

esg





OVERVIEW

Welcome to Expressions India Annual Sustainability report for the financial year 2023-2024. In this report, we are excited to share the progress that we as an organization have made in adapting and integrating sustainability into our daily operations. As a responsible player in industry, we are focused towards aligning ourselves with the three pillars of ESG.

Our assessment is anchored in our vision, mission, goals, interventions, and programs that address various aspects of environmental, social, and governance concerns, with all the inputs of stakeholders. Within this report, we will showcase and reflect upon our sustainability policies, initiatives, programs, and outcomes in relation to the key material topics we have identified. With robust objectives in place, we are committed to fulfilling our duty to our planet and enhancing the well-being of our employees.

This report has been developed in adherence to reporting principles as per the frameworks, including the:

GLOBAL REPORTING INITIATIVE (GRI) STANDARDS – CORE – 2020

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UNSDGS)

NATIONAL GUIDELINE FOR RESPONSIBLE BUSINESS CONDUCT (NGRBC), GOVERNMENT OF INDIA

Expressions India collaborated with Onlygood Futuretech Pvt. Ltd. for conducting carbon accounting and ESG based analysis of our operations. Onlygood provided us with the Carbon dashboard for measuring and tracking our carbon emissions and by identifying immediate solutions to our carbon related road-blocks through rigorous data analysis and efficient systems tracking.



MESSAGE FROM CEO

Greetings everyone,

I trust this message finds you well and filled with the same passion for excellence that defines our collective journey at Expressions India. As we navigate the dynamic landscape of the garment industry, I am excited to share our vision for the future—a vision grounded in sustainability, responsibility, and a steady commitment to positive global impact. At Expressions, we recognize the profound impact our industry has on the environment and communities around the world. To align our practices with the values we hold dear, I am proud to announce our Future Sustainability Strategy, a comprehensive roadmap that will guide our actions and decisions in the years to come. We are committed to sourcing materials ethically, prioritizing suppliers who share our dedication to fair labor practices, environmental responsibility, and transparent supply chains. Our commitment to sustainability extends to minimizing our environmental footprint. We will invest in eco-friendly materials, reduce waste, and explore innovative solutions to limit our impact on the planet. Our mission at Expressions India is to be a driving force for positive change in the garment industry. As we embark on this transformative journey, I am confident that each member of the Expressions family will play a crucial role in realizing our vision. Together, we will lead the way towards a more sustainable and responsible future.

Thank you for your continued support and partnership on this vital journey.

Enjoy Reading!
Anju Singh



TABLE OF CONTENT

• Overview	i
• Message from CEO	ii
• Organization	1
• Sustainability	6
• Materiality Assessment	9
• ESG Wheel 2023-24	11
• Alignment with UN SDGs	12
• Environment - Responsibility towards environment and climate change	13
• Social - Responsibility towards people	17
• CSR	22
• Governance - Responsibility towards business and ethics	24
• Future Action Plan	28
• GRI content Index	29



Organization

Leading the way with Design, Innovation, and Sustainability

Expressions India was founded with a mission to revolutionize the apparel sourcing industry. Since our inception, we've been dedicated to serving clients globally, meeting their diverse needs with excellence. Our relentless commitment to quality, creativity, and customer satisfaction has positioned us as a leader in garment-sourcing solutions. We're proud to maintain a strong focus on sustainability, ensuring our operations contribute positively to the environment while delivering seamless and efficient supply chain solutions to our valued clients.

NURTURING ETHICAL SUPPLY CHAINS

Partnership Commitment

At Expressions, we're more than just a buying house. We're your dedicated partner, aligning our vision with yours to ensure mutual success. Through open dialogue and creative collaboration, we co-create solutions that reflect your aspirations.

Environmental Responsibility

We acknowledge our dual obligation to our customers and the environment. Through steadfast dedication, we endeavor to align our activities with sustainability objectives, consistently lessening our carbon footprint and meticulously monitoring our water usage and waste disposal practices.

Transparency and Integrity

Committed to transparency, we cultivate trust across all facets of our operations. Whether in communication or decision-making, we prioritize integrity in every interaction, ensuring that our deeds match our words, thus fostering a trustworthy and sustainable ecosystem within our supply chain.

Confidence in Excellence

Driven by our confidence in our skills and a proven history of outstanding performance, we are dedicated to delivering high-quality solutions and experiences through sustainable sourcing.

DRIVING SUSTAINABILITY AT EXPRESSION'S INDIA

From eco-conscious threads to runway-ready dreams: Sustainable fashion partner.

We began with a vision for a fashion industry that doesn't cost the Earth. Today, we're leading the way in sustainable sourcing solutions for apparel brands, weaving together eco-friendly practices with trend-driven designs.

Our expertise: Our team is fluent in the language of both fashion and sustainability. We navigate the ever-changing landscape of women's wear trends, while expertly sourcing the most eco-conscious fabrics available. We believe in transparency and meticulous management, ensuring every step of your garment's journey aligns with your sustainability values.

Our commitment: We're not just about sourcing. We're champions of circularity, embracing recycled textiles and responsible & ethical practices. We believe in a future where fashion thrives in harmony with our planet, and we're dedicated to making that future a reality.

End to end - Supply chain partners

Our vision extends beyond garment delivery; we aim to craft narratives, evoke emotions, and redefine style essence. Committed to fostering lasting partnerships with clients and suppliers, we ensure every collaboration is a smooth journey from inspiration to realisation.

Fabric Fusion

Our eco-friendly apparel collection is meticulously crafted, intertwining the artistry of woven and knitted textiles to offer a sustainable blend of style and comfort. Upholding the highest ethical standards, our fabric selection comprises a diverse range of certified qualities prioritizing green clothing and ethical production practices.

From Better Cotton Initiative (BCI) certified and organic cotton to Global Recycled Standard (GRS) certified polyester fabrics, we champion environmentally responsible production methods. Our commitment extends to incorporating Viscose Lenzing EcoVera fibers, celebrated for their eco-friendly manufacturing processes and minimal environmental impact. Our dedication to sustainability is underscored by Oeko-Tex certified products, ensuring our fabrics are free from harmful substances and promoting both consumer safety and environmental well-being.

