

THE HOME OF NATURAL FIBRES



NC JOHN & SONS

EST. 1943

IN HARMONY WITH NATURE

SUSTAINABILITY REPORT | 2021



**In every walk with nature
one receives far
more than he seeks.**

- John Muir

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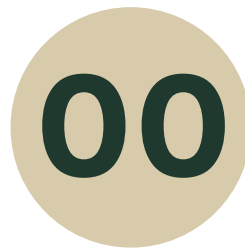
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INTRODUCTION

0.0 Introduction

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INTRODUCTION

NC John & Sons Pvt. Ltd. (NC John Group) is an established floor covering manufacturer headquartered in Allepey, Kerala. The NC John Group diversified into garment manufacturing in 1992 with a dedicated factory at Tirupur, Tamil Nadu. This report pertains to the garment unit at Tirupur.

For the purpose of this report, the term NCJ implies garment division, and NCJ Group means the parent company.

Pursuit of becoming a 100% sustainable garment manufacturer and exporter



Most sustainable garment manufacturer. Here's how :

100% renewable energy
Utilized to power our factory



Using sustainable fabric & yarn

Water reduction throughout
the life cycle of the product



Minimizing plastic use across
entire production process

GOTS Certified Dyes -
gold standard for organic



**Maximizing use of
recycled materials**

**Natural Dyes - plant and
mineral based, chemical free**



**Ensuring our factory is
certified carbon neutral**

REPORT OVERVIEW

1.0 Report Framework

1.1 Report Standards

1.2 Scope and Boundary

1.3 Message from the CEO

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This is our first Sustainability Report. The purpose of this report is to disclose relevant non-financial parameters that have a direct or indirect bearing on the ESG aspects of the organization. In the report overview chapter, we discuss the reporting framework, the standards followed as well as the scope and boundary of the report. It also includes the message from the CEO.

We briefly discuss the legacy of the parent Group NC John & Sons with focus on the garment division in the following chapter.

Materiality

The materiality chapter outlines the process followed for crystallizing the material indicators, which was identified through a stakeholder engagement survey. All the high material areas are discussed in the following chapters.



People

In this chapter, all information related to employees is discussed. This includes employee hiring & turnover, gender diversity, human rights, employee health & safety and learning & development. Supplier-related information is also discussed in this chapter, where we highlight the number of suppliers and how the organization has a strong relationship with its suppliers and believes in fostering a local supply chain.

Planet

In this section of the report, all environmental indicators are discussed in detail such as energy, emissions, water, materials and waste management practices. We also discuss best practices deployed at our factory such as optimum raw material usage, recycling, upcycling and waste disposal.

CSR Activities

In this chapter, we discuss the projects and initiatives that we have undertaken as part of our Corporate social responsibility. We actively contribute to various environmental, health and education related projects. This helps in harmonious community upliftment which resonates with the company's ethos of "in harmony with nature".

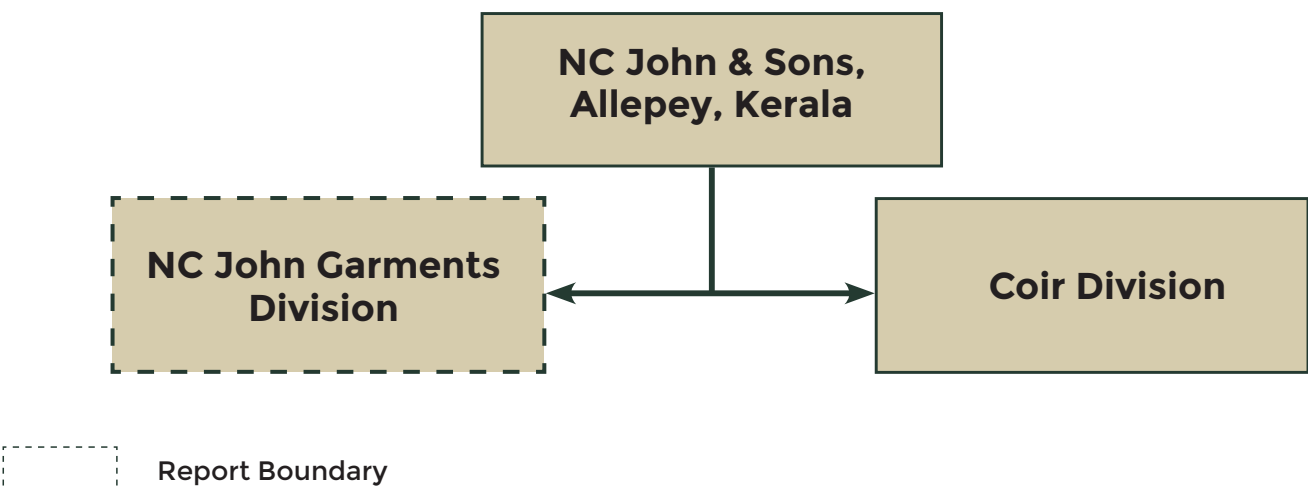
GRI Index

GRI Index at the end of the report helps in navigating the report based on GRI Standards.

1.1 Report Standards

The report is prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. In line with GRI requirements, the report discloses significant economic, social, and environmental progress of our company. The indicators for reporting were selected through a stakeholder consultation exercise.

The content of this report has been shaped by the reporting principles such as stakeholder inclusiveness, sustainability context, materiality, and completeness. The report quality is defined by the principles of accuracy, balance, clarity, comparability, reliability, and timeliness. The reporting principles are used as guidance for the materiality process and the development of this report.



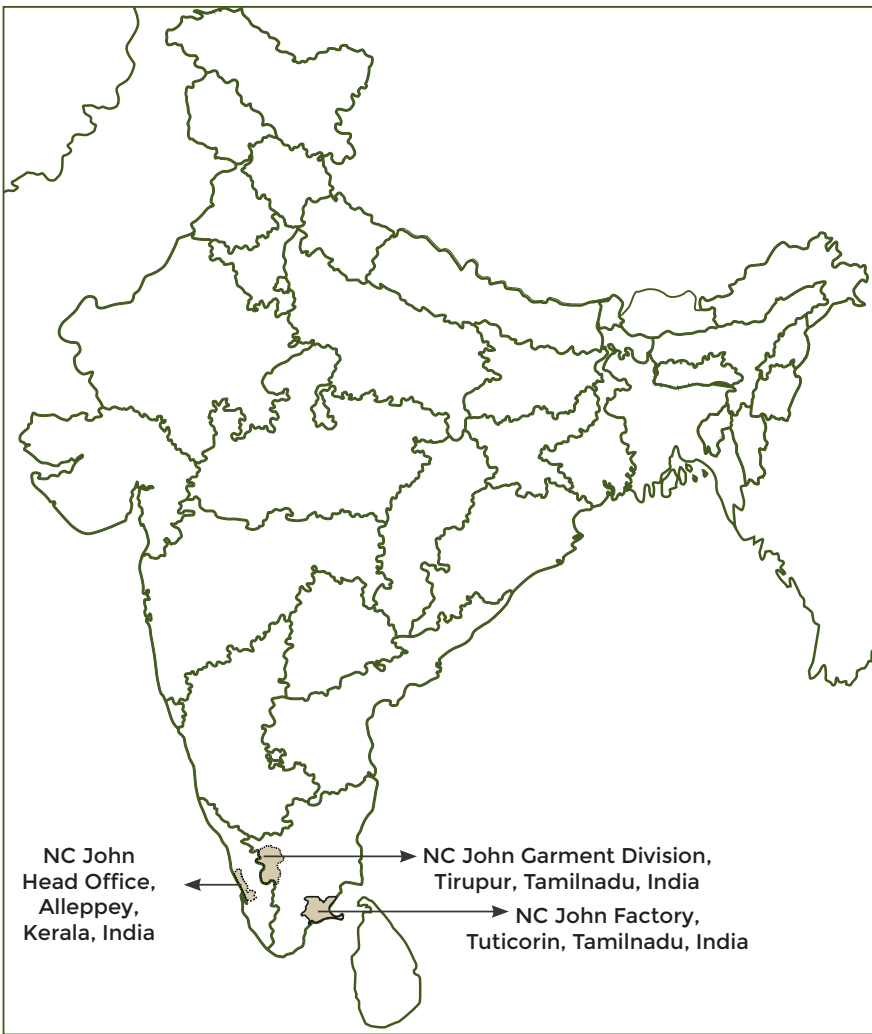
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1.2 Scope and Boundary

The scope of the Sustainability Report is the period from 1st April 2021 to 31st March 2022, and the baseline year is considered as 2020-21. The data and analysis presented in this report are for the baseline year (where available) and for the reporting year.

The reporting boundary for environmental and social indicators is for the NC John Garment division only, whereas the CSR information pertains to the NC John and Sons, the parent group.

Information regarding social, environmental and economic indicators which are found significant by the stakeholders are disclosed for the manufacturing unit in Tirupur along with the supply chain where available.



1.3 Message from the CEO

My dear stakeholders,

It is a pleasure to be presenting to you our performance on various non-financial indicators. These indicators tell the story of the impact of our initiatives, while we raise the bar on sustainability.

What is really fascinating about the GRI Report is the concept of materiality. It has been a wonderful experience engaging our customers, suppliers and employees for deciding priorities for reporting.

Commitment landscape is shifting and across industries we have seen pledges for carbon neutrality in near or distant future. Why we chose to become 'Carbon Neutral' now is because we didn't want to be by-standers waiting for others to do something about our planet.

This report provides a glimpse of our journey towards carbon neutrality. Achieving carbon neutrality has been possible as we have made strategic choices such as choosing natural materials, renewable energy, and adhering to global recycling standards and other environmentally friendly practices.

On social side, health and well-being, transforming lives of employees and workers is our core focus. This also includes providing skilling opportunity for our team that empowers them to make sustainable decisions and lead by example.

As we are traversing this interesting journey, we are excited to launch Unmoda, our in house brand, which caters to business clients and direct to customers.

Sincerely

Alexander Neroth
CEO, NC John, Tirupur



NC JOHN'S LEGACY

2.0 The Journey So Far

2.1 Mission & Principles

2.2 Memberships and Associations

2.3 Awards and Recognitions

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2.0 The Journey so far

NC John & Sons (NCJ Group) was established in the 1940s by an enthusiastic industrialist and visionary, Late Mr N.C. John. The initial days of the Group started with the focus on a single product – woven coir matting. Today the Group has emerged as an integrated floor covering manufacturer with both traditional and contemporary manufacturing expertise. The Group has eleven manufacturing facilities – six in Kerala and five in Tamil Nadu. All the facilities are ISO 9001 certified, and two facilities are SA 8000 and ISO 14001 certified. These facilities are spread over 1.3 million sq. ft. of space with 7000 direct and indirect employees and a production capacity of 400,000 pieces per month.

The company is a one-stop destination for natural mats for national and international buyers. The extensive portfolio of products includes natural fiber floor coverings which are tufted & woven coir mat, rubber mat, jute, sisal & wool blended rugs, 100% recycled PET rugs & runners.

The Group has a customer base across 35 countries. It is an established and reliable business built on years of trust with importers and retailers the world over and caters to many global retail chains like The Home Depot, Walmart, Costco, Bed Bath & Beyond, Sam's Club, Crate & Barrel, Pottery Barn, Target, Kohls, B&Q, Aldi and Lidl.

The NCJ Group diversified into garment business in 1992, with a dedicated unit in Tirupur, Tamil Nadu, the knitting capital of India.

For more information - www.ncjohn.com.

"The factory at Tirupur was set up initially to source recycled clothing (post and pre-consumer) to weave into the recycled fabric- mats. Hence recycling has been a fundamental ethos for the company."

- Alexander Neroth

Living up to the Mantra "In harmony with Nature"



The business unit in Allepey, 1940's



The business unit in Tuticorin

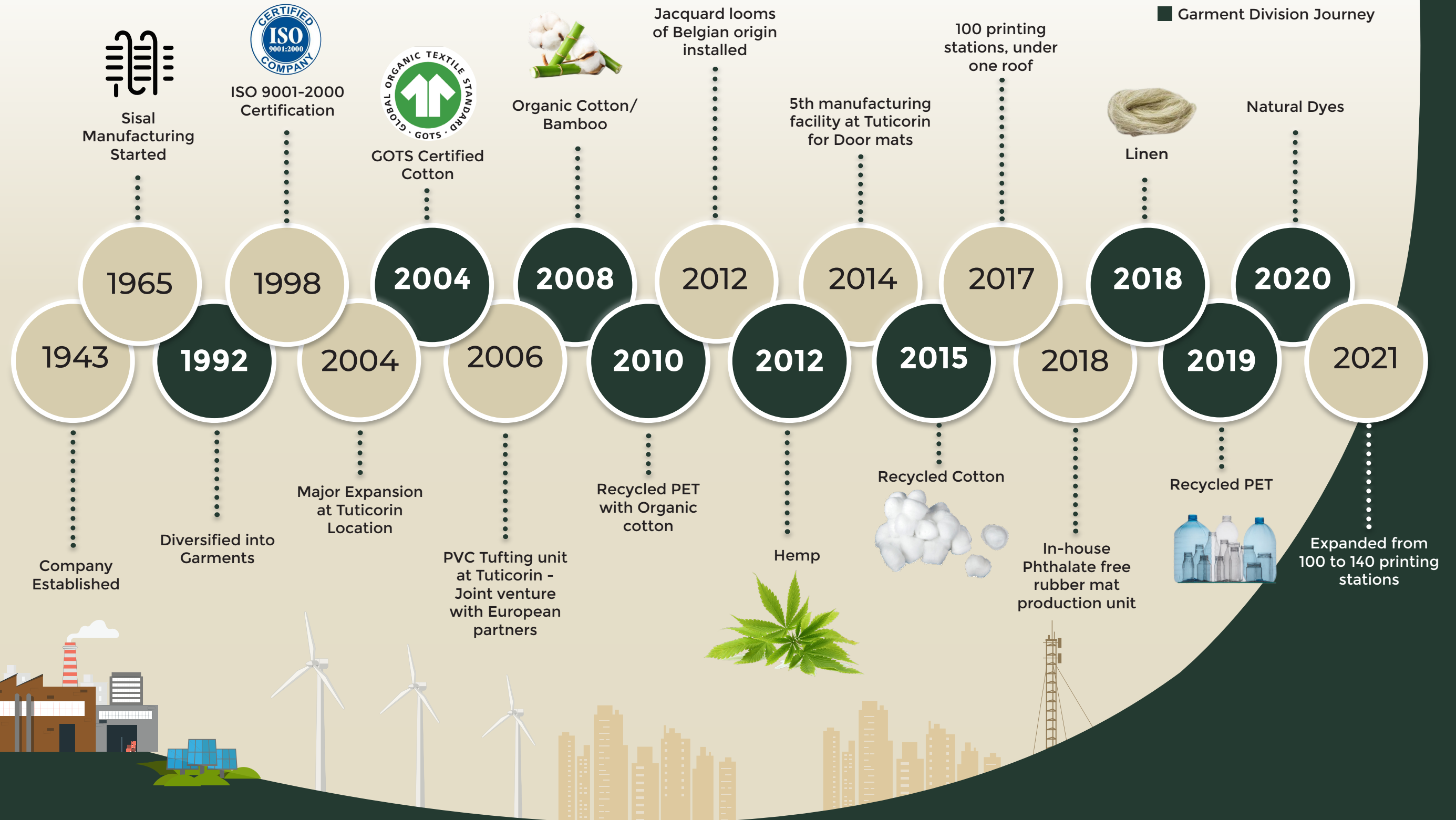
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NC JOHN'S LEGACY

2.0 The Journey so far

■ Group Journey

■ Garment Division Journey



2.1 Mission and Principles

Our mission at NCJ is to create the most extensive collection of sustainable fabrics on the planet to meet the needs of circular economy.

We are focused on our path to become a 100% sustainable garment manufacturer and exporter. At NCJ, we believe that anything we do should be “in harmony with nature.” We strive to reduce our impact on the environment through sustainable, certified manufacturing practices. Our focus is to innovate and bring out products which are durable, trendy and eco-friendly.

We are adapting the latest textile innovations happening across the globe and encouraging brands to incorporate these innovative styles and fabrics into their ranges.

Our Six Guiding Principles



Passion



Team Work



Commitment



Transparency



Quality



Resourcefulness

Our Mission: Circularity and Climate Neutrality

2.2 Memberships and Associations

- Tirupur Export Knitwear Industrial Complex (TEKIC)
- Indian Texpreneurs Federation (ITF)
- Confederation of Indian Industry (CII)

2.3 Awards & Recognitions

The parent group NC John and Sons have been awarded the National MSME award by Government of India for the largest exporter of coir floor covering products in 2017 and 2018.

ABOUT NC JOHN GARMENTS

3.0 NC John Garments

3.1 Sustainability Goals

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3.0 NC John Garments

Our state-of-the-art manufacturing facility at Tirupur is spread over a 40,000 sq. ft area and has a capacity of producing 1.5 million garments annually.

Owing to the group's sustainable ethos and living up to the mantra "in harmony with nature", the garment division is certified for Global Organic Textile Standard (GOTS), Global Recycled Standards (GRS), and Worldwide Accredited Responsible Production (WRAP). Amongst the sustainable fibers, we initially focused on organic cotton and bamboo. Subsequently recycled PET, hemp, and linen were introduced. Taking the sustainability journey forward, the garments division has moved completely towards using natural dyes in 2020. In 2020-21, the renewable energy percentage was 86% while it has become 100% during the reporting period. The NC John Garments division is in the process of getting carbon neutral certification for its operations.

Our USP is carbon neutral facility with:

- Factory-direct pricing and service from dedicated production and merchandising team.
- Experienced in-house sampling team - for quick turnaround on all sampling requirements.
- Extensive fabric stockholding both in yarn and fabric from across an extensive collection of natural and recycled fibres.













