



**Communication on Progress
11 Feb 2020**

Company Profile

Geetanjali Woollens Pvt. Ltd., (GWPL) was founded in 1980 and is a family owned, Company that is headquartered in Mumbai India.

GWPL is in the manufacturing of sustainable closed loop yarns, fabrics and blankets all made from 100% post consumer recycled textiles. At our Factory in India, we produce the following Items :-

- Upcycled Cotton yarns suitable for making knitwears and sweaters & fashion accessories.
- Upcycled Wool blend yarns suitable for making knitwears and sweaters & fashion accessories.
- Upcycled wool fabrics suitable for making Sports Coats, Shirts, bomber jackets, autumn / winter jackets, Overcoats, trench coats, etc.
- Upcycled Wool & Cotton throws / blankets.

All the above products are always made from 100% Post Consumer textiles without the use of Dyes, chemicals and very less water. Especially our yarns are produced without any water usage at all. For the fabrics and throws we must process them with very minimal use of water. This provides brands and retailers with a very good closed loop story to promote for its sustainable collections.

GWPL has been providing Wool Relief blankets to UN agencies and Red Cross since nearly the last 2 decades with an impeccable record.

GWPL combines longstanding with a customer-focused approach of our management teams in every area in which we operate. We have well-established relationships with key suppliers and operate to strict quality control standards to ensure that product is delivered to customers the world over, on time and correctly according to their requirements.

Further details can be found at www.geetanjaliwoollens.com

Statement of Support

GWPL became a signatory to the United Nations' Global Compact (UNGC) in 2017. We continue to exercise and disseminate our core values across the global market-place, and strive to imbue them, and the values of the Global Compact, into the commercial DNA of our colleagues, suppliers and customers. There continues to be interest, acceptance and support from stakeholders in what we are trying to achieve, and the way we are going about it. All that we strive to achieve both individually and as a company, is underpinned by our core values. These were shaped and validated by managers during their Company Conference in January 2019, and republished and disseminated, both verbally and in writing, in February 2019 and subsequently again in Feb'20.

We aim to show continual improvement, not only in our performance, but also in our management of our Quality Management System (QMS) and our environmental and health and safety processes. In the last year, we have re-validated our ISO9001:2015 & GRS Certification.

The Global Compact, Global Recycled Standard Certification and our membership of the Textile Exchange have helped us to achieve year on year business management improvements to our operating procedures. It has also resulted in a more focussed approach to managing our suppliers and resources, which in turn has helped us to deliver better and more efficient food supply solutions across our business.

Original signed

Deepak Goel
Director
Geetanjali Woollens Pvt. Ltd.,

The Ten Principles

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

We are a leading supplier of Yarns and Blankets commercially within India and overseas, and to Government and Non-Governmental Organisations, and the Emergency, Humanitarian and Retail sectors. We are very aware of our wider social and economic obligations, and we conduct our operations in a way which promotes Corporate Social Responsibility in terms of interaction with our workforce, customers and suppliers.

We ensure that information relating to those suppliers who support our Governmental and Non-Governmental business activities provide a Supplier Approval Questionnaires (SAQ). The SAQ questions our suppliers on their compliance of the Ten Principles of the United Nations' Global Compact; a link to the Global Compact website is provided so that suppliers can verify compliance against the principles. All responses to the SAQ are reviewed by ourselves and based on the risk assessment; we also conduct site audits of suppliers. We also train 'internal auditors' to validate our own internal Business Management System (BMS) and supporting processes.

We monitor the media for any alerts and reports that highlight companies or organisations who may be in breach of the UNGC Principles.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

We are committed to upholding freedom of association and the effective recognition of the right to collective bargaining. We are committed to the elimination of all forms of forced and compulsory and child labour, and are an equal opportunities employer and respect individuals, regardless of ethnic origin, age or gender. Currently we do not employ any personnel under the age of 18, and we are aware of, and comply with, all local and international regulations covering the protection of young people at work.

