



Sustainability Report
2020-21



slow living

Slow living is a mindful, conscious way of life, not a vacation from it. People are looking for a way to truly live the moment, every day.

About Tregus

Tregus serves reputed international fashion retailers, department stores and brands as original design manufacturer (ODM) for belts, wallets and small leather goods.

Tregus Private Limited, the company was incorporated in June 1986 to manufacture and export leather accessories like belts, wallets and small leather goods (SLG). The revenue model of Tregus is based on catering to the outsourcing requirements of leading international brands in USA, Europe, Middle East and Australia. The manufacturing facilities of the company are located in Kanpur, Mumbai and Kolkata. The facilities, which are completely mechanized, have acquired fully compliant status under various European and American requirements. The company uses both traditional techniques like hand stitching, hand padding and hand moulding along with sophisticated machinery for manufacturing its fashion products.

Key Highlights

- Our in-house tannery and monthly production capacity of 300,000 belts makes us one of the largest manufacturer and exporter of leather belts from India.
- We are recognized by the Government of India as one of the leading companies engaged in the design and production of exclusive leather goods.
- SA 8000 & BSCI compliant, highest standard of Corporate Social Responsibility



CONSCIOUS DESIGNS

Focusing on materials

- We are committed to select material with less strain on planet and people
- Chrome-free tanned leather, selected for all components close to bare skin to prevent allergies.
 - Organic cotton replaces conventional cotton for linings for less environmental impact.
 - Recycled polyester replaces new polyester to save natural resources.



PRODUCTION & ENVIRONMENT

Minimizing emission & use of natural resources

- The use of fossil energy must be reduced. And so must the use of processed water from our industry. This longterm commitment and for 2019 we report:
- In 2019 we stated that we aim to reduce our CO2 emissions deriving from goods transport by 50% until 2030.
 - The learnings from the STWI cooperation was used both in hands-on factory projects, and in the education about energy and water usage.



PRODUCTION & SOCIAL

Continuous improvements of the working environment

- Safety in the working environment is improved by close cooperation with our production managers and suppliers. These are the main achievements for 2019:
- Further commitment to share know-how widely, by education both to management and to our co-workers in the production.
 - During 2019 we have been proceeding with our innovative "glue project" aiming to replace harmful chemicals in production. First tests conducted during the year with promising results.



STAFF & ENGAGEMENT

A conscious integration of sustainable business throughout our operations

- We continue aiming to enable each person and function within our business to make conscious and sustainable everyday choices
- Circular design framework was applied to strengthen sustainable material choices within our product development.
 - Our international sales representatives were trained in sustainability from a global perspective, including Agenda 2030.



We firmly believe in protecting what matters most - people and our planet.

We believe we must find ways to prosper without overusing natural resources or disturbing the precious ecological balance. Our endeavour must be to leave a better and a greener planet for generations to come.

We believe that while growing, it is our humble duty to give back to the community which forms the cornerstone of our success. Because growth can only be meaningful and sustainable when it goes beyond numbers; when we create a better world by developing communities.

Thus, Corporate Social Responsibility at Tregus embraces the principles of sustainable development and development for all.

We have been carrying out its philanthropic activities to work towards the following objectives:

- To undertake integrated rural projects for socio-economic development of the villagers including encouragement of cooperative movement among the villagers.
- To establish, construct, maintain, manage and supervise hospital, relief and rehabilitation centres and many other ancillary voluntary services carried on by society.
- To develop literacy among the people through various educational / vocational programs by setting up schools, colleges, institutions for imparting professional, technical and medical education.

REVIVE

Take it all in and let go.

In waves the ocean cleanses itself.

Corporate Social Responsibility

Management Policy:

We contribute to the world by producing high quality Leather goods using advance technology, better working environment and creating a fulfilling life for our employees and NO Child Labour Policy.

In order to realize its management philosophy, Tregus tackles the challenges of manufacturing leather goods using Latest Machines and technology, providing employment to people, great working environment and producing high quality leather goods to customers at best price. This enables the Company to contribute to society, continually grow as a corporate group, and enhance its corporate value.

A. Charter Of Conduct:

Tregus Charter of Conduct defines the following guidelines by which the company and its executive officers and employees must abide to ensure that business activities are carried out in line with the Company's management philosophy.