As specialist manufacturers of sustainable garments, we export to clients across the USA, France, Italy, UAE, Poland, Australia, New Zealand and the U.K.

100% Sustainable
Manufacturers and Exporters



In our journey to become the most sustainable knitwear manufacturer, we have set the following sustainability targets for 2030.

We have set these targets in alignment with the material areas and in consultation with the sustainability core team. We will update the progress of each target area in the future sustainability reports

ENVIRONMENT				
VISION		GOALS	TARGETS	TARGET YEAR
	Lead carbon positive textile movement	Certified carbon neutral organization, and move on to become Net zero and carbon positive	Short term: Carbon neutral certification; Solar rooftop installations; Steam boiler electrification Long term: Energy efficiency; Offsite renewables; Value chain emission reduction advocacy support	2030
	Promote water positive in textile manufacturing	Become a water neutral organization, and move on to become water positive	Short term: Rainwater harvesting in Tirupur unit; Installation of water meters Long term: Water conservation measures in TEKIC campus	2030
	Source only sustainable and natural materials	100% sustainable material sourcing for all products	Short term: Increase sustainable sourcing to 50% by 2025 Long term: 100% by 2030; Create unique natural blends	2030
	Lead zero waste movement and promote circularity in textiles	Become a zero waste organization, completely aligned to circular economy	Short term: Waste characterization and monitoring; Tie up with waste upcyclers Long term: Reduce and eliminate all waste; New spinning unit for utilizing waste	2027
	Preserving habitats to preserve life on land and below water	Positive impact on life on land and life below water	Short term: Planting 10,000 trees; conservation of water bodies Long term: Collaborate with one million tree plantation mission; Institute LCA vs Base case	2030
SOCIAL				
VISION		GOALS	TARGETS	TARGET YEAR
	To develop a puposeful workforce motivated for promoting sustainability	Instill purpose and promote a cocreative work culture	Short term: Work life balance Long term: Retention, Development and learning as focus	2030
	Promote 'equity for all' across value chain	Increase gender diversity to 50% and disabled peronnel to 3%	Short term: Increase gender diversity to 40% by 2025; Identify positions for disabled people Long term: 50% gender equity	2030
	Good health is priority number one	Injury free workspace through diligence and collaborative efforts	Short term: Adhere to standards and monitor data Long term: Recognition for inspiring other workplaces	2030
	Take along value chain partnerships for sustainability	Assess and build capacity for all suppliers. Supplier sustainability assessment	Short term: Scope 3 accounting, Scenario for climate resilience: Assess 50% tier 1 suppliers by 2025; Long term: Carbon neutral logistics; net-zero planning and execution	2025
GOVERNANCE				
VISION		GOALS	TARGETS	TARGET YEAR
	To grow sustainably	Increase production capacity to 5,00,000 per month	Short term: Production capacity YoY increase by 25% Long term: Production capacity YoY increase by 25%	2030
	Promote ethics and integrity as core values	Ethics and Integrity in policies, processes, systems and workforce	Short term: Measure gaps; identify hotspots; conduct trainings Long term: Third party validation; maintain certifications.	2030
	Privacy and security matters, always for all	Staying ahead of data security and privacy norms	Short term: Identify gaps, adhere to standards Long term: Proactive approach to data security	2030

Facility



Manufacturing facility spread over 40,000 sq. ft.

Production Capacity



Over 1,50,000 garments per month.

Embracing New Technologies



Using the latest CAD & ERP software to plan, control, and monitor production systems to ensure that our customers are regularly updated on the progress of their orders.

CSR Contribution



Donated Rs. 1,34,300 in 2021-22 for various CSR projects.

Environmental Impact



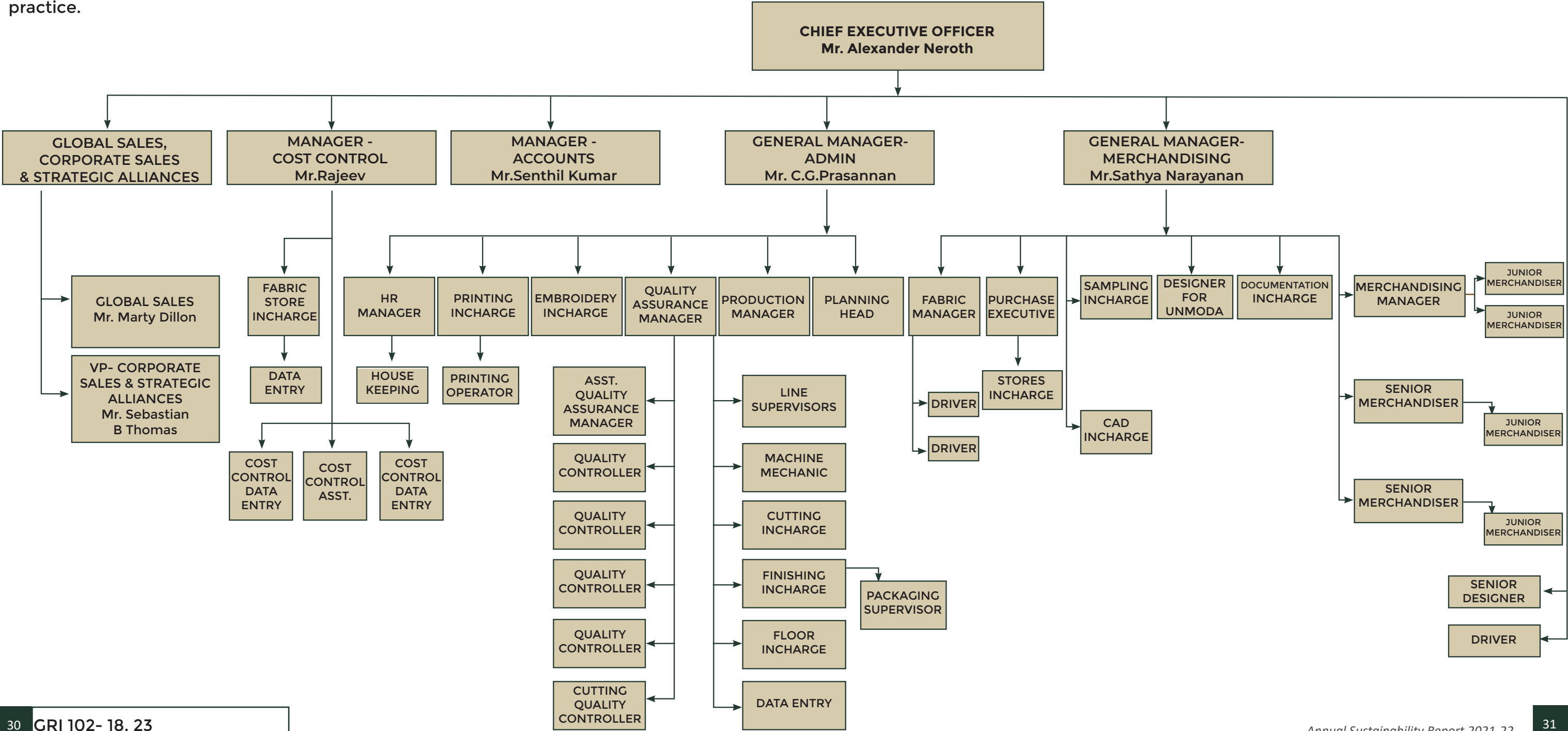
- **Certifications:** Certified for GOTS, WRAP, Confidence In Textiles and Global Recycled Standards (GRS).
- **Renewable Energy:** Green energy-offsite renewable consumption TEKIC wind farm and solar.
- **Plan for additional rooftop solar energy.**
- **Carbon Neutral:** On the path to becoming a Carbon Neutral certified company.

Social Impact

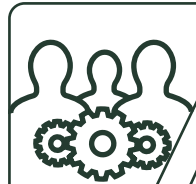


- **Employee Strength:** 189 employees in 2021-22, which is 37% more than the previous year.
- **Gender Equality:** 40% of the workers are female. More training is provided to female workers for their skill development.
- **Local Supply Chain:** 94% of suppliers are based in Tamil Nadu and 89% are in Tirupur.
- **OHS:** Zero injury or accidents reported in the last two years.
- **Training:** Almost eight times increase in average annual training time per employee from previous year. Total training hours increased by 1019.6%.

We believe in creating a strong foundation of trust, transparency, and accountability in our operations and among the stakeholders. We practice good governance by adhering to all the compliance requirements. The roles and responsibilities of each department and employee are clearly defined and adhered to as a good governance practice.



3.4 Committees



Works Committee - A healthy work culture is an important parameter for employees' welfare and company's growth. At NC John, we have a dedicated works committee for work assignments, performance reviews and learning & skill development of the employees.



Health and Safety Committee - The health and safety committee reviews the overall health and well-being of the employees. We follow all health and safety guidelines as per international health and safety standards. We conduct regular review meetings with the employees. We have had no cases of injury or accidents in the last two years.



Sexual Harassment & Abuse Prevention Committee - A dedicated suggestion box is available. Employees are encouraged to report any kind of such behaviour. Stringent process is defined to tackle such issues.

"Good Governance is the bedrock for good business practices and exemplary performance"

3.5 Policies

- **Health & Safety Policy** - Absolute care and safety of the employees are of prime importance at our company. We have set up a Health and Safety committee which helps in following the policy norms and standards. Regular health and safety trainings are conducted.
- **Human Rights Policy** - Open and inclusive workplace for our employees ensures that they have all the freedom to express their opinion and work harmoniously with each other. No incidents of nondiscrimination were found thus, no corrective action required.
- **Social Policy** - As a WRAP certified organization, we meet or exceed the international social compliance standards. This provides a level of assurance to potential buyers that we follow all required compliances. The social policy emphasizes employee welfare and benefits. The work committee is set up to adhere to these policies strictly.
- **Environmental Policy** - Strong steps like choosing sustainable fabrics, shifting to green energy consumption, opting for Carbon Neutral certification, reducing GHG emissions demonstrates that working in harmony with nature is an integral part of our company which helps to preserve and enrich our environment.
- **Recruitment Policy** - Candidates are recruited through a predefined selection process wherein no biases are involved.
- **Policy against Discrimination** - The organization doesn't encourage any kind of favouritism or inequality. Strict actions are taken if any such cases are reported.
- **Harassment/ Abuse/ Other Grievances Handling Policies** - As an organization, we believe in providing a safe workplace to all our employees and workers. We have set up a Sexual Harassment & Abuse Prevention Committee, which looks into any of such cases. A dedicated suggestion box is available for employees to give suggestions or report any issue.
- **Code of Conduct** - The company has outlined clear guidelines on the code of conduct which defines the principles and standards that the employees, as well as third party stakeholders, must follow.
- **Wage Administration Policy** - We have designed a unique skill evaluation slab through which fair and equitable remuneration is given to the employees.
- **Other policies** - Maternity Policy, Broken Needle Policy, Resignation/ Termination/ Discharge Policy.

In the reporting period, there were zero incidents of corruption, anti-competitive behaviour or anti-trust against the organization. We are also happy to disclose that there were no cases of discrimination within the organization,

We conduct regular communication and training sessions for the employees and workers, on topics such as human rights, and anti-corruption.

Certification, in general, ensures that proper standards are maintained within the organization. It provides a validation that environmental or social claims have been independently verified. It also enhances customer reach for the organization.

Some of the certifications for our garments division are as shown:



Climate Neutral Facility certified by Climate Partner



Global Organic Textile Standard (GOTS) ensures the organic status of textiles from the harvesting of the raw materials through environmentally and socially responsible manufacturing all the way to labelling, in order to provide credible assurances to the consumer.



Global Recycled Standard (GRS) is an international, voluntary, full product standard that sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices and chemical restrictions.



Worldwide Responsible Apparel Production Principles (WRAP) are core standards for production with the program’s objective to independently monitor and certify compliance with socially responsible global standards for manufacturing. It ensures that manufactured products are produced under lawful, humane and ethical conditions.



Confidence in Textiles often known as Oeko-Tex standards. It is a global testing and accreditation scheme for the screening of harmful substances within consumer textiles. Oeko-Tex certifies non-hazardous end-products and all components.

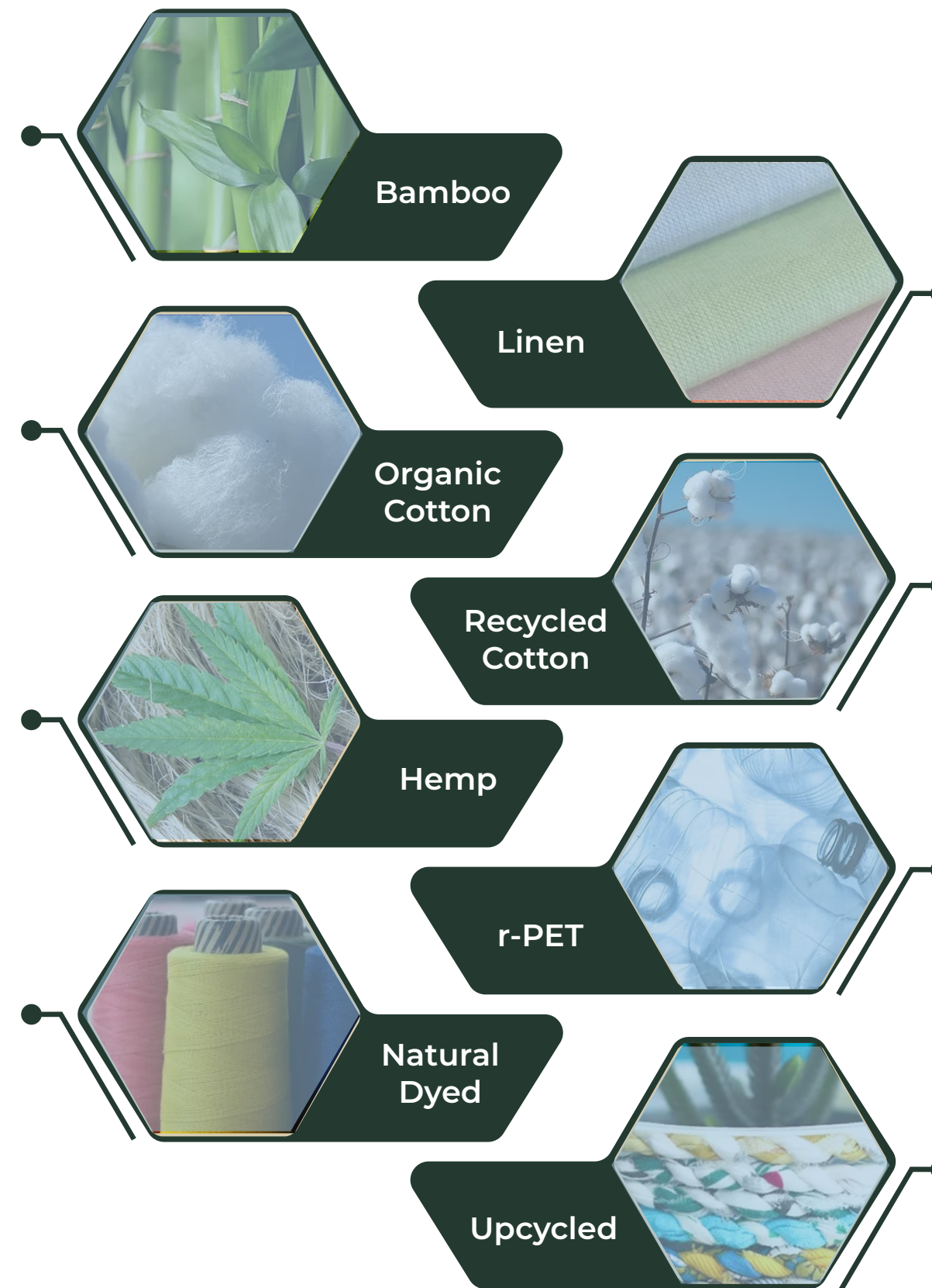
3.7 Products / Brands

Our product ranges include garments manufactured from fabrics such as organic cotton, premium cotton, bamboo, hemp, recycled cotton, and Tencel.

At NC John, we adhere to strict quality control on the raw-material input which is the most important factor to get a quality product. We have rigorous checks at each stage of the production process with a proactive approach to ensure that we pass the final Acceptable Quality Limit (AQL) 2.5 inspection standards. We have an in-house lab to ensure the fabric materials adhere to globally certified quality standards for wash fastness, crocking, pilling, shrinkage, elongation and grams per square metre (GSM). As per customer requirements, we do go for external lab testing also.

