



Sustainability Report 2022

Marching towards a Sustainable Future



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Director's Message

“

Together we forge forward to drive a positive shift in peoples' lives with intent and focus and integrate social, economic, and governance into our daily operations”

At PlantWorks, we believe that sustainability is not one of the many things to do, but central to how we approach business and economic value. In other words, we acknowledge the fact that an organization's economic development and its journey towards sustainability are inextricably linked. That acknowledgment allows us to allocate our resources to projects that benefit all our stakeholders, including the local communities and natural systems that are closely linked to our operation, enables us to think in terms of generations rather than fiscal quarters and carefully consider the potential long-term effects of our actions in our quest towards sustainability.

With that outlook, we accept accountabilities for all our commercial endeavours and perform as sustainably as we can. We believe we can do more as it is critical to not only highlight the complications we are facing, be it from the climate catastrophe to the rise in global inequality—but also to show our efforts towards addressing those issues as an industry. To that effect, we believe our way of doing business will also ignite our ecosystem to understand the economic benefits of building businesses that care. Our goal is to be a partner to other companies, government bodies and other organizations, define frameworks that allow businesses to thrive while bringing sustainability into the DNA of the business.

We can have lofty goals but they mean nothing without our people, customers, partners, suppliers and our ecosystem. We have had the good fortune of working in an eco-system that is also aligned to our ideas – be it mutual respect, focus on success of our customers, building innovative ways of tackling the toughest of problems and committed to solving problems and focussing on sustainability and mitigating climate change. We would like to take this opportunity to thank you for your trust in us and our business and we look forward to a brilliant path together that solves problems for future generations while taking care of the very environment that makes us thrive!

Chellammal Ramasamy

Our Mission

Transforming lives Sustainably through
Insights, Innovation & Technology

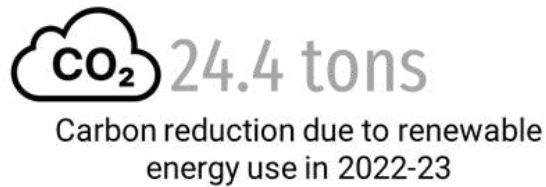
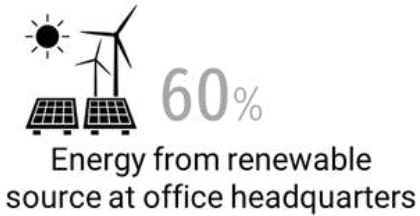


“Sustainable development is the development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

- Gro Harlem Brundtland

SUSTAINABILITY PERFORMANCE

This report highlights our achievements during the period 1st April 2022 to 31st March 2023.



Organizational Profile

PlantWorks offers end-to-end solutions, right from cultivation to trading across pharmaceutical as well as nutraceutical sectors. We are a leading supplier of botanical ingredients, extracts and food ingredients to major global brands in Pharmaceutical, Nutraceutical, and Cosmeceutical sectors. Connecting the expanding world of biotechnology and agriculture, we aim to create a sustainable future for people globally. We stand strong on our pillars of sustainability, innovation, and technology.

