & Women Employees participating in Badminton



Women Employees participating in Cricket Matches



Men Employees participating in Cricket Matches



Men Employees participating in Kabaddi Matches



Distribution of Prizes



At Okay Fern Precision Castings Private Limited, we believe in celebrating every moment with our employees, fostering a sense of belonging and joy. Diwali, the festival of lights and prosperity, is a special occasion where we come together to share happiness, distribute sweets, and light lamps, symbolizing hope and positivity in our workplace.

These celebrations are more than just festivities—they reflect our commitment to employee well-being, inclusivity, and a positive work culture. By nurturing a harmonious and engaging work environment, we align our efforts with the United Nations Sustainable Development Goals (SDGs):

- SDG 3: Good Health & Well-being – Promoting mental and social well-being through shared celebrations.
- SDG 5: Gender Equality – Encouraging equal participation in cultural and festive activities.
- SDG 8: Decent Work & Economic Growth – Strengthening employee morale, motivation, and workplace harmony.

The above photographs serve as a testament to our commitment to employee engagement, making Okay Fern not just a workplace but a family that grows and prospers together.

At Okay Fern Precision Castings Private Limited, we embrace cultural heritage and workplace harmony by celebrating Dushehra with devotion and gratitude. Our employees, along with their families, gather to worship machines with garlands, draw vibrant rangolis on the shop floor, and perform Mould Pooja in the Foundry Shop, symbolizing respect for craftsmanship and prosperity.

This sacred event fosters unity, employee engagement, and well-being, creating a deep sense of pride and belonging among our workforce. After the rituals and prayers, all operators perform pooja for their machines, followed by the distribution of sweets, marking the culmination of this auspicious occasion. Employees then return home to celebrate with their loved ones, carrying forward the festive spirit.



By integrating cultural values with workplace engagement, our Dushehra celebrations align with key UN Sustainable Development Goals (SDGs):

- SDG 3: Good Health & Well-being – Strengthening emotional well-being through cultural inclusivity and social bonding.
- SDG 5: Gender Equality – Encouraging equal participation of all employees and their families in workplace traditions.
- SDG 8: Decent Work & Economic Growth – Fostering a respectful and motivated workforce by valuing traditions and craftsmanship.
- SDG 11: Sustainable Cities & Communities – Promoting cultural sustainability and community-driven engagement within our workplace.

At Okay Fern, we take pride in blending tradition with modernity, ensuring that every employee feels valued—not just as professionals, but as an integral part of our thriving community.

Empowering Employees Through Mobility: Own Your Car Initiative



At Okay Fern Precision Castings Private Limited, we believe in fostering employee well-being, engagement, and long-term growth. As part of our ongoing commitment to employee benefits, we launched the "Own Your Car" initiative, enabling eligible employees to own a vehicle with financial support from the company.

In 2024, we successfully facilitated the distribution of 7 cars to managers from various departments, reinforcing our commitment to workforce empowerment. Through this scheme, employees were provided financial assistance based on their eligibility, making vehicle ownership more accessible and affordable.

This initiative not only enhances employee motivation but also contributes to:

- ✓ Improved Employee Satisfaction & Retention – By recognizing and rewarding dedicated employees.
- ✓ Increased Productivity – Providing convenient and reliable transportation solutions.
- ✓ Enhanced Employer Brand Value – Strengthening our reputation as a company that truly invests in its people.

Through such initiatives, Okay Fern Precision Castings continues to build a work culture centered on employee growth, engagement, and sustainability.

Education & Training for Upskilling



Training Hours 4883

ACTION

- MACE online Trainings
- Dojo Training
- External Faculty

Employee Growth and Development

At Okay Fern Precision Castings Pvt. Ltd., we are committed to fostering a culture of continuous learning and professional growth. Our employees are at the heart of our success, and we invest in their development through structured training programs, skill enhancement initiatives, and career progression opportunities.

Our Learning & Development (L&D) framework is designed to ensure that employees remain future-ready by equipping them with the necessary technical, behavioral, and leadership skills. Key initiatives include:

Comprehensive Induction Training – Helping new employees integrate seamlessly into our organization.

On-the-Job Training (OJT) – Providing hands-on experience to enhance practical skills.

DOJO Training – A structured approach to developing technical proficiency and process expertise.

Role Exchange Programs – Encouraging employees to gain cross-functional exposure and expand their capabilities.

External Training & Certification Programs – Collaborating with industry leaders like Maruti Centre for Excellence (MACE) to provide cutting-edge learning opportunities.

Behavioral & Soft Skills Training – Enhancing communication, leadership, and teamwork.

Safety & Compliance Training – Ensuring a safe and responsible work environment.

