

Sustainability Report 2025

Precision in Castings !
Partnership with Nature...



OKAY FERN

PRECISION CASTINGS PRIVATE LIMITED



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About the Report



Welcome to our 2025 Sustainability Report—a transparent overview mapping our operational progress across vital Environmental, Social, and Governance (ESG) metrics.

- **The Benchmark:** Prepared in accordance with GRI Standards for verified accountability.
- **The Goal:** Standardizing our corporate disclosures to drive long-term, sustainable value.



Our Purpose & Commitment :

At **Okay Fern** Precision Castings Private Limited, we recognize that modern businesses hold a profound responsibility: to champion innovation and lead the transition toward a better tomorrow. Our blueprint for sustainable manufacturing extends far beyond production efficiency—it is anchored in three core values:

 **Environmental Stewardship:** Actively protecting ecosystems and minimizing operational footprints.

 **People & Culture:** Championing the health, growth, and long-term well-being of our workforce.

 **Community Impact:** Fostering lasting, positive development in the regions we serve.

Guided by Purpose: Our Ethical Foundation

Our corporate strategy is built on a singular, non-negotiable objective: to foster long-term human well-being while ensuring strict environmental harmony.

As an industry leader, we purposefully leverage our market footprint to drive meaningful global change across two core horizons:

□ **Shared Prosperity:** Securing inclusive, sustainable economic growth for all of our stakeholders.

□ **Global Well-being:** Deploying our operational expertise to actively elevate the quality of life for communities everywhere.





Our Holistic Journey

For our team, sustainability is a continuous journey built on a balanced foundation of environmental stewardship, social progress, and uncompromising governance (ESG).

Closely aligned with the [United Nations Sustainable Development Goals \(SDGs\)](#), we actively deploy innovative operational strategies to:

- **De- carbonise Operations:** Minimizing our carbon footprint through smart technology.
- **Conserve Resources:** Engineering clean production loops to protect natural ecosystems.
- □ **Uphold Ethics:** Maintaining the absolute highest standards of corporate transparency and integrity.

Guided by Purpose: Our Ethical Foundation

Our corporate strategy is built on a singular, non-negotiable objective: to foster long-term human well-being while ensuring strict environmental harmony.

As an industry leader, we purposefully leverage our market footprint to drive meaningful global change across two core horizons:

- **Shared Prosperity:** Securing inclusive, sustainable economic growth for all of our stakeholders.
- **Global Well-being:** Deploying our operational expertise to actively elevate the quality of life for communities everywhere.

"We invite our stakeholders to explore our newest milestones, review our transparent data, and actively partner with us as we engineer a more sustainable tomorrow."



At Okay Fern Precision Castings Private Limited, sustainability is not just a policy—it is our blueprint for the future. As leaders in the investment casting industry, we believe that delivering precision, quality, and innovation should never come at the cost of our planet.

Through our core framework of **Reduce, Reuse, and Recycle**, we are actively cutting our carbon footprint. We are transitioning from traditional LPG and Diesel to cleaner energy alternatives, aiming for a landmark reduction in our environmental impact by 2030. Moving beyond conservation, we align our operations with the **UN Sustainable Development Goals (SDGs)**, ensuring ethical labor, responsible production, and meaningful community impact.

This vision comes alive as we expand into our **Pithampur** and **Jetapur** facilities. Here, innovation meets responsibility to build a truly future-ready manufacturing ecosystem. Driven by collective action and supported by our partners, we aren't just casting metal—we are shaping a better tomorrow.



Mr. F. V. Fernandes



Mr. N. K. Saboo

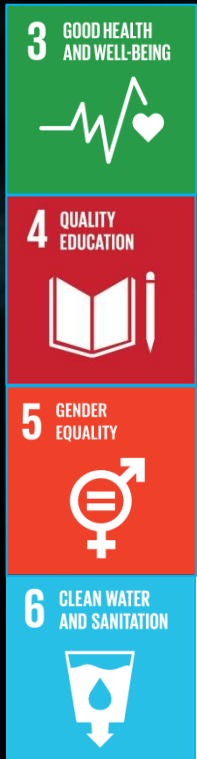
Directors

**The
Leadership
Perspective**



Our ESG **Highlights 2025**

"Accelerating global impact by aligning Okay Fern's actions with Following UN SDGs."



"Sustainability in Action: Okay Fern's SDG Milestones"



Material Recycled

2024

Metal = 16.07 kg/per mould

Waste Plastic Bags = 0.006 kg/ per mould

2025

Metal = 16.95/per mould

Waste Plastic Bags = 0.024 kg/ per mould



"Our sustainability journey began strong in 2024, earning the **Committed Badge** right out of the gate."



Emissions Scope 1 & 2

2024

CO₂e = 9129/per ton

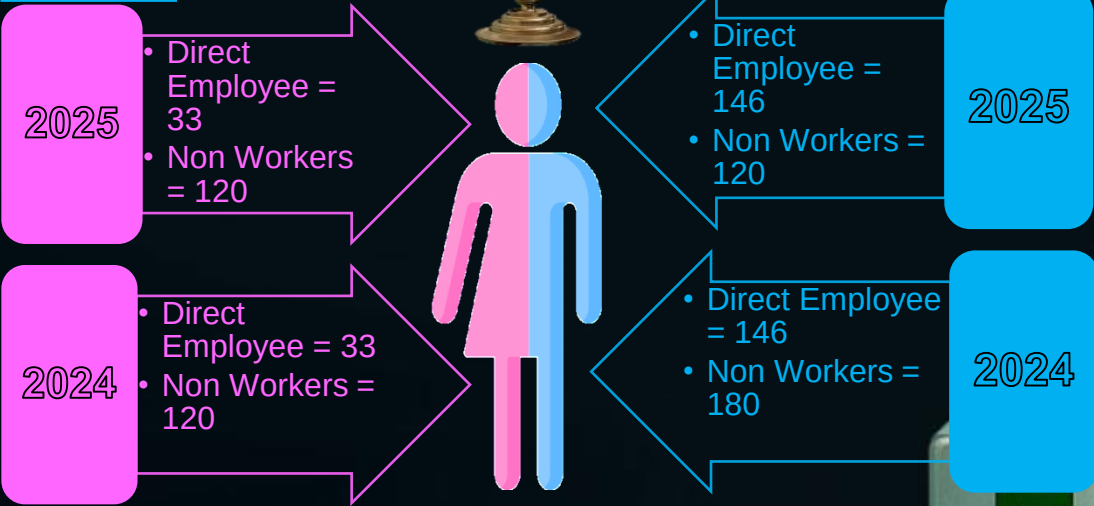
CO₂e Intensity = 1.88 Tons / Ton of Melt

2025

CO₂e = 8855.48/per ton

CO₂e Intensity = 1.83 Tons / Ton of Melt

Social and Governance
(ESG) Incident
Performance
Report



Sr. No	Incidence/Case	Numbers in 2024	Numbers in 2025
1	Child Labour	0	0
2	Forced labour	0	0
3	Harassment & POSH	0	0
4	Corruption and Bribery	0	0
5	Unethical behavior/activities	0	0
6	Discrimination cases	0	0
7	Data Leak / Hacking / Cyber attack	0	0

About us

Visit us
www.okayfern.co.in



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

Mr. N. K. Saboo is a Chartered Accountant. He has experience spanning 30 years in the field of finance and engineering industry. Besides OKAY FERN he is director of number of companies including OKAY GROUP OF COMPANIES.



Mr. F. V. Fernandes, Technocrat, having 40 years experience in investment casting is serving as Director of OKAY-FERN where he provides Engineering and Management services in Investment Casting Technology.

Sinnar Plant Location -
<https://maps.app.goo.gl/qMKCQyE3hRRHiC819>

Jetapur Plant Location -
<https://maps.app.goo.gl/evr5SRVkc92xx2et6>



Pithampur Plant Location -
<https://maps.app.goo.gl/78bGt8mHiPpgQ5fq7>





Certificate

Management system as per
IATF 16949:2016
(1st edition, 2016-10-01)

Evidence of conformity with the above standard has been furnished and is certified for

Okay Fern Precision Castings Private Limited
Survey No. 126/1, Behind CCI Ltd., MIDC Area, Malegaon, Sinnar,
Nashik - 422 103, Maharashtra,
India

USI: TCPXP3

Scope

Manufacturing of investment castings

without product design responsibility (according to section 8.3)

IATF Registration No. 0550456
Certificate Registration No. 44 111 101799

Issue date: 2024-10-17
Expiry date: 2027-10-16

Essen, 2024-10-17

Certification Body at TÜV NORD CERT GmbH

This certification was conducted in accordance with the IATF „Rules for achieving and maintaining IATF recognition“.

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com

TÜV®

Page 1 of 1

A13F201 Rev. 03/12/23

92-80-QMC-01021



Certificate

Management system as per
ISO 9001:2015

The Certification Body TUV INDIA PVT. LTD. hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

OKAY FERN PRECISION CASTINGS PRIVATE LIMITED
Survey No. 126/1, Behind CCI Ltd., MIDC Area, Malegaon,
Sinnar, Nashik - 422 103, Maharashtra,
India

operates a management system in accordance with the requirements of ISO 9001: 2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Manufacture and Supply of Investment Castings

Certificate Registration No. OM 01 00725
Audit Report No. Q 7784/2017

Valid from 17.10.2024
Valid until 16.10.2027
Initial certification 07.01.2011

Mumbai, 17.10.2024

Certification Body at TUV INDIA PVT. LTD.

To verify the validity of this certificate, please visit <https://www.laertsearch.org>

TUV INDIA PVT. LTD.
801, Raheja Plaza 1, L.B.S Marg,
Ghatkopar (W) Mumbai - 400 086,
India
www.tuv-nord.com/in

TUV®

CERTIFICATE Of Registration

Occupational Health & Safety Management System As per
ISO 45001 : 2018

Evidence of conformity with the above Standard has been
furnished and Certified for

**OKAY FERN PRECISION
CASTINGS PVT. LTD.**

Address : Survey No.126/1, Behind CCI Ltd. M.I.D.C. Area, Malegaon, Sinnar,
Nashik - 422 103, Maharashtra, India.

Scope

Manufacture & Supply of Investment Castings.

EA Code : 17

New certificate will be issued after completion of each surveillance audit as stated above.
Lack of fulfillment of conditions set out for issuance of this certificate may render this
certificate invalid.

Certificate Registration No.:
910/8453

Original Issue Date :
26th September 2016

Certificate Issue Date :
11th September 2025

Certificate Expiry Date :
12th September 2026

Certificate Valid Up to :
12th September 2027

Certificate Verification QR Code

910/8453

ASCB

IRQAO

Managing Director

IQCS CERTIFICATIONS PRIVATE LIMITED
Corporate Office: 9 Akashdhar(A), Shree Park, Upnagar, Nashik-422006, Maharashtra, India. Telephone: (0253) 2410430,
Fax: (0253) 2410289, Mobile No. +91 9670181617 E-mail: iqcs.global@gmail.com, website: www.iqcsindia.com
This Certificate is Accredited by Accreditation Services for Certification Bodies(Europe) Ltd
8, The Green, Dover, DE, 19901, United States, Tel:301 3102 3103 Fax:301 3102 3104

CERTIFICATE Of Registration

Environmental Management System As per
ISO 14001 : 2015

Evidence of conformity with the above Standard has been
furnished and Certified for

**OKAY FERN PRECISION
CASTINGS PVT. LTD.**

Address : Survey No.126/1, Behind CCI Ltd. M.I.D.C. Area, Malegaon, Sinnar,
Nashik - 422 103, Maharashtra, India.

Scope

Manufacture and Supply of Investment Castings.

EA Code : 17

New certificate will be issued after completion of each surveillance audit as stated above.
Lack of fulfillment of conditions set out for issuance of this
certificate may render this certificate invalid.

Certificate Registration No.:
91/E/8452

Original Issue Date :
26th September 2016

Certificate Issue Date :
11th September 2025

Certificate Expiry Date :
12th September 2026

Certificate Valid Up to :
12th September 2027

Certificate Verification QR Code

91/E/8452

ASCB

IRQAO

Managing Director

IQCS CERTIFICATIONS PRIVATE LIMITED
Corporate Office: 9 Akashdhar(A), Shree Park, Upnagar, Nashik-422006, Maharashtra, India. Telephone: (0253) 2410430,
Fax: (0253) 2410289, Mobile No. +91 9670181617 E-mail: iqcs.global@gmail.com, website: www.iqcsindia.com
This Certificate is Accredited by Accreditation Services for Certification Bodies(Europe) Ltd
8, The Green, Dover, DE, 19901, United States, Tel:301 3102 3103 Fax:301 3102 3104



Certifications



AD-2000 MERKBLATT



TUVNORD

Zertifikat Certificate

Qualitätsmanagementsystem für Werkstoffhersteller gemäß
Richtlinie 2014/68/EU (Druckgeräterichtlinie)
Quality Management System for Material Manufacturers according to
Directive 2014/68/EU (Pressure Equipment Directive)

Zertifikat-Nr.:
Certificate No.: 0045/202/WZ/21412/24

Name und Anschrift des Herstellers:
Name and address of manufacturer: Okay Fern Precision Castings Private Limited,
Survey No.126/1,Behind CCI Ltd., MIDC Area Malegaon,
Tal. Sinnar, Dist. Nashik 422 103,
Maharashtra,
India

Hiermit wird bescheinigt, dass der Hersteller ein Qualitätsmanagementsystem in Bezug auf Werkstoffe eingeführt hat und dieses anwendet. Dieses QMS wurde in Übereinstimmung mit den Anforderungen der Richtlinie 2014/68/EU, Anhang I, Nummer 4.3 in Bezug auf Werkstoffe einer spezifischen Bewertung unterzogen. Der Hersteller ist berechtigt, Bescheinigungen über spezifische Prüfungen an Werkstoffen in Übereinstimmung mit der Druckgeräterichtlinie und den zugrundeliegenden technischen Spezifikationen auszustellen.

We hereby certify that the manufacturer has implemented and applies a quality management system in relation to materials. This QMS has been subject to specific assessment in relation to materials in accordance with the requirements of Directive 2014/68/EU, Annex I, point 4.3. The manufacturer is authorised to issue certificates of specific tests on materials in accordance with the Pressure Equipment Directive and the underlying technical specifications.

Prüfungsbasis: EN 764-5, Abschnitt/ section 4.2

Test specification: 812 301 4522

Auditbericht-Nr.:
Audit report No.: Siehe Folgeseite/ see the following page

Geltungsbereich:
Range of products: Survey No.126/1,Behind CCI Ltd., MIDC Area Malegaon,
Tal. Sinnar, Dist. Nashik 422 103,
Maharashtra, India

Fertigungsstätte(n):
Place(s) of manufacture: August 2027

Dieses Zertifikat ist gültig bis:
This certificate is valid until:

Kontakt/Contact:
T +49 201 825-2722
E dts@kamp@tuv-nord.de



Notifizierte Stelle für Druckgeräte
Notified body for pressure equipment
Essen, 22.08.2024

TUVNORD Digital unterschrieben
von Huebinger Arnd

TUVNORD Systems GmbH & Co. KG, Große Bahnstraße 31, 22525 Hamburg

Zur Verifizierung der Gültigkeit der digitalen Signatur ist die Installation des TÜV NORD GROUP Stammzertifikats notwendig.
To verify the validity of the digital signature installation of the TÜV NORD GROUP root certificate is required.

TUV® TÜVNORDGROUP



CERTIFICATE



This is to certify that

Okay Fern Precision Castings Pvt Ltd
MIDC area Malegaon Sinnar
Survey No. 126/1 Behind CCI Ltd
Nashik, MH-422103
India

has implemented and maintains a Quality Management System for its certification structure
Single Site.

Scope:
The manufacture of ferrous & non-ferrous investment castings for aerospace applications.

Through an audit, performed in accordance with AS9104/1, rev. 2012-01, it was verified that the management system fulfills the requirements of the following standard:

AS9100:2016

Quality Management Systems - Requirements for Aviation, Space and Defense Organizations

Certificate registration no. 50297326 AS0016A
Date of original certification 2023-04-03
Date of Revision 2026-03-18
Date of certification 2026-04-03
Valid until 2029-04-02



DQS Inc.

David Tellez
Managing Director



Accredited body: DQS Inc., 1500 McCormick Parkway, Suite 400, Schaumburg, IL 60173 USA
Administrative Office: Dtsch Quality Systems (India) Pvt. Ltd., Ground Floor, South Wing, Vashishta Tech Park,
5th Flr.16/1 and 17/2, Bakardar Gate, Sarjapur Main Road, Ambalpur, Bengaluru - 560102 - India
DQS Inc. is accredited by IAF in accordance with the requirements of the International Aerospace Quality Group (IAQG) ISIR scheme.
The validity of the certification can only be verified by the QR code.

TUVNORD

Certificate

TN/AD2000-W0/21412/24

Report No. / Manufacturer No. / Validity remark: 812 301 4522 / 21412 / 08.2024 - 08.2027

Material Manufacturer
acc. to AD 2000-Merkblatt W 0

TÜV NORD Systems GmbH & Co. KG confirms that the manufacturer

Okay Fern Precision Castings Private Limited,
Survey No.126/1,Behind CCI Ltd., MIDC Area Malegaon,
Tal. Sinnar, Dist.Nashik-422 103, Maharashtra, India.

has been inspected and recognised as a material manufacturer in accordance with the requirements of the certification scheme TNS-AD2000-W0 acc. to AD 2000-Merkblatt W 0.

For details, see the report and the scope of the assessment.

The manufacturer has the following requirements:

- facilities for proper manufacturing and testing,
- appropriate processes for the manufacture of the products,
- skilled personnel for the manufacture and testing of the products and
- a quality management system with corresponding records that ensures proper manufacture of the products and compliance with the requirements specified in the material specification.

Essen, 22.08.2024

TUVNORD Digital unterschrieben
von Huebinger Arnd

Certification Body

TÜV NORD Systems GmbH & Co. KG
Große Bahnstraße 31, 22525 Hamburg, Germany
tuv-nord.de | dts@kamp@tuv-nord.de

TUV®

TUVNORDGROUP

Certificate: AD2000-W0 (2024) Item: 12.0.0 (2024)

TUVINDIA

Certificate

Management system as per
ISO 13485:2016

In accordance with TUV INDIA procedures, it is hereby certified that

OKAY FERN PRECISION CASTINGS PVT. LTD.
Survey No. 126/1, Behind CCI Ltd, MIDC Area Malegaon,
Sinnar, Nashik - 422 103,
Maharashtra,
India

applies a quality management system for medical devices in line with the above standard for the following scope

Scope

Manufacturing and Supply of Investment Casting for Medical Device Components in Orthopedic Implants Like Knee Joint, Hip Joint.

Certificate Registration No. IND 003 25396228 Valid from 13.06.2025
Audit Report No. MUM/AUD/25-26/1038 Initial certification 13.06.2025

Mumbai, 13.06.2025

Certification Body at TUV INDIA PVT. LTD.

To verify the validity of this certificate, please visit <https://www.tuvcertsearch.org>

TUV INDIA PVT. LTD.
801, Raheja Plaza 1, L.B.S Marg,
Chakrapar (W) Mumbai - 400 086,
India
www.tuv-nord.com/in



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About our Business
We Accelerating success in
following business segments

Engineering



Auto Sector



Defence



Electrical / Electronic Instruments



Medical Implant



Pump & Valves



Solar Instruments

Parts for Various Sector

PUMPS & VALVES



AUTOMOBILES



GENERAL ENGINEERING



DEFENCE



SWITCH GEARS



GLASS FITTING



ORTHOPAEDIC IMPLANTS



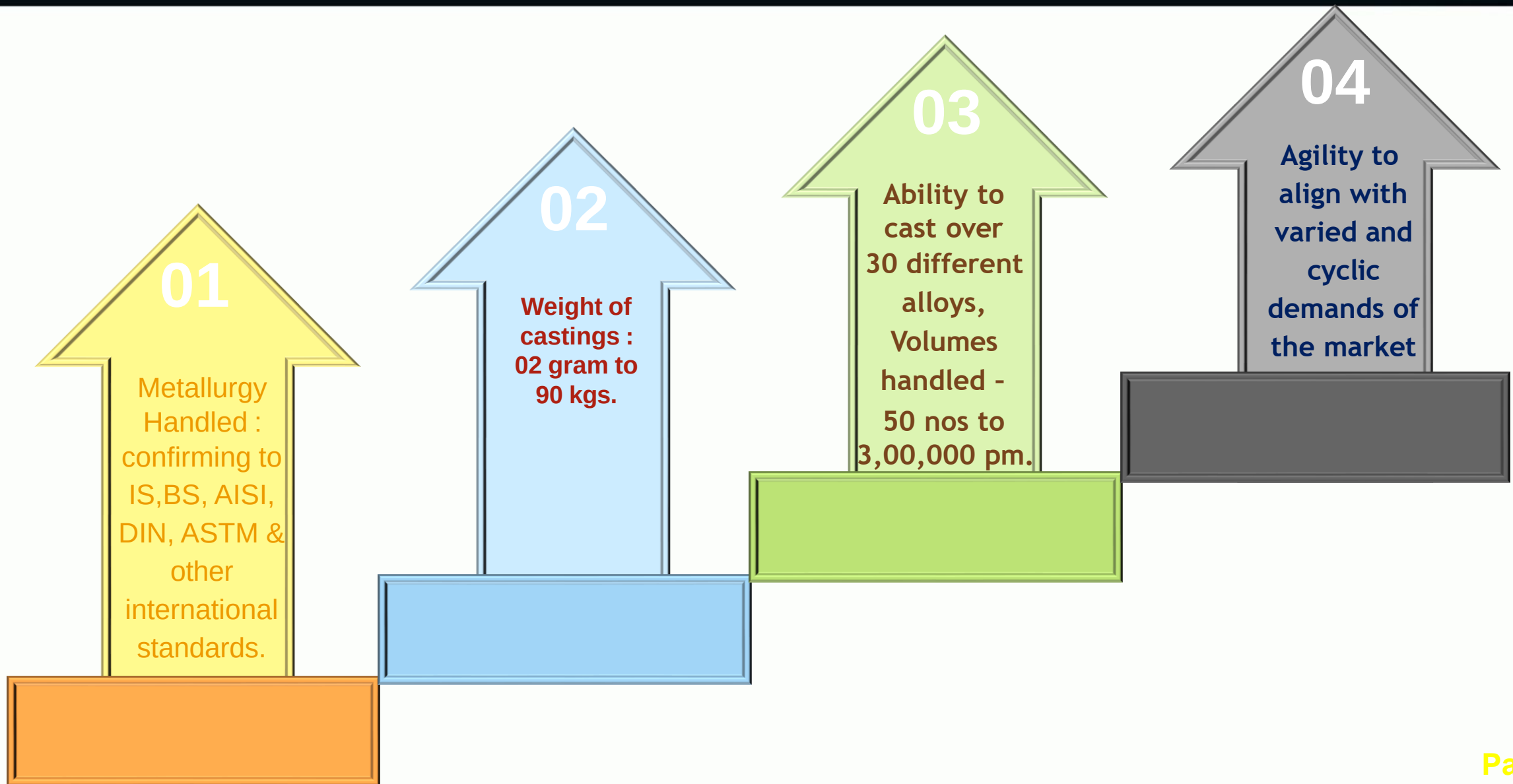


Quality Assurance Infrastructure





Our Strengths



Enhanced Sustainable Development Strategy

For 
Okay Fern
Precision
Castings Pvt.
Ltd.



1. Environmental Sustainability Initiatives

Compliance & Eco-Friendly Manufacturing

- **MPCB Standards:** Achieve 100% compliance with Maharashtra Pollution Control Board regulations.
- **ISO 14001 EMS:** Operationalize the Environmental Management System framework across all units.
- **Zero Waste to Landfill:** Deploy foundry sand recycling systems to drastically cut waste.
- **Water Neutrality:** Expand rainwater harvesting and advanced conservation techniques.
- **Green Procurement:** Mandate buying policies that favor eco-friendly vendors and low-carbon materials.

Carbon Reduction & Energy Efficiency

- **SBTi Alignment:** Map greenhouse gas reduction goals to the Science-Based Targets initiative.
- **Renewable Transition:** Scale up solar and wind energy capacity to power manufacturing lines.
- **Machinery Upgrades:** Replace legacy equipment with energy-efficient, low-emission technologies.
- **Logistics Optimization:** Streamline transport routes and fuel usage to shrink the carbon footprint.

Green Manufacturing & Circular Economy

- **Eco-Packaging:** Shift entirely to biodegradable and recyclable packaging materials.
- **Metal Loop:** Build a closed-loop circular economy model for scrap metal recycling.
- **ESG Supply Chain:** Partner exclusively with verified, ESG-compliant material suppliers.
- **Resource Efficiency:** Embed Lean and Six Sigma practices to eliminate process waste.

2. Social Sustainability & Workforce Development

Workplace Safety & Occupational Health

- **ISO 45001 Framework:** Upgrade safety infrastructure to match international occupational health standards.
- **DOJO Expansion:** Roll out advanced safety training modules for all machine operators.
- **Emergency Readiness:** Run monthly fire drills and rigorous preventative safety audits.
- **Ergonomic Safety:** Enforce strict PPE compliance and redesign workstations to reduce injuries.
- **Health Tracking:** Launch biometric health monitoring to catch occupational hazards early.

Diversity, Equity & Inclusion (DEI)

- **Gender Equality:** Enforce equal-opportunity policies embedded directly into the Employee Handbook.
- **Talent Pipeline:** Target a 15% increase in women's participation across key operational roles.
- **Growth Pathways:** Implement leadership programs for underrepresented employees to foster inclusivity.
- **Unbiased Talent Sourcing:** Promote inclusive hiring practices to eliminate bias and encourage diverse recruitment.

Enhanced Sustainable Development Strategy

For 
Okay Fern
Precision
Castings Pvt.
Ltd.



□ Ethical Work Culture & Code of Conduct

Whistleblower Protection: Reinforce policy structures to ensure absolute ethical transparency.

Anti-Bribery Framework: Strengthen operational adherence to the handbook's Code of Conduct.

POSH Act Compliance: Mandate training programs to prevent sexual harassment in the workplace.

Supply Chain Ethics: Enforce a supplier code of conduct ensuring fair labor practices.

□ Employee Well-Being & Benefits

Social Security: Maintain a robust structure covering ESIC, Provident Fund, and Gratuity.

Mediclaim Insurance: Provide comprehensive medical coverage for employees not under ESIC.

Mental Health Support: Expand wellness programs and active mental health initiatives.

Work-Life Balance: Promote flexible work arrangements alongside structured parental leave.

□ Learning & Development Initiatives

Next-Gen DOJO Training: Enhance the program with AI-driven learning and VR simulations.

Technical Up-skilling: Conduct continuous technical skill development and employee reskilling programs.

Institute Collaborations: Partner with external technical institutes for internships and apprenticeships.

Leadership Grooming: Encourage cross-functional training to drive internal career growth pathways.

□ 3. Governance & Ethical Business Practices (ESG Reporting)

Framework Alignment: Develop annual ESG reports following GRI, EcoVadis, and CDP standards.

Third-Party Audits: Conduct independent validation audits of sustainability performance metrics.

Regulatory Compliance: Ensure strict adherence to the Industrial Employment (Standing Orders) Act, 1946.

KPI Monitoring: Establish clear, measurable performance indicators for all sustainability goals.

□ Sustainable Supply Chain & Procurement

Eco-Sourcing Policy: Implement a Green Procurement Policy favoring sustainable, low-impact materials.

Supplier Rating System: Deploy an ESG rating scale to evaluate vendor sustainability practices.

Localized Sourcing: Prioritize local suppliers to slash transportation emissions and support regional economies.

Enhanced Sustainable Development Strategy

For 
Okay Fern
Precision
Castings Pvt.
Ltd.



Digitalization & Technology-Driven Sustainability

Smart Infrastructure & IoT Monitoring

Real-Time Tracking: Introduce AI and IoT sensors to monitor emissions, water, and energy usage continuously.

Automated Waste Segregation: Deploy automated sorting and disposal systems to maximize efficiency.

Predictive Maintenance: Utilize data-driven analytics to predict equipment wear and extend machinery longevity.

4. Long-Term Sustainability Goals (2030 Roadmap) Strategic ESG Targets

- **Carbon Reduction:** Cut emissions by 30% via aggressive energy-efficiency programs and renewable installations.

