

GROWMAX

SAINT-GOBAIN INDIA
RESPONSIBLE & IMPACTFUL PRACTICES



19.02.2025

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Responsible & impactful practices @ Saint-Gobain

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SOCIAL IMPACT INITIATIVES @ SAINT-GOBAIN INDIA

IMPROVING LIVELIHOOD

BUSINESS IDENTITY

States – 5
 Projects -10
 Partners – 8
 Volunteers 100
 Impacted – 17,000

BUSINESS VALUES

States – 10
 Projects - 60
 Partners – 52
 Volunteers 150
 Impacted – 45,000

LOCAL SUPPORT

States - 11
 Projects - 5
 Partners - 6
 Volunteers – 125
 Impacted – 30,000



Our initiatives impact **9 Sustainable Development Goals (SDG)**



AIM HIGHER IN MAKING THE WORLD A BETTER HOME



Skills - Gyproc Academy
 Model Community Creche

Upliftment girl children
 Education in Tribal area

Laptop for Blind
 Rehabilitate differently abled



BEST PRACTICES ON ENTRY LEVEL STRATEGY

Philosophy of Grow From Within

Management Trainee Program
Summer Internship Program (SG Next)

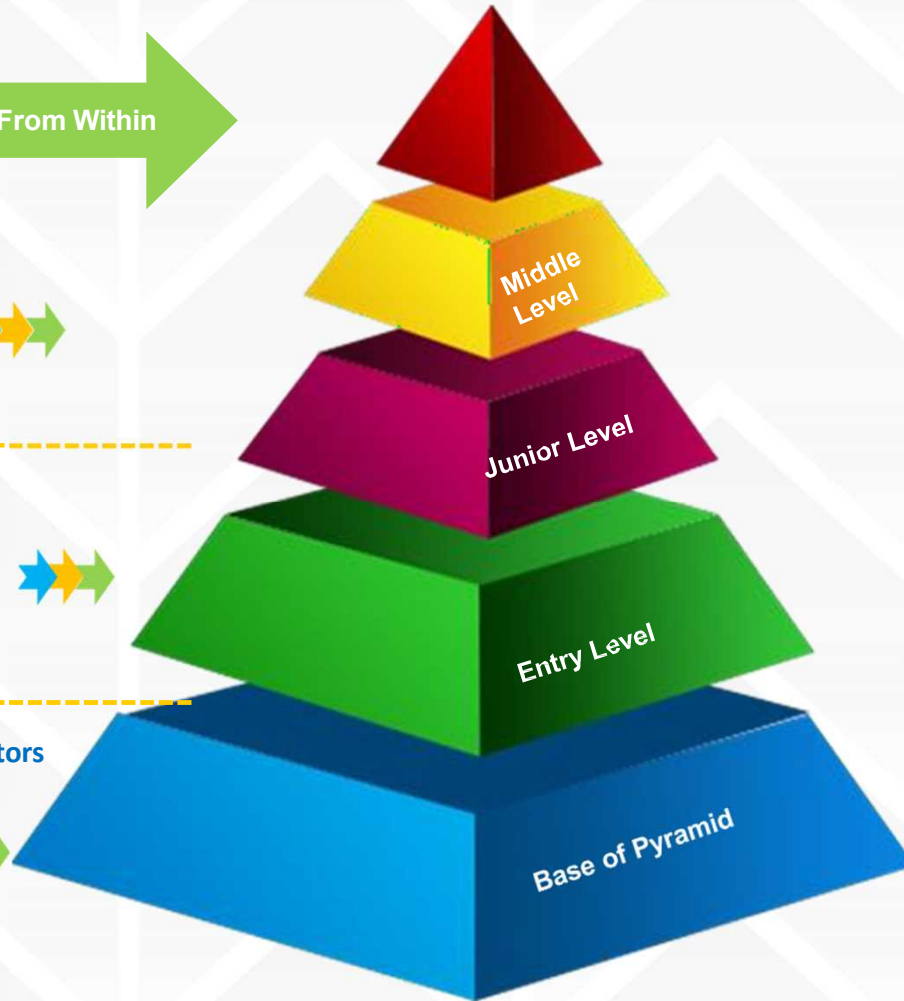
Learn While Earn (LWE) Program
Learn Earn & Grow – Naan Mudhalvan

National Apprentice Training Scheme (NATS) - BoAT

Manufacturing Ecosystem – Control of Contractors (PMKVY & SSC)

Modular Employable Skills (MES) (NSQF)