By continuously investing in employee development, we empower our workforce to adapt to industry advancements, drive innovation, and contribute to our collective success. Our focus on upskilling and reskilling ensures that every employee grows with the organization, reinforcing our commitment to sustainable and people-centric growth.

Education and Training: Building a Skilled Workforce for a Sustainable Future

At Okay Fern Precision Castings Pvt. Ltd., we firmly believe that skill enhancement and continuous learning form the backbone of industrial success. As part of our commitment to employee growth and sustainable business practices, we have established comprehensive training programs that equip our workforce with the necessary knowledge, technical expertise, and behavioral competencies to thrive in a dynamic manufacturing environment.

DOJO Training: Structured Induction for New Operators

To ensure a smooth transition for new operators, we have implemented a full-fledged DOJO Training Module. Before being inducted onto the shop floor, every new operator undergoes structured training that covers:

- Investment casting processes – Understanding the core operations of our industry.
- Do's and Don'ts – Guidelines for operational efficiency and compliance.
- Safety and 5S Practices – Creating a safe and organized workplace.

Since the implementation of this module, we have observed significant improvements in the behavior, safety awareness, and operational efficiency of new operators. This structured learning approach has accelerated workforce integration, minimizing disruptions due to manpower transitions and ensuring seamless adaptability to our production systems.



DOJO TRAINING BEING IMPARTED TO NEW OPERATORS



Training on Work Culture & Ethics by Spychologists Mrs. Urja Patil and Mrs. Neelam Muley

Training & Development for Staff Members

In addition to operator training, we emphasize continuous learning for all employees through a well-defined Training Need Identification (TNI) process, conducted by respective Heads of Departments (HODs). This process ensures that employees receive relevant training tailored to their roles and professional growth.

Maruti Centre for Excellence (MACE) Training Portal

To further enhance technical and soft skills, Okay Fern has invested in the **Maruti Centre for Excellence (MACE)** Training Package. This platform allows our employees to access a wide range of training programs, covering:

- Technical Subjects – Enhancing industry-specific knowledge and expertise.
- Soft Skills Development – Improving communication, leadership, and teamwork.
- Safety Training – Reinforcing workplace safety culture and risk management.
-

Organizational Development (OD) Interventions

To support broader organizational development (OD) initiatives, we also hire external trainers to conduct specialized training programs. These interventions address various aspects of organizational effectiveness, including leadership development, change management, team building, and performance enhancement. Through these programs, we foster a culture of continuous improvement and adaptability.

Impact on Workforce and Sustainability

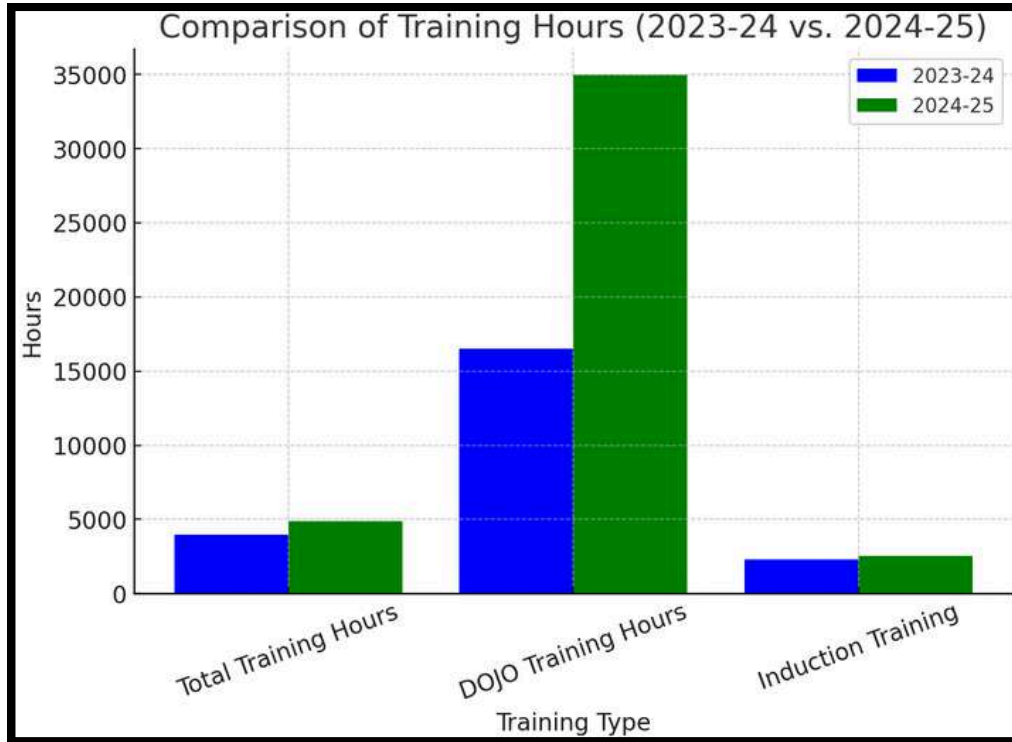
By integrating structured training modules, online learning platforms, and hands-on skill development, our training initiatives have resulted in:

- ✓ Enhanced Employee Morale – Increased confidence and job satisfaction.
- ✓ Higher Productivity Levels – Employees become more efficient and proactive.
- ✓ Workplace Safety Improvements – A safer, well-informed workforce.
- ✓ Sustainable Growth – A skilled workforce contributes to long-term business success.

At Okay Fern, we remain committed to fostering a culture of continuous learning and skill development, ensuring that our employees are equipped to excel and drive sustainable innovation in the investment casting industry.

Training & Skill Development: Comparative Analysis (2023-24 vs. 2024-25)

At Okay Fern Precision Castings Pvt. Ltd., we are committed to continuous skill development as a key driver of sustainability and workforce efficiency. Our structured training initiatives ensure that employees are equipped with technical, behavioral, and safety knowledge, contributing to overall productivity, safety compliance, and employee engagement.



1. Growth in Total Training Hours

The total training hours increased from 3,953 in 2023-24 to 4,883 in 2024-25, indicating a 23.5% increase.

This demonstrates our commitment to skill enhancement, particularly in behavioral, safety, and induction training.

2. DOJO Training: Strengthening Operator Competency

DOJO training hours for new operators surged from 16,536 hours in 2023 to 34,968 hours in 2024 – a 111% increase.

The number of operators trained more than doubled, from 689 in 2023 to 1,457 in 2024.

This improvement shows the effectiveness of our structured induction and operational training programs, leading to faster workforce integration and reduced errors on the shop floor.

3. On-the-Job Training (OJT) for ITI Students

- A total of 11,164 hours of OJT training was conducted for 48 ITI students.

This highlights our focus on nurturing young talent and integrating them into industrial processes through hands-on learning.

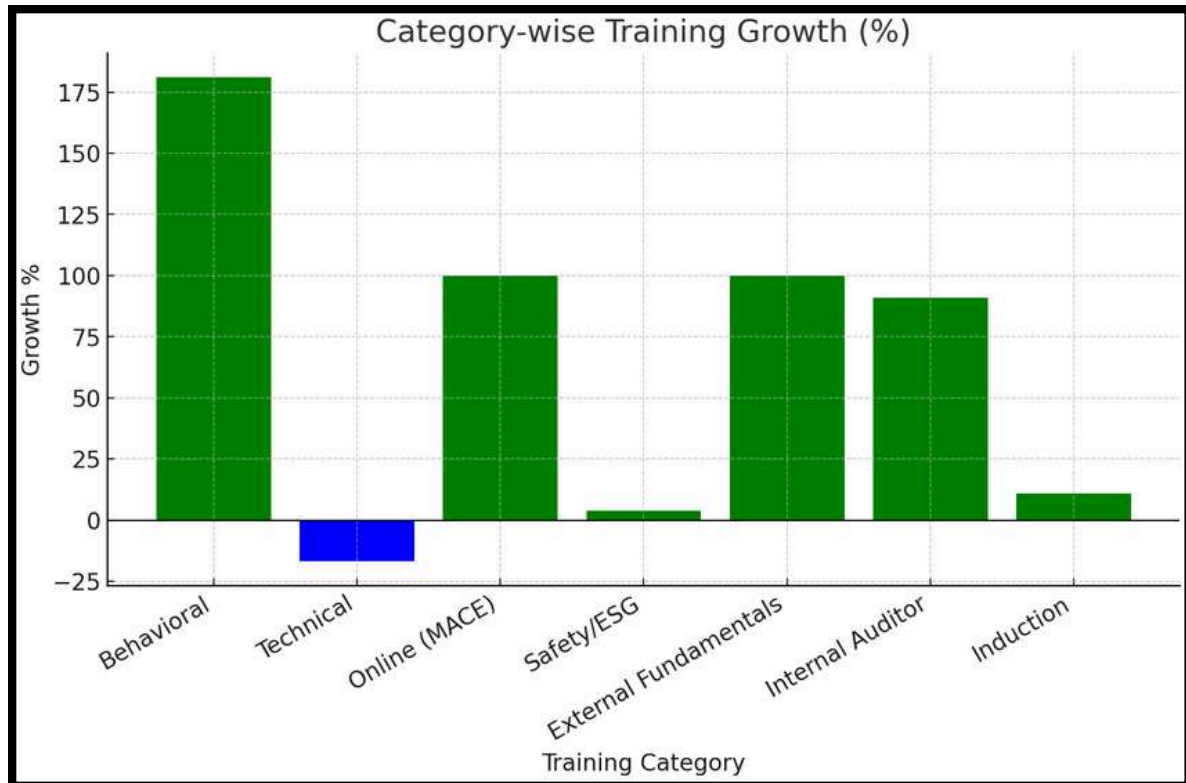
4. Induction Training: Stronger Onboarding Process

