

onlygood



BRIJ DESIGNS

SUSTAINABILITY REPORT

2021-22

TABLE OF CONTENT

03	Founder's Message & Future Plan
04	Brij Designs Sustainability Roadmap
05	Sustainable Development Goals
08	Environment
09	Social
10	Governance
11	Glossary

FOUNDER'S MESSAGE & FUTURE PLAN



“ Sustainability is a way of being, it's the word of the future. It not only asserts value on a responsible business model but also instils awareness of our choices be it at home or at workplace. Brij is building itself up coherently along these carefully articulated sustainability practices with all its employees, partners & consumers alike. ”

Mr. Kshitij Rohatgi
Founder, Brij Designs

FOUNDER AND CEO

Since its inception in 2008, Brij Designs as a collective has been focussed solely on quality & efficacy of its products. Our clear “Design first” approach has enabled us to grow swiftly into a dynamic hub of fashion manufacturing management with various partnerships across the world. Our unperturbed growth is also heavily linked with ideas of sustainability that were developed and incorporated at a nascent stage. These ideas continue to shape our organization's operations and manufacturing processes of organic fabrics.

We strive to constantly move towards creating a sustainable ecosystem in our business dwellings. We are motivated towards making our work site greener by gradually switching to renewable based energy. We pride ourselves in being energy conscious and we are always on the lookout for ways to expand our ESG horizons. We have achieved a hefty success in this direction by initiating a regular Carbon Accounting & Reporting feature with Onlygood and we plan to build a sustainable profit model for those associated with us in the coming future.

VISION

We aim to inspire & uplift the relevance of sustainability in all our products, in addition to upholding the quality & craftsmanship of our creations.

MISSION

Our mission is to demonstrate an easily conceivable model of business growth that does not adversely impact the planet & its people in any way and at the same time providing a sustained profit for our people.

BRIJ DESIGNS SUSTAINABILITY ROADMAP

Owing to our founder's environmentally conscious outlook, Brij Designs has always strived towards inculcating sustainable methods in our work dynamics, be it production, operations or work culture. In our sustainability journey, Onlygood has helped Brij by not only providing us with a state of the art Carbon dashboard for tracking our carbon emissions but also by identifying immediate solutions to our carbon related roadblocks through rigorous data analysis and efficient systems tracking.

In the near future, we plan to tackle all our energy overuse issues by ensuring enhancement of our cost-efficiency manifolds, in addition to enabling our suppliers and partners with proper certifications. In collaboration with Onlygood we also aim to implement ESG Certifications for our vendors. Brij Designs has been deeply motivated and committed to improve upon energy efficiency, inculcating proper water usage protocols in the garment production. We aspire to follow and uphold the best of ESG practices by tracking & reducing our carbon footprint, accelerate our worker welfare capacity and standards and refining our governing decisions that are always focused towards not just the growth of the company but also the physical and social environment that it impacts.


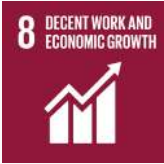


HOW SUSTAINABILITY IS DRIVING OUR BUSINESS?

We have been pursuing sustainable standards of a profit centric business model & in the journey we have enabled many considerable changes in our operations which hugely corresponds to an environment friendly, ESG enabled business development. This is how sustainability has been driving our business:

- » Increasing employee productivity, better teamwork and responsibility.
- » Minimizing regulatory and legal interventions, facilitating top-line growth
- » Understanding baseline emissions, regular tracking of carbon footprint, social and governance parameters.
- » Based on current status, we have planned a detailed roadmap for our future programs on sustainability.
- » Better management, reducing costs, optimizing investment and capital expenditures.
- » Credibility to the organization and better connect with customers, partners and stakeholders.
- » Better awareness about the risks and opportunities.
- » Better awareness about the risks and opportunities.
- » Better link between the financial and non-financial performance of our company.
- » Improving long-term management strategy.
- » Streamlining processes and improving efficiency.
- » Mitigating the impacts of social, environmental, and governance impacts.
- » Enabling all stakeholders to understand the intrinsic value of a company, including both the tangible and intangible assets.

