



ORANA India Pvt. Ltd

UN Global Compact

Annual Report  
June 2022

**ORANA**

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## UN Global Compact Reporting on Communication on Progress (COP)

### 1. Period covered by our Communication on Progress (COP)

From 01.10.2020 to 30.09.2021

### 2. Statement of Continued Support by the General Manager

1<sup>st</sup> June 2022

To our stakeholders:

We are pleased to confirm that Orana India Pvt. Ltd reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. Additionally, we commit to promoting accountability and transparency by sharing this information with our stakeholders using our primary channels of communication.

During the financial year 2020/21, we continued to operate with a shared set of values and principles for good and ethical business conduct, as well as to further intensify our efforts to generate and contribute to sustainable development.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Shalini', is written over a light blue horizontal line.

Shalini Bharat  
General Manager – South Asia



### 3. Introduction

The Orana Group, hereunder Orana India, is committed to sustainability in all business activities and aims to apply the highest ethical standards in order to ensure the long-term success of the Orana Group and its stakeholders. The Orana Group has implemented a Code of Conduct, which is based on the UN Global Compact principles for:

- a) Human Rights
- b) Labour
- c) Environment
- d) Anti-Corruption

It specifies the minimum standards for the Orana Group inclusive of all subsidiaries and all suppliers, and our code of conduct is therefore a cornerstone of our principle-based approach of doing business. For Orana India, all staff is committed to following these principles. Orana India further requires its suppliers to explicitly acknowledge and adhere to the principles embodied in the Code of Conduct in order to ensure that their own suppliers will also comply with these principles. Commitment is additionally confirmed through supplier audits and questionnaires.

The other foundational part of our business is the implementation of the UN Sustainable Development Goals (SDGs) directly into our business strategy. We see the SDGs as a business driver to support our vision to be a sustainable value-based company, and the principles of the UN Global Compact provide the perfect catalyst for our sustainable development.

In Orana India we are working with a strong and dedicated focus on goals 5: Gender Equality, 8: Decent Work and Economic Growth and 12: Responsible Consumption and Production.



## 4. Human Rights

### 4.1. Description of Actions

Orana India ensures that hiring, remuneration, advancement, training and termination decisions are based on objective factors and not connected to gender, age, nationality, ethnicity, race, colour, creed, caste, language, mental or physical disability, or any other discriminating factors. Instead, this is determined solely by skills, qualifications, and experience required for the position in question.

Orana India does not tolerate workplace harassment, hereunder but not limited to words, signs, offensive jokes, e-mail statements, pranks, intimidation, sexual or physical harassment or violence. Policies are in place to protect all employees.

Orana India has implemented health and safety prevention policies, which comply with national, international, and Orana company rules. These policies are made available in a language, which is understood by all employees.

Accidents are recorded through the co-packing company and processes are adjusted accordingly to prevent future accidents, if any, from occurring. Staff are trained to respond to emergencies, emergency exits are free from obstruction, and fire extinguishers are available. Work environments are maintained and kept clean. All areas on site have sufficient and suitable ventilation, lighting, and availability of potable water, washing facilities, sanitary facilities, as well as suitable eating areas. All employees are provided with protective equipment and the necessary training to safely perform the functions of their positions. Moreover, Orana India has implemented policies regarding hygiene, alcohol, and smoking.



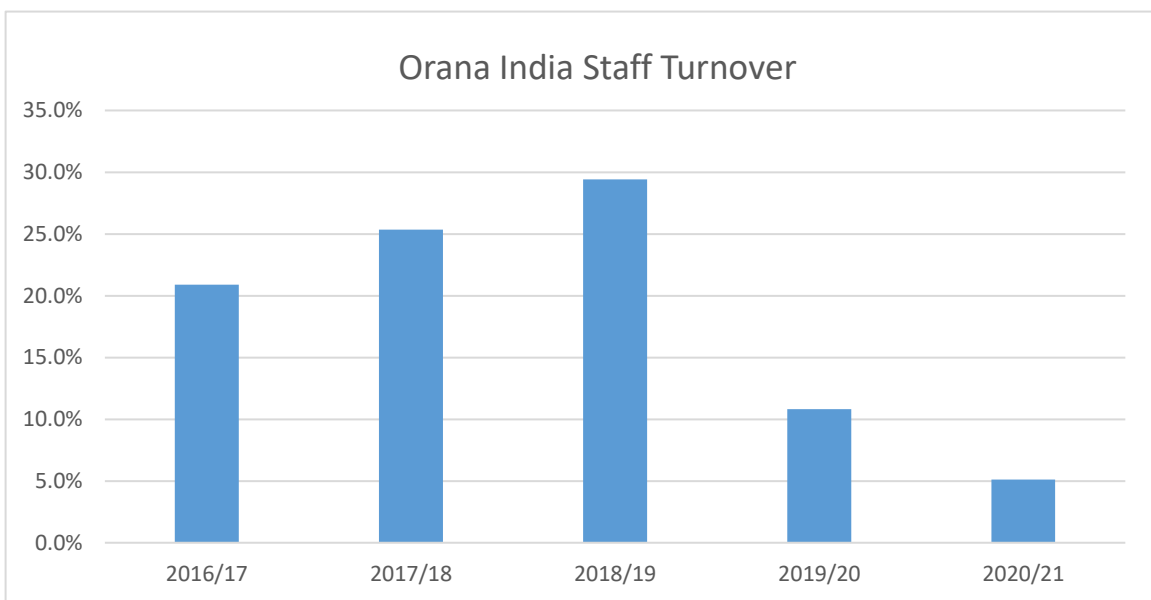
#### 4.2. Measurement of Outcomes

The Orana Group is a harassment and discrimination free organization. In the company CSR code, the principle of freedom of association and the non-discrimination policy are addressed. In cases of harassment, all staff are asked to report to their manager or to their trade union representative. No incidents related to any kinds of harassment or discrimination were reported at Orana India in the period specific to this communication on progress.