Our operations

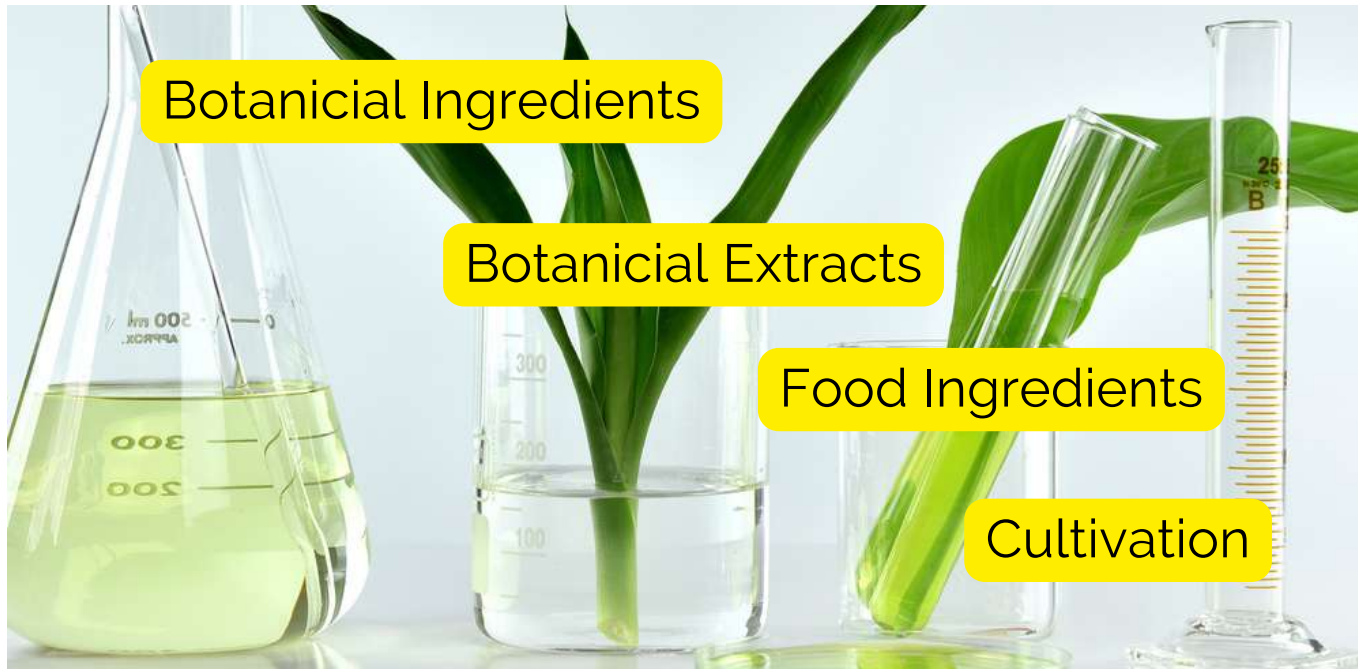
Headquartered in Bengaluru, India, we also have presence in USA and Europe. To maintain the needs of our customers, we are able to process and distribute extracts in small to large quantity. We make sure that all of our procedures adhere to ISO standards because we are dedicated to the highest levels of excellence, sustainability, and health & safety.

Operating Regions



Our Product Categories

Our product categories includes a wide variety of botanical extracts, botanical ingredients, and food ingredients. For an exhaustive list of our products please visit our website at www.plantworks.group



Certifications

PlantWorks is proud to be member of the Sedex community and we strive to work towards advancing ethical trade in botanicals. We also follow practices that meet the required standards for quality, environmental, health and safety, food safety, HALAL, KOSHER, and Good Manufacturing Practices.



Our Sustainability Pillars:

Make us who we are



PEOPLE

- Fostering rural and local employment opportunities to minimize urban migration
- Prioritizing women's employment through active recruitment
- Promoting a diverse and inclusive hiring process
- Regularizing collaborations with notable NGOs to empower women and children

PLANET

- Bioresource conservation through active collaboration with government agencies, nature preservation communities, and research organizations across the world
- Adherence to regenerative farming techniques and optimal ecological farming practices to conserve soil and water
- Carbon offset at our farms and buildings through waste management, emission reductions and energy efficiency

TECHNOLOGY

- Harnessing the power of high-end, innovative technology for sustainable farming practices and supply chain optimization
- Leveraging precision application equipment to minimize water and chemical usage
- Application of data analytics to understand our emission patterns and help minimize the carbon footprint in every way possible

Sustainability in Action



At PlantWorks we believe being sustainable in every facet of our operations is the need of the hour. Sustainability is in our DNA.