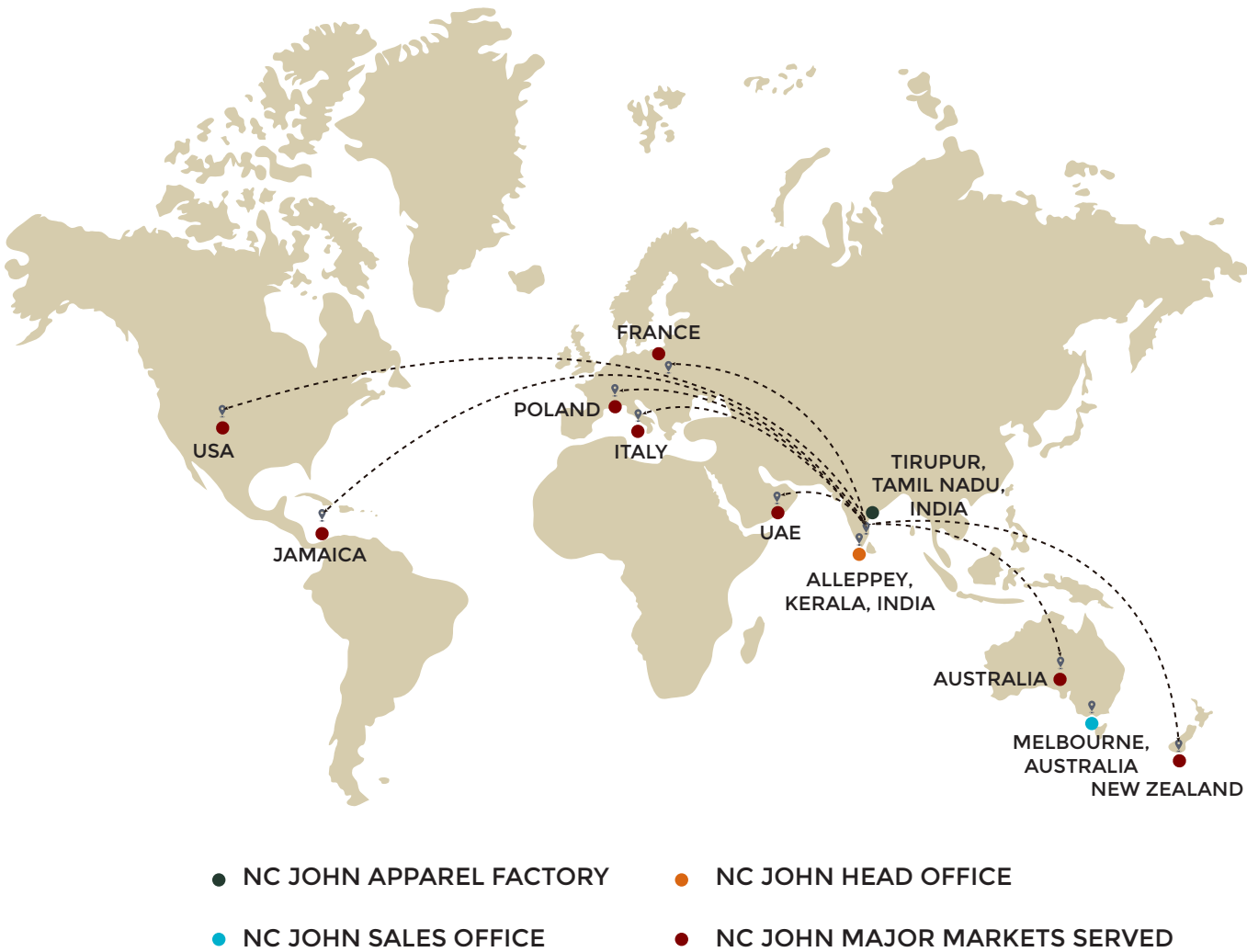
Our in-house embroidery and printing facility guarantee exquisite craftsmanship. We use the latest Computer Aided Design (CAD) & Enterprise Resource Planning (ERP) software to plan, control, and monitor production systems to ensure that our customers are regularly updated on the progress of their orders.

At NC John, we also have our own brand Unmoda Global. The brand was launched on International Women's day in 2021, with the period underwear as the first product. The intent was to make women feel secure during their periods and provide comfort to those experiencing bladder leaks. Our premium, sustainable, washable, and reusable underwear is the best solution for women of any age. We have also ventured into the sustainable corporate wear business 'Unmoda Corporate Wear'.



3.8 Markets Served

We serve markets in Europe, the USA, Australia, and New Zealand.



MATERIALITY

4.0 Materiality Overview

4.1 Stakeholder Engagement

4.2 Stakeholder Priorities for Material Matters

4.3 Materiality Matrix

4.4 Management Approach to Material Matters

04



04

MATERIALITY

4.0 Materiality Overview

The company is in the business of finding solutions to the challenges that the global society is facing. This implies influencing not just its internal stakeholders but also carrying along all external stakeholders.

Material areas are all the important areas that the company has a bearing on or those that are impacted by the company’s actions. For the textile and garment business, there are multiple areas that get impacted in the business-as-usual world. Therefore, it is important for the company to identify those areas and measure its performance on those identified parameters.

Some of the important environmentally material areas that the garment industry impacts or gets impacted by are (i) use of energy and therefore associated emissions, (ii) toxic dyes leading to water pollution, (iii) contamination of land while growing crops owing to use of chemicals and negative impacts on biodiversity. Similarly, social issues prevalent in the industry on the negative side are exploitative practices, abuse, child and forced labour, oppression of women, inconsistent wages, and health & safety issues.

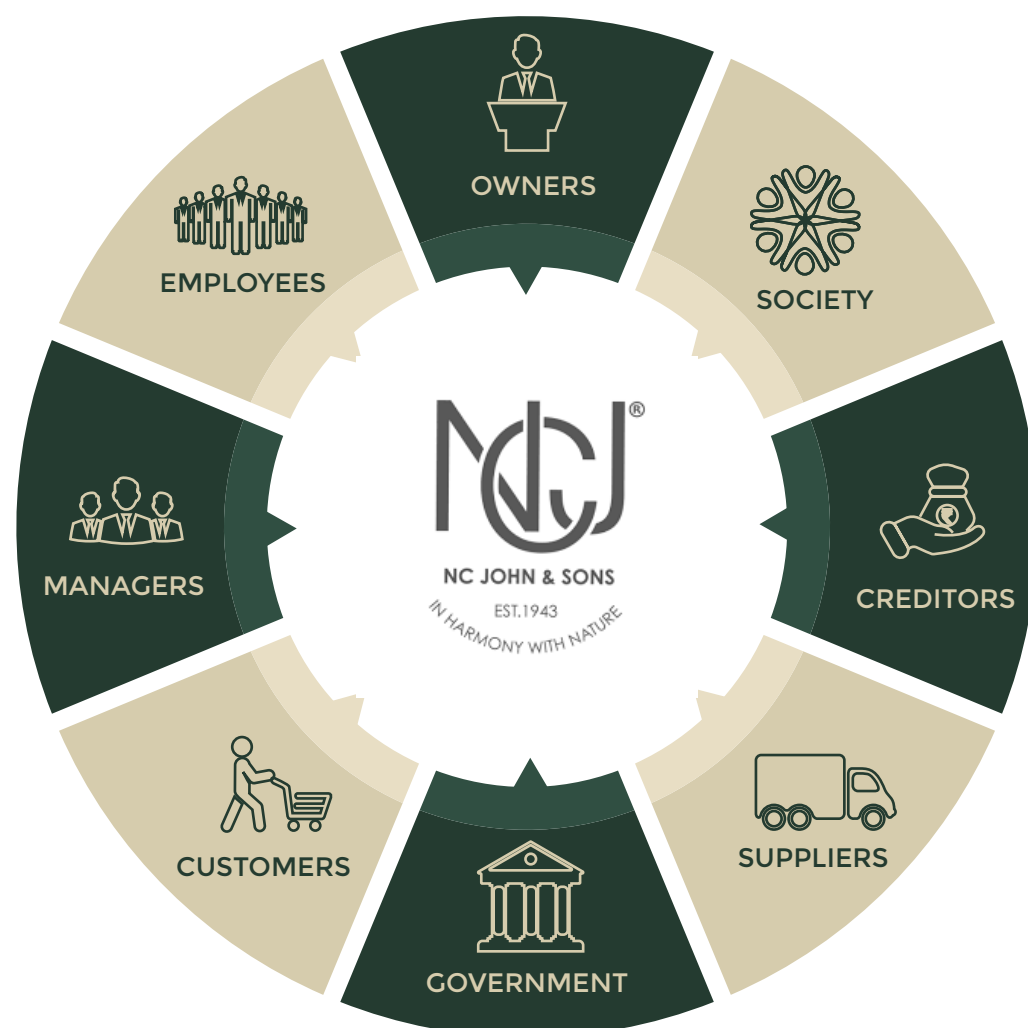
In general, business growth and profitability always remain the topmost anchor point without which the progress of every other function in the organization gets limited. Equally important is good governance which gets executed by responsible committees and clearly laid out policies.



4.1 Stakeholder Engagement

Stakeholders are entities or individuals that are significantly affected by the organization's activities, products, or services; or whose actions can be expected to affect the organization in implementing its strategies or achieving its objectives. Stakeholder inclusiveness is an integral reporting principle for any organization to disclose its sustainability journey.

Stakeholders are classified as internal or external stakeholders. The employees and workers are the internal stakeholders whereas customers, suppliers, investors, press media and government agencies are external stakeholders. We consult with all our stakeholders regularly and periodically.



4.2 Stakeholder Priorities for Material Matters

Material matters were identified through a step-wise process that started with a peer review. Peers across the World identify certain material matters and that along with the management list helped prepare a long list.

The long list of material matters along with their brief description was the basis of framing a questionnaire. As part of the reporting journey, we consulted our internal stakeholders i.e., our employees and external stakeholders - our customers and suppliers, through an online survey questionnaire.

The questionnaire was focused on getting opinions about a topic being highly significant for measuring, monitoring and disclosures.

The response of the consultations is segregated into issues that are of high importance to each group of stakeholders and plotted against the impact on business. The aspects that rate high on the impact of business as well as their importance to stakeholders are mentioned in this report.

The responses from the stakeholders were analysed and plotted to form the materiality matrix.






Material topics - Long list






- Energy & Emissions
- Waste & Effluents
- Biodiversity
- Water stewardship
- Materials management
- Employment
- Diversity & Inclusion
- OHS
- Training & development
- Human rights assessment
- Freedom of collective bargaining
- Community development
- Sustainable procurement
- Corporate governance
- Ethics & Integrity
- Business growth & profitability
- Data security



4.4 Management Approach to Material Matters

Based on the consultations with stakeholders, the following areas were identified as most significant.

Materials 	<p>We are focused on our path to becoming a 100% sustainable garment manufacturer and exporter. We are committed to using materials and resources in an efficient and sustainable manner. We have natural and recycled materials as input materials in our operations. We would like to increase the share of sustainable raw materials to 100% by 2030.</p>
Water 	<p>Water is an essential component in textile manufacturing. In our operations at Tirupur, our major water consumption is for domestic purposes. Our water needs are met through the TEKIC water supply. As a sustainable garment manufacturer, we would like to monitor and reduce water consumption in our facility. We are also exploring the rainwater harvesting potential in our facility to save water. We would like to achieve a water positive status in our operations.</p>
Waste 	<p>At NC John, we believe in the circularity principle and using resources efficiently, while reducing waste as much as possible. We are incorporating recycled materials in the product planning stages and sourcing of raw materials. We are working towards reducing resource usage by recycling waste. Our goal is to become a zero waste organization by 2027.</p>
Biodiversity 	<p>Biological diversity is important in ensuring the survival of all living beings and the natural ecosystem. As an organization, we believe in keeping the planet for future generations to live and enjoy the natural resources as we do. We would like to increase the green cover by planting 10,00,000 trees. Biodiversity also contributes directly to local livelihoods, making it essential for achieving poverty reduction, and thus sustainable development.</p>
Occupational Health and Safety 	<p>As an organization, we adhere to International OHS management systems and procedures across our operations focusing on zero harm for all employees and workers. We also place emphasis on the long-term well-being of employees and their families.</p>

Energy and Emissions 	<p>The NCJ group's belief in sustainability helped us to go in for renewable energy much ahead of the other peers in the industry. Today our operations run on 100% renewable energy and we are happy to announce that we will be a certified carbon neutral company in 2022. As a responsible organization, we would like to help our tier 1 suppliers move ahead in the sustainability journey by encouraging them to follow similar energy saving initiatives and opting for renewable energy.</p>
Training and Development 	<p>Training programmes after need analysis and consultations, empower and enrich employees for organizational skills as well as develop their human potential.</p>
Business Growth and Profitability 	<p>5,00,000 garments a month by 2030. This growth has to be in sync with sustainability mission.</p>
Diversity & Inclusion 	<p>50% women employment and maintaining equity is our target. Equally important is inclusion and empowerment.</p>
Human Rights 	<p>Human rights within and across the value chain. Monitor, identify hotspots and work with suppliers to eliminate any human rights abuse.</p>

PEOPLE

5.0 Overview

5.1 Employees

5.2 Occupational Health and Safety

5.3 Learning and Development

5.4 Supplier Information

5.5 Customers

05



In this section of the report, we bring out highlights of our prominent stakeholders i.e., employees, suppliers and customers. The disclosures are related to employment such as employee hiring and turnover, diversity, training and development and occupational health and safety.

We briefly discuss about supplier relations and customers in this section.



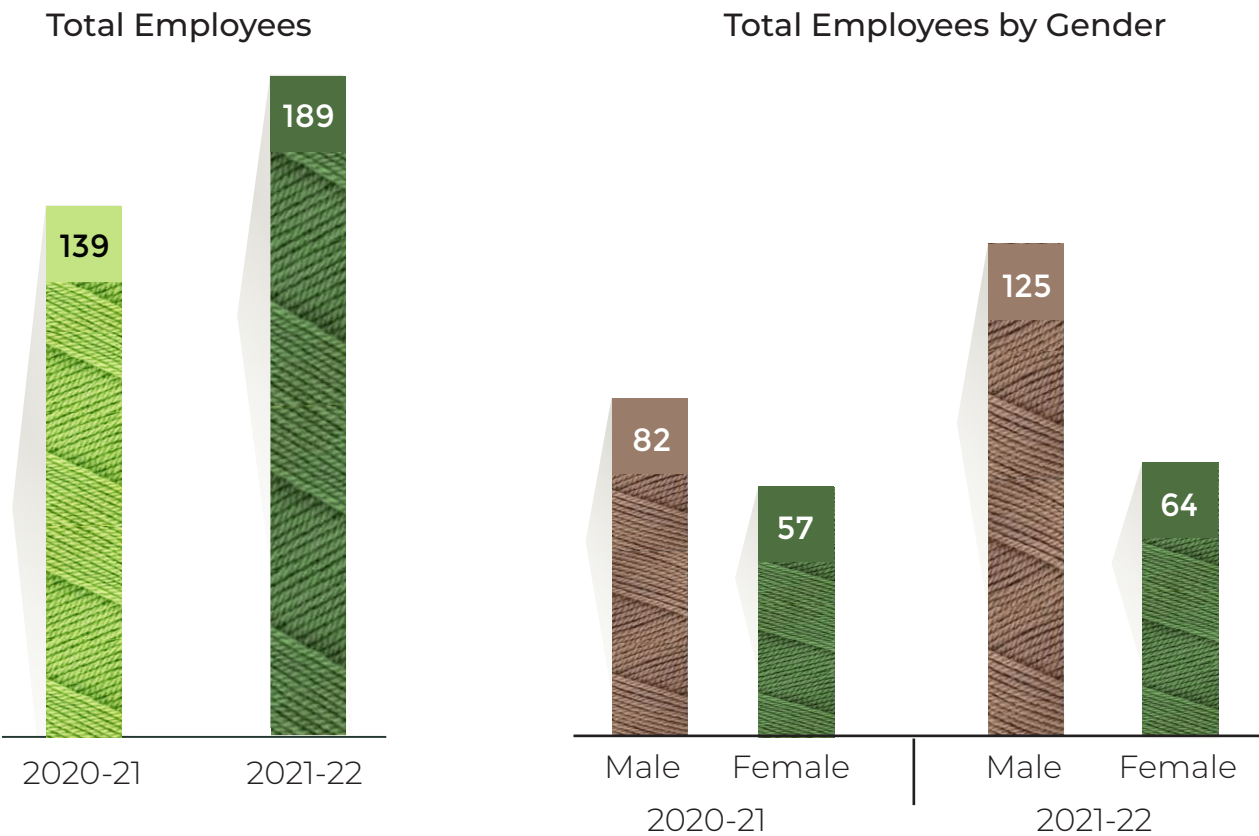
5.1 Employees

Employees are our most important asset. Thus, their well-being and development are significant to the organization. We adhere to the highest levels of social standards and are certified for Worldwide Responsible Accredited Production (WRAP). The certification ensures that our facility is currently meeting (or exceeding) international social compliance standards. This helps us to create a great workplace culture and overall well-being of our employees.



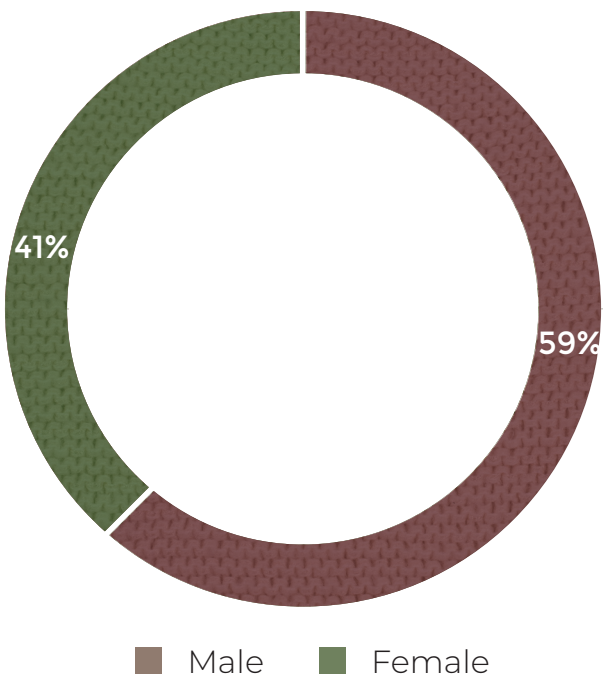
At NC John Garments, all our employees are full-time, permanent employees. Having a permanent engagement with the organization brings a better sense of ownership, commitment and trust in the company.

In the reporting period, we had a total of 189 employees, which is a 36% increase over the employee numbers in the previous year. Among the 189 employees, we have 64 female employees which are 34% of the total employee strength and 125 male employees i.e., 66%.