PMIS



6 Months induction

4 Phase Training
NTTF & CEO engagement

SDC
Skill Development Centre

SKILLS FOR LIVELIHOOD

SKILL DEVELOPMENT CENTRE

Classroom Training Schedule

Day - 1	Screening the Trainees, Filling the Trainee personal Data Sheet. Explain about the Company, Golden Rules Awareness, PPE Awareness.
DAY 2	General Safety, PPE, 5S, Medical center location and its contact number, Emergency Assembly point Awareness, safety modules Pedestrian walk way awareness. Basic shop floor disciplinary rules.
DAY 3	General safety, PPE's importance, Golden rules, TFX & SIP awareness, Incident knowledge, line process video modules, 5s & House keeping, Manual glass handling. Cullet cleaning awareness.
DAY 4	Getting along with people at Work, Meeting Supervisors' expectations KPS & SOP, Robo Awareness, conveyor awareness, Collier handling, Forklift awareness, Glass falling zone awareness.
DAY 5	SOP&KPS, Robo Awareness, conveyor awareness, Collier handling, Forklift awareness, Glass falling zone awareness, (shop floor observation & shift leader addressing).
DAY 6 - 22	OJT & Evaluation

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CVE&WD

Skill Modules

Glass Handling (13 Days)

- Naked Glass Handling
- Crate Inspection
- Crate Handling
- Culletting
- TRA Pile Lifter Opns
- GV Pile Lifter Opns

Dispatch (15 Days)

- Crates Loading - SSS & TRA
- Pile Loading - TRA & GV
- OTC Loading & Unloading
- Fork Loading in CTC
- CTC Loading & Unloading
- A Frame Assembly
- A Frame Unloading

MHEO (19 Days)

- Bundle Stacking
- Double Tier Stacking
- Packed Stacking
- Naked Stacking
- Trans Loader Opns

Warehouse (16 Days)

- ASP Operations
- GV Pile Lifter opns

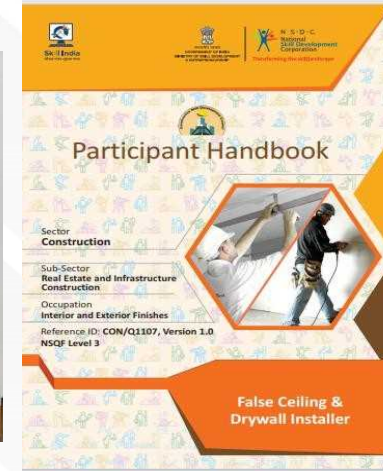
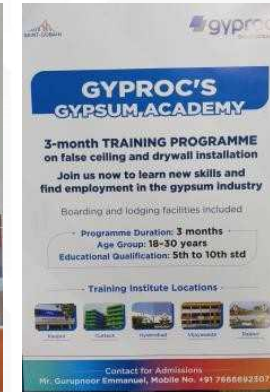
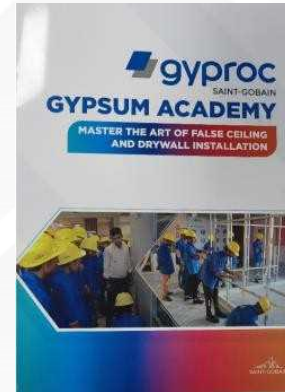
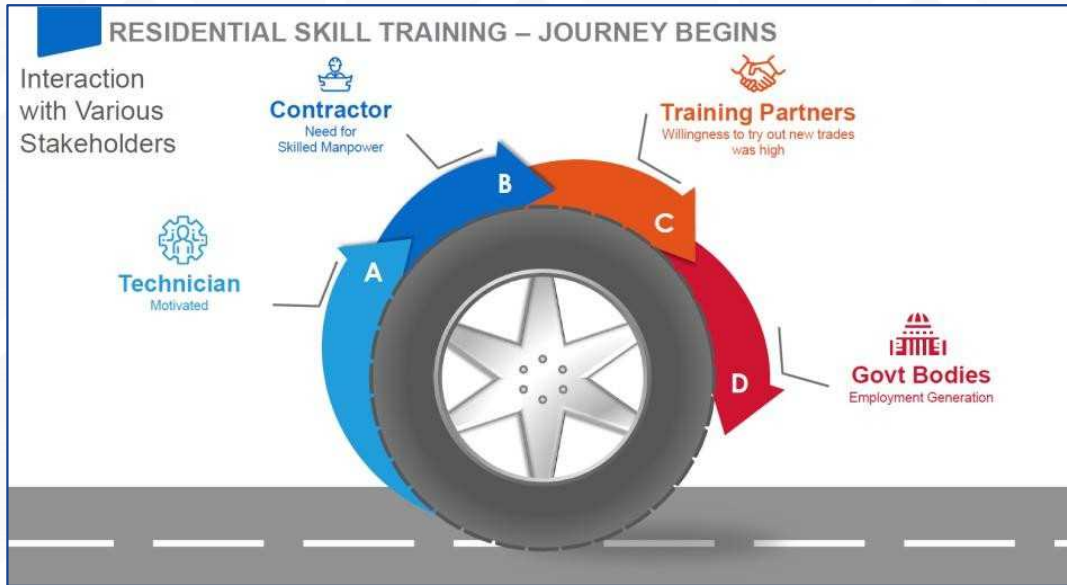


