

Social Responsibility Policy

Featherlite Office Systems (P) Ltd., believes that the primary purpose of business is to improve the quality of life of the people. It will pursue practices designed to enrich quality of life of its employee's and maximize the productivity.

It will also ensure transparency, fairness and equity in all its dealing with its employees & continue to educate & involve its employees in organizational requirements, community outreach services and corporate ethics & discourages corruption (gifts, bribery and insider trading).

Featherlite encourages labour & human right management practices -

1. No child labour and forced labour to be employed directly or indirectly.
2. No discrimination with respect to caste, gender, religion and race.
3. Minimum wages to be paid as per law of Government of Karnataka, Department of Labour.
4. No harassment or physical punishment to the any individual.
5. In case of disciplinary action, it should be as per standing orders of the employment.
6. Standard working hours and standard overtime (OT) hours to be followed with corresponding wages & salaries.
7. Personal protective equipments to be provided at the time of operation wherever appropriate.
8. Health checkup to be carried out as per the prescribed period for the employees working on dangerous operations as per factories act of India, 1948.

The company will volunteer its resources including employees to the extent it can reasonably afford, to sustain and improve socio-environmental aspects and quality of life.

For Featherlite Office Systems (P) Ltd.



Arune Chellaram
Associate Director

Dated: 19.07.2024



Featherlite
Social Responsibility

CONTENTS

03 | Sustainability
at FL

04 | Sustainability
Strategy

05 | Environmental
Responsibility

09 | Economic
Responsibility

10 | Corporate
Social Responsibility

11 | Governance
Practices

13 | Alignment
with SDGs

19 | Doing Good -
Sustainability Commitment

SUSTAINABILITY AT FEATHERLITE

Featherlite, a modular furniture manufacturing company, drives sustainability initiatives as a core value. We're committed to taking care of the environment, being socially responsible, and staying strong economically.

Our company ethos revolves around



**Innovative
design**



**Community
collaboration**



**Ongoing
improvement**

Our manufacturing approach

Centred on producing low-carbon products, we meticulously select eco-friendly materials and employ energy-efficient manufacturing methods to ensure our products meet high standards of quality and functionality while minimising their environmental impact.

SUSTAINABILITY STRATEGY

Our sustainability strategy focuses on five key areas. Through these pillars, we prioritise sustainable practices and aim to make a positive impact on society and the environment.

- 1 Environmental Responsibility
- 2 Economic Responsibility
- 3 Corporate Social Responsibility
- 4 Governance Practices
- 5 Alignment with SDGs

Sustain+ability

Featherlite is committed to building a brighter, sustainable future.



Sustainable Materials

Our raw materials are sourced responsibly. Our products contain over 73% rapidly renewable and recycled materials. We are working to increase it by about 80%.



Sustainable Design

We integrate ergonomic design principles to promote user comfort and well-being over extended periods of use.



Eco-friendly

Our commitment to eco-friendliness is reflected in the absence of hazardous materials or chemicals of concern in our products and are RoHS compliant.



Good Health & Well-being

Our commitment to safeguarding consumer health and wellbeing is reflected in our careful selection of best-in-class materials and communicating our products' composition with the support of international certifications like GREENGUARD and BIFMA for most of our products.



Lifecycle Thinking & Management

Modularity is built into our design thinking. Our products are designed to be upgraded, modified, and recycled with an end of life management structure put in place.



Component Standardisation

We optimise our products and design offerings to achieve greater efficiency and reduce redundancy. By using standardised parts and components across multiple product lines, we achieve cost savings and streamline our manufacturing processes. This effectively leads to improved product quality, as standardised parts can be tested and validated for performance and durability.



Reducing Carbon Footprint

To minimise our carbon footprint and greenhouse gas emissions, we have implemented a measured approach that carefully analyses the manufacturing and assembly of all office furniture.

SUSTAINABILITY AT FACTORY



Green Building



Our manufacturing facility is CII-IGBC Green Factory Building - Gold certified.



70% Recyclable
Materials that are used in construction of the manufacturing facility are recyclable.



Water



50% Rainwater
Harvesting through the rooftop RWH system and recharged to the ground.



20% Recycled Water
out of total consumption.
100% STP-treated water is used internally.



Waste



Waste segregation and management is in place throughout the operations of the facility.



Wood and metal from manufacturing waste are recycled through empanelled local recyclers and turned into raw materials for other industries.



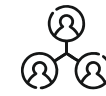
Indoor Quality



Our manufacturing facility is provided with more than adequate natural lighting to conserve energy and also ensure better working conditions.