SUSTAINABLE DEVELOPMENT GOALS

The United Nations' 17 Sustainable Development Goals (SDGs) are designed to address the problems that we face globally, be it social or environmental. The SDGs act both as a wake up call for nations to pick up their pace in the race against poverty and environmental discussion, as well as a roadmap for everyone to follow in order to achieve a better future for all. Brij Designs is always on the lookout for newer ways through which it can contribute to the SDG program. We meet 4 goals that are mentioned as follows:

SDG Icon	SDG	Targets Met
	Gender Equality	5.1: End all forms of discrimination against all women and girls everywhere.
	Decent Work and Economic Growth	8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
	Reduced Inequalities	10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.
	Responsible Consumption and Production	12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

THE ESG WHEEL

ESG, or, Environmental, Social and Governance together form the three pillars of sustainable investing. A company's internal workings, its relationship with its stakeholders and ultimately, its impact on the environment and the economy are all intricately linked with one another. Thus, for ensuring their investments make a positive change, sustainability conscious investors strive to ensure the organizations they invest in are accountable stewards of the environment, are good corporate citizens, lookout for their stakeholders and are led by responsible and credible managers. The growth of the ESG ecosystem is essential in today's world as the world is in dire need for environmentally & socially charged, utterly conscious business approaches. We at Brij Designs focus on achieving steady growth in all the three pillars. The following 'ESG Wheel' accurately summarizes our corporate sustainability efforts so far -

BRIJ DESIGNS ESG WHEEL 2021-22



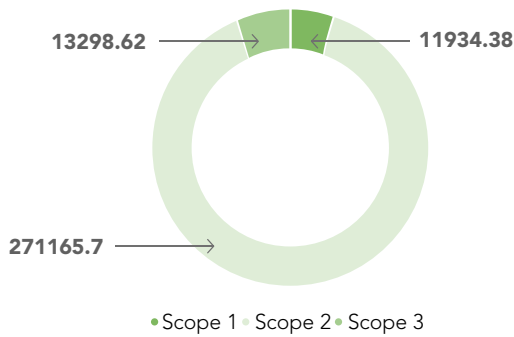
ENVIRONMENT

An organization has a moral responsibility of always striving towards creating a positive impact for its environment. This environmental stewardship stands at the forefront of the environmental pillar of ESG. We keep a systematic track of our carbon emissions that are emitted from our offices and factories and analyze the collected data on Onlygood's carbon dashboard. This not only provides a historical trend of emissions, but also helps us in setting clear emission reduction goals. Following are a few initiatives taken by Brij for reducing its carbon footprint:

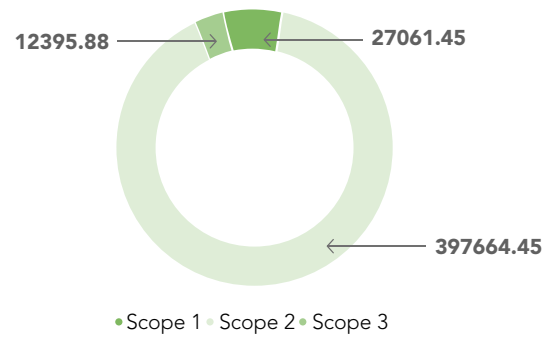
- » DG sets were changed from Diesel to PNG
- » All shopfloor and office lighting were converted to LED
- » Better management of electricity was advocated and implemented
- » Smart shop floor quality system (Zilingo) were installed to improve efficiency per machine
- » Conscious reduction of water and effective usage to reduce waste was implemented.

