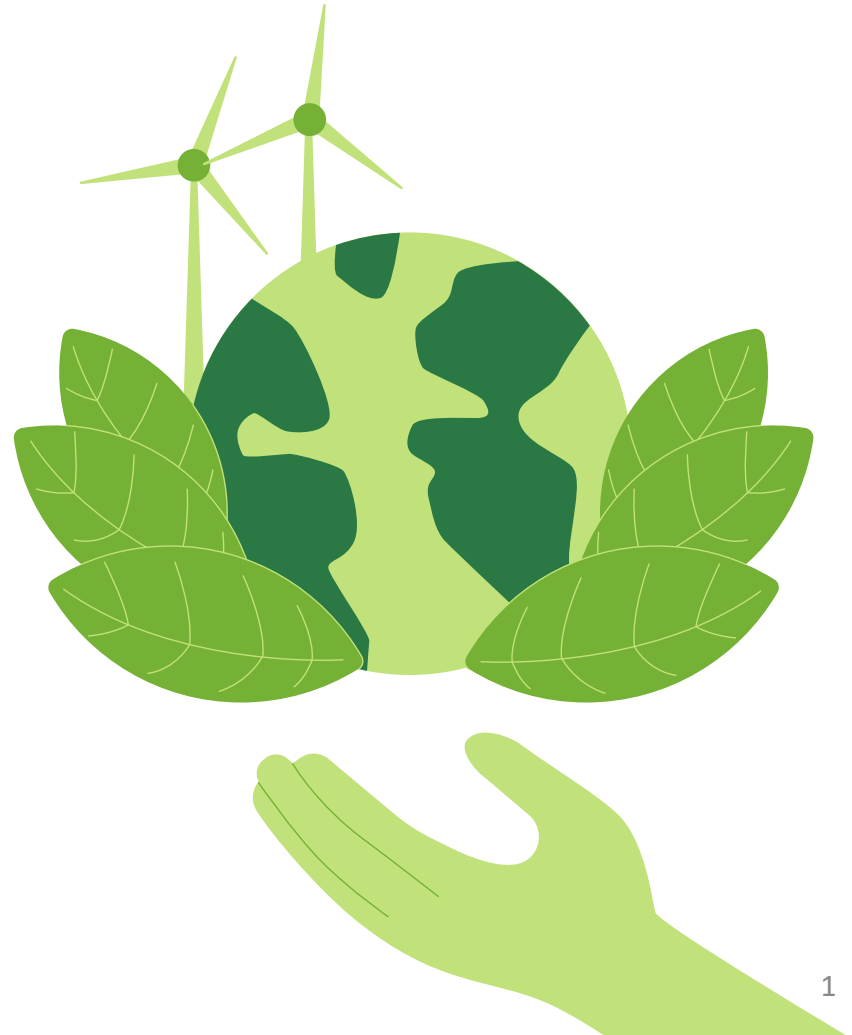




Environmental, Social and Governance Report 2022-23

Commercial Syn. Bags Ltd.
INDIA (MP)



About the Report

COMSYN, embarking on its journey of systematic annual Sustainability Reporting in the Financial Year 2022-23, proudly presents the 1st edition of our commitment to sustainable development. Through this report, we endeavor to transparently showcase our sustainability targets, diligent efforts, and outstanding performance while also providing a comprehensive insight into the issues that hold significance for our business and diverse stakeholders.

The Sustainability Report for 2022-23 vividly illustrates the impact of our operations on the environmental, social, and governance domains in a manner that is both credible and easily comparable. We have diligently included quantitative data wherever applicable.

This report has been prepared with reference to GRI Sustainability Reporting Standards 2022, which can be accessed online at <https://comsyn.com/wp-content/uploads/2023/11/ESG-Report.pdf>. The scope of the 2022-23 Sustainability Report is limited to the site: COMSYN Unit-SEZ (PLOT NO:-15,16,17,18B SEZ PHASE-01 SECTOR-03 PITHAMPUR DHAR(MP)).