Our manufacturing facility is provided with a more than adequate opening to carpet ratio to meet the fresh air requirements that help the health and wellbeing of our employees.



Employee Commute



51%
Employees commute to our facility using our transportation facility reducing our environmental impact.

RACE TO NET-ZERO

Featherlite believes in its goal to go carbon neutral in the near future. We continued investing in renewable energy that is an essential step towards achieving carbon neutrality and also plans carbon offset projects going forward. With the growing concerns about climate change, our organisation's responsibility is to look for ways to reduce our carbon footprint, and one of the most effective ways to do so is by investing in renewable energy.



1MW
Onsite Rooftop Solar System



526.04 MWh
Solar Energy supplied to the grid



>70%
Surplus energy has been supplied to the national grid



1.25 MW
Offsite Windmill



123.08 MWh
Wind Energy supplied to the grid



905.68 tCO₂e
Avoided emission through continuous investments in renewable energy



55%
Energy consumption is substituted with solar energy at our Hejjala Facility



649.058 MWh
Renewable Energy supplied to the grid



GHG Emission Reporting
Emission Reporting using GHG Protocol standards has been published in Q1FY24.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Our near-term net-zero target has been validated by the SBTi.



We disclose our environmental footprint, focusing on climate change impacts.

EXTENDED PRODUCER RESPONSIBILITY

As part of our commitment to Extended Producer Responsibility(EPR), we ensure that our product family is disposed of in compliance with the country's legislation. A document is designed to provide end-of-life recyclers and treatment facilities with the necessary information to facilitate appropriate treatment for the product's components and materials.

Recycling/scrap agencies have been identified and intimated for assistance. The list is appended below:

RECYCLING FACILITES IN INDIA

Featherlite Location	Company	Address	Nearest (Recycling) SCRAP Facility & Address	
South				
Secunderabad	Choice Marketing Company (Franchisee)	#100, Rashtrapathi Road, Secunderabad - 500 003 Andhra Pradesh	Kohinoor Traders Shop No. 8-3-168/H/3, Sanman Hotel Lane Erragadda, Hyderabad - 500 018 Farooq G.S +(91)-40-67110964	Plastic
Vijayawada	Colour Care Chandralok (Dealer)	Commercial Complex, K.P.Nagar, Near Stella College Vijayawada - 520 008 Andhra Pradesh	Expert Metals Shop No. 302, Venus enclave Engineer Colony, Yellareddy Guda, Hyderabad, A.P, India Shaik Ra fi+(91)-9866017873, +(91)-40-23731627	Wood
Visakhapatnam	The Decograph Interiors (Dealer)	Udyog Bhavan Block 'A', Vuda Complex Siripuram, Visakhapatnam - 530 003 Andhra Pradesh	Baba Iron Scrap Merchant 9-61-25, BRP Road, Islampet, Vijayawada - 520 001 (91)-(866)-2522654	Iron
West				
Goa	Newways Office Works (Dealer)	Opp. Army House, Altinho, Panjim, Goa - 403 001	Balaji Scrap Serve No. 203/1, Mushirwada Village, Kolval Village, Goa Head Post Office, Goa - 403 001 Mr Bala Naidu/Mr Ghulam Gaus +(91)-9323022005	Metals
Mumbai	Featherlite Collections	Nirlon House, West Wing, 1st Floor, 254-B, Dr.Annie Besant Road, Worli, Mumbai - 400 030	Victor Plastics No. 9/5, Royapuram, Kasimedu Signal, Jeevarathinam Salai, Chennai - 600 011 Mr Fedrick V +(91)-44-32560349	Plastics & Wood
North				
New Delhi	Supertech (India) PvtLtd., Franchisee	K-1/116, EPDP, Chitranjan Park, New Delhi - 110 019	Global Steel Trading Company 317B Mukand Nagar, Industrial Area, Ghariabad - 201 001 (Also Serves Delhi) Mr Huzer Akhtar +(91)-11-66242696	All Metals

2

Economic Responsibility



Ethical Business Conduct

Upholds ethical business practices, integrity, transparency, and accountability in all business dealings



Compliance with Regulations

Ensures compliance with legal requirements, environmental regulations, labour standards, and reporting frameworks related to sustainability



Financial Transparency

Maintains financial transparency by disclosing relevant financial information, sustainability performance metrics, and governance practices



ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS



Responsible Sourcing

All our wood products are rapidly renewable and come from forests that are managed responsibly & certified by the FSC.