Elegant Leather

Our Sustainable Leather Sourcing program presents a carefully curated selection of premium leather garments and accessories, all sourced ethically. Collaborating with Leather Working Group (LWG) certified tanneries underscores our commitment to sustainability and responsible practices within the leather industry, ensuring stringent environmental standards are upheld. Our products are cruelty-free, sourced solely from the by-products of the meat industry, aligning with our dedication to animal welfare. Further-more, our leather items are biodegradable, promoting a circular economy and minimizing environmental impact.

Vibrant Living Space

In our Eco-Friendly Home & Furnishings collection, sustainability is at the forefront. We offer a carefully curated selection of comfortable and stylish pieces that enhance homes with timeless beauty while minimizing environmental impact. Each item is crafted with a focus on sustainable sourcing, ensuring not only enhanced comfort and style but also a reduced environmental footprint. Prioritizing natural fabrics like organic cotton, linen, and BCI cotton, we uphold environmentally friendly practices that minimize harm to ecosystems and communities. Additionally, our collection includes GRS certified polyesters, ensuring that even our synthetic options meet strict standards for recycled content and responsible manufacturing.

Expressions India is dedicated to promoting sustainability throughout our product range, ensuring that every item reflects our commitment to ethical sourcing and environmental responsibility. Here's how our product range promotes sustainability:

Supplier Standards:

Expressions India works exclusively with certified suppliers who adhere to internationally recognized standards for social and environmental responsibility. Our suppliers are certified by reputable organizations such as BSCI, SEDEX, GOTS, SA8000, SMETA, and Oeko-Tex, ensuring that every step of our supply chain upholds the highest ethical and sustainability standards.

At Expressions India, sustainability is not just a goal—it's a guiding principle that influences every aspect of our operations. Through our commitment to ethical sourcing, responsible production, and environmental stewardship, we strive to create a more sustainable and equitable future for generations to come.



By Malene Birger



Day / 2NDDAY



Saks Potts



Envii



Mads Norgaard



Nue Notes / Love Child



Samsøe & Samsøe



Ganni



Stella Nova



Rabens Saloner



Heliot Emil



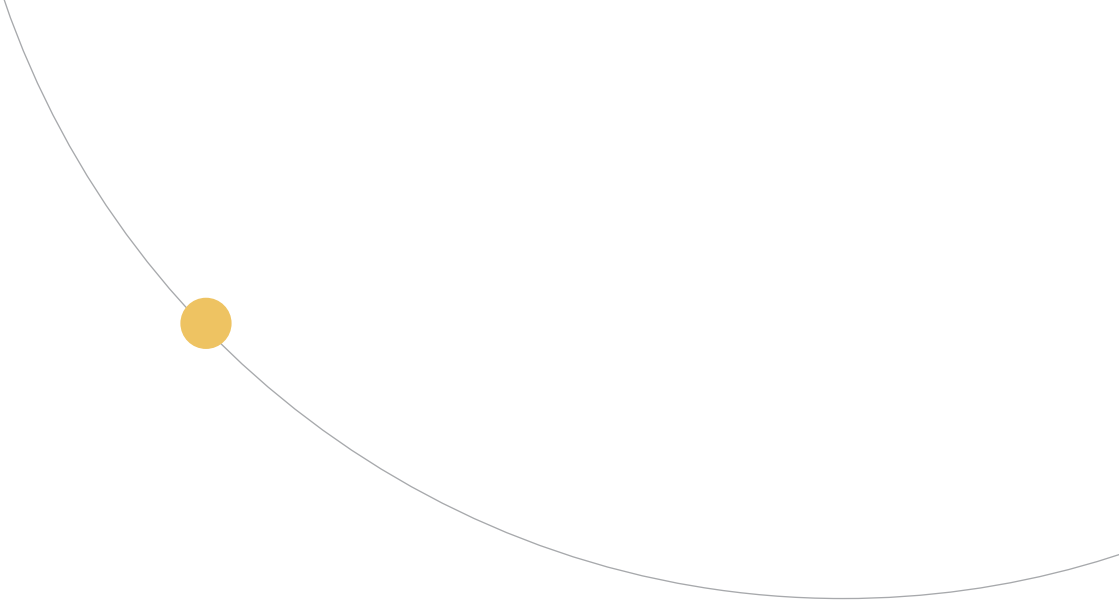
EXPORTING SITES

For 19 years, Expressions India has been a prominent player in the global fashion industry, successfully exporting to key international markets. With a strong presence in Europe, the United States, Canada, and the United Kingdom, we have consistently delivered high-quality products that cater to diverse fashion trends and demands. Our long-standing relationships with these major destinations are a testament to our commitment to excellence, innovation, and the ability to adapt to global fashion dynamics.



Sustainability

In a field that has drawn criticism for its harmful impact on the environment, Expressions India has always placed a high premium on sustainability. By using ethically sourced materials and environmentally friendly manufacturing practices, the brand's ethos is highlighted.



OUR SUSTAINABILITY JOURNEY

Ever since its inception, Expressions India has always incorporated sustainability in many different forms. The basic ethos of 'giving back to the environment and society' has always been there. Through direct participation in activities like tree plantation drives and providing financial support to organizations that work towards bringing a positive change in the society, Expressions India has always extended its contributions wherever possible. We have been aware about the global discussions on climate related issues. Major events such as the COP 26 and the Paris agreement, that drove countries across the globe to wake up and set ambitious sustainable goals as well as the accelerated incorporation of ESG into the corporate reporting process.

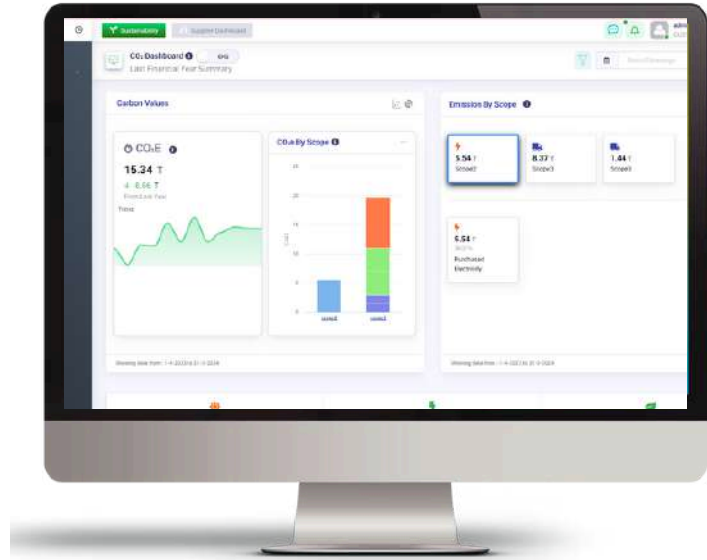
PRINCIPLES TO FOLLOW SUSTAINABILITY

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, tracking of carbon footprint, social and governance parameters.
- Based on current status, planning of 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 link between the financial and non-financial performance.
- Improving long-term management strategy.
- Streamlining processes and improving efficiency.
- Mitigating the impacts of social, environmental, and governance impacts.

