



# **GreenHRM** Solutions

*Breaking Stereotypes*

**Business Introduction**

# Major Milestones in Our Growth Journey

## Ideation → Market Research → Strategic Planning → Execution → Success

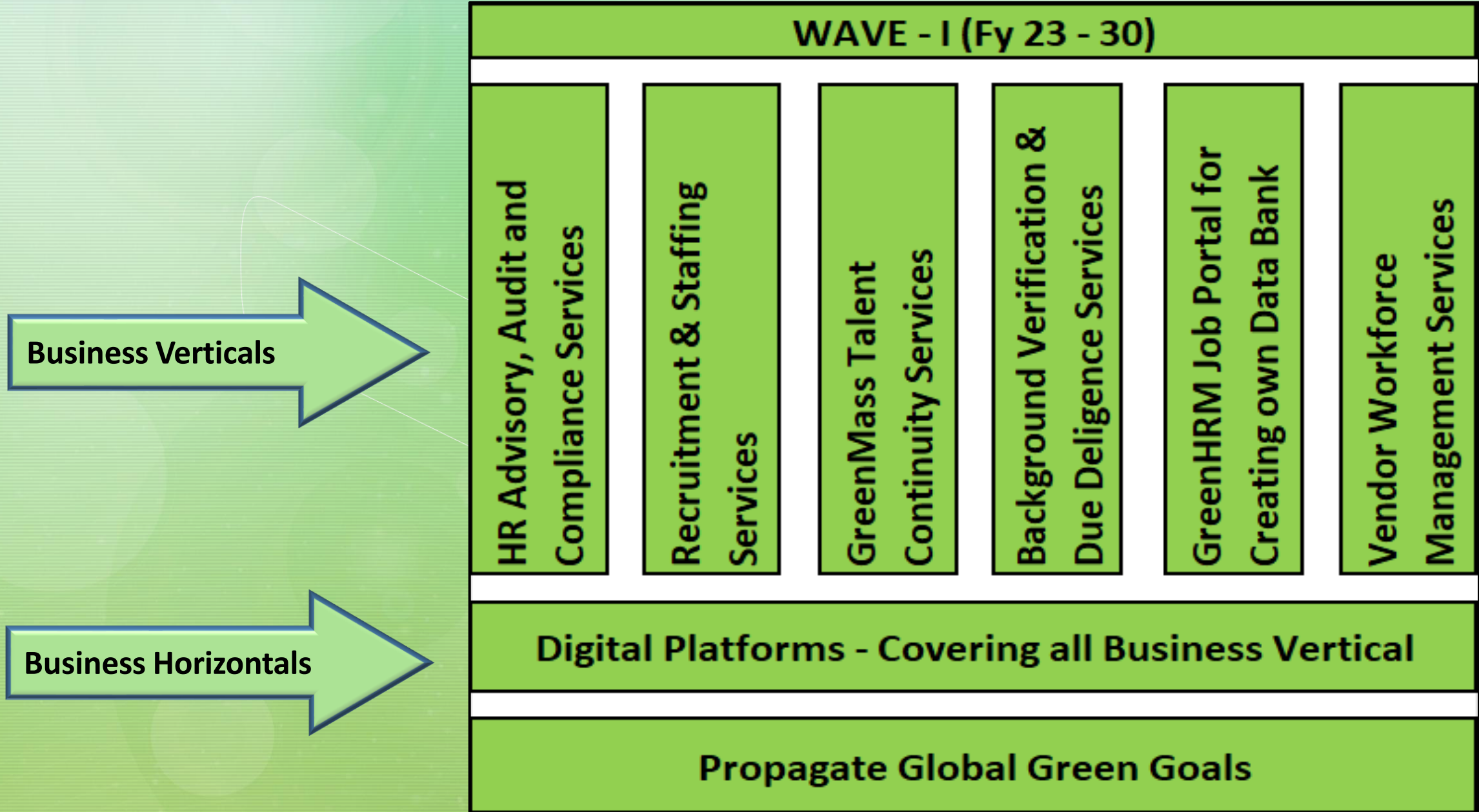
- ❖ Ideation and Market Research started from January 2021 onwards.
- ❖ Business Strategy got formulated in the month of August 2022.
  - **Founder moved from Maharashtra to WB to Odisha strategically in-between October 2021 to May 2022.**
  - **Co-founder moved from Jharkhand to WB and back to Jamshedpur in March 2022.**
  - **Finally Founder left the Job and moved to Jamshedpur in June 2022 for formally forming the startup.**
  - **Co-Founder left the Job and joined in Oct'2022**
- ❖ **Home Office was setup (100 Sq ft) to initially drive business and started pitching our concept to clients from July'22 onwards**
- ❖ Company's Vision, Mission, Values, Business Verticals and Business Plan were formulated based on Ideation & market research.
- ❖ Onboarded Consultant & IT Expert for Creation of Partnership Firm, GST, PF, ESI, Company's Name, Logo, Website, Email ID, etc.
- ❖ **GreenHRM Solutions got incorporated on 10<sup>th</sup> August 2022**, Legal Entity was created under various Laws & Acts to run the organisation professionally.
- ❖ **Shifted to own office (1200 sq ft) on 1st November 2022** to accommodate employees and started building team for Execution.
- ❖ **1<sup>st</sup> Breakthrough - Tata Steel Downstream Products Ltd (Tata Group) was the first organisation** who showed confidence by empanelling and providing a very critical job of Mass Regularisation Drive (Off-roll to On-roll) in Nov'2022.
- ❖ **2<sup>nd</sup> Client - Jindal India Ltd.**, for PAN India Recruitment Services in December 2022.
- ❖ **3<sup>rd</sup> Client - RC Rungta Group**, for PAN India Recruitment Services in January'2023.
- ❖ **4<sup>th</sup> Client - JUSCO (Tata Group)**, for PAN India CLMS Training and Recruitment Services in March 2023.
- ❖ **5<sup>th</sup> Client - Jamipol (Tata Group)**, for PAN India Recruitment Services in May'2023
- ❖ **6<sup>th</sup> Client - Tata Hitachi (An MNC)**, for Recruitment & Staffing Services, in August'2023
- ❖ **New Office, Bigger Possibilities! - Shifted to bigger, professional, digital office (2800 sq ft) to facilitate growing business and employees in April'2024.**
- ❖ **Job Portal** - Launched our own a feature rich Job Portal on our second foundation day (10<sup>th</sup> August 2024).
- ❖ **Launched GHRM Career Solutions LLP based on clients needs and demand for including few more critical HR Services in Dec'24**
- ❖ All along, various digital platforms were adopted to manage critical organisational needs, across business vertical & horizontal.