SAINT-GOBAIN



SKILLS FOR LIVELIHOOD

GYPROC ACADEMY



apna | gyproc SAINT-GOBAIN | SAINT-GOBAIN

apna partners with Saint Gobain Gyproc

apna and Saint Gobain Gyproc come together to support and assist SMB's & MSME's across India to build the new Bharat and create hyper-local opportunities for the skilled workforce



GROWING FUTURE INNOVATORS

GLASS ACADEMY



Building Skills for **Tomorrow with Glass!**

Nurturing Future Innovators !

STUDENTS REACH 2025

Total Students <u>Btech</u>	411 – Civil	492 – Mech	50 - Expected students taking Elective in Glass Processing Technology
Total students from Diploma	312 – Civil	1019- Mech	120 - Expected students taking Elective in Glass Processing technology
Expected placement opportunity for Processor stake holders – 170			



PACR Polytechnic College, Rajapalayam, TN
December 2023



Jain (Deemed to be University), Bengaluru
July 2024



Ramco Institute of Technology, Rajapalayam, TN
July 2024



Sankar Polytechnic College, Tirunelveli, TN
July 2024

MEET THE EXPERTS
GUEST OF HONOUR

Dr. P. Padmakumar
Executive Director of the Saint-Gobain Group & Chair of the CI Skill Initiative

Dr. P. Padmakumar
Director of C# Narayana Rao Architects

Dr. P. Padmakumar
Chairman of Glass Academy Foundation

Dr. P. Padmakumar
Executive Director of the Saint-Gobain Group & Chair of the CI Skill Initiative

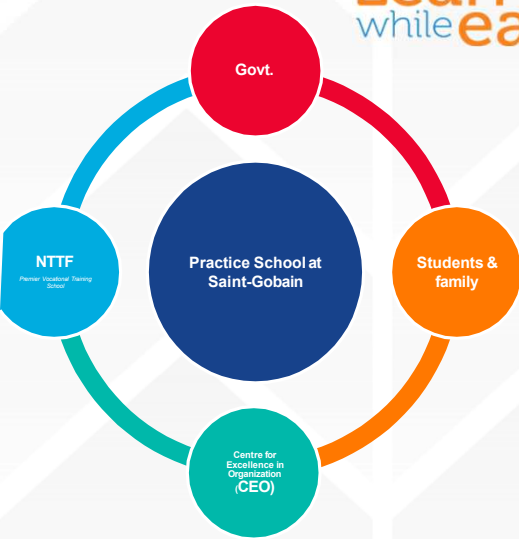
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GROWING FUTURE TALENTS

LWE – THE GIFT OF EDUCATION



Prepare students for contemporary shop floor practical learning through practice school concept.

Gift of education to students who aspire to learn and grow
Support self and family with Scholarship while learn and grow

Training Pattern



Trainees passed out from DMT: 208

Working with SG: 172

M.K. Stalin @mkstalin

இங்குப் பணிபுரிவோர் 'Learn While Earn' என்ற முன்னெடுப்பின் வழியாக டிப்ளமோ படிப்புவரை படித்து இங்கேயே பணிபுரிகின்றனர். அவர்களோடு கலந்துரையாடினேன்.

இது பிற நிறுவனங்களும் பின்பற்ற வேண்டிய நல்லதொரு திட்டம்! (4/6)

GENESIS
AN IITB INITIATIVE

Congratulations Winner

National CSR Conclave winner for Gift of Education – LWE Programme

Awarded by : Confederation of Indian Industry , National Level



MoU – Naan Mudhatvan

Tweet by Honb'le CM of TN after visiting SG

GROWING FUTURE TALENTS

APPRENTICE CAREER JOURNEY



NEW SUCCESS STORIES



James George TL – Cold End
Ramanujan J TL – Quality
Ponraj A TL – ACGP

GROWING TALENTS FOR LEADERSHIP

SG NXT

GROWMAX

➤ **Phase 1** – Common Orientation for all MT's, this gives the Overview of all SG Businesses – Classroom Sessions + Line Visits planned in Plant

- ❑ Statistical Process Control workshop
- ❑ Role Transition workshop
- ❑ Leadership Sessions

➤ **Phase 2** – Functional Induction planned Individually for MFG OPS, S&M, EHS & IT MT's.