PARTNERSHIP WITH ONLYGOOD

Expressions India, a sustainability partner, collaborates with Gurugram-based startup Onlygood, offering software-based ESG and carbon accounting solutions via its Carbon Intelligence Platform. Together, we implement a three-pillar ESG framework to measure, analyze, improve, and report environmental, social, and governance parameters to stakeholders. Onlygood enhances business outlooks and decision-making on sustainability and ethical matters.



SOFTWARE BASED CARBON ACCOUNTING

We collaborated with Onlygood for calculating our organization's total carbon footprint starting in FY 2021-2022. Onlygood, through its Carbon Intelligence Platform collected our energy consumption data linked with different production activities and provided the GHG emissions associated with the same activities. The user-friendly interactive dashboard provides GHG values on the basis of facilities, scopes as well as attributes and is very easy to understand.

ANALYSING ESG PERFORMANCE

Onlygood's ESG team evaluates a company's performance using a detailed questionnaire, extracting data on its activities, policies, and committees to determine its ESG score. This information helps identify areas for improvement. Sustainability-minded investors prioritize accountability, seeking companies that are environmentally responsible, ethical, and led by credible managers. Expressions India emphasizes steady growth across all ESG pillars, as reflected in our ESG wheel summarizing our sustainability efforts and scores.



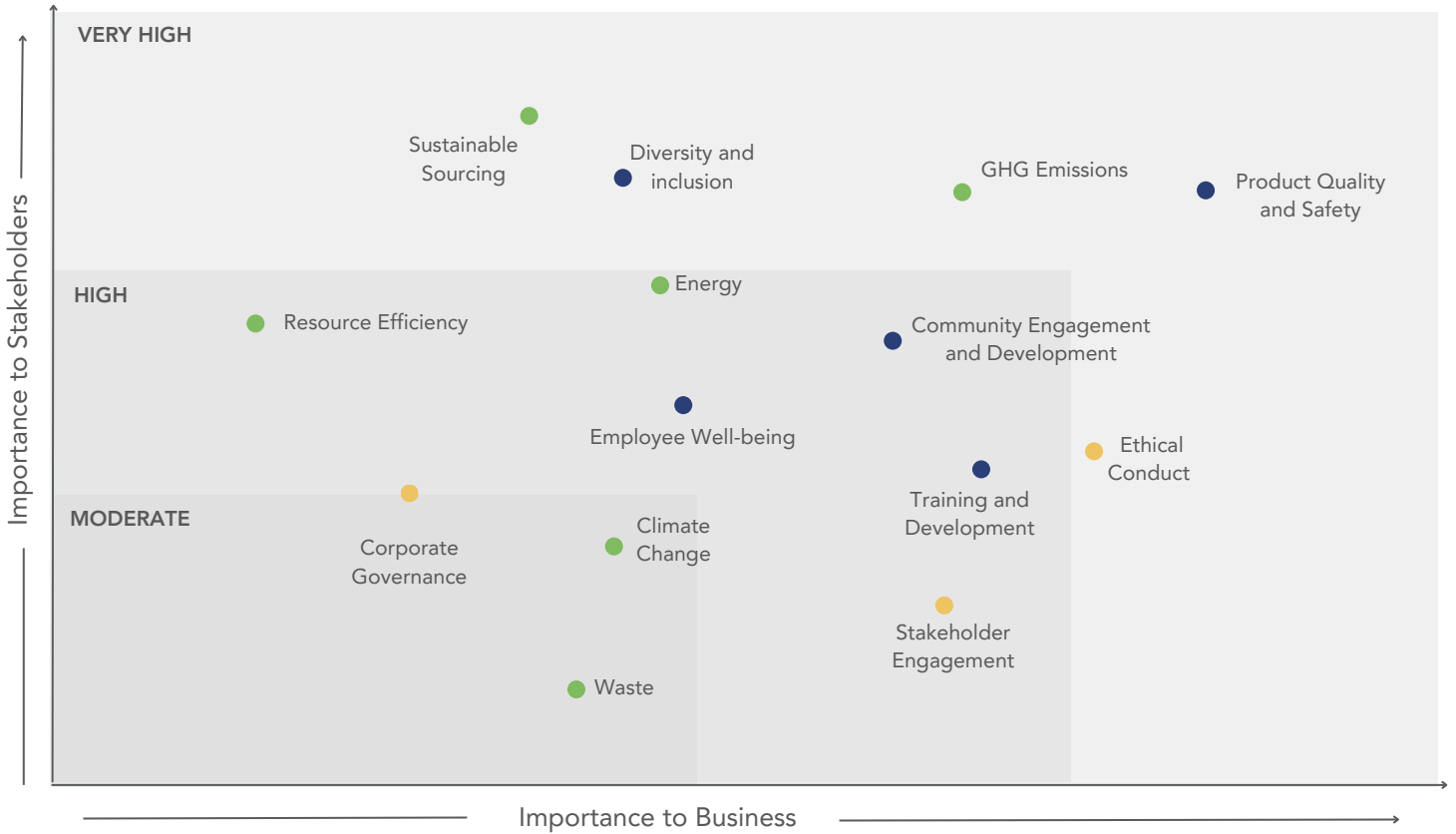
MATERIALITY ASSESSMENT

In our ongoing commitment to transparency and accountability, we have established a comprehensive materiality matrix for our ESG report. This matrix serves as a structured framework to identify and assess our material topics, engaging both internal and external stakeholders in a collaborative process. Through this rigorous assessment, we ensure that all significant ESG aspects relevant to our operations and stakeholders are thoroughly evaluated and prioritized. By involving diverse perspectives and insights from our stakeholders, we aim to align our sustainability strategy with their expectations and contribute meaningfully to our shared environmental, social, and governance responsibilities.