As it has been described, it is a corner stone in our business to ensure a good and safe work environment for all staff within the Orana Group. Two of the elements of measuring whether this is successfully achieved is to analyse the statistics on accidents and staff turnover. This said, it is important to note that there is not necessarily a direct correlation between for instance staff turnover and working environment, but the data can be used to identify if there are certain patterns or trends that should be investigated further.

The following graph illustrates the total staff turnover at Orana India:

**Graph 1: Staff Turnover**



As it can be seen, the staff turnover has been reduced 5,7% since last year. The management group are continuously working on ways to improve employee engagement, as well as how to increase job satisfaction among our staff.







As previously mentioned, accidents and near accidents are not recorded directly at Orana India. Due to the fact that Orana India has contracts with two separate co-packing sites, these companies are in charge of recording any accidents that may occur, as well as of reporting these to Orana India. Accidents are being reported to relevant authorities as required, and in order to prevent similar accidents from occurring, corrective actions and necessary control measures are taken inclusive of further training of staff. No accidents have been reported during the period covered by this Communication on Progress.

As a routine practice, hygiene audits of the co-packing sites are being conducted by Orana India staff alongside staff from the factories in question. Any hygiene related issues are addressed in the Internal Audits. All non-conformities are closed with proper corrections, as well as corrective and preventive actions.

## **5. Labour**

### 5.1. Description of Actions

Orana India will not hire any forms of forced labour or child labour, and we are committed to working for good, safe and fair working conditions for all of our staff.

Orana India recognizes and encourages the freedom of association rights of its employees. Furthermore, we ensure that trade unions are able to communicate openly with management regarding working conditions without the threat of reprisal, intimidation or any kind of harassment.

All workers are paid according to applicable wage laws, including minimum wages, overtime hours and mandated benefits.

### 5.2. Measurement of Outcomes

All Orana India's wages are as a minimum consistent with Indian Labour Law and prevailing industry standards. Holiday, sick leave and maternity leave are provided in consistency with Indian Labour Law. Working hours are also consistent with Indian Law and prevailing industry standards.





## 6. Environment

### 6.1. Description of Actions

The Orana group promotes better food quality and food safety, and we are continuously working on improving our environmental performance. We have a strong focus on resource and energy efficiency, and the Orana Group furthermore engages in measuring our carbon footprint per produced ton according to ISO 14064-1 - Greenhouse gasses – Part 1: “Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals”.

### 6.2. Measurement of Outcomes

Since Orana India uses co-packing sites, it has not been possible for us to measure our direct energy consumption or to calculate our direct carbon footprint. This is due to the fact that the sites apply common measuring equipment on the total production, and furthermore, because they have common freeze houses for all costumers, common canteens, forklifts etc. This said, Orana India has made sure that the co-packing sites in question, have obtained all required environmental permits and licenses, and that their reporting requirements are being followed.

In September 2020, Orana India started an internal Sustainability Group. The group focuses on how to work and develop Orana India’s work with the SDGs, as well as how to best incorporate these measures in the daily operations. During the past year the group has worked on activities including health checkups and safety measures for staff and organizing a charitable community day. The group also especially focuses on green and sustainable initiatives as to go paperless, unless it is required for important work, to save paper, as well as to implement using glassware in offices and the laboratory instead of disposable items. Furthermore, the group is deeply invested in how to make Orana India’s activities greener in regards to how we can save more water, electricity and make our packaging solutions greener.





## **7. Anti-Corruption**

### 7.1. Description of Actions

Orana India has a zero tolerance against corruption. All corruption, extortion, and any forms of embezzlement are prohibited. Employees are not allowed to pay or accept bribes in business or government relationships. Orana India conducts business consistent with fair competition and in compliance with anti-trust laws.

Orana India's relationships with suppliers are based entirely on sound business decisions and fair dealings. Employees are not allowed to accept any gifts or forms of entertainment. Employees are not allowed to accept or give kickbacks when obtaining or awarding contracts.

### 7.2. Measurement of Outcomes

All staff at Orana India are instructed not to engage in any forms of bribery in order to unjustly influence public officials or suppliers. When deemed necessary, Orana India encourages employees to go to government officials/other relevant meetings two persons at a time, in order to discourage corruption and bribery. No instances of corruption were reported in 2020/21.

Additionally, the Orana Group has initiated a whistleblower function on corruption for Orana Vietnam, which is currently being tested before it will be rolled out across the entire Orana Group.

## **8. Conclusive Remarks**

As introduced, we at Orana India are committed to always challenging ourselves to be curious, willing to learn and to push the boundaries for innovative and sustainable solutions. We are committed to working with the UN Sustainable Development Goals and the UN Global Compact Principles as an integrated part of our business, and we look forward to continuing our work of striving to take responsibility, to communicating openly, and last but not least, to stay true to our values and vision of wanting to inspire people around the world with great taste – for the choice of a healthier and more sustainable future.