**“Our client base now includes 25+ major corporate houses across India, demonstrating our capacity and capability to serve.”**

# Legal Entity


















Sl. No.	Particulars	Details
1	Name of the Company	M/s GreenHRM Solutions
2	Type of Company	Partnership Firm
3	TAN No.	RCHG03659F
4	Directors Name	1. Amit Sahay 2. Jaydeep Sarkar
5	Registered office Address	Flat No. 207, 3rd Floor, Balaji Block, Heaven River View Enclave, Hariom Nagar, Road No. 5, Adityapur, Jamshedpur - 831013
6	Branch office Address	5th Floor, P M Complex, Above Yes Bank, Main Road, Adityapur, Jamshedpur - 831013
7	Shops & Establishment No.	SEA2035700325866
8	Udyam Registration Certificate No. (MSME)	UDYAM-JH-22-0006304
9	GST Registration No.	20AAYFG5198B1Z9
10	PAN Card No. of Organisation	AAYFG5198B
11	PF Registration No.	JHJAM2899433000
12	ESI Registration No.	60001770950001099
13	P. Tax Registration No.	20680908378
14	Current Account (Bank Name & Address)	Bank of Baroda, Adityapur Branch, Main Road, Adityapur, Jamshedpur- 831013

# Our Business Model & Plan



# Redefining Success: Business, People & Planet in Harmony

“In our workplace, sustainability is powered by smart technology and advanced digital solutions, We optimize efficiency while minimizing waste and energy consumption. Our digital-first culture enables sustainable work space and practices.”

