



**INNOVATION  
WITH A PURPOSE**



Sulochana Cotton Spinning Mills Pvt. Ltd.

Sulochana Mills' rich heritage stems from the enterprising spirit of its founder Shri. N. Murugan Chettiar and Shri. M Shanmugam Chettiyar. The journey that began in 1938 has continued to grow over the years – witnessing major milestones – chief among them being the acquisition of the 50-year old Kothari Group.

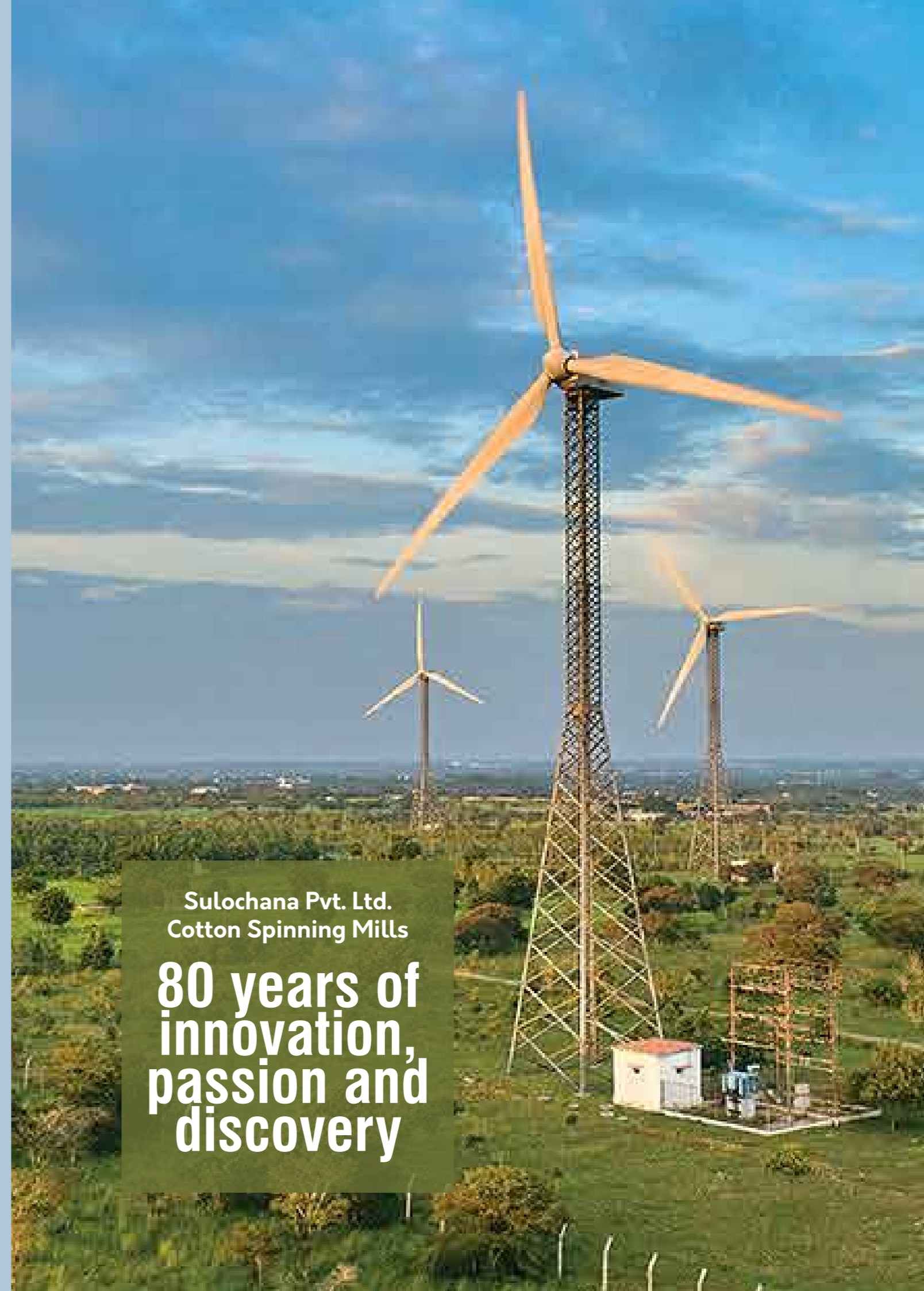
Today, Sulochana Mills is a pioneer in the world of cotton spinning, and in the creation of Melange yarn – a yarn produced by a combination of two or more fibers, usually a combination of raw and dyed fibers. We have become recognized as a global authority and resource for all things related to cotton spinning and recycled polyester.



