earthcare bags
A SUSTAINABLE LIFESTYLE

EARTH CARE BAGS

(UNIT OF PREMCHAND JUTE & INDUSTRIES PVT. LTD.)

ANNUAL REPORT 2024

A comprehensive overview of our achievements and performance for the year



Table of Contents



About the Company	5
Our Diverse Product Portfolio	6
Our Export Markets	11
Our Mission & Vision	12
Driving Sustainability, Shaping Tomorrow	13
Word from Our Visionary Leaders	14
Building a Greener Future	17
Our Compliance & Recognition	20
Our Key Corporate Information	21
Our Financial Summary	22
Process flow - from Raw Material to Finished Product	23

Table of Contents



Our Sustainability Initiatives	25
Our Sustainable Goals & Commitments	31
Challenges & Response Measures	32
Sustainable Resource Recovery and Reuse	35
Performance Reporting & KPI	38
KPI on Energy Management System	39
KPI on Water Management System	46
KPI on Waste Management System	53
KPI on Chemical Management System	62
KPI on Occupational Health & Safety Management System	66
KPI on Consumer Health & Safety Management System	74

Table of Contents



KPI on Workplace Diversity	**78**
KPI on Good Working Conditions	**81**
KPI on Employee Engagement on Social Dialogue	**85**
KPI on Career Development and Training Initiatives	**89**
KPI on Community Engagement / CSR Activity	**92**
KPI on Supplier Diversity Management	**97**
KPI on Integrity, Transparency, and Ethical Compliance	**101**

About the Company

Earth Care Bags, from the House of Premchand Jute provides a wide range of eco-friendly shopping bags – tote bags, beach/picnic bags, lunch bags, vegetable/fruit bags, bottle bags, laptop bags/sleeves, yoga mat bags, duffle bags, grocery bags, pouches etc.

Today the company is foremost in the production and export of a large variety of quality Eco-Friendly & Bio-Degradable bags made from Cotton, Canvas, Jute, Juco, Biaxially Oriented Poly Propylene (BOPP) and Poly Propylene (PP).

The company's attitude is best described by Henry Ford in his lines "Quality means doing it right when no one is looking".

Earth Care Bags, a unit of Premchand Jute & Industries, has a vision to reinvent jute – from a traditional packing material to a superior grade fashion product. Striving to create innovative, homespun, eco-friendly bags using natural fibres, we encourage conscious living. Combination of both utility and aesthetics, we conform to the “Go Green“ tradition.

Earth Care Bags is constantly experimenting with new materials to conjure possibilities in the market. With wide assortment of products, we customise bulk orders as per the client requirements.



Our Diverse Product Portfolio





PP WOVEN BAGS

At Earth Care Bags, we specialize in manufacturing and exporting high-quality PP Woven Shopping Bags that combine durability, versatility, and sustainability. Our extensive product range is designed to meet diverse customer needs while supporting eco-friendly practices.

From reusable and sustainable PP woven bags to customized branding solutions, our products provide an eco-conscious alternative to single-use plastics. With a strong commitment to quality and environmental responsibility, we deliver innovative solutions that help businesses and consumers contribute to a greener future.







Our Diverse Product Portfolio







PP NON-WOVEN BAGS

At Earth Care Bags, we specialize in creating high-quality, durable, and eco-friendly PP Non Woven Shopping Bags. As a leading manufacturer and trusted exporter in India, we are committed to delivering shopping solutions that combine practicality with environmental responsibility.

Our wide range includes reusable and sustainable bags, designed as smart alternatives to single-use plastics. We also offer customized PP Non Woven Bags for branding, helping businesses enhance visibility while showcasing their commitment to sustainability.





Our Diverse Product Portfolio





JUTE BAGS

Our extensive collection of Jute Bags is crafted from natural fibers, making them biodegradable, durable, and reusable. From everyday shopping to promotional events, our sustainable and ecofriendly jute bags serve as the perfect alternative to single-use plastics.

We also specialize in customized jute bags for branding, enabling businesses to showcase their logo and message while promoting environmental responsibility. With designs that are both functional and stylish, our jute bags are ideal for retail, corporate gifting, and promotional campaigns.