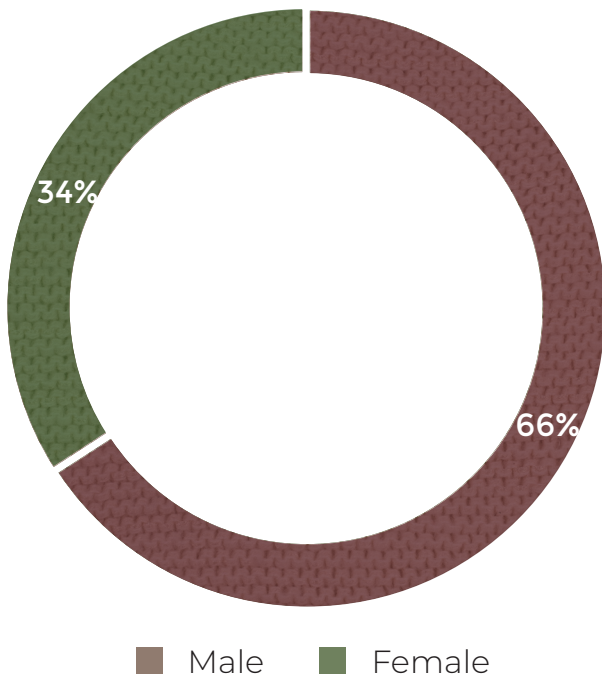


Increase Gender diversity to 50%

Employees by Gender (2020-21)



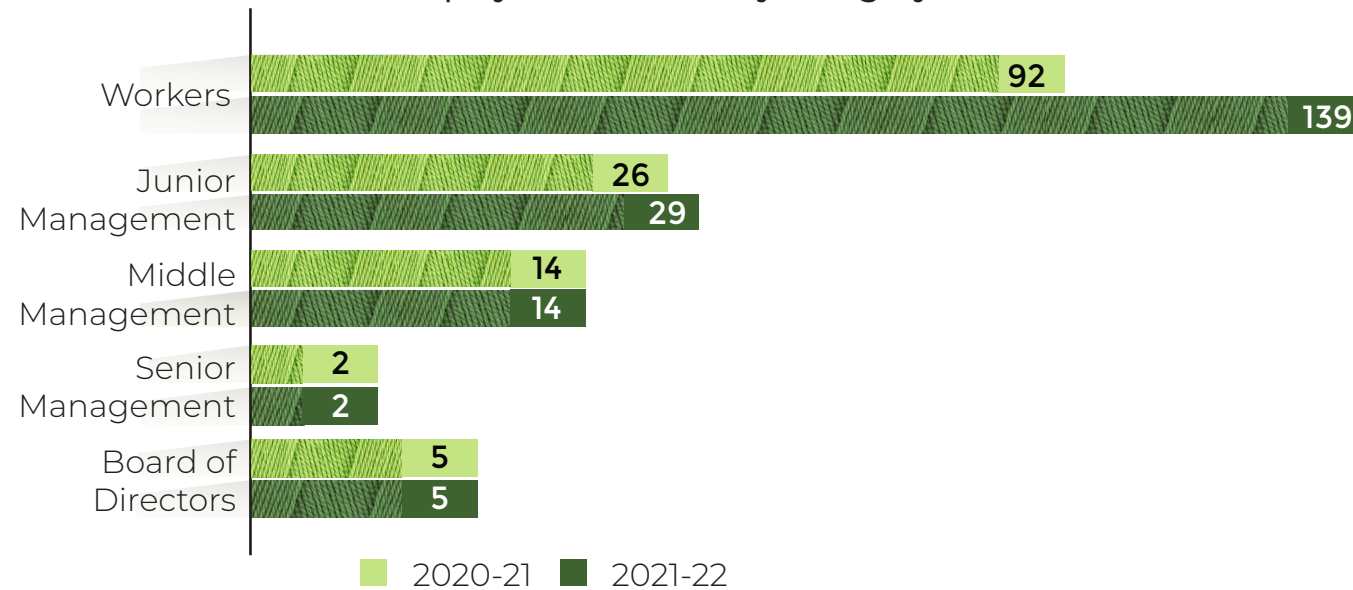
Employees by Gender (2021 -22)



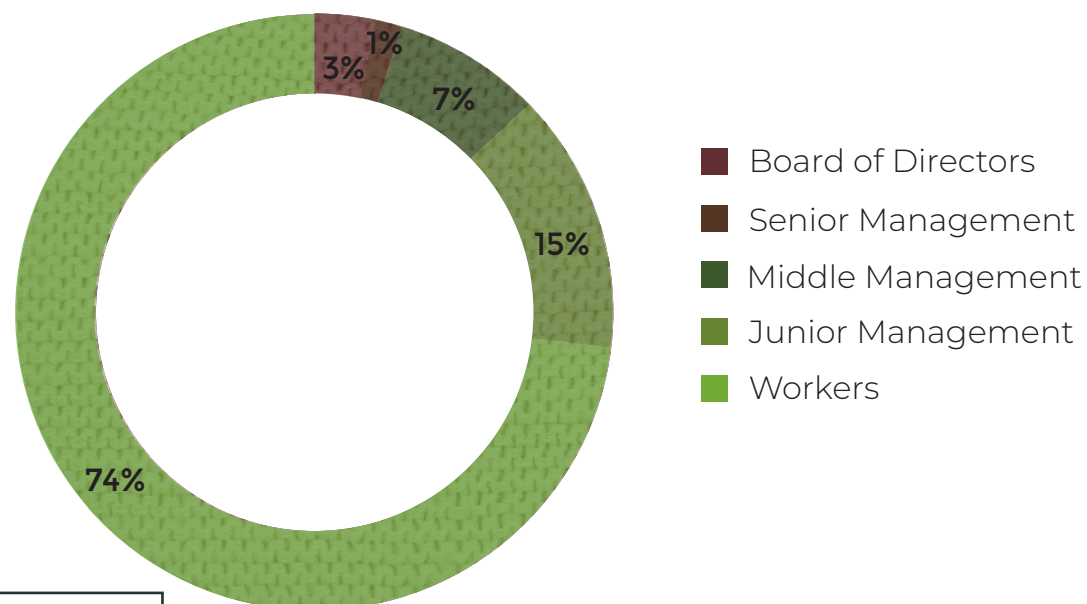
5.1 Employees

The board of directors and the senior management in the organization account for 4% of the employee strength. The middle management and junior management employees account for 7% and 15% respectively, whereas the workers account for the maximum strength of 74%. In the reporting period, the number of workers has increased by 51% when compared to the previous year.

Employees Numbers by Category

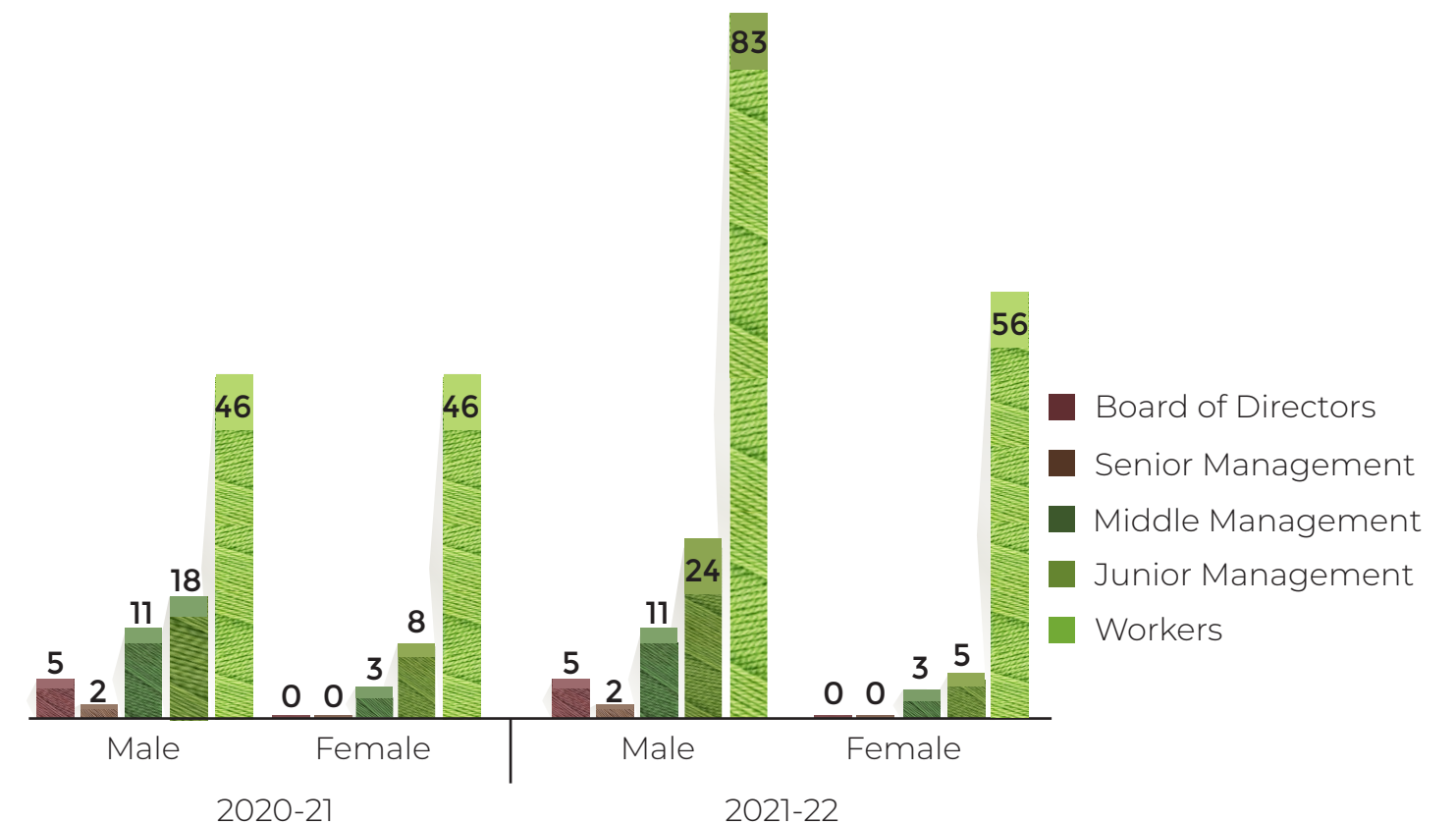


Employees Categorization (2021-22)

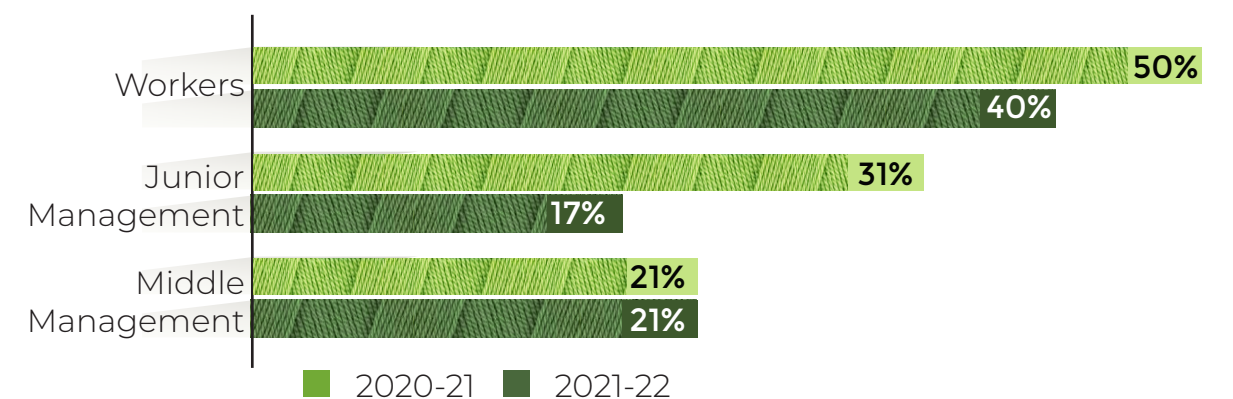


As an organization, we believe in creating equal opportunity for all employees. Currently, 34% of our employees are women. We have the maximum number of women in the worker category, which is 40% of the total women employee strength. The middle and junior management has 21% and 17% women respectively. We are constantly working towards increasing the gender diversity in our organization.

Employees by Gender and Category



Female employees by category

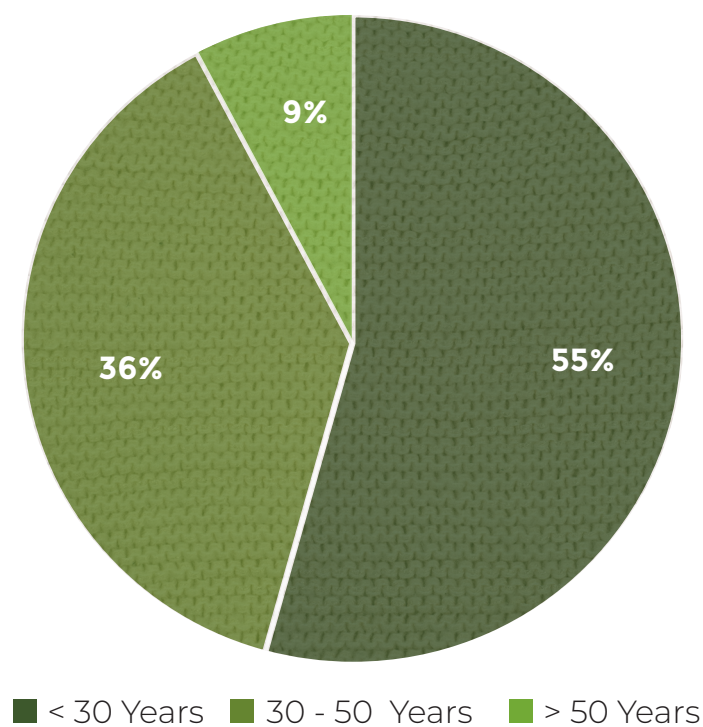


5.1 Employees

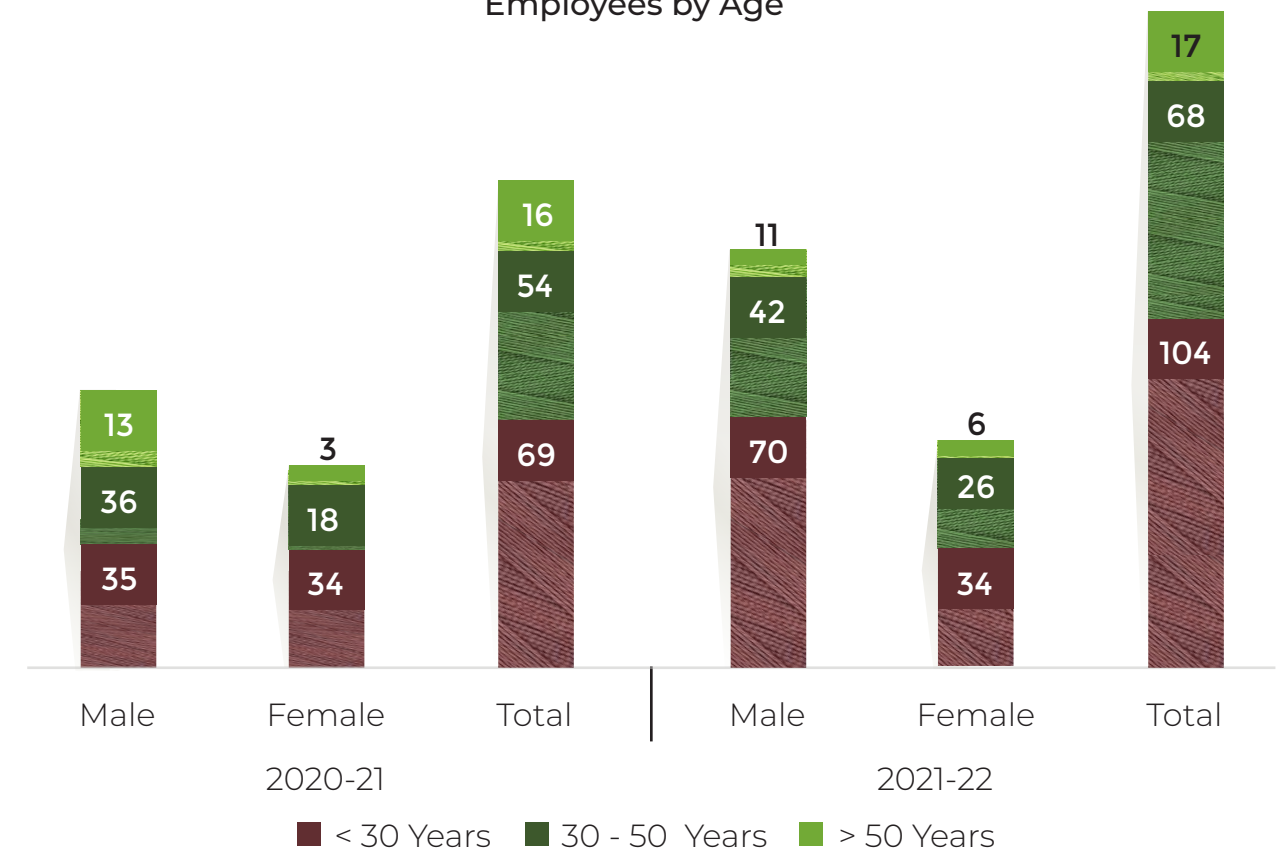
India has the advantage of demographic dividend, as the majority of its population belongs to the working-age group. At NC John garments, the majority of our workforce that is 55%, belongs to the age group of less than 30 years. The 30-50 years age group accounts for 35% of the total employees, while more than 50 years age group has the least numbers. These are mostly people from senior manager cadre and the Board of Directors.

It should also be noticed that there is a 50% increase in employees under less than 30 years of age group in 2021-22 while for 30-50 years and above, there is a marginal increase in the number of employees. The increase in male employees under 30 years age group is twice while the female counterpart numbers have not changed.

Employees by Age (2021-22)



Employees by Age



Employee by age and gender (2021-22)



5.1 Employees

Hiring

New hiring is an important criterion to maintain a fresh talent pool in the organization. During the reporting year, we hired a total of 427 new employees, of which 33% were female and 67% were male. Although the overall new employee hires were higher when compared to 2020-21, there is a marginal reduction in the female hiring percentage.