OUR EMISSION HIGHLIGHTS:

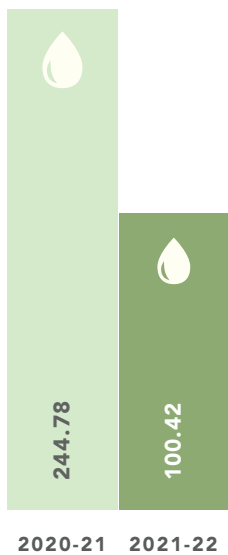
Scope Wise Emission Distribution (Kg. CO2e), 2021



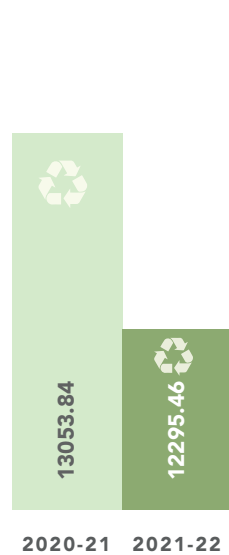
Scope Wise Emission Distribution (Kg. CO2e), 2022



WATER EMISSIONS



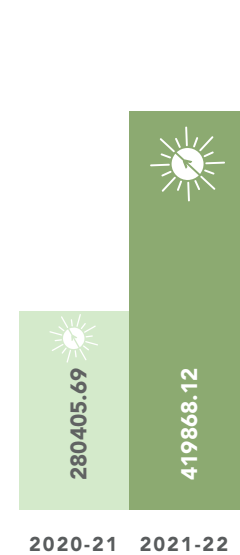
WASTE EMISSIONS



GRID EMISSIONS



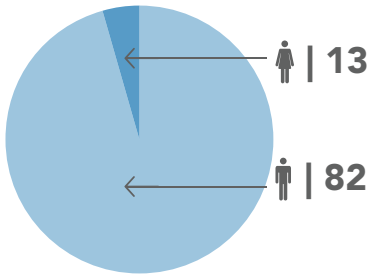
ELECTRICITY EMISSIONS



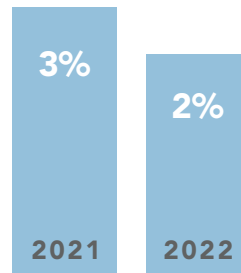
SOCIAL

Brij Designs believes in complete transparency & accountability towards the workforce, partners & all collaborations. In addition to enabling fair practices internally in terms of fair labour practices, equitable remuneration practices, safe & healthy work environment for all employees. We also engage with various NGOs and conduct social development drives.

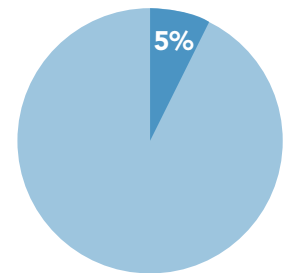
EMPLOYEE COMPOSITION



ANNUAL WORKER TURNOVER



CURRENT QUARTERLY TURNOVER



1. Zero Child labour

- » Brij Designs strictly abhors the practice of child labour and is very particular that the organizations that it does business with are also believers of the same philosophy. We remain a child labour free organization.

2. No Discrimination

- » We do not discriminate against our employees on the basis of race, caste, national origin, religion, age, disability, gender, marital status and sexual orientation.
- » All our employees are provided with equal opportunity within their respective departments.
- » Both male and female employees are provided Supervisor and Manager training.

3. Fair wage and working hours

We take pride in saying that we keep our employees at the forefront by prioritizing their financial satisfaction for the work that they do for the company.

- » Social security benefits provided to all employees along with leave with wage benefits.
- » Standard working hours
- » Wage for standard working hours
- » Overtime wage

4. Freedom of association and grievance mechanism

- » We ensure that any form of abuse, whether physical, sexual, verbal or any other form of harassment remains strictly prohibited at our sites.
- » We also maintain and ensure that our employees are aware of proper channels through which they can report their grievances or issues concerning about standards as well as health and safety.

