



Growing **Sustainably** Growing **Responsibly**
Taking everyone along



Sustainability Report 2020-21

Disclaimer

The information and opinions contained in this report are provided as of the date of this report and are subject to change without notice.

This report represents Cosmo Films current policy and intent and the statements contained in this report include information about our expectations for the future. When we discuss our strategy, plans, and future financial and operating performance, or material events that have not yet taken place, we are making statements considered to be forward-looking.

The forward-looking information is designed to help readers and stakeholders understand our current view on our near and longer-term priorities, and it may not be appropriate for other purposes. Irrespective of any information or data contained in this report, it should not be construed as inconsistent or in conflict with financial or non-financial information reported in the Company's financial statements, investor presentation, website, or any other medium.



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Sustainability performance highlights



Environmental

5.0%

Reduction in carbon emissions Scope 1

2.0%

Reduction in carbon emissions Scope 2

50%

Targeted water treatment

35%

% of water treated at Cosmo

95%

Waste reduction

INR 5+ crores

Initial Capital investments to reduce environmental impact



Social

INR 3+ crores

Total spending on CSR activities

2,50,000

Lives touched during the fight against Covid-19

1,268

Training man-hours



Promoting women well-being



Provision of infrastructure and qualified professionals to support educational institutions



Governance

66%

Independent Directors
in Cosmo Films

Women Director
on the Board

4

Active
Committees



Robust Risk
Management



Active Stakeholder
Engagement

Statutory Auditors
M/s SN Dhawan & Co
(Mazars, International)



Professional
Management



Separate Independent
Directors' Meetings



Board Performance
Evaluation



Diversity and
Inclusion



Whistle Blower
Mechanism

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In the last couple of decades, the focus of companies and for-profit organizations has shifted from “profits” alone to instead “taking care of all their stakeholders”. Part of this change is voluntary and part of it is driven by increased scrutiny and regulatory changes.

There are also broader macro changes such as the prominence of climate change related discussions because of extreme weather events, the need for an “affirmative action” on social issues, and a diverse range of governance issues impacting companies across the world.

All these changes are driving the sustainability agenda across major economies of the world and emerging markets are not far behind. The sustainability evaluation is immensely helpful for companies as more awareness and informed discussions can help in developing business resilience and a long-term approach.

There is also clear evidence that engagement with diverse stakeholders for the companies on sustainability issues can create more balanced outcomes.

Understanding where they stand on sustainability

is an exercise that helps companies in the identification of blind spots and then in figuring out how to address these issues. For example, an honest analysis could make a company much better prepared for unforeseen risks. Moreover, sustainable companies have a big advantage in this regard as they are much better placed to handle the changes in the business environment. We understand the importance of sustainability and business resilience in today’s business environment. While no formal stakeholder mapping exercise has been done, we consider our employees, customers, suppliers, investors and analysts, shareholders, regulatory bodies and community around our plants as our stakeholders.

Cosmo Films Ltd. has carried out an in-depth sustainability review of its processes and operations and we are pleased to report the results in our first sustainability report. We hope that all the stakeholders in our company will find this report useful.

We also welcome all your comments and feedback on how we can improve the information and presentation in the future.

About This Report

We are pleased to present our first Annual Sustainability Report. This report covers the major sustainability topics based on their relevance for Cosmo Films Limited. Through the information and disclosures presented in the report, we wish to inform our stakeholders of our sustainability performance, our initiatives, and their impact. The report also presents our sustainability strategy and risk management framework that allow us to create long-term value for all our stakeholders.

Reporting Approach

This report has been prepared in accordance with the Global Reporting Initiative (GRI) standards: Core option. The reporting scope and boundary for our disclosures, unless otherwise stated, cover the operations of Cosmo Films Limited. The readers may also refer to our Annual Report for FY 2020-21 which contains important information on our performance, financial statements, and other relevant topics at <https://www.cosmofilms.com/annual-reports>.

Assurance Statement

We have made our best efforts to list material topics and disclose our sustainability performance and the contents of this report have been carefully reviewed by the senior management of the company. However, we have not commissioned an external review for this report. Nevertheless, we have taken all possible care to report information that is accurate and relevant for sustainability parameters.

Scope and Boundary

The report covers all manufacturing units and offices of Cosmo Films Limited. The report boundary of the report is the same as our Annual Report. Data disclosed in this report has been internally assured by the team at Cosmo Films Limited. All attempts have been made to truthfully capture all the information and ensure we present a complete and correct representation of our sustainability performance.

For any questions or comments on this report, please write to Mr. Neeraj Jain, Chief Financial Officer at neeraj.jain@cosmofilms.com



Chairman's Message

Dear Stakeholders,

We are pleased to present our inaugural sustainability report, which covers the major developments during FY 2020-21 and the progress we have made in the previous decade towards achieving a more environment-friendly business model that is resilient to shocks and internal or external risks. For us, at Cosmo Films Limited, the definition of success and growth is not merely reflected in terms of financial performance; it also means our contribution to the community and the society in which we operate. Our primary guiding principle is ability to create long term value for all the stakeholders and society in general.

As a four-decade-old company, Cosmo Films has been successful in steering through the turbulent period with innovative product solutions helping to create a sustainable future. While the past year has been extremely difficult for the society and the entire world in general, we did not compromise on our contribution towards making the world a better place. The harrowing scenes from the pandemic made us review and rethink our overall goals, and we realized that the need of the hour is to create a sustainable society.

We are working with several FMCG and pharmaceutical brands to provide sustainable packaging and labelling solutions for these products. The Cosmo Films team strived round the clock to ensure the demand from FMCG, pharma and other industries was met and, in the process, we could make our contribution to mitigate, at least partially, the deep impact of the pandemic on our society.

Environment

Our environment sustainability strategy has clearly defined roadmaps and objectives for the Company, with detailed action plans for implementing these targets. We are happy to report that we have made good progress during the previous years and continue to focus our efforts on further improvements to our environmental performance. As the Company looks to build on this success, we are working continuously to improve and develop our products.

We will continue to focus our efforts to both reduce power demand as well as opportunities for further investment in renewable energy. Carbon reduction has always been a focus and our board has been consistently evaluating our Climate and Carbon Management Strategy which is appropriate for our company. To expand the green cover, we planted ~5,000 trees covering farmlands near Aurangabad, Maharashtra along with post maintenance of the saplings planted and increased our use of renewable energy.

The Company has started to work on several sustainability projects. We are working on mono-layered structures to make the recycling process easier. We are increasingly using renewable power and are also focusing on rainwater harvesting and reuse of effluent treated water. We are also contributing towards environment through consumption rationalization of resources including power, water, and gas and strict parameters for waste elimination.

We are also getting more ambitious on our green initiatives as Cosmo Films is facilitating the creation of new and innovative products which can contribute towards sustainability through strong focus on research and development.

Giving back to the Society

At Cosmo Films, we take pride in the fact that apart from striving for business growth and operational excellence, we focus on the betterment of the marginalized communities and the society in general. We have always been passionate about our philanthropic initiatives. The Cosmo Foundation aims to empower local communities by assisting them in attaining their potential. As an extension of our existing programs on computer literacy, basic English learning, and clean and green initiatives, we also engaged ourselves in providing resources to the poor who were impacted the most by the pandemic.

To ensure that the rural children's education does not suffer during these turbulent times, we also launched an online learning platform called Cosmo Digi Pathshala, which can be easily accessed via WhatsApp.

In the previous year 2020-21, we touched the lives of more than 2,50,000 individuals in Gujarat, Delhi, Haryana, Rajasthan, and Maharashtra's villages by catering to their needs of masks, groceries, sanitizers, cooked meals and other essential amenities. We also provided medical equipment such as ventilators to a medical college in Aurangabad, Maharashtra.

In essence, our social focus areas and objectives include:

- Enhancement in our social capital through support for local communities, including financial help and support, supply chain partnerships, education and health initiatives and employee volunteering. Education and healthcare are the two areas we are most passionate about.
- Aiming for the industry leading highest standards of health, safety and employee's physical and mental wellbeing in our workplaces to ensure that the work environment is absolutely safe and enables the all-round satisfaction of the employees
- With equal opportunity for the employees, achieving a truly diverse and productive workforce, and upskilling all our employees through structured training and development programmes and opportunities

Governance

We follow robust corporate governance practices and maintain fairness and transparency across all our operations, with all our stakeholders and in all our business decisions. Our governance focus areas and objectives are based on the following core principles:

- Interacting and engaging with all our stakeholder including customers, clients, employees and local

communities, aiming to exceed their expectations, supporting them with our best products and continuously improving our services

- Strong and transparent governance with respect for views of all our shareholders which is a key factor in enabling trust, innovation and sustainable growth.
- Building trust via regular board committee meetings and incorporating actionable inputs in our decision making that has 'zero tolerance' for corruption, bribery and unethical practices as we strongly believe in the adage 'ethics is everyone's responsibility'

Our governance structure is driven by policies that are reviewed periodically and set the core framework for our operations. Our policies apply to all operating locations, businesses and subsidiaries, helping us manage our operational, regulatory and reputational risks, effectively and efficiently. Each policy framework has owners at the top who drive implementation and, where appropriate, corrective actions are taken to ensure that everyone understand their responsibilities and play their role.

Our sustainability philosophy

We wish to reiterate our commitment towards the aim which is to build an organization that positively impacts all three aspects – environment, social, and governance. With the sheer grit and hard work of our employees and associates, Cosmo Films has become a name to reckon with around the world for newer, innovative solutions. The significant share of Speciality films in the overall sales has cemented the Company's position as a leading player in the industry.

Making disclosures on sustainability is the first small step we have taken towards the journey of becoming a truly sustainable organization. As one of India's leading packaging solutions companies, we have always acknowledged the contribution towards environment, social and governance (ESG) aspects.

I would like to say thank you to our stakeholders for reposing their confidence and faith in our Company. We are committed to deliver long-term stakeholder value and look forward to achieving many milestones together in the coming years.

Best regards,

Ashok Jaipuria

Chairman and Managing Director

About Cosmo Films

Established in 1981, Cosmo Films Limited is a leading manufacturer in speciality films for packaging, lamination and labelling applications. Our offerings include biaxially oriented polypropylene (BOPP) films, cast polypropylene (CPP) films, and soon we will be offering biaxially oriented polyethylene terephthalate (BOPET) films. After acquiring GBC Commercial Print back in 2009 we became one of the largest BOPP films producer and exporter of thermal films. With our manufacturing units in India and Korea, Cosmo Films has a BOPP manufacturing capacity of 200,000 TPA and CPP manufacturing capacity of 9,000 TPA with a total turnover of around INR 2,285 crores in the previous fiscal year (FY2020-21). We make investments with perseverance to ensure growth of our company, our employees and their careers along with business expansion and robust corporate governance and HR practices. Cosmo Films believes in extending its care to bettering the lives of people in and around its manufacturing units. Business and social responsibility go hand in hand at Cosmo Films. We are committed to contribute to the development of the community we belong to and be a partner in raising the human development index. As a responsible corporate citizen, promoting the wellbeing and welfare of our employees is our priority.