The three pillars of sustainability at PlantWorks are **People, Planet, and Technology.**

Our efforts towards sustainability so far

Our Key Focus

Areas:

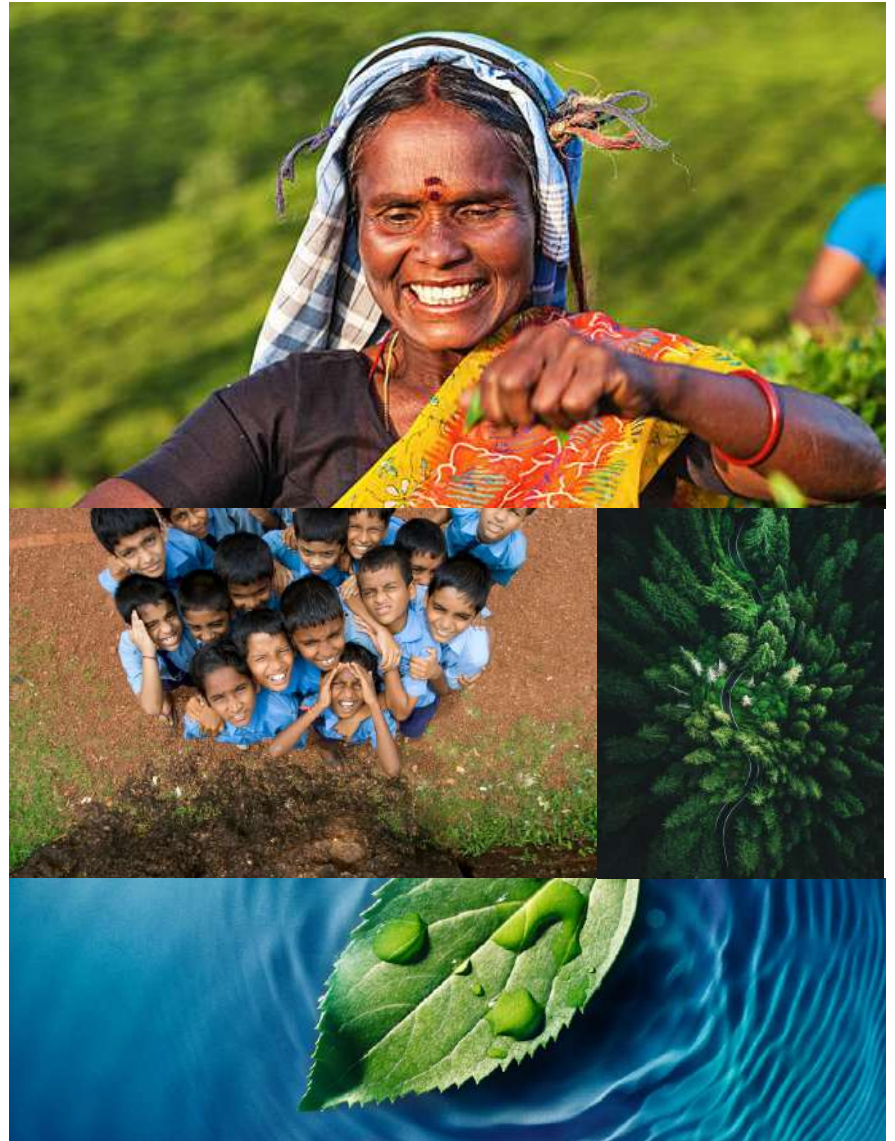
Climate Positive Actions

Women Empowerment

Child Welfare

Education

Biodiversity Conservation



“ Sustainable development is a fundamental break that's going to reshuffle the entire deck. There are companies today that are going to dominate in the future simply because they understand that. ”