1. We produce leather goods using advanced technology, No Child Labour Policy, Hygienic working Environment, and great working condition for employees and by providing high quality products and services with consideration of the environment and safety and earn the trust of customers around the world.
2. We comply with applicable laws, regulations, restrictions and company internal and external rules as well as social norms, and conduct fair and legitimate business activities.
3. While maintaining a sound relationship with politics and government, we engage in fair, transparent and free competition and appropriate transactions.
4. We take a firm stand against anti-social forces, such as organized crime groups, that threaten the order and safety of civil society, and have no relationship with them.
5. In all aspects of our business activities, we respect the human rights of all people and we do not commit unreasonable discrimination or any act which infringes on the personality and dignity of an individual.
6. We communicate with the public extensively as well as shareholders, and disclose corporate information properly and fairly, and carry out highly transparent management.
7. We are aware of our responsibility as a corporate citizen in the international community, and respect the culture and customs of each country and region, and actively carry out social contribution activities.

8. We are mindful of environmental issues as a global citizen and address those issues voluntarily and pro-actively to leave for our posterity a healthy global environment.

9. We ensure a safe and comfortable working environment and create a fulfilling life for our employees.

B. CSR Promotion Committee:

The CSR Promotion Committee is involved in Tregus overall CSR activities such as planning, promoting, organizing, educating, and other activities. The CSR Promotion Committee is composed of representatives of the Compliance Committee, Quality Control Committee, and representatives of other operation divisions. The CSR Promotion Committee sets the CSR annual activity plan so that CSR will be practiced through daily operation.

C. Relationship with Employees:

A workplace conducive to drawing out the skills and abilities of each and every employee is essential to continue contributing to the world as a truly global company in today's turbulent times marked by a declining birthrate, aging society, diversification of values and globalization. Tregus offers a positive workplace environment and employee development programs, while also promoting diversity and striving to hire a broad range of human resources. Tregus also advocates a work-life balance to encourage employees' motivation and sense of worth.

D. Relationship With Business Partners:

As part of its corporate social responsibility efforts, the Tregus values its partnerships with its business partners and engages in procurement activities in good faith following the policy outlined below.

Tregus Procurement Policy:

1. We will comply with relevant laws and ordinances as well as social norms when carrying out business transactions.
2. We will properly manage and protect confidential information and personal information obtained through business transactions.
3. We will strive to build relationships of trust and carry out fair and equitable procurement activities.

4. We will carry out proper quality, cost and delivery activities to satisfy the needs of customers.

5. We will strive to reduce our impacts on the global environment and carry out procurement activities based on separately stipulated green procurement guidelines.

Furthermore, in order to promote fair business practices across the entire value chain, we have established the following procurement standards, ensure compliance with these standards and explain these standards to our business partners to foster trust and understanding with regard to these efforts.

Tregus CSR Procurement Standards

1. We will comply with laws, ordinances, and government circulars that apply to our business activities, such as the Companies Act, Anti-Monopoly Act, Act against Delay in Payment of Subcontract Proceeds, etc., as well as relevant labor and environmental laws and regulations.

2. We will comply with relevant import and export laws and regulations and the laws of countries and regions where we operate.

3. We will not infringe upon intellectual properties, including patent rights, copyrights, and trademarks, etc.

4. We will not give or receive inappropriate personal benefits.

5. We will not do business with anti-social persons or groups.

6. We will respect the human rights of all people and we will not discriminate against employees in terms of their benefits and/ or employment.

7. We will not use child labor or forced labor.

8. We will comply with the safety standards and regulations of all countries and regions. We will strive to maintain and enhance quality and build a quality assurance system that fulfills our required standards in order to meet the needs of customers.

9. We will promote green procurement that is conscious of the global environment and strive to reduce the impacts our products have on the environment during their life cycle.

10. We will properly manage and protect confidential information and personal information obtained through business transactions.

CSR assessment of suppliers

Tregus is dedicated to promoting CSR activities throughout the entire supply chain. We ask our suppliers for their understanding and cooperation with "Tregus CSR Procurement Standard." Suppliers are required to conduct a periodic self-assessment on their environment and quality activities, and answer a "CSR Activity Questionnaire" to confirm how they comply with the "CSR Procurement Standard."

In-house training on sound and fair business practices

Tregus provides regular compliance training to all of its employees to ensure they have correct understanding and awareness of sound and fair business practices. Departments involved in sales and procurement provide training on specific laws and regulations affecting their operations, such as Fair Competition Code and the Act against Delay in Payment of Subcontract Proceeds, etc., which fosters appropriate understanding of fair business practices.