Initiatives - Smart Technology	Areas of Implementation
	Management of Employee Life-Cycle
	Time Office & PayRoll Management
	Management of Finance & Accounts
   	Business Development, Marketing & Sales
	Contract Labour Management
   	Management of Talent Acquisition
	Job Portal & Large Data Management
   	Smart, Sustainable, Future-Ready Workspaces

# Strategic Business Advantage to Clients

Our unique Business Proposition may result in the following ways for our esteemed clients :

- |                            |                             |                          |
|----------------------------|-----------------------------|--------------------------|
| ➤ Greater Efficiency       | ➤ Reduced Carbon Footprints | ➤ Employee Satisfaction  |
| ➤ Processes Improvements   | ➤ Waste Management          | ➤ Employee Engagement    |
| ➤ Productivity Improvement | ➤ Brand Building            | ➤ Employee Participation |
| ➤ Cost Reduction           | ➤ Employee Retention        | ➤ Employee Involvement   |
| ➤ Energy Conservation      | ➤ Attracting Talent         |                          |



*Breaking Stereotypes*

Global & Local Clients We Serve



TATA STEEL Downstream  
Products Ltd.



TATA STEEL Utilities and  
Infrastructure Services Ltd.



Jindal (India) Limited



COLORSHINE  
Steel That Delivers Trust



Rungta Steel & Mines



Evonith Group, UK



JAMIPOL  
Formerly Jamshedpur Injection Powder Limited  
Jamipol, Tata Group



Safal Group, Africa



TATA HITACHI

Reliable solutions



ARJAS STEEL



STEEL



Liberty Steel Group, UK

CRESCENT  
CREATING VALUE FOR ALL



Nirmal Wires



NATRAJ IRON & CASTINGS Ltd.  
ISO 14001 and ISO 9001 approved Foundry with CIC Machine Shop.



BEEKAY  
Inspired by Steel

# People-First Culture at GreenHRM Solutions

At GreenHRM Solutions, our people are our heart-beat. We champion a sustainable and inclusive work culture where every individual feels valued, empowered, and inspired to learn and contribute with confidence. United by purpose and guided by our core values, people-centric policies, and digitized workflows, we thrive together and deliver meaningful results.

We welcome people from all backgrounds, identities, and life journeys to grow with us :

- Individuals of all social, educational, and ethnic backgrounds,
- Newly acquired and evolving abilities, skills and knowledge,
- Transgender, veteran, and differently-abled professionals,
- Those returning after career breaks.

Performance based work culture is introduced for achievement of organisational Goals :

- Structured onboarding process for Interns, Trainees and Lateral Hires and they are engaged in live projects.
- Daily Task Allocation and Periodic individual Performance Review is done to meet Customers requirement.
- Structured Saksham Platform is introduced for developing Abilities, Skills & Knowledge of our Team.
- Reward, Recognition, Incentive Schemes and Performance Bonus for good work to encourage.
- Employee Engagement Initiative are driven with a structured Annual Calander.

We have an adaptive People Policy to effectively nurture and uphold our organizational culture.

Working Days	- Monday to Saturday
Weekly Off	- Sunday
Office Timing	- 10am to 6:30pm
Lunch Timing	- Flexible / Together
Leave	- As per policy

Festival Holidays	- Fixed / Optional
Travel	- Self Certification of Bills
Attendance	- As per Rules
Monthly Salary	- 7 <sup>th</sup> of every month through Bank Account
Retirement	- 60 Yrs, may continue after formal fitness evaluation.

**“We believe in our efforts to cultivate a people-first culture to enhance our team’s sense of belonging, and contribute meaningfully to achieving our organizational goals.”**