Induction training hours increased from 2,299 in 2023 to 2,554 in 2024, reinforcing better preparedness of new employees.

A well-structured induction ensures higher engagement, safety awareness, and efficiency from the start.

5. Key Training Category Comparisons

Training Type 2024-25 (Hours) 2023-24 (Hours) % Change



Training Type	2024-25 (Hours)	2023-24 (Hours)	% Change
Behavioral Training	775	276	+181%
Technical Training	664	799	-16.9%
Online Training (MACE)	108		New
Safety/ESG Training	435	419	+3.8%
External Technical Fundamentals	41		New
Internal Auditor IATF & EMS EHS	306	160	+91%
Induction Training	2,554	2,299	+11%
Total Training Hours	4883	3953	+ 23.5%

Significant Increase in Behavioral Training (+181%): This reflects a strong focus on leadership, communication, and workplace culture.

Expansion in Safety & ESG Training (+3.8%): Demonstrates our commitment to safety and environmental responsibility.

New Online Training Programs (MACE Portal & External Fundamentals): Adoption of digital learning solutions enhances flexibility and accessibility.

Sustainability Impact of Training Initiatives

✅ **Workforce Empowerment:** Employees are better trained, reducing errors, increasing efficiency, and improving workplace culture.

✅ **Safety & ESG Compliance:** Enhanced safety training ensures a safer and more compliant work environment, reducing incidents.

✅ **Youth Skill Development:** OJT for ITI students contributes to industrial workforce development.

✅ **Retention & Productivity:** Well-trained employees integrate faster, reducing turnover rates and improving long-term sustainability.

Our continuous investment in learning & development aligns with sustainable workforce practices, ensuring a highly skilled, engaged, and future-ready workforce.

Monthly Communication Meetings



Fostering Transparent and Participative Communication

At Okay Fern Precision Castings Private Limited, we believe that open communication and employee engagement are key drivers of a sustainable and thriving workplace. To strengthen this commitment, we conduct a Monthly Communication Meeting, a structured forum where employees at all levels actively connect with the top management, including both our Directors.

This two-way communication platform fosters transparency, collaboration, and collective decision-making. Employees share their achievements, operational challenges, and improvement ideas, while management provides insights on company goals, future plans, and key business updates.

The discussion also includes:

- Performance Review & Achievements – Recognizing outstanding contributions.
- Operational Updates – Addressing production targets, quality, and process improvements.
- Employee Concerns & Grievances – Encouraging open dialogue to resolve issues effectively.
- Future Plans & Roadmap – Aligning the workforce with strategic business goals.
- This 360-degree participative approach ensures that every voice is heard, fostering a culture of inclusivity and collective growth. The discussions from these meetings play a crucial role in shaping organizational policies, improving workplace conditions, and strengthening employee morale.

Through this initiative, we reinforce our commitment to sustainable and people-centric leadership, ensuring that employees remain integral partners in our journey towards excellence.

Best Operator Award: Encouraging Excellence & Engagement

At Okay Fern Precision Castings Private Limited, we believe that recognition and motivation are key drivers of employee engagement and workplace excellence. As part of our employee recognition initiatives, we reward the Best Operator Award every month across all departments.

This initiative is designed to identify, appreciate, and encourage high-performing operators who consistently demonstrate excellence in:

- Attendance & Punctuality
- Productivity & Efficiency
- Multi-Skilling & Versatility
- Handling Critical Parts & Processes
- Work Ethics & Professional Conduct
- Safety & Quality Adherence



Employee Experience Initiative: Marriage Gift Program



At Okay Fern Precision Castings Pvt. Ltd., we believe in celebrating the milestones of our employees' lives. As part of our commitment to employee well-being and engagement, we have introduced the Marriage Gift Program, where we present a cheque of ₹2,000 to employees on their wedding occasion.

This initiative reflects our core values of appreciation and care, ensuring that our employees feel valued beyond the workplace. By recognizing their special moments, we strengthen our bond with them and foster a culture of inclusivity and support.

