

onlygood



expressions
INDIA

SUSTAINABILITY REPORT
2021-22

ABOUT EXPRESSIONS INDIA

Expressions India is an impeccable, coherent & one-stop apparel & accessory buying solution based in India catering specifically to European Markets. With approx. 20 customers, Expressions India holds a strong network in that region. Currently functioning with 9 sourcing & manufacturing outlets, Expressions India offers world-class premier services to both its buyers & suppliers.



FOUNDER & CEO

Anju Singh, the Founder & CEO of Expressions India has made it her principal practice & mission to attain & advance high-quality efficient & effective service delivery to all partners of the company. She has been engaged in developing efficacious & operative relations with her clients with retention capacity of over a decade, especially in the Scandinavian Market. Additionally, Anju has been engaged in many social initiatives & plantation projects advocated & executed by self & with her clients' bases too, to instill responsibility towards sustainability in all her endeavours.

“The grounds on which Expressions India functions are three-fold. One, we are extremely customer centric. Two, our employees & their goodwill is paramount to us. Three, we have a strict no negotiation adherence on our deliveries.”

VISION

To become a premier, high quality, sustainable buying partner for our customers by providing the best-in-class apparel & accessories sourcing solutions.

MISSION

Expressions India's static core mission is to provide excellent, efficient, ordered & inspiring apparel and accessory sourcing solutions. We aim & have been able to guarantee smooth and hassle-free sourcing solutions for all apparel & accessory needs for our clients.

THE LOCKDOWN EFFECT

Last couple of years have been seemingly difficult & extremely tedious for companies working in exports & international relations per se. Expressions India is proud to determine minimal effects on production, supply & relations during these tiring times. With efficient systems & systematic fine-tuning of the manufacturing & supply process, the delivery mechanisms of Expressions India have been impeccable in the last two years despite all the hurdles that export policies & protocols presented. These effective mechanisms that were placed led to,

- Maintenance of additional informal levels of communications to ensure transparency between upstream & downstream partners + enhancing team efficiency through trainings & workshops to handle end-to-end solutions.
- Notable evolution in design + new-age development surety to ensure conscious movement towards sustainability in all spheres like design, conceptualization, development, production & delivery.
- Initiation of tightly bound delivery ropes to ensure speed & quality to our customers + altercation of the company operatives & directives to ensure express orders in Lockdown times with absolutely no negative impact on the products.

ESG - WHY, WHAT AND HOW

Environment, social and governance (ESG) compliance is the new-age, sustainability-based company's strategy or a set of standards endowed with relevance for a company's operations. Today, ESG is gaining gravitas in various companies' production & operation mechanisms because majority of global & national investors are now keen on socially conscious screening for potential investments. ESG ecosystem is a must in today's world as the world is in dire need for environmentally & socially charged, utterly conscious business approaches. Many global players are now looking at the ESG profile of the company as their primary draft of recognition.

Investing in ESG has numerous benefits for your firm, accelerates growth in the following way,