Speciality Films

Key Speciality Products:

- ✓ Globally among top four players in BOPP Speciality films
- ✓ Speciality Label Films – Second largest player in the World
- ✓ Thermal Lamination Films – World's largest supplier
- ✓ Industrial Application Films – World's largest supplier

Newer growth areas for Speciality:

- ✓ Synthetic Paper – Durable alternate to paper. Global 100k MT market (India 6k MT) - immense potential to grow.
- ✓ Sustainable solutions

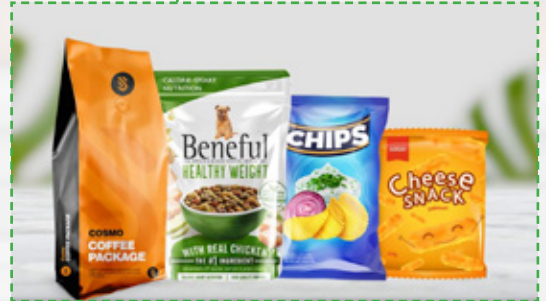
Future Pipeline:

- ✓ Direct Thermal Printable Film (first BOPP film producer to launch)
- ✓ Sustainable PVC free solutions for graphic applications
- ✓ Heat reduction films
- ✓ Shrink Label film

Product Portfolio

PACKAGING FILMS

- ✓ **Print & Pouching Films**
- ✓ **Tape & Textile Films**
- ✓ **Barrier Films**
- ✓ **Overwrap Films**
- ✓ **Heat resistant Film**



LAMINATION FILMS

- ✓ **Thermal Lamination & Wet Lamination**
- ✓ **Special Application Lamination Films**
- ✓ **Premium Lamination Films**



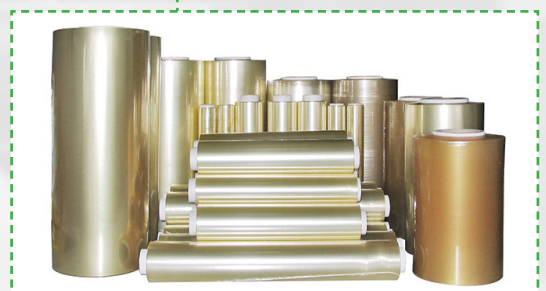
LABEL FILMS

- ✓ **Pressure Sensitive Label stock films**
- ✓ **Direct Thermal Printable films**
- ✓ **In-mould films**
- ✓ **Wrap Around label films**



INDUSTRIAL FILMS

- ✓ **Synthetic paper**
- ✓ **Cable Overwrap**
- ✓ **Other Specialized Film**



Our Vision And Mission



Vision

“To be the most preferred global brand offering value added Oriented films for packaging, labels, lamination and industrial applications.”



Mission

- **For Customers:**
To deliver the finest product and service experience, backed by innovation, people and processes.
- **For Employees:**
To nurture a working environment that fosters personal and professional growth.
- **For Shareholders:**
To generate sustainable long term returns on investment with focus on transparency and accountability.
- **For Vendors:**
To create symbiotic relationships that drives mutual growth.
- **For Community:**
To contribute to strengthen community growth through education and sustainable green practices.



Environment

Towards a Cleaner and Greener Planet

Our corporate responsibility strategy, reflects our commitment to integrating responsible business practices across our operations to maximise our positive impact on the environment. To achieve this objective, we are focused on reducing the environmental impact of our operations as we strongly believe that addressing the environmental impacts of our products and supply chains is an opportunity for positive change and we owe this to our planet and future generations.

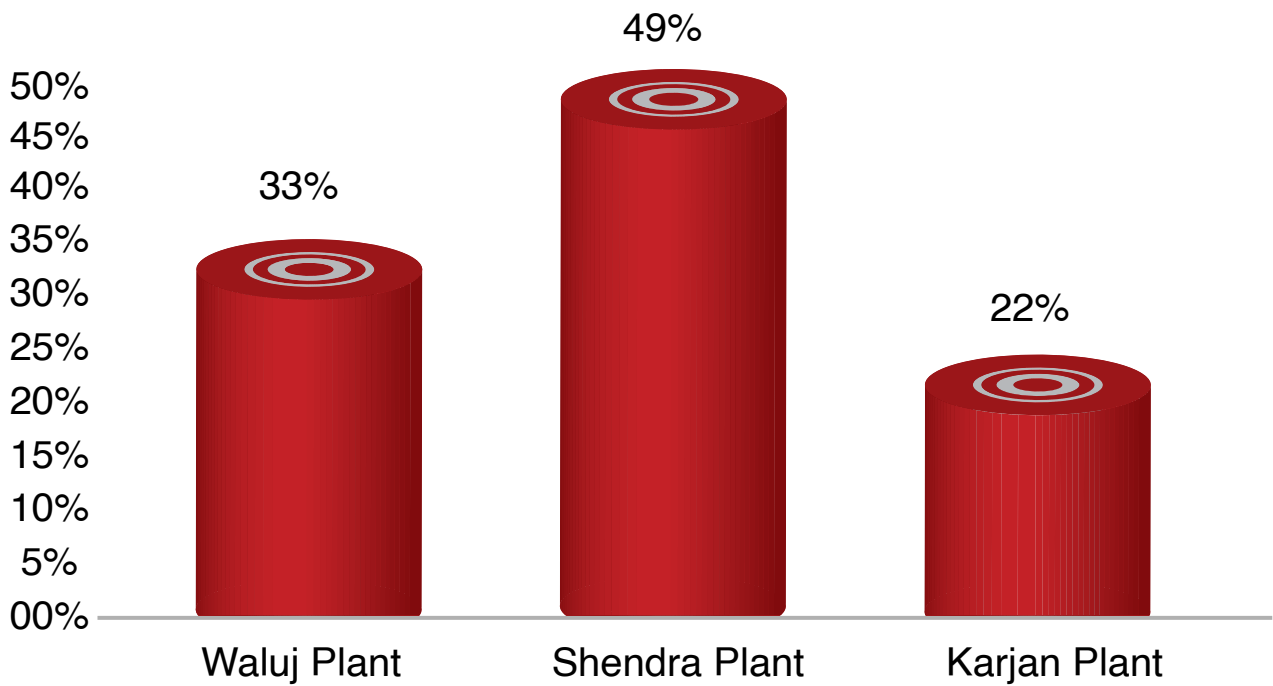
With extensive use of new techniques and environment friendly products and processes, we strive to make our products more sustainable and attempt to reduce their environmental footprint. For example, our product, Synthetic Paper, is a replacement for paper in applications requiring non-tear ability and longevity. It has a far-reaching impact in solving the twin challenges of tree cutting and the extensive use of water during the manufacturing process.

We have a well-defined Environmental Policy that applies to all our plants/other locations, employees, and contract workmen. Apart from providing films designed for recyclability, we follow a multi-pronged strategy to enable sustainable growth. This includes following green manufacturing practices, best energy management practices, and well-defined systems. Across our business processes, we ensure conservation and preservation of natural resources. We strive to reduce waste, improve material efficiency, and focus on recycling.

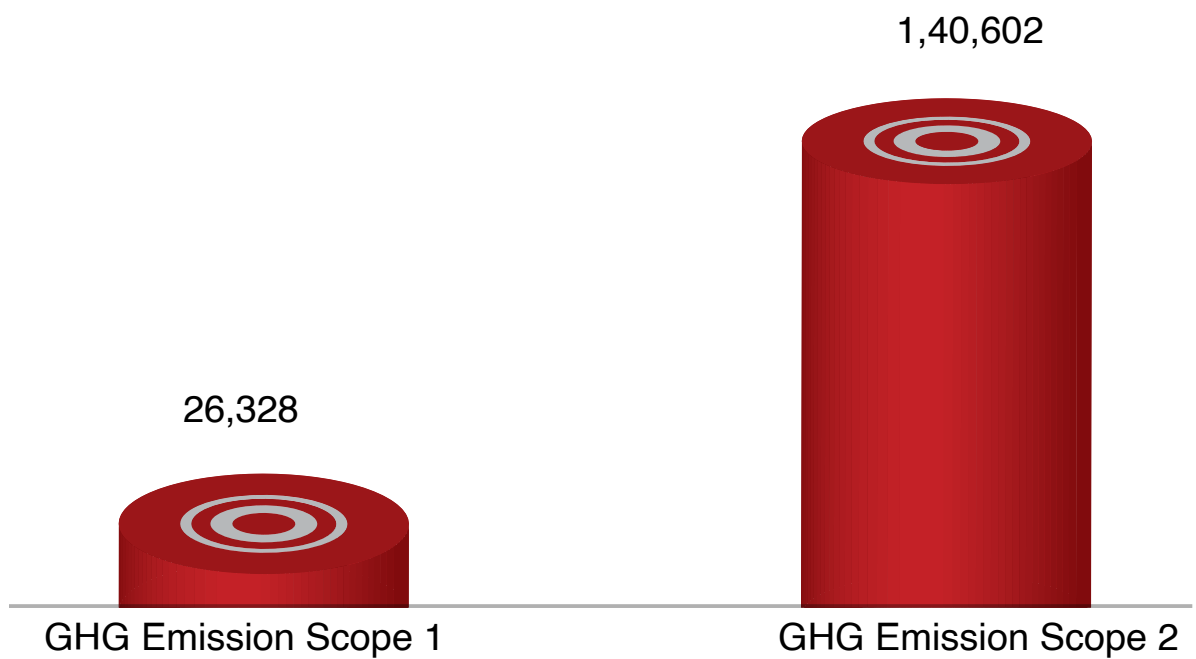
In this 'Environment' section of this report, we will cover important parameters related to our environment sustainability efforts such as;

- ✔ **Progress on water treatment, recycling and reuse**
- ✔ **Efforts to cut our Green House Gas emissions**
- ✔ **Major initiatives towards Environmental Stewardship**
- ✔ **Energy efficiency and conservation efforts to reduce energy input per unit output**
- ✔ **Expanding usage of renewable energy like wind and solar**
- ✔ **Water and material recycling, waste management and other green initiatives**

Water Treatment 2020-21



Greenhouse Gas Emissions 2020-21(tCO₂e)



Note: The emissions for 2020-21 are unaudited

Emissions

We strive hard to improve our environmental footprint by reducing carbon emissions. We have invested in innovation to reduce our GHG emissions such as oxo-biodegradable films, downgauging monitoring and management of plant environment parameters such as noise, illumination, ventilation, air quality, etc., which directly and indirectly result in a reduction of emissions produced.

At our manufacturing units, GHG emissions are mainly from the usage of fossil fuels and consumption of grid electricity.

Since the past two years, we have been gradually reducing our carbon footprint:

Waluj

		Total emission equivalent of CO2 MT		
GHG Emissions	Source	2018-19	2019-20	2020-21
Scope 1	Stationary Combustion	7,296	6,858	6,515
	Refrigerants	161	158	150
Total Scope 1 GHG emissions		7,457	7,016	6,665
Scope 2	Electricity	50,970	50,510	49,500
Total emission equivalent of CO2 MT		58,427	57,526	56,165

Shendra

		Total emission equivalent of CO2 MT		
GHG Emissions	Source	2018-19	2019-20	2020-21
Scope 1	Stationary Combustion	3,906	4,016	3,815
	Refrigerants	84	338	321
Total Scope 1 GHG emissions		3,990	4,354	4,136
Scope 2	Electricity	29,637	30,534	29,923
Total emission equivalent of CO2 MT		33,627	34,888	34,060

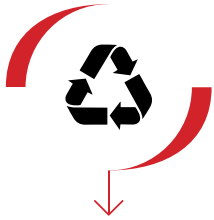
Karjan

		Total emission equivalent of CO2 MT		
GHG Emissions	Source	2018-19	2019-20	2020-21
Scope 1	Stationary Combustion	16,428	15,661	14,878
	Refrigerants	1,658	683	649
Total Scope 1 GHG emissions		18,086	16,344	15,527
Scope 2	Electricity	67,979	62,427	61,178
Total emission equivalent of CO2 MT		86,065	78,771	76,705

Note: The emission figures for 2020-21 are unaudited

To ensure that we release our emissions responsibly, we are drafting policies and programs for emission reduction.

Our Efforts Towards Environmental Stewardship



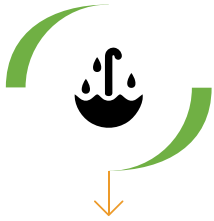
Offering monolayered structure for ease of recycling:

We focus on flexible packaging and offer products that can be used individually for single-layer/duplex structures or in combination to form mono-material laminates. These laminates provide better yield, use less plastic, lower overall costs and are easily recycled. We have designed many BOPP films providing substitute for non-recyclable films/structures and also aluminum foils. Today, we are partnering with leading global brands to offer structure rationalization and recyclability solutions.



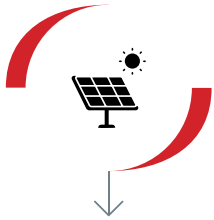
Rationalization of power, water and gas consumption:

We focus on reducing our dependency on the natural (depleting) resources and aim at becoming an organization that has minimal impact on the environment.