STAKEHOLDER ENGAGEMENT

Stakeholder group	Stakeholder expectations	Engagement channels
Employees	Meaningful work, fair treatment and wages, a sense of belonging for all, and good development opportunities	Daily interactions between managers and colleagues Engagement surveys Inclusion survey
Customers	Solutions that ensure responsible business practices and net zero emissions in their supply chains	Regular business dialogue ESG criteria in tender processes Strategic Customer Council Partnerships and collective action alliances
Community	Community development through economic growth, education, healthcare, infrastructure, social equity, and environmental sustainability.	Public meetings, digital platforms, newsletters, surveys, local media, community leaders, workshops, and hotlines.

We conducted thorough stakeholder engagement to identify and prioritize material topics based on their significance to both our business and our stakeholders. This process involved comprehensive consultations with both external and internal stakeholders to ensure that the topics selected align with the interests and concerns of all parties involved. By carefully considering the importance of each topic to our business objectives and the expectations of our stakeholders, we were able to establish a well-balanced and relevant set of material priorities that guide our sustainability strategy and reporting efforts.



ESG Score 2023-24

Our ESG assessment integrates policies, training, measures, and reporting, reflecting the ESG capability of our garment business. These elements contribute to our ESG score, showcasing our commitment to environmental, social, and governance principles in our operations.



Parameters	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>● Environmental</p> <p>Assess KPIs on policies and actions taken by the company in regards to its environmental stewardship. Topics including certifications, GHG, energy, water, waste, air and water pollution, verification of data are covered.</p> </div> <div style="text-align: center;"> <p>● Social</p> <p>Assess KPIs on policies and actions taken by the company in regards to its CSR and human rights activities. Topics including human rights, employee health and safety, grievance mechanism and work-life-balance are covered.</p> </div> <div style="text-align: center;"> <p>● Governance</p> <p>Assess KPIs on policies and actions taken by the company in regards to improving its leadership, promoting transparency and accountability. Topics including board diversity, business ethics and climate strategy are covered.</p> </div> </div>
Scale	<p style="text-align: center;">We are here 📍</p> <div style="display: flex; justify-content: space-between; align-items: center;"> <div style="background-color: red; color: white; padding: 2px 10px;">0-1</div> <div style="background-color: darkred; color: white; padding: 2px 10px;">1-2</div> <div style="background-color: purple; color: white; padding: 2px 10px;">2-3</div> <div style="background-color: darkblue; color: white; padding: 2px 10px;">3-4</div> <div style="background-color: blue; color: white; padding: 2px 10px;">4-5</div> <div style="background-color: lightblue; color: white; padding: 2px 10px;">5-6</div> <div style="background-color: teal; color: white; padding: 2px 10px;">6-7</div> <div style="background-color: green; color: white; padding: 2px 10px;">7-8</div> <div style="background-color: darkgreen; color: white; padding: 2px 10px;">8-9</div> <div style="background-color: black; color: white; padding: 2px 10px;">9-10</div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> Weak Intermediate Strong </div>

Aligned with UN SDG's

We are committed to aligning with the United Nations Sustainable Development Goals (UN SDGs) and actively working towards achieving the relevant targets and indicators across all our key sustainability focus areas. Through this alignment, we ensure that our initiatives contribute meaningfully to global sustainability efforts



ENVIRONMENT

responsibility towards environment & climate change

MESSAGE BY SENIOR MERCHANDISER: SHAKSHI ANAND



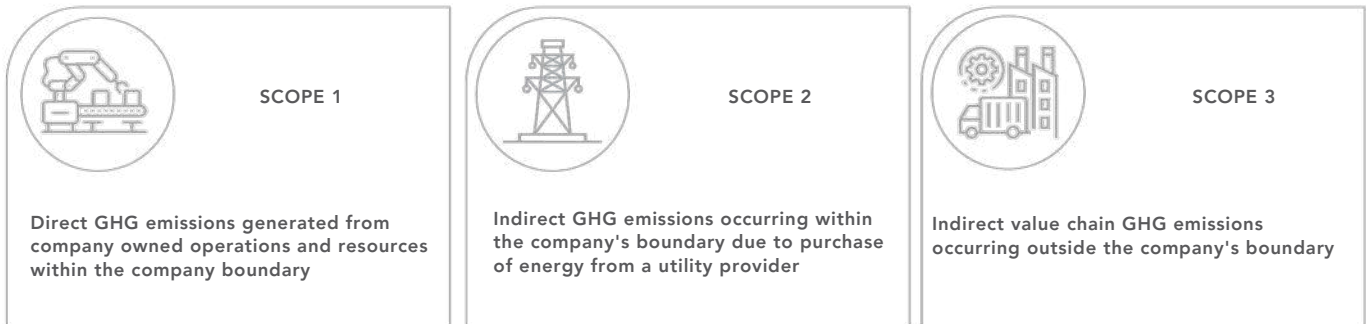
I am proud to highlight our unwavering commitment to the environmental pillar of our sustainability strategy. Our focus is on reducing our carbon footprint, enhancing resource efficiency, and promoting sustainable practices across all operations. By implementing cutting-edge technologies and innovative solutions, we are driving significant improvements in our environmental performance. Our efforts include rigorous monitoring of energy use, waste management, and emissions reduction initiatives. We are dedicated to continuously advancing our environmental goals, ensuring that our actions not only meet but exceed industry standards, and contribute positively to our planet's future.

GREEN HOUSE GAS ACCOUNTING

Rising greenhouse gas (GHG) emissions are a major driver of climate change, and as a company with global manufacturing operations, we are committed to making a positive environmental impact through responsible practices. We continuously optimize our processes, improve the energy efficiency of our facilities, and embrace sustainable innovation.

We recognize that our production activities contribute to a significant carbon footprint (measured in CO₂e), and we are addressing this through comprehensive assessments and a commitment to reducing it. Implementing sustainable practices, eco-friendly initiatives, and adhering to ESG principles are essential for us. Our approach includes adopting energy-efficient technologies, launching carbon reduction projects, and fostering a culture of sustainability across the company.

As part of the garment industry, it is imperative that we prioritize environmental responsibility and take meaningful steps to mitigate our impact on the planet.



ORGANIZATIONAL AND OPERATIONAL BOUNDARIES

Following the operational control approach, Expressions India will report emissions from 1 unit within its defined boundary.