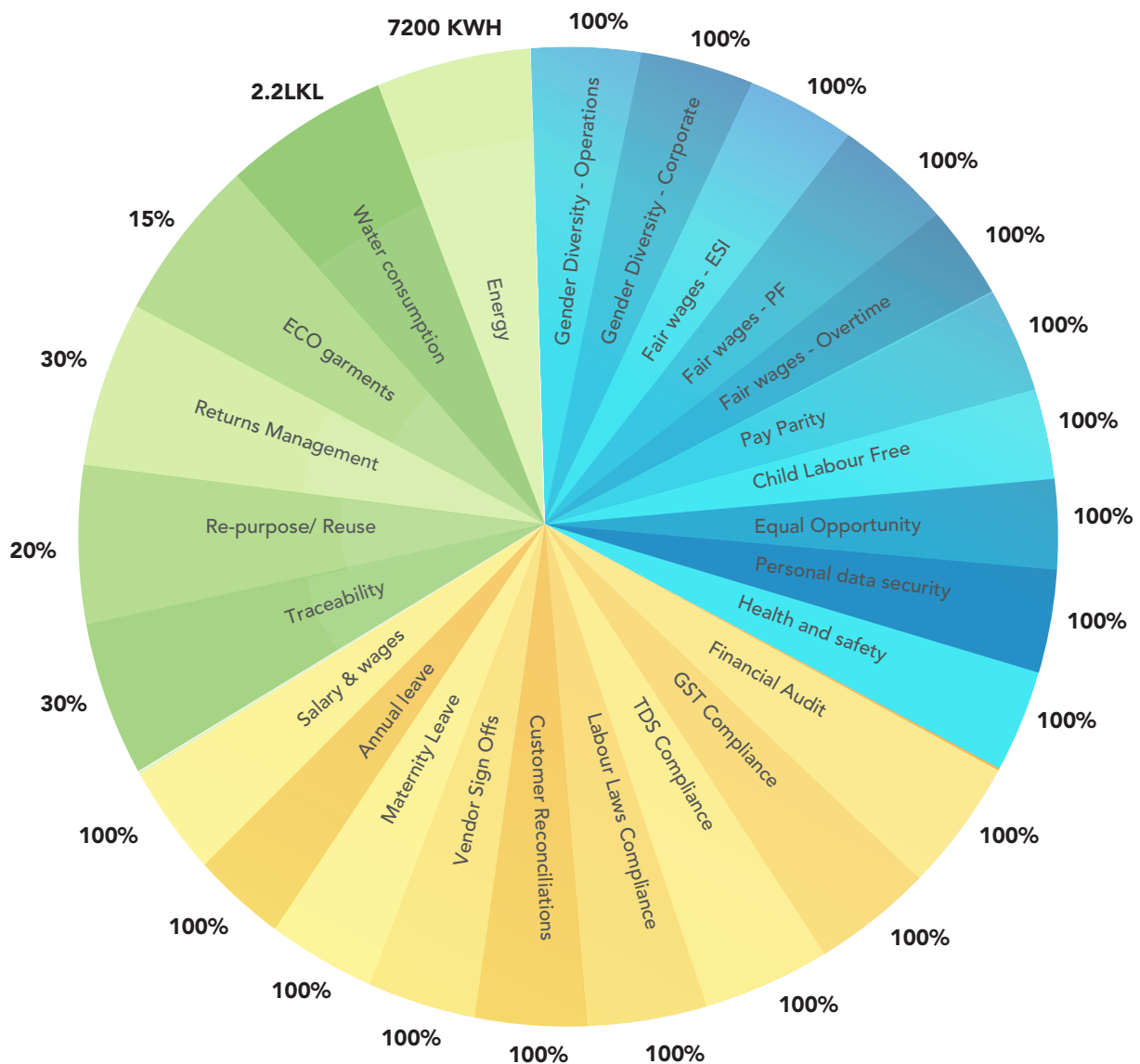
- Facilitating top-line growth
- Reducing costs
- Minimizing regulatory and legal interventions,
- Increasing employee productivity, and
- Optimizing investment and capital expenditures



EXPRESSION SUSTAINABILITY CHART

In the last 4-5 years, Expressions India has embarked on a journey towards sustainability both in the internal dynamic of the company & also in relations to the external stakeholders. From sourcing fabric, yarns to managing production & operations, we have been highly diligent in maintaining a sustainable standard & compliance. In addition to sourcing fabrics (like tensile, liva etc.), we have also been engaged in social aids like incepting an NGO- Shiksha Prayas for underprivileged children which is closing in on two successful decades of education providence. In addition to that, our partners have also been engaged in plantation drives & effected ways to reduce carbon footprint. We are constantly aiming towards net-zero emissions in 3-4 years' time.