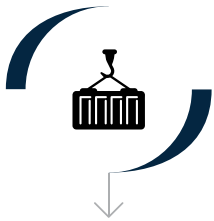
Rainwater harvesting and reuse of effluent treated water:

We focus on treating the water used in the production processes. The majority of water is treated and reused within the plants, providing for purposes such as gardening. Rainwater harvesting procedures are in motion and we aim to utilise maximum of rainwater. Further details are provided under "Water" section on page 24 of this report.



Use of solar and wind power as an alternative source of energy:

We are focusing on consuming more renewable energy for office and manufacturing purposes. We haven't yet fully transitioned into renewable energy. However, investments are in place to implement the use of solar or wind power. We have entered into wind power purchase agreement.



Rationalization of containers:

Innovative measures are being taken to optimise the space needed while loading and transporting the containers. Reduction in our fleet allows us to reduce our Scope 2 emissions and thereby our carbon footprint.



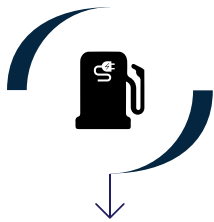
Waste elimination and recycling:

Initiatives and measures are being taken to minimize waste production and maximize the recyclability characteristics of the product. Improvising waste collection & regranulation processes to increase input of usable Re-processed Granules (RPG).



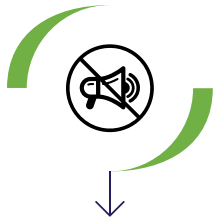
Plantation of around 5,000 trees with a target of 50,000:

We actively participated in community activities such as tree plantation and maintaining of gardens to enhance green cover. We aim at increasing our activities and planting up to 50,000 trees in upcoming couple of years.



Reductions in fuel and power consumption:

At Cosmo we are taking proactive steps to reduce power consumption. We not only intend to reduce our impact on the environment by reducing direct emissions but also have initiative to reduce the power consumption at our plants and offices. We have installed LEDs at our manufacturing units and offices thus reducing the power grid consumption. In order to minimize the use of fuels, we have made provisions to use bicycles within the plants for internal commute for our workforce. We have improved the quality of logistics by using of bigger and more efficient trucks to cut on consumption of fuels.



Reducing noise pollution effects:

We constantly monitor noise generated in our plants. We aim at reducing the noise levels at our plants by implementing efficient measures, using of better equipment which produce less amount of noise.



Sustainable speciality chemical products:

Cosmo's Speciality chemical products come with highly effective eco-friendly features. They are also biodegradable in nature resulting into reduction in waste and effluents. Our technologically advanced products work at a low temperature which in turn reduces the power consumption, saves process time and also abates energy usage, water consumption and effluents.

Environmental Targets

20%
dB (decibels)

Noise level
reduction

5%

Reduction in fuel
Consumption

25%

Use of Recycled
RPG (Re-processed granules)

1500_{MT}

Reduction in
Waste generation

















5500_{MT}

Reduction in Carbon
Emissions

Energy Conservation

Energy management is a continuous area of improvement for Cosmo Films Limited. A relentless focus on efficient and effective energy management is the key for enhancing our energy productivity. We have been working on reducing our dependence on fossil fuels and non-renewable energy.

We have undertaken the following energy cost saving measures during the year:

-  Modification of mechanism to use cooling water
-  Optimization of electricity demand
-  Auto control load optimization of plant blowers
-  Utilization of CT water for lines, chill roll water bath instead of chilled water. The aim is to utilize CT water in place of chilled water to reduce chilling load on chillers resulting in energy saving
-  Installation of inverters for blowers. We run blowers at variable speed instead of fixed speed as per process requirement to save energy
-  Energy saving in air compressor by optimizing operational parameters
-  Energy saving from chiller cooling tower pump by reducing flow
-  Centralized chilling system for coating plants
-  Improving equipment efficiency
-  Optimum loading of power and distribution transformer to reduce load losses
-  Energy-efficient heating system for EREMA recycling plant
-  Energy-efficient heating system for NGR recycling plant
-  Conversion of electrical heating to oil heating
-  Installation of LED lighting (indoor and outdoor)
-  SEZ - Optimization of FO consumption
-  Use of daylight for illumination

Solar and Wind energy

We have been investing in renewable energy sources and have implemented initiatives to consume green energy. All of our plants use solar power as a source of energy. We have installed rooftop and on-ground solar power plants and entered into wind power purchase agreement. We saved more than 60 lakhs KWH from the solar power and more than 7 lakh KWH from wind power during the FY 2020-21.

During the year, we made capital investments on energy conservation equipment of INR 5 crores. Currently, we are progressing with more investments which will help us have more renewable energy.

Energy Efficiency

Improvement in energy efficiency is a continuous process at Cosmo Films and conservation of energy is given high priority in all our plants and offices.

We are committed to becoming an energy-efficient manufacturer and strive to continuously reduce resources and power consumption. Combining effective strategy with practical measures is key to achieving successful energy management.

There are several initiatives that we undertook during the reporting period in India, which resulted in energy savings of more than 1 crore kWh:

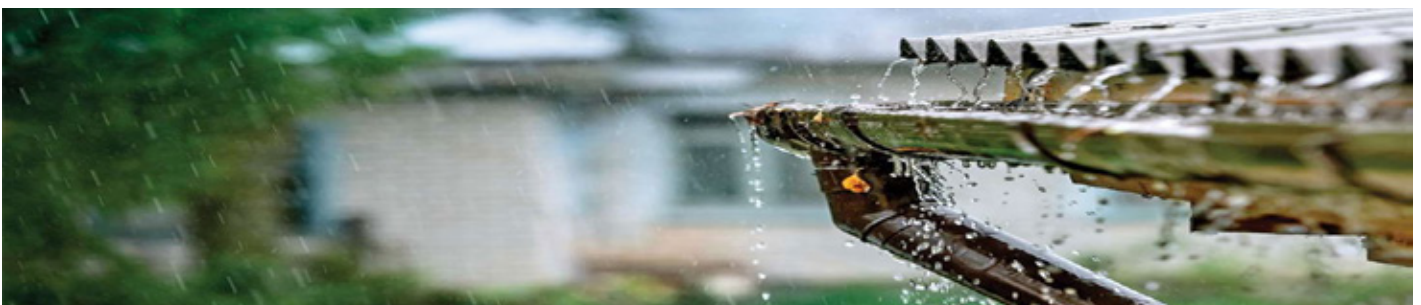
- We are improving our process design, and are focusing on conversion and retrofitting of equipment, and use of energy-efficient equipment.
- We have installed rooftop and on-ground solar power plants and entered into wind power purchase agreement.
- We saved more than 60 lacs KWH by using the solar power and more than 7 Lacs KWH by using wind power. We have been replacing HPMV lamps with environmentally friendly and energy-efficient light sources such as LEDs.
- Our plants are designed to maximize the natural light usage and hence, resulting in lower power consumption.

Water

As an organization focused on producing films and packaging materials, efficient usage of water is of a priority to us. Rain Water Harvesting (RWH) is an efficient way of collecting and storing rain water rather than allowing it to run down. We have installed RWH units at our Karjan plant and are in the process of setting up similar units at Waluj and Shendra plants to reduce our use of groundwater. We aim to save 0.32 KL of rainwater at Shendra and 0.46 KL at Karjan. Currently, we are saving 30% of groundwater through RWH.

Water treatment mechanism has been set up at Waluj, Shendra and Karjan plants. Once the used water is treated, it is reused at the plants. The target for total treated water accounts for more than 50% at Waluj, 60% at Shendra and 50% at Karjan. Secure and online connection has been provided to Common Effluent Treatment Plant (CETP) to transfer the treated effluents.

Our operations do not cause any direct impact on any water body. The water used at our facilities is from multiple sources including government approved groundwater sources, water from local municipal bodies and rainwater.



Waste management

We strive to establish a sustainable manufacturing model by:

- Undertaking continuous quality improvements and adhering to a right-first-time policy
- Closely monitoring utilities consumption to optimize their usage
- Regenerating waste/scrap material to be used as input for production

Our waste reduction programs have resulted in converting 95% of our waste into inputs for production.

Recycling

At Cosmo Films, we practice the recycling of manufacturing waste for further film production as well as packing materials such as cores, hollow sheets, etc. We have helped brands develop packaging for several products by making our construction mono-material/homogeneous in nature. This enables single-step recycling and is cost effective. We are taking lead in developing sustainable films. We have been working closely with several FMCG brands and have been helping them develop easy-to-recycle packaging laminates for their products without compromising on the different functionalities.

We are a focused polypropylene player offering products that can be used individually for single layer/duplex structures or in combination to form mono-material laminates that provide better yield, consume less plastics, lower overall costs and are easily recycled. We have designed many BOPP films providing substitute for non-recyclable films/structures and also aluminium foils. Today, we are partnering with leading global brands to offer structure rationalization and recyclability solutions. We have installed a secondary RO treatment facility prior to ETP which helps us to reduce the generation of waste effluents. We recycle the stationery waste that goes out to make new diaries, notepads and other stationery materials.

Extended Producers Responsibility (EPR)

EPR is a producer-focused mechanism that aims to reduce waste, particularly plastic waste, by increasing recycling and decreasing dependency on new raw materials. EPR moves the cost of managing post-use products partially or fully from local governments to the producing industry.

As we face increasing amounts of waste, we implemented the EPR policy which is associated with the responsibility of the product for its entire life-cycle. We have stations for collecting the products after their use. The collected products are then recycled and used in manufacturing processes. We are also focusing on extending our responsibility as producers through 3rd party vendors as well. We aim at maximizing our efforts to reduce waste.

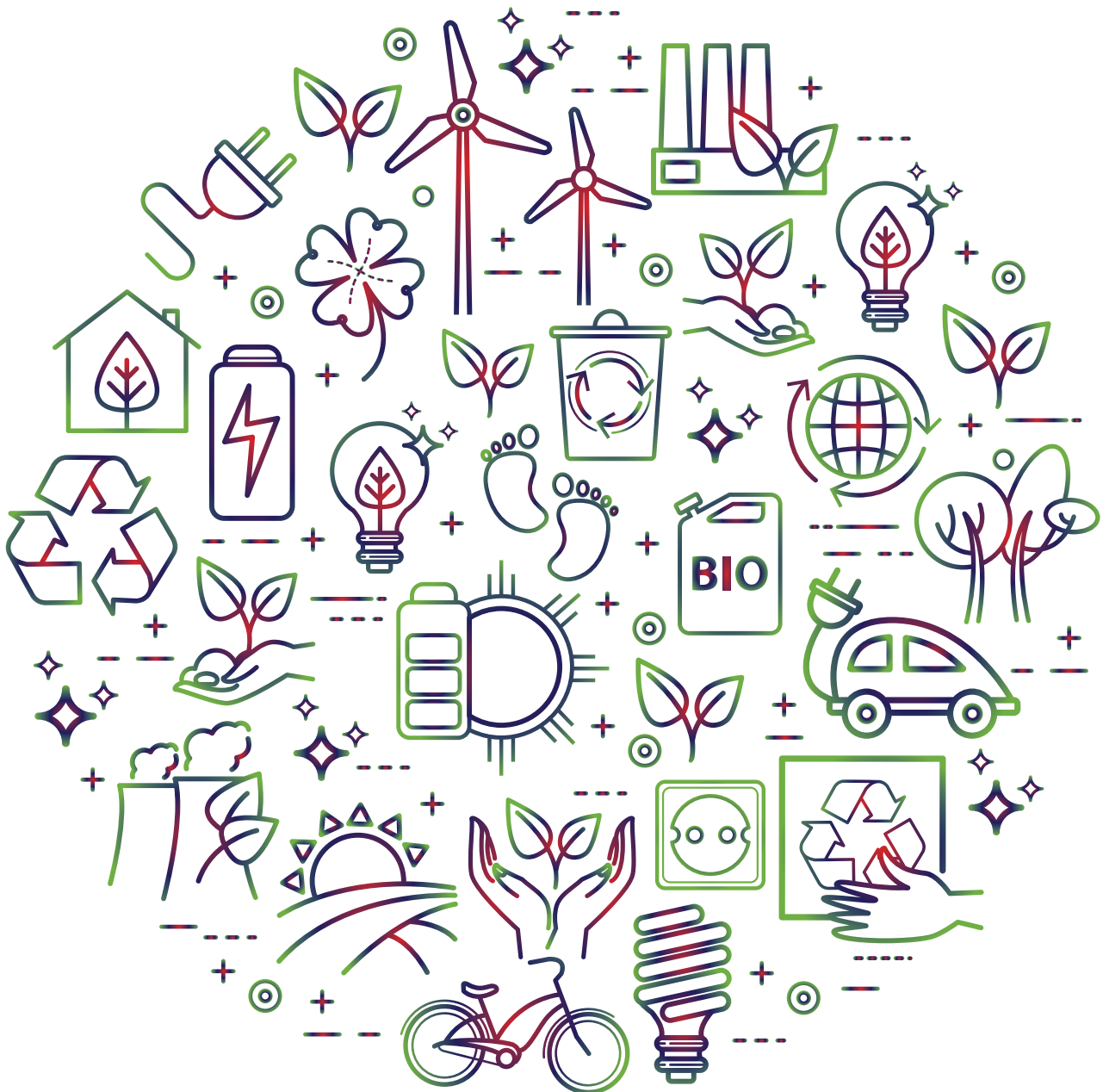


Green Supply

Our Environment Policy covers all our manufacturing sites, employees, and contractors. We encourage suppliers and others in our value chain to adopt policies to minimize environmental impact.