- **Zero Waste Ecosystem:** Achieve 100% waste recycling through closed-loop circular economy models.

- **Gender Parity:** Realize a 15% increase in women's participation across industrial manufacturing lines.

- **Water Sovereignty:** Reach total water neutrality using advanced harvesting and processing facilities.

- **Global Recognition:** Secure EcoVadis Gold status and obtain a minimum B+ ranking from the CDP.

5. Implementation & Monitoring Framework

Governance & Accountability Structure

- **Sustainability Task Force:** Appoint a dedicated internal oversight committee to drive all ESG initiatives.

- **Quarterly ESG Reviews:** Convene regular progress evaluations to audit milestones and remove performance bottlenecks.

- **Annual Disclosures:** Publish an exhaustive sustainability report detailing milestones and future targets for stakeholders.



□ Value Chain Integration

Transparent Communication: Align business goals directly with community and stakeholder expectations.

Resilient Ecosystem: Support local businesses and sustainable suppliers to secure the supply chain.

Active Feedback Loops: Deploy regular engagement programs to directly address stakeholder concerns.

Community Investment: Drive local development through dedicated education, healthcare, and infrastructure initiatives.

□ Environmental Stewardship & Resource Management

□ Sustainable Plant Operations

Process Efficiency: Implement highly energy-efficient manufacturing processes across all foundry lines.

Emission Reduction: Adopt cleaner production technologies to systematically lower carbon output.

Circular Systems: Enhance plant-wide waste management systems and active recycling programs.

Resource Optimization: Minimize raw water consumption and guarantee entirely responsible waste disposal.





Stakeholder Engagement & Sustainable Partnerships

- **Performance Management & Continuous Learning**
- **Workforce Growth & Innovation Culture**

Contribution Recognition: Strengthen the Performance Management System to identify and reward excellence.

Skills Investment: Maintain continuous funding for employee training, skill development, and technical up-skilling.

Leadership Pipelines: Promote specialized internal development programs to build future business leaders.

Competitive Edge: Encourage an everyday culture of innovation to sustain market-leading casting quality.



Our Stakeholder Engagement Strategy

- **The Pillars of Collaboration**

We believe that collaboration is key to sustainability. Our structured approach ensures all voices are heard:

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

Absolute Transparency: Maintain open channels of communication to ensure trust and deep collaboration across the board.

Employee Involvement: Encourage a participatory culture where every single employee actively contributes to sustainable business practices.

Sustainability Reporting: Provide annual updates on progress, environmental mitigation efforts, and active CSR initiatives.



□ Corporate Commitment

At Okay Fern Precision Castings Private Limited, we recognize that sustainable development is not just a commitment but a core responsibility.

By seamlessly integrating environmental, social, and governance (ESG) considerations into our core business strategies, we aim to create a positive, profound, and lasting impact on our people, our communities, and the planet.



Stakeholder Engagement Strategy

The Pillars of Collaboration

We believe that collaboration is key to sustainability. Our structured approach ensures all voices are heard:

- Regular Engagement:** Conduct periodic communication meetings with employees, suppliers, customers, and stakeholders to align business objectives.
- Absolute Transparency:** Maintain open channels of communication to ensure trust and deep collaboration across the board.
- Employee Involvement:** Encourage a participatory culture where every single employee actively contributes to sustainable business practices.
- Sustainability Reporting:** Provide annual updates on progress, environmental mitigation efforts, and active CSR initiatives.

Strategic Insight: Inclusive Governance

□ The Power of Diverse Perspectives

We believe that incorporating diverse perspectives in decision-making is essential for addressing regulatory, reputational, and environmental challenges.

□ Creating Shared Value

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

□ Phase 1: Identification & Mapping

- **Stakeholder Identification:** Recognize all internal and external stakeholders impacted by or influencing company operations.
- **Strategic Prioritization:** Classify stakeholder groups based on internal criteria, focusing on their direct business impact.
- **Influence Mapping:** Evaluate stakeholder involvement and influence levels to allocate engagement efforts effectively.

□ Phase 2: Engagement & Insights

- **Feedback Collection:** Conduct surveys, interviews, and deep discussions to uncover core needs and expectations.
- **Targeted Initiatives:** Develop and implement actionable activities to strengthen trust and build long-term relationships.

□ Phase 3: Evaluation & Evolution

- **Continuous Monitoring:** Assess engagement effectiveness regularly to maintain strict alignment with corporate goals.
- **Agile Adaptation:** Adjust communication approaches based on stakeholder feedback and changing industry trends.



Sustainability issues relevant to our Company





Materiality Analysis and Stakeholder Engagement

Materiality Scoring

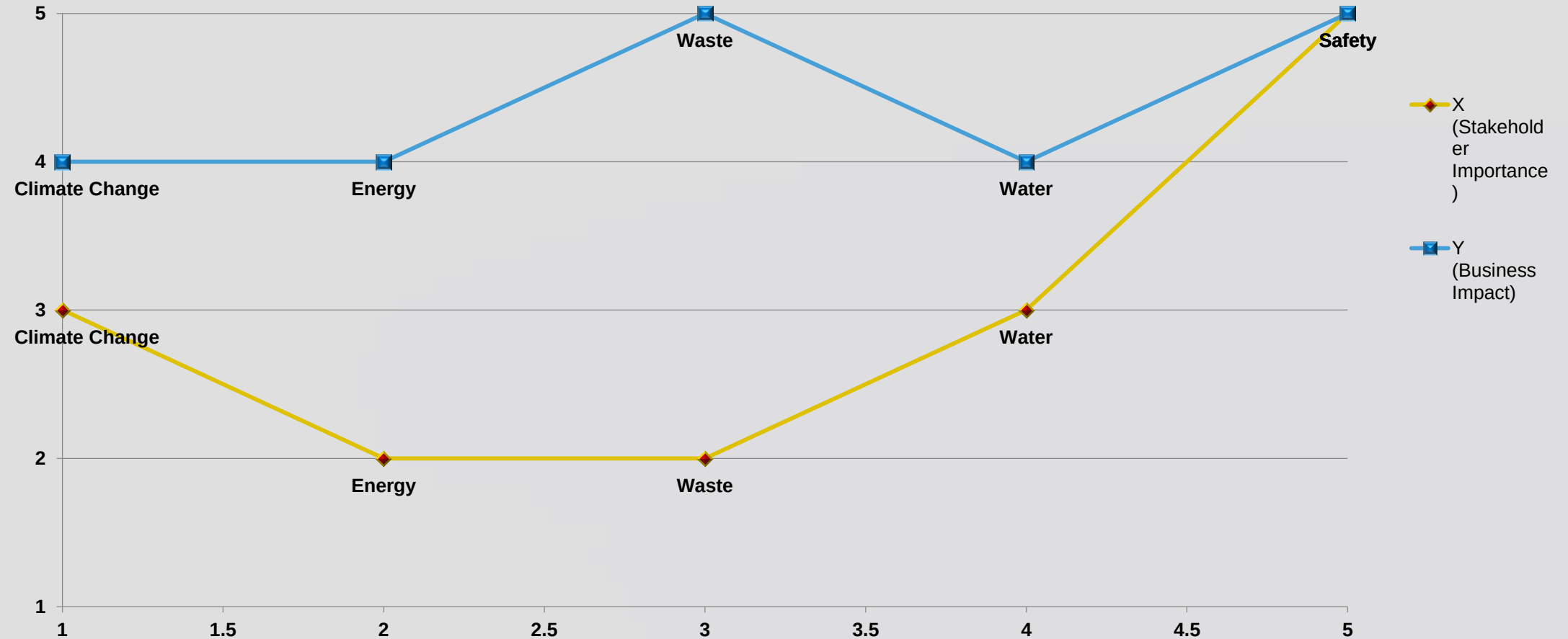
ESG Topic	Business Impact (BI - 1 To 5)	Stakeholder Importance (SI – 1 To 5)	Risk Level (BI+SI)/2
Climate Change	4	3	3.5
Energy	4	2	3.0
Waste	5	2	3.5
Water	4	3	3.5
Safety	5	5	5.0

Risk Criteria Chart

Impact	Score
No Impact	1
Negligible	2
Minor	3
High	4
Severe	5



Materiality Matrix



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
Customer	Meetings with customers	On-going	On-time delivery Quality/ product Competitive Pricing /Post-sales support Sustainable product.
	Media and digital communication	Periodic	
	Customer feedback and survey	Annual	



Stakeholder Group	Engagement Method	Frequency of Engagement	Stakeholder's Expectation
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	
	Initial supplier evaluation to ensure environmental and social criteria	Periodically	
	Regular audits and site visits	Periodically	
	Business meets	Periodically	

Stakeholder Group	Engagement Method	Frequency of Engagement	Stakeholder's Expectation
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	

Stakeholder Group	Engagement Method	Frequency of Engagement	Stakeholder's Expectation
Government & Regulatory bodies	Environmental compliance	Quarterly/ Half/ 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
	Strategic policy advocacy	Periodically	Fair Governance
	Official Communications-social media, press release	Periodically	Compliances

Stakeholder Group	Engagement Method	Frequency of Engagement	Stakeholder's Expectation
Business Partners	Co-ordination with importers	On-going	Sustainable growth



□ Materiality Assessment & Dual-Perspective Analysis

□ 1. The FY 2025 Strategic Mandate

We conducted a comprehensive Materiality Analysis to identify the most significant Economic, Environmental, Social, and Governance (ESG) issues relevant to our business and stakeholders. This analysis was aimed at recognizing critical sustainability risks and opportunities from two key perspectives:

DUAL PERSPECTIVES

- Stakeholder Impact Significance and impact on our stakeholders
- Business Operations Potential implications on our business

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.

□ 2. Our Approach to Materiality Assessment

Our materiality journey began with an in-depth review of our policies, procedures, risk matrix, and regulatory requirements.

- **Active Feedback:** Engaging employees, suppliers, and customers to pinpoint organizational strengths and areas for improvement.
- **Risk & Opportunity Mapping:** Analyzing actual and potential impacts specific to our foundry operations, industry landscape, and geographical footprint.

□ 3. Core Data Sources Evaluated

To maintain rigorous compliance and accuracy, our assessment integrated data across five key operational verticals:

- **Regulatory Systems:** Insights derived directly from internal compliance management systems.
- **Independent Audits:** Performance baselines established via formal audit reports.
- **Operational Protection:** Risk parameters evaluated through routine safety inspections.
- **Feedback Systems:** Social performance metrics gathered from established grievance mechanisms.
- **Risk Governance:** Long-term exposure models pulled from risk management systems.

Environmental

Indication	Materiality Topics
E1	Climate Change
E2	Circular Economy
E3	Energy Management
E4	Waste Disposal
E5	Environment Management
E6	Water Management
E7	Biodiversity
E8	Management of Hazardous Chemicals

Social

Indication	Materiality Topics
S1	Fair remuneration & 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

Governance



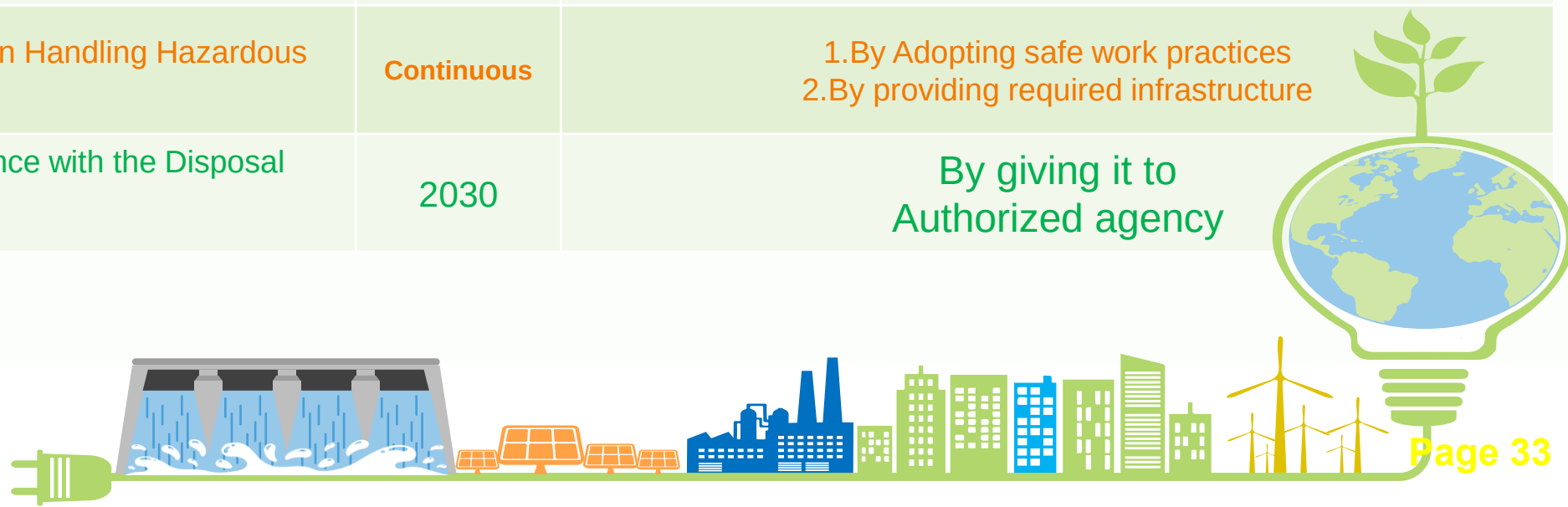
Indication	Materiality Topics
G1	Community Development
G2	Economic Performance
G3	Ethics and Governance
G4	Digitalization
G5	Risk Management



ESG Goals & Targets



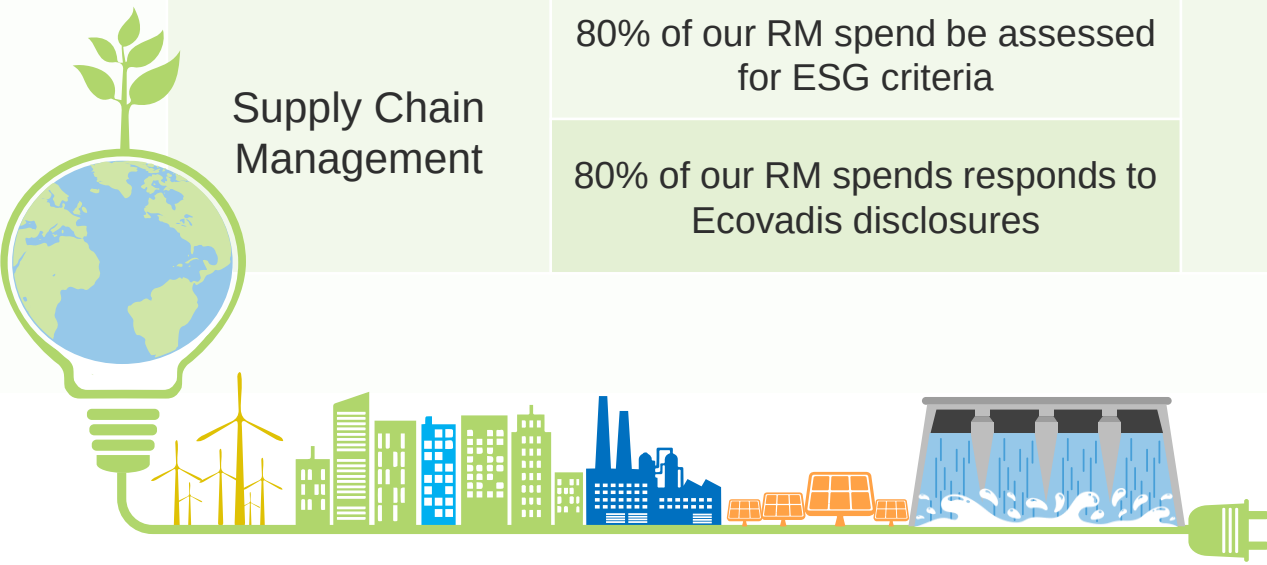
Material Topic	Goals and Targets	Deadline	Approach/ Status quo
Climate Change	25% Reduction in GHG intensity (Scope 1 + Scope 2) by 2030 compared with 2023	2030	1.Implement energy efficient technologies in melting and casting operations. 2.Increase the use of renewable energy sources such as solar and wind. 3.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	1.Implement waste segregation and reuse strategies across departments. 2.Partner with vendors to develop sustainable packaging alternatives.
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 3R's (Reduce, Reuse, Recycle)
Management of Hazardous Chemicals	Zero incidents in Handling Hazardous Chemicals	Continuous	1.By Adopting safe work practices 2.By providing required infrastructure
Hazardous Waste	100% Compliance with the Disposal Procedure	2030	By giving it to Authorized agency



ESG Goals & Targets



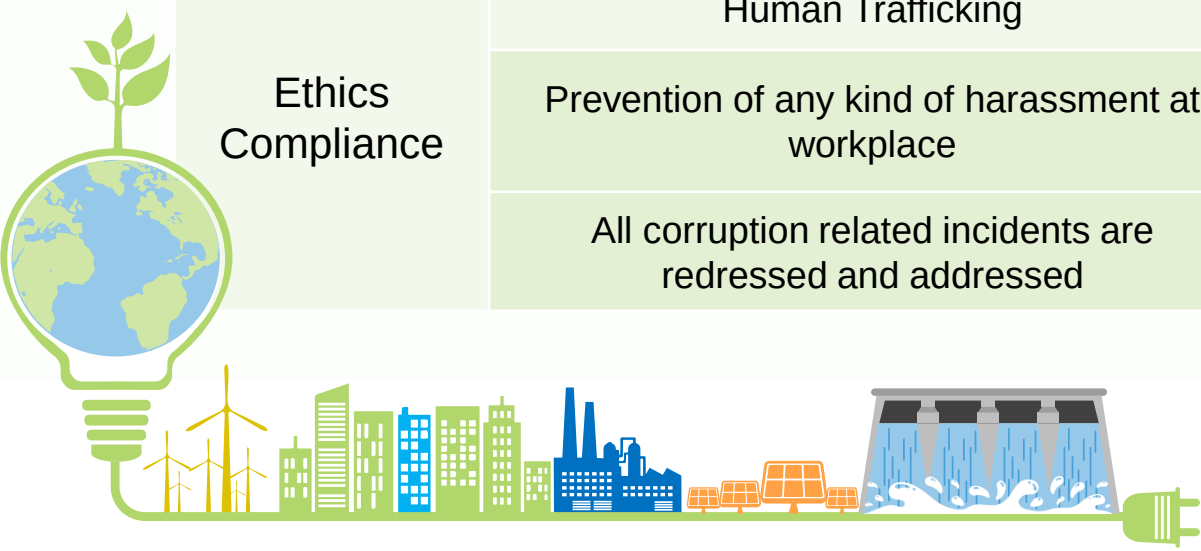
Material Topic	Goals and Targets	Deadline	Approach/ Status quo
Occupational Health & Safety	Zero incidents & Zero Accidents	Continuous	By engaging all stake holders in Safety initiatives like: 1.Safety Committee 2.National Safety Week Celebrations 3. ISO 45001 Certification
	100 % Health & Safety Trainings	Continuous	Safety Training integrated in DOJO Training
Customer Engagement	Key Customers are covered for the customer survey	Continuous	By collecting Feedback
Supply Chain Management	80% of our RM spend be assessed for ESG criteria	2030	1. Acceptance of supplier's code of conduct (COC). 2.Compliance with Okay Fern Sustainable procurement policy. 3.Performing on site audits.
	80% of our RM spends responds to Ecovadis disclosures		



ESG Goals & Targets



Material Topic	Goals and Targets	Deadline	Approach/ Status quo
Employee Engagement	Cover 50% of Direct employees under own your car or two wheeler scheme	2030	By allotting vehicle each year
	Train 50% of direct employees to upgrade their skills		By sponsoring various skill upgradation courses
	Cover family members of non ESIC employees in GHI Policy		By covering their family members
	Promote DEI		By recruiting people from various ethnic background
Ethics Compliance	Prevent Child Labour/ Forced Labour and Human Trafficking	continuous	1. By implementing strict screening
	Prevention of any kind of harassment at workplace		1. By implementing our policies strictly
	All corruption related incidents are redressed and addressed		1. By providing various platform for reporting incidents



Shaped by integrity and fueled by innovation, our corporate culture is the bedrock of our leadership in precision casting. At Okay Fern Precision Castings Private Limited, we unite visionary engineering with strategic financial foresight to empower our people, champion sustainable practices, and relentlessly engineer excellence.

At Okay Fern Precision Castings Private Limited, we cultivate a culture that mirrors our precision, passion, and pursuit of excellence. Built on a foundation of integrity and continuous improvement, we create a thriving ecosystem where technological innovation, sustainable manufacturing, and people-centric growth converge. We believe true corporate success is realized when we empower our workforce, adhere to robust corporate values, and boldly embrace forward-thinking strategies to redefine industry benchmarks.

Leadership & Governance

Okay Fern Precision Castings Private Limited is steered by two dynamic visionaries who bring nearly a century of combined industrial mastery:

- **Mr. F.V. Fernandes (Director):** A pioneering technocrat and engineer with over 50 years of expertise in the Investment Casting industry. His deep-tier technical mastery serves as the catalyst for our manufacturing superiority and advanced technological breakthroughs.
- **Mr. N.K. Saboo (Director):** A veteran Chartered Accountant with more than 45 years of financial acumen. His corporate foresight and strategic governance serve as the architecture behind our operational efficiency and scaled market growth. By seamlessly bridging engineering excellence with financial leadership, our board ensures the company remains at the absolute cutting edge of global innovation.

Strategic Vision & Objectives

Our leadership team actively steers the corporation toward sustainable milestones by focusing on four strategic pillars:

- **Advanced Technology:** Accelerating our manufacturing capabilities through automation and next-generation casting technologies.
- **Market Expansion:** Scaling our global footprint while maintaining a zero-compromise approach to operational excellence.
- **Human Capital:** Fostering an inclusive environment dedicated to continuous employee development and skill transformation.
- **Sustainable Growth:** Hardening our eco-conscious infrastructure to guarantee long-term value for all stakeholders.

The ESG & CSR Committee

Our ESG Committee cements ethical integrity and environmental stewardship into the core architecture of our manufacturing operations. At Okay Fern Precision Castings Private Limited, we firmly believe that industry leadership is inseparable from global responsibility.



The Environmental, Social, and Governance (ESG) Committee is the ethical compass of Okay Fern Precision Castings Private Limited. It bridges corporate growth with responsible manufacturing, ensuring every precision component we forge aligns with modern sustainability benchmarks and global governance frameworks. By uniting diverse expertise from our executive board, this committee systematically embeds green engineering, equity, and absolute transparency into the DNA of our business functions.

Core Mandates & Responsibilities

The committee operates with a precise, actionable mandate to navigate environmental risks and champion sustainable industrial evolution:

Eco-Stewardship: Driving systemic upgrades in production to shrink our environmental footprint, optimize resource management, and pioneer low-emission investment casting.

Absolute Compliance: Enforcing ironclad governance protocols and rigorous ethical criteria that preserve corporate integrity and build lasting stakeholder trust.

Future-Proof Policies: Engineering long-term, impact-driven policies that turn environmental and social responsibilities into competitive corporate advantages.

The ESG Committee

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



Our CSR Committee transforms corporate success into meaningful societal impact, positioning social equity at the heart of our operations. At Okay Fern Precision Castings Private Limited, we view community development and employee prosperity not as obligations, but as the very foundation of our sustainable growth

The Corporate Social Responsibility (CSR) Committee serves as the driving force behind Okay Fern Precision Castings Private Limited’s commitment to human and societal progression. Operating with deep empathy and structural purpose, this committee ensures that our commercial triumphs directly enrich the lives of our people and local communities. By seamlessly blending social initiatives with our macroeconomic goals, the committee translates corporate resources into measurable, positive human impact.

Core Strategic Focus Areas

The committee actively designs, funds, and executes initiatives across three critical socioeconomic pillars: **Human Capital Up-liftment:** Spearheading progressive employee welfare frameworks, healthcare initiatives, and holistic well-being ecosystems for our entire workforce.

•**Socioeconomic Empowerment:** Architecting targeted community engagement models, educational programs, and infrastructure development to elevate surrounding localized regions.

•**Visionary Alignment:** Ensuring all philanthropic and social capital deployments strictly resonate with the corporation's overarching long-term vision of shared prosperity.

The CSR Committee

No.	Name of Members
1	Mr. N.K. Saboo -Director
2	Mr. F. V. Fernandes - Director

Ethical Business Practices & Governance - Our ironclad commitment to corporate governance transforms ethical principles into non-negotiable operational laws. At Okay Fern Precision Castings Private Limited, we build transparency, human dignity, and absolute accountability into every layer of our industrial value chain.

Corporate governance at Okay Fern Precision Castings Private Limited is not a compliance check—it is the bedrock of our commercial legitimacy. We enforce rigorous checks, balances, and protections to cultivate a transparent, high-integrity manufacturing ecosystem that protects our people and preserves stakeholder trust.

1. Code of Conduct & Anti-Bribery Policy

Our operational blueprint clearly outlines our zero-tolerance mandate against professional malpractice:

Zero Corruption: Absolute prohibition of bribery, kickbacks, or improper influence across all internal and external corporate dealings.

Defined Misconduct: Sharp, legally binding definitions of ethical violations and their corresponding disciplinary consequences.

Professional Integrity: Standardized behavioral metrics ensuring all corporate representatives act with flawless market ethics.

2. Transparency & Whistleblower Protection

We actively dismantle institutional silence by providing uncompromised reporting channels for employees and external partners:

Secure Mechanisms: A dedicated, encrypted Whistleblowing portal hosted directly on our corporate website for anonymous reporting.

Malpractice Targets: Open channels to flag financial fraud, bribery, theft, or any systemic ethical breaches.

Anti-Retaliation Guardrails: Ironclad legal and administrative protection ensuring no whistleblowing employee faces career or personal reprisal.

3. Workplace Safety & POSH Compliance

We maintain a safe, respectful workspace through strict alignment with the statutory mandates of the Prevention of Sexual Harassment (POSH) Act:

Active ICC Framework: A fully operational Internal Complaints Committee (ICC) empowered to legally evaluate complaints.

Enforced Confidentiality: A rapid, highly secure, and deeply sensitive grievance redressal process that safeguards victim privacy.

Preventative Training: Mandatory, continuous sensitization programs to eliminate bias and workplace harassment at all organizational tiers.

4. Human Rights & Global Labour Ethics

Our factory floors and executive offices operate under global humanitarian and workplace fairness standards through five distinct corporate policies:

Policy Pillar	Corporate Directive & Mandate
Human Rights	Absolute protection of individual liberty, dignity, and personal safety in the workplace.
Forced & Child Labour	Strict, verifiable zero-tolerance policies prohibiting minor labour or involuntary workforce servitude.
Diversity, Equity & Inclusion (DEI)	Active recruitment and promotion frameworks designed to build a diverse, gender-balanced talent pool.
Living Wage Assurance	A corporate pledge to provide fair, equitable compensation that exceeds basic legal minimums.
Anti-Harassment Shield	Holistic defense protocols stopping workplace bullying, psychological intimidation, and systemic discrimination.

5. Institutional Integration & Employee Handbook

To ensure these ethics transition from theory to daily practice, every individual charter is hardcoded into our official Employee Handbook. This onboarding manual serves as a mandatory guide, ensuring that every technician, engineer, and corporate officer understands their ethical liabilities, employee rights, and civic obligations from day one.

Sustainable Operations & Climate Action at Okay Fern



Target



Reduction in GHG emission (Scope 1 and Scope 2) by 25% by 2030 compared to 2024 level 50% increase of renewable power by 2026

Already Installed 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.

We actively decarbonize our manufacturing footprint by forging sustainable engineering practices into our daily casting operations. At Okay Fern Precision Castings Private Limited, environmental stewardship is a core manufacturing metric, ensuring every component we produce carries a lower carbon footprint.

Environmental Sustainability & De- carbonisation

Okay Fern Precision Castings Private Limited is systematically reducing its greenhouse gas (GHG) footprint through targeted capital investments and green engineering. Rather than treating sustainability as a regulatory box to check, our specialized environmental teams actively measure, audit, and mitigate emissions across our entire supply chain. By integrating clean energy and optimizing thermodynamic efficiency, we ensure our production lines remain fully aligned with evolving global climate benchmarks.

Core Strategic Focus Areas

Renewable Energy Integration: Transitioning our manufacturing grids toward clean, sustainable power sources to directly lower our Scope 1 and Scope 2 emissions.