EXPRESSIONS INDIA ESG WHEEL 2021-22

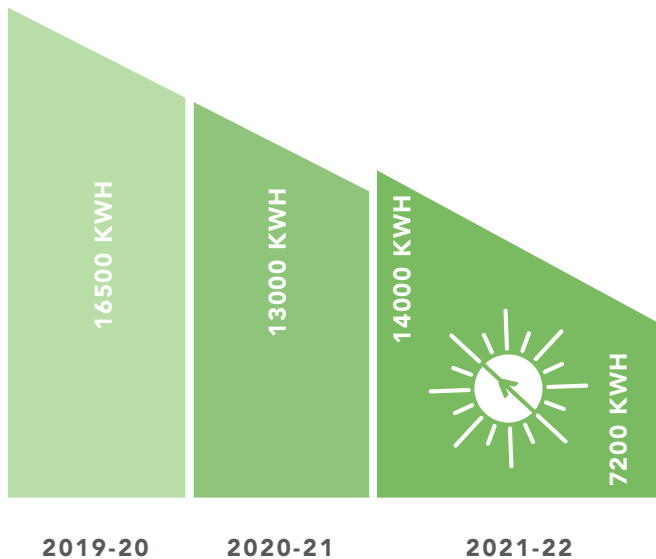


ENVIRONMENT

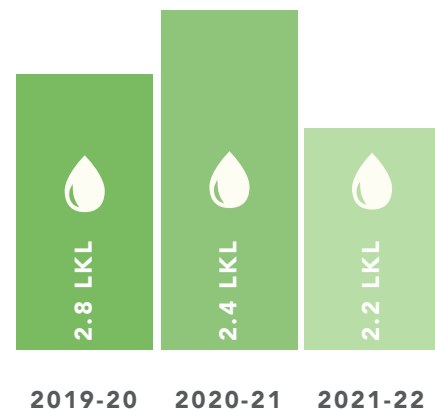
Expressions India has maintained a constant movement towards our goal of “net-zero emissions” in the next 4 years. We ensure timely training and workshops for our team to maintain green standards in our office spaces. We believe in learning by doing, so we strive to initiate plantation drives & other environmentally friendly initiatives.

- Expressions India has adopted Sustainable garment making process since 2018
- Baseline carbon emissions mapping
- Solar Panel Installation
- Effective ETP (Effluent Treatment Plant) installed
- Traceability was embedded into the system intrinsically
- Fabric waste process modified to encourage reuse, repurpose and resale of garments back to Expressions India
- Renewable solar energy added (6KW) for warehouse operations to convert process and work energy back to renewable
- Water wastage, paper wastage was reduced to a minimum and we have moved 90% towards no printing mode.
- PNG, CNG added & conversion into DG sets for reduced emissions

ENERGY CONSUMPTION



WATER CONSUMPTION



ENVIRONMENT INFO GRAPH:

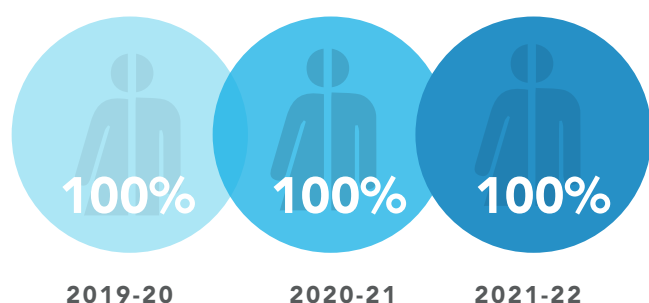
	2019-20	2020-21	2021-22	2022-23 (plnd)
Energy	16500 KWH	13000 KWH	7200 KWH	5500 KWH
Water consumption	2.8 LKL	2.4 LKL	2.2LKL	1.5 LKL
ECO garments	0	5%	15%	50%
Recycle Management	15%	20%	25%	30%
Re -purpose/ Reuse	10%	15%	20%	35%
Traceability	15%	20%	30%	50%

SOCIAL

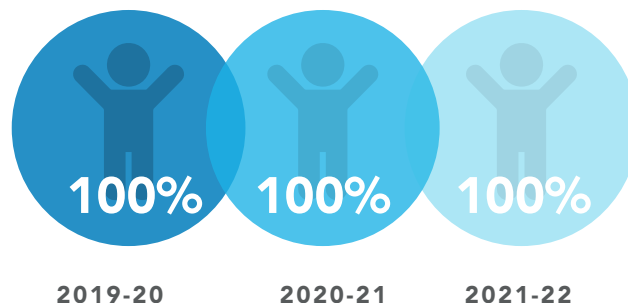
Expressions India enables & expresses transparency with its entire workforce, partners & external stakeholders. In addition to that, we are considerably engaged with various NGOs working with women, children & LGBTQ community. Our own NGO 'Shiksha Prayas' was founded in 2000 with effective results in offering education to underprivileged children.