In our premises we also have made bicycles available for our employees and on-site workers for ease of commute and to minimize using of motor vehicles between our plants.

We have procedures to support our suppliers towards green manufacturing practices. About 50% of wooden pallets and plastic cups used for packaging our products are made from used wood/recycled plastic.





Social

Responsibility to self, community, and society

As a leading manufacturer in packaging films and materials, Cosmo Films acts as a socially responsible corporate citizen. We are not just committed to providing a conducive environment to all our stakeholders, we also believe in advocating for positive change in our world. This requires action and engagement beyond the confines of our facilities and mills. From providing food to those less privileged to preserving the environment to investing in the education of tomorrow's leaders, we are committed to actively championing the vitality of our communities

Highlights



- Total of 44 training sessions conducted during the year
- 1,268 training man-hours
- ZERO fatalities



- CSR expenditure Rs. 3+ crores
- 2,50,000 lives touched through CSR initiatives
- 42 government schools reached



- Net profit for the reporting year Rs. 237 crores
- Expenditure on Research & Development Rs. 20 crores over the last 3 years

Corporate Social Responsibility

FY 2020-21 has been the most challenging year as the entire world experienced health, social, and economic crises due to the COVID-19 pandemic. We addressed the challenge on war footing by undertaking relief and restoration activities and leveraging digitalization. In continuation to our existing programs of computer literacy, Gyan Vihar Kendra, basic English learning, life skill education, clean and green initiatives, massive COVID awareness and behavioural change programs, awareness on how to download and use the Arogya Setu app were aggressively conducted on digital platforms.

The Cosmo Foundation equipped a large team of teachers with appropriate gadgets and digital skills, digitalized content of English, Maths, life skills, computer literacy, and shifted to blended learning. The organization touched the lives of 10,000 students and 50,000 community members in the neighbouring villages of Waluj and Karjan manufacturing units of Cosmo Films in Aurangabad district of Maharashtra and Vadodara district of Gujarat, respectively. We are present in 42 government schools located in 29 villages and extended our outreach to 111 villages.

As a socially responsible company, we are committed to increasing our social impact with an aim of playing a bigger role in the sustainable development of our society. In pursuit of this objective, a Corporate Social Responsibility (CSR) Committee had been formed by the Company which oversees and facilitates deliberation on the social and environmental consequences of each of the decisions made by the Board. The Policy is pursuant to the provisions of Section 135 of the Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014.

Responsible Corporate Citizenship - Highlights

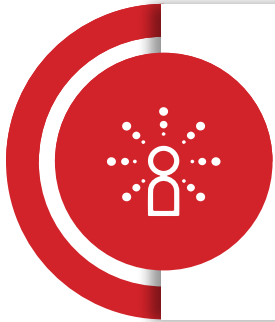
Educational programs	Rs 96,65,178
Green-Yatra Tree plantation Abad	Rs 42,500
Waste bin installation in villages in Karjan and Aurangabad	Rs 3,20,000
Garden maintenance at Karjan	Rs 2,27,744
Cleaning and Hygiene related initiatives at Jasola, New Delhi	Rs 3,05,500
Hygiene kits distribution for which payments was made to Aruna Kishor Foundation, Karjan	Rs 40,03,000
Community awareness	Rs 1,18,125
Aurangabad Airport Garden maintenance	Rs 6,70,703
Covid-19 support to community (grocery distribution, cooked meal distribution, vaccination drive, provision of medical equipment such as Non-Invasive Ventilators (BIPAP), oximeter, mask, hand sanitizer, automated machine for hand sanitizer, etc.)	Rs. 65,75,365
Total	Rs 2,19,28,115

Cosmo Foundation

- The Cosmo Foundation was established in 2008 as the philanthropic arm of Cosmo Films to spearhead the Company's CSR initiatives. We believe that "we can make a difference to the lesser privileged ones around" by strengthening mainstream education in rural areas with skill-based courses, running environmental programs, and eliminating local and social issues or taboos through awareness programs.
- We started our journey by collaborating with government schools located near our plants in Vadodara and Aurangabad to empower rural students with supplementary education. Our educational programs are based on skill development to promote higher education and improve the employability of youth in these regions.
- Over time, we extended our efforts to encourage health and hygiene, personal safety, and environmental protection with our awareness and environmental programs that include providing for sanitary pad banks, constructing sanitation blocks, providing dustbins to schools and panchayats, conducting cleanliness and tree plantation drives, undertaking beautification of cities, and so on.
- We also support the community in the occurrence of unforeseen and unfortunate incidents by working on the field and providing immediate relief to the people in need. For instance, when the COVID-19 pandemic imposed extended periods of lockdown, we supported the adversely affected sections with large-scale distribution of food, and health and hygiene kits. We aim to bring smiles to as many less privileged people as possible.



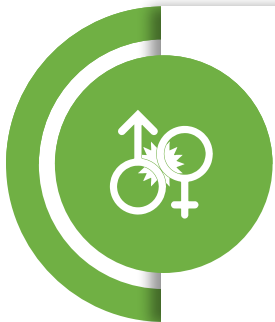
Diversity and Inclusion



The Cosmo Foundation was established in 2008 as the philanthropic arm of Cosmo Films to spearhead the Company's CSR initiatives. We believe that "we can make a difference to the lesser privileged ones around" by strengthening mainstream education in rural areas with skill-based courses, running environmental programs, and eliminating local and social issues or taboos through awareness programs.



We strive to encourage diversity in workforce and provide equal learning opportunities for better employee engagement, increased productivity, reduced employee attrition, and a more positive culture. We have an open employment policy wherein we accept and appreciate potential individuals from all diverse backgrounds and environments. In the previous fiscal year, we hired 2 permanent employees with disabilities.



We have zero tolerance towards sexual harassment at workplace and have adopted a policy on prevention, prohibition, and redressal of sexual harassment at workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules thereunder. We comply with provisions relating to the constitution of Internal Complaints Committee under the said act. There have been no complaints of sexual harassment during the year.



We promote local employment by employing potential individuals from among the localities. We ensure hiring through local colleges, consultants, connect with various eligible colleges, etc.

Supporting the underprivileged and disadvantaged

Through our CSR Policy, we address the socially disadvantaged sections of the society. We touched the lives of 10,000 students and 50,000 community members in the neighbouring villages of our Waluj and Karjan manufacturing units in Aurangabad district of Maharashtra and Vadodara district of Gujarat, respectively. We are present in 42 government schools located in 29 villages and extended our outreach to 111 villages.

Community Engagement

At Cosmo Films, we believe that success is possible only with the empowerment of the local communities where we operate. We dedicate our time and talent to improve the communities in which we live and work. Driven by our core values, making a difference for our customers, consumers, and community is at the root of our community engagement strategy. At Cosmo Films, we focus on three pillars that help guide the strategy for our community service activities and philanthropic commitments: providing food, preserving the environment, and investing in education.

We engage with local communities to make a positive contribution. As a socially responsible organization, we focus on the well-being of local communities and help in their sustainable growth.

Promoting local suppliers

Even before the COVID-19 pandemic, we focused on promoting local suppliers. To the extent possible, we source our raw materials and other goods and services locally. We strongly believe in making a major positive impact on the local communities.

Human Rights

We understand and continuously strives to promote human rights as mentioned in the Constitution of India in the provisions of Fundamental Rights and Directive Principles of State Policy and also the guidelines of the International Bill of Human Rights. We strictly prohibit engagement of child, forced, or involuntary labour in all our operations and through the entire value chain.

Education

We believe education makes a big difference in people's lives. However, there are several educational institutions that have issues such as lack of infrastructure and unavailability of qualified teachers. Cosmo Films Limited has worked on these issues in the communities they operate in.

For English communication and basic reading, writing, arithmetic, and life skill programs, we set up four new computer labs with internet connectivity in rural government schools in Maharashtra and upgraded 12 computer labs in Gujarat. We also extended computer programs in five government schools and basic literacy program in four government schools and included 2,000 more students in Cosmo Programs. Digitalization of the basic English learning program was undertaken with

innovative methods and engagement of the senior faculty. Four modules, from beginners to advance level, were developed with pre-recorded video teaching sessions, exercises, and answer key with user guide.

We developed an exhaustive curriculum with 90 topics focusing on the ability and needs of rural children and youth with localized approach. Cosmo Computer Award Function was organized in Karjan. Five best-performing students in computer education were rewarded with laptops and trophies by the chief guest Kiran Zaveri (IAS), DDO, Vadodara. Consolation prizes were given to 16 students. Education counselling sessions were organized for 1,000 students of class 9th to 12th covering aspiration building, time management, study skills, and options for higher education.

During the year, we ran our programs at the grassroot level, which includes educational and environmental initiatives. Cosmo Educational Programs are managed under close guidance and inputs from the Board of Trustees – Cosmo Foundation and CSR Committee of Cosmo Films.

The program execution is taken care of by a team of professionals and community-based youth trained and placed as teachers (Balmitras). This year, a proud moment for Cosmo was one of the community-based Cosmo Computer teacher, Mahesh Borude from Village Turkabad, Kharadi, Aurangabad contested on the hot seat of Kaun Banega Crorepati with Shri Amitabh Bachhan ji. This has been an inspiration for many rural children and youth.

Food

We regularly conduct food drives and provide meals for families in need. We touched over 250,000 lives through distribution of cooked meals and groceries.

Employees

Cosmo Films considers its people its biggest asset and “Believing in People” is at the heart of our human resource strategy. We have made concerted efforts towards talent management and succession planning practices, strong performance management, and learning and training initiatives to ensure that we consistently develop inspiring, strong, and credible leadership. We leverage human capital for competitiveness by nurturing knowledge, entrepreneurship, and creativity.

During the year, labour relations remained conducive across all India operations. The plants in India created multiple opportunities to promote open and supportive work environment and enhance participative decision-making. We continued imparting teambuilding and collaboration training to our workmen to enhance team cohesiveness. We focus on keeping our employees safe and healthy, develop and train teammates, and foster a diverse and inclusive culture. Continuous development of our workforce and attention to the well-being of our employees is fundamental to the success of our business.

We strive to encourage diversity in workforce and believe in building the career of our employees through focused interventions. Learning opportunities contribute to better employee engagement, increased productivity, reduced employee turnover, and foster a more positive culture. We are committed to fostering a diverse and inclusive culture that celebrates different ideas and backgrounds. We understand this is critical in advancing innovation and collaboration, and key to our continued success.