5. Health and Safety

- » Brij Designs prioritises the health and safety of our employees by providing them with adequate training and healthcare facilities.
- » We follow the guidelines provided in the ISO 45001.
- » Regular health check-ups of employees.
- » Provision of ambulance and Doctor at the warehouse site.
- » Health care committee that meets regularly.
- » Various drills and trainings conducted.

GOVERNANCE

Brij Designs has maximised scrutiny from the accountability standards ensuring maximum transparency in all legal compliances. Regular updates in lieu of international trade norms & policies in addition to employee welfare policy strictly in adherence to national norms are fully functional at our workplace & we intend to keep the pace. Our management has always inspected the operations and functioning of the company through the lens of sustainability and a clear focus has always remained for positively impacting the stakeholders, customers and its community. clear focus has always remained for positively impacting the stakeholders, customers and its community.

1. Board of Directors

Our board is responsible for taking critical decisions which drive the organization forward. We believe our board needs to comprise a diverse set of people from various industry domains, who can collectively manage the risks and make informed decisions.



CONSCIENTIOUS



RESPONSIBLE



CREDIBLE

2. Committees and Policies

Our leadership ensures the presence of committees that act as channels for proper oversight and accountability dealing with the issues that may arise at the company premises. Our committees include:



GRIEVANCE COMMITTEE



WORKERS COMMITTEE



INTERNAL COMPLAINT COMMITTEE (ICC)



HEALTH AND SAFETY COMMITTEE

The successful day to day operations of our sites require the presence of strict guidelines and protocols that are to be followed by everyone. These include:



DISCIPLINARY POLICY



GRIEVANCE HANDLING POLICY



HEALTH AND SAFETY POLICY



FACILITY POLICY

3. Legal Compliance

We ensure that we stay up to date and strictly adhere to all regulatory requirements by maintaining complete transparency in all our legal compliance including.



FINANCIAL AUDITS



GST



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GLOSSARY

1. SOCIAL

S No.	OG Title	GRI	BRSR
1.	Employee composition: Total number of workers and their gender composition	GRI 2-7	A/18/a
2.	Annual worker turnover: Number of workers leaving in last 12 months as a % of average total number of workers on site over the year	401-1	A/20
3.	Current quarterly turnover: Number of workers leaving from the first day of the 90 days period through to the last day of the 90 day period / [(number of employees on the 1st day of 90 day period + number of employees on the last day of the 90 day period) / 2	401-1	A/20
4.	Zero child labour: Strict adherence to employment of underage employees.	408-1	P5/EI/9
5.	No Discrimination: No segregation of employees on the basis of race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation		P5/EI/7
6.	Fair wage and working hours: Payment of wages and benefits in accordance with national and legal standards	405-2	P5/EI/2
7.	Freedom of association and grievance mechanism: Presence of proper channels for dealing with employee grievances such as grievance committees		P5/EI/7
8.	Health and safety: Ensuring efficient health care facilities and safety mechanisms in order to maintain a safe and hygienic work environment for the employees and workers	403-5 & 403-6	P3/EI/10

2. GOVERNANCE

S No.	OG Title	GRI	BRSR
1.	Board Composition: Governance structure of the organization, including committees of the highest governance body	GRI: 2-9 a	B/8
2.	Committees and Policies: Legally required committees with regular meetings and updated policies.	GRI: 2-9 b	B/9
3.	Legal Compliance: Procedures to ensure that an organization follows relevant laws, regulations and business rules.	NA	NA

THE REPORT TAKES REFERENCES FROM THE FOLLOWING LINKS AND ORGANIZATIONS:

- » United Nation UNICED - <https://sdgs.un.org/goals>
- » GHG Protocol - <https://ghgprotocol.org/about-us>
- » WSSD (World Summit on Sustainable Development)-
<https://sustainabledevelopment.un.org/milestones/wssd>
- » GRI
- » BRSR

RECOMMENDATIONS