➤ **Phase 3** – Functional Shop Floor / Line Induction for Mfg Operations MT's

➤ **Phase 4** – Live Projects are given to the MT's under the WCM methodology



Aims to create a leadership Pipeline



Provide In-Depth Technical Knowledge



Understand Various Businesses & Functions



Exposure to state-of-the-art Technology



6 Months Intense Learning



Project bases Exposure across Businesses



International exposure & assignments are an integral part of the roadmap



Mobility : Functional, geographical & Business



SAINT-GOBAIN

Today's leaders of Saint-Gobain started their career as MT



B SANTHANAM
CEO & CHAIRMAN
INDIA & APAC REGION



UNNIKRISHNAN AR
MD – Glass and
Solutions & HOHO
BUSINESS



VENUGOPAL R SHANBHAG
ED – Grindwell Norton



RAJARAMAN V
FINANCE DIRECTOR
COMPOSITE SYSTEMS
France



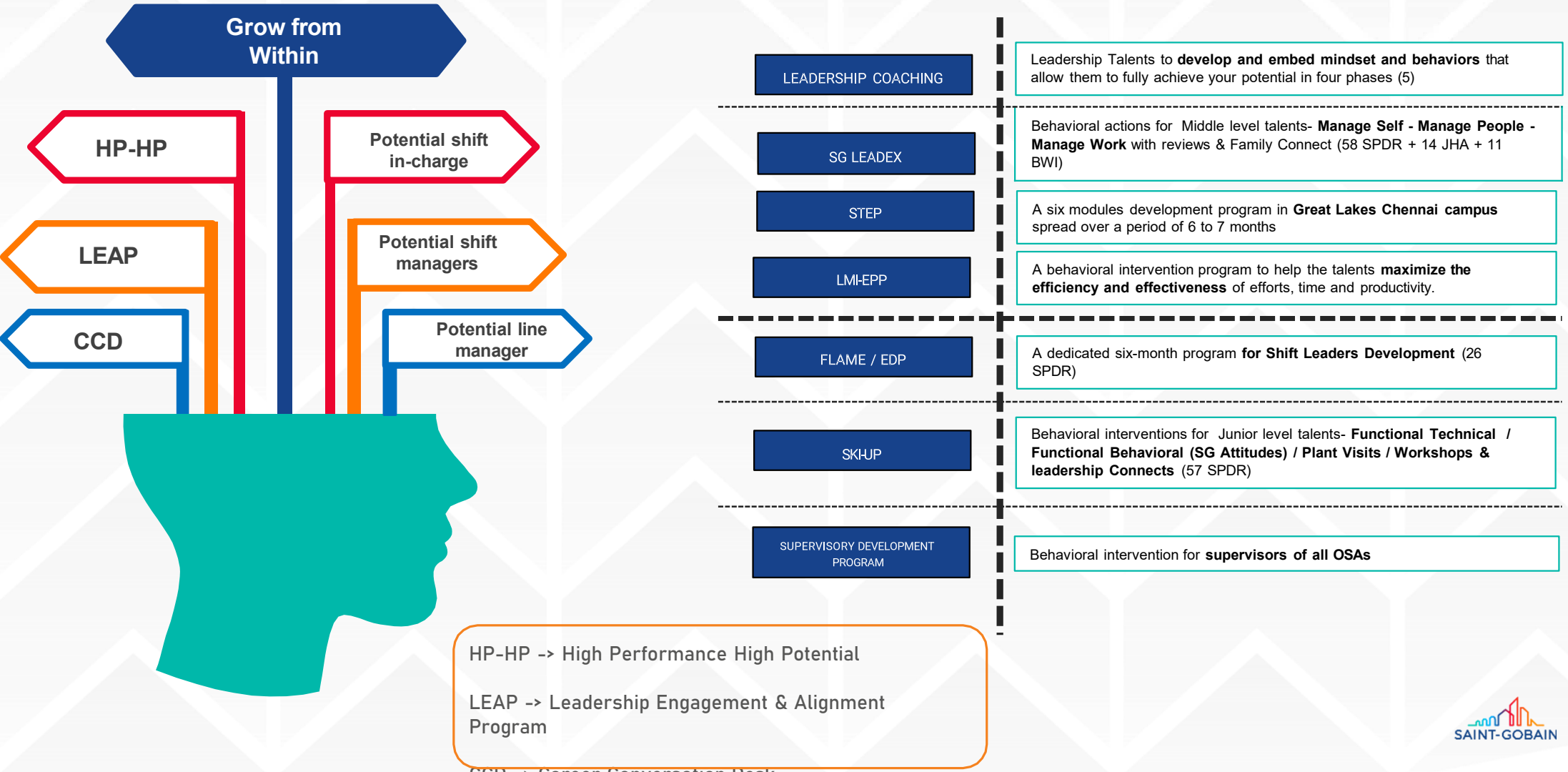
K.S GOPALAKRISHNAN
MD – Sekurit Business