In Case of any query subject to ESG report, reach out to vtp@comsyn.com.

About the Company

COMSYN is a manufacturer of FIBC, Tarpaulin, Woven Sacks, and BOPP Bags, located in Indore, a city in Central India. COMSYN is a member of 50 years old Choudhary Group, which has a wide range of business interests. Having more than 3 decades of experience, our main focus is on providing customer with the best possible solution for his packing needs within a specific time frame. We are always ready to innovate and manufacture a product as per customer need. We have a strong customer base spread across all the six continents.

A wide range of products helps us serving our customer better. Our long-term success requires a total commitment to exceptional standards of productivity and quality, to working together efficiently & effectively, willingness to embrace new ideas and learn continuously. We believe in Ethical corporate behavior towards everyone we work with, the communities we touch, and the environment on which we have an impact.

This is our road to sustainable, profitable growth, creating long-term value for our people, our business partners and society. We have a healthy work environment. Our manufacturing capacity is of 21000 M.T. per annum. We produce 4-5 million Big Bags annually. The company is socially responsible towards its 2000 employee, who are pillar of the company. Our team comprise of experienced individuals, who are sincerely devoted to producing the best product.



Identification of Materiality Issue

The concept of materiality to guide their sustainability strategic planning processes. A material sustainability issue is an economic, environmental, or social issue on which a company has an impact, or may be impacted by. It may also be one that significantly influences the assessments and decisions of stakeholders. Sustainability reporting, unlike financial reporting, is currently a voluntary exercise and the overall process is largely left up to company. It is generally recognized best practice that a company report on the relevant (or 'material') issues that have a direct or indirect impact on its ability to create or maintain or erode economic, environmental, social value for itself, its stakeholders, the environment, and society at large.

It is important to draw a distinction between the concept of materiality as it refers to financial reporting, and the concept of materiality as it refers to sustainability reporting. With respect to financial reporting, information is deemed material if its omission or misstatement could influence the economic decisions of users taken on the basis of the financial statements.

In contrast, in the sustainability context, the term materiality refers to those issues that can have significant repercussions on the company (both positive and negative).

Identify key issues, relevant stakeholder groups, and business drivers:-A company creates a sustainability list using materiality matrix and sustainability reporting frameworks. A standard assessment process prioritizes material issues, involving stakeholders and experts. The company weighs ESG issues against business drivers like risk reduction, customer satisfaction, revenue enhancement, and employee retention.

Collect data from internal and external stakeholders:-The data collection stage involves key management and stakeholders weighing issues, soliciting feedback for materiality assessment, and consulting experts for guidance.

Mapping and Prioritization:-The process involves collecting stakeholder data, creating a quantitative matrix, and prioritizing issues. Executives review the matrix, leading to strategy development and impact metrics.

Alignment with key management and strategy development:- The final matrix is reviewed by executives, and changes can be made. The company then develops a strategy, outlines material issues, and creates impact metrics, revisiting it every two years.

Reporting on Progress:- Leading companies publish annual sustainability reports, detailing progress, key metrics, and targets. These reports often include stakeholder testimonials and GRI standards. Some companies also have their data audited by accounting firms, similar to financial statements, to ensure compliance with GRI standards.

Mapping of Sustainable Development Goals



Climate Goals: These goals are primarily focused on addressing climate change and include targets to reduce greenhouse gas emissions, transition to renewable energy sources, and increase energy efficiency.



Corporate Sustainability Goals: Many businesses set their own sustainability goals, which can include reducing carbon emissions, achieving zero waste, improving supply chain sustainability, and fostering diversity and inclusion in the workplace.



No Poverty: End poverty in all its forms everywhere.



Good Health and Well-being: Ensure healthy lives and promote well-being for all at all ages.



Gender Equality: Achieve gender equality and empower all women and girls.



Clean Water and Sanitation: Ensure availability and sustainable management of water and sanitation for all.