Our Diverse Product Portfolio







COTTON BAGS

Our wide range of Cotton Shopping Bags is crafted from natural, reusable, and biodegradable materials, making them a perfect alternative to single-use plastics. Designed for versatility and strength, our sustainable and ecofriendly cotton bags are ideal for daily use, retail, and promotional purposes.
We also offer customized cotton bags for branding, allowing businesses to showcase their logo and message on a product that reflects environmental responsibility. Whether for shopping, corporate gifting, or events, our cotton bags combine functionality with sustainability.









Our Diverse Product Portfolio





RPET BAGS

At Earth Care Bags, we craft durable and stylish RPET Shopping Bags from recycled PET materials—giving discarded plastic bottles a new purpose. Designed for functionality and longevity, our versatile range is ideal for eco-conscious shoppers seeking reusable, sustainable, and ecofriendly alternatives to single-use plastics.

For businesses, we offer customized RPET shopping bags for branding, enabling your logo and designs to be displayed on an eco-conscious platform. These bags not only serve as powerful marketing tools but also reflect your brand's commitment to sustainability.









Our Export Markets



At Earth Care Bags, we proudly export eco-friendly shopping solutions—including jute, cotton, RPET, PP woven, and PP non-woven bags—to over 25 countries across North America, the UK, Europe, Australia, and the Middle East. With strong manufacturing capabilities in India and globally recognized certifications, we deliver customized, sustainable, and high-quality products that meet diverse packaging needs. Backed by reliable shipping, banking, and logistics partnerships, we are committed to expanding our footprint and supporting businesses worldwide with greener alternatives.

₹ 2500 Crore	₹ 5.67 Crore	2500 Pieces
Available Market	Revenue Generated	Production Per day



Our Mission & Vision



OUR MISSION

At Earth Care Bags, our mission is to redefine the way the world approaches packaging by offering innovative, durable, and environmentally responsible alternatives to single-use plastics. As a proud unit of Premchand Jute & Industries Pvt. Ltd., we are committed to designing and manufacturing high-quality bags made from jute, cotton, RPET, PP woven, and non-woven materials that combine functionality with sustainability. Every product we create reflects our dedication to protecting the environment, empowering communities, and meeting the evolving needs of global customers. We strive to build long-term relationships with our partners by ensuring consistent quality, ethical business practices, and customer satisfaction, while at the same time actively contributing to the global movement towards sustainable living.

OUR VISION

Our vision is to establish Earth Care Bags as a global leader in eco-friendly packaging solutions and to be recognized as a trusted partner for businesses and consumers who share a commitment to sustainability. We envision a future where every bag we produce not only serves a practical purpose but also carries the message of environmental responsibility. By continuously innovating, expanding our reach in international markets, and maintaining uncompromising standards of quality, we aim to influence a worldwide shift towards greener choices. Ultimately, our vision is to create a legacy where Earth Care Bags stands as a symbol of positive change, empowering individuals and organizations to contribute to a cleaner, healthier, and more sustainable planet for generations to come.

Driving Sustainability, Shaping Tomorrow

"A promise of sustainability, a step towards reducing waste, and a commitment to protecting our planet for future generations."



At Earth Care Bags, we are committed to building sustainable value by combining innovation, responsibility, and care for the environment. Our immediate priorities focus on creating long-term impact while ensuring that our business, people, and communities grow together.

We are dedicated to investing in the long-term growth and development of our business, while continually minimizing our contribution to climate change with the philosophy of working for a greener tomorrow. Our approach emphasizes inventive, innovative, and advanced solutions that align with our customers' needs, delivering cutting-edge products that offer exceptional value. We are deeply committed to creating and sustaining meaningful employment, embracing diversity, and fostering a workplace where opportunities are available for all. The safety and well-being of our employees and contractors remain at the heart of our operations, as we believe people are our greatest strength.

We engage in the responsible sourcing of raw materials and efficient use of natural resources, ensuring the protection of ecosystems and biodiversity. By enhancing the eco-efficiency of our products and improving resource efficiency across the life cycle, we strive to make every product a step towards sustainability. We also take pride in contributing to the growth and development of communities around us, ensuring that our impact extends beyond business to create positive change for society and the planet.