RITESH PATTERSON
GM - PERFORMANCE PLASTICS

GROW IN-HOUSE TALENTS

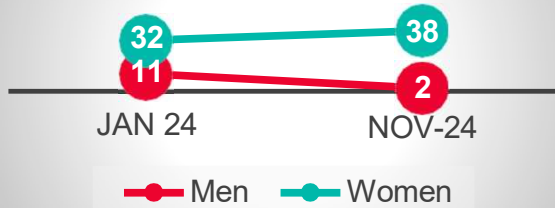
'GROW FROM WITHIN'



WOMEN IN MANUFACTURING ECOSYSTEM

'ALL WOMEN MIRROR LINE'

WOMEN IN MIRROR



Work Environment

Seeding



- Tulir (Diploma Trainee's) / GET & lateral entry deployed
- Tulir Training program – Mirror Process Training
- ¹³ Classroom training program with process experts

- Wellbeing study with SGRI
- Ergonomic improvements
- Her Space

Support & Development



- Skill building through Experts training
- OJT evaluation by the coaches
- External training & Other line visit
- Exposure of Market needs & product requirements.

Professional Growth



- 3 shift operations.
- Developing expertise
- Tech Talk Training Program

Being Autonomy



- Independent shift leader in handling the shift operations
- Able to trouble shoot the problem and take corrective actions.

Full potential



- Able to run and take decisions independently .
- Able to train others .



SAINT-GOBAIN

SUSTAIN WOMEN IN MANUFACTURING ECOSYSTEM

'ALL WOMEN MIRROR LINE'



Awareness & Communication



- POSH Awareness for Women & Shift Teams
- Training on unconscious bias, Workshop for sensitization & subsequent actions.

Policy Enhancement



- We care Leave.
- SG Sakhi program
- SPARC Program

Developing Expertise



- External training program for the TULIR batches for 45days
- Training sessions along with SGRI team

Infrastructure Upgradation



- Women Wellness center
- Cooling air system to improve work environment inside hot section
- Women friendly restrooms with increased capacity



EXTENDING SOCIAL PROTECTION

COMPLIANCE



NEED

Monitoring

Regularly review the entire compliance of the OSA (Contractor)

Reporting

Comprehensive and accurate records of all compliance with Scoring

Identifying

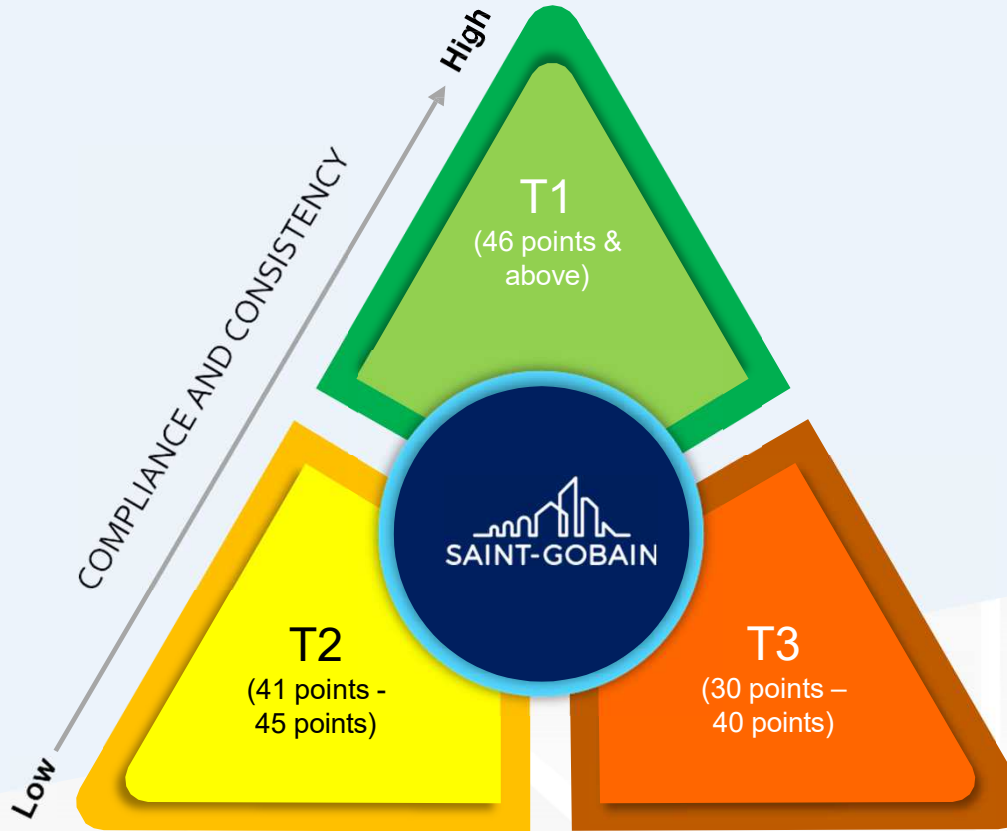
Identify the gaps and requirements to be fulfilled by the OSA