Shri. N. Murugan  
Chettiyar  
**Founder**



Shri. M. Shanmugam  
Chettiyar  
**Founder**



Sulochana Pvt. Ltd.  
Cotton Spinning Mills  
**80 years of  
innovation,  
passion and  
discovery**



Sulochana Mills, over the years, has rapidly expanded its business, solely based on the ethos. Our core value lies in producing yarn, which is not only of the highest-quality, but is also sustainable and environment-friendly. This has pushed us to discover new technologies and innovative methods of production. We are passionate about yarn manufacturing and believe in satisfying the needs of each customer through customised service. At Sulochana Mills, we are constantly researching new methods of sustainable production & standardising the production processes to continuously offer our clients more options and better quality.

**“When you are led by values, it doesn’t cost your business, it helps your business.”**



**VISION**

To focus on delivering sustainable products with robust values whilst shielding the versatility of the environment.



**MISSION**

Have a business model that has diversified principles to find opportunities among various sectors.



**VALUES**

Being a leader by promoting innovation and ever extending the range of products in our pipeline.

## OUR RANGE OF PRODUCTS

# OUR IN-DEPTH KNOWLEDGE OF THE YARN MARKET HELPS US PROVIDE YOU WITH THE BEST ARRAY OF PRODUCTS

### MELANGE YARN



A combination of two or more raw white and dyed fibers create Melange Yarn. Sulochana Cotton Spinning Mills is a pioneer in the creation of Melange Yarn in India.

#### Did you know?

Melange yarn is an extremely environment-friendly product made of organic elements

It is also much regarded in the fashion industry due to its great tensile strength and color holding capacity, not to mention, for its attractive look

We offer Melange Yarn in the following compositions:

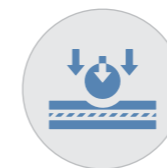
- 100% Cotton
- 100% Bleached Cotton
- Cotton/Poly Blends
- 100% Viscose, Modal, Excel, Silk, Bamboo
- 100% Polyester
- 1005 Recycled Yarn



### RECYCLED POLYESTER

Sulochana Polyester Fiber manufactures Dope Dyed Polyester Fibers, made from recycled PET Bottles. This approach ensures absolutely no water is used in the manufacturing of this fiber.

#### Recycled Polyester Clothing Facts:



Combining organic cotton with recycled polyester will result in a garment with higher durability



Recycling 'waste' plastic for creating new polyester saves 75% of the energy, 40% of the CO2, and 90% of the water required for production 1 million plastic bottles are disposed of every minute, around the world.



Creating a demand for recycled polyester will help recycle a certain percentage of these bottles into textiles

Sulochana Polyester Fibers are available in the following colours:



Red



Saffron



Coral Green



Pista Green



Parrot Green



Lemon Yellow



Ecru



Oatmeal



Royal Blue



Navy Blue



Coffee Brown



Khaki



Chocolate Brown

# OUR RANGE OF PRODUCTS



## ORGANIC COTTON

Organic cotton is the type of cotton grown without any pesticides or synthetic chemicals. The production process does not harm the ecosystem – in fact it helps sustain the ecosystem – and helps maintain soil fertility. To be certified as organic cotton, the end product needs to meet strict federal regulations.