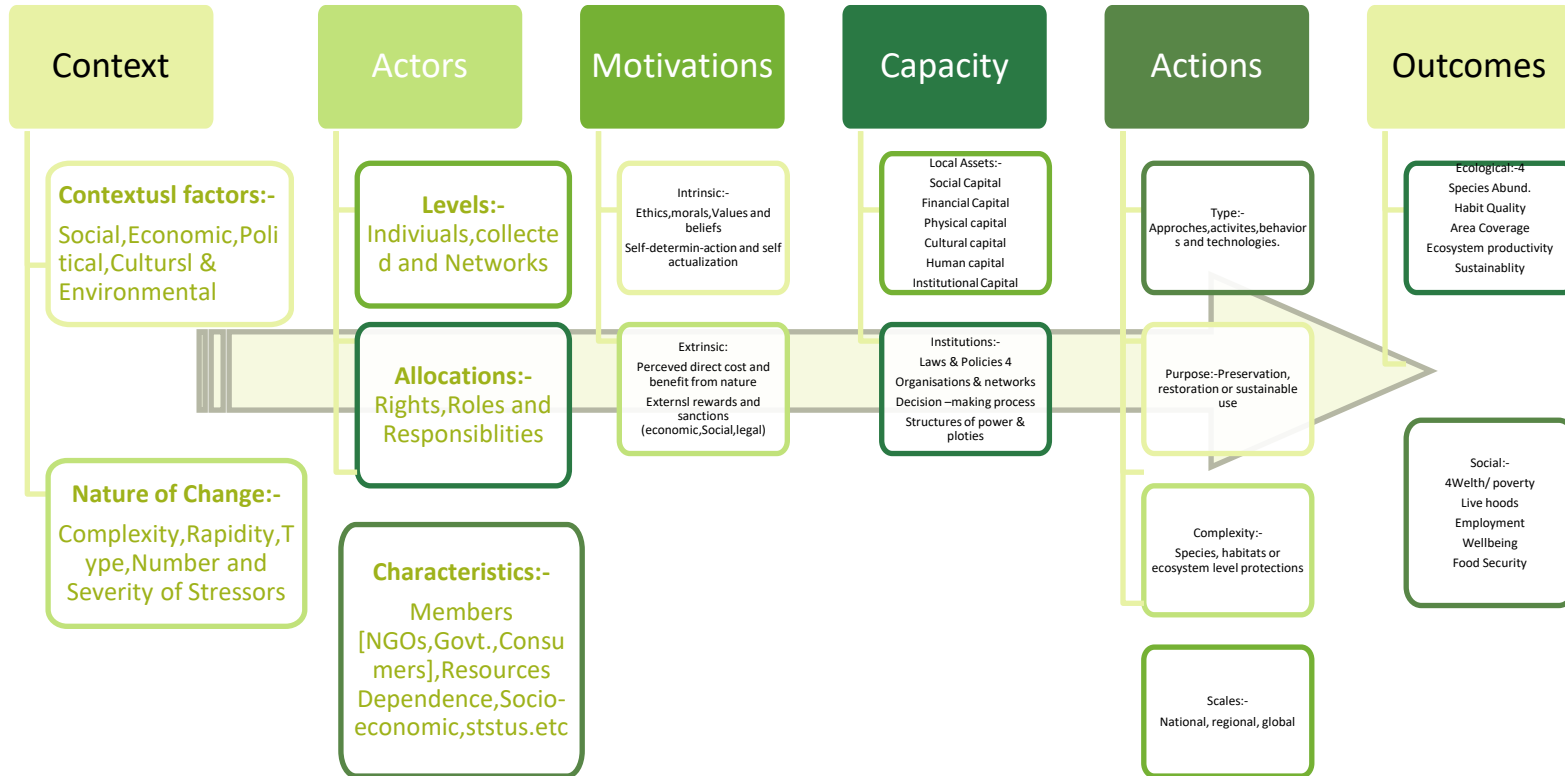


Decent Work and Economic Growth: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.



Responsible Consumption and Production: Ensure sustainable consumption and production patterns.