Consulting and Training

Help them in understanding complex regulations and ensuring that all aspects of the law are covered.

Empowering

Foster a responsible and fair OSA



	Complied with all the Statutory Requirements Consistently
	Complied with all the Statutory Requirements but need consistency
	Complied with all the Statutory Requirements but need improvement

IMPACT

FAIR WORKING ENVIRONMENT

WORKPLACE SAFETY

INDUSTRY COMPLIED WORKFORCE

ALIGNMENT FOR FUTURE GROWTH



EXTENDING SOCIAL PROTECTION

WORKFORCE MANAGEMENT



DETAILS

- **Out-Sourced Service Providers (OSSP) in Mfg Eco-system-**
 - Type A - Manpower Contract
 - Type B - Direct Job Contract - Core e.g. Forklift and Loadall operation
 - Type C - Indirect Job Contract - Core (Essential / Support Services) e.g. AMC, Utilities & Gang-work
 - Type D - Indirect Job Contract - Non-Core (Essential / Support Services) e.g. Canteen, Security & Landscaping
 - Type E - Not Directly connected to Glass (Need basis) (Civil/Painting)
 - Type F - Projects/Non-Routine / Brownfield Projects

SYSTEM

GEETS



GEETS- Gate entry and exit tracking system for OSSPs to know the live headcount of people available. Registration done through **e-sentry**

VI Staffing



VI Staffing on employee self-service portal to capture the man-days reported for duty for category A. Leaves, shift change, attendance for other category of OSSP are captured **manually**

WORKFORCE MANAGEMENT - COMPLIANCE

01

Fair Wages

We ensure fair wages for all OSSP, exceeding minimum wages, along with management fees and overhead charges for OSA to support outsourced workforce welfare.

02

EPF

We ensure timely EPF contributions for all OSSP, securing their financial well-being and social security.

03

ESI

We ensure that OSA provides ESI coverage for all OSSP, securing their health and well-being.

04

Statutory Bonus

We ensure that OSA provides statutory bonus to all OSSP, recognizing their contributions and ensuring compliance.

05

Statutory Audit

We conduct regular statutory audits for OSA through external auditors to ensure full compliance with all legal and regulatory requirements.