Learning and Development

One of the most influential and important resources at Cosmo Films is the inspiration, creativity, and ingenuity of our people. Solving our ongoing business challenges requires attracting and developing individuals with different talents, ideas, and experiences. To attract and retain top talent for our workforce, we provide teammates with on-the-job training to build and grow their careers. Providing a broad range of opportunities for on-the-job development also ensures that our teammates are more engaged at work, resulting in greater job satisfaction and better results for the Company and our stakeholders. Temporary and contractual hires come from neighbouring areas and are given training by the Company in various fields to improve their capabilities. During FY 2020-21, 100% of our workforce was provided health and safety training. A total of 44 training sessions were conducted during the year, accounting to 1,268.5 man-hours. Conducting fire & safety training regularly for company and contractor employee

Employee Health and Safety

At Cosmo Films, maintaining a safe work environment is vital. Our vision of an injury-free workplace goes beyond solely complying with applicable health and safety laws and regulations. While we hold ourselves to high standards of quality and ambitious productivity expectations, we must do so safely. There are no shortcuts. Providing Safety personal protective equipment to all employees' We have adopted a strategic approach to enhance our safety management concerns. As part of our safety management process, we regularly conduct internal and external safety audits to monitor the implementation of our practices and interventions across all our operating sites. Safety audits have enabled us to determine gaps in our work processes and adopt corresponding corrective action plans. We ensure efficient redressal of safety findings with regular monitoring of corrective action plan implementation.

We had a total of 946 permanent employees as of 31st March 2021.

We ensure a safe environment for our employees and lay out guidelines for use of safety gear (hair net, gloves, etc.). We clearly identify locations for updated safety equipment, and well-defined exit and evacuation procedures. Temporary and contractual hires come from neighbouring areas and are given training by the Company in various fields to improve their capabilities. During the fiscal year, 100% of our workforce was provided health and safety training. There were no major incidents, accidents, or fatalities at the work stations during the year.



The Fight against COVID-19

Cosmo touched over 250,000 lives through distribution of cooked meals, grocery, masks, sanitizers, hygiene kits to stranded migrant laborers, daily wagers, migrant farm laborers, elderly abandoned, pregnant women, needy residents of red zone areas, construction workers, on-field personnel of health, sanitation and police department across villages in Gujarat and Maharashtra, Gurgaon, Haryana, New Delhi city and Kishangarh and Navalgarh of Rajasthan.

2,500 blankets were distributed with support of Delhi Police in Rain Basera area of New Delhi and Puri village of Maharashtra to safeguard them against the harsh winter.

5,000 rural students were provided masks, sanitizers, soaps, napkins, and hand gloves and 25 schools were provided automatic hand sanitization machines.

12 BIPEP ventilators were donated to medical college Aurangabad and 50 beds and 50 vaporizers were donated to the COVID Care Centre, Karjan.



Other Community Initiatives



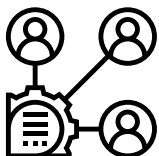


Governance

Active stakeholder engagement

At Cosmo Films Limited, we act ethically and responsibly not only because it allows us to run a fair business, but also because it is the right thing to do. We consider risks and opportunities related to our economic, social, and environmental impacts on an ongoing basis as part of our strategic planning, risk management, and governance approach.

The Board of Directors has the overall responsibility of adhering to the best practices in relation to corporate governance and the senior management of the Company supports the Board in discharging these responsibilities. The Board and senior management adopt a consultative approach and receive inputs from all the stakeholders, including the shareholders, employees, vendors and suppliers, customers, community representatives, government authorities, and industry representatives.



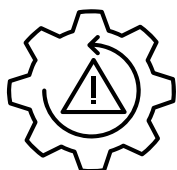
Corporate Governance

For Cosmo Films, maintaining the highest standards of corporate governance is not a matter of mere form but also of substance. It is an article of faith, a way of life, and an integral part of the Company's core values. The philosophy of corporate governance as manifested in the Company's functioning is to achieve business excellence by enhancing shareholder value. We are committed to transparency and business ethics in discharging our corporate responsibilities.



Risk Management

Cosmo has a robust process in place to identify key risks across the organization and prioritize relevant action plans to mitigate these risks. The Company has constituted the Risk Management Committee. This Committee has been entrusted with the responsibility to assist the Board members in the Risk Management process which covers risk identification, assessment, analysis and mitigation. The Committee monitors and oversees implementation of risk management policy including evaluating the adequacy of risk management systems and also periodically reviewing the policy by considering the changing industry dynamics and evolving complexity.



Diversity of the Board

We believe that diversity is important to the work culture at any organisation. In particular, a diverse Board, among others, will enhance the quality of decisions by utilizing different skills, qualifications, and professional experience for achieving sustainable and balanced development. The Human Resources team and the Nomination and Remuneration Committee have set in place criteria while appointing new directors.



Our Board of Directors



Mr. Ashok Jaipuria

Chairman and Managing Director

A first-generation entrepreneur with over 40 years of experience in the corporate world, Mr. Jaipuria is the Founder Chairman and Managing Director of Cosmo Films Limited. He is an Independent Director on the Board of Somany Home Innovation Limited. He has been a member of the Board of Governors (BoG) of the Indian Institute of Technology (IIT), Indore, an Executive Committee member of the Federation of Indian Chamber of Commerce and Industry (FICCI), a member of the BoG of IIT Patna and the Institute of Liver and Biliary Sciences. He holds a degree in Associate of Arts in Business Administration and Diploma in Marketing Science.



Mr. Anil Kumar Jain

Director of Corporate Affairs

Mr. Jain has over four decades of experience in Finance, Accounts and General Management functions, having worked with Mawana Sugars, A.F Ferguson & Co, and National Mineral Development Corporation in the past. Currently, he is the Director of Corporate Affairs of Cosmo Films. Mr. Jain holds a Commerce degree from Meerut University and an AICWA from ICWAI. He is also a Certified Information System Auditor from Information System Audit and Control Association, USA.



Mr. H. K. Agrawal

Independent Director

Mr. Agrawal has been in fields of Strategic Management, Organization Structure, Finance, and Training for over four decades. He is an independent management consultant and has consulted several multinationals, large Indian corporates, small entrepreneurial organizations, and developmental institutions. He has previously worked in large industrial organizations, both in public and private sectors in India, for 13 years. Mr. Agrawal is a Mechanical Engineer from University of Jodhpur and has obtained his MBA from Indian Institute of Management, Ahmedabad.



Mrs. Alpana Parida

Independent Director

Mrs. Parida has more than two decades of experience in retail and marketing communications in the US and in India. She has worked as President of DY Works, India's oldest and largest branding firm. Prior to that, she was Head of Marketing with Tanishq, a prominent jewellery brand in India. She conducts branding workshops for large corporates. Mrs. Parida graduated from IIM- Ahmedabad in 1985 and has a degree in Economics from St. Stephens, Delhi University.



Mr. Pratip Chaudhuri

Non-Independent Director

Mr. Chaudhuri is a Certified Associate of Indian Institute of Bankers (CAIIB) and retired as Chairman of State Bank of India, which is one of India's largest banks. He has extensive experience in the fields of Corporate Finance, Treasury, Asset Management, and International Banking. He has also been the Chairman of SBI Life Insurance Company Ltd., SBI Mutual Fund, SBI Pension Fund, and other subsidiaries of SBI. He was also on the Board of Exim Bank of India. He holds a BSc. (Hons) Degree from St. Stephen's College, Delhi University. He is also a Master in Business Administration from University Business School, Chandigarh.



Mr. H. N. Sinor

Independent Director

Mr. Sinor has been a veteran banker, having spent over four decades in public as well as private sector banks such as Union Bank of India, Central Bank of India, and ICICI Bank. He was MD and CEO of ICICI Bank and after ICICI's merger with ICICI Bank, became Joint MD until his superannuation. He, thereafter, joined Indian Banks' Association as Chief Executive. Mr. Sinor later joined Association of Mutual Funds in India in a similar capacity. Being a veteran banker, Mr. Sinor has worked on a number of Committees at a policy level during his long career. Mr. Sinor holds Board position as an Independent Director on many reputed companies. He is also associated with various charitable and other trusts engaged in social activities.



Mr. Anil Wadhwa

Independent Director

Mr. Wadhwa is an ex- Member of the Indian Foreign Services. He holds a master's degree in History with specialization in Chinese History and Medieval Indian History and Architecture. He has served as Indian Ambassador to Poland, Lithuania, Sultanate of Oman, Thailand, Italy, and San Marino. He has also served as a Permanent Representative of India to the Rome-based UN Agencies FAO, IFAD, and WFP. He was Secretary (East) in the Ministry of External Affairs in New Delhi from 2014-2016 looking after South-East Asia, Australasia and Pacific, Gulf, and West Asian regions. He was also the leader of the senior officials to all meetings of ASEAN, ASEM, ACD, Arab League, Mekong- Ganga Cooperation, ARF, and East Asia Summit. Ambassador Wadhwa has contributed a number of articles, mainly in the field of disarmament and international security. He has also spoken at a number of international conferences.



Mr. Rakesh Nangia

Independent Director

Mr. Nangia is a well-known tax veteran, having close to four decades of experience in advising Fortune 500 multinationals and Indian business houses on a wide range of matters. He is currently the Founder and Managing Partner of Nangia & Co LLP and Chairman of Nangia Andersen Consulting Pvt. Ltd. He has been the National President of The Indo-Canadian Business Chamber and presently serves as the Co-Chairman at ASSOCHAM's International Tax Council. He is also associated with the Indo-American Chamber for Commerce. He is a council member of PHD chambers, member of CII's National Committee on Taxation and member of FICCI's Council for Taxation. He has also been ranked as the top Tax Leader in India 2015 by International Tax Review, UK.



Mr. Arjun Singh

Independent Director

Arjun Singh is currently the Managing Director for Asia and the head of Envestnet I Yodlee's growing operations in India. With more than 25 years of experience of running and growing businesses, he has held senior roles at Aon Hewitt in Asia, WNS, ABN AMRO Bank in Amsterdam, GE Capital Information Services, and ANZ Grindlays Bank in Delhi and Melbourne. Under his leadership, the Envestnet I Yodlee India operation has grown to over fourteen hundred employees, with continually expanding international sales.

He has done MBA from IIM Calcutta and a Bachelor's degree in chemical engineering from IIT, Bombay. He is passionate about education and is a trustee at the Om Foundation School for underprivileged children, and was a Board member of the Welham Girls School. He is also on the Advisory Board for SHRM in India.

Ethics and Compliance

Cosmo's Board and its Committees provide an ethical and strategic direction for the Company, in line with its vision to be an icon for growth. We have a robust governance mechanism at Cosmo, which is based on the foundation of ethics, transparency and integrity. This enables us to strengthen mutual trust and responsibility with our stakeholders.

Our Code of Conduct

Our Code of Business Conduct and Ethics outlines the principles, policies, and laws that guide our actions while working. Our Code applies to every employee, officer, and director. As a representation of our values, it shows us how to be responsible for ourselves and for each other. This makes us a stronger company and better able to deliver on our promises.

Code of Conduct for the members of the Board of Directors and the Senior Management of Cosmo Films Limited ('the Company').

This code inter-alia provides that all persons must avoid conflict of interests between their private financial activities and their part in the conduct of business. It has been specifically adopted to comply with the provision of Regulation 17(5)(a) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

The Code of Conduct (COC) hereinafter referred to as the 'Code' shall be applicable to and adhered strictly by the following personnel:

- The Members of the Board of Directors of the Company.
- Members of Senior Management as defined under SEBI (Listing Obligations and Disclosure Requirements) Regulations. 2015

All of the above shall be referred to as the 'COC addressees'.

'COC addressees' should sign the acknowledgement form at the end of this code and return the form to the HR Department indicating that they have received, read and understood, and agree to comply with the Code. The signed and acknowledgement form will be located in each COC addressees' personnel files. Each year, as part of their annual review, 'COC addressees' will be asked to sign an acknowledgement indicating their continued understanding of the Code.