The accompanying photographs stand as a testament to this initiative, capturing the joyous moments shared between the employees and their colleagues. Through such efforts, we continue to build a workplace that not only drives professional growth but also nurtures personal happiness.

At Okay Fern, we don't just work together – we celebrate together.

Corporate Social Responsibility (CSR) Contributions

Dr. Babasaheb Ambedkar Vaidyakiya Pratishthan's
SHRI GURUJI RUGNALAYA
 Public Charitable Trust - Regd No. F-1626 / 88
 Anandesh Chowk, Gangapur Road, Nashik - 422 013. ☎ 01-0253 - 2343401, Mob: 9330011286
 8330011263 (For OFD Appointment only) Email: admin@shrigurujirugnlaya.com Website: www.shrigurujirugnlaya.com

Ref. No. SGR/COO/74/25 16th January, 2025

To,
 OKAY Fern Precision Castings Pvt. Ltd.
 Survey No. 126/1, MIDC Area,
 Malegaon, Sinnar,
 Nashik - 422113. Mob. 9922113100

Suh - Gratitude

Respected Sir,

We would like to thank you for giving donation to Shri Guruji Rugnlaya.

As you may know, we provide patient centric, ethical and transparent healthcare services. We are offering treatment to Cancer, cataract and chemotherapy patients with the help of Government schemes and donations at a very low cost.

Donors like you are the pillars of our institution and enables us to treat poor & needy patients.

Once again thank you very much for your support.

With warm regards,

18/02
 Mokarand Bharmadhikari
 Chief Operating Officer

Encl - Receipts of Donation

SOCIAL MOVEMENT IN HEALTHCARE
 VISIT US ON YouTube Facebook

Dr. Babasaheb Ambedkar Vaidyakiya Pratishthan
Dr. Hedgewar Hospital
 Gandhara Area, Gangapur Road - 421005
 Ph. 0253-2343401 / 2343401

Shree Guruji Hospital
 Near Municipal Bylane, Anandesh Chowk, Gangapur Road,
 Nashik - 422 013, Ph. 0253 - 2319001, 2343401

Date: 16/01/2025
 Receipt No.: 1322

Received donation of Rs. Five Lakh Only.

From Mr./Mrs.: Okay Fern Precision Castings Pvt. Ltd.
Survey No. 126/1, MIDC Area, Malegaon, Sinnar,
Nashik - 422113.

Public Trust Regd. No. F-1626
 FCRA Regd. No. 083730045
 PAN No. AAATD1996G
 SO-G No. AAATD1996G/20214

Cash/ Cheque/DD / Online Transfer No. TJSBR52025011001600067

PAN NO: AABCO4095P

Bank: _____
 (Cheques / DD Subject to realization) Dated: 10/01/25

₹ 5,00,000/-

Thank You! Receiver: _____ Treasurer: _____

Dr. Babasaheb Ambedkar Vaidyakiya Pratishthan
Dr. Hedgewar Hospital
 Gandhara Area, Gangapur Road - 421005
 Ph. 0253-2343401 / 2343401

Shree Guruji Hospital
 Near Municipal Bylane, Anandesh Chowk, Gangapur Road,
 Nashik - 422 013, Ph. 0253 - 2319001, 2343401

Date: 15/04/2024
 Receipt No.: 2259

Received donation of Rs. Four Lakh Only.

From Mr./Mrs.: Okay Fern Precision Castings Pvt. Ltd.
Survey No. 126/1, MIDC Area, Malegaon, Sinnar,
Nashik - 422113.

Public Trust Regd. No. F-1626
 FCRA Regd. No. 083730045
 PAN No. AAATD1996G
 SO-G No. AAATD1996G/20214

Cash/ Cheque/DD / Online Transfer No. TJSBR52024040801600066

PAN NO: AABCO4095P

Bank: _____
 (Cheques / DD Subject to realization) Dated: 08/04/24

₹ 4,00,000/-

Thank You! Receiver: _____ Treasurer: _____

Dr. Babasaheb Ambedkar Vaidyakiya Pratishthan
Dr. Hedgewar Hospital
 Gandhara Area, Gangapur Road - 421005
 Ph. 0253-2343401 / 2343401

Shree Guruji Hospital
 Near Municipal Bylane, Anandesh Chowk, Gangapur Road,
 Nashik - 422 013, Ph. 0253 - 2319001, 2343401

Date: 13/08/2024
 Receipt No.: 2406

Received donation of Rs. Five Lakh Only.

From Mr./Mrs.: Okay Fern Precision Castings Pvt. Ltd.
Survey No. 126/1, MIDC Area, Malegaon, Sinnar,
Nashik - 422113.