GENDER DIVERSITY @ SAINT-GOBAIN

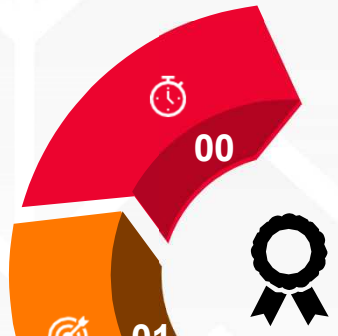
PRIORITIES



25% by 2025 women representation @SG

GENDER REPRESENTATION

HIRING + RETENTION OF WOMEN ACROSS LEVELS



BU LEVEL PRACTICES

SIGNATURE PRACTICES



CELEBRATING DIVERSITY

DELIBERATE ENGAGEMENT WITH WOMEN GROUPS

INTEGRATION OF WOMEN

WOMEN ACROSS MOTHERHOOD AND/OR INTEGRATION OF NEW JOINEES

WOMEN IN LEADERSHIP

FOCUSED GROWTH & DEVELOPMENT FOR MID-LEVEL MANAGERS

INFRASTRUCTURE

MUST HAVE'S ACROSS BUSINESS UNITS

IMPLEMENTATION OF SIGNATURE PRACTICES

MONTH ON MONTH REPORTING OF ACTION PLAN PROGRESS

MANAGER CAPABILITY

BUILDING INCLUSIVE HIRING CAPABILITY

CENTRAL PRACTICES

WOMEN RETURNSHIP PROGRAM

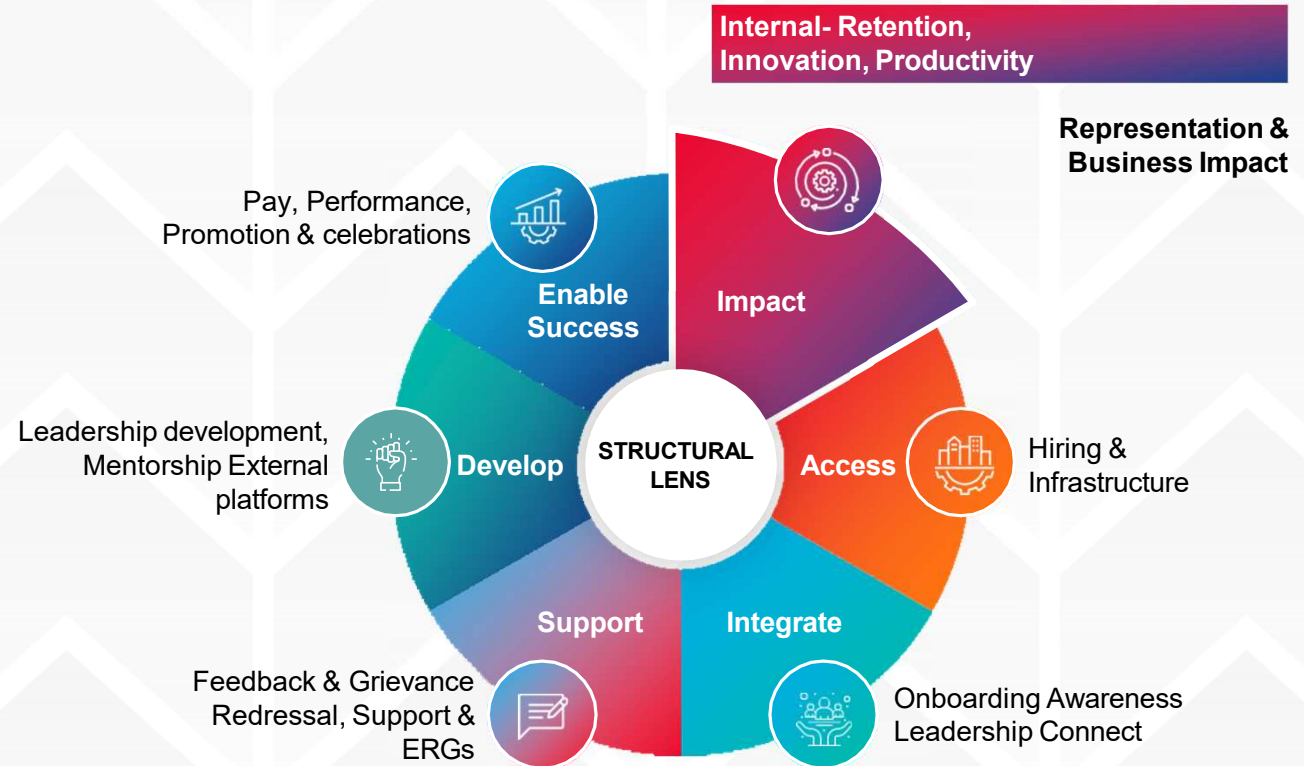
DEFINING THE CENTRAL PROCESS FOR LAUNCH AND IMPLEMENTATION

INSTITUTIONALISING POLICIES ACROSS SGIPL

SUPPORT PRACTICES THAT STRENGTHEN GENDER INCLUSION



FRAMEWORK AND METHODOLOGY



JOURNEY TOWARDS GROWING GENDER DIVERSITY

EMPOWERING WOMEN IN STEM

Attract, develop, and retain a gender-diverse workforce by building an inclusive culture that empowers women and creates role models for the future.

- Inclusive Hiring Workshops
- Dedicated DEI Recruiter
- Regular Reviews on Hiring – DEI Dashboard
- 17 policies – Women specific
- Agile approach for integrating and managing women’s stage integration with work
- Infrastructure improvements
- Gender Inclusion Champions
- Mental Well-being & Psychological safety
- Toolkit for HR & Business Managers – Effective conversations
- Bloomberg Gender Equity Index 2023 – Recognition
- Internal Awards – IGNITE
- Role Models in Manufacturing, HR, Finance, IT, Research & Sales



- TRELIS - Transformational Executive Leadership Mentorship
- Women Leadership Programs (Crucibold Talentnomics)
- Mentoring & Coaching
- Technical upskilling (numbers)
- Talent Development
- Exposure to External Forums
- Global Leadership Commitment – KPIs
- Review with CEO – Quarterly
- Sensitization workshops & Unconscious Bias
- Focus on cultural nuances, intersectionality
- Employee Resource Groups