The Code requires the 'COC addressees' to :

- Act in accordance with the highest standards of honesty, integrity and fairness and expect the same in their relationships with others while maintaining a work and business climate fostering such standards;
- Adhere to any applicable Code of Conduct on dealing in shares of the Company and any provisions for the avoidance of conflicts of interest stipulated in applicable terms and conditions of employment;
- Excuse himself from making any decision about an issue at hand in which a conflict of interests arises or could arise and in such event, disclose in writing the relevant facts and explain the

circumstances that create or could create the conflicts of interest to the Chairman of the Company;

- Avoid having any financial interest in works of or contracts awarded by a Company forming part of or associated with, the Company, its Subsidiary or Associated Company or in supplies effected or services rendered to or by such a company and where this is unavoidable or immediate family members have such a financial interest, such interest shall be disclosed in writing in the same manner as set out above;
- Not seek or accept from third parties to his own advantage any favour in whatsoever form or howsoever described in connection with the business of the Company, its Subsidiary or Associated Company or in his duties (except for the acceptance of such things as: gifts of nominal value and working lunches, dinners and entertainment of reasonable value, frequency and duration, appropriate under the circumstances);
- Not hold positions or jobs or engage in outside businesses or other interests that adversely impact the performance of duties owed to the Company, its Subsidiary or Associated Company or the interests of the same;
- Avoid any relationship with a contractor or supplier that could compromise the ability to transact business on a professional, impartial and competitive basis or influence decisions to be made by the Company, its Subsidiary or Associated Company;
- Comply with all applicable laws, regulations and sanctions relating to anti-bribery and anti-corruption, including but not limited to UK Bribery Act 2010, the US Foreign Corruption Practices Act and Prevention of Corruption Act 1988 and shall not, directly or indirectly, do anything or cause to be done anything that would constitute a violation of the said laws including:
 - shall not make any unlawful payment to foreign or domestic government officials or employees or to any foreign or domestic political parties or campaigns;
 - shall not make use of the mails or any means or instrumentality corruptly in furtherance of an offer, payment, promise to pay or authorization of the payment of any money, or other property, gift, promise to give, or authorization of the giving of anything of value to any domestic and/or foreign official or any domestic or foreign political party or official thereof or any candidate for domestic or foreign political office;
 - shall immediately report any/all incidents, which comes to his/her knowledge, whether pertaining to his/her function/sub-function or any other function/sub-function or any of parties, vendors, contractors, sub-contractors doing business with the Company, whether directly or indirectly, its Subsidiary or Associate Company, to the Chairman of the Company without any delay;
- Obey the applicable laws and regulations governing the Company's business conduct worldwide;
- Be honest, fair and trustworthy in all activities and relationships related to Cosmo;
- Strive to create a safe workplace and to protect the environment;
- Through leadership at all levels, sustain a culture where ethical conduct is recognized, valued

and exemplified by all employees;

- Confidential information acquired in the course of one's work shall not be used for personal advantage;
- Achieve responsible use of and control over all assets and resources employed or entrusted;

Conflicts of Interest:

An officers' duty to the Company demands that he or she avoids and discloses actual and apparent conflicts of interest. A conflict of interest exists where the interests or benefits of one person or entity conflict with the interests or benefits of the Company. Examples include:

Employment / Outside employment

- In consideration of employment with the Company, officers are expected to devote their full attention to the business interests of the Company. Officers are prohibited from engaging in any activity that interferes with their performance or responsibilities to the Company, or is otherwise in conflict with or prejudicial to the Company.

Outside Directorships

- It is a conflict of interest to serve as a Director of any Company that competes with the Company. Officers must first obtain approval from the Chairman of the Company before accepting a Directorship.

Business Interests

- If an officer is considering investing in any customer, supplier, developer or competitor of the Company, he or she must first take care to ensure that these investments do not compromise on their responsibilities to the Company. Company's policy requires that officers first obtain approval from the Chairman of the Company before making such an investment.

Related Parties

- As a general rule, Officers should avoid conducting Company Business with a relative, or with a business in which a relative is associated in any significant role. Relatives include spouse, siblings, children, parents, grandparents, and grandchildren.

Corporate Opportunities

- Officers shall not exploit for their own personal gain, opportunities that are discovered through the use of corporate property, information or position, unless the opportunity is disclosed fully in writing to the Chairman of the Company and the Chairman declines to pursue such opportunity.

Other Situations

Because other conflicts of interest may arise, it would be impractical to attempt to list all possible situations. If a proposed transaction or situation raises any questions or doubts, Officers may consult the Chairman of the Company.

Reporting

Each 'COC addressees' shall report breach of any non-compliance of this code to the Chairman of the Company in writing within a reasonable period of knowledge of notice of the breach.

Additional Disclosure

Senior management shall make disclosures to the Chairman relating to all material financial and commercial transactions, where they have personal interest, that may have a potential conflict with the interest of the company at large (for e.g. dealing in company shares, commercial dealings with bodies, which have shareholding of management and their relatives etc.)

Accountability

Each 'COC addressees' shall be held accountable for issues held under his control. Sanction in cases of breach shall be determined by the Chairman of the Company. Sanctions may include serious disciplinary action, removal from office and dismissal as well as other remedies, all to the extent permitted by law and as appropriate under the circumstances.

Miscellaneous and Waivers

Company is committed to continuously reviewing and updating its policies and procedures. Therefore, this Code is subject to modification.

The provisions of this Code can be amended and supplemented from time to time by resolutions of the Board of Directors of the Company. Amendment of any provision of this code must be approved in writing by the Company's Board of Directors and disclosed on the Company's website within 30 days.

No waiver of any provision of this Code shall be valid unless provided in writing by the Chairman of the Company.

Duties of Independent Directors:

The Independent Directors shall:

1. Undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the company;
2. Seek appropriate clarification or amplification of information and, where necessary, take and follow appropriate professional advice and opinion of outside experts at the expense of the company;
3. Strive to attend all meetings of the board of directors and of the board committees of which he is a member;
4. Participate constructively and actively in the committees of the board in which they are chairpersons or members;
5. Strive to attend the general meetings of the company;
6. Where they have concerns about the running of the company or a proposed action, ensure that these are addressed by the board and, to the extent that they are not resolved, insist that their concerns are recorded in the minutes of the board meeting;
7. Keep themselves well informed about the company and the external environment in which it operates;
8. Not to unfairly obstruct the functioning of an otherwise proper board or committee of the board;
9. Pay sufficient attention and ensure that adequate deliberations are held before approving related party transactions and assure themselves that the same are in the interest of the company;
10. Ascertain and ensure that the company has an adequate and functional vigil mechanism and to ensure that the interests of a person who uses such mechanism are not prejudicially affected on account of such use;
11. Report concerns about unethical behaviour, actual or suspected fraud or violation of the company's code of conduct or ethics policy;
12. Acting within his authority, assist in protecting the legitimate interests of the company, shareholders and its employees;
13. Not disclose confidential information, including commercial secrets, technologies, advertising and sales promotion plans, unpublished price sensitive information, unless such disclosure is expressly approved by the board or required by law.

Vigil Mechanism / Whistle Blower Policy

The Company has a vigil mechanism/whistle blower policy in place and no personnel of the Company has been denied access to the Audit committee. The whistle blower mechanism enables stakeholders, including individual employees and their representative bodies, to freely communicate their concerns about illegal or unethical practices. The policy provides a platform for the employees and business associates of the Company for reporting any suspected violation of CODE and/or suspected improper activities. The policy has provisions to ensure protection of the whistle-blower. It provides a formal mechanism for the directors and employees to report their concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct or Ethics Policy without fear of reprisal. The Policy is accessible on the Company's website at www.cosmofilms.com.

There were no complaints/concerns raised during the reporting period.

Responsible Business Conduct

We at Cosmo Films have imbibed the National Guidelines on Responsible Business Conduct issued by Ministry of Corporate Affairs, Government of India in March, 2019. We believe that following National Guidance on Responsible Business Conduct results in long term value creation for all stakeholders. We understand that our operations have social and environmental impacts and the Company is committed towards sustainable development, which requires caring for all stakeholders, maximizing the social impact of business and minimizing the environmental footprint.

PRINCIPLES OF RESPONSIBLE BUSINESS CONDUCT

- Principle 1:** Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.
- Principle 2:** Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.
- Principle 3:** Businesses should promote the wellbeing of all employees.
- Principle 4:** Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.
- Principle 5:** Businesses should respect and promote human rights.
- Principle 6:** Business should respect, protect, and make efforts to restore the environment.
- Principle 7:** Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.
- Principle 8:** Businesses should support inclusive growth and equitable development.
- Principle 9:** Businesses should engage with and provide value to their customers and consumer in a responsible manner.

Policies Principle 1: Code of Conduct, Whistle Blower Policy

Policies Principle 2: Sustainability Policy, Quality Policy, Product Safety and Hygiene Policy

Policies Principle 3: HR Policy, POSH Policy

Policies Principle 4: CSR Policy

Policies Principle 5: Code of Conduct, HR Policy

Policies Principle 6: Sustainability Policy, Environmental Policy

Policies Principle 7: Code of Conduct

Policies Principle 8: CSR Policy

Policies Principle 9: Quality Policy



Certifications and Recognitions

ISO 9001: 2015: Registration Certificate

The Quality Management System of Cosmo Films Ltd has been assessed by Institute of Quality Certification Services (India) & found to comply with the requirements of ISO 9001:2015 International Standard. The Quality management System is applicable to design, development, manufacturing of BOPP films by biaxial orientation process and its metallizing, coating, and marketing for various applications.



ISO 14001:2015: Registration Certificate

The Environmental Management Systems of Cosmo Films Ltd. have been assessed by IQCS Certification Pvt. Ltd. and found to comply with the requirements of Environmental Management System standards, i.e., ISO 14001:2015 International Standard.



British Retail Consortium (BRC): Registration Certificate

The Management Systems of Cosmo Films Ltd. have been assessed by Intertek Certification and found to comply with the requirements of BRC Global Standard for Packaging and Packaging Materials for manufacture of BOPP flexible packaging, the coating and metallization of flexible packaging for direct food contact and non-food applications.

The Management Systems of Cosmo Films Ltd. Shendra has also been assessed by Intertek, Certification Ltd., UK and found to comply with the requirements of BRC Global Standard for Packaging and Packaging Materials for manufacture of 3-layer BOPP & Coated BOPP Film, by extrusion / extrusion coating process using EVA, for food and non-food applications.



Other Awards and Accolades

- » Best exporter awards in Aurangabad region under Nagpur Custom Commissionerate 2021
- » WordStar Packaging Award 2021 in the Beverages category for Serializable Conduction Sealing Film
- » WorldStar Global Packaging Award 2021 in the Packaging Materials and Components category for CPP High Barrier Films
- » SIES SOP Star Awards 2020 for its Barrier Coated Label Film in the Ancillary Packaging Materials Category
- » Bagged CII National 5S Excellence Awards 2020
- » IFCA Star Awards for Inherently Printable Label Films and Laser Printable CSP Films in the categories of R&D Achievement and Innovations/Creativity respectively in February 2020.
- » Cosmo Films Waluj plant bagged CII National 5'S Excellence Awards 2020
- » Ranked as 10th in the list of Fortune's Next 500 midsize companies for 2019-2020
- » Brand Excellence Awards for Effective Use of Marketing Communication & for Engineering, Research and Development Sector 2019-2020
- » Recognized as one of the top 500 corporates by Dun & Bradstreet 2019-2020
- » Received the Best Employer Award at the 14th Aurangabad Employer Branding Awards 2019-2020
- » Received the Aurangabad Manufacturing Leadership Award by the World Quality Congress 2019-2020
- » Business Transformation Awards for exemplary innovation and transformation 2019-2020
- » Mr. Poddar received the "Young Business Leader Award" at the Dare to Dream Awards, presented by Zee Business in association with SAP 2018-2019
- » Mr. Poddar bagged the "People's CEO Award" at NIPM National HR Excellence Award 2018-2019
- » Received the "SAP ACE Award" by SAP INDUS 2018-2019
- » Received the "SAP Hana Visionary Award" by SAP 2018-2019
- » Received – Best Cloud Innovation by SAP – April 2018
- » Recognition and certification by Department of Scientific & Industrial Research, Government of India
- » Lead Team for Multiple patents filed by Cosmo - 6 in India and 3 in US.
- » Multiple product development Awards such as Indiastar, IFCA STAR and PFFCA STAR awards



Materiality Assessment

The sustainability issues are not only at the core of humanity's survival on this planet, but they are also important for building a better, ethical and more equal world for the future generations. Hence, the Cosmo Films senior management is fully aware of the importance of non-financial qualitative and quantitative parameters related with environmental, social and governance issues in addition to the operating and financial performance of the business parameters. We have carried out a detailed internal materiality assessment to identify, ascertain and prioritize material issues. This exercise was immensely helpful to identify risks or opportunities that are of prime concern to stakeholders and are relevant for a long-term plan on sustainability.