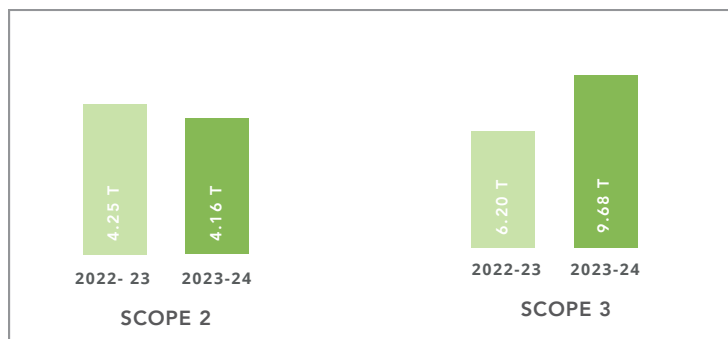
- Corporate Office: Basement B-19, Suncity, Sector 54, Gurugram, Haryana 122011

GREEN HOUSE GAS ANALYTICS


This year we are continuing our journey on progressing towards our goals. Understanding the carbon emission is the first step towards reducing emissions. Below are the comparisons FY 2022-23 & 2023-24. Onlygood emissions are calculated from 1 April'22 - 31 March'23.

Emission factors for Scope 1 and Scope 3 are sourced from the Department for Environment, Food & Rural Affairs (UK), while emission factors for electricity are referenced from CO₂ baseline database for the Indian Power Sector by Central Electricity Authority v19.

Our total emission for FY Year 2023-24 is **13.84 TCO₂e**





Scope 2 emissions are indirect, originating from GHG emissions linked to the purchase of electricity, steam, heating, or cooling. We generate **4.16 tonnes of CO₂e** under Scope 2, primarily from the electricity we consume via the Indian National Grid.

Type of Combustion	Attribute	Consumption	Emissions (In TCO ₂ e)
 Purchased Electricity	Grid	5159.32 KwH	4.16 TCO ₂ e
Total Scope 2 Emissions			4.16 TCO₂e

Scope 3 emissions are indirect value chain, include all emissions occurring across an organization’s entire value chain that are not directly owned or controlled. Onlygood generates **9.68 tonnes of CO₂e** from employee computing

- Category 6
Business Travel
- Category 7:
Employee Commuting

Scope 3 Category	Attribute	Consumption	Emissions (In TCO ₂ e)
 Category 6	Business Travel	35226.00 km	4.74 TCO ₂ e
 Category 7	Employee Commuting	40520 Km	4.94 TCO ₂ e
Total Scope 3 Emissions			9.68 TCO₂e

WATER MANAGEMENT

We manage our water usage by sourcing it from local supplies, utilizing it in our operations, and ensuring responsible discharge. Our comprehensive water management strategy is designed to mitigate environmental impacts related to our activities, products, and services. This approach includes addressing runoff and other indirect effects associated with our business operations. By focusing on sustainable water use, we strive to minimize our environmental footprint and support broader sustainability goals. Our premises are equipped with an Effluent Treatment Plant (ETP) with a capacity of 900 KLD. We utilize treated water from this facility, ensuring effective water management and sustainability. This system plays a crucial role in our commitment to environmental responsibility and efficient resource use.

Rainwater Harvesting

We've installed a rainwater harvesting system in our office, capable of capturing 5,000 liters per day, to reduce water consumption. This initiative supports water conservation efforts and reinforces our commitment to sustainable practices in our operations.

WASTE MANAGEMENT

At Expressions India, we minimize waste by optimizing processes and using eco-friendly materials. Our office composting system fully treats organic waste, while recyclables and e-waste are managed through certified partners. We follow a color-coded system: Green for compostables, Blue for recyclables, and Black for landfill waste. Employees are trained to ensure effective waste management, contributing to our sustainability goals



EMISSION METHODOLOGY

We used Onlygood Futuretech (India) Pvt. Ltd. Carbon Intelligence platform and their consultancy expertise to collect and analyze the qualitative data presented in this report.

We adhered to the requirements outlined by the Greenhouse Gas (GHG) Protocol and followed a methodology based on operational control; data was collected from all activities controlled by Onlygood. To calculate our GHG emissions, we used a variety of resources of emission factors, including Department for Environmental, Food and Rural Affairs (DEFRA) and U.S. Environmentally-Extended Input-Output (USEEIO) factors.

All emissions data presented in this report is shown as carbon dioxide equivalent (CO₂e) and includes all seven Kyoto Protocol Gases (according to IPCC AR5 GWP 100 excluding biogenic), as required by Global Reporting Initiative (GRI) Standards, GHG Protocol, ISO 14064 I, II, III and ISO 14001.

GHG EMISSION REDUCTION STRATEGY

In our continuous efforts to reduce environmental impact and minimize Scope 2 emissions, we have embraced a sustainable solution by integrating an advanced 10-kilowatt solar power plant into our operations. This initiative underscores our commitment to renewable energy sources, significantly decreasing our reliance on conventional energy and reducing our carbon footprint. Moreover, we are enhancing our sustainability practices by utilizing electric vehicles for our transportation needs. This shift not only supports our transition to a more eco-friendly energy consumption model but also aligns with our broader sustainability objectives, reinforcing our positive impact on the environment.

Looking ahead, we will establish targets to achieve net-zero emissions, further demonstrating our dedication to sustainability and our commitment to a greener future.

SOCIAL

Responsibility Towards People

MESSAGE FROM CEO: MRS. ANJU SINGH



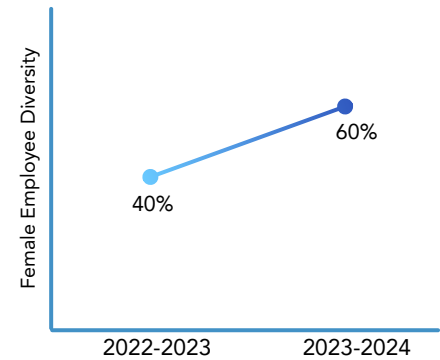
At Expressions India, as a women-owned business, we uphold a strong belief in transparency and accountability with our workforce, partners, and collaborators. We are committed to fair labor practices, equitable pay structures, and providing a safe, healthy work environment for all employees. Beyond this, we actively contribute to social development by partnering with NGOs, supporting community welfare, and leading impactful corporate social responsibility initiatives. This comprehensive approach reflects our dedication to social sustainability, ensuring our operations positively benefit both our internal stakeholders and the broader community.

WORKPLACE DIVERSITY

- Expressions India are particular about women at workforce, we promote and balance our work culture by encouraging more women at work and provide different training and certifications for their empowerment.
- We let our employees work in a secure environment.
- Expressions India also encourage specially abled people to work in their company.
- Cultural diversity is being encouraged in our company from mentioning in policy to hiring process.