KEY PROGRAMS & ACHIEVEMENTS



POLICIES & INFRASTRUCTURE

- 17 distinct policies crafted to support women
- Highlights
 - Travel Entitlements
 - Menstrual Leave
 - REVIVE
 - SPARC
 - Second Innings for Women
 - Extended Childcare Leave & Sabbatical
 - Spouse Engagement
 - Wellness center



ORGANISATION PERFORMANCE METRICS

- Hiring - Significant surge in women in STEM
- DEI Dashboard
- All womens' Manufacturing lines
 - Mirror line
 - Paper maker
- IGNITE - 1st of its kind R&R
 - Women Leaders
 - Beaking the Gender Norm
 - Gender Allys



WOMEN IN STEM - EXCELLENCE IN SGRI

- Patents by women
 - 35 filed, 8 granted in last year
- Performance-based
 - Women reasearchers and engineers – economical weaker sections
 - Obtain master's degree
 - Partnership with 2 universities
 - Onboarding in SGRI

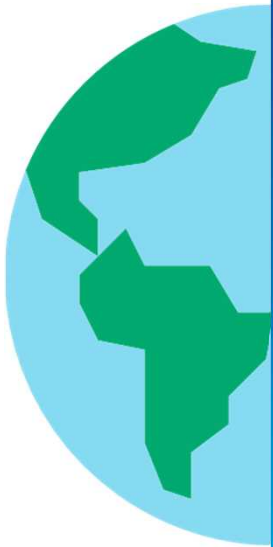


SOCIAL OUTREACH – STEM PROGRAMS UNDER CSR

- Partnered with 16 organizations (Collaborations with Government Schools)
- approximately 18,247 beneficiaries
- Interactive Learning for STEM subjects
- Learning Centres
- Mentorship Programs
- Numeracy Skill Enhancement Programs

RESPONSIBLE PRACTICES ON PURCHASE

WORLDWIDE CHALLENGES



Circular economy

X8 growth of total material extraction in the 20th century



Modern slavery

40 Mi people trapped in modern slavery



Climate change

X13 growth of GHG emissions in the 20th century



Child labour

168 Mi of children work in abusive conditions



Biodiversity

80% of natural habitat in poor conditions



Urbanization

10 Bn people on the planet in 2050



« Responsible purchasing/Sustainable procurement is procurement that has the **most positive** environmental, social and economic impacts possible **across the entire life cycle** and that strives to **minimize adverse** impacts.»

RESPONSIBLE PRACTICES ON PURCHASE

SOLUTIONS ADDRESSED



RESPONSIBLE PRACTICES ON PURCHASE

SAINT-GOBAIN ACTIONS

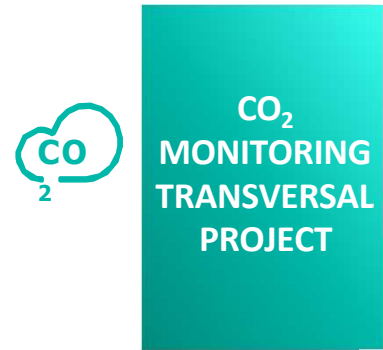
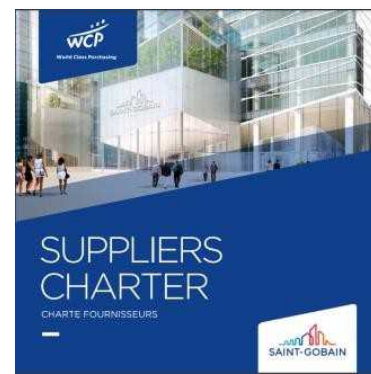
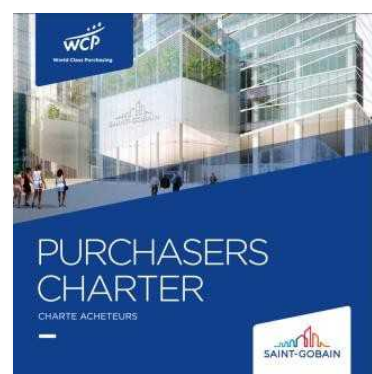


Recognized 'Well established' according ISO 20400 norm
 External SGS audit performed in 2021

- 1. PURCHASER AWARENESS
- 2. SUPPLIER ENGAGEMENT
- 3. DIGITAL SUPPORT
- 4. PRODUCT APPROACH



« Responsible purchasing/Sustainable procurement is procurement that has the **most positive** environmental, social and economic impacts possible **across the entire life cycle** and that strives to **minimize adverse** impacts.»





MAKING THE WORLD A BETTER HOME

THANK YOU !!