Responsible Production Facility

Sustainable Manufacturing Facility – Our factory is designed and built in such a way that more than 70% of the materials are recyclable and can be reused. IGBC Green Gold Certified.



41 GreenGuard
Gold Certified Products

BIFMA

Certified



157 GreenPro
Certified Products



ISO 9001 : 2015
ISO 14001 : 2015
ISO 45001 : 2018
ISO 50001 : 2018

Responsible Management

We comply with International standards for Quality, Environmental, Health and safety standards, and Energy management.

Responsible Products

Low VOC emission from adhesives and wood provides a safe manufacturing and working environment for employees. Our products are certified for Low Emission (VOCs).



Workforce Development

Enhances social sustainability within the organisation

Invests in human capital

Employee well-being

Training Program and Workshops

- Green Positive Program - Green Skilling Workshop on Climate Action

4

Locations

16

Workshops

620

Man-hours

337

Employees Taken
Climate Pledges

74%

Covered



Community Engagement

Engages with local communities through social initiatives, philanthropy, and community relations to foster positive social impact and stakeholder relationships



Human Rights Protection

Upholds human rights standards throughout the supply chain, ensures fair labour practices, and prevents discrimination



Diversity and Inclusion

Promotes diversity in the workforce, ensures equal opportunities, and fosters an inclusive workplace culture



Stakeholder Engagement

Engages with stakeholders transparently, considers their interests, and addresses their concerns

4

Governance Practices



Board Oversight

Establishes a dedicated oversight board committee comprising diverse expertise to monitor sustainability initiatives and drive progress



Risk Management

Identifies ESG-related risks that could impact business activities or reputation and develop mitigation strategies



Continuous Improvement

Regularly reviews the sustainability policy based on feedback from stakeholders, performance evaluations, best practices in sustainability management

FUTURE SUSTAINABILITY ROADMAP



5

Alignment with SDGs

Local Action for Global Challenges

Featherlite, an Indian manufacturing company, aligns local actions with global challenges through the United Nations Sustainable Development Goals (SDGs). Through advocacy and innovation, Featherlite contributes to a more sustainable future while reflecting India's evolving market landscape.



NO POVERTY

Target 1.2

Village Adoption

Featherlite's CSR initiative adopted a village, and tailored support to reduce poverty levels



GOOD HEALTH AND WELL BEING

Target 3.8

1. Infrastructure Support to Hospital

Donated furniture and chairs to the hospital

2. Safe Manufacturing

- Achieved lower VOC emissions from glue and wood in our manufacturing processes
- Strict adherence to Restriction of Hazardous Substances (RoHS) compliance

Target 3.9

1. GreenGuard Certified Products

Ensuring healthy indoor air quality

2. Our plants are ISO 45001: 2018 certified

Preventing workplace injury and illness

3. Cleaner Air Emissions

Installing cyclone separators and stacks ensures cleaner emissions for a safer environment

4. Healthier Operations

- Reduced welding minimizes carcinogenic fumes
- Safe diesel handling protects workers and the environment

5. Safer Cleaning

Switching from Toluene to Ethyl Acetate thinner for Safer Cleaning



QUALITY EDUCATION

Target 4.1

Featherlite donated land for School

Featherlite supports Pottery Town Govt. High School in Bangalore, emphasizing quality education and empowerment for 250+ students in 12 classrooms



GENDER EQUALITY

Target 5.5

Inclusive Hiring

We promote gender-neutral hiring for a fair work environment based on skills



CLEAN WATER AND SANITATION

Target 6.3

Wastewater Reuse

100% of the treated water is reused at the factory

Target 6.4

Efficient Water Use

Water Conservation through Efficient Fixtures and Fittings

Target 6.5

Rainwater Harvesting

>50% capture rooftop and surface runoff to recharge groundwater. Targeting 100%.



AFFORDABLE AND CLEAN ENERGY

Target 7.2

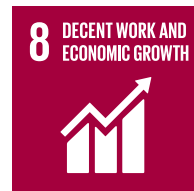
1. Renewable Energy

Featherlite Embraces Renewable Energy, Wind and Solar

- 1.1 Onsite Rooftop Solar at Hejjala - 1MW
- 1.2 Onsite Rooftop Solar at Rajanukunte - 85 KW
- 1.3 Offsite Wind Power - 1.25 MW

Target 7.3

- ISO 50001 Certification Implementation
- Energy-Efficient Equipment Installation
- Our factory designs prioritize natural light and ventilation.