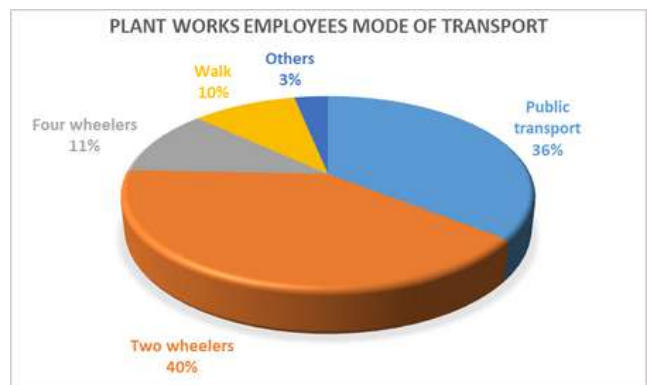
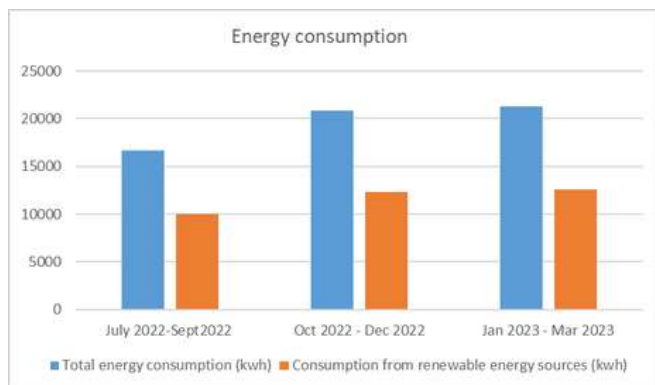
- Francois-Henri Pinault

Climate Positive Actions: Carbon Reduction



Fossil fuel consumption is responsible for 75% of global greenhouse gas emission and 90% of total CO₂ emission. Usage of fossil fuel is one of the biggest hurdles to fight against the climate change. Even a small effort towards reducing fossil fuel consumption can make a big difference.

We strategically operate from a building in which 60% of our electricity consumption is derived from solar energy. Besides this, our employees commute to-from office in public transport which helps to reduce a significant amount of fossil fuel being emitted into the atmosphere and reducing our carbon footprint.



Water Stewardship

Water scarcity have been severe for agricultural areas around the world. Major droughts have reduced surface and groundwater supplies while affecting agricultural production. Climate change will result in greater changes in precipitation and surface water supplies affecting agricultural water needs. Though water is vulnerable to climate change, sustainable water management helps to achieve sustainable development by building a resilient society and ecosystem.

In our privately operated farms, we practice **drip irrigation**. Drip irrigation precisely provides the root zones with the proper amount of water. Unlike with other types of irrigation, drip irrigation helps in water conservation as there is no water lost due evaporation, runoff, or overspray. It not only helps reduce water usage but also prevents diseases by minimising water contact with leaves and keep the row between plants dry and prevent weed growth. Precise water usage also reduces agricultural runoff and enrichment/pollution of nearby water bodies thereby reducing water pollution.

Drip Irrigation

Drip irrigation helps in water conservation as there is no water lost due to evaporation, runoff or overspray.



A water body close to our farms in Tamil Nadu

Soil Conservation

Soil conservation encourages healthy, fertile soil essential for reducing the adverse impact of climate change. We are committed and focused on keeping our soil healthy and fertile by applying various techniques and practices. We practice **minimum tillage**, manual sowing and weeding. We make sure that there is no usage of fossil fuels in field preparation.



Manual farming practices improves carbon sequestration in soil, soil's water retention capacity, increase organic matter and soil fertility, and reduce soil erosion and compaction. We also practice drip irrigation which helps in soil conservation as it lessens the runoff, reduces soil erosion, and minimizes the loss of soil nutrients.

GAP Processes

All our farms are compliant with the standards prescribed under the Good Agricultural Practices (GAP). We review the farm schedule periodically and are working towards obtaining a formal certification



Our commitment to Women empowerment

We are committed to make the world a better place for women to have a positive and progressive future by encouraging them from the ground up.

We strive to empower individuals and improve the quality of life in the diverse communities we work with as we strive to build a brighter future for all. On our journey towards creating a more sustainable future for all, we are inclined to empower people and make a difference in the lives of the different communities that we work with.



82% *of our farm workforce is women*

Our farming community

Although almost half of the world's farmers are women, access to health care, employment with fair wages, and financial growth continue to be the greatest obstacles to their success.

At PlantWorks, we strive to work towards providing inclusive agricultural growth to empower our women to contribute to a better world.

Our NGO Partnerships for Women

PlantWorks has partnered with NGO for women and child development, specifically to provide vocational skill training to differently-abled children and their mothers and secure livelihoods.