WORKPLACE COMPOSITION

We have strengthened gender diversity within our workforce, achieving a 55% female representation and 45% male representation. This marks a significant improvement from the previous fiscal year (FY 22-23), where the gender split was 40% female and 60% male. This progress reflects our commitment to fostering an inclusive and diverse workplace, promoting equal opportunities for all employees while driving a more balanced and equitable workforce.



We fostered a diverse workplace and achieved a high employee retention rate. We prioritize employee well-being by conducting quarterly reviews of benefits, ensuring they remain aligned with the needs of our team and contribute to a supportive and engaging work environment.

WORK LIFE BALANCE

To foster a healthy working environment, we conduct regular performance evaluations and reviews annually, taking into consideration the impact of inclement conditions. Additionally, we are committed to supporting our employees' well-being by offering maternity leaves and paternity leave.

STAFF TRAINING POLICY

Emphasising skill enhancement and continuous improvement, we prioritize training to align with organizational goals. We offer a 6-month training period to support professional development and competence on Quality assessment.

EMPLOYEES GRIEVANCE POLICY

We prioritise employees' concerns, fostering a supportive environment. Our grievance policy ensures prompt resolution, nurturing a positive workplace.

WHISTLE BLOWER POLICY

Expressions India values the integrity and ethical responsibility of its employees and stakeholders. The Whistleblower Policy is an essential tool in maintaining a culture of transparency, accountability, and continuous improvement. It reflects our commitment to creating a workplace where individuals can voice their concerns without fear and contribute to the overall well-being of the organisation.

CHILD LABOUR POLICY

We 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.

HEALTH AND SAFETY POLICY

We place the highest priority on the health and safety of our employees, ensuring that they are well-equipped and supported through comprehensive training programs and access to essential healthcare services. Our commitment to employee well-being is reflected in several key initiatives:

- We conduct regular health check-ups for all employees to monitor and maintain their physical health.
- At our corporate office, we provide access to an ambulance service and an on-site doctor, ensuring immediate medical attention is available in case of emergencies.
- We have installed proper fire safety equipment throughout our facilities, adhering to stringent safety standards to protect our employees from potential fire hazards.
- Additionally, we have implemented a clear policy addressing harassment and abuse, creating a safe and respectful workplace environment where employees feel protected and valued.

ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

Expressions India stands firm in its commitment to ethical business practices, fostering a transparent and corruption-free environment. Every member of our organisation plays a crucial role in upholding these principles, ensuring the continued success of our business with integrity and accountability.



Delivering Dreams

STORY OF DIWAKAR:

As a former UPS courier navigating the bustling streets of Gurgaon, I frequently delivered parcels to Expressions India for their European clients. The team's infectious energy left a lasting impression on me, eventually opening an unexpected door to join them as a trainee in their quality department. Under the mentorship of Piyush, I developed a strong passion for excellence, which now drives me in my role as Expressions' Quality Analyst. Beyond professional growth, I am deeply inspired by Expressions' dedication to social responsibility. I actively support charitable initiatives for underprivileged children and women, and I am involved with the Earth Saviours NGO Foundation, contributing to their de-addiction center for construction workers. My journey with Expressions reflects the transformative power of believing in potential, kindness, and creating a positive impact on society. As we move forward, our commitment to ethical and sustainable practices remains at the heart of our mission.



A Tale of Loyalty and Growth

STORY OF RASHIM:

In September 2014, I embarked on my journey with Expressions India as an Assistant Merchandiser, marking a milestone of over nine years with the company. This period, representing nearly a third of my life, has been filled with joy and growth. Expressions India has become more than just a workplace; it is now an integral part of my career story. During this time, my personal life was also enriched by the arrival of Bruno, my loyal canine companion, who filled my days with love and taught me the importance of empathy, especially toward stray dogs. As both my career and life with Bruno have flourished, Expressions India has provided a nurturing environment that has supported my professional achievements and personal development. My unwavering faith in the company's vision and my boss's leadership has guided me through challenges and successes. The relationship with my boss, one that transcends the typical supervisor-employee dynamic, has significantly contributed to my overall satisfaction, both professionally and personally. Reflecting on my journey, I hope to create similar meaningful experiences for my colleagues, fostering trust and belief in our shared mission.



From Threads to Impact

STORY OF PIYUSH:

Nineteen years ago, I began my journey with Expressions India, starting as a Quality Assessment Executive and becoming part of a shared vision. Over the years, I transitioned from Quality Manager to leading the entire organization, experiencing significant personal and professional growth along the way. Within the company, I honed the ability to make independent decisions, a skill that not only strengthened my leadership but also enriched my personal relationships. Inspired by Expressions' core values, I launched social initiatives like free tuition for underprivileged children and vocational training for women, reflecting the company's commitment to sustainability. Expressions became more than just an employer to me—it became a mentor, a confidante, and a family, shaping me into a stronger leader and a more responsible citizen. As the company continues to evolve, I remain deeply thankful for the transformative journey it has offered, one that demonstrates the far-reaching impact of positive change

CORPORATE SOCIAL RESPONSIBILITY

Crafting a Better World through Fashion. As a leading apparel buying house, we're committed to weaving social good into our fabric. Through impactful CSR initiatives, we leave a legacy of compassion and progress.

Green Stitches for a Sustainable Future: We prioritize environmental responsibility by integrating green practices, conserving water, and reducing plastic usage. We plant trees, set up composting machines for waste, and encourage our employees to adopt eco-friendly lifestyles. Each action contributes to a greener, healthier planet.

AFFORESTATION INITIATIVE WITH RESET PLANET: ACT - ARAVALI CALLS THEE

Expressions India embarked on a transformative partnership with Reset Planet, an initiative by Onlygood, to champion urban afforestation. As part of our commitment to environmental restoration through the "Aravali Calls Thee" (ACT) project, we planted over 3,000 saplings this year in the Aravali region of Gurugram and along the Dwarka Expressway. This initiative, in collaboration with Reset Planet and other businesses, reflects our dedication to sustainable practices. By using the Miyawaki Technique and following strict safeguarding protocols, we continue to set a standard for responsible environmental stewardship. With the involvement of more than 50 passionate individuals, our Plantation Drive consistently delivers impressive results, boasting a success rate of over 95%.