### Features of Organic Cotton:



Helps reduce environmental footprint



Helps reduce pressure on water supply

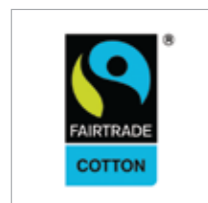


Helps reduce environment toxicity



Keeps the farmers safe due to reduced toxicity and usage of pesticides

## CERTIFICATE



## RECYCLED COTTON

The transformation of cotton fabric into cotton fibers is known as recycled cotton. This recycled fibre can be used to create new products and fashion articles. There are two primary sources of recycled cotton:

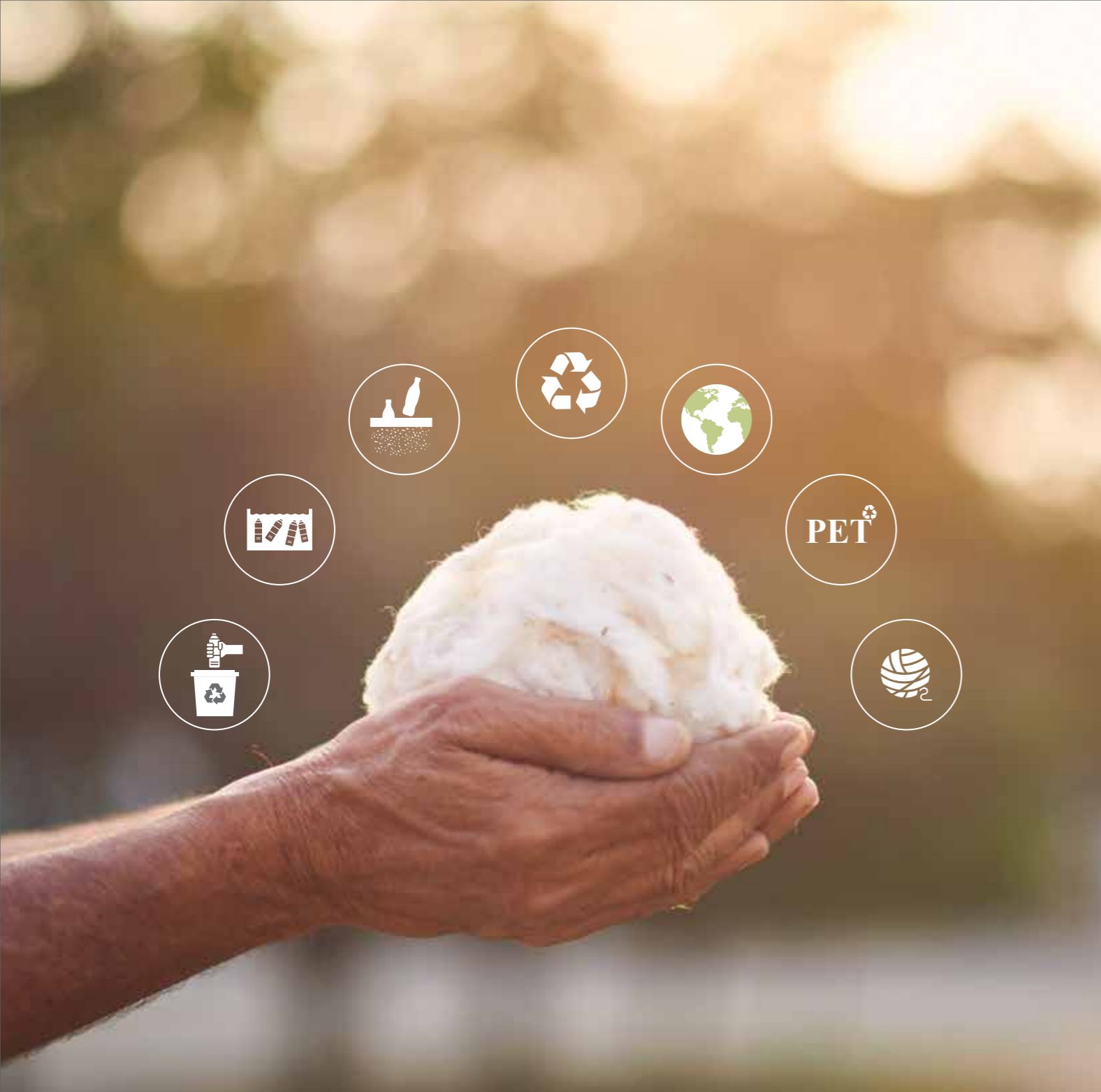
- Remains of yarns and fabrics which are discarded during the textile production process
- used household garments, items and towels whose cotton fibers can be reused

### Benefits of recycled cotton:

Recycled cotton production has the potential to greatly reduce the water and energy consumption in the fashion industry. Recycled cotton gives new life to discarded products, which would have otherwise added to the landfills.