Environmental Stewardships:-The study presents a comprehensive framework for local environmental stewardship, focusing on actions taken by individuals, groups, or networks to protect and responsibly use the environment in various social-ecological contexts, aiming to enhance its importance.



Disclosures Reported under ESG



ENVIRONMENTAL

1. Energy Management
2. Water Management
3. Waste Management
4. Emissions



SOCIAL

1. Health & Safety
2. Trainings of Employees
3. Human Rights & Child Labor
4. Diversity and Inclusion
5. Supplier Assessment



GOVERNANCE

1. Anti Corruption & Grievances
2. Information Security

Environment- Energy Management

Details of Environment Energy Management

S. No.	Source of Energy	Energy Consumption (Kwh) (FY 2022 To 23)
1	MP Electricity Board	10,44.611 Mwh
2	D.G 500 KVA	6.3755 Mwh
Total		1,050.986 Mwh

Type of Fuel Used (FY 2022 To 23)

S. No	Fuel type	Fuel consumption
1.	Diesel	2538 Ltr.
2.	LPG	5301 Kg

Environment- Water Management

Details of Water Management Management-(FY 2022 To 23)

S. No.	Details	Consumption Data
1	Water withdrawal –AKVN(Water Supply)	
a.	Cooling Tower	1,800 KL
b.	Drinking Water	2,160 KL
c.	Cooler	1,980 KL
d.	Washing	1,080 KL
	Total	7,020 KL
2	Total Water Consumption	8,084.5KL
3	Recycle water (STP)	1064.5 KL
4	Water Reduction Initiatives	<p>In order to boost water conservation and rain water harvesting Comsyn has taken initiatives, for creating appropriate rainwater harvesting structures, Traditional methods of water conservation and rain water harvesting in the country varies from area to area depending upon the topography, climatic conditions, soil structure, etc. Management has grants to take up rooftop rain water harvesting.</p>

Environment- Waste Management

Details of Waste Management Management-(FY 2022 To 23)

S. No.	Details	Hazardous	Non-Hazardous
I	Types of Waste Generation:-		
a.	STP Sludge	.246 ton	-
b.	Food Waste Generation	-	.851 ton
c.	Empty Drums	138 Nos.	-
d.	Spent Oil	1,186 Ltr.	-

Details of Waste Management Management- Disposal (FY 2022 To 23)

S. No.	Details	Disposal of Waste /Qty	Dispose Through
I	Types of Waste Generation:-		
a.	STP Sludge	.246 ton	In House in Compost Machine
b.	Food Waste Generation	.851 ton	In House in Compost Machine
c.	Empty Drums	138 Nos.	Through Authorise Party
d.	Spent Oil	1,186 Ltr.	Through Authorise Party

Environment- Input Recycle Material

Details of Input Recycle Material -(FY 2022 To 23)

MONTH	K.G	%
Apr-22	39739	8.88
May-22	40625	10.23
Jun-22	45085	12.36
Jul-22	44305	14.00
Aug-22	27030	9.89
Sep-22	34020	12.55
Oct-22	39555	14.55
Nov-22	47850	11.29
Dec-22	43325	10.93
Jan-23	38150	12.36
Feb-23	51950	15.65
Mar-23	44153	12.44
TOTAL:-	495787KG	

Environment- Emission

Details of Environment- Emission Management-(FY 2022 To 23)

Indirect GHG emissions due to transportation- Category I

S. No.	Fuel type	Fuel consumption	Total emissions(kg CO2 eq./year)	Total emissions (t CO2 eq./year)
a.	Diesel	2538 lit/ year	961.36	.96
b.	LPG	5907 lit/ year	3404.42	9.19
Total Category I emissions (t CO2 eq./year)				10.15

Indirect GHG emissions due to purchased electricity - Category II

S. No.	Category	Consumption (kWh/ year)	Total emissions (kg CO2 eq./year)	Total emissions (t CO2 eq./year)
I	Electricity	1050986	1154399.11	1152.399
Total Category II emissions (t CO2 eq./year)				1163