DECENT WORK AND ECONOMIC GROWTH

Target 8.4

Resource Efficiency and Waste Management Strategy

93% Material Efficiency, Waste Minimized. Targeting 98%

Target 8.5

1. Fair Compensation and Compliance

Strictly adhering to government-mandated minimum wage laws

2. Inclusive Employment

Matching abilities with provided training

Target 8.7

1. Prohibition of Child Labor and Forced Labor

Strictly prohibited

2. Upholding Labor and Human Rights Policies

Policies in line with local and international standards, ensuring fair treatment

Target 8.8

1. Safety Measures

Prioritizes the safety and security of all its workers

2. Adherence to Standard Working Hours and Overtime Regulations

Maintains adherence to standards

3. ISO 45001 Certification

Responsible Production Practices

4. Compliance with RoHS Standards for Lower VOC Emissions

Provide a safe manufacturing and working environment

INDUSTRY, INNOVATION AND INFRASTRUCTURE

Target 9.1

Sustainable Infrastructure Development

Hejjala factory built with 70% recyclable materials

Target 9.4

1. Innovative Product and Process Design for Sustainability

In order to enhance energy performance and resource efficiency

2. Sustainability at Factory

Hejjala facility awarded IGBC Gold Certificate

3. Reduction of Emission Intensity

In FY23, emission intensity reduced by 21% over FY22 to 0.0091 tCO₂e / unit

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



REDUCED INEQUALITIES

Target 10.2

1. Promoting Diversity, Equity and Inclusion

The company sets inclusivity metrics and trains employees

2. Inclusivity Compliance

Featherlite ensures diverse, inclusive workplaces by following regulations and beyond

3. Transparent and Fair Employment Practices

Featherlite ensures fair, transparent processes

Target 10.3

Promoting Equality and Non-Discrimination

Featherlite promotes equality through inclusive policies, merit-based opportunities

10 REDUCED INEQUALITIES



SUSTAINABLE CITIES AND COMMUNITIES

Target 11.1

Improving Living Conditions with Infrastructure.

Featherlite improves urban living by supporting schools and hospitals.

11 SUSTAINABLE CITIES AND COMMUNITIES



RESPONSIBLE CONSUMPTION AND PRODUCTION

Target 12.2

Utilization of Rapidly Renewable Materials

Uses >73% rapidly renewable materials.

Target 12.4

1. ISO 45001 Material Impact Assessment
2. Life Cycle Thinking in Design Integration
3. Biodegradable Inputs Priority for Impact Reduction

Target 12.5

1. Designing for Upgradability, Modification, and Recycling

With an end-of-life management structure in place

2. Encouraging Circular Economy

Raw material efficiency

3. Responsible Waste Reduction

Responsible Waste Management with Empanelled Partners

4. Prioritizing Recyclable Inputs and Recycled Materials

Featherlite prioritizes recyclable and recycled materials for sustainability

5. Assisting Customers in End-of-Life Management

Featherlite helps customers recycle responsibly

6. Solid Waste Diversion Program

Aims for 100% waste diversion, showing Featherlite's waste reduction commitment

Target 12.6

GHG Emission Reporting for Transparency

Publishing annual GHG Emission Reports promotes transparency and sustainability

CLIMATE ACTION

Target 13.2

1. Common Transport Facility Initiative

Reduces emissions with shared transport for 51% of staff

2. Pollution Under Control Certification for all Vehicles

All vehicles have pollution certification and comply with Central Motor Vehicle Rules

3. Vehicle Age Limit for Efficiency

15-year age limit for trucks; earlier replacement if inefficient

4. Green Skilling Program

Partnered with an NGO for workshops, aligning employees and suppliers with UN and India's climate objectives



LIFE ON LAND

Target: 15.2

Promotion of Sustainable Forestry

Supports responsible forestry with FSC-certified wood, aiding deforestation mitigation



DOING GOOD

Featherlite's hybrid sustainability policy integrates ESG principles with the National Voluntary Guidelines, fostering a culture of excellence in sustainability.

Our comprehensive approach emphasises corporate social responsibility, environmental stewardship, economic accountability, and ethical governance practices. Through the integration of these principles into our operations, we contribute positively to both society and the environment.

Featherlite's Sustainability Commitment

Our comprehensive approach emphasises corporate social responsibility, environmental stewardship, economic accountability, and ethical governance practices. Through the integration of these principles into our operations, we contribute positively to both society and the environment.

OUR SHOWROOM LOCATIONS





 **080 4719 1010**

16/A, Millers Road, Vasanthnagar, Bengaluru 560 052

www.featherlitefurniture.com