Public Trust Regd. No. F-1626
 FCRA Regd. No. 083730045
 PAN No. AAATD1996G
 SO-G No. AAATD1996G/20214

Cash/ Cheque/DD / Online Transfer No. TJSBR52024080501600266

PAN NO: AABCO4095P

Bank: _____
 (Cheques / DD Subject to realization) Dated: 05/08/24

₹ 5,00,000/-

Thank You! Receiver: _____ Treasurer: _____

Dr. Babasaheb Ambedkar Vaidyakiya Pratishthan
Dr. Hedgewar Hospital
 Gandhara Area, Gangapur Road - 421005
 Ph. 0253-2343401 / 2343401

Shree Guruji Hospital
 Near Municipal Bylane, Anandesh Chowk, Gangapur Road,
 Nashik - 422 013, Ph. 0253 - 2319001, 2343401

Date: 08/04/2024
 Receipt No.: 2256

Received donation of Rs. One Lakh Only.

From Mr./Mrs.: Okay Fern Precision Castings Pvt. Ltd.
Survey No. 126/1, MIDC Area, Malegaon, Sinnar,
Nashik - 422113.

Public Trust Regd. No. F-1626
 FCRA Regd. No. 083730045
 PAN No. AAATD1996G
 SO-G No. AAATD1996G/20214

Cash/ Cheque/DD / Online Transfer No. TJSB324095000430

PAN NO: AABCO4095P

Bank: _____
 (Cheques / DD Subject to realization) Dated: 05/04/24

₹ 1,00,000/-

Thank You! Receiver: _____ Treasurer: _____

At Okay Fern Precision Castings Private Limited, we firmly believe in our responsibility toward the community and strive to contribute meaningfully wherever possible. As part of our Corporate Social Responsibility (CSR) initiatives, we have extended our support to organizations working towards social welfare, healthcare, and public safety.

In alignment with our commitment to healthcare and community well-being, we have donated ₹15 lakhs to Dr. Babasaheb Ambedkar Vaidyakiya Pratishthan, a reputed NGO that operates a hospital and provides essential medical services to society. This contribution aims to support their mission of delivering accessible and quality healthcare to those in need.

An Initiative of
Advantage Nashik Foundation

Survey No. 590/591, Behind Tupsakhare Lawns, Near Nelson Hospital, Motkari Nagar, Near Mumbai Naka, Nashik - 422 002.
E-mail : secretary@nashikfirst.com Web : www.nashikfirst.com Ph. : 0253 - 2315966



ANF/NF/397/2024

Date : 29/05/2024.

To,
Mr. F. V. Fernandes
Director
Okay Fern Precision Castings Pvt. Ltd.
Nashik

Dear Sir,

Nashik First Team thankfully acknowledge the receipt of Rs.5.00 lakhs by online transfer on 24/05/2024.

We are very much thankful to you for your continued support to our Traffic Education Park since many years. Nashik First has in fact taken many steps forward which will inspire us to do better for the benefit of the Society.

We also express our gratitude for taking initiative by placing Traffic awareness banners for the beautification of our Amphitheatre area which is used for Training activities.

We look forward to your continued support and assistance. This will encourage us to work towards achieving our motive.

We hope that your company continues to grow and prosper in the years to come.


With Best Regards,

For Advantage Nashik Foundation


Abhay Kulkarni
CHAIRMAN

Encl: 1. Photographs of Amphitheatre
2. Donation receipt

Done

RECEIPT <small>(This receipt is valid only on the production of Original DD/ Challan to Nashik First)</small>	<small>Survey No. 590/591, Behind Tupsakhare Lawns, Near Nelson Hospital, Motkari Nagar, Near Mumbai Naka, Nashik - 422 002.</small> <small>E-mail : secretary@nashikfirst.com Web : www.nashikfirst.com Ph. : 0253-2315966</small>		<small>Sl.No. :</small> 30
	Received with thanks from Mr./Ms. <u>Okay Fern Precision Castings P.Ltd.</u>		<small>Date :</small> 24/05/2024
	Sum of Rs. (in words) <u>Five lakh only</u>		
	By Cash / Cheque / Draft No. <u>Transfer</u>		<small>Date :</small> 24/05/2024
	Drawn on <u>TJSB Bank</u>		
	On A/c. of <u>Donation</u>		
Rs. <u>500000/-</u>		Receiver's Signature 	
<small>Donation to Advantage Nashik Foundation are exempt U/s 11-4/Clause (i) of first proviso to sub-section (5) of section 80G vide unique Registration No. AACRA7635BF20147, Dtd. 24-09-2021</small> <small>PAN No. : AACRA7635E</small>			

Additionally, recognizing the importance of road safety awareness, we have contributed ₹5 lakh to **Advantage Nashik Foundation**, which runs the Traffic Park—a vital initiative dedicated to educating young people about traffic rules, road safety, and accident prevention. Through this program, the foundation plays a crucial role in instilling responsible road behavior and striving to reduce road accidents.