Word from Our Visionary Leaders



Mr. Vishnu Kumar Churiwal
Director

Mr. Vishnu Kumar Churiwal, Group Chairman of Premchand Jute & Industries Pvt. Ltd., brings with him over four decades of invaluable experience in the jute industry. A visionary leader and seasoned entrepreneur, he has been instrumental in shaping the company's journey from a traditional jute enterprise into a forward-looking, sustainability-driven organization with a global footprint.

Under his guidance, Earth Care Bags has embraced the philosophy of "business with responsibility," ensuring that every product contributes to the larger goal of environmental preservation. His deep understanding of the jute sector, coupled with his strategic foresight, has enabled the company to harness India's strengths as one of the leading producers of natural fibers and transform them into innovative, eco-friendly packaging solutions.

His unwavering commitment to sustainability has positioned Earth Care Bags as a trusted partner in the global movement towards greener alternatives. By promoting the use of jute, cotton, and other natural fibers, he has actively championed the reduction of plastic dependency while creating meaningful opportunities for communities engaged in traditional craftsmanship.

Word from Our Visionary Leaders

Mr. Siddhartha Churiwal, Director at Earth Care Bags represents the next generation of leadership in the company. An MBA graduate with strong business acumen, he oversees the critical functions of raw material procurement and production at the mill. His role ensures that the company's manufacturing processes remain efficient, cost-effective, and aligned with global sustainability standards.

With a keen understanding of market dynamics and supply chain optimization, Mr. Churiwal has been instrumental in integrating sustainability into day-to-day operations. By carefully sourcing raw materials and promoting eco-friendly practices within production, he ensures that the company minimizes waste, reduces its environmental footprint, and consistently delivers products of the highest quality.

As a young leader, he brings fresh perspectives and innovative strategies to the business, balancing tradition with modernity. His focus on responsible sourcing and sustainable manufacturing not only strengthens the company's position in global markets but also reinforces Earth Care Bags' mission to offer environmentally conscious alternatives to single-use plastics.



Mr. Siddhartha Churiwal
Director



Word from Our Visionary Leaders



Mr. Vishal Churiwal
Director

Mr. Vishal Churiwal, Director at Earth Care Bags, brings a strong financial and strategic perspective to the company, having completed his Master's in Finance. He leads the company's exports and sales operations, ensuring that Earth Care Bags' high-quality and eco-friendly products reach global markets efficiently and responsibly.

Under his leadership, the company has expanded its international footprint to over 25 countries, promoting sustainable alternatives to single-use plastics and supporting the global transition to environmentally conscious packaging. He emphasizes responsible business practices in all sales and export operations, aligning commercial growth with sustainability objectives.

His contribution to the company's sustainability mission is reflected in the careful selection of partners, adherence to international environmental standards, and promotion of eco-friendly products worldwide. By combining strategic financial oversight with a commitment to environmental responsibility, Mr. Vishal Churiwal plays a pivotal role in ensuring that Earth Care Bags not only achieves business success but also contributes meaningfully to a greener and more sustainable future.

Building a Greener Future

Established in September 2023 as a part of Premchand Jute & Industries Pvt. Ltd., Premchand Jute & Industries Pvt. Ltd. carries forward the 95-year legacy of excellence, craftsmanship, and innovation that the parent group has nurtured in the jute and textile industry.

Though a newly founded entity, Earth Care Bags is guided by directors with decades of combined experience, a clear vision, and a commitment to making the company a leader in sustainable packaging. Our mission is to harness the versatility of jute, cotton, RPET, PP woven, and non-woven materials to create high-quality, durable, and environmentally responsible bags that meet the diverse needs of global markets.

Strategically positioned to leverage India's rich natural fiber resources, Earth Care Bags combines modern manufacturing practices with a deep respect for traditional craftsmanship. From the selection of raw materials to the delivery of finished products, we adhere to stringent quality and sustainability standards, ensuring every bag contributes positively to the environment.

With an ambition to expand both domestically and internationally, Earth Care Bags is focused on innovation, customer satisfaction, and sustainable growth. The company's forward-looking approach includes responsible sourcing, efficient production, and initiatives to reduce environmental impact, reflecting our commitment to the planet, our employees, and the communities we serve.