D. Corporate Governance:

Tregus recognizes that its most important responsibility to stakeholders is continually fulfilling its corporate social responsibilities through sound business activities. At the same time, Tregus believes that corporate governance, in particular, compliance and risk management, is key to fulfilling this responsibility. To that end, Tregus strives to strengthen and enhance its corporate governance as a top priority.

E. Relationship with Customers

Tregus Quality Policy

1. To have the customers feel continuous satisfaction with their purchase of Tregus Leather products.

2. To achieve this quality policy, Tregus sets group-wide targets and continually strives to ensure quality and enhance customer satisfaction in all processes, from development to production, sales and after-sales services. Our goal is to be a company that is continually viewed and supported by customers as a trusted partner.

Daily quality improvement activities

1. Achieve design and production intended to eliminate risk. Given today's social conditions, a company claiming to have zero risk in its products is doing just that – claiming. Nevertheless, Tregus recognizes that vital importance of continually pursuing Improvement activities to take steps toward achieving as little risk as possible to ensure customer safety and peace of mind. With this in mind, our development, service and manufacturing

departments work closely together to carry out design and production work intended to eliminate risk.

2. Achieve a high utilization rate by users. The key behind ensuring the highest level of quality and customer satisfaction far into the future is designing and manufacturing devices that breakdown less often as well as returning products in a short period of time even if they do breakdown. We use utilization rate as a metric to quantify and measure our improvement activities. We continue our efforts to achieve an even higher utilization rate so that products purchased by customers can be used at any time without fail.

3. Achieve excellent usability. In addition to mitigating risk and achieving a high utilization, developing products that are easy to use and closely in tune with customer needs is of the utmost importance. To accomplish this, we constantly strive to improve operability (ease of handling), visibility (ease of understanding) and comfort (ease of use).

Customer satisfaction survey

Tregus regularly conducts customer satisfaction surveys to continually improve the quality of its products and services. Feedback and opinions from these surveys are shared with development, production, sales and service departments.

Ensuring Fair Business Practices

Tregus recognizes that carrying out sound, fair, transparent, open, positive and competitive business activities in accordance with the Tregus Charter of Conduct will foster greater trust from society and is absolutely essential for the continuity of its business. We constantly strive to educate stakeholders about this policy to ensure that it is made known to and practiced by all across the value chain, including not only executives and employees, but also customers and business partners.

F. Environment:

Our approach to environmental activities is defined by its philosophy - In its business activities and the actions of its employees, Tregus works toward the conservation and qualitative improvement of the earth's priceless environment so that all people can enjoy a healthy environment. Tregus carries out environmental activities and has defined the following environmental initiatives as part of this philosophy toward the environment.

Tregus Environmental Policy

Tregus carries out the following policy in accordance with its management philosophy and environmental philosophy.

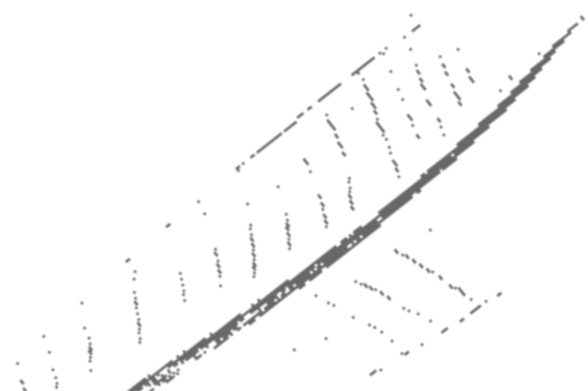
1. Provide environmentally friendly products. In carrying out development, manufacturing, marketing, after sales service, and support for Leather goods, we provide environmentally friendly products which conserve energy and resources, and do not use hazardous substances.