## CERTIFICATE





## SULOCHANA BOTTLE-2-SHELF

### TRANSFORMING PET BOTTLES TO INTO RECYCLED POLYESTER STAPLE FIBERS

Sulochana Polyester Fibers, a unit of Sulochana Cotton Spinning Mills (P) Ltd., pioneered the manufacturing of polyester fibre in India in the year 2010. Sulochana doubled its fibre production capacity to 100 tons per day in 2014.

### INTERESTING FACTS ABOUT RECYCLED PET FIBERS

The plant recycles 8 million pet bottles everyday contributing to a greener planet

Saves crude oil and reducing power consumption by as much as 35%

Saves 2700 liters of water per t-shirt

Does not require dyes or 94% of the chemical products used in conventional textiles

Gives the planet some breathing space, by saving 2 kg of carbon dioxide per t-shirt

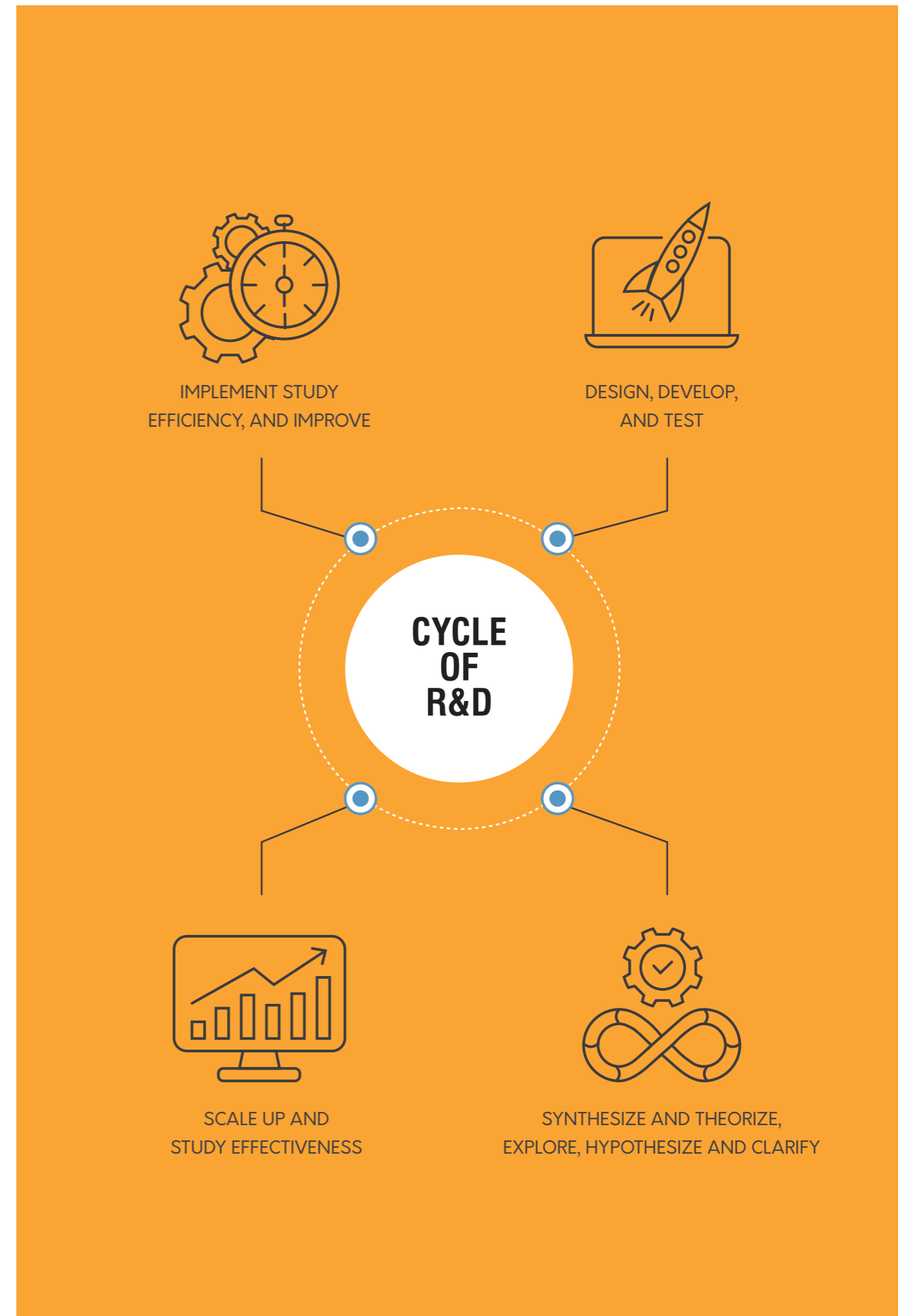
Saves 4m<sup>2</sup> of cotton growing land per t-shirt contributing to keeping traditional farmlands for food crops rather than cotton