Our People, Our Strength





## Brief about Founder & CEO

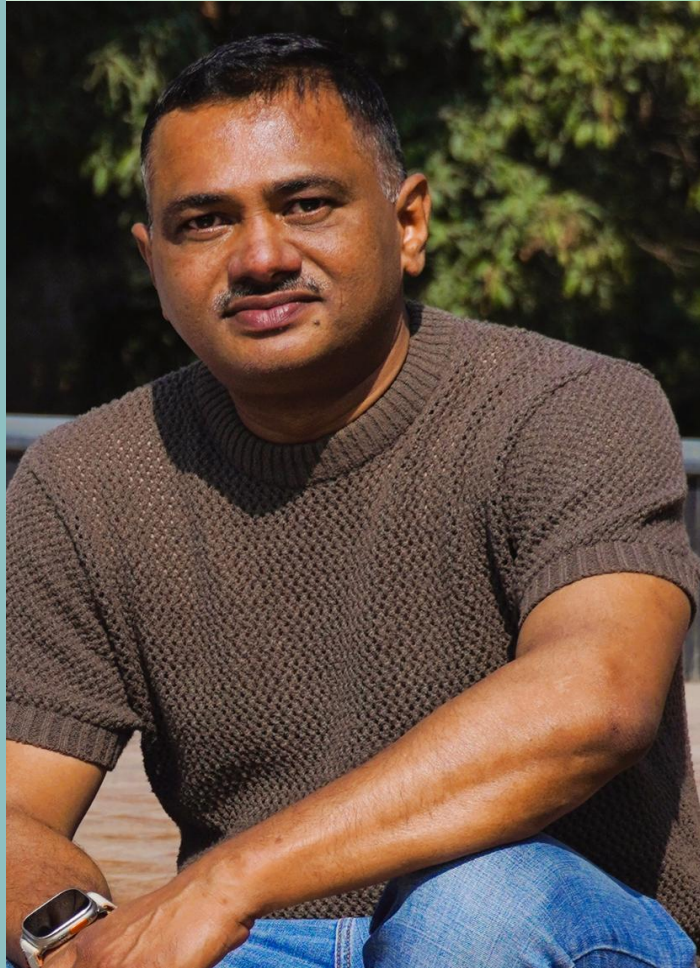
A versatile HR/IR professional with 30+ years of rich experience in Manufacturing & Service Industry. Has embraced many challenging assignments within and outside his domain and got recognized for his contribution.

Was a part of Senior Leadership Team since 2006 having rich experience in the areas of HR Transformation, Organizational Restructuring, Strategy Development, Merger & Acquisition, NCLT, BIFR, Green & Brown Field Projects while working in different states like, Jharkhand, Orissa, West Bengal, Chhattisgarh & Maharashtra. Has worked in Group Companies like Tata Group, Jindal Group, Evonith Group, Liberty Steel and others and rose up to CHRO Position.

He is a certified external assessor and have done many Internal & External Assessments within Tata Group and beyond.