Count.....Environment- Air Monitoring Data

Sample Name: Ambient Air

S. No.	Test Parameters	Specification Limit	Result	Test Method	Units
1.	PM 10	NMT 100 mg/m ³	57.88	IS:5182(part23)2006	mg/m ³
2.	PM 2.5	NMT 60 mg/m ³	33.75	40 CFR(Part-53 and 58	mg/m ³
3.	Sulphur Dioxide	NMT 80 mg/m ³	14.87	IS: 5182(Part-2)2001	mg/m ³
4.	Oxide Nitrogen	NMT 80mg/m ³	19.20	IS: 5182(Part-6)2006	mg/m ³

Note:-Above test are done through NABL TC-7184.

Environmental Management

Comsyn Driven Proactive KPIs

Sl. No	Objective	Target per year till 2025	Target (Achieve > or =)
A	Improve Compliance with QHSE Plans	100%	90%
1	Annual Training Plan	100%	90%
2	QHSE Management Review meeting	100%	100%
3	Emergency Mock Drills	100%	90%
4	QHSE Inspections and audits	100%	90%
5	Management Site QHSE Walk downs	100%	90%
B	Improve Corrective Action/ Monitoring		
6	Closure of all Internal/External Audit and Incident investigation recommendations within the stipulated time frame	100%	90%
7	Near Miss reporting by each department as per department KPI in OETC online reporting system (NIMS)	100%	90%
8	Annual Noise monitoring for all Grid stations, offices, warehouse, and Production area.	100%	100%

Environmental Management

C	Conduct Awareness/ Campaign	Target per year till 2025	Target (Achieve > or =)
9	Quarterly Environmental campaign in year.	100%	100%
10	QHSE Week	100%	100%
D	New Initiatives		
11	Develop and Implement Quality Management System (ISO 9001:2015) by Oct-2025	100%	100%
12	Establish and Monitor Power Quality Parameters	100%	100%
13	Conduct Customer Satisfaction Survey by Sep 2022 (coverage of Customers)	100%	90%
14	Annual Reduction of Environmental Footprints	20%	5%

Environmental Management

Comsyn Driven Reactive KPIs			
Sl. No	Objective	Target per year till 2025	Target (Achieve < or =)
A	Minimize Fatalities and Injuries		
1	Fatalities	0	0
2	LTIF - Lost time injury frequency	0	0.25
5	Environmental Incidents Prevention of Moderate Environmental Impact	0	0
B	Reduce Non-Conformance and Penalties		
6	Non-conformance from APSR/NAMA	0	0
7	Penalty notifications from Ministry of Manpower relating to Health & Safety	0	0
8	Penalty notifications from the Ministry of Environment	0	0

Environmental Management (Air Pollution & Noise Mitigation Initiative)



Acoustic enclosure is used to reduce the sound of Genset. Also, this enclosure helps to protect DG Set from bad weather or heavy storm. This acoustic enclosure for DG Set increases the shelf life of a generator.



Cleaning is a necessary factor of daily routine process. Directly and indirectly, good cleaning and sanitizing promote and safeguard human health. To maintain the area around us clean, we utilize the road cleaner.

Sl. No	Equipment	Make	Capacity
01	DG SET	Cummins	500kva/415v
02	Manual Dust Sweeper	Tanlift	650mm/11kg

Health & Safety of Employee

Health & Safety of Employee :-The concept of sustainability has evolved to encompass not only environmental concerns but also the well-being of individuals who make organizations thrive – the employees. The intersection of sustainability, health, and safety in the workplace is a critical aspect of responsible business practices. It involves creating a work environment that promotes the physical, mental, and emotional well-being of employees while minimizing negative impacts on the environment and society. Here's a closer look at how these elements intersect, the sustainability, health, and safety of employees are interwoven aspects of responsible and forward-thinking business practices. Comsyn commitment to these principles not only benefits employees directly but also contributes to the long-term success and reputation of the organization. Moreover, it aligns with the growing demand from employees and consumers for ethical and sustainable business practices. Therefore, any organization that aspires to thrive in the modern business landscape should view the well-being of its employees as a central pillar of its sustainability strategy.