## RESEARCH & DEVELOPMENT

At Sulochana cotton spinning mills, the R&D wing works meticulously on new developments realizing at least one development every week. In addition to the new developments, we have widened the range of existing shades in the generic category. We benefit from having our own polyester fibre and dyeing units and this availability and readiness of raw material and infrastructure enables Sulochana to match any customer's needs in a very short lead-time. Our team is skilled and capable of matching any shade, colour or development and delivering samples within a short span of 7-10 days.





#### **SULOCHANA GROUP OF COMPANIES**

### **EVERGREEN SOLAR SYSTEM INDIA PVT.LTD.**

Evergreen Solar Systems India Private Limited was established in 2010 to cater to the renewable energy sector and contribute towards reducing the carbon footprint. It operates from its 20 MW state-of-the-art Solar Module/Panel manufacturing facility at Coimbatore. In a short span of time, Evergreen Solar System has become one of the leading solar panel manufacturer in Tamil Nadu.

The company has selected the world's renowned equipment manufacturer SPIRE CORPORATION, USA for turnkey project of entire 40MW Capacity.

- Solar photovoltaic grid independent power plants [ac loads (also DC) battery & inverter]
- Solar photovoltaic grid connected power plants [AC loads uses grid at storage]
- Solar photovoltaic standalone power plants [DC load, battery storage]
- Solar photovoltaic rooftop and small power plants
- Solar photovoltaic off-grid applications





SULOCHANA GROUP OF COMPANIES

## ENNEM CLOTHING

Ennem clothing is our apparel manufacturing unit, where we manufacture sportswear and casual wear for Men, Women, Children and Babies, meeting all the norms and standards for each of the specified category. We have established a full-fledged enterprise with all the required competencies to manufacture any type of knitted garment in a variety of fabrics and styles.

### JUST IN TIME MANUFACTURING MODEL

With a lean management system and machine and man-power capacity of 300 and approximately 250 respectively, we deliver a production capacity of 3,00,000 garments per month.



## SLEEPSTER MATTRESS

Another division of Sulochana Mills manufactures high-quality and top-end mattresses. This division, Sleepster Mattress Pvt. Ltd. is based out of Tirupur and delivers complete customer experience through a wide range of products such as memory foam mattress, premium foam mattress, latex mattress and pocketed spring mattresses.

Sleepster mattresses and accessories are designed with a means to provide a comprehensive home solution.



Our mattresses are made using blocks which in turn are made of recycled polyester fibre from PET bottles.



We are the first mattress-manufacturing company in India to use polyester fibre blocks in making mattresses.



Our mattresses are washable, recyclable, anti-microbial, breathable, and eco-friendly.



## SUSTAINABILITY AND SULOCHANA

We love GREEN!