OUR ONGOING COMMITMENT: PARTNERING WITH SHIKSHA PRAYAS

Shiksha Prayas, our initiative for underprivileged children, provides support through tuition, counselling, and infrastructure aid. Embracing neuro-diversity, we celebrate the unique qualities of autistic and gifted children, creating safe, inclusive spaces with comprehensive support and skill development programs. Our aim is to empower these children to thrive and contribute positively to society. Team is involved in imparting education and volunteering for time for students mentoring.

A Tapestry of Women's Empowerment: At Expressions India, our CEO leads women's empowerment efforts beyond fashion. Through CSR initiatives, we offer free vocational training, scholarships, and support for girls' education. We create job opportunities with fair wages, prioritize safety with shelters and legal aid, and empower through knowledge with awareness workshops and advocacy. Together, we illuminate paths to self-reliance and dignity.

INCLUSIVE COMMUNITY BUILDING

Our partnership with Ashish Foundation focuses on creating an inclusive community where every child feels valued. Through awareness campaigns, counselling sessions, and employment opportunities, we bridge the gap between neurotypical and autistic children, fostering empathy and understanding. Additionally, we support their Special Education Teacher Assistant (TA) training program, aiming to address the shortage of Special Education para-professionals and ensure every child in India has access to necessary education and therapies.



EARTH SAVIOUR PROJECT

Expressions India proudly partners with The Earth Saviours Foundation (T.E.S.F), a renowned non-profit dedicated to empowering the underprivileged and protecting the environment. This collaboration blends fashion passion with compassion, aiming for lasting positive change.

Community Care Together:

Expressions India supports T.E.S.F.'s shelter homes, aiding abandoned seniors and victims of violence. We collaborate on vocational training for self-reliance and promote gender equality initiatives. Together, we weave threads of compassion into society, empowering the vulnerable and creating a brighter future.



We believe that responsible corporate practices can be a driving force for positive change

GOVERNANCE

responsibility towards business and ethics

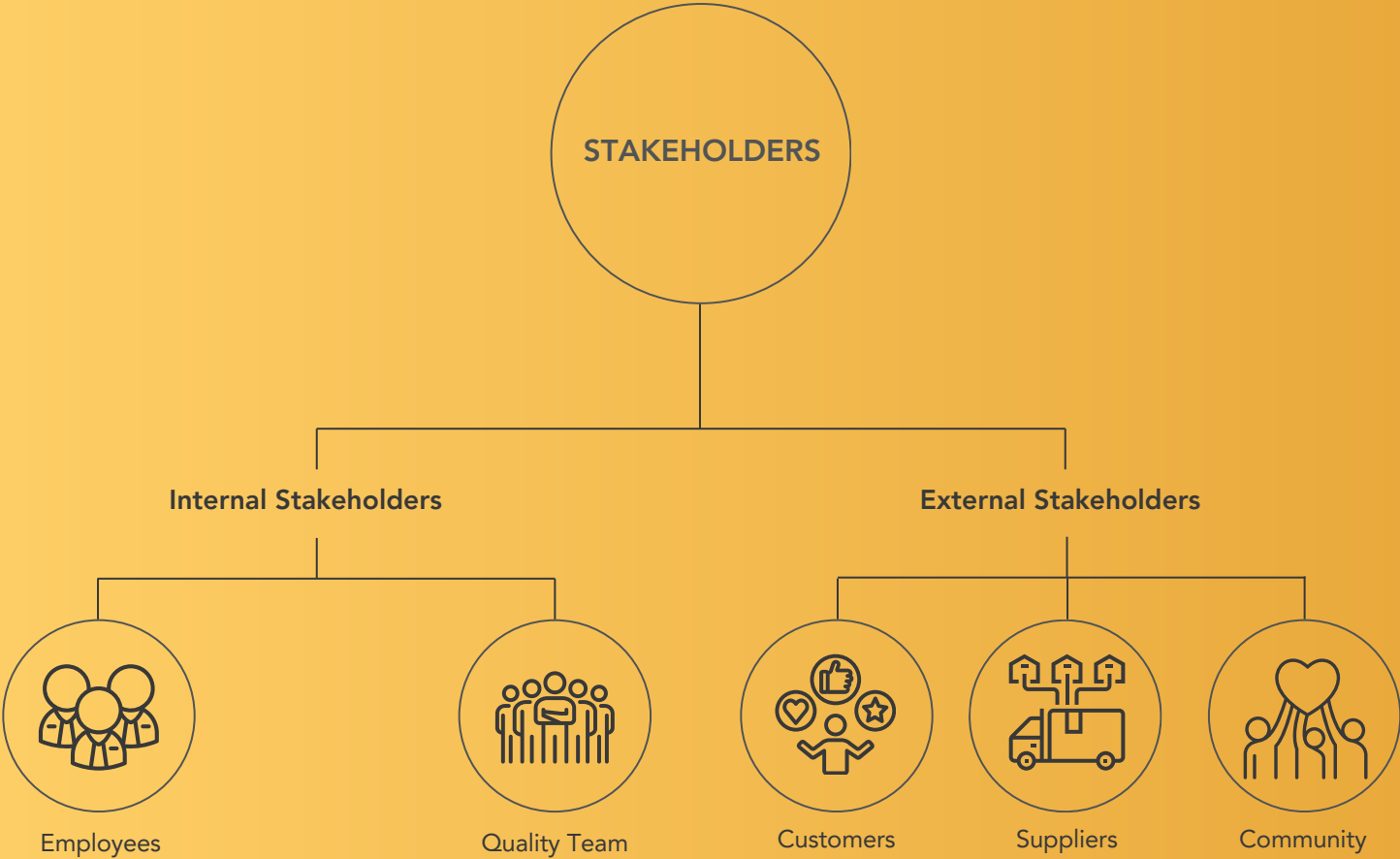
MESSAGE FROM GENERAL MANAGER: PIYUSH NIRALA



Our commitment to robust governance practices stands as a key pillar of our sustainability strategy. We prioritize transparency, accountability, and ethical conduct in all our operations. Our governance framework ensures adherence to regulatory requirements and industry standards, fostering a culture of integrity and responsibility. We maintain rigorous internal controls, conduct regular audits, and provide comprehensive training to our teams. By embedding strong governance principles into our organizational fabric, we enhance stakeholder trust and drive sustainable growth. Our dedication to effective governance reflects our commitment to ethical practices and long-term success.