Thermodynamic Process Enhancements: Re-engineering our precision casting furnaces and cooling systems to maximize heat retention and minimize energy waste.

Responsible Material Sourcing: Partnering exclusively with green-certified suppliers to ensure our raw alloys and molding materials comply with strict ethical extraction standards.

Data-Driven Monitoring: Utilizing specialized sustainability teams to continuously track resource consumption data, and guarantee total compliance with global environmental regulations.



We maximize production volume while aggressively driving down energy intensity through data-driven thermodynamic management. At Okay Fern Precision Castings Private Limited, we treat energy efficiency not just as a cost-saving metric, but as a core pillar of our environmental de-carbonisation roadmap.

Energy Consumption Overview

Our operational scaling from January 2023 to December 2024 demonstrates robust industrial growth. To ensure this expansion remains environmentally sustainable, we are actively decoupling our production volumes from our total energy expenditure.

Operational Trends & Strategic Directives

Mould Cast Production Trends: High-volume manufacturing output achieved a consistent upward trajectory between January 2024 and December 2025. This sustained growth reflects both escalating market demand and enhanced plant throughput.

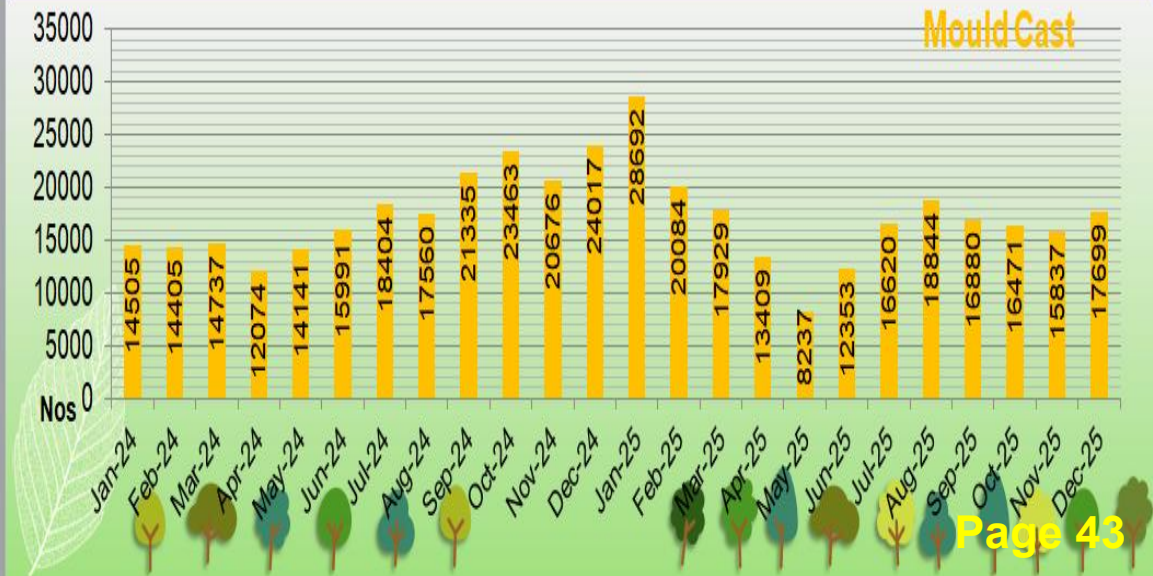
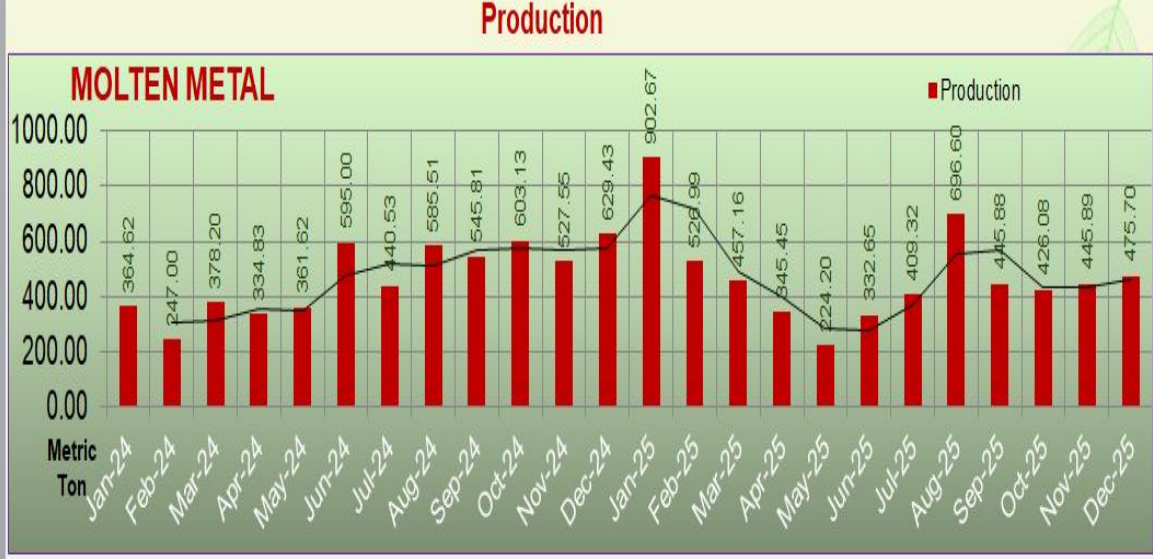
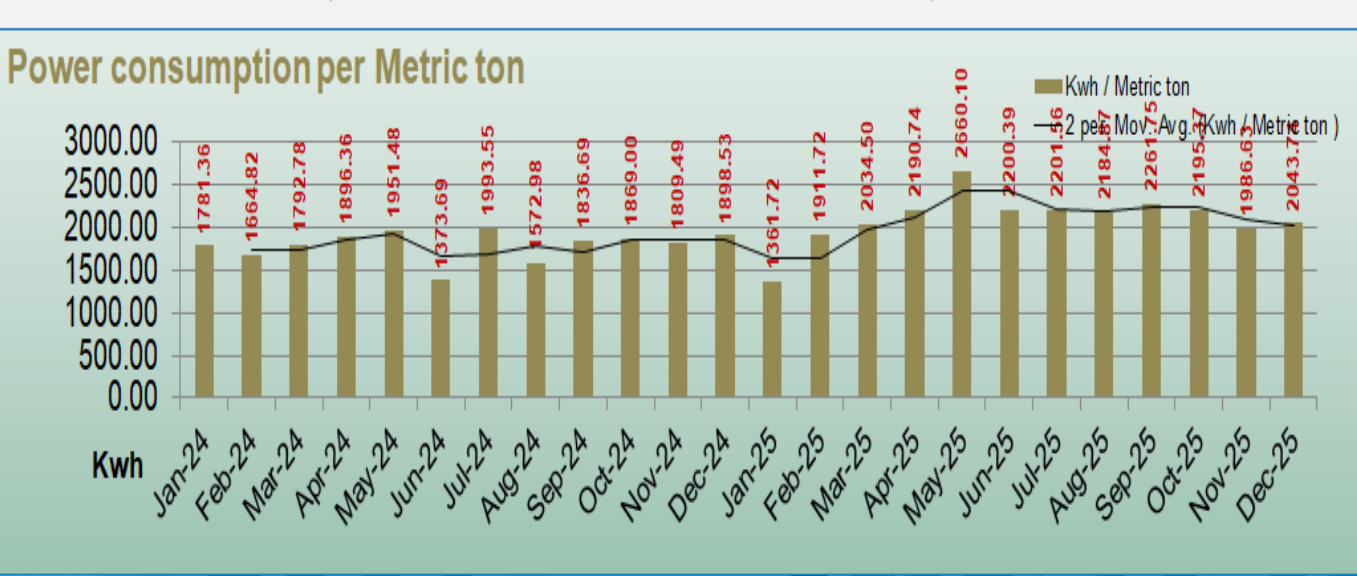
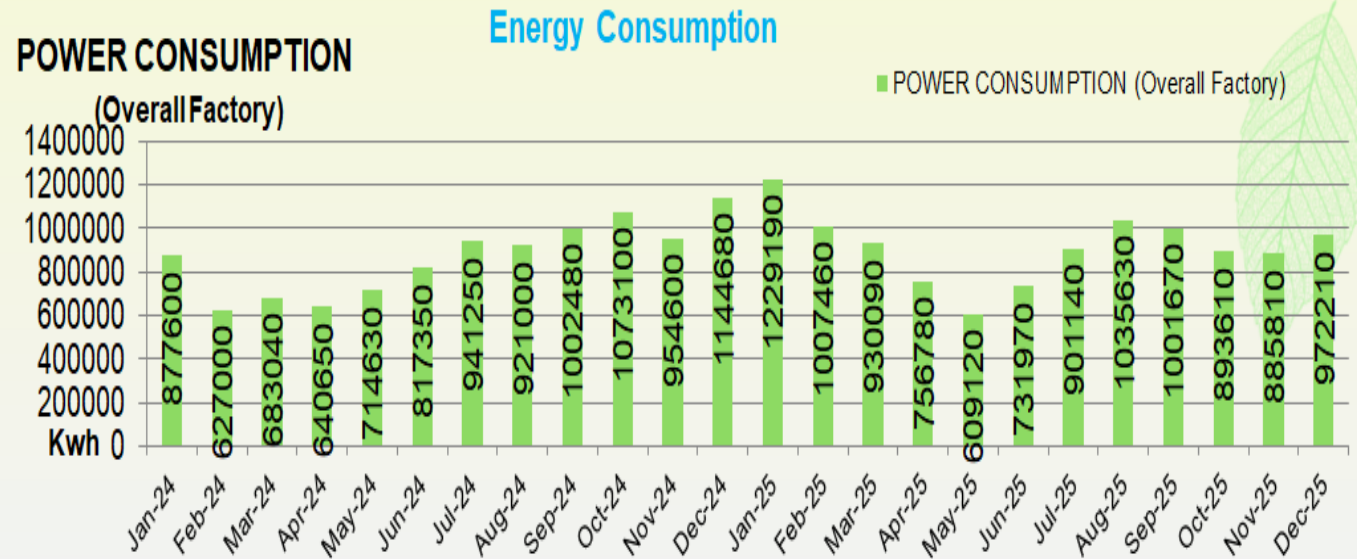
Molten Metal Consumption: Liquid alloy processing scaled proportionally to support our higher casting yields. Our current engineering mandate focuses on auditing the thermal retention of our melting furnaces to eliminate latent heat loss.

Factory-Wide Power Consumption: Total grid electricity usage scaled upwards in alignment with our expanded manufacturing activities. We are actively deploying sub-metering infrastructure to optimize the core correlation between raw power input and final product output.

Per- Mould Unit Energy Efficiency: Unit-level energy consumption exhibited variable fluctuations during this scaling phase. Re-stabilizing and lowering this specific metric remains a primary objective through the deployment of automated cooling cycles and smart staging.



Energy Consumption Charts



Scope 1 & Scope 2 Emissions		Year wise Fuel & Energy Consumptions & GHG Emission						Targets	
Type of Fuel & Energy	Emission Factors for various fuels	2023		2024		2025		For 2030	
		Consumptions	CO2 Emissions	Consumptions	CO2 Emissions	Consumptions	CO2 Emissions	Consumptions	CO2 Emissions
Diesel Consumption	2.64 T Co2 /KL	5.250	13.860	4.431	11.698	1.820	4.805	To Reduce by 5%, every Year	
LPG	2.98 T Co2 /MT	275.86	822.07	480.41	1431.62	490.62	1462.07	To Reduce by 5%, every Year	Reduce up to 30% ,
Refrigerants	2088 T / Kg	0.0102	21.30	0.0125	26.10	0.0594	124.02	To Reduce by 1%, every Year	
Fugitive Emission (Co2 Fire Extinguisher)	0.001 T / Kg	29	0.029	40	0.040	22.5	0.022	Replace All By ABC F. E.	
Total Scope 1			857.259		1469.45		1590.92		
Electricity Purchased (Scope 2)	0.8 T / Mwh	6092.67	4874.14	11411.62	9129.30	11069.357	8855.48	--	
Emissions Grand Total (Scope1+2)			5731.399		10598.75		10446.40		
Renewable Energy Produced (Solar)	Mwh	323.72	0	277.82	0	162.70	0	To Increase By 10% every Year	
Molten Metal (in Tons)			3294.73		5613.22		5688.58		
Emission / per Ton			1.73		1.88		1.83	To achieve 1per Ton up to year 2030	

□ Sustainability Targets (For 2030)The Target Goal:

The facility aims to drop its emission intensity down to **1.00 per Ton** by the year **2030**.

The Solar Strategy: To achieve this, the company outlines a target to increase solar energy production by **10% every year**, which will progressively offset grid electricity (Scope 2) and lower the overall intensity ratio.

📊 Year-by-Year Calculation Breakdown



📅 Year 2023

- Total Emissions (Scope 1+2): 5731.399 T CO₂
- Total Output (Molten Metal): 3294.73 Tons
- The Calculation: $\frac{5731.399}{3294.73} = 1.7395$
- Table Value: 1.73 (Rounded down to two decimal places)

📅 Year 2024

- Total Emissions (Scope 1+2): 10598.75 T CO₂
- Total Output (Molten Metal): 5613.22 Tons
- The Calculation: $\frac{10598.75}{5613.22} = 1.8881$
- Table Value: 1.88

📅 Year 2025

- Total Emissions (Scope 1+2): 10446.40 T CO₂
- Total Output (Molten Metal): 5688.58 Tons
- The Calculation: $\frac{10446.40}{5688.58} = 1.8363$
- Table Value: 1.83

Enhancing Solar Energy Capacity



We are aggressively expanding our on-site solar infrastructure to transition our heavy industrial manufacturing toward a low-carbon future. At Okay Fern Precision Castings Private Limited, clean energy integration directly offsets grid dependency and fundamentally lowers the carbon intensity of our precision investment casting operations.

Reporting Year	Clean Solar Power Generated	Carbon Dioxide (CO) Displaced
2023	3,23,718 kWh	2,36,314 kg (236.3 Metric Tons)
2024	2,77,824 kWh	2,22,256 kg (222.2 Metric Tons)
2025	1,62,709 kWh	1,30,167 kg (130.1 Metric Tons)
Cumulative Impact	7,64,251 kWh	5,88,737 kg (588.7 Metric Tons)



Our Infrastructure Roadmap

Current Installed Capacity: A robust **345 kWp** on-site solar photovoltaic array is fully operational and tied directly into our manufacturing grid.

Immediate Expansion Plan: We are on track to commission an additional **210 kWp** of solar capacity over the upcoming year, scaling our cumulative clean energy footprint by **over 60%**.

□ **Historical Impact & Carbon Mitigation**
Our capital investments in solar infrastructure have already systematically offset heavy grid power demands, preventing substantial atmospheric emissions:

The Forward Vision

Moving forward, Okay Fern Precision Castings Private Limited will continue to systematically scale its renewable generation portfolio. Our long-term engineering directive is focused on integrating intelligent energy storage solutions and advanced power management to minimize conventional fossil-fuel power reliance, ensuring our environmental footprint shrinks even as our casting output expands.

Enhance 10 % Solar
Capacity Every Year

Action

Target

Reduce Co2
Emission up to 30%



By identifying our structural emission nodes, we establish an analytical framework to decouple heavy industrial manufacturing from environmental impact. At Okay Fern Precision Castings Private Limited, managing greenhouse gas (GHG) output is a core component of our data-driven blueprint for sustainable engineering.

Carbon Emissions & De-carbonisation Analysis

As Okay Fern Precision Castings Private Limited scales its industrial capacity to meet growing global demand, we remain firmly dedicated to monitoring, managing, and mitigating our greenhouse gas footprint. This analysis establishes our baseline metrics, evaluates our fuel-wise impacts, and outlines our path toward structural de-carbonisation.

1. Scope 1 & Scope 2 Emissions Inventory

Our direct factory operations (Scope 1) and grid-tied energy purchases (Scope 2) were thoroughly audited across a major two-year manufacturing scale-up. The rise in total baseline emissions directly matches our increased plant output and higher thermodynamic throughput.

Scope 1 (Direct Core Emissions): Generated on-site via liquefied petroleum gas (LPG) for casting pre-heats and diesel combustion for auxiliary plant backup systems.

Scope 2 (Indirect Energy Emissions): Sourced from heavy industrial grid electricity to drive our primary core melting furnaces.

2. Fuel-Wise Carbon Contribution Data

An isolated assessment of our key energy resources reveals that grid power and thermal processing fuels constitute the absolute majority of our organizational footprint:

Consumption Matrix	2023 Carbon Baseline	2024 Carbon Baseline	2025 Carbon Baseline	Primary Operational Driver
Grid Electricity	4,874.14 Tons (Co2)	9,129.30 Tons (Co2)	855.48 Tons (Co2)	Scaling induction furnace melts
LPG Thermal Fuel	822.07 Tons (Co2)	1,431.62 Tons (Co2)	1462.07 Tons (Co2)	Increased mould-firing & pre-heating
Auxiliary Diesel	Minimal Baseline	Minimal Baseline	Minimal Baseline	Intermittent emergency power backups

3. Net Emissions Offset via Solar Integration

To counteract this scaling footprint, our dedicated solar arrays actively inject clean energy back into our system, directly neutralizing a substantial volume of localized atmospheric carbon:

2023 Solar Carbon Mitigation: Displaced **2,36,314 kg (CO2)** (236.3 MT) from the facility's net environmental balance sheet.

2024 Solar Carbon Mitigation: Displaced **2,22,256 kg (CO2)** (222.2 MT) through continuous renewable generation.

2025 Solar Carbon Mitigation: Displaced **1,30,160 kg (CO2)** (130.6 MT) through continuous renewable generation.

Future Capital Directives: Compounding our on-site renewable framework stands as our primary strategy to neutralize higher percentages of our raw Scope 2 grid liabilities.

4. Carbon Intensity Trends & Vision 2030 Targets

We measure our technical efficiency using **Emission Intensity**—the exact ratio of carbon emitted per metric ton of molten metal processed. While scaling pressures caused a temporary minor increase in intensity, our engineering goals remain explicitly fixed on structural reduction:

Year	2023	2024	2025	By 2030
Intensity	1.73 Tons CO ₂	1.88 Tons CO ₂	1.83Tons CO ₂	0.5 Tons CO ₂



5. Strategic De-carbonisation Roadmap

To compress our emission intensity and achieve our localized targets, our engineering and sustainability teams are actively pursuing four structural optimizations:

Thermodynamic Efficiency Measures: Upgrading furnace insulation and thermal blankets to reduce total power consumption per industrial melt cycle.

Renewable Infrastructure Expansion: Advancing phase-two solar panel deployments to aggressively scale our clean generation capacity.

Process Optimization Frameworks: Restructuring heat-treatment cycles and burner settings to curb LPG consumption across our production floors.

Science-Based Targets Initiative (SBTi): Systematically aligning our data architectures with the SBTi Framework to enforce structured, peer-reviewed carbon reduction horizons.

Conclusion

Okay Fern Precision Castings Private Limited continues to showcase an enduring commitment to long-term industrial sustainability. By systematically measuring raw material outputs, investing in on-site clean-energy networks, and optimizing foundational casting processes, the company remains firmly on track to bridge world-class manufacturing excellence with our aggressive **Vision 2030** carbon reduction milestones.

Water Management at Okay Fern



Closed loop system
installed for Induction
Furnace



Target



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



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



Target



1. 10% METAL FOR REUSE WILL BE INCREASED
2. PLASTIC BAG WASTE REDUCE BY RECYCLING
3. BY RECYCLING THE PALLETS
4. 30% REDUCE BY CIRCULATING TRAY

- 1.METAL RECYCLE TO BE INCREASED BY 10%
- 2.PLASTIC BAG WASTE REDUCE 20%
- 3.WOODEN PALLET SCRAP REDUCE 30%
- 4.CORRUGATED BOXES REDUCE 30%

Plastic : Reduce
generation by 20% by 2030

Wooden : Reduce
by 30% by 2030

Corrugated Box :Reduce
by 30% by 2030

Metal : Increase cumulative metal
recycling by 10% more than previous year

Strategic Material Directives & 2030 Horizons Plastic Waste Mitigation (Highest Priority): Target a 20% reduction in total plastic waste generation across all manufacturing and administrative zones by 2030. Wooden Waste Reduction: Achieve a 30% reduction in wooden packaging and pallet waste through standardized reclamation and multi-use crates by 2030. Corrugated Box Optimization: Compress our reliance on corrugated paper packaging by 30% by 2030 by shifting toward durable, returnable industrial totes. Cyclical Metal Reutilization: Scale up internal closed-loop metal recycling programs to achieve a 10% cumulative increase year-over-year (YoY) compared to previous baseline averages up to 2030.



WASTE MATERIAL RECYCLED IN 2025

No s.	Type of Material	2023 Kg/ Mould	2024 Kg/ Mould	2025 Kg/ Mould
1	Metal	15.78	16.07	16.95
2	Waste Plastic	0.020	0.006	0.024
3	Wooden Pallets	0.004	0.012	0.008
4	Corrugated Boxes	0.022	0.017	0.048



Conclusion & Next Steps

Overall Growth: Total material recovery increased progressively each year, showing a **5.74% volume expansion** between 2024 and 2025.

Operational Backbone: Metal recycling continues to be the primary volume driver, maintaining steady growth and closing 2025 at **16.95 Kg/Mould**.

Packaging Success: Enhanced collection systems successfully drove massive, record-breaking surges in both **Waste Plastic** and **Corrugated Box** recovery.

Target Areas: **Wooden Pallets** represent the only underperforming stream in 2025, requiring targeted operational reviews to reverse the 33.33% decline.

Strategic Summary: The data confirms that while volume is secure via metal recycling, our circular economy efforts are maturing as secondary material streams scale rapidly.



1. Performance Overview

Total Recovery: Increased from **15.826 Kg/Mould** (2023) to **17.030 Kg/Mould** (2025).

2025 Growth: Total throughput expanded by **5.74%** year-on-year.

2. Comprehensive Data Table

Nos.	Type of Material	2023 (Kg/Mould)	2024 (Kg/Mould)	2025 (Kg/Mould)	Year-on-Year Trend (24 vs 25)
1	Metal	15.780	16.070	16.950	+5.48%
2	Waste Plastic	0.020	0.006	0.024	+300.00%
3	Wooden Pallets	0.004	0.012	0.008	-33.33%
4	Corrugated Boxes	0.022	0.017	0.048	+182.35%
TOTAL OUTPUT		15.826	16.105	17.030	+5.74%

Material Stream Breakdown

- Metal (+5.48%):** Continues as the core operational foundation, driving over **99.5%** of total recycling volume at **16.95 Kg/Mould**.
- Waste Plastic (+300.00%):** Achieved a massive recovery surge to **0.024 Kg/Mould**, completely reversing the 2024 decline.
- Corrugated Boxes (+182.35%):** Outperformed past timelines by nearly tripling output to **0.048 Kg/Mould**.
- Wooden Pallets (-33.33%):** The sole underperforming stream, dropping down to **0.008 Kg/Mould**.

Key Takeaways

Packaging Success: 2025 marked exceptional efficiency gains in sorting secondary plastic and cardboard packaging.

Action Item: Operational focus must pivot to investigate and correct the breakdown in wooden pallet collection logistics.



Comparative Material Metrics

Waste & Material Stream	2023 Baseline	2024 Baseline	Performance Status	Primary Operational Factor
Metal Recycling	15.78 KG/Mould	16.07 KG/Mould	☐ On Track	Enhanced internal melt reclamation loops
Plastic Bag Waste	0.020 KG/Mould	0.006 KG/Mould	☐ Target Exceeded	Systemic deployment of circulating trays
Corrugated Boxes	0.022 KG/Mould	0.017 KG/Mould	☐ On Track	Logistical tray integration across vendors
Wooden Pallet Scrap	0.004 KG/Mould	0.012 KG/Mould	☐ Action Required	Increased inbound vendor packaging wear

Strategic Directives Moving ForwardTo ensure all material streams systematically converge on our 2030 sustainability parameters, our operational management is deploying two immediate corrective protocols:Vendor Pallet Standardization: Enforcing strict guidelines for inbound logistics suppliers to transition away from low-grade timber pallets toward durable, returnable shipping frames.Circulating Tray Scaling: Expanding the multi-use tray architecture from internal operations to external tier-1 vendor supply lines to eliminate remaining cardboard and plastic scrap.



Action Plan for Future Improvements

To bridge our current operational metrics with our aggressive **Vision 2030 Sustainability Goals**, Okay Fern Precision Castings Private Limited is deploying a rigorous, multi-layered material management framework. This tactical roadmap details the specific infrastructure changes, vendor partnerships, and internal audits engineered to systematically drive down our industrial waste profile.

Pillar 1: Advanced Metal Recycling Optimization

To achieve our cumulative year-over-year reclamation targets, we are shifting from passive recycling to proactive metallurgical asset recovery:

Strategic Green Sourcing: Restructuring our procurement channels to prioritize tier-1 suppliers of certified, premium-grade scrap metal and recycled alloy feed stocks.

Precision Density Segregation: Upgrading our floor-level sorting technologies to enhance raw metal scrap recovery rates and prevent alloy cross-contamination before melting.

□ Pillar 2: Accelerated Plastic Packaging Phase out

Building on our successful 70% reduction in plastic scrap, our next phase focuses on total systemic elimination:

Alternative Material Engineering: Deploying compostable, bio-based, or high-durability polymer wraps across all auxiliary component staging zones.

Workforce Sensitization Campaigns: Mandating localized shop-floor training modules to establish a zero-plastic culture across our manufacturing and administrative teams.

□ Pillar 3: Mitigating Wooden Pallet Scrap Pressures

We are taking immediate corrective action to halt the upward trend in timber waste by hardening our warehouse logistics:

Material Standardization Upgrades: Systematically replacing single-use wooden pallets with rugged, fully recyclable composite or high-density polyethylene (HDPE) industrial skids.

Handling Protocol Audits: Enforcing precision forklift handling guidelines and load-balancing metrics to dramatically minimize physical impact damage and structural fractures.

□ Pillar 4: Closed-Loop Vendor Logistics & Tray Expansion

We are extending our internal logistics successes outward to create a seamless, zero-waste supply ecosystem:

Circulating Tray Standardization: Formally expanding our modular circulating tray system as a mandatory packaging standard for all key internal components.

Returnable Vendor Agreements: Partnering with critical external suppliers to establish bidirectional, returnable, and collapsible industrial packaging loops that eliminate cardboard box requirements at the source.

Closed loop system installed for Induction Furnace



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



Okay Fern Precision Castings Private Limited recognizes that clean water is a shared global resource demanding rigorous corporate protection. Water is critical to our industrial infrastructure—powering high-temperature induction furnace cooling loops, machinery sanitization, facility maintenance, workplace hygiene, and surrounding ecological green belts.

Through engineering innovation and localized community investments, we actively work to minimize our groundwater reliance, secure absolute regulatory compliance, and shrink our environmental footprint.

Fern Precision Castings Private Limited follows a structured approach to water stewardship. We align operations with industry best practices and strict regulatory mandates. By prioritizing the core pillars of **Reduce, Recover, Recycle, and Reuse**, we actively shrink our environmental footprint.

[HARVEST] —> [USE] —> [TREAT] —> [RECYCLE]
Rainwater Furnaces On-Site STP Horticulture

1. Induction Furnace Cooling

Closed-Loop System: Fully sealed circuits eliminate evaporation losses.

Thermal Efficiency: Maximizes cooling capacity with zero freshwater waste.

□ 2. Circular Horticulture

On-Site STP: Recycles facility sewage water for landscape irrigation.

Smart Irrigation: Feeds ecological green belts without using groundwater.

□ 3. Facility Sanitation

Controlled Flow: Optimizes water use for machinery and washrooms.

Loss Elimination: Uses process monitoring to stop distribution leaks.

□ 4. Aquifer Recharge

Rainwater Harvesting: Captures local precipitation to offset plant usage.

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

Engineering Sustainability: Our Water & Energy Conservation Initiative

At Okay Fern Precision Castings Pvt. Ltd., sustainability isn't just a goal—it is engineered into every process. We believe precision manufacturing must go hand-in-hand with environmental stewardship, ensuring that every drop of water is utilized responsibly and conserved for the future.

□ Groundwater Regeneration Through Rainwater Harvesting

To combat depletion and actively restore the local water table, we have integrated an advanced **Rainwater Harvesting System** across our facility.