Sulochana Mills is a zero-waste manufacturer. We love recycling and are constantly innovating to find new ways of reusing waste generated from the production process. Our manufacturing process revolves around principles that helps minimize our environmental impact. We reduce our footprint, wherever possible by adopting production methods which minimize the usage of water and energy. We are committed to protecting our planet through our products which includes sustainable fibers and yarn such as polyester made from recycled PET bottles.



## ANIMAL SHELTER:

Our animal shelter, set up in Tirupur, aims at reaching out to helpless dogs and creating a home where they are well-looked after. A veterinary hospital is manned by efficient doctors, and provides free treatment to all animals in and around Tirupur. Our shelter has nearly 500 dogs and a command of dedicated volunteers.



## SULOCHANA CSR ACTIVITIES

The Thangam Memorial Trust, with 4 full time veterinary doctors has a dog shelter that provides asylum to 300 abandoned dogs. They have also taken up the animal birth control program working with the Tirupur Municipal Corporation in sterilizing over 10,000 dogs.

The Sulochana Pharmacy with 2 stores, is another initiative created to serve the communities of Tirupur and Coimbatore. The pharmacy offers a standard 20% discount on every products and it has been acknowledged and appreciated by the public.

Deeply devoted to a cleaner & greener environment, we have installed 10 MW Windmills that generates green energy, besides taking care of 40% of our electricity needs. We use the Japanese Technology 'Bokash' for effluent treatment that recycles the wastewater towards use in gardening and firefighting. Through greater corporate responsibility, we will continue to strive and stay sensitive to the needs of those around us.



**TOWARDS A  
GREENER TOMORROW.**



## SULOCHANA INITIATIVES

### ETI Initiatives

**The ETI Initiatives undertaken by Sulochana include:**

- Obtaining various international certifications
- POSH training by SGS
- Implementing Freedom to Association and Rights to Collective Bargaining
- Carrying out Workplace Wellness Initiatives
- BSR HER project Certification

### Environmental Initiatives

**Sulochana undertakes the following initiatives:**

- Tree plantation - planted 27,000 trees till date
- Maintains a cow refuge for around 150 cows
- Works towards reducing landfills
- Adopts production processes that reduces emission of CO2
- Adopts production processes that reduces consumption of water



## SULOCHANA CREDENCE AND CULTURE

Sulochana aims at creating sustainable goods with strong values, while protecting the environment's diversity. We believe in quality and strive to provide it to our customers. Our quality has been recognized by our valued customers as well as emission certification authorities.

We regularly come out with the ETI Compliance and CSR Report to increase the transparency of the firm's operations. Through this report, our investors and stakeholders can gain a better understanding of the firm, know more about our certifications, projects undertaken and CSR initiatives.

## ETHICAL TRADING INITIATIVE

**For workers' rights. For better business.**

Sulochana has a strict policy against child labour and does not engage any child workers, under any capacity across our group of companies. The personnel and other interested parties are communicated on the policies and written procedures for remediation and adequate financial and other support of children found to be working.



## HEALTH & HYGIENE

Health & safety for women through accessible education



Sulochana regularly conducts health and hygiene programs to educate and sensitize our women-workers on various related topics. Our approach to health promotion is peer education, in which community members are assisted to promote health-enhancing change among their peers.

We sought for peer education to teach or share health knowledge, beliefs, and behaviour, as well as educate people who may have comparable social backgrounds or life experiences.

### EMPOWERING OUR EMPLOYEES ECONOMICALLY AND MENTALLY

Sulochana invests in recreational activities for its hard working employees.

On-site accommodation	Home theater facilities
Mobile recharge facilities	Getaway trips
Sprawling playground	Air conditioned sleeping rooms
Library	Accommodation facilities for friends and families



## POSH TRAINING BY SGS

Sulochana recently provided all its women workers a POSH training conducted by SGS. This was another certification which helped strengthen our ETI compliance.