- Social Audits
- Fair & transparent waging system, gender diversity in our team of workers and collaborators and gender-neutral pay-parity
- Collaboration with various NGOs that work with children, women & LGBTQ community
- Hygiene facilities across all our productions, outlets and units.
- Equal opportunity Upheaval, personal data security, health security for our workers
- 100% compliance against child labour practices

GENDER DIVERSITY



CHILD LABOUR FREE



SOCIAL INFO GRAPH:

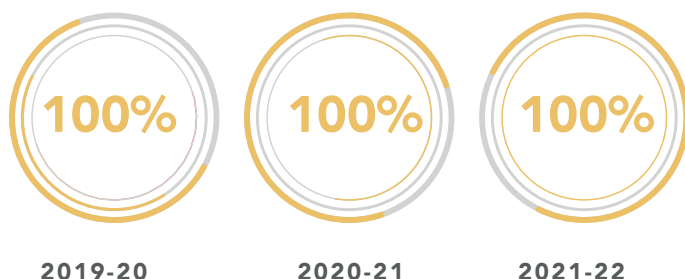
	2019-20	2020-21	2021-22	2022-23 (pInd)
Gender Diversity (M/F)				
- Operations	90:10	90:10	90:10	90:10
- Corporate	60:40	55:45	50:50	50:50
Pay Parity	100%	100%	100%	100%
Fair wages				
- ESI	100%	100%	100%	100%
- PF	100%	100%	100%	100%
- Overtime	100%	100%	100%	100%
No child labour	100% compliant			
Equal opportunity	100% compliant			
Personal data security	100% compliant			
Health and safety	Health checkup and health insurance Annual insurance for all inclusive of family Leave and policies as per standard Maternity leave and all policies			

GOVERNANCE

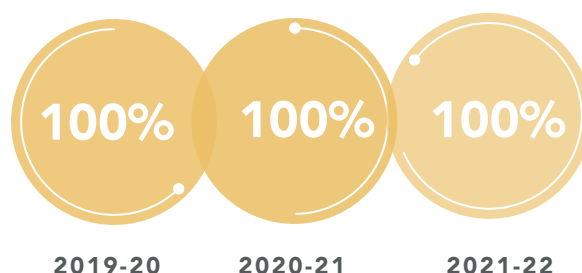
Expressions India ensures and advocates complete transparency in all legal compliances. Regular updates in accordance to international norms & policies are conducted & employee policies are drafted based on national standards, additionally we provide health benefits to our workforce with immediate and effective grievance redressal protocols.

- Complete transparency in all our legal compliance like Financial Audits, GST & TDS
- Vendor & Customer management are done through regular interactions with international base compliance.
- Reconciliations are done periodically and sign-offs happen every quarter.
- Employee policies are drafted based on best practices and special attention is given to gender diversity and pay parity
- The management of Expressions India follows a high level of integrity in complying with government regulations relating to operations - and fiduciary benchmarks.
- Complete transparency in matters of grievance redressal protocols, and treating staff, workers and vendors with due respect.

LEGAL COMPLIANCE



ANNUAL RECONCILIATIONS



GOVERNANCE INFO GRAPH:

	2019-20	2020-21	2021-22	2022-23 (pInd)
Legal compliance				
- Financial Audit	100%	100%	100%	100%
- GST	100%	100%	100%	100%
- TDS	100%	100%	100%	100%
Annual Reconciliations & Sign Offs				
- Customer	100%	100%	100%	100%
- Vendor	100%	100%	100%	100%
Work & Leave policies				
- Maternity Leave	100%	100%	100%	100%
- Annual leave	100%	100%	100%	100%
- Salary & wages	100%	100%	100%	100%

SUSTAINABILITY ROADMAP FOR 2023 & AHEAD

Based on our keen learning & understanding of the sustainable business approach we have partnered with a futuristic, tech-based, carbon goal rendering company Onlygood.

Onlygood has been helping us identify imminent hotspots that require immediate attention, areas for improvement according to the standards of carbon compliance, in addition to providing a carbon dashboard for our current emissions report + goal-tracking towards our aim of net-zero emissions in the next 4 years.

In collaboration with Onlygood, we plan to create & execute a carbon-free network for all our buyers & suppliers to help aid carbon footprint reduction. In the next 5 years we aim to install transparency across all networks that we pursue & engage with.

With the help of Onlygood we aspire to provide ESG certification to all our vendors and buyers. Additionally, we also plan to (in consultation with Onlygood) initiate features of carbon offsetting to reduce our carbon emissions & balance our carbon footprint, which in later stages will be advised to all our partners across all channels.

RECOMMENDATIONS

[illegible]