Guided by the expertise of its experienced directors and the legacy of Premchand Jute & Industries, Earth Care Bags is poised to build a future where sustainability, quality, and innovation define every product we deliver, and where every bag carries a message of care—for both people and the planet.



Carrying Forward a Legacy; while Crafting a Sustainable Future

Building a Greener Future



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Sustainability, Responsibility, and Excellence – Earth Care Bags brings together eco-conscious practices, global compliance, and superior quality to create packaging solutions that makes a difference."

Our Compliance & Recognition



Our Key Corporate Information

LEADERSHIP & DEPARTMENT HEADS	**Business Operations** – Mr. Vishal Churiwal **Finance & Administration** – Mr. Nilanjan Bardhan **Human Resource (HR)** – Mr. Santanu Adhikary **Factory Operations** – Mr. Prem Kumar Shaw **Merchandising** – Mrs. Ishita Churiwal & Ms. Akanshaa Bhargava **Sales & Marketing** – Mr. Ravi Prakash & Mr. Biswajit Das **Design & Development** – Mr. Nilanta Das
BANKERS	**Union Bank of India**
REGISTERED OFFICE	7th Floor, 16 A, Brabourne Road, Next to Tea Board of India, Chitpur, Barabazar Market, Kolkata, West Bengal – 700001, India **Phone:** +91 98305 41188 **Email:** vishal@premchandjute.com **Website:** www.earthcarebags.com
FACTORY	Chengail, Chakashi, Howrah – 711037, West Bengal, India **Phone:** +91 62021 94873 **Email:** exports@earthcarebags.com



Our Financial Summary

Earth Care Bags, a unit of Premchand Jute & Industries Pvt. Ltd., recorded strong performance in its second year of operations, supported by growing exports and increasing global acceptance of sustainable packaging solutions.

Performance Overview

- In FY 2024–25, Earth Care Bags achieved a turnover of ₹567.92 Lakhs, reflecting an increase from ₹437.57 Lakhs in FY 2023–24.
- Net Profit for the year stood at ₹163.25 Lakhs, driven by robust export performance and operational efficiency.
- Total Expenses amo unted to ₹404.67 Lakhs, reflecting investments in scaling production capacity, strengthening export operations, and enhancing workforce engagement.

Future Outlook

Earth Care Bags aims to further strengthen its market presence through capacity expansion, automation, and eco-friendly product innovation

Total Revenue
₹ 567.92
Lakhs

Total Profit
₹ 163.25
Lakhs

Total Expences
₹ 404.67
Lakhs

Revenue Target
40 %

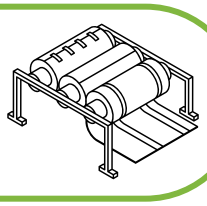
Achieved Target
30 %

The Company is also committed to enhancing its sustainability initiatives, responsible sourcing, and certification portfolio to meet the evolving expectations of global customers.

From Raw Material to Finished Product

STEP 1

Raw Material Procurement



We carefully source high-quality jute, cotton, and other eco-friendly fabrics from approved suppliers, ensuring compliance with sustainability and social responsibility standards.

STEP 2

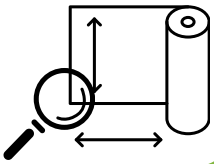
Sampling & Mockup



Our design and development team creates samples and mockups, based on customer requirements, ensuring precision in style, size, and finishing before bulk production begins.

STEP 3

Inspection of Raw Materials



Every batch of Raw materials and accessory is thoroughly inspected for defects, strength, and consistency against the QAP to maintain Strict Quality Control standards.

STEP 4

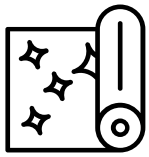
Cutting



Materials are accurately cut using manual and semi-automatic techniques, as per the approved patterns and measurements, to minimize wastage and maximize efficiency.

STEP 5

Surface Ornament (Embroidery, Printing)

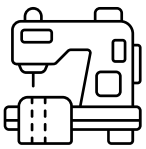


As per customer requirement, Jute or fabrics are decorated with embroidery, Screen printing, or Digital printing using eco-friendly inks and dyes, enhancing product aesthetics.