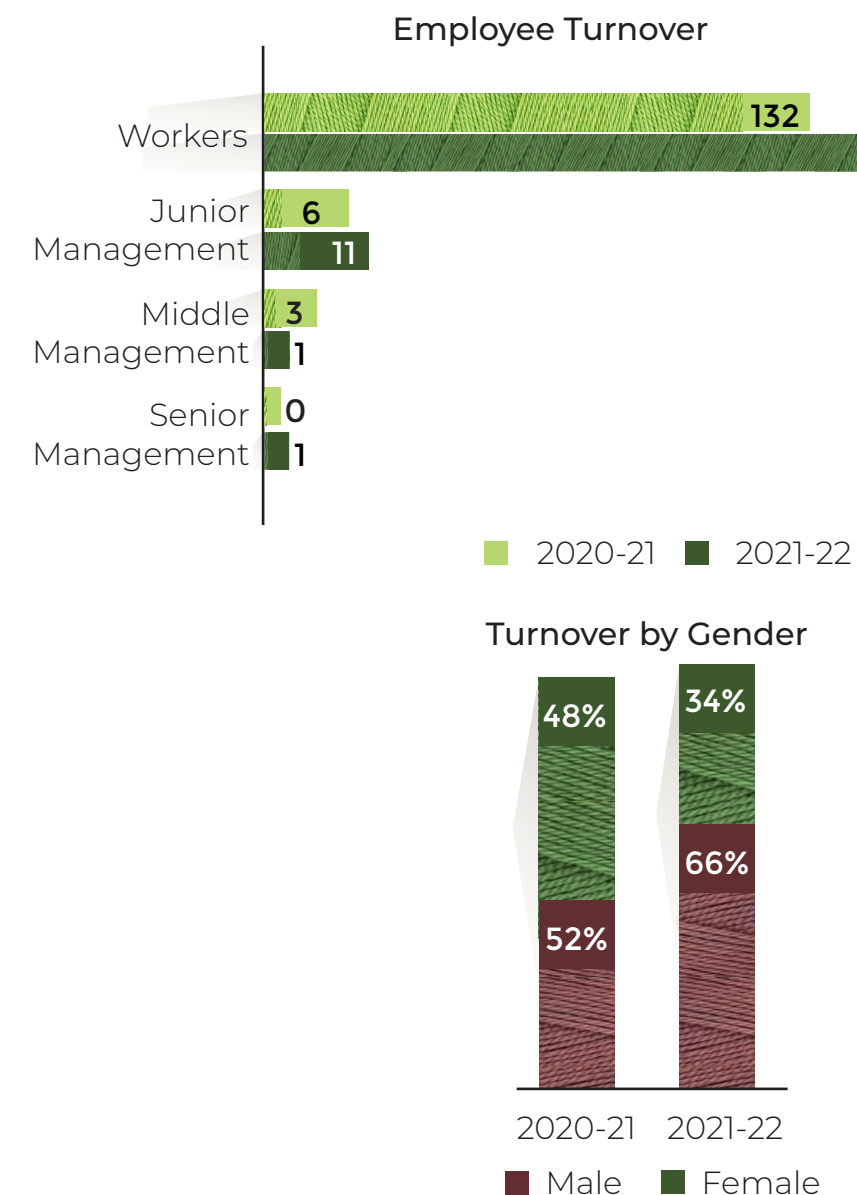
In the reporting year, the maximum hiring was in the workers' category which was at 94%, the remaining hiring accounted for the junior and middle management at 4% and 2% respectively.



Turnover

Industries across sectors are going through a difficult period due to the pandemic and the same is observed in the textile industry. We have witnessed a high turnover rate, especially in the worker category. The textile industry employs a large number of the migrant workforce.

In 2021-22, there is a 1.7 times increase in the turnover rate as compared to 2020-21. For the reporting year, the turnover rate for female employees was 34% as compared to 48% in the previous year, while for male employees, the percentage increased from 52% for previous year to 66% in the reporting year.



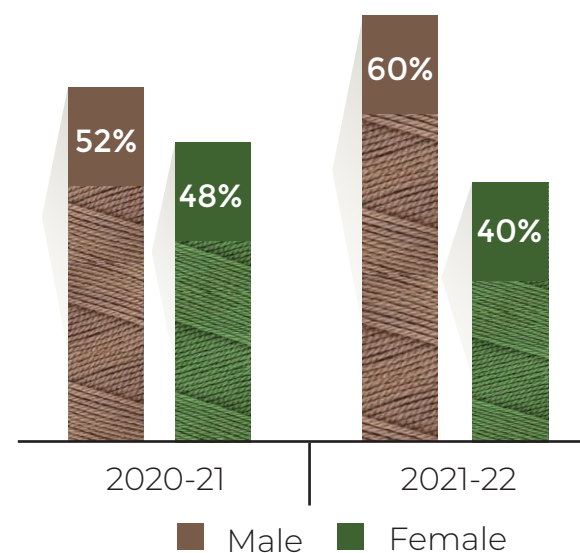
Performance Review:

Consistent feedback and learning for the employees is a significant process for a healthy growing company. We have implemented a performance review and career development system through which our employees get feedback and review for their work. This helps them self-correction of their mistakes making more efficient and streamlining the organization's work.

In 2021-22, out of 189 employees, 60% of the male employees received regular performance and career development reviews which is more than that in 2020-21. While in the case of female employees the percentage is reduced to 40% from 48% in the previous year.

This reveals stronger feedback and review system for females which are working towards helping more female employees to work on their weak areas.

Performance Reviews by Gender



Employee welfare and benefits:

We constantly invest in the welfare and growth of our employees, allowing them to thrive and take decisions, fostering a rewarding working environment.

We provide various benefits to our employees like ESI, PF, bonus, petrol allowance, monthly telephone recharge.





5.2 Occupational Health and Safety

The health and well-being of our employees and workers are of utmost importance to us. The health and safety policy shows our commitment to the health and well-being of our employees. We adhere to the OHS management systems and procedures across our operations.

In the reporting period 2021-22 as well as the previous year 2020-21, we have had zero cases of injury or accidents.

Safe and hygienic working conditions are the basic requirements for employees at any workplace. At NCJ, we make sure that all employees and workers are provided with necessary safety equipment and safety training at regular intervals. Some of the health and safety-related training include fire training, first-aid training, mock drill training, and PPE training. All workers are provided with personal protective equipment (PPE) to work safely. The company HR executive is appointed as the health and safety management representative.



Zero cases of injuries or accidents
reported in 2020-21 and 2021-22



5.3 Learning and Development

Providing right skills to the employees play vital role for their growth and company's success. Timely hands-on trainings on different subjects related to tailoring, using software, professional and soft skills are being conducted.

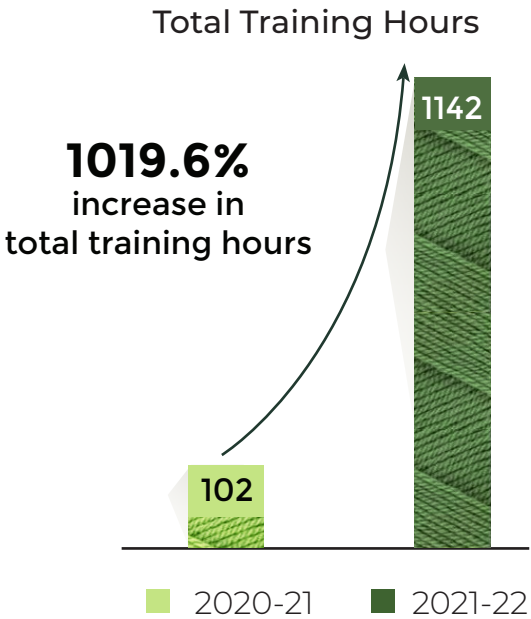
	2020-21	2021-22
Total employees	139	189
Total training hours	102	1142
Average hours of training per year per employee	0.73	6

Life skills, workers - skills

(Consistently and continuously work towards employee development and enrich their lives)



Considering training as the crucial element for overall growth, we have increased the total training hours by 1019% from the previous year by increasing per employee training hours from 0.8 to 6.



The training time per employee has increased by almost eight times



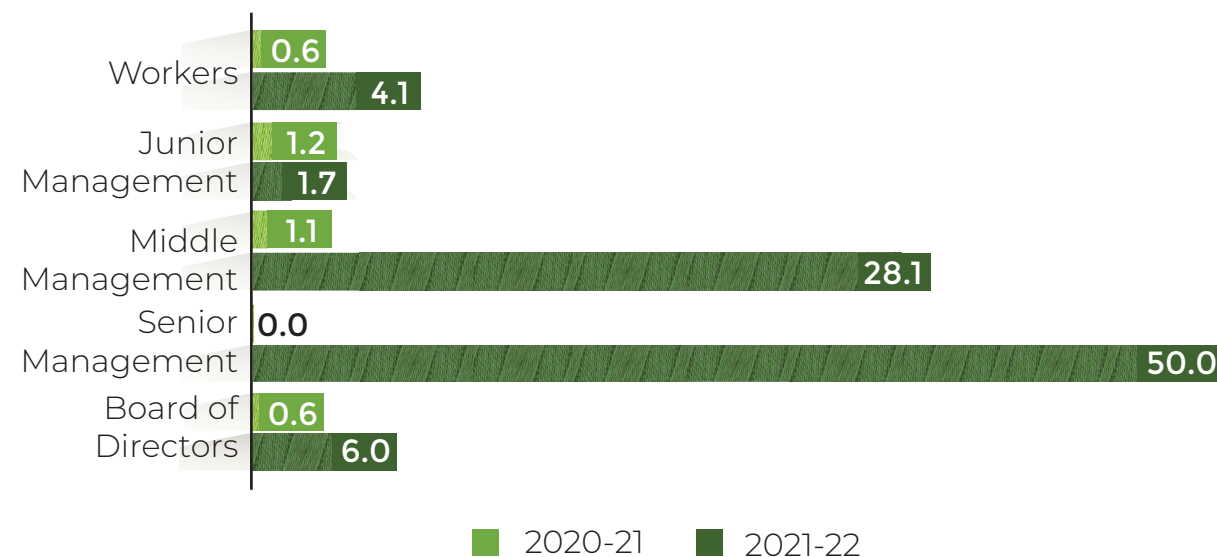
5.3 Learning and Development

Employee learning and development is an integral part of any organization's growth. The human resource department takes care of the learning needs of all the employees based on their requirements. With the pandemic situation prevailing in the country, the organization is gearing up to provide necessary training via online medium.

Average training hours

In the reporting period, we see a significant increase in the average training hours for the senior management and the middle management category. The training in the junior management and the worker categories was also high when compared to the previous year.

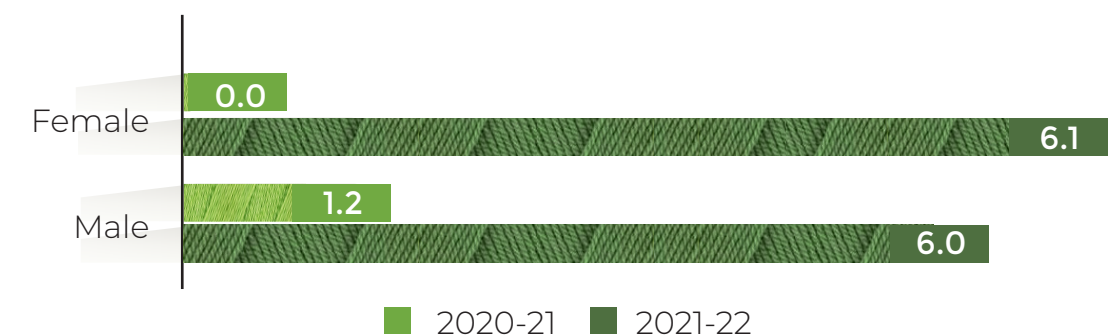
Average training hours per employee category



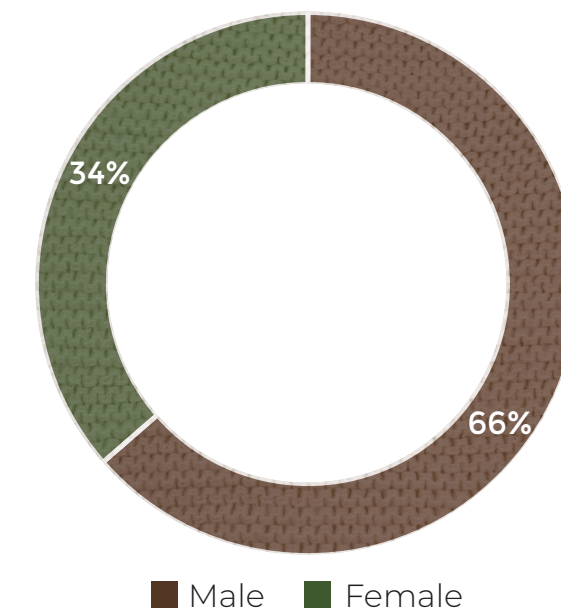
Training time by Gender

Gender wise, out of the total training hours, 66% of training time was utilised by men, and 34% by women in 2021-22. Considering our no discrimination policy, we are putting our best efforts to train more female employees and give them equal opportunities in the workplace. In terms of average, female average training time is 6.1 hours which is marginally higher than males.

Average Training hour by Gender



Percentage Training Hours by Gender (2021-22)



S. No	Type of training	Details	2020-21	2021-22
1	Technical Training	Line QC training	✓	✓
		Finishing and cutting	✓	✓
		Production	✓	✓
2	Software Training	“Zilingo” Production software	✓	
3	HR Training	Induction; Social policies awareness		✓
		Health and Safety		✓
		Goal Setting		✓
		KRAs and KPIs		✓
		Middle-level managers - ‘Key is me’		✓
		Middle-level managers - ‘Turn troubles into triumph’		✓
		‘Power of positivity to improve productivity’		✓
		Superb manager		✓

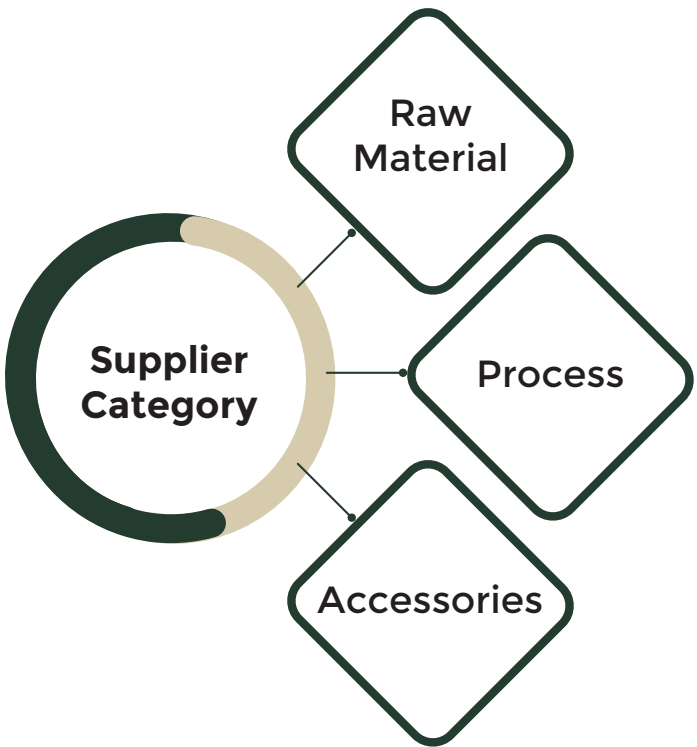


Supplier category and tenure

The supply chain is a crucial link to any business and having a resilient supply chain goes a long way in creating a successful enterprise. At NC John, we value the partnership with our supply chain and the support they provide us in manufacturing garments.

We have mapped our supply chain and we have a total of 63 suppliers from all over India during the reporting period. Among the total suppliers, about 13% of them are raw material suppliers, whereas the process-related and accessories suppliers form 28% and 59% respectively.

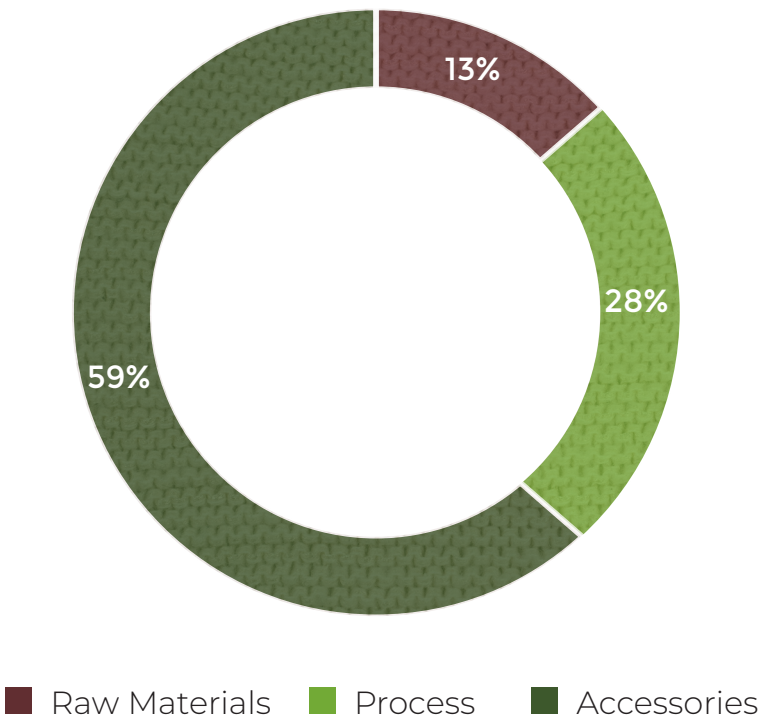
We understand the strength of partnerships and we have worked with many of our supply chain partners for more than five years, and with some even more than a decade. We have had a long-lasting relationship with most of our raw material



suppliers, the average length of the relationship being around 11 years and the longest of them being 17 years. 11% of the total suppliers are associated between five to ten years while 46% are associated with us for less than five years. Among the 37 accessories suppliers, 43% are associated for more than 10 years, with the longest time of association being 16 years. Among the 18 process-related suppliers, five each are associated with the company for less than five years and five to ten years category. Also, about 44% of the suppliers are associated for more than 10 years with the longest association being 17 years.