With this training, our women workers were able to gain insight and learn more about Sexual Harassment as a whole. At the end of the course the workers were successfully able to:

- Understanding of the term 'sexual harassment'.
- Easily able to identify any uncomfortable situation.
- Know all the legal provisions for their protection.
- Protect themselves by security guards and safety workers.
- Gain insight into emotional trauma.

## FREEDOM TO ASSOCIATION AND RIGHTS TO COLLECTIVE BARGAINING

Since there are no trade unions, the Management has mechanisms in place to facilitate the election of employees' representatives. They allow workers to freely elect their own representatives. The job of the representative is to act as a liaison between the employees and the upper management. With Freedom Association and the Right to Collective Bargaining being followed, committee representatives are never subjected to discrimination, harassment, intimidation, or retribution for any reasons.



## BSR HER-PROJECT CERTIFICATION

Sulochana is also a proud recipient of the BSR (Business for Social Responsibility) HERproject certification.

Our motive behind obtaining this certification was to increase the awareness and knowledge of health amongst our female workers through the creation of sustainable workplace programs. HERproject demonstrates the advantages of investing in women's health in global supply chains through health awareness and behaviour modification.

## STRICT POLICY ON CHILD LABOUR

Sulochana has a strict policy against child labour and does not engage any child workers, under any capacity across our group of companies. The personnel and other interested parties are communicated on the policies and written procedures for remediation and adequate financial and other support of children found to be working.





## ESG

Environmental, Social, and Governance (ESG) criteria are a set of operational requirements used by socially concerned vendors and investors to analyse possible investments. Environmental criteria take into account how a corporation behaves as a steward of the environment.

Social criteria look at how the company maintains connections with its workers, suppliers, consumers and the communities in which it works. Governance is concerned with the leadership of a corporation, executive remuneration, audits, internal controls, and shareholder rights. We adhere to these criteria strictly to ensure our company is an end-to-end socially and environmentally-conscious company.

## Environmental Criteria:

Sulochana complies with the environmental criteria and is very conscious about the environment. Our main activity is concerned with using recycled PET Bottles so that speaks a lot for itself.

- Reduced landfill
- Reduced emissions of CO2
- Reduced consumption of water

Sulochana complies with the environmental criteria and is very conscious about the environment. Our main activity is concerned with using recycled PET Bottles so that speaks a lot for itself.



## Social Criteria:

Sulochana adheres to these social standards and criteria.

### Recruitment Process



### Salary and payment of wages

Sulochana employees get their salary & wages deposited into their salaried account. They can withdraw this money with the help of an ATM facility which is made available on campus to the workers.

### Resignation process

If any of our employees wishes to quit the company, they must provide the management one month's notice.

Any permanent worker's employment may be terminated for any justifiable reason with one month's notice, according to the provisions of the legislation applicable to the institution.

The cause for service termination must be documented in writing and notified to the worker at the time of termination

The working person's resignation will not be effective unless and until the management accepts it, and such acceptance will be notified to the worker