Strategic Percolation: Our facility features **two dedicated bore wells** engineered specifically to filter and channel harvested rainwater deep into the earth.

Long-Term Security: This active recharge mechanism replenishes subterranean aquifers, securing environmental stability and fostering a healthier local ecosystem.

□ Closed-Loop Thermal Efficiency

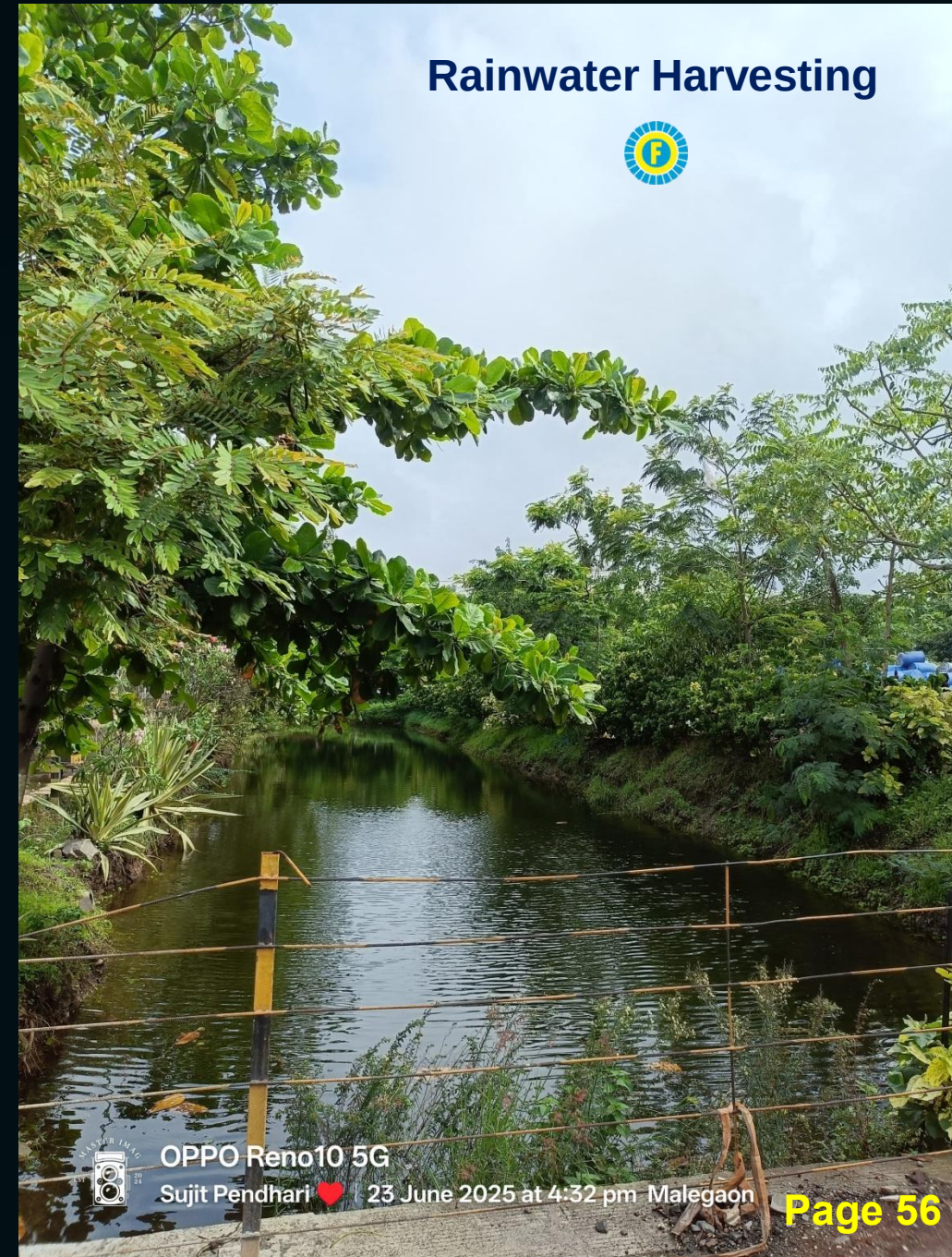
Water conservation extends far beyond our ground systems and directly into our manufacturing core. We maximize resource efficiency through advanced thermal reclamation:

Steam Recovery: Instead of letting valuable resources dissipate, steam discharged from our boilers is **captured, condensed, recycled, and reused**.

Zero Waste Philosophy: This innovative **closed-loop system** dramatically cuts down water consumption, optimizes energy efficiency, and delivers a cleaner, cost-effective, and highly responsible production cycle.

□ Our Ongoing Commitment

By uniting intelligent groundwater recharge with closed-loop thermal recycling, **Okay Fern Precision Castings Pvt. Ltd.** continuously minimizes its environmental footprint. We remain dedicated to setting a high industry standard where rigorous manufacturing precision meets uncompromising ecological responsibility.





Rainwater Harvesting

For 2025



Description of Building	Building Roof Area in Sq. meter	That can be collected (Approx.) in m ³ /Day
-------------------------	---------------------------------	--

Near Open Space	351 sqm	105m ³
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Total Water Recycle (m³)

2024	2025
136m ³	153m ³

Page 57

Comparative tables showing water consumption for year 2023 to 2025



Month & Year	Production (Metric ton)	Water Consump tion (m³/month)	Water Intensity (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	29.20

Month & Year	Production (Metric ton)	Water Consump tion (m³/month)	Water Intensity (m³/metric ton)
Jan-24	370.00	490	1.32
Feb-24	376.62	509	1.35
Mar-24	381	580	1.52
Apr-24	337.83	530	1.57
May-24	366.20	540	1.47
Jun-24	595	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	5366.52	6124	13.06

Month & Year	Production (Metric ton)	Water Consump tion (m³/month)	Water Intensity (m³/metric ton)
Jan-25	902.674	601	0.67
Feb-25	526.992	449	0.85
Mar-25	457.159	516	1.13
Apr-25	345.445	495	1.43
May-25	228.984	481	2.10
Jun-25	332.654	470	1.41
Jul-25	409.318	520	1.27
Aug-25	474	503	1.06
Sep-23	445.062	510	1.15
Oct-23	407.043	495	1.22
Nov-23	445.885	520	1.17
Dec-23	475.702	403	0.85
Total	5450.91	5963	14.30

Water Management Initiatives at Okay Fern



To reduce water consumption by adopting new technologies and by practicing 3R' (**Reduce**, **Reuse**, **Recycle**)



Target
Reduction water consumption intensity by 30% by 2030 with the base year 2023



Securing Our Future: Water Recycling & Reuse at Okay Fern. Okay Fern is systematically reducing its freshwater dependency by transforming wastewater into a valuable operational resource. Through an aggressive combination of immediate action and long-term innovation, the company is building a resilient, water-secure operational ecosystem.

Current Initiatives: Action Today Okay Fern has integrated smart water circularity directly into its daily industrial and facility operations through several targeted measures: Industrial Circularity: Reusing treated process water wherever technically viable to close the consumption loop. Smart Facilities: Installing high-efficiency, water-saving fixtures across all facility cooling towers and washrooms.

Strategic Harvesting: Developing long-term rainwater harvesting infrastructures to capture and store natural precipitation. Green Irrigation: Diverting high-quality, sewage-treated water exclusively for onsite landscaping and horticulture. Thermal Efficiency: Utilizing closed-loop cooling systems in induction furnaces to completely eliminate evaporation losses. Steam Recovery: Capturing and condensing spent boiler steam to feed back into production, drastically lowering raw intake.

Future Horizons: Innovation Tomorrow To further shrink its water footprint, Okay Fern is accelerating its transition toward advanced, data-driven stewardship: Next-Gen Purification: Deploying advanced treatment technologies to push water recycling rates to maximum capacity. Infrastructure Expansion: Scaling up rainwater harvesting networks across all geographic operational sites. Culture of Conservation: Launching interactive employee awareness programs to imbed responsible usage into corporate culture. Expert Collaboration: Partnering with leading environmental scientists and industry experts to pioneer next-generation conservation practices.

The Bottom Line

Through meticulous planning and responsible resource management, Okay Fern is successfully decoupling industrial growth from freshwater consumption. The company remains unyielding in its commitment to regulatory compliance, continuous engineering improvement, and environmental preservation for the shared community.



Waste Management Report 2025



Okay Fern Precision Castings Pvt. Ltd.
Transforming Waste into Resource

Waste Management

Waste	U o M	Disposal Method	
Empty Carbo	Numbers	Disposed for Refilling/Reuse	Return to Supplier
Empty drum plastic 250kg	Numbers	Disposed for Reuse	Return to Supplier
Corrugated Box	Kilogram	Disposed for Recycling	Return to Supplier
Shell Material	Brass	Disposed for Land Construction land filling	Re-use (In-house)
Empty Gas bottles	Numbers	Disposed for Refilling	Return to Supplier
Metal	Kilogram	Metal Disposed for Recycling	Re-use (In-house)
Grinding Dust	Kilogram	Disposed for land Filling	Re-use (In-house)
General Waste (Non-Hazardous)	Kilogram	Disposed for Recycling	Sold To Supplier
Poly Bag/HDPE Bag/Solid Plastic	Kilogram	Disposed for Recycling	Return to Supplier
Tum blast Dust	Kilogram	Disposed for Land Construction land filling	Re-use (In-house)
Wooden Scrap	Kilogram	Disposed for Recycling	Return to Supplier
E-Waste	Numbers	To E-Waste Management Agency	
EPT Sludge	MTA	To MEPL (M.P.C.B. Authorise Waste Management Agency)	

Rethink

Repurpose

Reduce

Reuse

Recycle

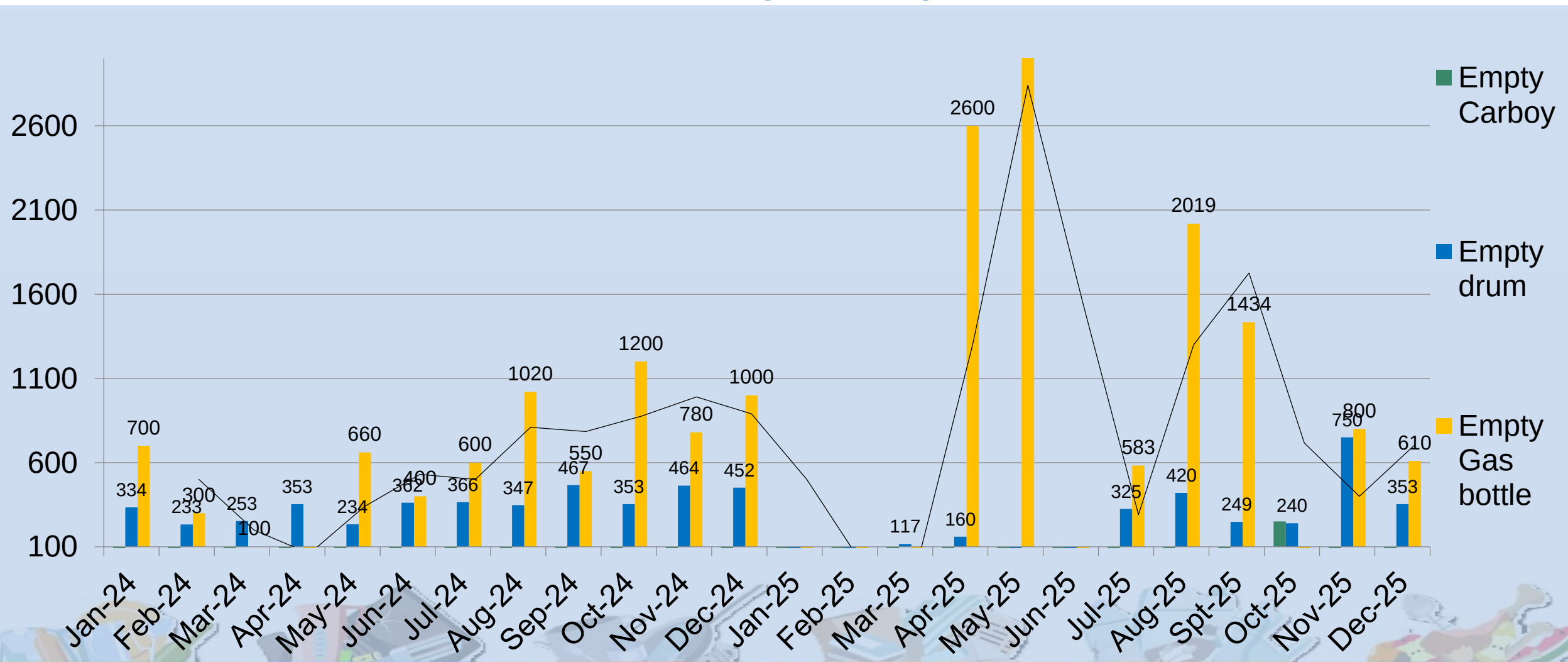
Repair

Recover

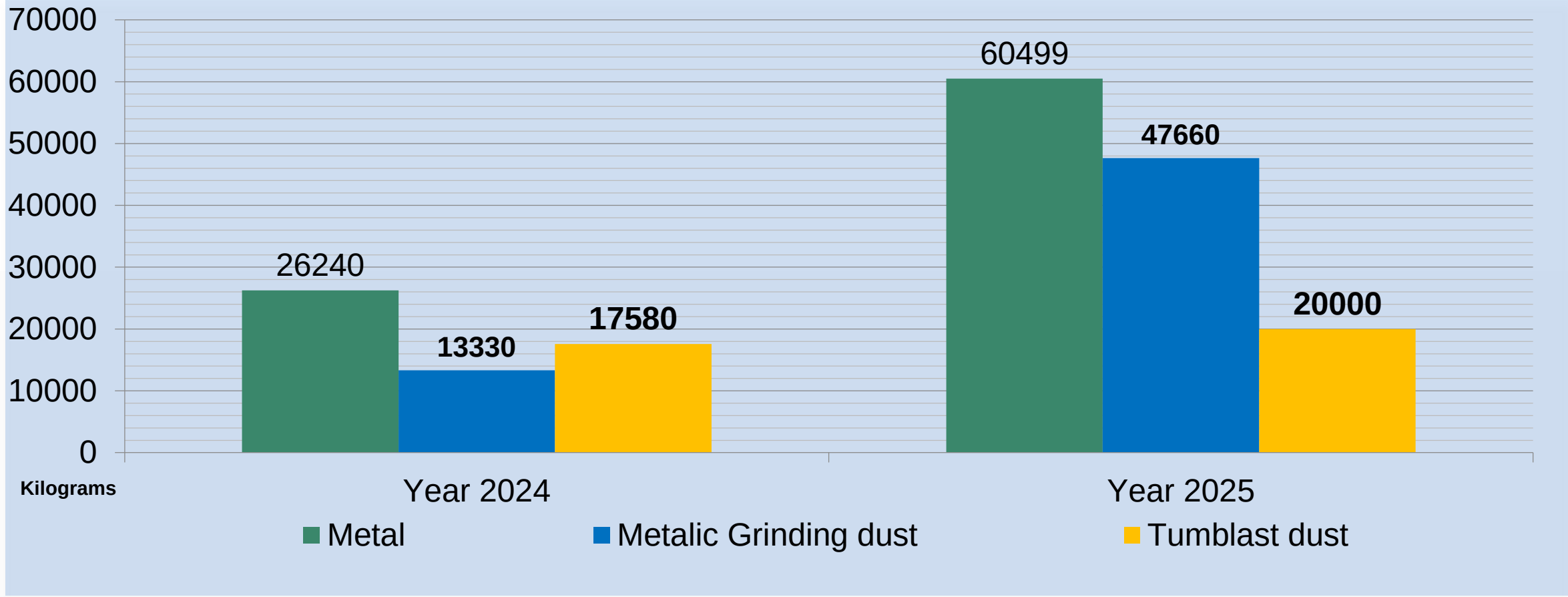
Waste Disposal Matrix For 2024 & 2025

Measure in	in Numbers			Brass	in Kilograms					
Month	Empty Carboy	Empty Gas Bottle	Empty drum plastic 250kg	Shell Material	Metal	Metallic Grinding dust	Tum blast dust	Corrugated Box	Plastic/HDPE Scrap	Wooden Scrap
Jan-24	25	700	334	42	0	0	5000	340	95	70
Feb-24	16	300	233	35	0	0	0	470	445	0
Mar-24	25	100	253	42	0	6340	0	0	347	0
Apr-24	16	20	353	28	0	0	0	350	0	0
May-24	41	660	234	35	6230	0	7000	435	0	0
Jun-24	25	400	362	42	0	0	0	0	0	0
Jul-24	33	600	366	35	0	0	0	0	60	435
Aug-24	33	1020	347	35	0	0	0	600	0	990
Spt-24	41	550	467	42	10320	1110	0	250	156	524
Oct-24	66	1200	353	35	9690	5880	5580	357	0	0
Nov-24	66	780	464	42	0	0	0	487	0	550
Dec-24	75	1000	452	35	0	0	0	353	370	0
Total	462	7330	4218	448	26240	13330	17580	3642	1473	2569
Jan-25	0	0	0	14	0	0	0	0	0	0
Feb-25	0	0	0	0	0	0	0	500	0	0
Mar-25	0	0	117	21	0	0	0	0	400	0
Apr-25	35	2600	160	0	0	25020	20000	1360	0	0
May-25	0	3082	0	0	24850	1440	0	990	680	0
Jun-25	0	0	36	0	0	2110	0	1030	380	600
Jul-25	0	583	325	0	4500	0	0	670	666	320
Aug-25	0	2019	420	112	4523	0	0	560	640	0
Spt-25	0	1434	249	28	0	0	0	1600	1120	360
Oct-25	251	0	240	0	6	0	0	510	495.4	0
Nov-25	0	800	750	35	2370	19090	0	1180	280	0
Dec-25	0	610	353	0	24250	0	0	1360	350	350
Total	286	11128	2650	210	60499	47660	20000	9760	5011.4	1220

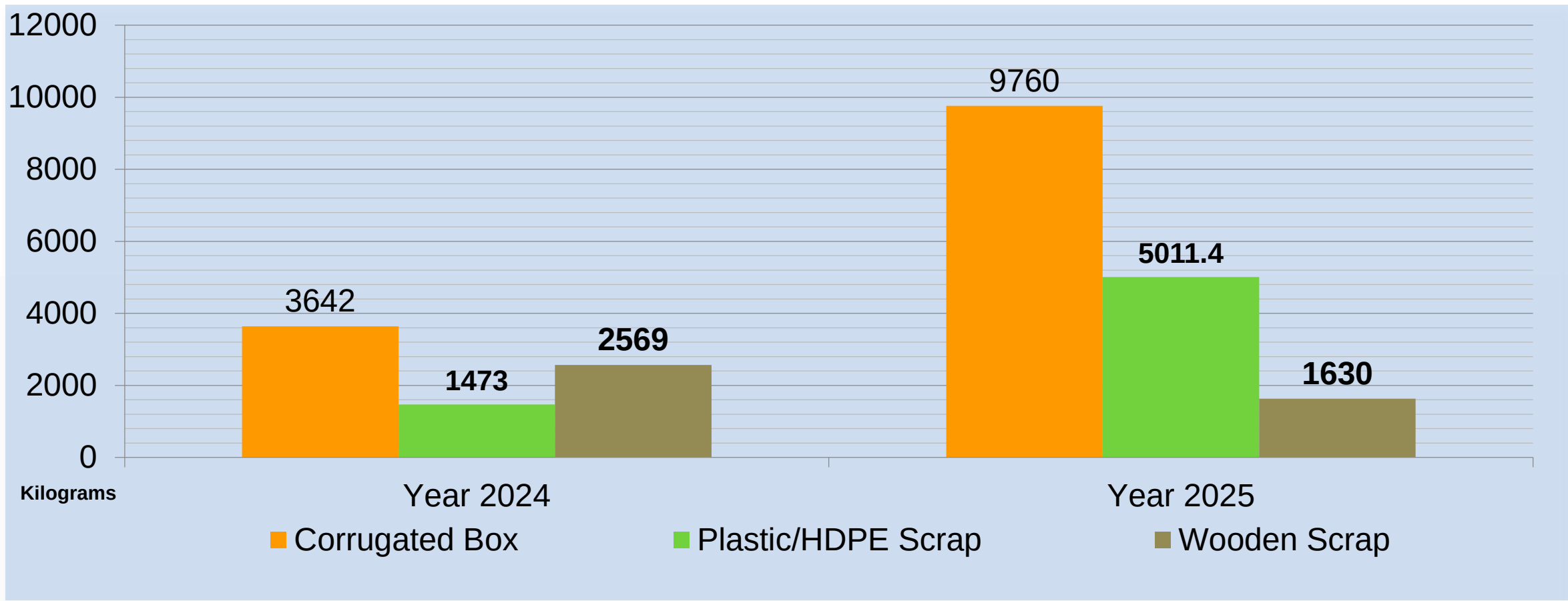
Waste Disposal Graph



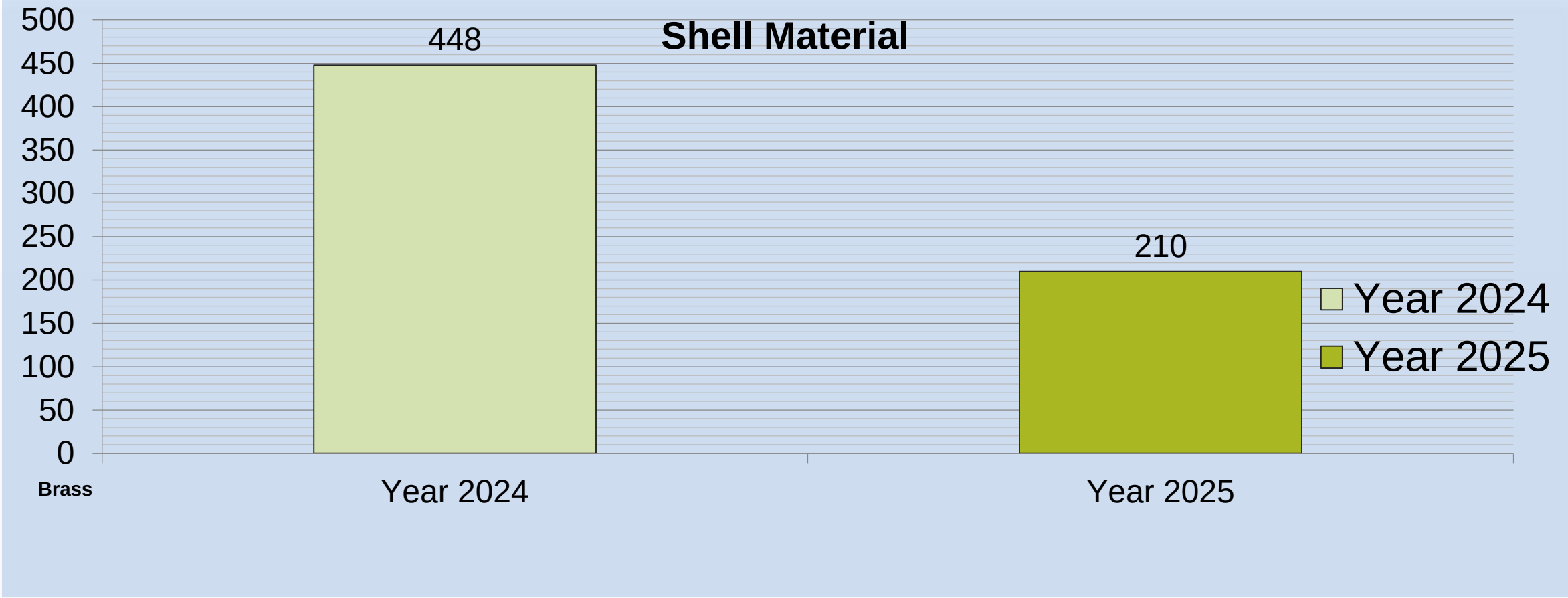
Waste Disposal Graph



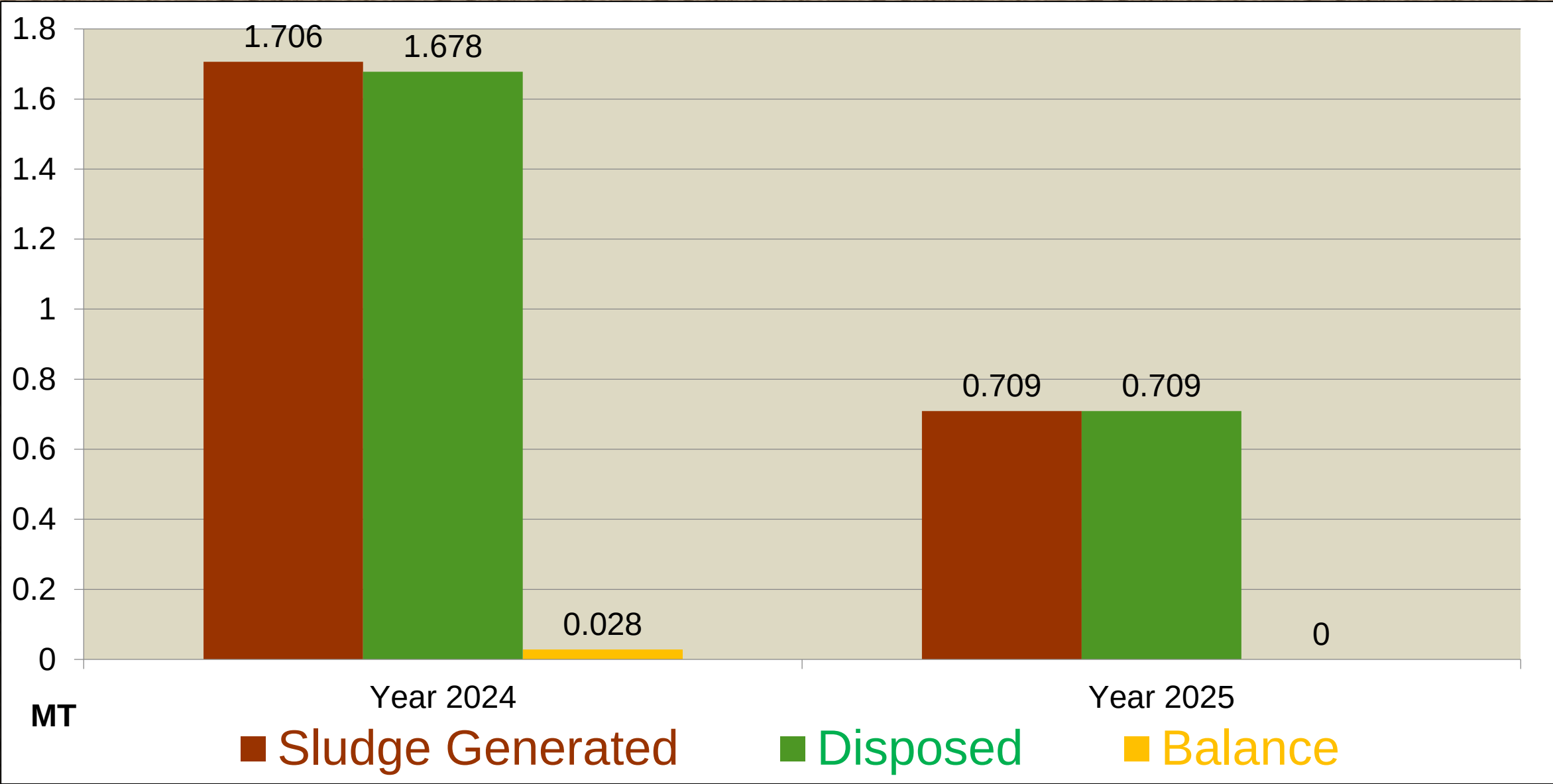
Waste Disposal Graph



Waste Disposal Graph



Chemical Sludge from Waste Water Treatment (ETP Sludge)