As we move ahead in the sustainability journey at NC John, we would like our suppliers also to take forward the sustainability initiatives, e.g., switching to renewable energy, water conservation, etc., As part of this journey, we will conduct an environmental and social assessment of our suppliers in the coming years.

Percentage of Suppliers by Category



Supplier Certifications

As a sustainable garments manufacturer, we ensure that our suppliers are also following the required compliances.

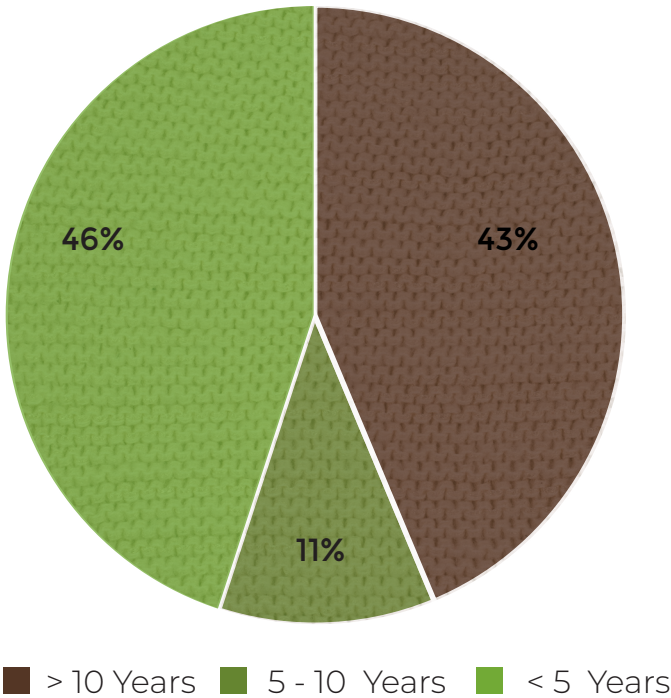
Among our raw material suppliers, about 75% of the suppliers have certifications and 100% of the certified suppliers are certified for GOTS and OEKO TEX, while 50% are certified for OCS and GRS, and 33% are certified BCI and CmiA.

In the accessories suppliers, we have a total of 37 suppliers, of which 46% are certified, around 5% are awaiting certification or undergoing the certification process and the rest 54% are not yet certified.

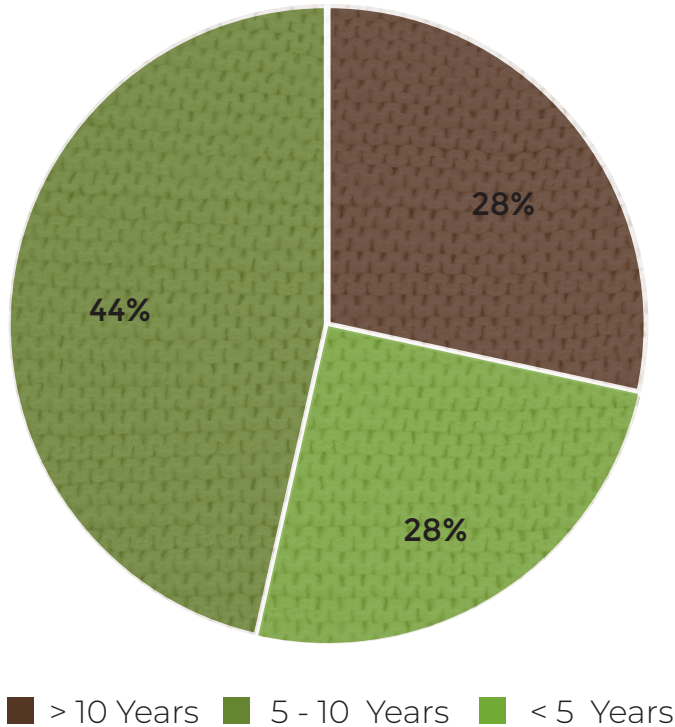
Among the certified accessories suppliers, 60% are certified for OEKO TEX, 27% are certified for SEDEX and FSC, whereas 20% are certified for GOTS and FAMA.



Accessories Supplier Relationship



Process Suppliers Relationship



5.4 Supply Chain

In the process-related supplier category, there are a total of 18 suppliers, of which 44% are certified. Among the certified suppliers, all of them are certified for GOTS (Global Organic Textile Standard), while 25% are certified for OEKO TEX and 13% are certified for OCS (Organic Content Standard). Some of the other certifications are GRS (Global Recycle Standard), BCI (Better Cotton Initiative), CmiA (Cotton made in Africa).

The certifications of our suppliers ensure that there are no violations with respect to child labour, forced labour, freedom of association and collective bargaining or human rights in their operations.

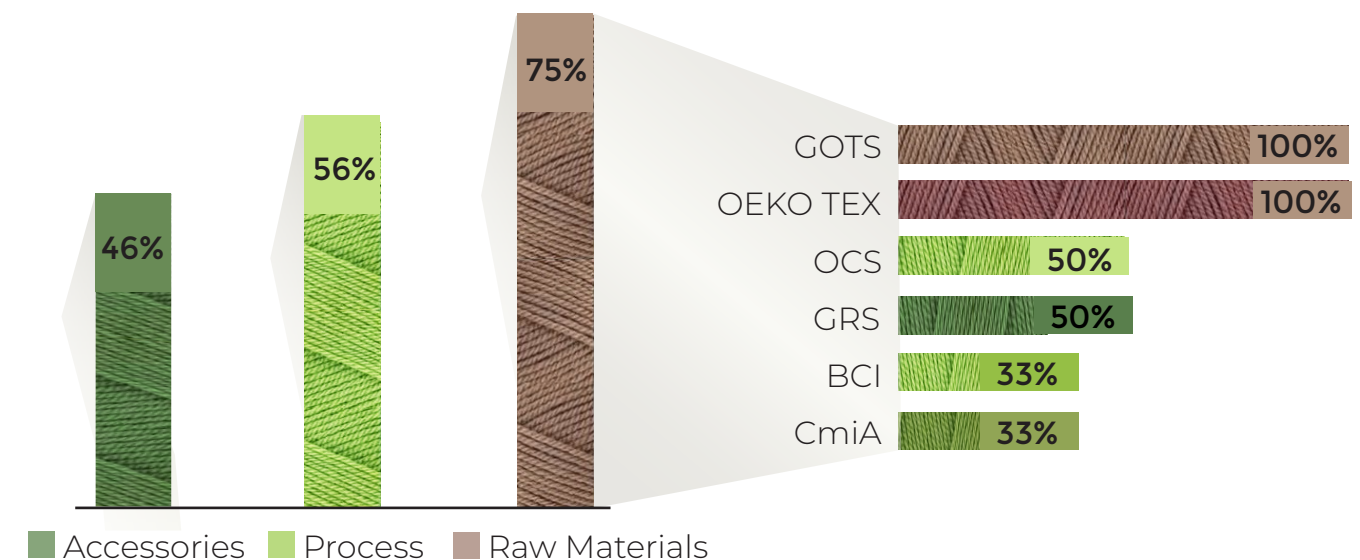
As part of our sustainability goals, we will map our tier-1 suppliers for any human rights abuse.

We have had a total of seven new suppliers included in our supplier network, three of these suppliers are certified and one of them is undergoing the certification process. We have had no negative impacts in the supply chain during the reporting period with respect to environmental and social assessments.



Suppliers with Certifications

Raw materials Supplier Certifications



5.4 Supply Chain

Geographical distribution of suppliers:

At NC John, we support local suppliers. Supporting local suppliers helps create additional investments in the local economy, and it also helps in creating employment opportunities for the local community.

In the reporting period, we had a total of 63 suppliers in the raw material, process and accessories category. Among the different categories of suppliers, 89% are local, based in Tirupur.

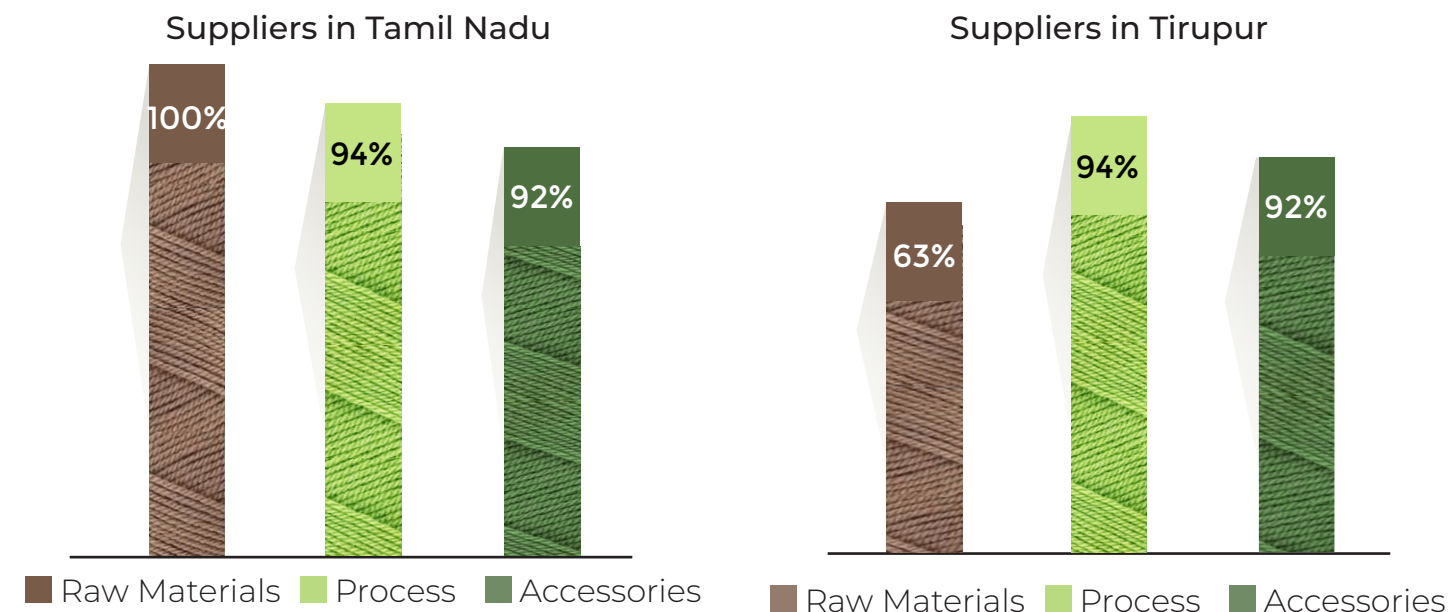
In the raw material supplier category, all the suppliers are based in Tamil Nadu, 63% of these are in Tirupur and the rest 37% are in the neighbouring districts of Coimbatore and Salem.

Among the accessories supplier, 92% are based in Tirupur, while 5% are based in Chennai and Pollachi and the remaining 3% are based in Haryana.

In the process-related supplier category, 94% are based in Tirupur, while the remaining are in the neighbouring district - Mangalam.

The strategy of building an inclusive supply chain brings many constructive aspects like:

- » Strengthens supply chain
- » Healthy communication with the vendors
- » Increases local employment opportunities
- » Brings more trust between both the parties due to close distance
- » Helps assess the suppliers' work environment for their workers' wellness
- » Reduces procurement costs
- » Low on carbon footprint



Our customers include both national and international brands.



Customers and end-users need accessible and adequate information about the products they buy. Our product catalogues and marketing brochures specify the exact information on the product that we manufacture. We have had no incidents of non-compliance concerning product information and labelling or concerning marketing communications.

As garment manufacturers, we sell our products to retail brands and do not have a direct link to the end-user of our products. We have had no incident of non-compliance concerning the health and safety impacts of our products.

At NC John, we take every effort to protect customer privacy. We collect data by lawful means and are transparent about how the information is used and secured. We do not disclose or use personal customer information for any purposes other than those agreed upon.

In the reporting period we had no complaints concerning breaches of customer privacy or loss of customer data.



PLANET

6.0 Overview

6.1 Energy

6.2 Emissions

6.3 Water

6.4 Waste

6.5 Materials

06



NC John and Sons was established on the principles of circular economy and sustainable development in the early 1940s, with the mantra “In harmony with nature” and we follow the same ethos even today. Our product range includes garments made from natural and recycled raw materials; our operations run on 100% renewable energy sources, and we are on the path to becoming a zero-waste and a carbon neutral organization, thus creating a positive impact on the environment. We deeply care about our planet, and thus all of our operational sites are outside of high biodiversity areas.

In this chapter, we discuss the highlights of the environmental impact of our operations through indicators such as energy, emissions, water, waste and materials.



Solar farm- Radhapuram, Tuticorin



Solar farm- Radhapuram, Tuticorin

Tirupur is known as the knitwear capital of India and accounts for 90% of India’s cotton knitwear exports. Special industrial parks have been developed to support the textile industry in the region. Tirupur Export Knitwear Industrial Complex (TEKIC) is one such industrial park and NC John & Sons has been a part of this cluster, in the Tirupur region.

Energy sources in our operations are electricity from the state grid and renewable energy from TEKIC. We also use diesel generators for any emergency needs. Among this, the major part of our energy consumption comes from the renewable sources of TEKIC’s wind farm & solar energy and the rest from our own solar plant.

Until the FY 2020-21, for some part we were dependent on state-grid, from the FY 2021-22 onwards, all of our energy requirement is met from renewable sources. This has encouraged us to go in for a carbon neutral certification for our facility.

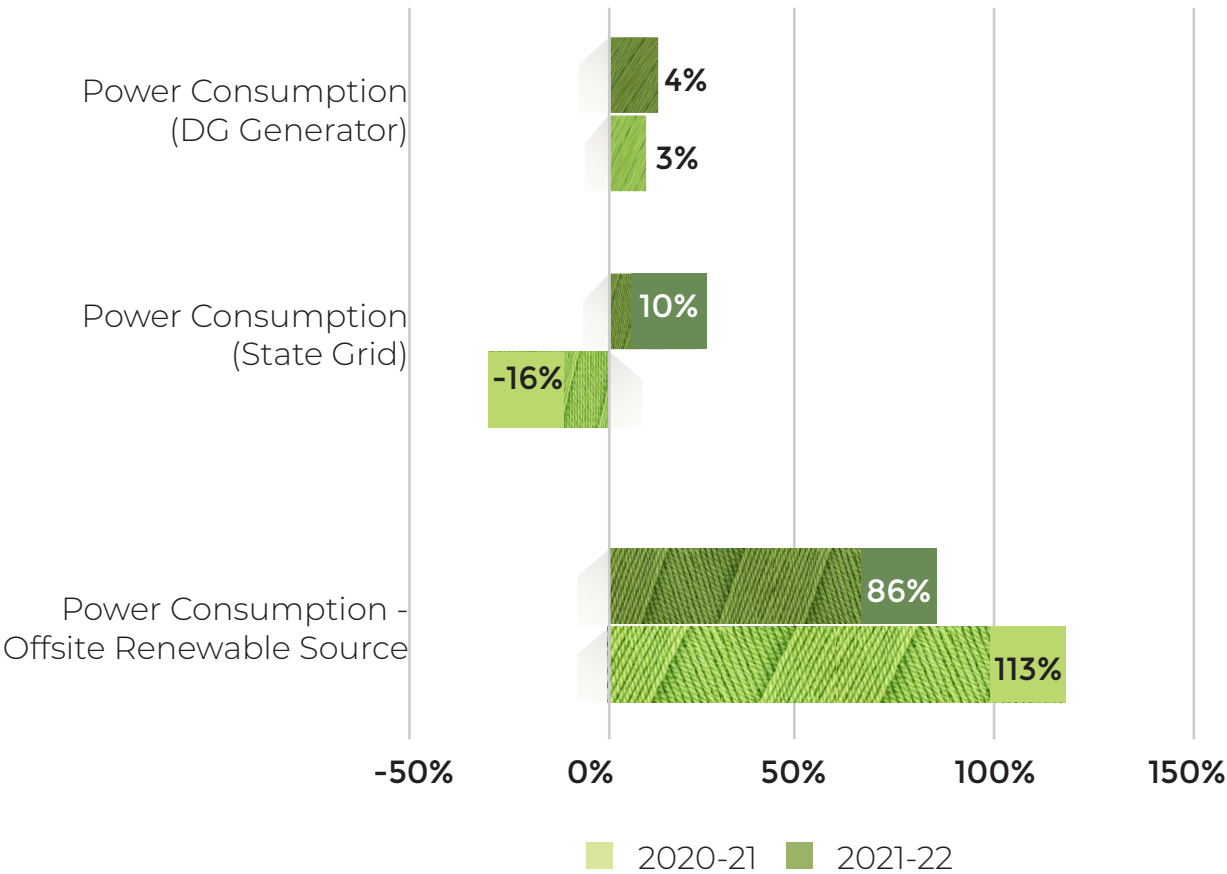
The total electricity consumption in 2021-22 is 157,441 kWh which is 7% more than that in 2020-21, this increase in the energy consumption can be attributed to the pandemic lockdown period during 2020-21.

Total Electricity Consumption (kWh)



The electricity consumption by sources is as shown below. The power consumption from offsite renewable sources has increased in the reporting year as compared to previous year.