Corporate Products initiative with NPT

Nav Prabhuthi Trust (NPT) is a non-profit providing vocational training services for individuals with autism and helping them sell hand crafted products.

We placed in significant orders for the eco-friendly reusable bags as part of our corporate giveaways at worldwide events in our mission to empower women and build a sustainable future for all.

We also ensure that our association with community involvement and sustainability is highlighted to every new employee. Our employee welcome kit now has merchandise stamped with love and dedication of the women and children undergoing skill development at NPT. Through our CSR funds, we were able to fund the vocational skill and capacity development of 4 girl students and 5 women over a period of 6 months.



Womens' skill development initiative with Samarpan Foundation

As part of its CSR initiatives, PlantWorks also funded women empowerment and skill development program at the Delhi center run by Samarpan Foundation. The center supports women develop skills in crocheting, sewing, embroidery, and create artistic products to cater to the modern market.



Our Efforts with Children: Igniting young minds

We collaborated with Samarpan Foundation, Delhi, to offer warm clothing for school children as a part of our community outreach and child welfare efforts.



We further supported the Bengaluru school run by the Samarpan Foundation in sourcing school supplies and a laptop for a reading skills program through our CSR funds.

The students of Kishangarh school run by Samarpan School and Tuition Centres of New Delhi were provided with tracksuits. A total of 185 tracksuits were distributed through CSR funds reserved for the FY 2022-23.



Partnering for Biodiversity conservation

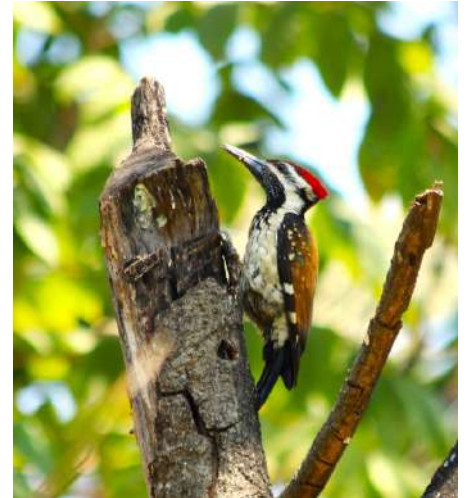
As part of the initiative, the PlantWorks team volunteered in plantation maintenance activities and visited a lake revitalized by SankalpTaru Foundation. This provided a hand-on experience to the volunteers of PlantWorks on aspects of biodiversity conservation and helped create awareness regarding the benefits of protecting green-cover in urban areas.

The lake rejuvenated by the organization supports a thriving diversity of flora and fauna, showcasing the foundation's constructive contribution in protecting the environment. We look forward to continued association to bring about effective conservation.



Conserving Biodiversity on our Farms

Our farms are rich in biodiversity where diverse flora and fauna thrive. Coconut trees are in abundant along with mango, sapota, gooseberry, moringa and are maintained organically without chemical inputs. We at PlantWorks ensure that the agro-ecological diversity is maintained in all our farms and fauna like the mongoose, peacock, woodpecker, myna, pied cuckoo, yellow billed babblers, Indian roller, green bee-eaters were recorded during our farm visits. We make sure that our farming operations do not cause any adverse impact to the local biodiversity.



The Convention on Biological Diversity (CBD) of 1992 is the main international instrument giving a general framework for the conservation and sustainable use of biodiversity and the fair and equitable sharing of the benefits arising from its use. We ensure that our business is in compliance with the Indian Biological Diversity Act, 2002, which is based on the CBD and Nagoya Protocol framework for our activities in supply chain sourcing.

We help our clients to access ethically sourced products where they can rest assured that the local communities are taken care of, and the local ABS laws are met. We interface with the local bodies like State Biodiversity Boards (SBB) and National Biodiversity Authority (NBA) as needed and obtain the necessary approval.