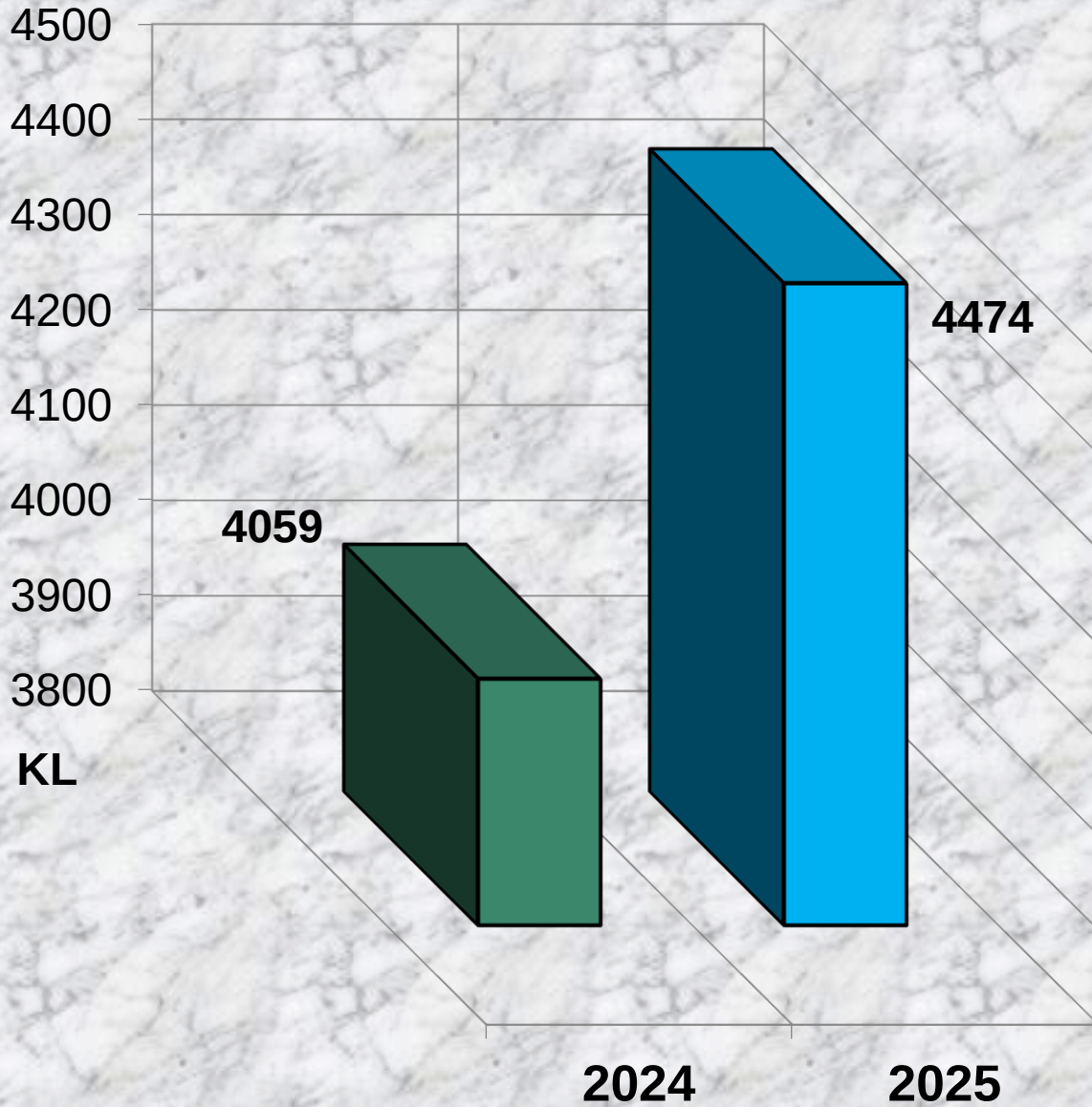


Item Name	Qty
Keyboard	3
Mouse	5
CPU cabinet	8
Motherboard	3
SMPS	5
Telephone	4
Ups without battery	4
Battery 12 V	15
Adapter 12 V	6
printer	1
Monitor Led	2

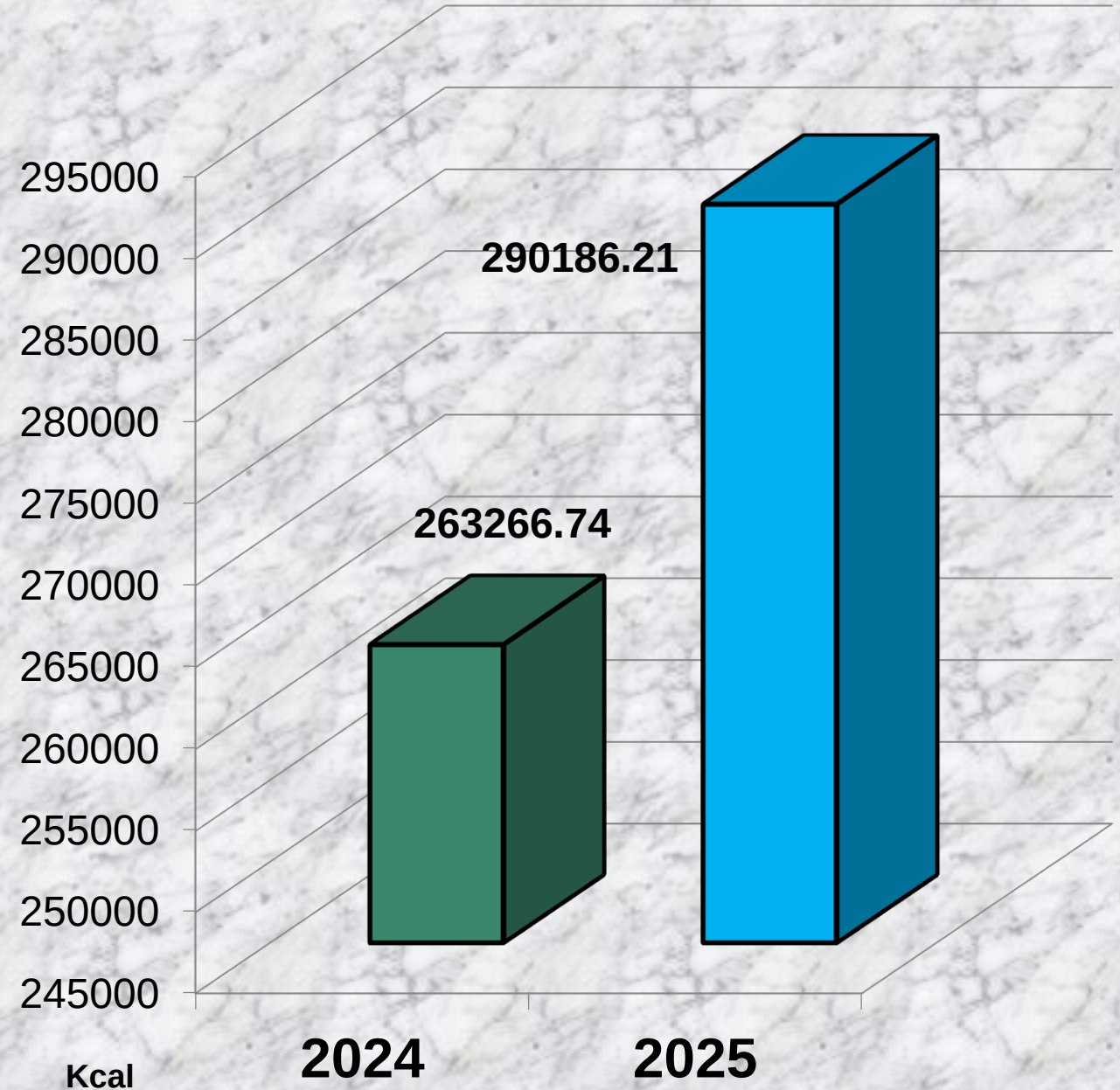
Will be disposed by 2026, by
authorized agency.



**Quantity of Steam Condensate
Recovered (KL)**



Heat Energy Recovered (Kcal)



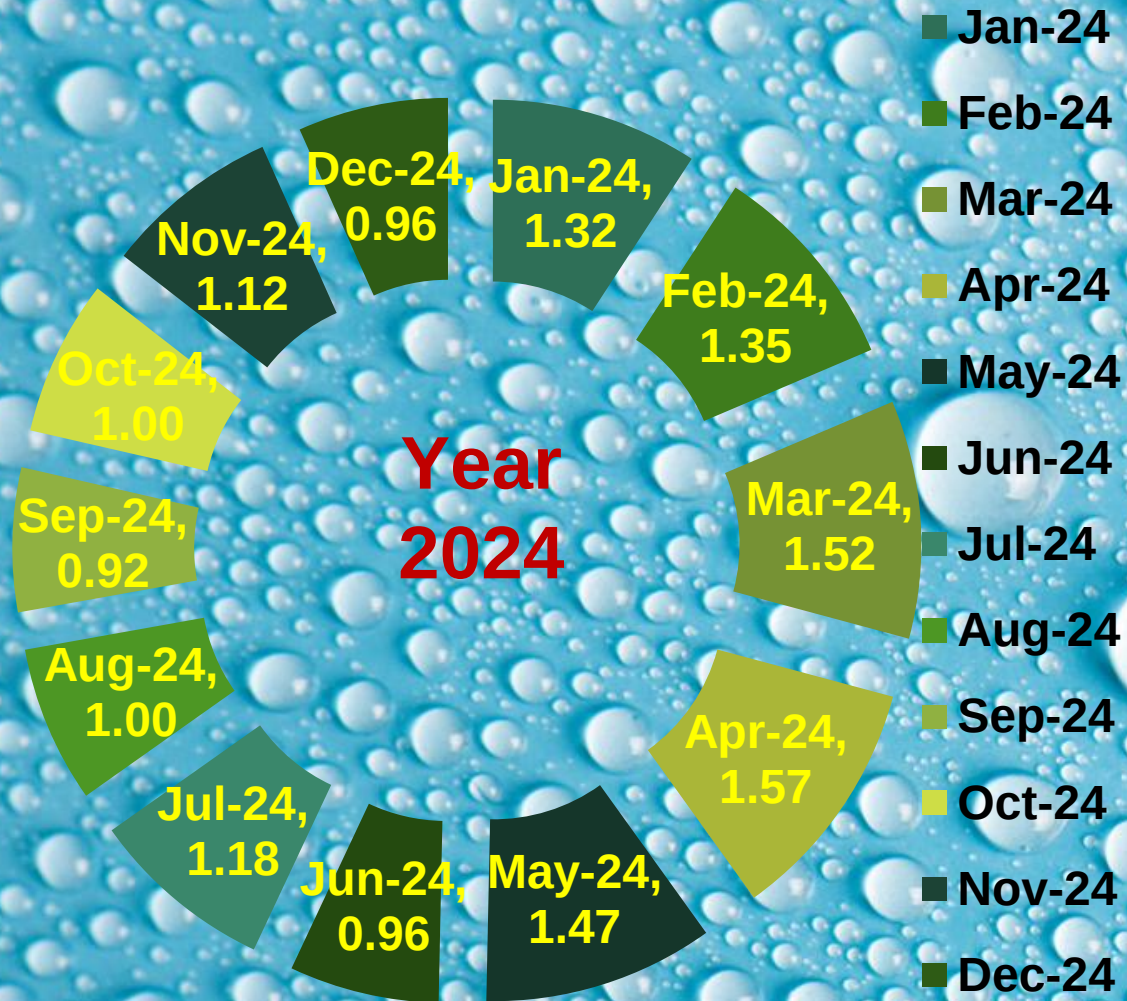
2024			
Month & Year	Production (Metric ton)	Water Consumption (m³/month)	Water Consumption (m³/metric ton)
Jan-24	370.00	490	1.32
Feb-24	376.62	509	1.35
Mar-24	381.00	580	1.52
Apr-24	337.83	530	1.57
May-24	366.20	540	1.47
Jun-24	595.00	570	0.96
Jul-24	474.15	560	1.18
Aug-24	585.51	588	1.00
Sep-24	545.81	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	5366.52	6124	13.06

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2025			
Month & Year	Production (Metric ton)	Water Consumption (m³/month)	Water Consumption (m³/metric ton)
Jan-25	902.674	601	0.67
Feb-25	526.992	449	0.85
Mar-25	457.159	516	1.13
Apr-25	345.445	495	1.43
May-25	228.984	481	2.10
Jun-25	332.654	470	1.41
Jul-25	409.318	520	1.27
Aug-25	474	503	1.06
Sep-25	445.062	510	1.15
Oct-25	407.043	495	1.22
Nov-25	445.885	520	1.17
Dec-25	475.702	403	0.85
Total	5450.91	5963	14.30

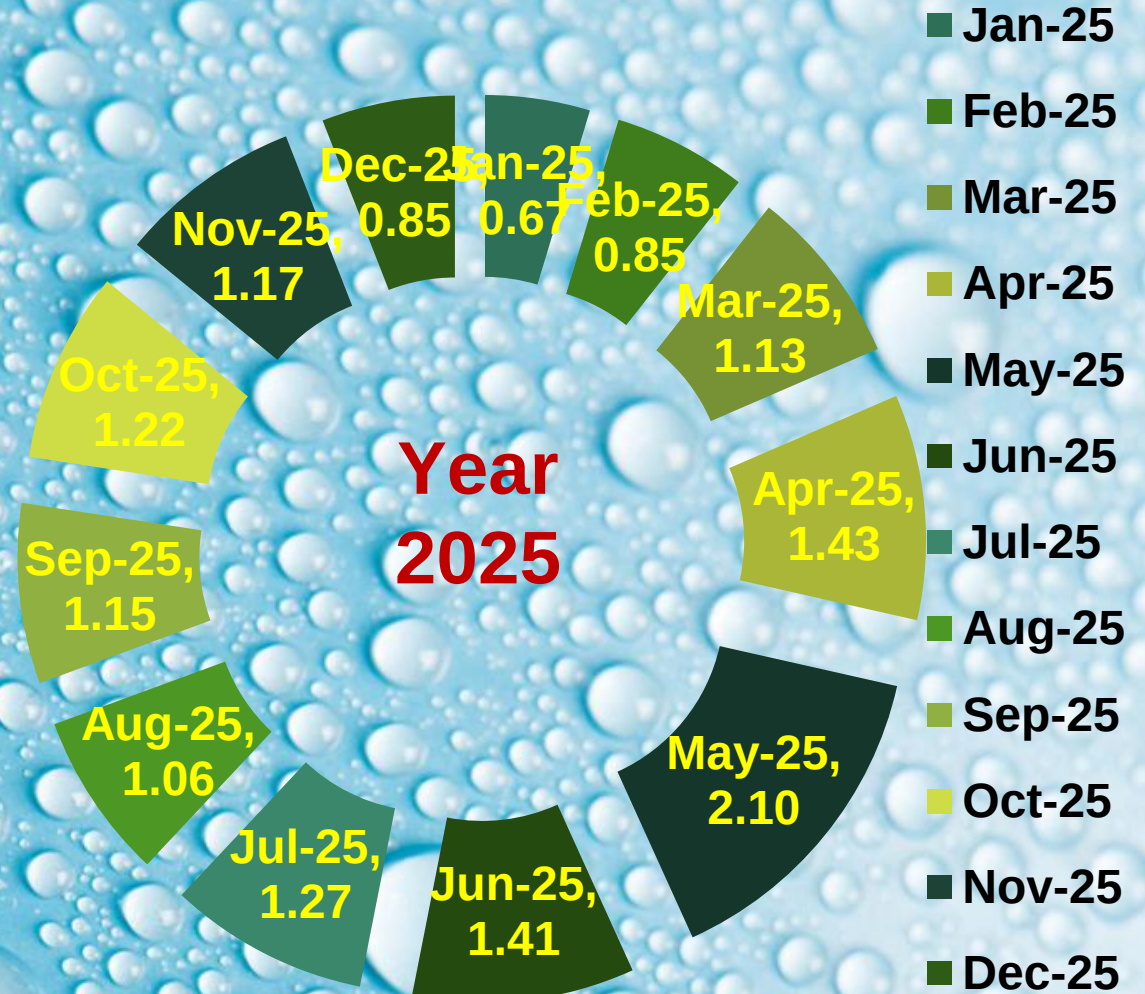
Water Cons.m₃/ Metric ton



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Water Cons.m₃/ Metric ton



Rainwater Harvesting



Description of Building	Building Roof Area in Sq. meter	That can be collected (Approx.) in m ³ /Day
Near Open Space	351 sqm	100m ³





Rainwater Harvesting



For 2025

Description of Building	Building Roof Area in Sq. meter	That can be collected (Approx.) in m ³ /Day
Near Open Space	351 sqm	105m ³



Certificate By MEPL

We Enrich Nature

MAHARASHTRA
ENVIRO POWER LTD



Common Hazardous Waste Treatment, Storage & Disposal Facility (CHWTSDF)

This is to certify that **M/s OKEY FERN PRECISION CASTING PRIVATE LIMITED**
Add : SR.NO.126/1, Behind Cci Company, Malegao N, Tal.Sinner, Nashik – 422103 ,
Maharashtra , India is a Valid member Of CHWTSDF (As per MOU with MIDC& MPCB) ,
at Plot No P - 56 , Ranjan gaon MIDC , Taluka - Shirur , Pune– 412220)

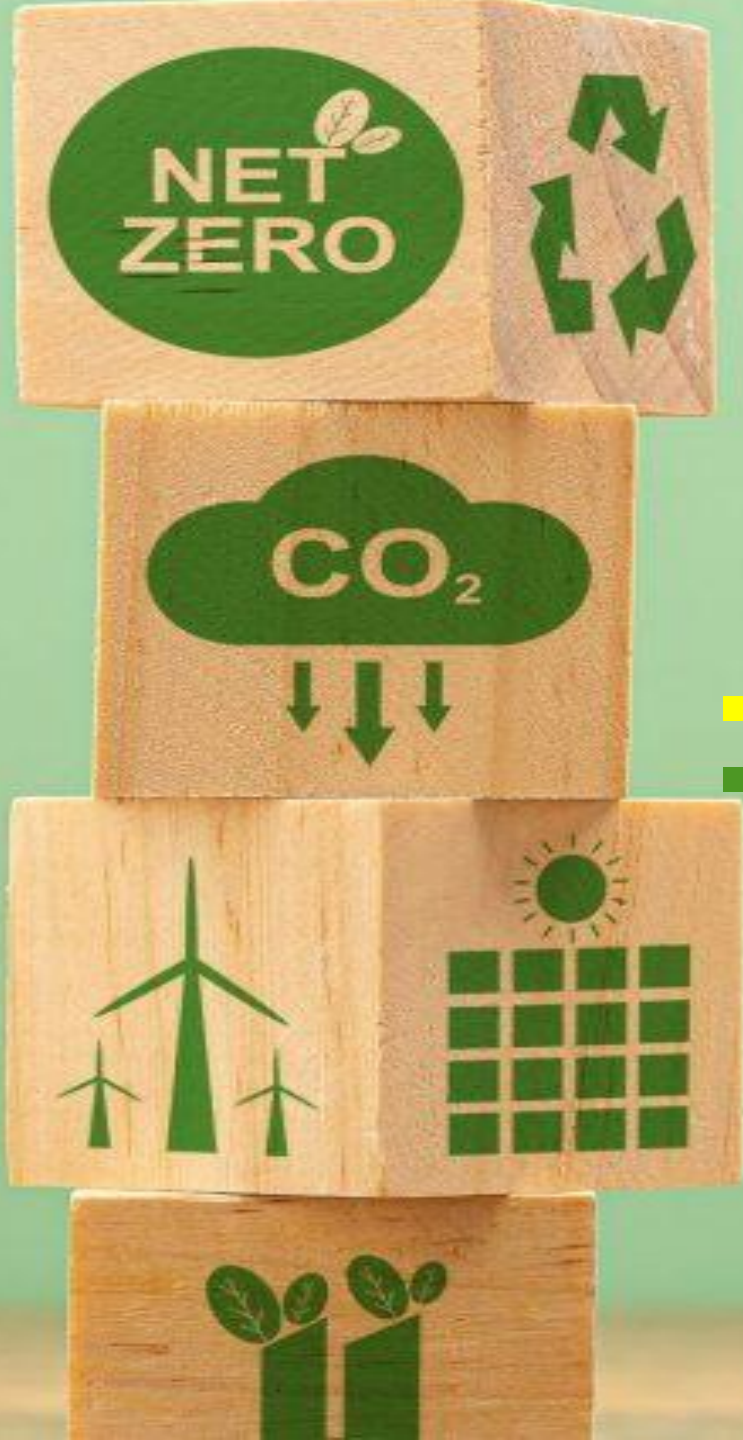
Certificate issued on **22nd Feb' 2026** is valid till **21st Feb' 2031**

For Maharashtra Enviro Power Ltd.

Membership No. : MEPL/33003034

A handwritten signature in black ink, appearing to read 'Asif', is written over a horizontal line.

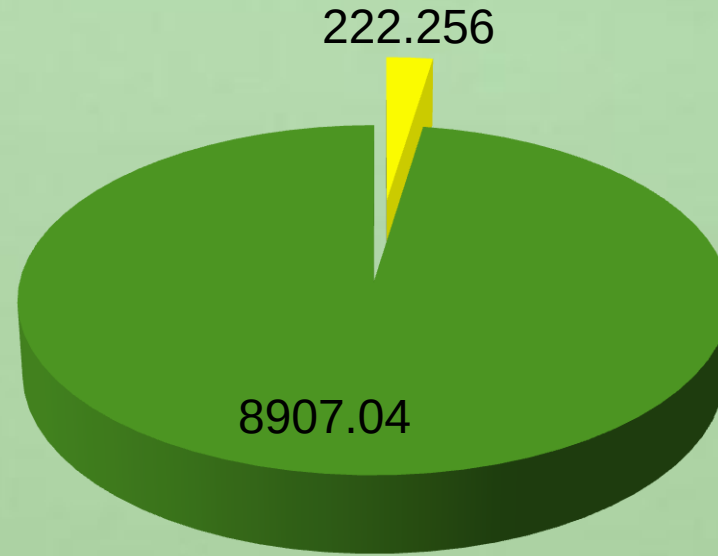
Asif Hussain
Director



Carbon Emissions Vs Solar

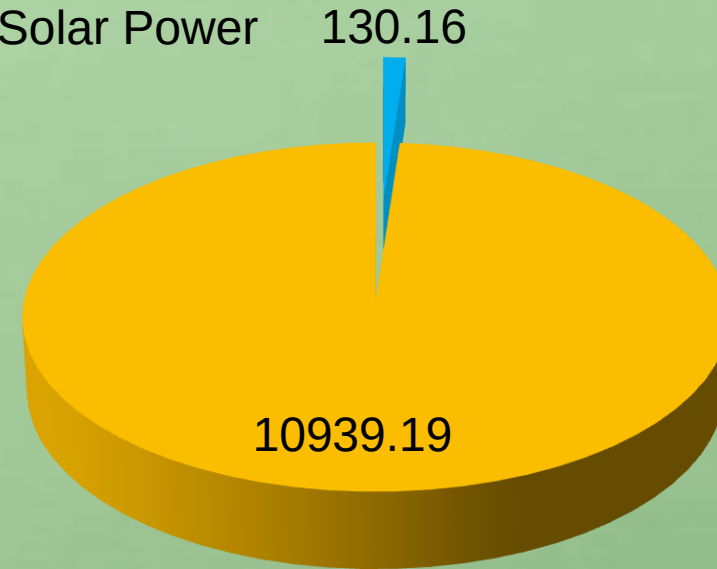


Emission 2024

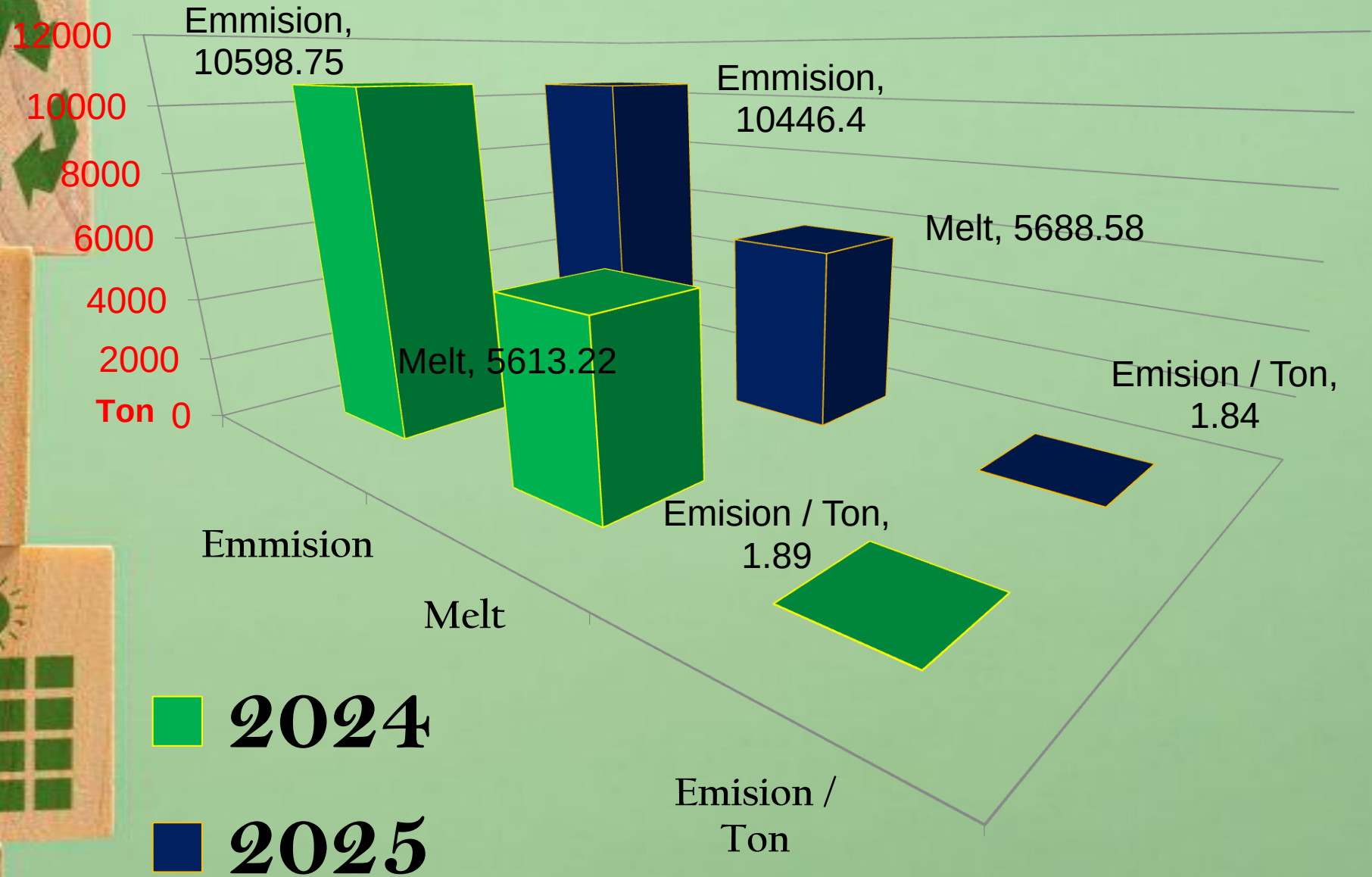


- Emission Neautralised by Solar Power
- Net Emisssion

Emission 2025



- Emission Neautralised by Solar Power
- Net Emisssion



Emission Intensity



World Environment Day

Celebration
on 5th June 2025



E S G





At Okay Fern Precision Castings Pvt. Ltd., we believe in sustainable growth and our responsibility toward the environment. On 5th June 2025, we proudly celebrated World Environment Day by organizing a Tree Plantation Drive at our premises. Total 20 Nos of Saplings of following Trees Planted on the day:

Paydar 2 Nos Pednas 2 Nos Tejpan 1 Nos (Tejpat)). Mix Masala 1 Nos .Peru (पेरू)
1 Nos Mango 2 Nos Ramfal 1 Nos .Pot 4 Nos

This year's theme, “**Beat Plastic Pollution,**” strongly reflects our commitment to building a greener, healthier, and more sustainable future. Our employees enthusiastically participated in the tree plantation initiative, demonstrating their dedication to environmental conservation and reinforcing our collective responsibility toward protecting the planet.

निसर्गदत्त नर्सरी		कॅश/क्रेडिट मेमो			
मारुती सुशुकी शोरूम समोर, नाशिक-सित्रर हायवे, माळेगांव - एमआयडीसी, सित्रर, जि. नाशिक		संपर्क : 9763800899			
नं.	3456	दि.	03/06/2025		
श्री.	ok fern				
नं.	वर्णनात्मक	नम	दर	रुपये	ट.
1	शपाथड	2	40	80	
2	पेडना	2	60	120	
3	तेजपत	1	150	150	
4	मिक्स मसाला	1	150	150	
5	पेरू	1	120	120	
6	आम	2	120	240	
7	रामफल	1	150	150	
8	Pot 12	4	80	320	
9					
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				एकूण	1330
				अंश.	
				वाकी	

टिप : कोणत्याही प्रकारची गॅरंटी/वॉरंटी मिळणार नाही, तसेच झाडे बदलून मिळणार नाही.