Electricity Consumption by Sources

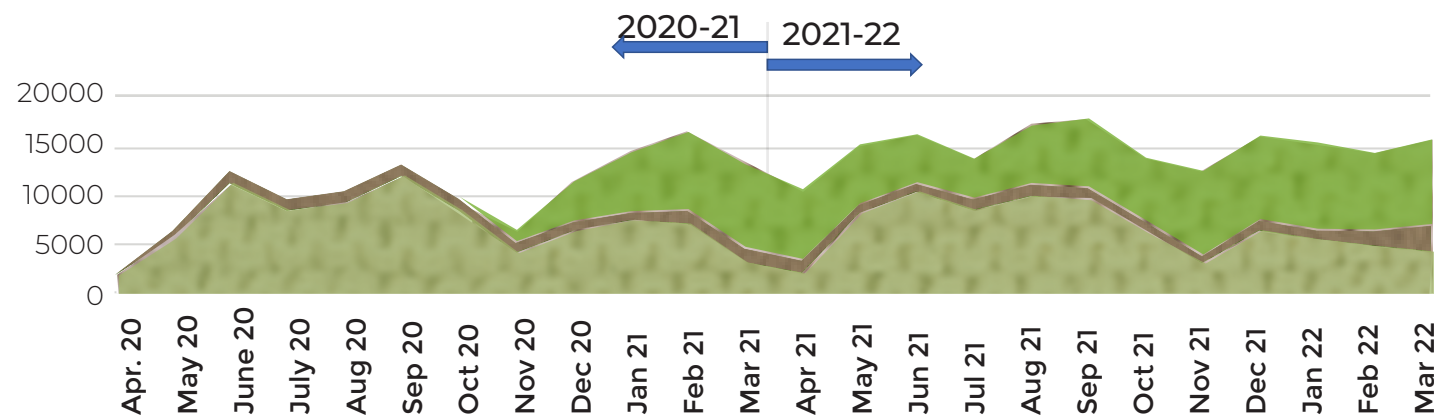


Energy v/s Green Energy

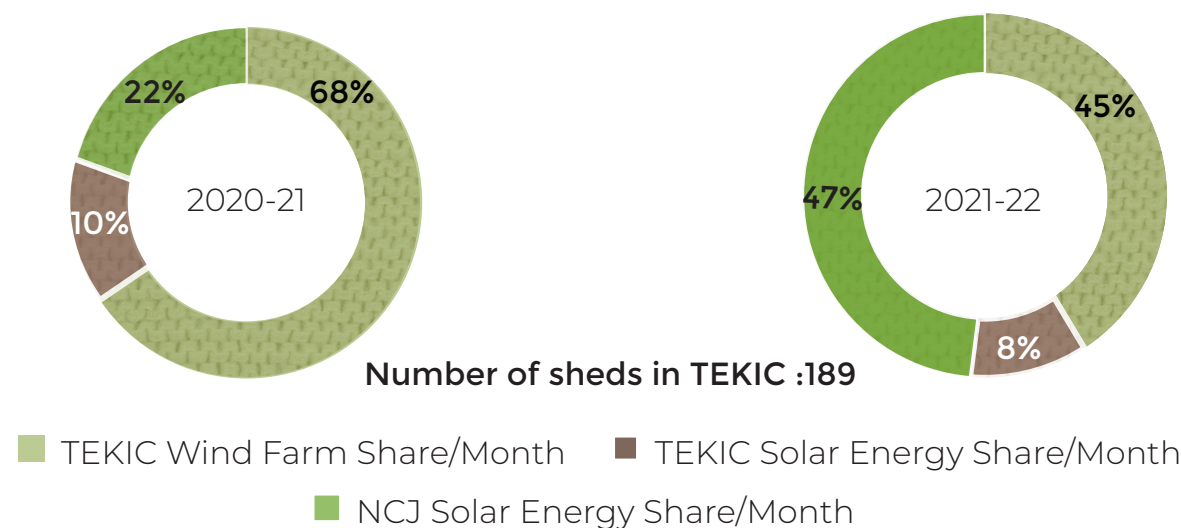
Green Energy Power Consumption by Sources

The organization is using green energy in most of its operations. This comes from the company's own solar plant and the rest from TEKIC's wind farms and solar plant. The net green energy from TEKIC for 2020-21 was 1,25,925 kWh while for 2021-22 it is 1,78,612 kWh which is 42% higher than the baseline year. TEKIC's wind farm was the major contributor (70%) till 2020-21, now NCJ's solar plant (47%) is contributing almost equal output as TEKIC's wind farm (45%).

Green Energy Consumption by Sources (kWh)



Percentage of Green Energy Consumption by Sources

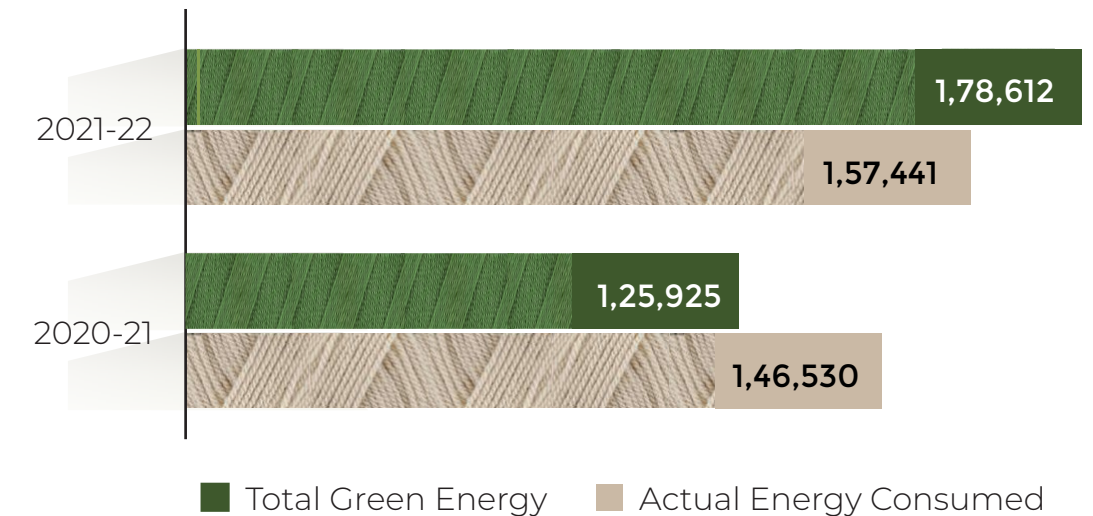


Total Energy Consumption

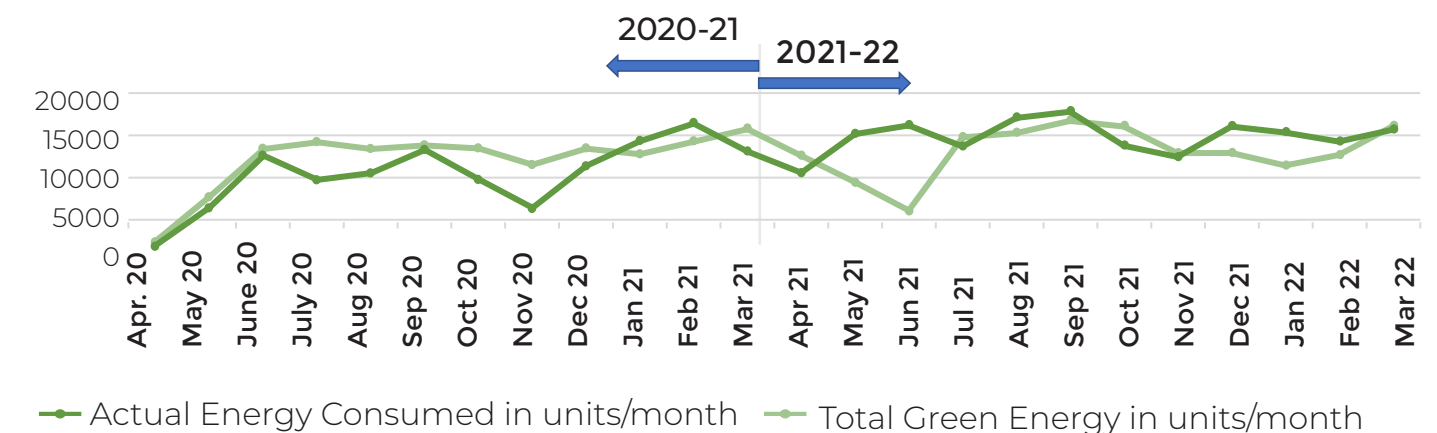
Energy consumption in our operations is primarily through renewable energy sources through TEKIC and our own solar energy sources, state grid and DG sets.

In the reporting period, we have increased the share of renewable energy to more than 100% and compared to the previous year, when it was 86%. The monthly power consumption in terms of green and actual energy is shown below

Total Energy Consumption (kWh)



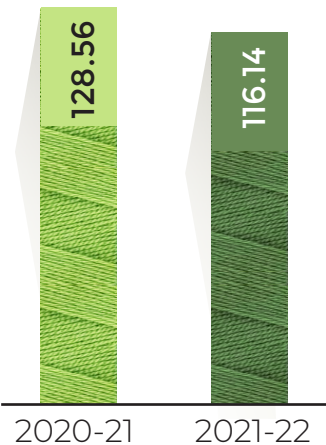
Total Green Energy vs Actual Energy Consumed (kWh)



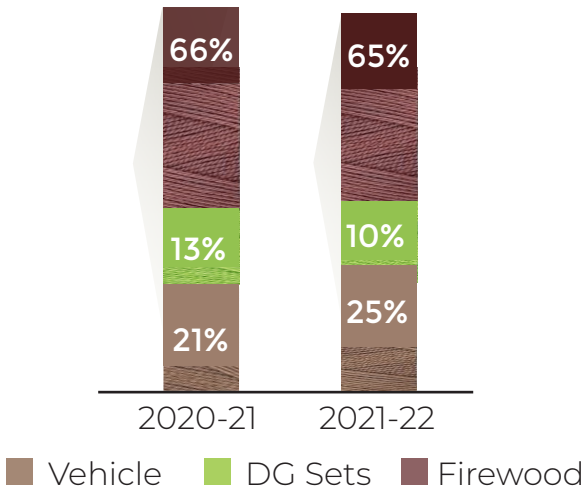
Emissions are classified as Scope 1, 2 or 3, according to the Greenhouse Gas Protocol. Scope 1 emissions account for all direct GHG emissions that occur from sources that are owned or controlled by the organization, while Scope 2 emissions are indirect emissions resulting from the generation of purchased electricity consumed by the organization and Scope 3 emissions account for all other indirect emissions that are a consequence of the activities of the company but occur from sources not owned or controlled by the company.

The source of Scope 1 emissions in our operations arises from the fuel used for the company-owned vehicles, DG sets, and firewood used for boilers. The Scope 1 emissions in the reporting period are 116.14 Tons CO₂e, which has been reduced by around 10% when compared to the Scope 1 emissions in the 2020-21 period. This can be attributed to the reduction in the electricity consumption and firewood used for boilers. Firewood consumption contributed to about 65% of the Scope 1 emissions.

Scope-1 Emissions (Tons CO₂e)



Scope-1 Emissions by Sources



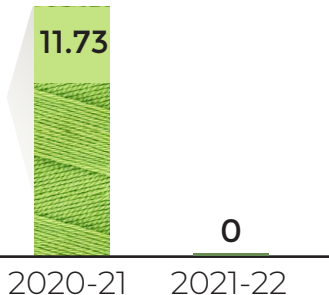
Certified Carbon Neutral

We have eliminated Scope 2 emissions in our operations as we have switched to 100% renewable energy during the reporting period.



Solar farm- Radhapuram, Tuticorin

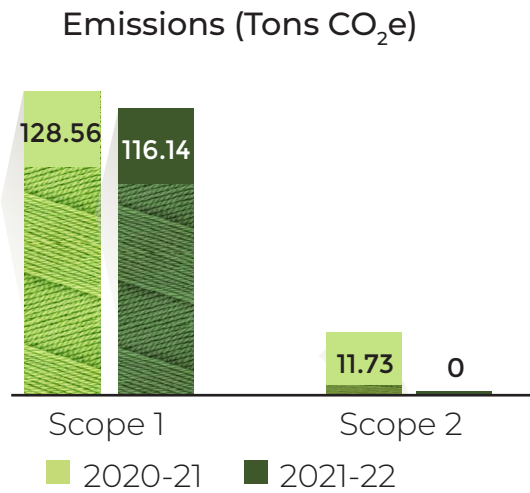
Scope-2 Emissions (Tons CO₂e)



For the reporting period, we have mapped the Scope 1 and 2 emissions only. Overall, there is a 17% reduction in the total emissions, (Scope 1 and 2 combined) in 2021-22 compared to the baseline year.

Taking our sustainable journey forward, we are in the process of mapping the relevant Scope 3 emissions categories. We are happy to share that we have begun the process of carbon-neutral certification and have set an ambitious goal of being carbon positive by 2030.

Emission intensity per garment in the reporting period is almost 265 gm CO₂e as compared to 325 gm CO₂e in 2020-21.



Carbon Positive by 2030



Solar farm- Radhapuram, Tuticorin

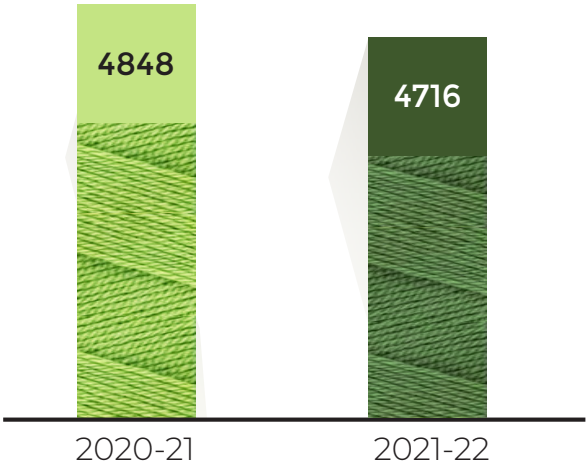
Water is a crucial resource for life on earth and scarcity of water is an issue of concern to all. Almost all steps of the textile manufacturing process depend on water, starting with the cultivation of the cotton and other crops. Hence responsible water management is crucial for identifying the consumption pattern and planning reductions and improvements.

In our operations, we do not have any wet processing and hence water consumption is mainly for domestic purposes. The source of water at our operations is from the municipal supply through TEKIC (Tirupur Export Knitwear Industrial Complex).

The water withdrawal has reduced from 11.23 litres per garment in 2020-21 to 10.77 litres in 2021-22.

The total water consumption for 2020-21 and 2021-22 are as shown

Total Water withdrawal (kilolitre)



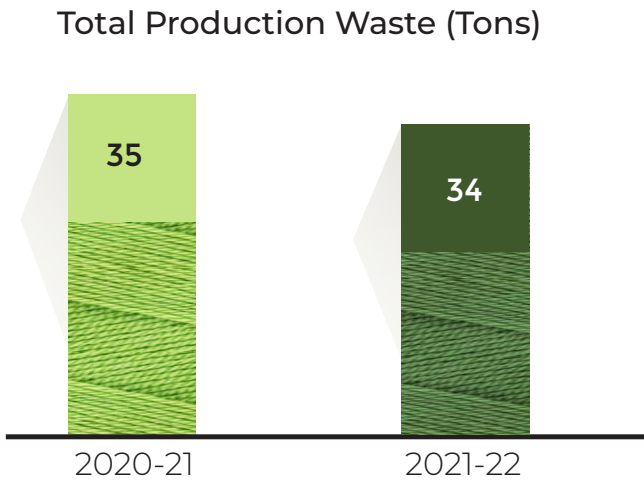
Water positive by 2030



Waste is a valuable resource when managed efficiently. We have introduced rPET and recycled cotton fabrics in the product range as part of our sustainability strategy. We are committed to using resources efficiently by providing our customers with high-quality long-lasting apparel.

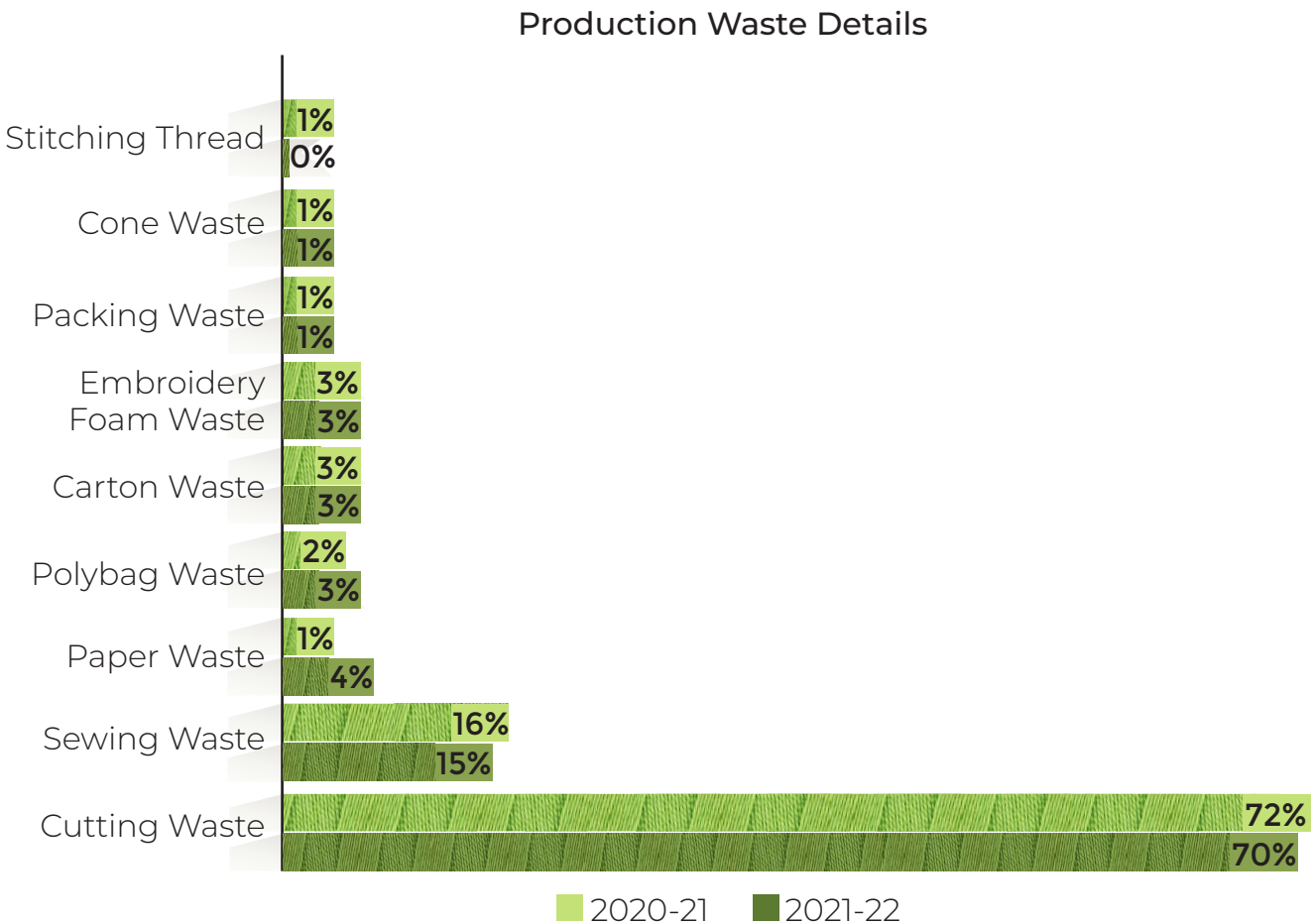
The waste generated in our operations is either reused or handed over to authorised recyclers. We aspire to reduce the waste generated in our operations and achieve a zero waste status.