Stakeholder Engagement

Stakeholder engagement and relations are fundamental aspects of any successful business strategy. Stakeholder engagement involves the practices and processes through which an organization involves individuals or groups who may be affected by the decisions it makes or can influence the implementation of its decisions. Two types of stakeholders are in the organization:



Expressions India incorporates the policy to follow ethical business practices and uphold the social and government compliances. Our policies are laid by the vision and mission of leader which holds its foundation strongly. ESG principles are embedded in the core of our governance models, consistently shared and made accessible across levels and departments.

COMPANY LEADERSHIP

Expressions India, a women-owned business, proudly operates under the leadership of its sole CEO, Anju Singh. In alignment with our commitment to sustainability, Mrs. Singh has dedicated herself to integrating sustainability into the core goals and operations of the business, considering it a fundamental aspect of our corporate mission.



MANAGEMENT STRUCTURE



COMPANY COMMITTEES

Quality Assessment and Audit committee: The Quality Assessment/Audit Committee stands as a guardian of our commitment to excellence, working diligently to maintain the highest standards in our products/services, operations, and ethical practices. Through its robust assessments and strategic recommendations, the committee contributes significantly to the long-term success and sustainability of our organization.

Grievance Committee: Our grievance committee ensures that any stakeholder complaint is recognized and responded to in a timely and effective manner.

Health and Safety Committee: It ensures health and safety of employees. Timely meetings are organized and employee representatives report the issues they are facing upon which timely actions are taken.

Finance Committee: Our Finance Committee serves as a critical strategic partner, contributing to the overall success and sustainability of the organization by diligently overseeing financial matters, mitigating risks, and guiding prudent financial decision-making.

CSR Committee: At Expressions India, our CSR Committee, composed of diverse and passionate individuals, is dedicated to ethical and responsible practices. We actively assess community needs, develop strategic plans, and implement CSR programs spanning education, healthcare, and environmental conservation. Building strong relationships with stakeholders and ensuring adherence to legal and ethical standards are integral to our commitment. Through transparent communication, employee engagement, and monitoring mechanisms, the CSR Committee at Expressions India strives to be a responsible corporate citizen, driving positive change in the communities we serve.



Our guiding principles:

- **Business Ethics:** We set the standard for fair, transparent, and honest conduct across all aspects of our operations. Our commitment to ethical practices guides every decision we make, fostering trust and integrity within the company and with our stakeholders.
- **Quality Assurance:** We consistently strive for excellence in everything we do, ensuring that our products and services meet the highest standards. Through rigorous quality control measures, we guarantee superior results that exceed customer expectations and maintain our reputation for reliability.
- **Financial Integrity:** We are firmly dedicated to maintaining financial transparency and combating money laundering and other financial crimes. Our robust financial practices ensure accountability and adherence to legal and regulatory standards, safeguarding the integrity of our financial operations.
- **Corporate Social Responsibility:** We are deeply committed to making a positive impact on society. Through our CSR initiatives, we aim to uplift communities, support social causes, and promote sustainable development, driving meaningful change for a better future.
- **Code of Conduct:** Our Code of Conduct serves as a compass for navigating challenges with ethical clarity and integrity. It defines the standards of behavior expected from all employees, ensuring that we uphold our values in every action we take.
- **Ethics & Integrity:** At the core of our business are the highest moral standards. We are dedicated to conducting our operations with honesty, transparency, and ethical responsibility, reinforcing the trust of our clients, partners, and the broader community.

Together, these policies create a framework for success built on trust and responsibility.



Future Action Plan

Expressions India is well on its way towards its sustainable goals. We look forward to improving ourselves by further inculcating sustainability in our daily operations. As we move ahead, we look out for various improvements that can be made in order to strengthen our ESG resolve in the coming years. Below are few such improvements that will be implemented in the coming years.

ENVIRONMENT:

- Expressions India is slashing its carbon footprint by 2030! We're harnessing clean energy with 20kW solar panels at our HQ and electrifying our fleet with eco-friendly vehicles.
- Our commitment goes beyond our office; we are collaborating with suppliers to integrate sustainable practices across the entire supply chain, paving the way for a future of responsible fashion. We will also begin accounting for more categories within Scope 3, further enhancing our sustainability efforts..

SOCIAL:

- Promote gender diversity by incorporating more women into workforce as well as into the committee.
- Promote cultural diversity by including people from different backgrounds.
- Providing more trainings to employees to improve the professional and personal growth of employees.

GOVERNANCE:

- We will establish a dedicated committee to address ESG-related issues, ensuring focused attention on sustainability. To enhance our efforts, we will increase the frequency of meetings to discuss key sustainable topics, fostering collaboration and proactive decision-making to drive meaningful progress in our environmental, social, and governance initiatives.

GRI Content Index

S.no	GRI Standards	Report reference	Page no.
1	GRI 2: General Disclosures 2021	<u>Overview of Report</u> <u>Overview of Company.</u>	Page No. (i) Page No. 1
2	GRI 3: Material Topics 2021	<u>Materiality Assessment</u>	9
3	GRI 205 : Anti Corruption 2016	<u>Anti Bribery and Business</u> <u>Ethics Policy.</u>	18
4	GRI 303 : Water and Effluents 2018	<u>GHG Emission Reduction Strategy.</u>	15
5	GRI 305 : Emissions 2016	<u>Green House Gas Accounting</u>	14
6	GRI 402 : Labor/ Management Relations 2016	<u>Social Policy.</u>	18
7	GRI-102-general-disclosures-2016	<u>Materiality Assessment</u>	9
8	GRI 403: Occupational Health and Safety 2018	<u>Employee Health and Well being</u>	19
9	GRI 404: Training and Education 2016	<u>Staff Training Policy.</u>	18
10	GRI 405: Diversity and Equal Opportunity 2016	<u>Workplace Diversity.</u>	18
11	GRI 406 : Non Discrimination 2016	<u>Non Discrimination Policy.</u>	18
12	GRI 408 : Child Labor 2016	<u>Social Policy.</u>	18
13	GRI 409 : Forced or Compulsory Labor 2016	<u>Social Policy.</u>	18
14	GRI 2: General Disclosures 2021	<u>Management Structure</u>	26



expressions
INDIA

Address: B-19, Basement,
Suncity, Sector- 54, Gurgaon 122002
Phone: +91-124-4219884
Email: info@expressionsin.com
Web: <https://expressionsin.com/>