करिता : निसर्गदत्त नर्सरी



Occupational Health & Safety

Target



Action



- ❖ Provide induction and refresher H&S training for all employees and contractors.
- ❖ Conduct monthly workplace safety audits and inspections.
- ❖ Organize regular toolbox talks and safety awareness campaigns.
- ❖ Identify and eliminate workplace hazards through risk assessments.

- ❖ Maintain **100% H&S training coverage** for all employees and contractors.
- ❖ Achieve **Zero Fatalities**.
- ❖ Maintain **LTIFR = 0.00** for permanent and contract employees.
- ❖ Achieve **Zero Lost Time Injuries (LTI)**. **100% PPE compliance** for employees and contractors

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.





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 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

3 GOOD HEALTH
AND WELL-BEING





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

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.





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 Check ups done by Dr. Anand Nagare - Certifying Surgeon under the Factories Act, 1948





Details of Health Check up done from 18th Sep to 19th Sep 2025

Category of Employees undergone Medical Check up		Total Nos.	Fit	Unfit	Health related Recommendation s / Advices given
Direct Employees	Male	139	139	0	94
	Female	31	31	0	19
	Total	170	170	0	113
Non Employee Workers	Male	109	109	0	55
	Female	115	115	0	55
	Total	218	218	0	105
Grand Total		394	394	0	218





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. ANAND D NAGARE
M.B.B.S., AFIH, FCCM (MUMBAI)
REG. NO: ACS 21-AN/2018
AUTHORISED CERTIFYING SURGEON,
FOR NASHIK DISTRICT.

DATE:-11-10-2025

CERTIFICATE

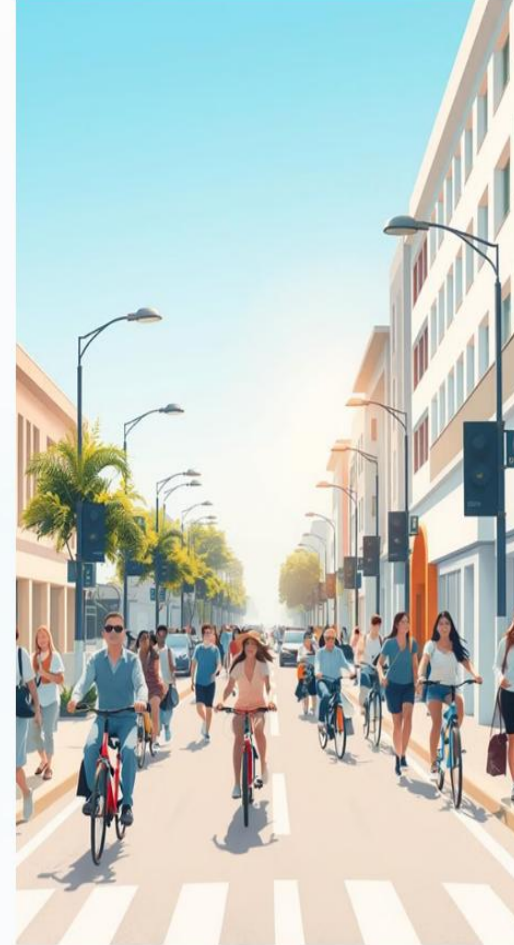
This is to certify that the medical examination of 394 Employees of:
OKAY FERN PRECISION CASTINGS PVT.LTD, SURVEY NO.126/1, BEHIND CCI LTD, MIDC AREA, MALEGAON, SINNAR, NASHIK-422113, was performed On 18-09-2025. TO 19-09-2025 The Medical reports conclude that NO employee is suffering from any Occupational Health Disease and found "Free From Tuberculosis, Skin and Other Communicable or Contagious Disease."

Note: The Audiometry test was not performed in Noise proof chamber & 12 hrs. abstinence from work. The Audiometry does not reveal any NIHL. (Noise Induced Hearing Loss). However the worker shall be provided & compulsorily be advised to use ear plugs in high noise areas.

डॉ.आनंद डी.नागरे
MBBS, AFIH, FCCM (Mumbai)
आयुष्य अविनिर्णय 1948 या अल्प
10(2) अन्वये नाशिक विभागाधीन
दिनांक 05 Jan 2024 पासून दिनांक
04 Jan 2026 मधील मान्यतेस तत्पर
चेतविलेलाक 35-AN/2018



National Road Safety Week Celebrations 11th January 2025 – 17th January 2025



OKAY FERN
Precision Castings Pvt. Ltd.

रस्ता सुरक्षा प्रशिक्षण

राष्ट्रीय रस्ते सुरक्षा सप्ताह २०२५

या साप्ताहिकाचा उद्देश आहे रस्ते सुरक्षेचे महत्त्व जाणवून देणे, जनजागृती करणे आणि सार्वजनिक रस्त्यांवर सुरक्षितता सुनिश्चित करणे.

54rd National Safety Week Celebrations

4th March 2025 - 11th March 2025



OPPO Reno10 5G
Atul Pandhari ❤️ | Malegaon | 2025.03.04 09:26



OPPO Reno10 5G
Atul Pandhari ❤️ | 2025.03.04 17:54

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

Safety Flag hoisting by Mr. Atul Sonawane
Fire Officer- MIDC Fire Department

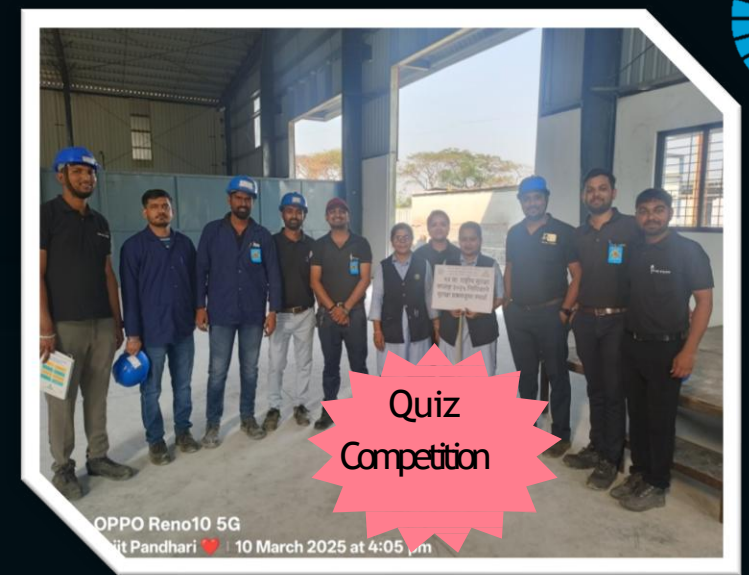




Guest:
Vote of
Thanks



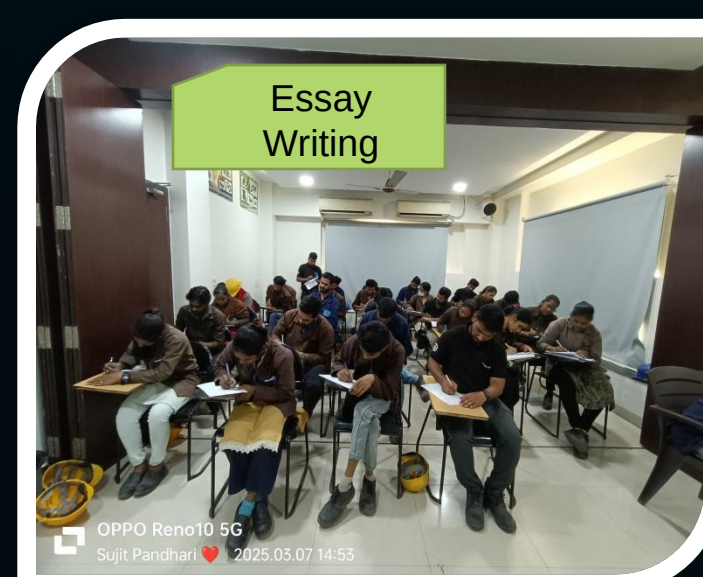
Safety
Rally



Quiz
Competition



Safety Poster
Competition



Essay
Writing



Chalata Bolata



Health Session



Safety Skit



Prize Distribution



Closing Ceremony



Speech Competition



National Fire Service Week Celebrations

14th April 2025 – 20th April 2025



OPPO Reno10 5G
Sujit Pandhari | Sinnar | 17 April 2025 at 4:35 pm



Malegaon, Maharashtra, India
VagB+Rq, Malegaon, Maharashtra 422102,
India
Lat 19.877061° Long 73.966064°



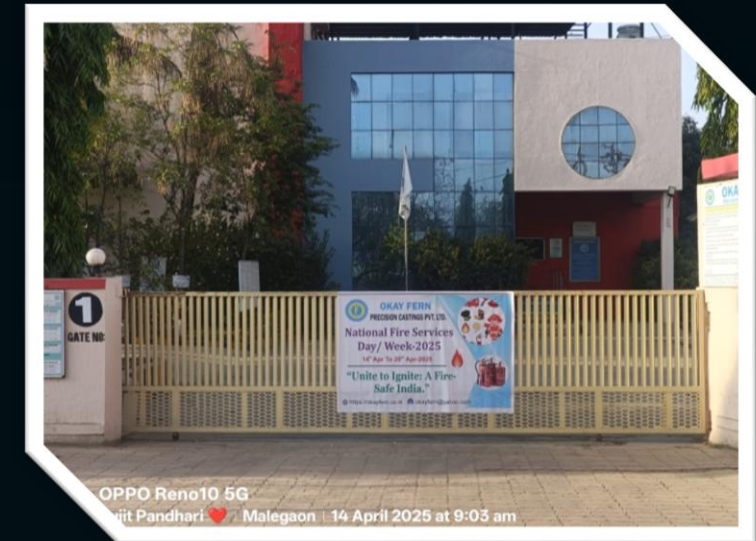
OPPO Reno10 5G



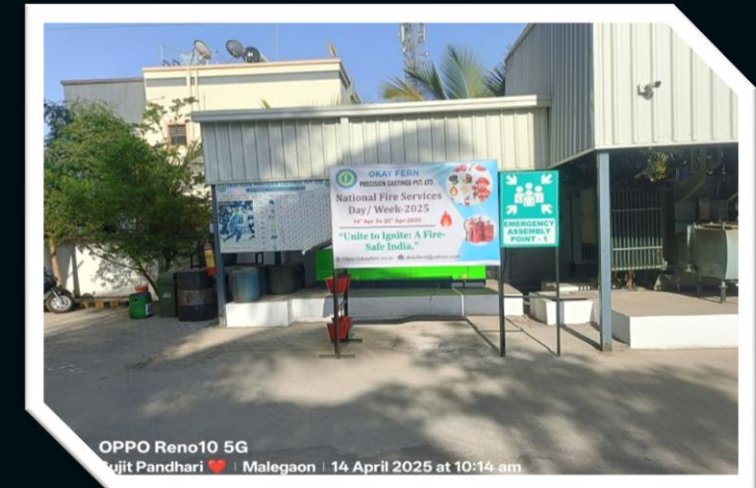
Malegaon, Maharashtra, India
VagB+Rq, Malegaon, Maharashtra 422102,
India
Lat 19.877061° Long 73.966064°



Malegaon, Maharashtra, India
VagB+Rq, Malegaon, Maharashtra 422102,
India
Lat 19.876961° Long 73.966064°



OPPO Reno10 5G
Sujit Pandhari | Malegaon | 14 April 2025 at 9:03 am



OPPO Reno10 5G
Sujit Pandhari | Malegaon | 14 April 2025 at 10:14 am

National Electrical Safety Week Celebrations

26th June 2025 - 02nd July 2025





First Aid on
Electrical Shock
& Treatment



Electrical
Safety Posters, &
Slogans



Table Talk
Mock Drill

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:

2.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.



People-First Policy at Okay Fern



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

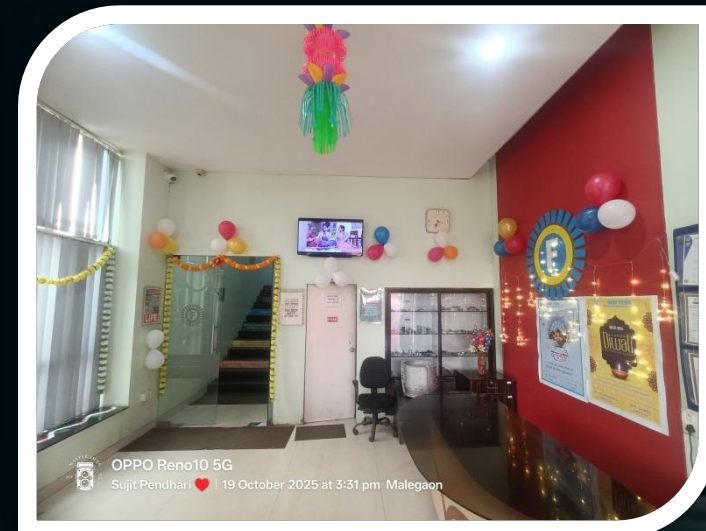
Adhering to strict safety protocols, 5S initiatives, and environmental compliance to create a hazard-free work environment.

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.



Spreading Light & Joy: Diwali 2025 Celebrations Okay Fern



Spreading Light & Joy: Diwali 2025 Celebrations Okay Fern



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.

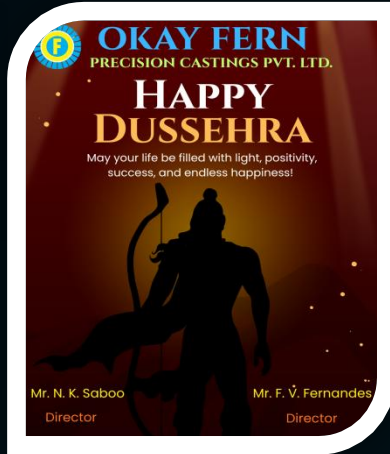
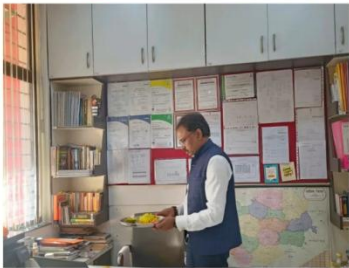
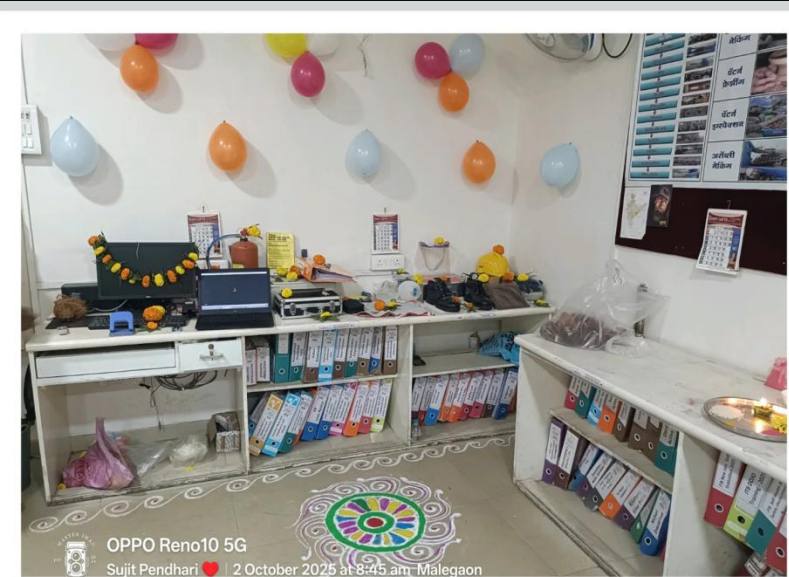
The above photographs serve as a testament to our commitment to employee engagement, making Okay Fern not just a workplace but a family that grows and prospers together.



Dushehra Celebrations: Honoring Tradition & Workplace Harmony



02-Oct-2025



Dushehra Celebrations: Honoring Tradition & Workplace Harmony

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.

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



Makar Sankranti 2025 Celebrations: Fostering Unity and Cultural Spirit Tradition & Workplace Harmony



Okay Fern Precision Castings Private Limited celebrated Makar Sankranti with employees, promoting cultural heritage, workplace harmony, and employee engagement through festive activities and shared traditions.

Annual Day Function 2025 Highlights



Okay Fern Precision Castings Private Limited celebrated its Annual Day Function, recognizing employee achievements, strengthening team spirit, and fostering a culture of appreciation, engagement, and collective success.

Participation in 19th Sinnar Mini Marathon



Okay Fern Precision Castings Private Limited proudly participated in the 19th Sinnar Mini Marathon 2025, reaffirming its commitment to employee wellness, community engagement, and the promotion of healthy lifestyles as part of its sustainability initiatives.



Workshop on Emotional Intelligence & Its Connect with People Management



Okay Fern Precision Castings Private Limited conducted a workshop on “Emotional Intelligence & Its Connect with People Management” on 27 September 2025, strengthening leadership capabilities, employee engagement, and a culture of effective people management.



Participation in State-Level Occupational Safety & Health Forum



Okay Fern Precision Castings Private Limited participated in the N. M. Lokhande OSH Awards 2026 Panel Discussion on Labour Codes & Run for OSH, reaffirming its commitment to occupational safety, employee well-being, and continuous improvement in workplace health and safety practices.



Employee Farewell & Promotion



Okay Fern Precision Castings Private Limited celebrated employee milestones through farewell and promotion ceremonies, recognizing valuable contributions, career growth, and the Company's commitment to employee development and engagement.

Empowering Employees Through Mobility: Own Your Bike Initiative

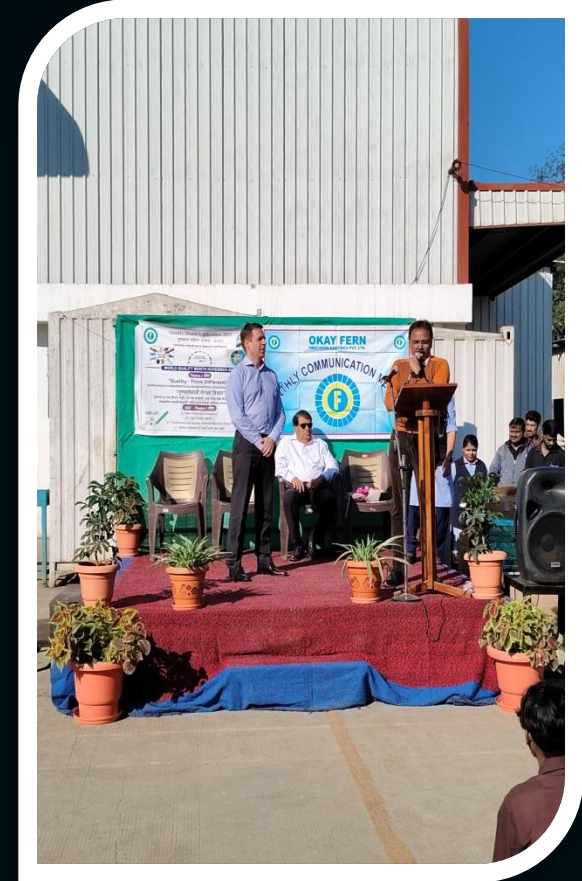


Through the “Own Your Bike” Initiative, Okay Fern Precision Castings Private Limited supports employees in achieving personal mobility, enhancing convenience, employee well-being, and overall quality of life.

Monthly Communication Meetings



Okay Fern Precision Castings Private Limited conducts Monthly Communication Meetings to promote transparent communication, employee engagement, and participative decision-making, ensuring that employees remain active partners in the Company's growth and success.



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:

Empowering Future Talent through Industry-Academia Collaboration



Ref. No. 1768/2024-25 Permission Letter Date: 01/01/2025

To,
Gajanan Bhaskarwar,
Deputy General Manager,
Okay Fern Precision Castings Pvt. Ltd.
MIDC Malegaon,
Tal- Sinnar, Dist- Nashik

Subject: Permission to Industrial visit at Okay Fern Precision Castings Pvt. Ltd.
MIDC Malegaon.

Respected Sir,

We Request to allow for a "Permission to Industrial visit at Okay Fern Precision Castings Pvt. Ltd. MIDC Malegaon". We are supposed to arrange a Industrial visit at Okay Fern Precision Castings Pvt. Ltd. MIDC Malegaon for students T.Y.B.Sc. and M.Sc. Physics, of G.M.D. Arts, B.W. Commerce & Science College, Sinnar on Tuesday 07/01/2025 at 11:00 am. On this occasion, you are requested to inspire, motivate and guide our students by sharing your valuable knowledge of Industry. We are sure that your guidance and experience will surely be enlightening to our students for future.

With Regards,

Department of Physics
HEAD
DEPARTMENT OF PHYSICS
G.M.D. Arts, B.W. Commerce
and Science College, Sinnar

Dr. P. V. Rasal
Principal
G. M. D. Arts, B. W. Commerce and
Science College, Sinnar, Dist. Nashik

• Email - sinnarcollege001@yahoo.com / sgpc@gmdcollege.in • Website - www.gmdcollege.in
• Office - (02551) 220099 • Fax - (02551) 220114



Ref. No. C05w/1147/2025-28 Date: 18/07/2025

To,
Okay Fern
Precision Castings
Pvt. Ltd

Sub. To seek permission for field work for MSW II year students.

Dear Sir / Madam,

We are reaching out from MVP's College of Social Work, Nashik, offering a two-year postgraduate Master of Social Work (MSW) program with specializations in Human Resource Management, Family & Child Welfare, and Tribal Development. Our course is affiliated with Savitribai Phule Pune University and recognized by the Government of Maharashtra.

As part of our curriculum, we emphasize practical training for our students. To achieve this, we are seeking collaboration with esteemed organizations like yours to provide fieldwork opportunities. We kindly request permission for our students to undertake fieldwork at your organization three days a week (Monday, Tuesday, and Wednesday) and with your permission, our students will utilize these days to gain hands-on experience and in-depth understanding of your organization's operations, under the guidance of your team.

The fieldwork period is scheduled from 21/07/2025 to 30/09/2025. During this time, our students will adhere to your organization's rules, regulations, and schedule. We believe this partnership will not only enhance our students' skills but also contribute to your organization's functional/social work initiatives. We look forward to your positive response and to working together.

Name Of Student
1. Pruthi Pradip Zankar
2. _____
3. _____

Thank you for considering our request.

(Dr. Pratima B. Pawar)
Field Work Co- Ordinator

Thanks and regards,
(Dr. V. J. Deshmukh)
Principal



NIM/OJT/2024-2025 Date: 21/05/2025

To,
DGM,
Okay Fern precision,
castings Pvt. Ltd.,
SINNAR.

Sub.: Request for offering On-the-Job Training to our student.

Dear Sir / Madam,

We are a premier business school, offering M.B.A. Program under auspices of Savitribai Phule Pune University since 1994. Since inception we have carved a niche for ourselves by offering quality education and our results too have borne this out. Our Alumni are today placed with some of the top business houses like Reliance, Siemens, Godrej, Videocon, Taj, Tatas, Birla. These achievements are the fruits of our dedication to turn students into business leaders of tomorrow, who will manage with head, hand and heart, always.

As a part of M.B.A. curriculum, each student is required to undertake a live project for a period of minimum 8 weeks of training in the organization. This enables the student to better appreciate real-world management and facilitates blending of theory with practice. Such projects also offer organizations an opportunity to utilize student's efforts to gather market-related information, or any inter-organizational data cost-effectively. Needless to add that all such information would be kept confidential and used only for academic purposes by the students. At the end of the project, the student is expected to submit a written project report and also make a presentation to the project guide from the organization for evaluation.

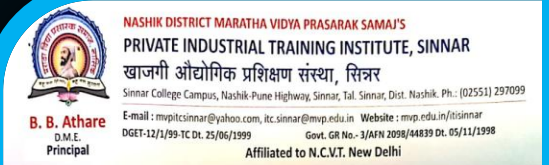
We would be highly obliged if you could provide an opportunity to our student MR. SARTHAK VISHNU CHOTHA to undertake an On-the-Job Training in HUMAN RESOURCE MANAGEMENT SPECIALIZATION in your esteemed organization. A letter of confirmation to this effect would be highly appreciated once your decision is finalized.

Looking forward to your positive reply and greater interaction in future.

Thanking you,

Yours sincerely,
Dr. Shinde Suvarna R.
I/C Director
Navjeevan Institute of Management, Nashik

Address: Shivshakti Chowk, 4th Scheme, CIDCO, Nashik-422008. Phone No. 0253-2393827, Mobile No. 722618437
E-mail id- info@navjeevanmba.com, navjeevan.nba@gmail.com, Website: www.navjeevanmba.com



आवक क्र. : 338/2024-25 दिनांक : 05/03/2025

MEMORANDUM OF UNDERSTANDING
(Strategic Partnership)

This Memorandum of Understanding is made on 5th day of March, 2025 At NDMVP's Industrial Training Institute Sinnar.

Between
Okay Fern Precision Castings Private Limited
Survey No. 126/1, Behind CCE Limited, Malegaon
Sinnar

And
NDMVP's Industrial Training Institute Sinnar,
Tal- Sinnar, Dist- Nashik

NDMVP's Industrial Training Institute Sinnar is affiliated Institute by Director General of Employment & Training, New Delhi since 1999.

Institute is Running NCVT Courses as are hereunder:

1. Electrician - 02 Units
2. Fitter - 04 Units
3. welder-01 Units
4. Mechanic Motor Vehicle- 02 Units

The MOU meant for the Training, Visit and gather practical knowledge of Industries & OJT to ITI Students.

NDMVP's Industrial Training Institute provides:

1. On Job Trainee Student List
2. On Job Training Instructor List

Okay Fern Precision Castings Private Limited allows following activities:

1. Industrial Visit
2. Advanced Training to Staff & Student
3. On Job Training provide 250 Hrs. to ITI Students

Validity of the MOU : From 5th March 2025 to 31st March 2028

For Okay Fern Precision Castings Pvt Ltd
Gajanan Shankarrao Bhaskarwar
Deputy General Manager - Human Resources

For NDMVP's ITI Sinnar
Bapu Bajirao Athare
PRINCIPAL
Nashik District Maratha Vidya Prasarak Samaj's
Private Industrial Training Institute, Sinnar,
Tal. Sinnar, Dist. Nashik.

CSR initiatives in Education & Skill Development



MOM with Educational Institutes



Malegaon, Maharashtra, India
Vxg8+r9q, Malegaon, Maharashtra 422113, India
Lat 19.877197° Long 73.966022°
Friday, 06/02/2026 12:41 PM GMT +05:30



Malegaon Town, Maharashtra, India
Vxhc+f2x, Midc Area, Malegaon Town, Maharashtra 422113, India
Lat 19.878885° Long 73.970152°
28/09/2025 12:48 PM GMT +05:30



OPPO Reno10 5G
Sujit Pandhari | Malegaon | 2025.01.07 14:21



OPPO Reno10 5G
Sujit Pandhari | 10 March 2026 at 6:00 pm Sinnar

Industrial Visit by 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, GMD College Sinnar and MSW College

Invited by Educational Institutions for Guest Lectures

Industry Institute Interaction



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.



Corporate Social Responsibility (CSR) Contributions



RVG Educational Foundation

(Formerly - Rajasthan Vidyarthi Griha)

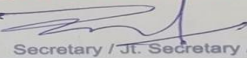
57, Lalubhai Shamaldas Marg, Andheri (West), Mumbai - 400 058
Tel.: +91-22-35178997/31047444 • Email: admin@rvgef.org • Website: www.rvgef.org



Donation Receipt

Receipt No.: 1320 Date: 01.10.2025
Received from M/s. / Mr. / Mrs. OKAY FERN PRECISION CASTINGS PVT. LTD.
Amount of Rs.: 11,00,000/- (Rupees: ELEVEN LAKH ONLY)
by Cheque / NEFT / RTGS / Cash / DD / No. TJSBR3202510010034738 Dated 01.10.2025
Drawn on TJSB SAHAKARI BANK LTD Bank / Branch SHARANPUR ROAD
Towards Corpus / Educational / General / Any Other CSR DONATION Donation.