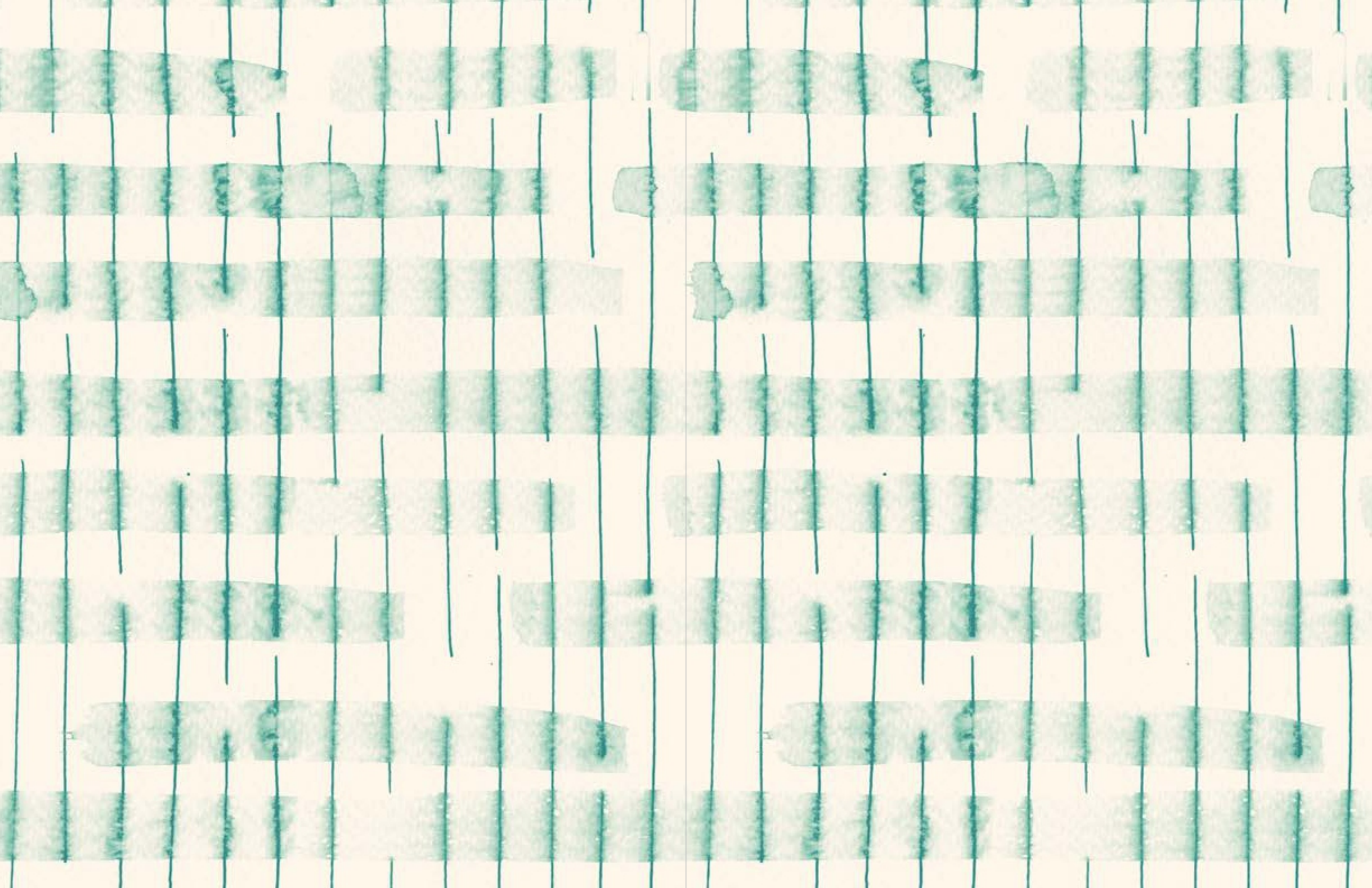
2. Promote energy conservation and reduction of waste. In all of our business activities, we continue to introduce low-carbon and high-efficiency technologies, and strive to promote energy conservation, reduce wastes through the 3 R's of reduce/ reuse/ recycle, reduce CO2 emissions, and prevent environmental pollution.

3. Comply with laws and regulations. In all of our business activities, we comply with all laws, regulations, ordinances and agreements that concern the environment and carry out our responsibilities to stakeholders as a global company.

4. Promote environmental education. In regard to environmental issues, Tregus provides appropriate education and awareness-raising activities. We also promote education aimed at including environmental improvement activities into our everyday work.

While making leather, leather belts, other leather products is our business, we recognize that if our operations are not carried out as per well-defined industry and environmental norms, they can impact our surroundings.





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Status: Non-Listed

Legal Form: Privately Held Company

IN-CIN: U24230MH1986PTC040396

Incorporation Date: 1986

Contribute to our CSR initiatives

Write to us at hr@tregus.com

www.tregus.com