S. No	Particular	Details
1	Training on Social-Health & Safety	3 Hrs. Man days per employee per Month
2	Near Misses	06 Near Misses for FY 22-23
3	Major Accidents	1 Accident
4	Fatal Accidents	0

Health & Safety of Employee

S. No	Particular	Details
4	List of Fire & Safety Equipment's	
2	Fire Ext.	76 Nos.
3	Hose Reel	10 Nos.
4	Hose Pipe	34 Nos.
5	Fire Hydrant Point	17 Nos.

Count...Health & Safety of Customer

Health & Safety of Customer

Health & Safety of Customer :-Comsyn is not limited to internal operations or environmental considerations; it extends to how businesses interact with and serve their customers. Prioritizing the health and safety of customers is an essential component of a sustainable business model. Here's a note on the significance of health and safety for customers within the framework of sustainability, In conclusion, the health and safety of customers are integral to the broader concept of sustainability. Businesses that prioritize the well-being of their customers not only demonstrate ethical responsibility but also build stronger brand loyalty and trust. Customer satisfaction and trust are closely linked to a company's commitment to delivering safe and healthy products and services. Therefore, for any business striving for long-term success and a positive impact on society, putting the health and safety of customers at the forefront of their sustainability initiatives is not just a choice but a necessity.

S. No	Particular	Details
1	Training on Our Products	0.30 Hrs Mandys per customer (As an when required)
2	Training on MSDS of Comsyn Product	
3	Handling Guidelines for FIBCs	

Social-Working Condition

Social-Working condition

Social-Working conditions of Employee:-We believe that our employees are our most valuable assets, and we are committed to providing a comprehensive benefits package that enhances your overall well-being and job satisfaction. As part of our ongoing commitment to your success, we are pleased to offer you a range of valuable employee benefits. We are providing living wage to 100% employees as per statutory requirement (under factory act 1948). This note provides an overview of the benefits available for employees as a member of our team. These benefits are designed to improve your overall job satisfaction, personal well-being, and career development. We continually review and enhance our offerings to meet the evolving needs of our employees.

Several Benefit Comsyn Offer to Our Employees

S. No	Employee Social-Working Benefits	Male	Female
1	Healthcare Coverage	100%	100%
2	Paid Time Off (PTO)	100%	100%
3	Wellness Programs	100%	100%
4	Employee Recognition and Rewards	100%	100%
5	Benefit of Employee Provident Fund	100%	100%
6	Employee Covered Under ESIC & Gratuity Scheme	100%	100%

Social- Social Dialogue

Social-Social Dialogue

Social-Social Dialogue:-Social dialogue is a vital aspect Comsyn culture, promoting open communication, collaboration, and a harmonious work environment. It's the ongoing conversation between employees and management that allows us to collectively shape our workplace and ensure that it's a great place to work. Our commitment to social dialogue means that we value your input and insights. We encourage you to actively participate in discussions, provide feedback. Together, comsyn can build a workplace that is supportive, innovative, and driven by collaboration. We appreciate your contributions to our organization and look forward to continued open and constructive social dialogue.

Committee Details		Team Members	
S. No	Particular	Male	Female
1	Works Committee	5	5
2	Sexual Committee	5	4 + (1 External Female Lawyer)
3	Safety Committee	10	0
4	Canteen Committee	9	1
5	Grievance Committee	6	3

Social-Human Rights and Child Labour

Social-Human Rights and Child Labour

Social-Human Rights and Child Labor -As a responsible and ethical organization, Comsyn deeply committed to upholding human rights and eliminating child labor from our operations and supply chain. We believe that respecting and promoting human rights, particularly the rights of children, is not only a moral imperative but a fundamental aspect of our business values. Here are a few key points regarding our stance on human rights and child labor, Our commitment to human rights and the eradication of child labor extends across all levels of our organization. We believe that by upholding these values, we contribute to a better world, ensuring that our operations are aligned with the principles of social responsibility. We invite all team members to actively engage in this mission by reporting any concerns related to human rights or child labor. Vigilance and commitment are crucial in helping us maintain our ethical standards. In 2022-23 there was **no cases** of human right and child labor violation reported.