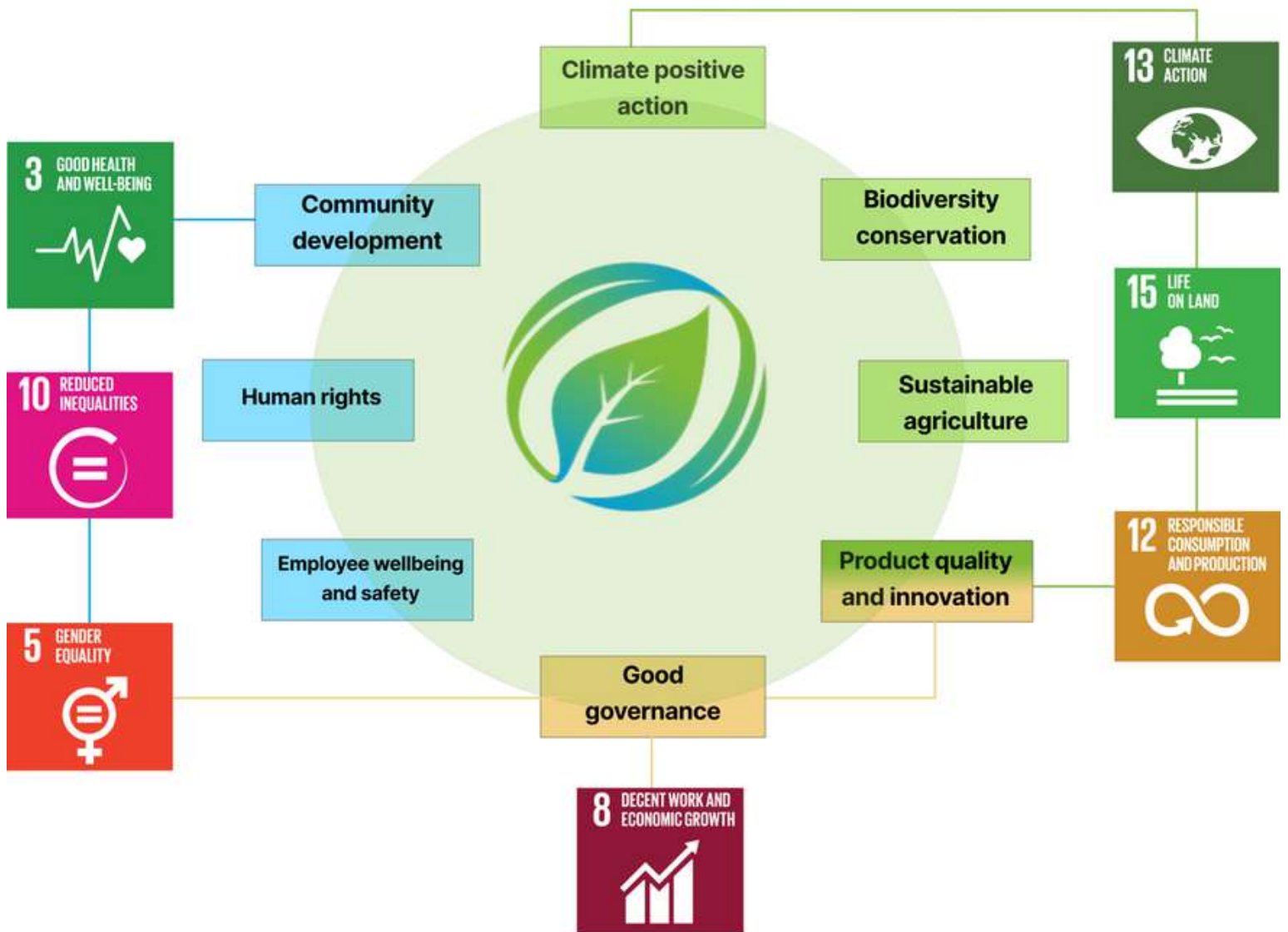


Convention on
Biological Diversity

The Nagoya Protocol, a supplementary agreement to CBD, came into effect in 2010 and provides guidelines on fair and equitable benefit sharing. It is a near universal treaty with 140 ratifications by member states.

Our Long Term Goals

We are currently formalizing the material topics relative to PlantWorks for sustainability reporting. We have initiated activities on most of the material topics and aim to forge forward at an accelerated pace in the upcoming years.





PlantWorks

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