# AMIT SAHAY

## Founder & CEO



## JAYDEEP SARKAR

Co-Founder & COO

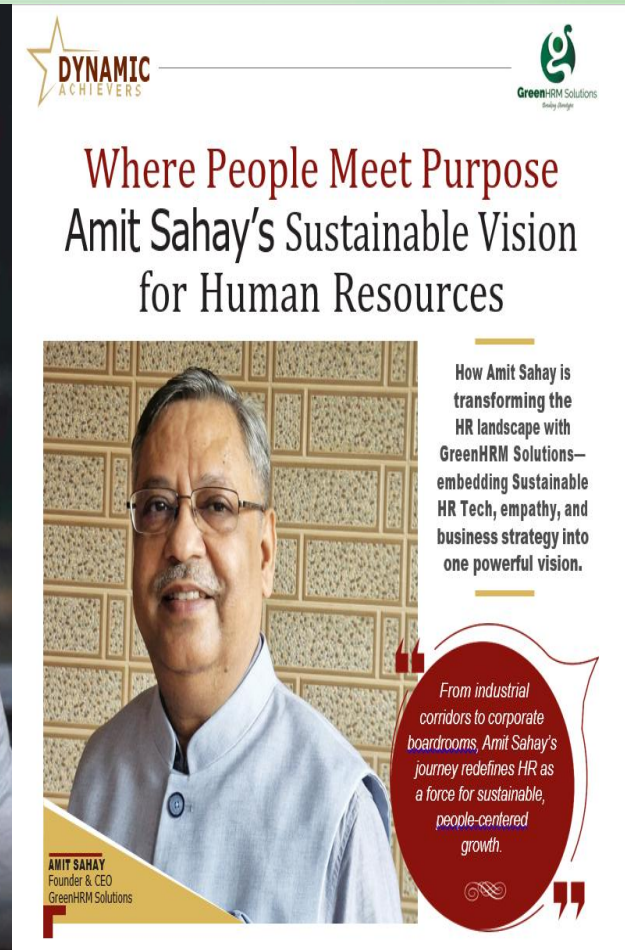
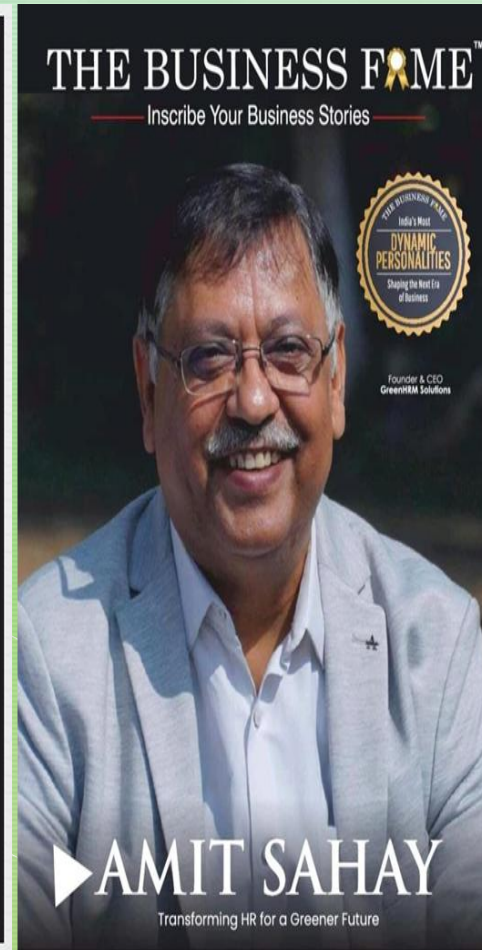
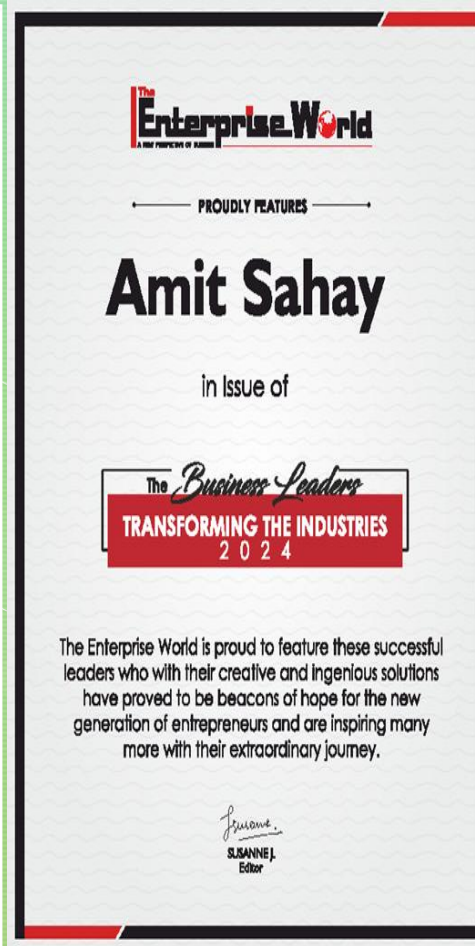
### Brief about Co-Founder & COO

Having 25+ years of hands-on experience in the field of Human Resource & Industrial Relations. Having major strength in the areas like manpower planning and cost management, formulation of innovative HR policies, recruitment, contract labour management, Statutory Compliance and digitisation of HR function.

Has worked in a professionally managed corporate houses like Somani Group, Adhunik Group, Tata Group, Jindal Group and others and rose up to HR Head position.

His major competencies lies in driving HR Excellence, decision making, Drive for Results and Implementation skills.

# Recent recognition to GreenHRM Solutions



**CEO Insights TOP 10**  
**CORPORATE LEADERS**  
**IN JHARKHAND - 2024**

*The Business Leaders*  
**TRANSFORMING THE INDUSTRIES**  
**2024**

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Thanks

*For your precious time*