Cosmo Films conducted a materiality assessment to identify primary areas of focus for the company. The assessment covered topics that had potential impact on business and would be inextricably linked to our future growth which is sustainable and also helpful making progress on the environmental, social and governance parameters. This report presents our assessment on material sustainability issues and our engagement with the stakeholders. It is only with a single-minded focus on continued engagement, active discussions and understanding that enables Cosmo Films to operate sustainably and meet the expectations & concerns of all the stakeholders including our customers, shareholders, lenders, business partners, suppliers, employees, regulators and Government authorities, industry participants, community and society at large.

Primary stakeholder groups:

Employees and Contract workers, Customers, Suppliers and Business Partners, Media, Society, Industry participants and associations, Shareholders and investors, Lenders and Bankers, Management and Board, Government and the local regulatory authorities, Local communities and NGOs.

Primary material topic groups:

Consistent economic value addition, Stewardship on environment issues, empowering people and supporting local communities, Highest standards of Governance, Strict adherence and utmost respect to the compliance and regulatory requirements, Sustainable and responsible business practices.

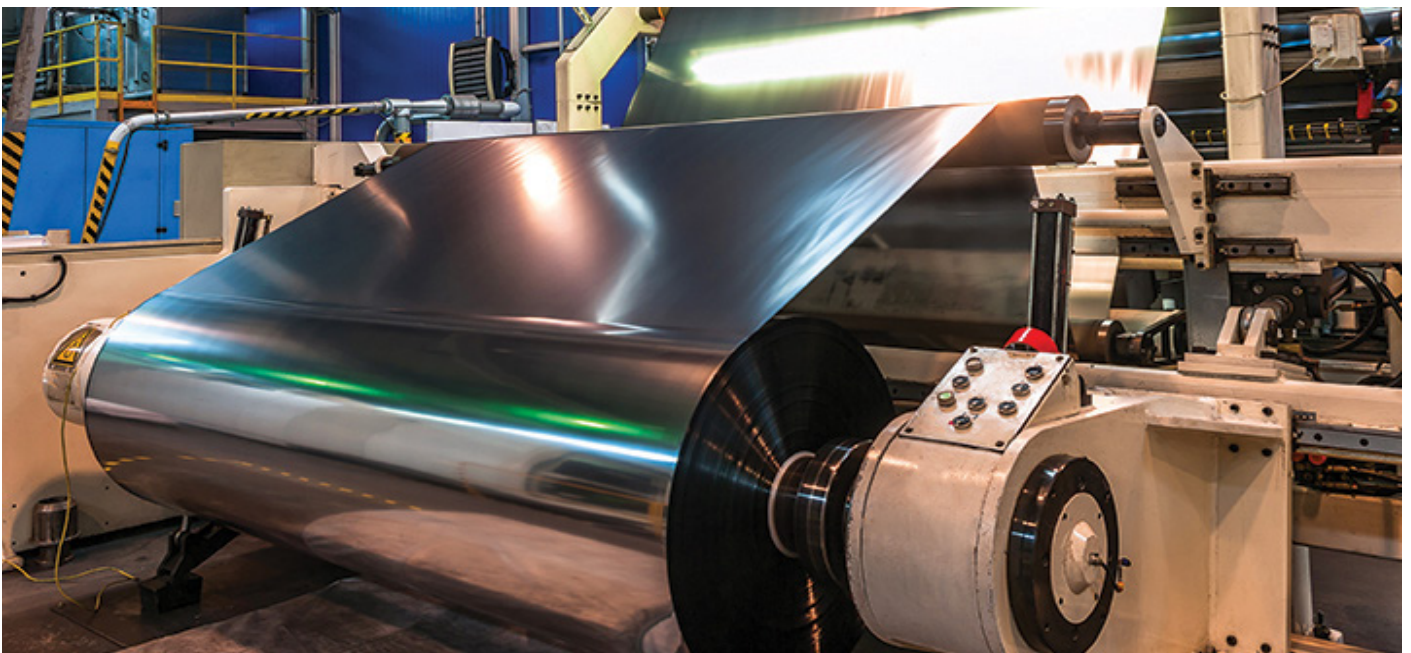




















































Table: Materiality Assessment for Cosmo Films Limited

	IMPORTANCE TO STAKEHOLDERS		MATERIALITY OF IMPACT	
Climate Risk & Opportunities	Medium		High	
Environment Impact	Medium		Medium	
Energy conservation	High		High	
Emissions	High		High	
Water management	High		Medium	
Waste management	High		Medium	
Material handling	Medium		High	
Supply chain management	High		High	
Green processes and products	High		Medium	
Customer Experience	High		High	
Health & Safety	High		High	
Talent Management	High		High	
Employee Engagement	High		High	
Diversity & Inclusion	Medium		High	
Training & Development	High		High	
Procurement practices	Medium		High	
Community Engagement	High		High	
Value & Ethics	High		High	
Regulatory and Statutory compliance	High		High	
Governance & Risk Management	High		High	
Digitalization	Medium		Medium	
Technology adoption	High		Medium	
Data Privacy & Security	Medium		Medium	
Innovation	Medium		High	
Economic Performance	High		High	

Growth and new Initiatives

Cosmo's growth projects including specialized BOPET, masterbatch, and specialized chemicals have been progressing as planned. The masterbatch line is operational and picking volume with successful internal consumption. We have successfully carried out the creation and development of several textile chemical products, each having a specific proposition.

Going forward we aim at growing our B2B segment (speciality films, packaging films, specialized BOPET line, speciality chemicals) and B2C segment (speciality chemicals and petcare) to expanding our business.

Cosmo Subsidiary:

Ozge is a design-led sub-brand of Cosmo Films, which offers products such as carry bags, coasters, table mats, luggage tags, and bookmarks.

Products & Responsibility:

Speciality Films - Some Products launched during recent quarters

- Recyclable Laminates for Soap Wrap & Shampoo Pouches
- Transparent Antifog Film

Speciality Chemicals – Masterbatch

- Some recently developed masterbatches include white masterbatch, anti-stat (with 30% concentration), master batch for blown films etc.
- India Industry size 460k mt and Industry growing at 11% p.a.

Speciality Chemicals – Textile Applications & Adhesive

- Forayed into the Fast-Moving Consumer Goods (FMCG) industry with 'Fabritizer', a product which assures a 99.9% protection against viruses and bacteria on clothes
- Adhesive is planned to kick start from FY22:
 - » Global Industry is about USD 52 billion and is growing by 5%
 - » India Industry is about USD 3.5 billion and is growing by 8%-10%
 - » Cosmo plans to launch products in niche areas
- COSMOTEX AVB - It is an Anti-bacterial & Anti-Viral finishing and effective against Human corona virus; 99.98 % effective against virus & bacteria (AATCC 100) and is (ISO 6330 3G) tested.
- ECOGREEN CN - It is used for removal of pectines and other hydrophobic material during bioscouring of cotton Knits, Woven and yarn. MICROENZ BS works at medium temperature range (40°C to 60°C) compared to conventional method (98°C) which reduces the total process cost due to saving in process time, water and energy.

- WETOFAST LD - It is an excellent wetting and detergent for all type of substrates and has properties like emulsifying power that removes oily and greasy impurities as well as size and soil particles. It is eco-friendly and Global Organic Textile Standard (GOTS) approved.
- MICROENZ BL - A chemical to remove the fuzz from cottons at finishing stage which provides softness on heavy fabric and fabric with rough surface and it removes dead/immature cotton resulting in lowering the pilling behaviour.
- MICROENZ MD - A Highly Effective Thermal Stable liquid desizing enzyme for removal starch from cotton woven and garments. It Ensures uniform removal natural starches. It has higher rating with 7-8 Rating compared to other products.
- MICROENZ BS - It is used for removal of pectines and other hydrophobic material during bioscouring of cotton Knits, Woven and yarn. It operates at medium temperature range (40°C to 60°C) compared to conventional method (98°C) which reduces the total process cost due to saving in process time, water and energy.



We manufacture and market products that cater to the diverse needs of our customers. We maintain the highest standards of quality and adopt ethical business practices. We also focus on the safety of our customers and we continuously strive for making the best product available and provide most optimal choices for our customers.

New product launches:

We have successfully developed a new transparent printable biaxially oriented polypropylene (BOPP) film called “TeploR” with a high heat resistance. The film can be used as a printing/outside layer in multi-layer laminate structures and is an ideal replacement for BOPET film. As it replaces BOPET, this film will be an ideal solution for recyclability and sustainability with PP- and PE-based multilayer structures.

Direct Thermal Printable Film

A film specially designed for niche applications such as information labelling (airport baggage tags), inventory tracking, frozen food labeling, and parking ticket applications. We are the first BOPP film producer to launch this product.



100% Opaque Synthetic Paper

A non-tearable, co-extruded, white opaque and both sides matte coated film for dangler application



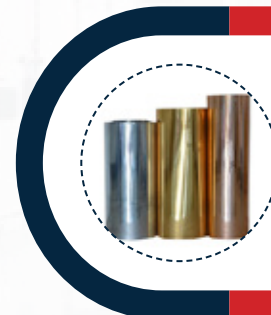
Antimicrobial Thermal Lamination Film

Effective against a broad range of bacteria, inhibits germ growth and supports optimum hygiene



High Gloss Metalized Label Film

A mirror finish glossy film that can be printed with a high-speed flexo printing machine and is suitable for premium labeling applications such as labelling for liquor and personal care items



High Tear Resistant Synthetic Paper (CSP)

Originally designed for high tear-resistant tag applications; it also offers moisture, oil, and chemical resistance just like standard synthetic paper



Pet Care:



Pet care is scheduled to be launched in FY 22 under brand “Zigly” in a unique manner on an omni-channel platform. Indian pet care industry is a growing market due to smaller families, rising income levels, and limited social lives (especially post Covid-19).



There are no large-scale organized players in India offering end-to-end comprehensive solutions to the customers. To tap the opportunity, we have planned a structured technology-savvy platform to address all pet needs.



We have collaborated and brought up the first digital omni-channel presence under Products & Services to address pet needs at every stage of their lives.



Since this is a new start-up, it is a low-capex business model. Although brand building will require some investments, initial investment planned is Rs. 15 crores by FY 2021-22.

Research and Development (R&D):

We take pride in our continuous R&D with focus on providing innovative solutions as opposed to simply producing commodity films. With these consistent efforts in R&D activities, we are well placed to benefit from accelerated growth and drive new product development globally. We are focusing our research activities on speciality labels, high barrier films and synthetic paper film.

Our experienced R&D team keeps us ahead in the product development curve. Our R&D team comprises 30 scientists and technologists who have PhDs and Post Doctorates from renowned universities in the US, Europe, and India with global experience in packaging, polymer engineering, biopolymers, and nanomaterials innovation. They are contributing towards creating an innovative product portfolio for CFL and CSCPL. We have plans to further increase the strength of our R&D team. Our R&D labs, one in India and another in the US, have sophisticated equipment and instruments. The team is also driving several sustainability projects. We have invested USD 3 million+ in our R&D centres in the last three years.