These contributions reflect our dedication to sustainability, social well-being, and responsible corporate citizenship. We remain committed to supporting initiatives that make a positive impact on society, aligning with our values of safety, welfare, and community development.

(Receipts of these donations are attached herewith.)

Empowering the Future: CSR Initiatives in Education & Skill Development



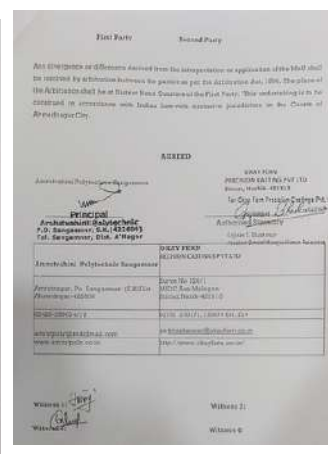
At Okay Fern Precision Castings Pvt. Ltd., we believe in empowering the next generation by bridging the gap between education and industry. As part of our Corporate Social Responsibility (CSR) initiatives, we actively collaborate with educational institutions, offering students valuable industry exposure through:

- ✓ **Industrial Visits** – Providing hands-on experience of manufacturing operations.
- ✓ **On-the-Job Training (OJT)** – Enabling ITI students to develop practical skills.
- ✓ **Safety & 5S Awareness** – Educating students on workplace safety and efficiency.
- ✓ **Shopfloor Familiarization** – Helping students understand real-world working conditions in a manufacturing unit.

Our commitment to skill-building and industry readiness has been recognized by TATA Strive, an NGO dedicated to upskilling youth. We are proud to have received the Certificate of Appreciation for the second consecutive year in acknowledgment of our efforts.

This recognition reaffirms our dedication to nurturing future talent and contributing to a more skilled workforce, aligning with our vision for a sustainable and responsible corporate ecosystem.

Empowering Future Talent through Industry-Academia Collaboration



MOM with Educational Institutes



Industrial Visit by Engineering College students

At Okay Fern Precision Castings Private Limited, we believe in nurturing the next generation of skilled professionals by bridging the gap between academia and industry. In line with our commitment to sustainability and talent development, we have entered into a Memorandum of Understanding (MoU) with Government ITI, Private ITI, and Amrutvahini Engineering College.

Industry Institute Interaction



Invited by the Institutions for Guest Lectures



Okay Fern as a Training Partner with Educational Institutions

Through this collaboration, we aim to:

- Provide On-Job Training to students, equipping them with practical industry exposure.
- Conduct Guest Lectures by our experts to share industry insights and best practices.
- Organize Skill Enhancement Activities to develop technical and behavioral competencies.
-

This initiative strengthens our corporate social responsibility (CSR) by fostering skill development, enhancing employability, and contributing to the growth of a future-ready workforce.

The attached photographs highlight our journey towards empowering young talent through meaningful industry engagement.

Supply Chain Management



ACTION



- 80% of our RM spend be assessed for ESG criteria by 2030 compared to 2024.
- 80% of our RM spends responds to Ecovadis disclosures by 2030 compared with 2024.
- 100% procurement staff received training on sustainable procurement.
- 100% RM & CM suppliers are from domestic business.

In Okay Fern Precision castings Pvt. Ltd.'s ESG journey, supply chain management stands as base of our commitment to responsible and sustainable business practices. We recognize the critical role our supply chain plays in achieving sustainability objectives and take rigorous measures to ensure it aligns with our core values. Okay fern precision castings is dedicated to responsibly sourcing materials and services from a diverse range of suppliers, reinforcing our belief in ethical, transparent and sustainable procurement.

Key procurement practices

To ensure a resilient, ethical and sustainable supply chain Okay Fern precision castings Pvt. Ltd. has developed a robust framework of procurement practices.

These includes

1. Acceptance of supplier's code of conduct (COC).
2. Compliance with Okay Fern Sustainable procurement policy.
3. Performing self-assessment based on a self-assessment checklist.
4. Performing on site audits.
5. Regular supplier meets are organized to share best practices and challenges in achieving sustainability goals.

Our procurement policy aligns with the sustainable development goals. We provide training to procurement team on sustainable procurement. We ensure the buyers understand the social and environmental issues to be integrated into the procurement process.

