

GOVERNANCE FRAMEWORK

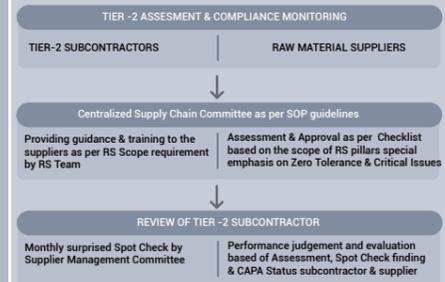
At Raj, sustainability is an integral part of the business and is driven by the Company's leadership, with an organization-wide governance structure.

Our Policies demonstrate our commitment towards sustainability leadership and guide us in formulating and implementing our long-term sustainability strategy.

At the corporate level, various committees review sustainability and governance initiatives



TIER 2 SUPPLIER MANAGEMENT PROGRAM



STAKEHOLDER ENGAGEMENT RISK MANAGEMENT

The goal of our effective risk management

- To ensure business resilience and continuity, having a well-placed risk management system is imperative to our business.
- Helping us achieve our ESG objectives and goals in an efficient manner
- Ensure a sound governance system
- Our Risk Management Policy aims to protect us and our stakeholders by ensuring that all the current and future material risks and exposures of the Company are identified, assessed, quantified, appropriately mitigated, and managed.
- We give utmost importance to regularly identifying and monitoring the risks surrounding our business to take immediate and effective actions. Moreover, a reliable risk management framework



GOVERNANCE

Raj Forward Journey

Raj's vision and mission is to continue its focus on Planet, Product and People.

As this endeavour continues so will our goals to ensure that we work towards a collaborative manufacturing process that not only aligns with our vision but also challenges us to be a leader in the industry.

From diversity and inclusion, to the empowerment of women, our vision for our people will be to create an all inclusive workspace and focus on creating impact driven programs for our community.

From being environmentally conscious, to working on goals around GHG Emission reduction, water conservation, tree plantation and certifying our entire supply chain.

We pledge ourselves to work in collaboration with our environment.

Our future forward will be incomplete without effective management systems, where governance on the factory floor, amongst our operations and within our vendor base are modeled to follow the best industry practices.

We hope in the best interest of an all round growth, we emerge as a company that is rooted in the tradition of ethical coexistence

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Raj at a Glance

At Raj Overseas, we believe that our client's success is paramount and we make every endeavour to contribute to this. By working with, and sharing knowledge with our customers, and building lasting relationships we help with ensuring progress that is enduring and synergistic.

Our employees are our biggest growth drivers and we ensure that we provide a safe and positive work environment for them. We committed to continuous employee development by setting and following best practices in Human Resource management.

Our employees also undergo various skill development programs and participate in numerous social events to help foster a sense of camaraderie that holds the organisation in good stead. Raj Overseas respects each employee as an individual and strives to bring in a sense of shared community in the organisational environment.

At Raj Overseas, we believe in giving back to the community to reciprocate for the benefits that we have accrued as an organisation. Amongst the numerous initiatives that we have undertaken, we have strongly emphasised on contributing to the growth of the textile industry, ensuring fair trade practices, working closely on renewable and sustainable energy resources, and ensuring access to, and availability of, health and educational services for those in the local community.

Leadership Message

For Raj, the vision has always been to lead in areas of craft, sustainability and compliance.

Collaboration, cooperation and upliftment has always been our motto and we're proud to call ourselves a 700-member family.

Our future lies in the success of the product we offer, and it is our endeavour to constantly challenge ourselves to create unique and sustainable products.

Sumeet Nath
Managing Director
Raj Group