For 2020-21 the total waste was 35,342 kgs while for 2021-22 it is 33,970 kgs. There is a reduction of 1,372 kgs (~3%) of waste in one year.



Zero-Waste by 2030

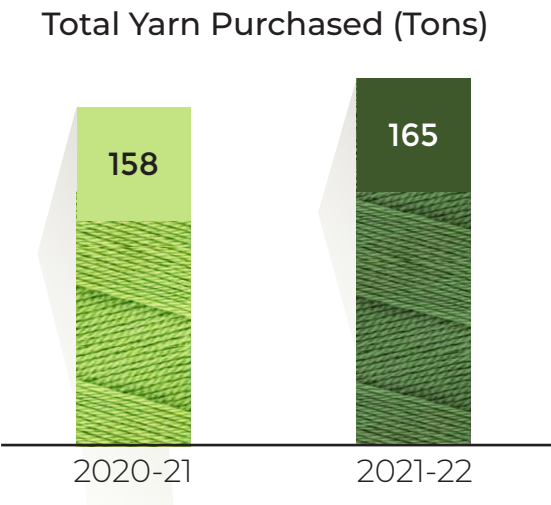
The waste generated in our operations can be classified as fabric cutting waste, sewing waste, paper waste, polybag, carton waste, and embroidery foam waste. The chart below gives the details on the percentage of each waste type. Almost 70% of the production waste comes from cutting waste. There is also office paper waste which is around 66 kgs and mud which is almost 100kg for 2021-22.



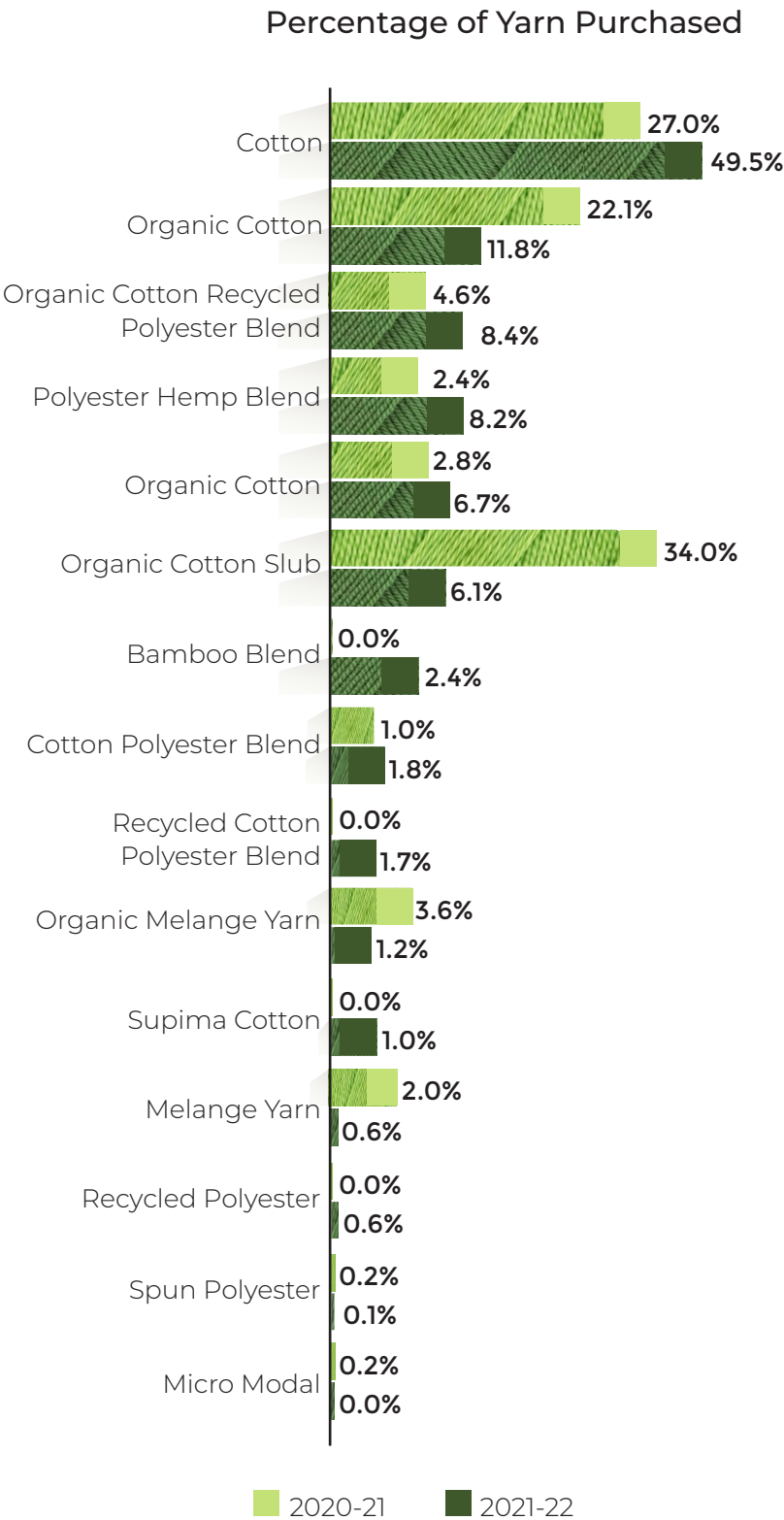
As a garment manufacturer, the most significant production-related material is the yarn fabric. The other materials include buttons, labels, stitching thread, elastic etc. The non-production related items are predominantly the office stationery.

We have purchased a total of 18 different types of yarns for our garment manufacturing. A total of 165 tons of yarn was purchased in 2021-22 while in 2020-21 it was 158 tons. The most commonly used yarn types include Cotton, Organic Cotton, Organic Cotton Slub, Organic Cotton Recycled Polyester, Polyester, and Organic Cotton Hemp blend.

In the reporting year, the maximum quantity purchased was cotton at around 50%, while in 2020-21 it was Organic Cotton Slub at 34%.



100% sustainable materials by 2030



CSR ACTIVITIES

7.0 CSR Initiatives

7.1 CSR Expenditure

7.2 Social Activities

7.3 Environment Activities

07



As a responsible organization, we believe in contributing to and enhancing the lives of the people around us. Through the various CSR initiatives, NC John & Sons Group have developed a strong connection with society. Some of the CSR initiatives that the Group supports are:

HEALTH CARE

Regular financial assistance is provided to needy individuals people to address their medical needs.

EDUCATION

The infrastructure needs of selected schools in the local district of Alleppey are addressed. We also supported financially challenged students to continue their education on an ongoing basis. This was by providing such students own Smartphones to enable them to connect with Online classrooms which is the norm during the pandemic times.

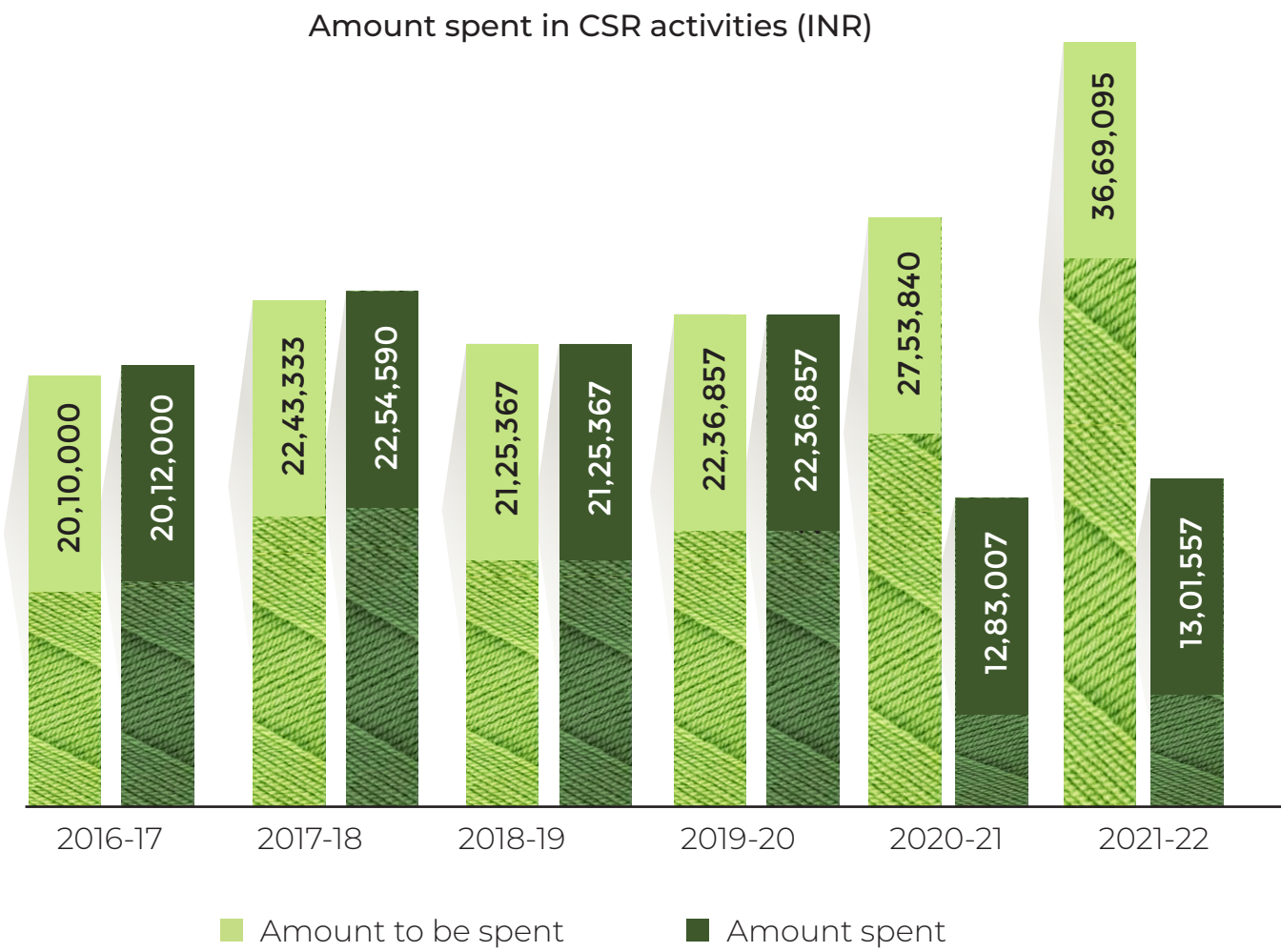
Funds are provided to schools to cater to the needs of students who need financial assistance for books, uniforms etc. Funded sports events for Differently abled children.

DISASTER RELIEF

The state of Kerala, in the last few years, went through multiple natural disasters followed by the current Covid pandemic. We financially supported relief efforts in coordination with local government and non-government organizations. Food aid to the poor sections of society on a continuing basis.

CSR Funds spent in the previous 5 years include the following creditworthy items:-

Sl. No.	Particulars	Total
1.	Sponsoring Sports for the differently abled by Lions Club of Alleppey	Rs.3,00,000
2.	Payment to YMCA Alleppey for N.C. John Memorial Table Tennis Arena	Rs.15,00,000
3.	Yearly Assistance to Academically ambitious High School Students who deserve financial support through 16 Schools including Santhwan	Rs.4,40,000
4.	Donation to “Swanthwan”, School of Mentally Challenged, Alleppey for extension of sports facility	Rs.7,46,241
5.	Building and Donating a 6 Room Girls’ Friendly Toilet Block with 2 Electric Incinerators to HSS, Thiruvambady.	Rs.6,80,000
6.	Assissi Hospice & Palliative care Centre, Punnapra	Rs.5,00,000
7.	Supply of 700 Bio Toilets through Alleppey District Collector for Flood Relief Camps	Rs.12,50,000
Total CSR funds spent since 2016.		Rs. 1,12,13,378



In the reporting period, the total CSR amount to be spent was INR Rs.36,69,095, of which INR 13,01,557 was spent by the end of the reporting period. A few of the supported during the reporting period are as shown below

S. No	Miscellaneous Projects	Amount spent (INR)
1	T.V. Thomas Memorial Trust	11,175/-
2	Covid Support to Rema Devi	10,000/-
3	Medical Assistance to Dixon	25,000/-
4	Education Assistance to Shiny Joseph	35,000/-
5	Educational assistance to 16 schools	4,40,000/-



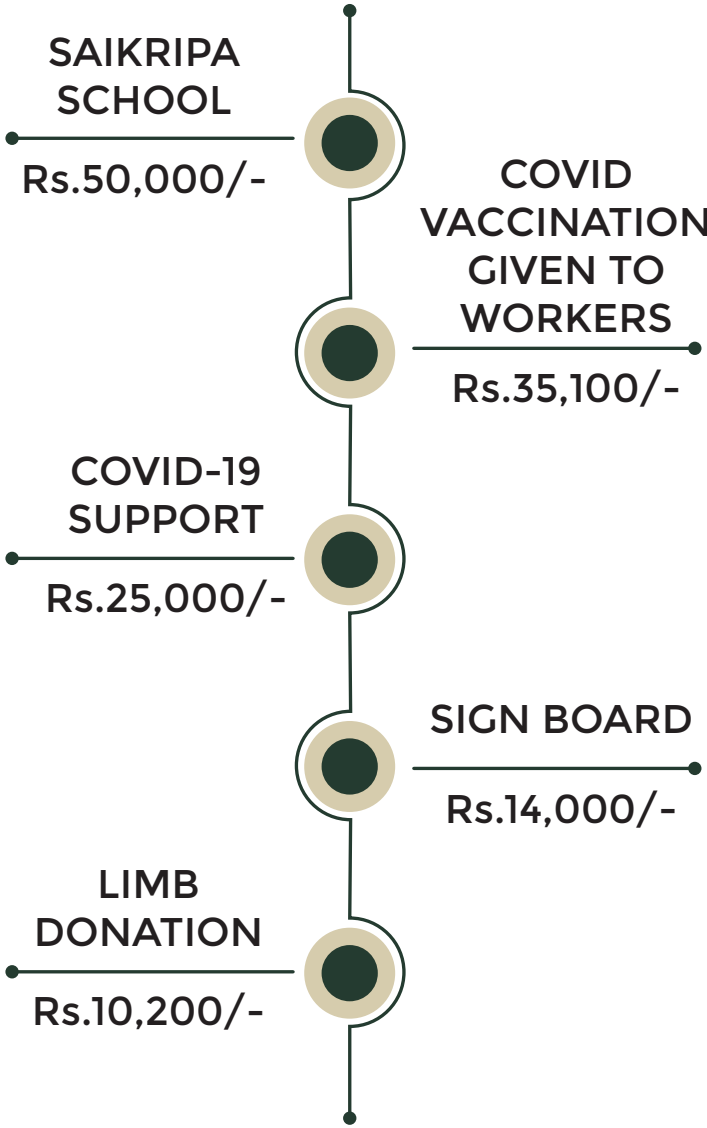
Health Initiatives

Projects	Tasks	Impact
Covid-19 Pandemic support	Covid Testing support for employees	<ul style="list-style-type: none"> Health & well-being of employees Employee awareness Better management of Covid cases
	Vaccination drive for above 40 years old employees	
	Distribution of ration to workers	
	Masks and sanitizers provided to all employees	
	Awareness session for employees	
Monetary Assistance	Financial support and medical assistance for Limb donation	<ul style="list-style-type: none"> Well-being of disabled persons Make them self sufficient
	Direction for primary health care centre	<ul style="list-style-type: none"> Access to health centre Health & Well-being

Education

Projects	Tasks	Impact
Saikripa School	Contributed for constructing new class rooms	<ul style="list-style-type: none"> Right to education
Round Table India - Freedom through Education"	To build schools and toilets for under privileged children	<ul style="list-style-type: none"> Right to education

NCJ CSR Contribution (2021-22)



Projects: Tree plantation drive



GRI INDEX

8.0 GRI Index

08



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*NC John & Sons Pvt. Ltd. (NC John Group) is an established floor covering manufacturer headquartered in Allepey, Kerala. It diversified into garment manufacturing in 1992 with a dedicated factory at Tirupur, Tamil Nadu.
This report pertains to the garment unit at Tirupur.*