All employees are encouraged to respect the company core values (re-issued in April 2018); developed as a guide to how we conduct ourselves day to day, interact with stakeholders, implement decisions, reflect on performance and development needs, and assess or give feedback to others. The four core values are: Honesty and Integrity; being a Reliable Partner, Teamwork and Individual Responsibility; and, Adapting to Change. Research demonstrates that having a strong culture and shared values will enhance our reputation and help us to attract and retain talented individuals who exhibit elevated levels of employee satisfaction and motivation. Value implementation is encouraged and monitored using surveys, communication bulletins and personal feedback.

We commission annual staff survey, which includes a questionnaire that covers several tailored questions on induction, training, development, and communication, as well as many other aspects of staff duties. We encourage all staff to participate in the survey to tell us how they feel; it does not matter how long they have worked for us, or where they work, or what role they fill – all views are equally valid and appreciated. Staff confidentiality is completely protected.

All employment posts have formal job descriptions assigned and are advertised internally and to the wider community during the recruitment process. After the interview stage, all applicants are offered formal contracts of employment with information on roles and responsibilities, hours of work and conditions of employment clearly stated. The company aims to provide employees with fair and competitive terms of employment, and attractive benefits to all employees after completion of a 26 weeks probationary period. Benefits include, but are not limited to: pension scheme (via auto-enrolment), medical insurance (managers only) and life insurance (Key persons only). It is our view that the promotion of flexible working arrangements increases staff motivation, performance and productivity, reduces stress and encourages staff retention by enabling employees to balance their work and personal issues.

We recognise that success depends upon a workforce that is motivated, skilled and highly trained and we are committed to providing the resources and facilities that support, learning, training and development as well as the needs of the business' strategic objectives. We have an equal opportunity employment recruitment policy, which underpins a diverse and gender balanced workforce.

Our Data Protection Policy covers all current and potential employees, suppliers and customers. We collect store, process personal information in an appropriate and lawful manner. We ensure protection of workers' personal data with restricted access to the HR department.

Over 80% of our employees work in traditional shift patterns whereas Managers work from 9AM-5PM. All of them are allowed their unrestricted breaks with adequate provision for storage and preparation of meals and drinks. We place no restriction on taking annual leave, and sickness holiday is provided when requested; we provide Statutory Sick Pay to all employees.

All employees benefit from a formal induction package on commencing their position, which clearly defines company policies, reporting procedures, confidentiality and non-disclosure obligations. All employees are encouraged to respect and adhere to our ethics policy and core values on commencement of their post, indeed core values are also covered at the interview stage and all staff are given their own copy of the Company Strategy and core values brochure.

During their employment, all employees participate in annual appraisals to agreed personal objectives. Employees are also encouraged to develop their professional skills through training to the mutual benefit of individuals and the company.

Some of our employees are members of Trade Unions and enrolment is purely on a voluntary basis. We strongly promote an environment that allows employees to represent themselves if an issue arises, via open management structure, yearly appraisals and a 'listening HR team'.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

We have an environmental policy that is reviewed annually. The environmental policy is understood by all key personnel and communicated to all new staff when joining the company. All staff complete regular refresher training days and senior staff are updated on progress during annual Business Management Meetings.

We set environmental objectives and targets annually. Reviews occur at Business Management System Management Meetings. In setting these objectives and targets, we are mindful of:

- The Environmental Policy.
- Relative importance of the environmental aspects.
- Relevant legislation.
- View of any interested parties.
- The need to prevent pollution in general.

We continue to encourage the use of environmentally friendly technologies and are constantly reminding staff to be mindful of the need to use energy and fuel wisely for both sustainable and economic reasons. We believe that our environment friendly practices will lead to further improvements in the way that we consume energy across the company.

The commercial, technical and product development teams work together with our suppliers to eliminate packaging waste and to reduce overall packaging consumption. Our

packaging waste is monitored and recycled as far as possible. We also strongly encourage staff to minimise office waste, recycle and adopt more sustainable office practices;

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

As outlined in our Company Ethics Policy and Anti-Corruption and Bribery policy, corruption in all forms is not acceptable. Critically, we commit to acting within the Foreign Corrupt Practices Act.