Global Reporting Initiative

Content Index

GRI Standard	Disclosure	Page number(s) and/or URL(s)	Cross Reference / Commentary
GRI 101: Foundation 2016			
General Disclosures			
	Organizational profile		
GRI 102: General Disclosures 2016	102-1 Name of the organization	Sustainability Report 2020-21, Page 1	
	102-2 Activities, brands, products, and services	Sustainability Report 2020-21, Page 10-11, 49-52	
	102-3 Location of headquarters	Sustainability Report 2020-21, Page 61	
	102-4 Location of operations	Sustainability Report 2020-21, Page 6	
	102-5 Ownership and legal form	Annual Report 2020-21, Page 55. Sustainability Report 2021, Page 33	
	102-6 Markets served	Annual Report 2020-21, Page 6, 7, 61	
	102-7 Scale of the organization	Sustainability Report 2020-21, Page 10	
	102-8 Information on employees and other workers	Sustainability Report 2020-21, Page 26, 28-29	
	102-9 Supply chain	Sustainability Report 2020-21, Page 22	
	102-10 Significant changes to the organization and its supply chain	Not Applicable	There have not been any significant changes in the organization and its supply chain.
	102-11 Precautionary Principle or approach	Annual Report 2020-21, Page 137	Cosmo Films Limited regularly reviews the business practices and identify risks across its operations and implement necessary internal controls.
	102-12 External initiatives	Sustainability Report 2020-21, Page 23-25, 27, 30-31	
	102-13 Membership of associations	Annual Report 2020-21, Page 70	
	Strategy		
	102-14 Statement from senior decision-maker	Sustainability Report 2020-21, Page 8-9	
	102-15 Key impacts, risks, and opportunities	Annual Report 2020-21, Page 5	
	Ethics and integrity		
	102-16 Values, principles, standards, and norms of behavior	https://www.cosmofilms.com/code-of-conduct	
	102-17 Mechanisms for advice and concerns about ethics	Sustainability Report 2020-21, Page 36-42	

Governance		
102-18 Governance structure	Sustainability Report 2020-21, Page 33	
102-19 Delegating authority	Sustainability Report 2020-21, Page 34	
102-20 Executive-level responsibility for economic, environmental, and social topics	Sustainability Report 2020-21, Page 34	
102-21 Consulting stakeholders on economic, environmental, and social topics	Sustainability Report 2020-21, Page 34	
102-22 Composition of the highest governance body and its committees	Sustainability Report 2020-21, Page 34-35	
102-23 Chair of the highest governance body	Sustainability Report 2020-21, Page 34-35	
102-24 Nominating and selecting the highest governance body	Annual Report 2020-21, Page 49	
102-25 Conflicts of interest	Sustainability Report 2020-21, Page 38	
102-26 Role of highest governance body in setting purpose, values, and strategy	Annual Report-2020-21, Page 12, 20-22	
102-27 Collective knowledge of highest governance body	Sustainability Report 2020-21, Page 34-35	
102-28 Evaluating the highest governance body's performance	Annual Report 2020-21, Page 22	Performance Evaluation of the Board, Committees and Individual Directors
102-29 Identifying and managing economic, environmental, and social impacts	Annual Report 2020-21, Page 69	The company has mechanism in place to identify and assess potential environmental risks at plant level
102-30 Effectiveness of risk management processes	Sustainability Report 2020-21, Page 33. Annual Report 2020-21, Page 42-43	
102-31 Review of economic, environmental, and social topics	Annual Report 2020-21, Page 50-51	
102-32 Highest governance body's role in sustainability reporting	Annual Report 2020-21, Page 50,51	Chairman/managing director is a part of CSR committee
102-33 Communicating critical concerns	Annual Report 2020-21, Page 21, 43, 53, 66, 70	
Stakeholder engagement		
102-40 List of stakeholder groups	Sustainability Report 2020-21, Page 47-48	
102-41 Collective bargaining agreements	Not Applicable	
102-42 Identifying and selecting stakeholders	Annual Report 2020-21, Page 68	
102-43 Approach to stakeholder engagement	Sustainability Report 2020-21, Page 33. Annual Report 2020-21, Page 49	
102-44 Key topics and concerns raised	Sustainability Report 2020-21, Page 47-48. Annual Report 2020-21, Page 64	
Reporting practice		
102-45 Entities included in the consolidated financial statements	Annual Report 2020-21, Page 228	
102-46 Defining report content and topic Boundaries	Sustainability Report 2020-21, Page 7	

	102-47 List of material topics	Sustainability Report 2020-21, Page 48	
	102-48 Restatements of information	Annual Report 2020-21, Page 92, 169	None
	102-49 Changes in reporting	Annual Report 2020-21, Page 92, 169	None
	102-50 Reporting period	Sustainability Report 2020-21, Page 1	FY20-21
	102-51 Date of most recent report	Not Applicable	This is inaugural Sustainability report
	102-52 Reporting cycle	Sustainability Report 2020-21, Page 1	Annual
	102-53 Contact point for questions regarding the report	Sustainability Report 2020-21, Page 7	Chief Financial Officer
	102-54 Claims of reporting in accordance with the GRI Standards	Sustainability Report 2020-21, Page 7	
	102-55 GRI content index	Sustainability Report 2020-21, Page 54-59	
	102-56 External assurance	Sustainability Report 2020-21, Page 7	

Material Topics

GRI 200 Economic Standard Series

Economic Performance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2020-21, Page 47	
	103-2 The management approach and its components	Annual Report 2020-21, Page 38-46	
	103-3 Evaluation of the management approach	Annual Report 2020-21, Page 17	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report 2020-21, Page 17, 39.	
	201-2 Financial implications and other risks and opportunities due to climate change	No explicit reporting	
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report 2020-21, Page 172	
	201-4 Financial assistance received from government	Annual Report 2020-21, Page 96, 120	
Procurement Practices			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2020-21, Page 47-48	
	103-2 The management approach and its components	Annual Report 2020-21, Page 38-46, 66	
	103-3 Evaluation of the management approach	Annual Report 2020-21, Page 66-67	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	No explicit reporting	
Anti-corruption			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	https://www.cosmofilms.com/code-of-conduct	
	103-2 The management approach and its components	Annual Report 2020-21, Page 65	
	103-3 Evaluation of the management approach	Annual Report 2020-21, Page 65	

GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Annual Report 2020-21, Page 63, 65. Sustainability Report 2020-21, Page 37	
	205-2 Communication and training about anti-corruption policies and procedures	Annual Report 2020-21, Page 63, 65	
GRI 300 Environmental Standard Series			
Materials			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2020-21, Page 47-48	
	103-2 The management approach and its components	Sustainability Report 2020-21, Page 47-48	
	103-3 Evaluation of the management approach	Sustainability Report 2020-21, Page 47-48	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	No explicit reporting	
	301-2 Recycled input materials used	Sustainability Report 2020-21, Page 21	
	301-3 Reclaimed products and their packaging materials	Sustainability Report 2020-21, Page 21	
Energy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2020-21, Page 47-48	
	103-2 The management approach and its components	Sustainability Report 2020-21, Page 47-48	
	103-3 Evaluation of the management approach	Sustainability Report 2020-21, Page 47-48	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report 2020-21, Page 17-19	
	302-2 Energy consumption outside of the organization	No explicit reporting	
	302-3 Energy intensity	No explicit reporting	
	302-4 Reduction of energy consumption	Sustainability Report 2020-21, Page 18-20	
	302-5 Reductions in energy requirements of products and services	Sustainability Report 2020-21, Page 18-20	
Water and Effluents			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2020-21, Page 47-48	
	103-2 The management approach and its components	Sustainability Report 2020-21, Page 47-48	
	103-3 Evaluation of the management approach	Sustainability Report 2020-21, Page 47-48	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainability Report 2020-21, Page 20	
	303-2 Management of water discharge-related impacts	Sustainability Report 2020-21, Page 20	
	303-3 Water withdrawal	Sustainability Report 2020-21, Page 17, 20	
	303-4 Water discharge	Sustainability Report 2020-21, Page 15	
	303-5 Water consumption	Sustainability Report 2020-21, Page 20	

Emissions			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2020-21, Page 47-48	
	103-2 The management approach and its components	Sustainability Report 2020-21, Page 47-48	
	103-3 Evaluation of the management approach	Sustainability Report 2020-21, Page 47-48	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report 2020-21, Page 15-16	
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report 2020-21, Page 15-16	
	305-3 Other indirect (Scope 3) GHG emissions	No explicit reporting	
	305-4 GHG emissions intensity	No explicit reporting	
	305-5 Reduction of GHG emissions	Sustainability Report 2020-21, Page 16, 18	
	305-6 Emissions of ozone-depleting substances (ODS)	No explicit reporting	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	No explicit reporting	
Effluents and Waste			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2020-21, Page 47-48	
	103-2 The management approach and its components	Sustainability Report 2020-21, Page 47-48	
	103-3 Evaluation of the management approach	Sustainability Report 2020-21, Page 47-48	
GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method	Sustainability Report 2020-21, Page 21	No explicit reporting
	306-3 Significant spills	Not Applicable	None
	306-4 Transport of hazardous waste	Not Applicable	None
	306-5 Water bodies affected by water discharges and/or run-of	Sustainability Report 2020-21, Page 20-21	None
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Not Applicable	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainability Report 2020-21, Page 22	
GRI 400 Social Standard Series			
Employment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2020-21, Page 47-48	
	103-2 The management approach and its components	Sustainability Report 2020-21, Page 47-48	
	103-3 Evaluation of the management approach	Sustainability Report 2020-21, Page 47-48	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Report 2020-21, Page 28-29	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report 2020-21, Page 28-29	
Occupational Health and Safety			

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2020-21, Page 47-48	
	103-2 The management approach and its components	Sustainability Report 2020-21, Page 47-48	
	103-3 Evaluation of the management approach	Sustainability Report 2020-21, Page 47-48	
GRI 403: Occupational Health and Safety 2018	403-2 Types of injury, and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Sustainability Report 2020-21, Page 23, 29	
	403-5 Worker training on occupational health and safety	Sustainability Report 2020-21, Page 23, 29	
	403-6 Promotion of worker health	Sustainability Report 2020-21, Page 29	
	403-9 Work-related injuries	Sustainability Report 2020-21, Page 23, 29	
	403-10 Work-related ill health	Sustainability Report 2020-21, Page 29	
Training and Education			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2020-21, Page 47-48	
	103-2 The management approach and its components	Sustainability Report 2020-21, Page 47-48	
	103-3 Evaluation of the management approach	Sustainability Report 2020-21, Page 47-48	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability Report 2020-21, Page 5, Page 23	
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2020-21, Page 29	
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report 2020-21, Page 29	
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2020-21, Page 47-48	
	103-2 The management approach and its components	Sustainability Report 2020-21, Page 47-48	
	103-3 Evaluation of the management approach	Sustainability Report 2020-21, Page 47-48	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report 2020-21, Page 26, 33 Annual Report 2020-21, Page 21	
Local Communities			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2020-21, Pages 7	
	103-2 The management approach and its components	Sustainability Report 2020-21, Pages 7	
	103-3 Evaluation of the management approach	Sustainability Report 2020-21, Pages 7	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Report 2020-21, Pages 27	
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	Sustainability Report 2020-21, Page 22, 27	

And the Journey Continues...



Sustainability has picked up in a big way across the world. But for us at Cosmo Films, it is not just the latest buzzword. Sustainability has been the foundation pillar around which our entire corporate philosophy revolves. How our business actions impact our environment, our society, our community, and all the stakeholders are the most relevant aspects for any decision we take.



We have worked very hard to report on material sustainability issues, and the exercise has been immensely helpful for us as it led to more awareness and informed discussions around many of these important issues. This is useful in developing business resilience and long-term sustainability.



The data collation and analysis are insightful and helped us in the identification of how we are getting better with each passing day and makes us much better prepared for a fast-changing and continuously evolving business environment.



Lao Tzu said..The journey of a thousand miles begins with one step. We are careful and confident in taking one step at a time, sustainably, responsibly, and ethically. And our journey towards sustainability continues.....***We are Growing Sustainably, Growing Responsibly Taking everyone along!***



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