Prevent and address issues related to social-human rights and child labor

Prevent and address issues -To prevent and address issues related to social-human rights and child labor, organizations can implement various control measures and best practices. These measures aim to ensure compliance with ethical standards, international regulations, and human rights principles. Here are some key control measures to avoid social-human rights abuses and child labor, Implementing these control measures is essential for organizations to uphold their commitment to human rights and eliminate child labor. By actively working to prevent these issues and collaborating with stakeholders, organizations can create a more ethical and socially responsible business environment.

Social-Human Rights and Child Labour

Count...Prevent and address issues related to social-human rights and child labor

Policy:-

1. Code of Conduct:-
2. Due Diligence in Supply Chains:-
3. Supplier Engagement:-
4. Education and Awareness:-
5. Monitoring and Reporting:-
6. Community Engagement:-

Social-Diversity & Inclusion

Social-Diversity & Inclusion

Social diversity and inclusion are integral components of building sustainable communities. Embracing diversity encompasses a wide range of human differences, including but not limited to race, ethnicity, gender, age, sexual orientation, religion, disability, and socioeconomic status. Inclusion ensures that everyone, regardless of their background or characteristics, feels valued, respected, and has equal access to opportunities and resources. This note explores the crucial role that social diversity and inclusion play in achieving sustainability. Social diversity and inclusion are foundational elements in the pursuit of sustainability. By recognizing and valuing the unique contributions of every individual, communities can create a more inclusive, innovative, and resilient environment. Embracing diversity not only leads to a stronger social fabric but also promotes economic growth, reduces inequalities, and fosters environmental stewardship. As we work towards a more sustainable future, it is imperative that we prioritize and champion social diversity and inclusion at every level of society.

Particular	Female	Male	Total	Female %	Male %
Whole Org.	245	337	582	42%	58%
Staff	7	54	61	12%	88%
Director	1	5	6	16%	84%
Total	253	396	649	38%	62%

Supplier-Diversity & Inclusion

Supplier-Diversity & Inclusion

At COMSYN, we are dedicated to forging a future that celebrates diversity, equity, and inclusion, recognizing the immense value that a varied and inclusive supply chain brings to our organization. We firmly believe that supplier diversity is not just a commitment but a cornerstone for innovation and success. In our pursuit of excellence, we actively seek to integrate women-owned businesses and minority as far as feasible into our supplier network. By fostering an inclusive ecosystem, we aim to create opportunities for underrepresented entrepreneurs, thereby contributing to a more vibrant and equitable business landscape. Join us in our journey towards a future where every voice is heard, and every opportunity is accessible, as we strive to build a more resilient and united community through supplier diversity at COMSYN..

Social-Trainings

Social-Trainings

In our commitment to sustainable practices, we recognize the pivotal role that training plays in fostering a culture of environmental and social responsibility within our organization. This report highlights our efforts in providing comprehensive training programs aimed at equipping our workforce with the knowledge and skills necessary to contribute to a more sustainable future. Investing in training for sustainability not only aligns with our organizational values but also contributes significantly to our broader mission of creating a positive impact on the environment and society. As we continue to evolve and adapt, we remain committed to providing ongoing, innovative training opportunities that empower our workforce to be champions of sustainability. Together, we strive towards a more resilient, responsible, and sustainable future.