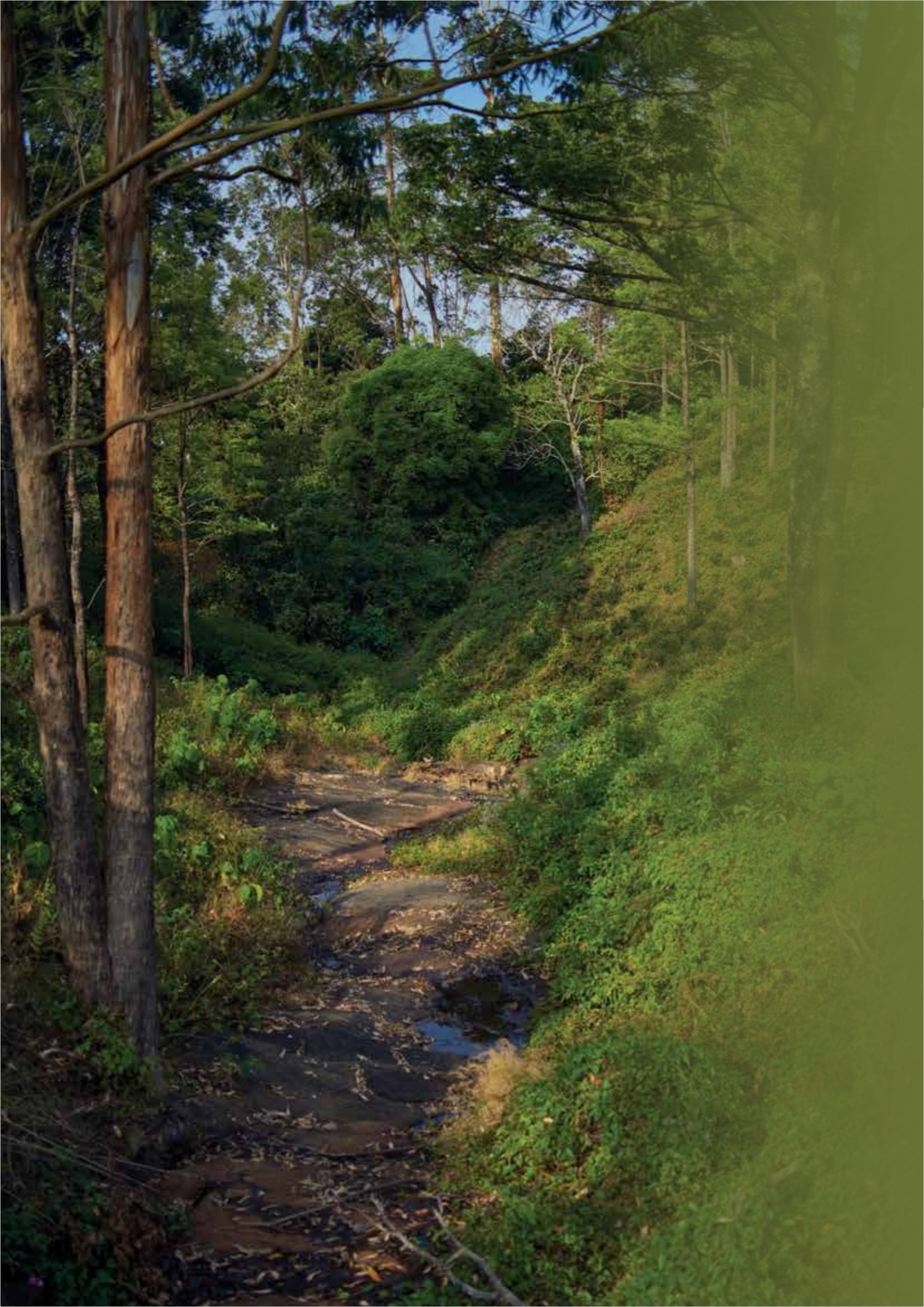
### Safety training steps

Sulochana undertakes various risk mitigation steps to ensure the health and safety of workers on site. Regular safety measure training helps girls mitigate the risks and leave the working area in case of an emergency. Safety fire and evacuation drills that teach workers how to use the emergency red fire button and break the glass, followed by the use of fire extinguishers have also been conducted



## Governance Criteria:

Sulochana keeps in mind all the above-mentioned criteria and does a thorough background check before employing a worker in the organisation. In addition to this they also refrain from any political donations or under the table activities of sorts. For the workers, they have various community welfare measures for fair representation, so that all their valid grievances and problems can be taken up and resolved.



## ENVIRONMENT

Sulochana and its workers have immense respect for Mother Earth and all her bounties. All of us constantly strive to make this planet a better place to live. Sulochana also believes and follows the motto of sustainability, traceability and transparency. Keeping in mind the same, to preserve the green earth, we have nearly planted 27,000 trees. This was done to preserve the Earth's greenery and keep it intact.

Organic manure is also a staple at Sulochana. We use organic manure that is obtained from the vermi-culture system. The vermi-culture system creates organic manure by recycling cow and human waste. This organic manure in turn is used to grow healthy, leafy and clean organic vegetables in the garden on the premises.



# CERTIFICATIONS

Our third-party certifications will help you be assured of the quality of the products received. They help validate our claims that we offer you genuine recycled and organic materials.