Supplier Diversity

As part of our commitment to sustainability and local economic development, we prioritize sourcing from local suppliers within our supply chain. In the year 2024 we are proud to report that 98.86 % of our raw material and consumable materials were procured from local suppliers across various states of India.

As part of our commitment to sustainability and local economic development, we prioritize sourcing from local suppliers within our supply chain. In the year 2024 we are proud to report that 98.86 % of our raw material and consumable materials were procured from local suppliers across various states of India.

By partnering with domestic suppliers, we not only support local economies but also reduce transportation emissions, contributing to our overall environmental goals. Our focus on local procurement enables us to foster strong relationship within our communities, ensuring a more resilient supply chain that aligns with our operational efficiency but also strengthens the economic fabric of the regions we operate.

Category of Supplier	Active suppliers
Domestic	87
Import	01
Woman owned business	05
Minority owned business	00
Disabilities person owned business	01

Supplier engagement and selection

While selecting our suppliers we ensure that every supplier adheres to our sustainability standards. We have robust systems in place to assess our suppliers, with a selection process that includes both environmental and social criteria.

The supplier's evaluations are done by assessing their compliance with ISO 14001 and ISO 45001 certifications. This process includes a thorough evaluation of environmental, occupational health and safety practices.

We also evaluate the proper storage of hazardous chemicals, EHS related trainings and the availability of emergency evacuation and onsite emergency plans. Additionally we ensure that appropriate PPE is provided.

In-line with our commitment to social responsibility Okay Fern plans to incorporate social criteria into our evaluation such as prohibiting forced labour, complying with child labour laws, promoting gender and religious equality adhering to workplace health and safety regulations and ensuring fair competition.

Furthermore we uphold a “NO GIFT” policy as a vital part of our supplier’s code of conduct, reinforcing our commitment to ethical business. We maintain healthy, transparent relationship with our suppliers by holding regular meetings to foster collaboration and resolved challenges.

Customer Satisfaction



- Aims to achieve high customer satisfaction by focusing on product quality, quick response and continuous dialogue
- We are achieving customer satisfaction by analysis customer feedback status on P-Q-C-D-M-S (Productivity – Quality – Cost – Delivery - Moral – Safety)
- We are taking customer satisfaction survey from selected customer for further growth
- Our CFT analyses customer feedback to identify areas for improvement and enhance its services
- We are ensuring improvement in our processes to ensure defect free parts
- We are sustaining good practices to align with our customer expectations

Customer Engagement and Satisfaction

At Okay Fern Precision Castings Private Limited, we take pride in serving a diverse and steadily growing customer base across key industries such as Automobile, Pump, Aerospace, and Switchgear. Our current customer portfolio includes:

Industry wise Customer

Sl. No.	Industry Wise Customer	Nos	Newly Added	Total
1	Automobile Industry	70	4	74
2	Pump Industry	21	2	23
3	Aerospace Industry	7	2	9
4	Switchgear Industry	18	1	19
5	General Engineering Industry	48	0	48
6	Body Implant Industry	3	3	6
7	Pharmaceutical Industry	4	0	4
8	Agriculture Industry	3	0	3
	Total	174	13	187

This expansion reflects our continued focus on quality, innovation, and responsiveness to the evolving needs of our clients.

OKAY FERN PRECISION CASTINGS PVT. LTD.		
Summary of Customer Satisfaction Survey Index		
Sl. No	Customer Name	% of Marks
1	M/s. Sansera Engineering Ltd	92.31%
2	M/s. Okay Tool	93.25%
3	M/s . Krishnaveni Carbon	89.73%
4	M/s .Kym Assemblers & Manufacture	88.84%
5	M/s Best Koki Automotive pvt ltd.	87.57%
6	M/s Inoxpa India Pvt Ltd.	90.20%
7	M/s .Royal Enfield	91.23%
8	M/s MT Autocraft Parwanoo	92.50%
9	M/s Adithya Engineering , Chennai.	96.35%
	Total Average :-	91.34%
Prepared By Approved By		
F - NPD-70 ,Rev.00, Dt. 01.04.2018		

To ensure our services remain aligned with customer expectations, we regularly conduct Customer Satisfaction Surveys with a selected group of customers from each industry segment. These surveys assess key parameters such as product quality, timely delivery, technical support, responsiveness, and value addition.

Feedback received through these surveys is thoroughly analyzed and acted upon through our continuous improvement processes. We are proud to report that our customers have consistently expressed high satisfaction with our products and services.

We remain committed to strengthening customer relationships through proactive engagement, technical excellence, and an unwavering commitment to quality and service excellence.



The End