From Raw Material to Finished Product

STEP 6 **Stitching**

Skilled operators stitch the cut and printed panels into finished Product using advanced sewing machines, ensuring strength, durability, and neat finishing.



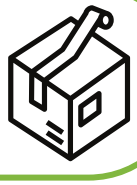


Final Inspection **STEP 7**

Each Finished product undergoes a detailed inspection to check Stitching accuracy, Print quality, Measurements, and Finishing, ensuring only defect-free products proceed further.

STEP 8 **Packing**

Q.C. Approved products are carefully packed using recyclable materials, maintaining product integrity during storage and transit while adhering to sustainable practices.



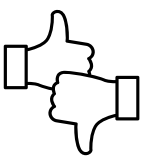


Dispatch **STEP 9**

Packed goods are labeled and dispatched to customers worldwide, with proper logistics coordination to ensure timely delivery.

STEP 10 **Customer Feedback**

Post-delivery, customer feedback is collected and analyzed to continuously improve product quality, processes, and service efficiency.



Our Sustainability Initiatives

Earth Care Bags has firmly anchored its operations in the principles of sustainability, social responsibility, environmental stewardship, and continuous improvement. Over its formative years and especially in the FY 2024-2025 period, the company has stepped up multiple initiatives designed to minimize environmental impact, enhance resource efficiency, protect human rights, and foster community well-being. Below are the key initiatives, results, and future directions.



1. Sustainable Material Sourcing & Raw Material Recovery

- Use of Natural & Recycled Fibres: Earth Care Bags sources materials such as jute, cotton, RPET, PP woven and non-woven fabrics. By using recycled feedstock (especially RPET) and waste fibres where possible, the company reduces reliance on virgin synthetic materials. The company promotes awareness of the environmental advantages of such materials on its blogs and channels: for example in posts like “Sustainable Bags: How to Make the Right Choice” and “From Ancient Fibres to a Sustainable Tomorrow”.
- Raw Material Recovery & Reutilization: Off-cuts, trimmings and remnants from fabrics (especially jute and cotton) are collected and redirected for reuse or recycling. Non-woven and PP woven offcuts are also processed through certified recyclers. This helps in reducing waste and promotes a circular economy approach.
- Certifications & Factory Standards: The website refers to a “100% Certified Factory,” indicating adherence to environmental, quality, and possibly social responsibility standards. This also implies robust internal audits, inspections, and compliance with recognized norms.

Our Sustainability Initiatives

Sustainable Growth Through Energy Optimization, Waste Control, & Environmental Care



2. Energy, Waste, and Environmental Efficiency

- **Energy Conservation Training & Management:** Regular training for employees on energy management and conservation ensures that staff are aware of best practices for reducing energy consumption in processing, fabric handling, and other operations. Over FY 2024-25, this training was delivered twice to all employees.
- **Waste Management:** The company has instituted trainings and standard procedures for managing waste — fabric scraps, packaging waste, and other manufacturing by-products. Strategies include segregation, recycling, and channeling usable waste to external recyclers.
- **Chemical Usage & Safe Handling:** For employees who work directly with hazardous substances, special training sessions were conducted. This includes safe use, storage, emergency actions, and reducing harmful environmental discharge.

Our Sustainability Initiatives

3. Social Responsibility & Human Rights

- **Workers' Rights, Harassment, Discrimination:** Earth Care Bags emphasizes training across all employees on issues such as child labor, forced labor, human trafficking, discrimination, harassment — ensuring that the workforce is educated, aware, and compliant with ethical norms.
- **Health, Safety, & Emergency Preparedness:** The company has put in place training for emergency action plans, health & safety risk assessment (particularly for Health & Safety team), and broader safety procedures for all employees.



- **Career & Skill Development:** Beyond compliance training, Earth Care Bags invests in skill development and career growth. Workshops or sessions on career management, technical skills, design development, sustainability awareness, etc., were held (twice a year), supporting employee morale and capability.