For RVG Educational Foundation


Secretary / Jt. Secretary / Treasurer

Our PAN No.: **AAATR3064P**

80-G Order No.: Unique Reg No. AAATR3064PF20078 Dated 24-09-2021 Valid from 24-09-2021 Onwards
(unless specifically withdrawn) as per Income Tax Act, 1961

Note: This receipt is valid only after realization of cheque.



Dr. Babasaheb Ambedkar Vaidyakiya Pratishthan's

SHRI GURUJI RUGNALAYA

Public Charitable Trust - Reg No. F-1628 / 88

Anandkulkarni Chowk, Gangapur Road, Nashik - 422 013. • Tel: 0253 - 2343401, Mob: 8390011286
8390011263 (For OPD Appointment only) Email: admin@shrigurujirugnalaya.com Website: www.shrigurujirugnalaya.com



Ref. No. SGR/COO/74/25

16th January, 2025

To,
OKAY Fern Precision Castings Pvt. Ltd.,
Survey No. 126/1, MIDC Area,
Malegaon, Sinner,
Nashik - 422113. Mob. 9923113100

Sub - Gratitude

Respected Sir,

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

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,


Maheshwar Dharmadikari
Chief Operating Officer

Encl - Receipts of Donation

SOCIAL MOVEMENT IN HEALTHCARE
VISIT US ON  

At Okay Fern Precision Castings Private Limited, we recognize our responsibility toward society and remain committed to creating a positive impact in the communities we serve. Through our Corporate Social Responsibility (CSR) initiatives, we actively support organizations engaged in social welfare, healthcare, education, and public safety

Dr. Babasaheb Ambedkar Vaidyakiya Pratishthan
Dr. Hedgewar Hospital
Shree Guruj Hospital
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, Sinner,
Nashik-422113.
Cash / Cheque / DD / Online Transfer No. TJSBR5202501100160004
Bank AABCO4095P Dated: 10/01/25
(Cheques / DD Subject to realization)
₹ 5,00,000/-
Thank You!
Receiver 
Treasurer 



Composting Management



Particular	2024	2025	Unit
Organic Waste Collected	8,500	9,200	kg
Compost Produced	3,200	3,500	kg
Compost Utilized	3,000	3,400	kg
Composting Cycles	12	12	No.
Total Quantity	14,700	16,100	kg

At **Okay Fern Precision Castings Private Limited**, we are committed to sustainable waste management practices by promoting the composting of biodegradable organic waste generated from our operations. Through a systematic composting process, organic waste is converted into nutrient-rich compost, reducing landfill disposal, minimizing greenhouse gas emissions, and supporting environmental conservation. This initiative reflects our commitment to resource efficiency, circular economy principles, and responsible environmental stewardship. The following section outlines the composting procedure, the quantity of compost generated, and the details of the composting facility.

Customer Satisfaction

Target



Action



- ❖ Monitor customer satisfaction through regular feedback and survey analysis.
- ❖ Strengthen quality control processes to achieve **zero-defect products**.
- ❖ Conduct customer satisfaction surveys with key customers and track improvement opportunities.
- ❖ Analyze customer complaints, feedback, and scorecards through Cross-Functional Team (CFT) meetings.

- ❖ Achieve and maintain high customer satisfaction through superior product quality, on-time delivery, rapid response to customer requirements, and continuous improvement of processes.

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-2025



Sr. No.	Industry Wise Customer	Nos.	Newly Added	Total
1	Automobile Industry	74	4	78
2	Pump Industry	23	1	24
3	Aerospace Industry	9	0	9
4	Switchgear Industry	19	0	19
5	General Engineering Industry	48	1	49
6	Body Implant Industry	6	6	12
7	Pharmaceutical Industry	4	0	4
8	Agriculture Industry	3	0	3
	Total	186	12	198

Summary of Customer Satisfaction Survey Index -2025



SR.NO	Customer Name	% of Marks
1	M/s. Engineering Technologies .	90.71%
2	M/s.GPS Procurement India PVT.LTD.	90.35%
3	M/s . Sansera Engineeing PVT. LTD.	83.50%
4	M/s. Sharda Motors	92.83%
5	M/s. Best Koki .	90.50%
6	M/s. Advik.	100.00%
7	M/s . Streparva	100.00%
	Total Average :-	92.56%
	F - NPD-70 ,Rev.00, Dt. 01.04.2018Page 18	



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.



Employee Experience Initiative: Marriage Gift Program



Employee Experience Initiative: Marriage Gift Program

Employee Experience

ॐ नमो भगवते
विष्णवे

॥ श्री गणेशाय नमः ॥

वि. गणेश

श्री. रमेश वामन नागरे यांचा पुतण्या व
सौ. मंगलबाई व श्री. दगाजी वामन नागरे
यांचे जेष्ठ चिरंजीव रा. रमाळे ता. जि. जंजूरवार
श्री. सुरेश कचरु बोडखे रा. अळगांव हु. ॥
दाखे भावे

वि. सौ. कां. प्रेरणा

कै. प्रभाकर मरवड सागव यांची जात व
सौ. देखा व श्री. कैलास प्रभाकर सागव
रा. शहावा ह. नु. नाशिक यांची जेष्ठ कन्या
श्री. मंगलवाम व श्री. रमाधान बाळनाथ वाघ
यांची प्राप्ती

यांचा
॥ शुभविवाह ॥
सौहार्द

शुक्रवार दि. १-५-२०२६ रोजी दुपारी १२:३६ मि.
या शुभमुहूर्तावर कच्चारो योजने आहे. तरी या मंगल प्रसंगी
उपस्थित राहून कार्यक्रमाची योग्य वाढवावी, ही विनंती

* हळदी समारंभ *

गुरुवार दि. ३०-०४-२०२६

रोजी सायं ४ वा. राहत्या घरी होईल

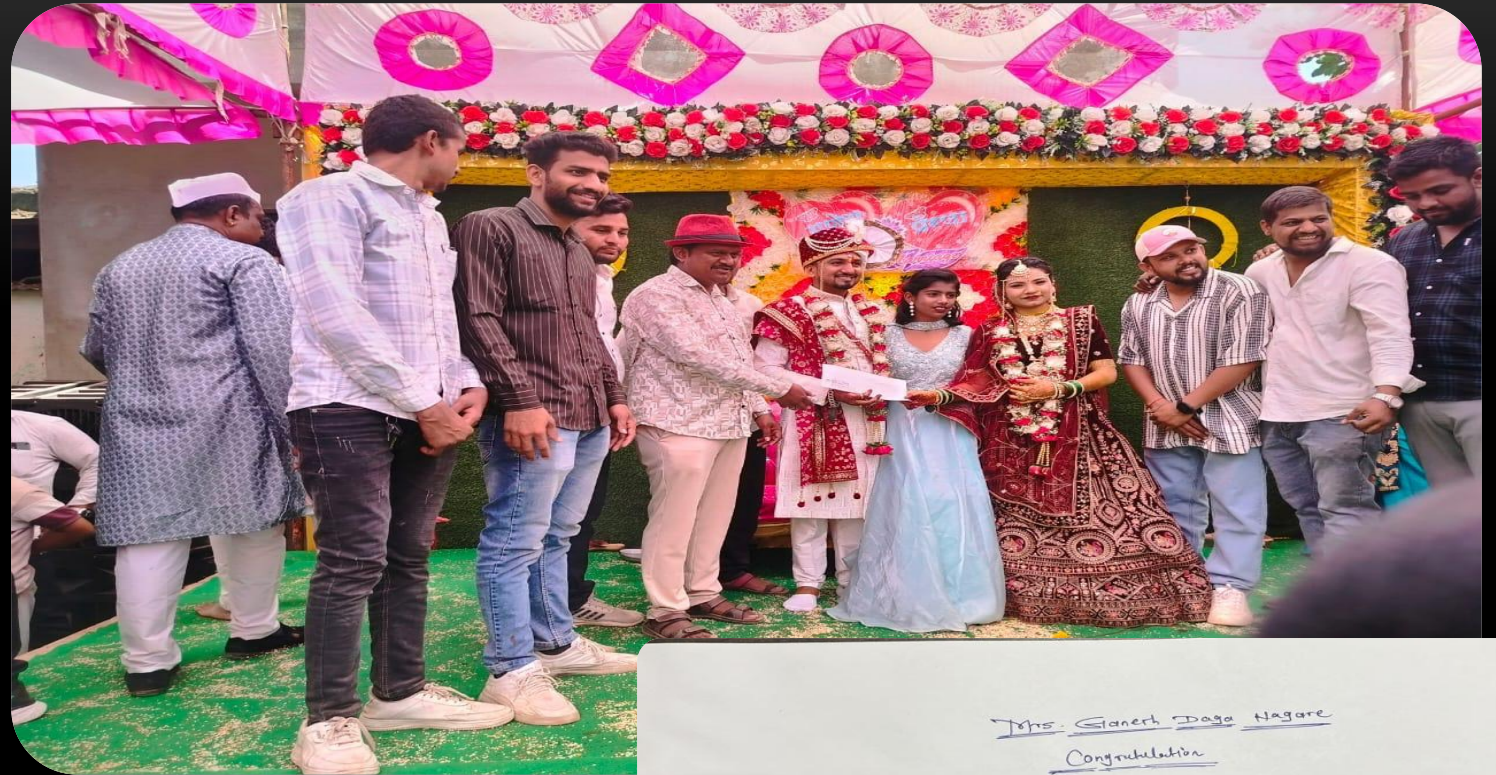
* विवाहस्युक्त *

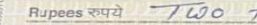
राजे संभाजी चौक
डबिपुरा, रमाळे
ता. जि. जंजूरवार

ॐ नमो भगवते
विष्णवे

सौ. मंगलबाई दगाजी नागरे
श्री. दगाजी वामन नागरे
श्री. रमेश वामन नागरे
कु. आशा दगा नागरे

समस्त नागरे परिवार



 TJSB SAHAKARI BANK LTD.	२. खुणेचीलीत संतुकर, राजकीय मंत्री भवन के धार, हलपुरी रोड, नाशिक - ४२२००२ २. "Suyojit Bankur", Near Rajiv Gandhi Bhavan, Sharanpur Road, Nashik - 422002
VALID FOR THREE MONTHS FROM THE DATE OF ISSUE 27042026 D D M M Y Y Y Y	
Pay <u>Ganesh Daga Nagare</u>	Or Bearer
Rupees रुपये <u>Two thousand one only.</u>	या धारक को
CC A/C No. ०१६१३०१००००१४२	अदा करें ₹ 2001/-
TJSB SAHAKARI BANK LTD.	
RTGS / NEFT / IFSC CODE: TJSB0000016 Not Over Rs. <u>10000/-</u>	
OKAY FERN PRECISION CASTINGS PVT LTD  DIRECTOR	
Payable at par at all TJSB branches A/C PAYEE ONLY	
॥ ५९९७४॥ ४२२४०९००२: ०००१४२॥ १३	

Employee Experience Initiative: Marriage Gift Program



AT OKAY FERN PRECISION CASTINGS PVT. LTD., we believe that our employees' personal milestones deserve to be celebrated. Through our Marriage Gift Program, we present a cheque of ₹2,000 to employees on their wedding occasion as a token of appreciation and good wishes. This initiative reflects our commitment to fostering a caring and inclusive work environment where employees feel valued both professionally and personally. By sharing in these special moments, we strengthen our bond with our workforce and promote a culture of support, respect, and togetherness. The photographs captured during these occasions highlight the joy and camaraderie that define the Okay Fern family, reinforcing our belief that success is best celebrated together.





PEOPLE-FIRST POLICY AT OKAY FERN

At Okay Fern Precision Castings Private Limited, our people are the foundation of our success. We are committed to fostering a safe, inclusive, and empowering workplace where employees are valued, respected, and provided with opportunities for continuous learning and career growth.

We prioritize employee well-being through a strong focus on workplace safety, skill development, and professional advancement. Through classroom training, online learning, industry-led programs, and hands-on development initiatives, we equip our employees with the knowledge and capabilities needed to excel.

We uphold fair employment practices by ensuring equal opportunities, merit-based growth, diversity, inclusion, and adherence to ethical standards. Our commitment to workplace safety, regulatory compliance, and continuous improvement helps create a healthy, productive, and sustainable work environment for all.





1. Employee Well-Being & Development

Provide a safe, healthy, and risk-free workplace.

Promote continuous learning through classroom, online, and hands-on training programs.

Support career growth through structured development and mobility opportunities.

Recognize and reward employee performance and achievements.

2. Equality, Inclusion & Fair Employment

Maintain a diverse, inclusive, and discrimination-free workplace.

Ensure equal opportunities, fair wages, and merit-based advancement.

Uphold ethical business practices in line with ILO standards and the Company Code of Conduct.

3. Workplace Safety & Compliance

Follow strict safety protocols, 5S practices, and environmental standards.

Conduct regular safety awareness programs, drills, and campaigns.

Ensure compliance with all applicable labor laws and MPCB regulations.

Commitment

We are committed to creating a respectful, empowering, and growth-oriented workplace where every employee can contribute, develop, and succeed.





Employees Birthday Celebrations

Employee Birthday Celebrations at Okay Fern
At Okay Fern Precision Castings Private Limited, we celebrate employee birthdays every month to foster appreciation, teamwork, and a sense of belonging. These gatherings include cake-cutting, warm wishes, and shared moments of joy, helping strengthen team bonds and boost morale. Through such initiatives, we create a positive workplace where employees feel valued, recognized, and connected.



HAPPY BIRTHDAY

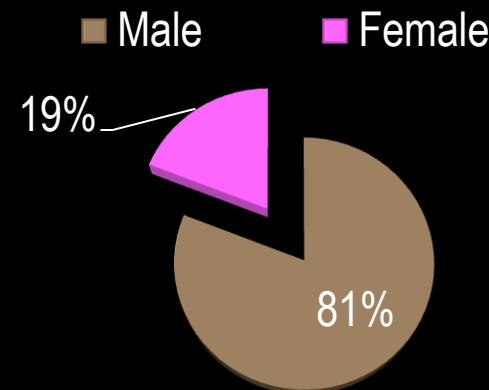
Diversity, Equity & Inclusion: Building a Sustainable Workforce

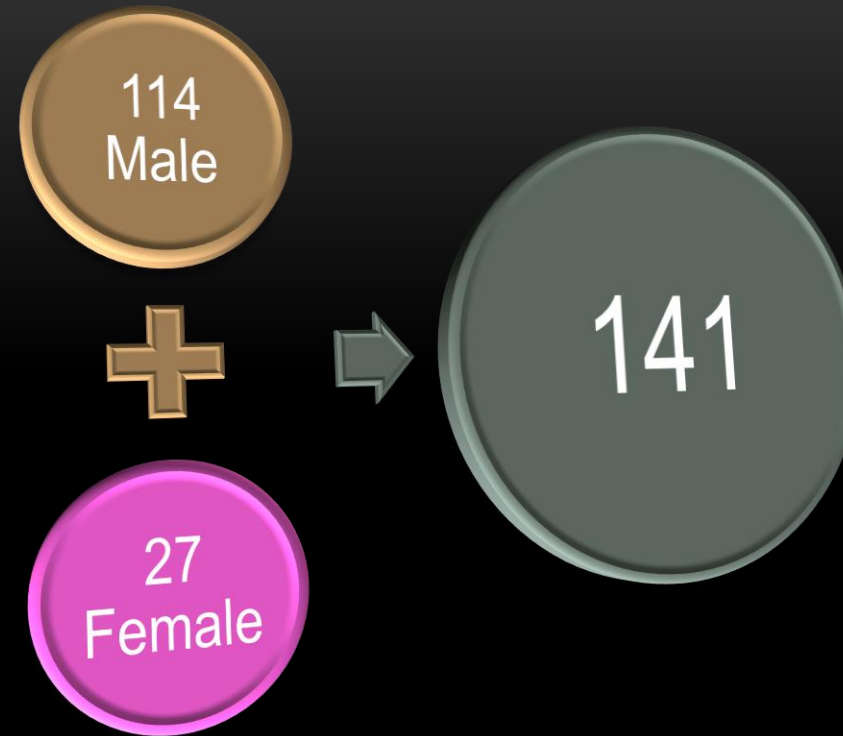
At Okay Fern Precision Castings Pvt. Ltd., we are committed to fostering a diverse, equitable, and inclusive workplace, recognizing that diversity drives innovation, enhances decision-making, and contributes to a more sustainable future. Our workforce reflects a balanced mix of gender, ethnicity, abilities, 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

Equal Today Better Tomorrow





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 17% of operator-level employees are women, we are actively working towards enhancing female representation in leadership roles, ensuring an inclusive workenvironment that supports career growth for women.

Encouraging an Inclusive and Gender-Balanced Culture at Okay Fern



Gender Equality



Malegaon, Maharashtra, India
Vxg8+r9q, Malegaon, Maharashtra 422102, India
Lat 19.877095° Long 73.965432°
05/06/2025 04:44 PM GMT +05:30



Sinnar, Maharashtra, India
Malegaon MIDC, Sinnar, Maharashtra 422113, India
Lat 19.877011, Long 73.966122
Tuesday, 21/07/2026 04:37 PM GMT+05:30
Note : Captured by GPS Map Camera



OPPO Reno10 5G
Sujit Pendhari | 8 March 2026 at 5:43 pm Sinnar



Highlights of International Women's Day Celebrations at Okay Fern on 8th March 2025

5 GENDER
EQUALITY



HAPPY
Women's Day

Our world would mean
nothing without
women.



OKAY FERN

PRECISON CASTINGS PRIVATE LIMITED



At [Okay Fern](#), we recognize and celebrate the invaluable contributions of women in shaping a diverse, inclusive, and progressive workplace. As part of our commitment to gender equality and employee well-being, we proudly celebrated International Women's Day on 8th March 2025.

The celebration provided an opportunity to honor the achievements, dedication, and leadership of women across our organization. Through engaging activities and employee interactions, the event fostered a sense of appreciation, empowerment, and belonging among all participants.

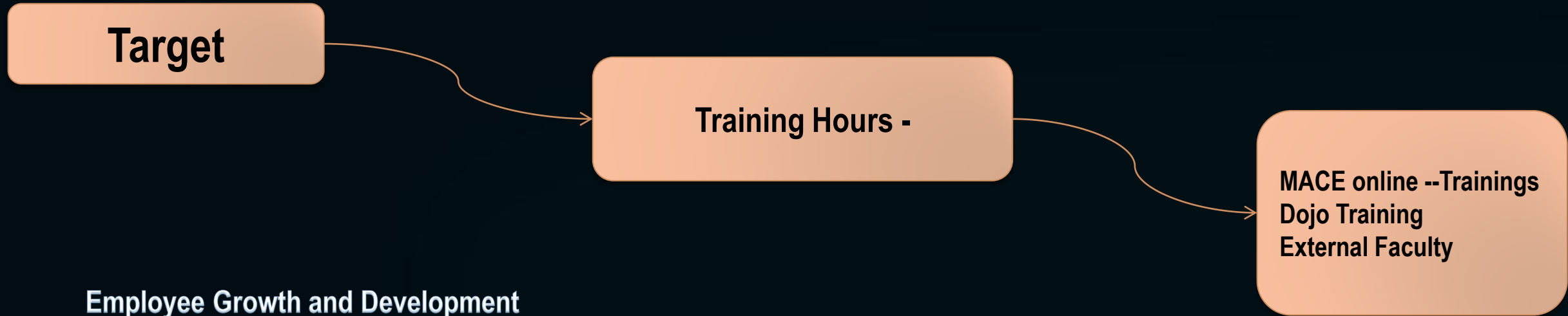
The occasion also reinforced our commitment to Diversity, Equity, and Inclusion (DEI) by encouraging meaningful conversations around gender equality and creating awareness about the importance of an inclusive work culture.

At Okay Fern, we believe that empowering women and promoting equal opportunities are essential to building a sustainable and successful organization. We remain dedicated to cultivating a workplace where every individual is respected, valued, and empowered to thrive.





Education & Training for Up-skilling



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.





Workforce Development Through Education and Training

At Okay Fern Precision Castings Pvt. Ltd., we recognize that continuous learning and skill development are essential drivers of organizational excellence. As part of our commitment to employee advancement and sustainable business growth, we have established structured training initiatives designed to enhance the technical knowledge, operational capabilities, and behavioral skills of our workforce. These programs enable employees to perform effectively and adapt confidently within a rapidly evolving manufacturing environment.

DOJO Training: Preparing Operators for Operational Excellence

To facilitate the successful integration of new operators into our operations, we have introduced a dedicated **DOJO Training Program**. Prior to deployment on the shop floor, every new operator participates in a systematic training process that includes:

Investment Casting Processes – Providing a thorough understanding of the fundamental operations and workflows involved in the industry.

Operational Do's and Don'ts – Educating employees on best practices, workplace expectations, and compliance requirements.

Safety and 5S Practices – Promoting a safe, disciplined, and well-organized working environment.

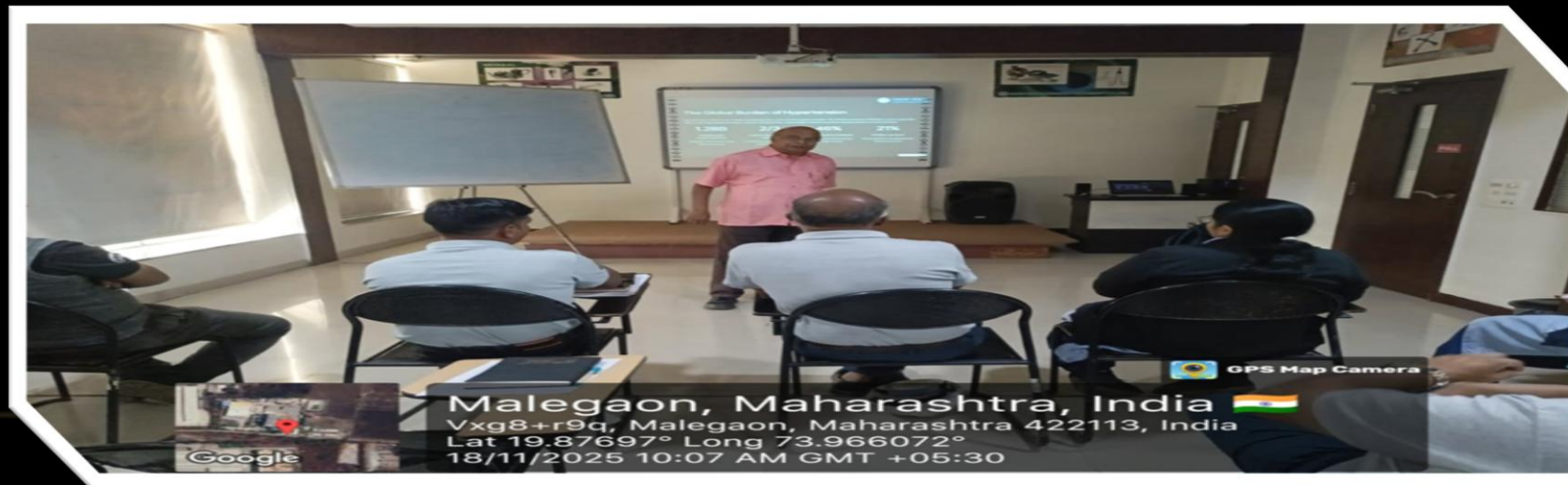




Since the introduction of the DOJO Training Program, we have witnessed noticeable improvements in employee behavior, safety consciousness, and overall operational performance among new operators. This structured approach to learning has enabled faster workforce assimilation, reduced challenges associated with manpower transitions, and ensured smooth adaptation to our production processes and workplace culture.



Enhanced knowledge and skills in Hypertension management through training conducted by Dr. Rajiv Waghmare.





Training & Development for Staff Members

We promote continuous learning for all employees through a structured Training Need Identification (TNI) process conducted by respective Heads of Departments (HODs). This ensures that staff receive relevant training aligned with their roles, skill enhancement, and professional development

Maruti Centre for Excellence (MACE) Training Portal

To support continuous learning and skill enhancement, employees are provided access to the Maruti Centre for Excellence (MACE) Training Portal. The platform offers a variety of training programs focused on technical knowledge, soft skills development, and workplace safety, helping employees improve their competencies and professional effectiveness.

Leadership & Organizational Development

To strengthen organizational effectiveness, specialized training programs are conducted through external experts and trainers. These interventions focus on leadership development, team building, performance improvement, and fostering a culture of continuous learning and growth.



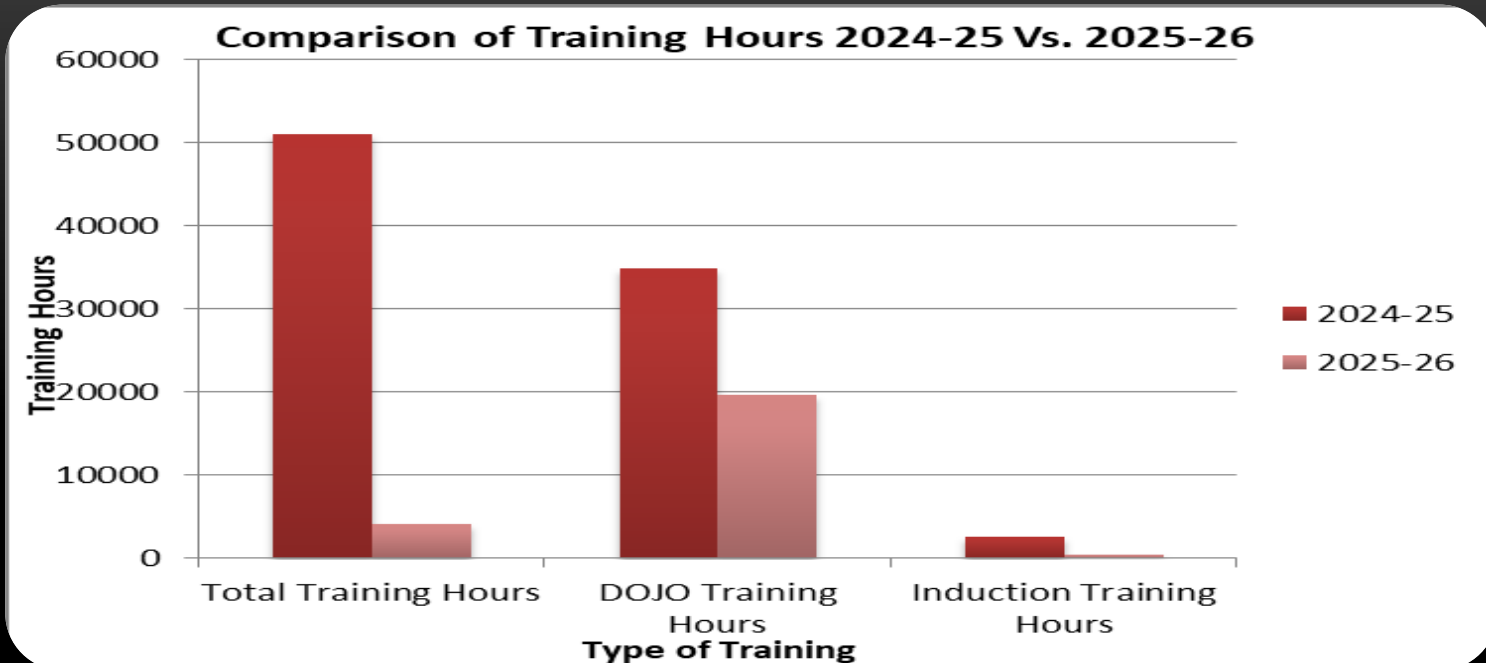
Key Benefits of Training Initiatives

Our training and development initiatives contribute to improved employee skills, enhanced productivity, greater workplace safety, and increased job satisfaction. By fostering continuous learning, these programs support workforce development and contribute to the organization's long-term growth and sustainability.

At Okay Fem, we are committed to continuous learning and skill development, enabling our employees to enhance their capabilities, improve performance, and contribute to the organization's sustainable growth and success.

Comparative Review of Training Initiatives

At Okay Fem Precision Castings Pvt. Ltd., we are committed to continuous learning and skill development to enhance workforce capability and operational excellence. Our training programs focus on technical competencies, behavioral development, and workplace safety, enabling employees to perform effectively while supporting productivity, compliance, and sustainable organizational growth.



Total Training Hours

The total training hours were 51,015 in FY 2024–25 and 4,173 in FY 2025–26. The reduction in training hours during FY 2025–26 was primarily due to lower manpower availability and reduced production activities during the year. Despite these constraints, the organization continued to focus on essential training programs to maintain employee competency, support operational requirements, and ensure compliance with training standards.