Details of trainings

S. No	Particulars	Details
1	No of Trainings conducted for employees and workers on Environmental, Safety and Governance	26 Nos.
2	Details of External trainings	3 Nos.
3.	Average no of training hours provided per employee per year	0.20 Hrs
4	specialized training conducted	2 No.
5.	List of Training	Attached

Social-Ethics & Grievances

Social-Ethics & Grievances

Ethics and grievances are integral components of a sustainable framework, providing the moral compass and accountability necessary for long-term viability. In this report, we delve into the significance of upholding ethical standards and addressing grievances in the context of sustainability, emphasizing their pivotal role in fostering a socially and environmentally responsible organizational culture. Ethics and grievance management are not only ethical imperatives but also critical components of sustainable business practice. By incorporating these principles into our organizational DNA, we fortify our commitment to a future where ethical conduct and sustainable practices converge for the betterment of society and the environment. Our **all employee** undergo induction training on ethics policies during joining process.

Training Given on:-ETI, Anti-money laundering, Antitrust/fair competition, Anti-corruption, Sanctions laws.

Anti-Corruption Measures

In our pursuit of sustainability, the establishment of a robust anti-corruption system is imperative. Corruption not only undermines ethical business practices but also poses a significant threat to social, environmental, and economic sustainability. This report outlines our commitment to combat corruption, emphasizing its pivotal role in fostering a sustainable and responsible organizational culture. Integrating anti-corruption measures into our sustainability framework is not only a legal and ethical imperative but also a critical step towards building a more sustainable and resilient future. Through our collective efforts, we aim to create an organizational culture where integrity, transparency, and responsible conduct are the cornerstones of our sustainable journey. Together, we work towards a future where corruption has no place, and ethical business practices prevail.

At Comsyn there were no cases reported through grievance mechanism/whistleblower policy on any Corruption Measure or any unethical practices.

Social-Information security

Social-Information security

In today's interconnected world, information security is a critical component of sustainability. Protecting sensitive data and ensuring the integrity, availability, and confidentiality of information not only safeguards the interests of stakeholders but also supports long-term environmental, social, and economic sustainability. This report outlines the significance of information security within the context of sustainability and highlights our commitment to safeguarding data. Information security is not only a technical imperative but also a critical component of sustainable business practice. By safeguarding sensitive data and ensuring the integrity of information, we contribute to a more secure and resilient future for our organization and the broader community. Together, we work towards a future where information is protected, sustainability is upheld, and trust is paramount.

At Comsyn there were no cases report on IT security Breach.

Social-Suppliers Assessment

Suppliers Assessment-Process

As part of our commitment to sustainability, Comsyn recognize the critical role that suppliers play in our value chain. Conducting thorough assessments of our suppliers is essential to ensure they align with our sustainability goals and share our commitment to responsible business practices. This report outlines our structured approach to supplier assessment within the context of sustainability, emphasizing our efforts to cultivate sustainable and ethical partnerships, Our supplier assessment process is integral to our commitment to responsible and ethical business practices. By rigorously evaluating and partnering with suppliers who share our dedication to sustainability, we contribute to a more environmentally and socially responsible value chain. As a part of supplier association, we provide them supplier code of conduct which is also available at COMSYN website. We have conducted assessment and on-site audit for all our major raw material supplier. Together, we work towards a future where sustainability is integrated into every aspect of our operations, from sourcing to production and beyond.

S. No	Supplier Type	Supplier Name	Assessment
1	Raw Material & Master Batch	<u>Basell International Trading</u> <u>Reliance Industries Ltd.</u> <u>ONGC Petro Additions Ltd.</u> <u>Plasti bends India Ltd.</u> <u>Tibriwal Plastics Pvt.Ltd</u> <u>Rudraksh Polymers</u> <u>Satya Polyalloys LLP</u> <u>Alok Master batches Pvt. Ltd.</u> <u>Swastik Polymers</u> <u>Master plast India Pvt. Ltd</u>	100 %

Conclusion:-

COMSYN multifaceted approach to sustainability is not only forward-thinking but also aligned with the values and expectations of the modern world. By contributing to a safe and sustainable today and tomorrow for everyone, we are paving the way for a better future that benefits both our organization and the broader community. Our commitment to sustainability is a powerful force for positive change.