DOJO Training

DOJO Training Hours were **34,968 in FY 2024–25** and **19,632 in FY 2025–26**. The decrease in training hours was mainly due to reduced production activities and lower recruitment levels during the year, resulting in fewer training requirements for new and existing employees. Despite these challenges, DOJO training continued to support workforce capability development, with training efforts focused on critical skills and operational needs to ensure employee effectiveness and business continuity.

Induction Training Hours

Induction Training Hours were **2,554 in FY 2024–25** and **500 in FY 2025–26**. The reduction in induction training hours was primarily due to limited new employee recruitment during FY 2025–26. This reflects workforce stability and a lower requirement for onboarding programs, while the organization continued to focus its training resources on developing and enhancing the skills of the existing workforce.



Safety / ESG (1,668 Hours) — Highest Priority

Focuses on Workplace Safety, Environmental Compliance, and Governance (ESG) standards.

Ensures full compliance with safety regulations, minimizes workplace accidents, and supports corporate sustainability goals. Being the largest bar, it shows that employee safety and regulatory compliance are top company priorities.

Technical (1,264 Hours) — Core Operational Competency

Specialized technical, machinery, process, and functional skills (External Technical Fundamentals). Enhances core operational capabilities, improves product quality, and equips employees to handle specialized machinery or advanced technical tasks effectively.



Soft Skill (649 Hours) — Workforce Development

Interpersonal communication, teamwork, time management, and professional conduct. Introduced as its own focused module after being separated from general behavioral training. It builds a collaborative work culture, improves peer communication, and enhances overall productivity.

External (471 Hours) — In-Depth Knowledge

Training programs conducted through specialized external trainers or industry experts (Technical Training). Brings in outside expertise for complex tools or systems that require vendor certification or advanced technical knowledge beyond internal capabilities

Behavioral (71.5 Hours) — Targeted Conduct

Mindset, workplace ethics, conflict resolution, and behavioral compliance. Keeps employees aligned with company culture and values. The hours are low here because soft skills were split into a separate 649-hour module.

Internal Auditor (43 Hours) — Quality Assurance & Standards

Training for internal quality management, IATF, and EMS/EHS auditors. Specialized certification for a selective group of auditors tasked with maintaining quality certifications, passing external audits, and ensuring process compliance.

Mace (6.5 Hours) — Online E-Learning Modules

Digital self-paced learning via the MACE online training portal. Provides quick, flexible, and short-duration online refresher modules or mandatory micro-learning sessions accessible to staff.

Training Type	2024-25 (Hours)	2025-26 (Hours)	Remark
Behavioral Training	775	71.5	Behavioral training and soft skills were separated in the year 2025–26.
Technical Training	664	471	
Online Training (MACE)	108	6.5	
Safety/ESG Training	435	1668	
External Technical Fundamentals	41	1264	
Internal Auditor IATF &EMS EHS	306	43	
Soft Skill	0	649	New
Induction Training	2,554	300	
Total Training Hours	4883	4473	



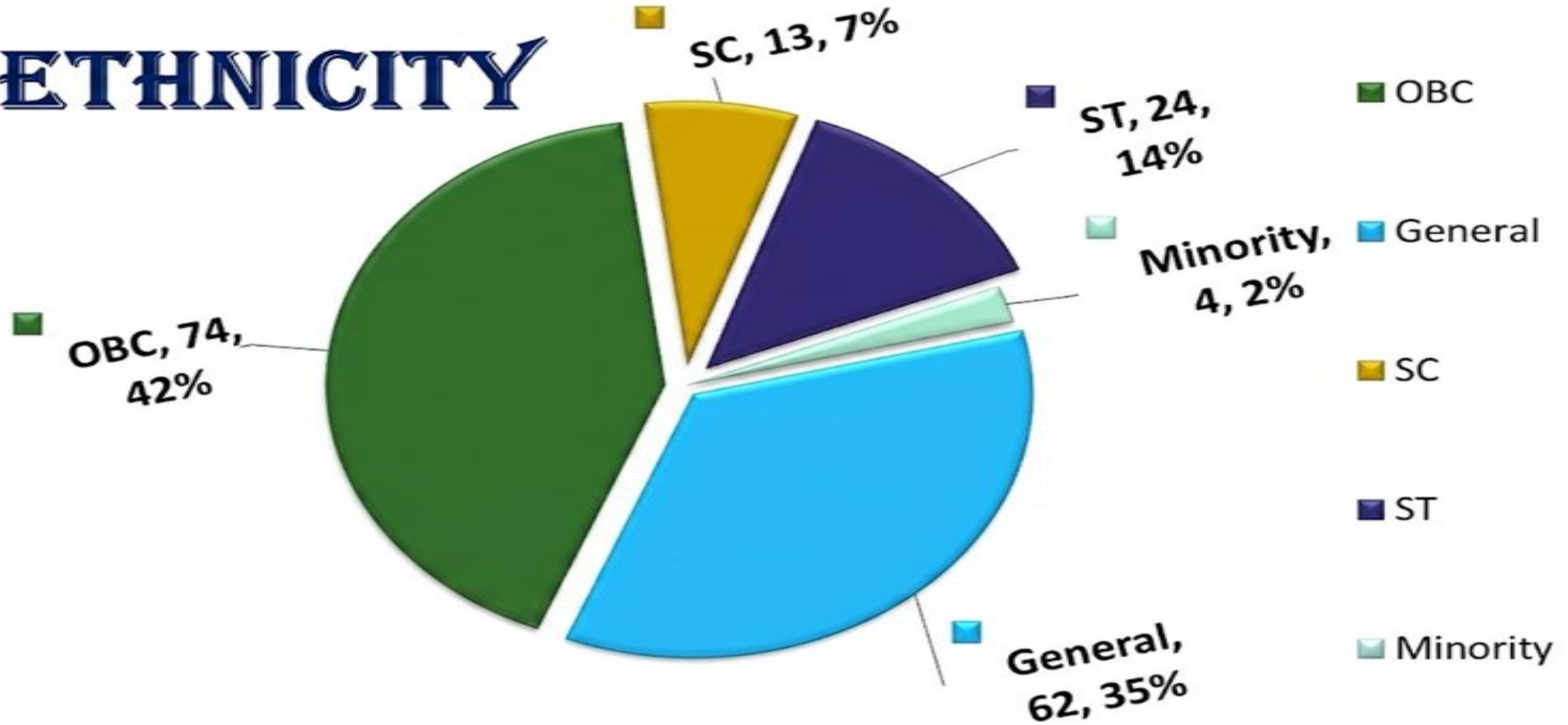
Core Summary of Training Categories (2025–26)

Top Priorities (Safety & Technical): The vast majority of training time was allocated to **Safety/ESG (1,668 hours)** to meet regulatory compliance and reduce accidents, followed by **Technical Fundamentals (1,264 hours)** to strengthen hands-on operational and machinery skills.

Specialized Up-skilling (Soft Skills & External): **Soft Skills (649 hours)** was established as a standalone module to improve teamwork and workplace communication, while **External Technical Training (471 hours)** brought in specialized vendor and industry experts.

We are committed to empowering our people with the knowledge, safety standards, and technical expertise needed to drive sustainable long-term growth."

ETHNICITY



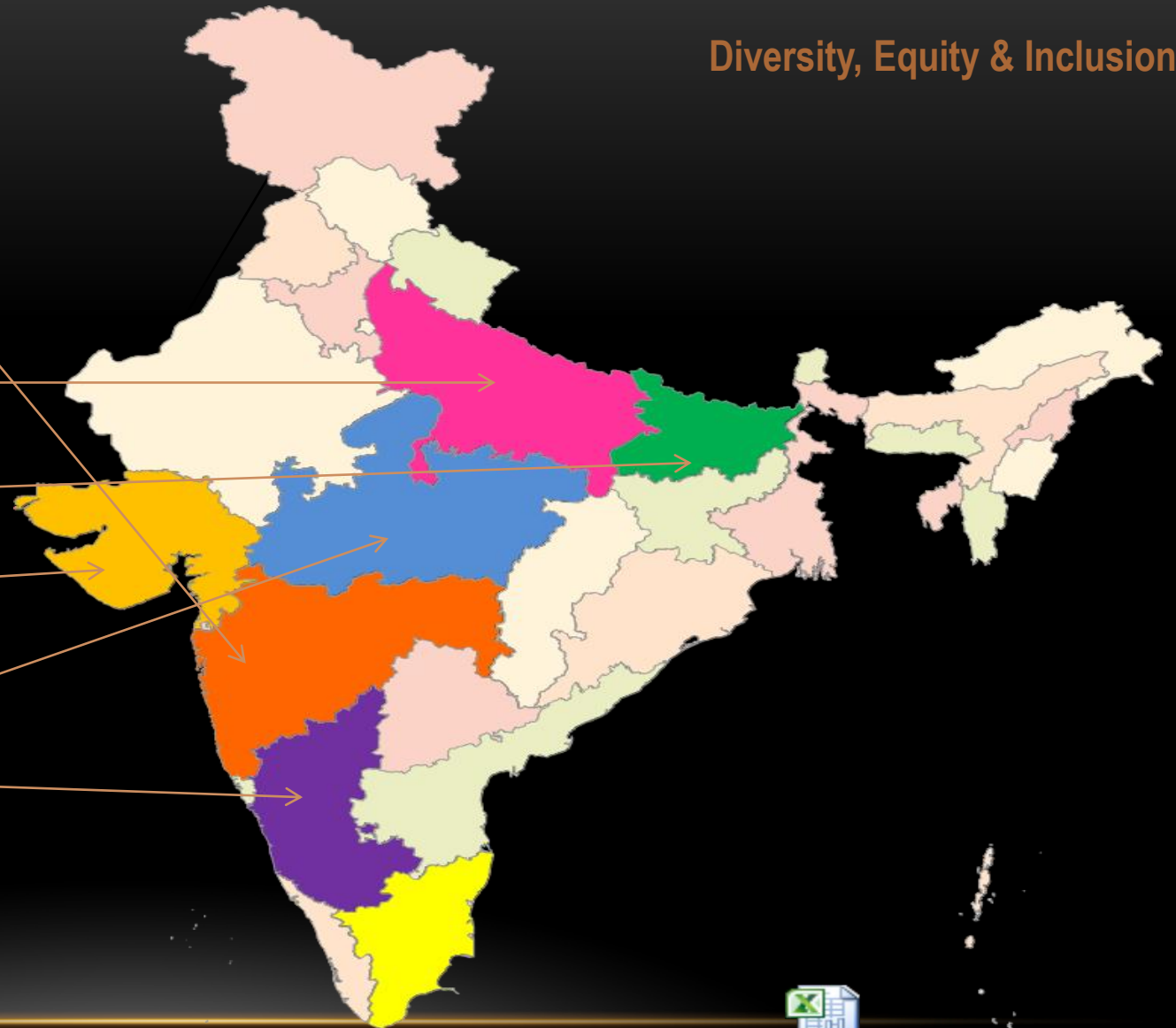
General	56
OBC	63
SC	13
ST	11
Minority	3
NT	2



Microsoft Excel
Worksheet

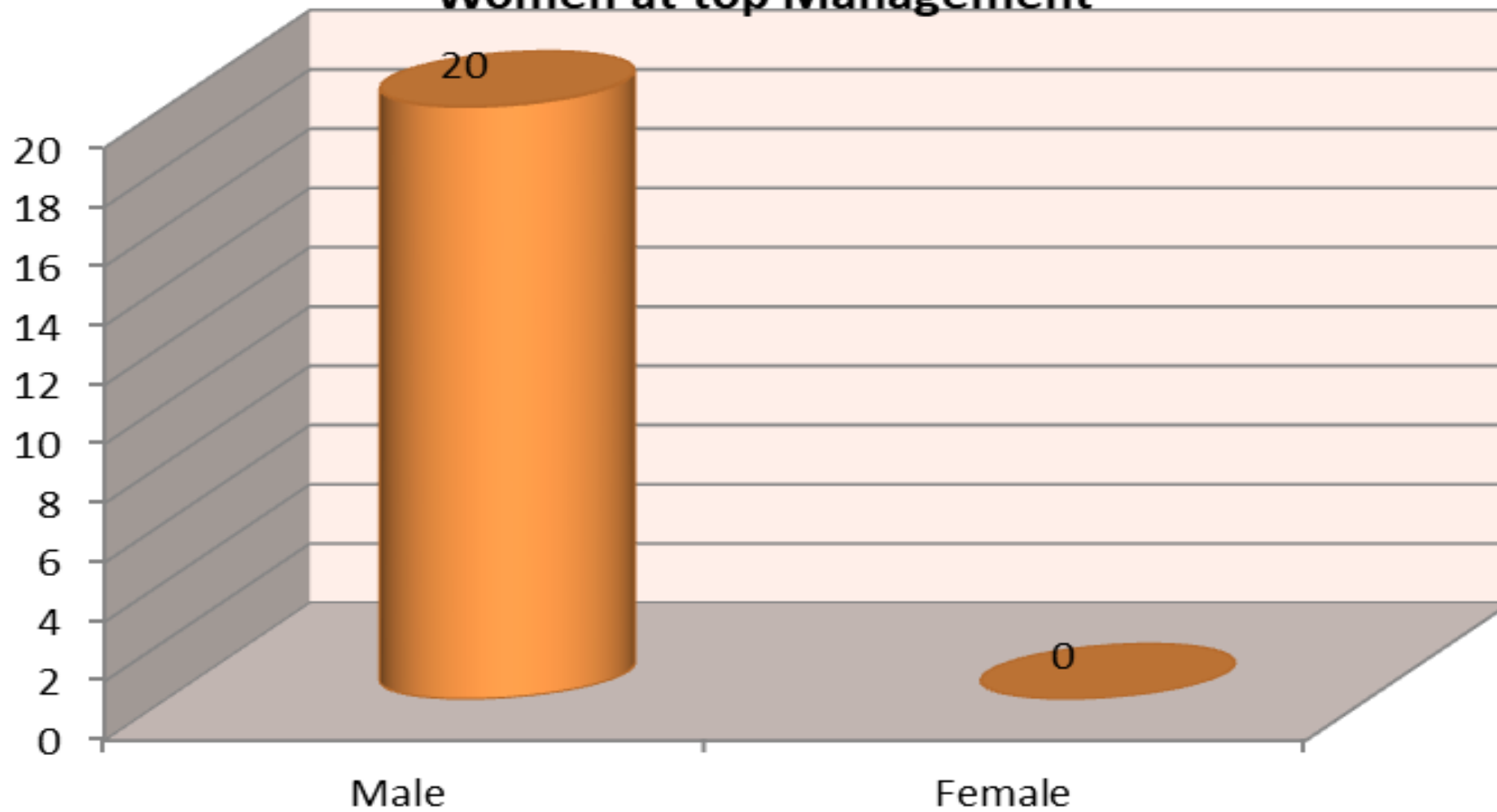


State	No of Employees
Maharashtra	127
Uttar Pradesh	7
Bihar	2
Gujarat	1
Madhya Pradesh	2
Karnataka	1



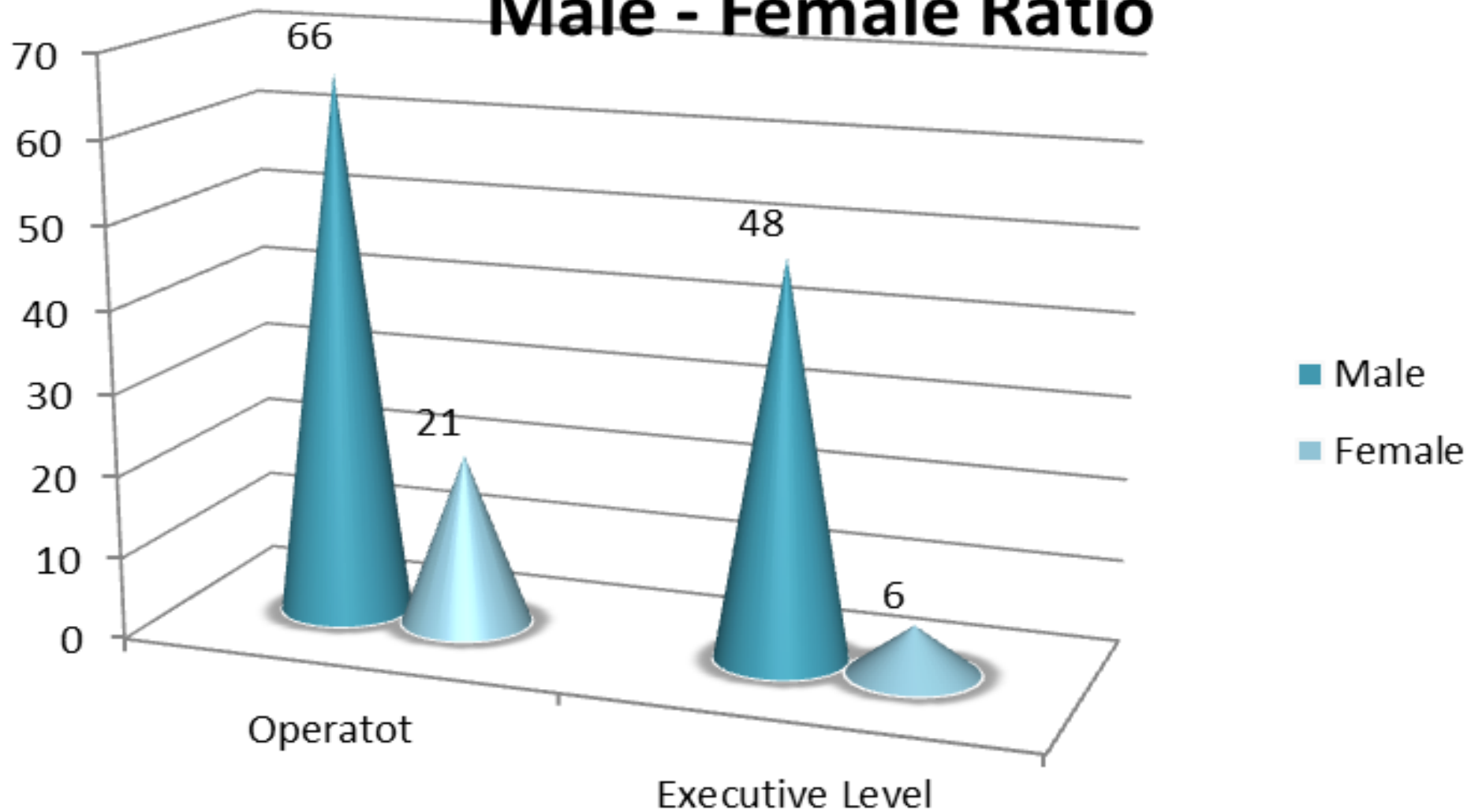


Women at top Management





Male - Female Ratio



Commitment for Fair & Living Wages



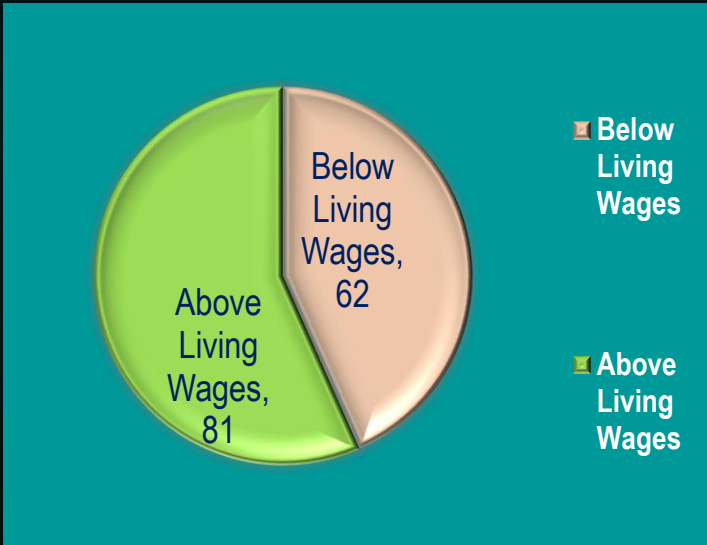
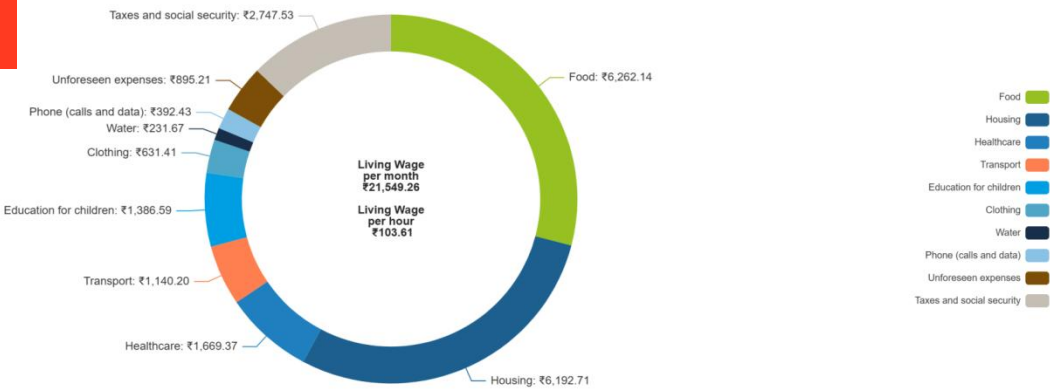
Maharashtra - Nashik Division, India
Guidance 2025

1 NO POVERTY

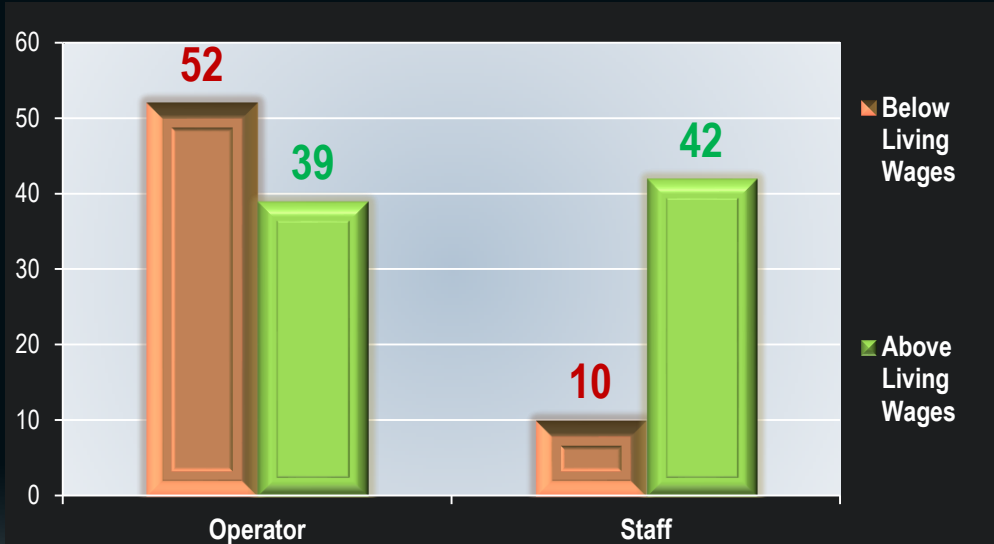
5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

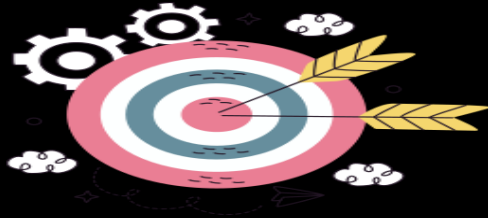


		Years					
		2025	2026	2027	2028	2029	2030
Wage < Living Wage		10	3	3	1	0	0
in Nos	Staff						
in Nos	Operator	52	13	13	13	0	0
		30%	30%	30%	10%	0%	0%
		25%	25%	25%	25%	0%	0%



Supply chain management

Target



- 90% of our RM spend be assessed for ESG criteria by 2030 compared to 2025
- 90% of suppliers who have signed the supplier code of conduct by 2030 compared to 2025
- 90% of Procurement Team of suppliers train on Environmental Issues by 2030 compared to 2025
- 100% of Employee train from procurement team on ESG issue by 2028

Action



- 56.5% of our RM supplier assessed for ESG criteria in 2025
- 52.17% suppliers signed the code of conduct
- 56.52% of supplier's procurement team receive training on environmental issue
- 100% Employee from procurement team received training on ESG issue



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.

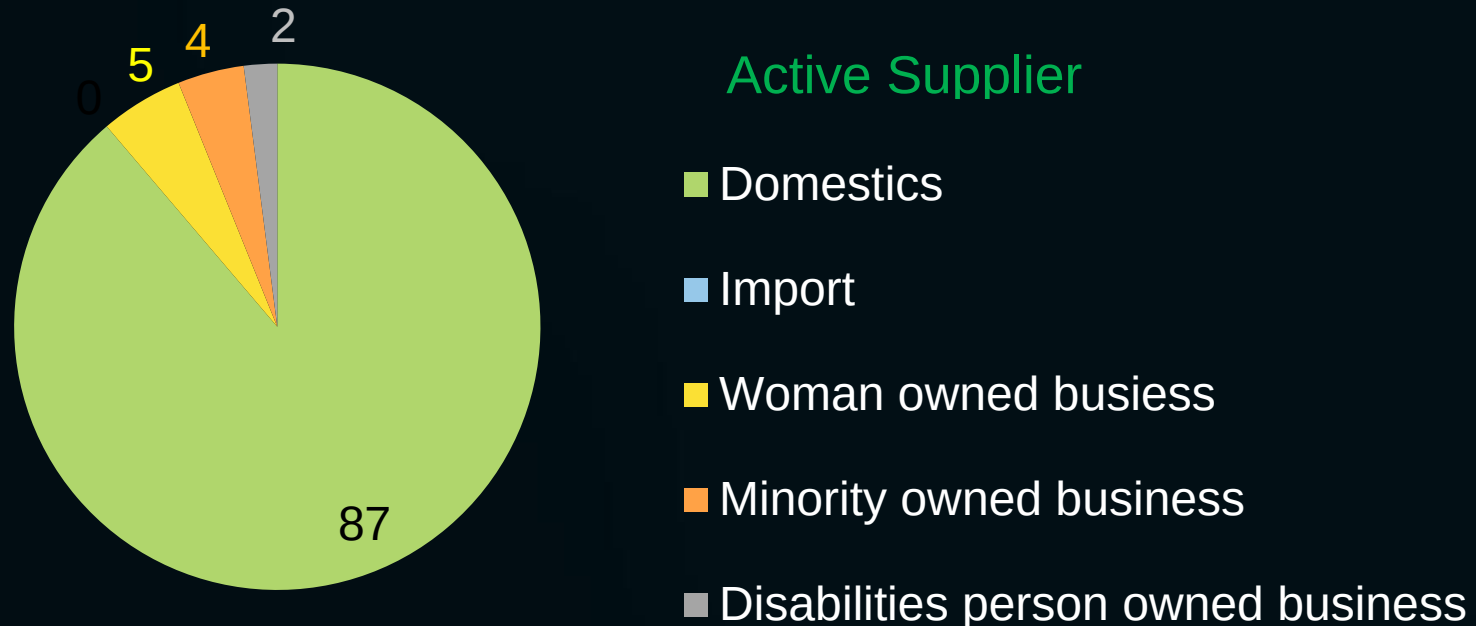
Our procurement policy aligns with the sustainable development goals. We provide training to procurement team on sustainable procurement. We ensure the buyers understand the social and environmental issues to be integrated into the procurement process.



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 2025 we are proud to report that 100% 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 supplier [Including Traders]





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 evaluates 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.





Supplier Capacity Building Program

The Supplier Capacity Building Program aims to strengthen suppliers' **Environmental**, **Social**, and **Governance** (ESG) performance improve, and build a resilient, responsible, and sustainable supply chain. The program will equip suppliers with the knowledge, tools, and resources needed to meet customer expectations and regulatory requirements while driving continuous improvement.



8 DECENT WORK AND ECONOMIC GROWTH



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



17 PARTNERSHIPS FOR THE GOALS





Okay Fern

Precision Castings Pvt. Ltd.

Shaping a better world
through responsible
manufacturing and a
dedicated commitment to
the 17 UN Sustainable
Development Goals.



THE GLOBAL GOALS



THANK YOU

Insert the Subtitle of Your Presentation