Our Sustainability Initiatives



4. Outreach, Awareness & Branding

- **Customer & Market Education:** Through its website and blog posts (for example: "Why Sustainable Bags Are Essential for a Greener Future", "The Green Revolution in Your Hands"), Earth Care Bags shares knowledge about sustainable choices, eco-friendly materials, and the importance of reducing plastic waste.
- **Participation in Trade Events:** The company participates in industry fairs and expos (e.g., Bharat Tex 2025), showcasing its sustainable collection. This helps raise awareness, create demand, and connect with partners committed to sustainability

Our Sustainability Initiatives



Turning Gaps into Growth Opportunities

Improvement is a continuous journey. By recognizing our gaps in areas like waste reduction, health and safety, and automation, we are laying the foundation for more resilient, efficient, and future-ready operations.

5. Challenges & Areas for Improvement

- Some targets, such as wastage reduction (%), were not fully met in FY 2024-25, showing room for improvement in process efficiency and material usage.
- Employee health & safety risk assessment training is currently limited to the H&S team — broader expansion to all employees is an area to strengthen.
- Greater automation and investment in eco-friendly technologies are in planning stages but not yet fully operational — this will require capital investment and capability building.

Our Sustainability Initiatives

Driving Change with Purpose

Our Sustainable Goals & Commitments for a Greener Financial year 2025-2026



At Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.), sustainability is not merely a guiding principle that shapes our decisions but the very foundation upon which we envision our long-term growth, resilience, and relevance in a rapidly changing world. As we step into the financial year 2025–2026, we acknowledge the ever-growing responsibility that rests on us—not only to continue the journey we began but also to expand the scale of our impact, deepen the scope of our commitments, and strengthen our alignment with recognized global sustainability benchmarks and best practices. Building meaningfully upon the progress and milestones achieved during 2024–2025, we have carefully charted out ambitious, practical goals that go beyond compliance to reflect our genuine dedication to environmental stewardship, employee well-being, and community development. With this renewed vision, we strive to integrate sustainability into every part of our operations, empower workforce with opportunities for growth, and contribute to a healthier planet and a more equitable society for generations to come.

Our Sustainability Initiatives

Our Sustainable Goals & Commitments for FY 2025–2026



Environmental Sustainability : We will cut production waste by 10%, reduce energy use per unit by 5%, and lower freshwater consumption by 10%. Renewable energy integration will begin with solar feasibility studies, and all shipments will shift to biodegradable, recyclable packaging.

Employee Growth, Health & Safety : Every employee will receive safety training, with a strong push toward "zero lost-time accidents." Each employee will also undergo 12 hours of skill development annually, supported by new welfare, inclusivity, and recognition initiatives.

Sustainable Product Innovation : We will develop new blends of jute, cotton, RPET, and biodegradable fibers, launching at least three sustainable product categories. Internal product assessments will ensure life cycle eco-efficiency.

Community Development & Social Responsibility : Local raw material sourcing will support rural livelihoods and reduce carbon miles. We will conduct at least two CSR programs on education, healthcare, or women's empowerment while reinforcing fair labor and human rights practices.

Governance & Global Alignment : We will publish a comprehensive sustainability report aligned with ESG and BRSR frameworks, pursue new global certifications, and collaborate with stakeholders to meet international sustainability expectations.

Challenges & Response Measures

At Earth Care Bags, we recognize that sustainability is not only an operational necessity but also a strategic driver of long-term business value. As a responsible manufacturer of eco-friendly bags, we understand that our success depends on the balance between environmental stewardship, social responsibility, and strong governance practices.

To this end, we have identified a set of key environmental, social, and governance (ESG) issues that are material to our operations and directly influence our growth, brand reputation, and the trust we build with stakeholders. These issues were carefully assessed considering their relevance to the bag manufacturing industry, the evolving expectations of customers, employees, regulators, and communities, as well as alignment with global sustainability benchmarks such as ESG frameworks, BRSR, and international best practices.

We are fully committed to addressing these issues in a proactive and structured manner. This involves implementing effective risk mitigation measures, strengthening compliance with international standards, and embedding continuous improvement across our operations. Through this approach, we aim not only to reduce potential risks but also to identify and leverage opportunities that contribute to greater innovation, efficiency, and positive social impact.

The rationale for identifying these issues—together with our action plans, financial implications, and potential opportunities for growth and impact—is presented in a structured format in this report. This transparency reflects our ongoing dedication to responsible business conduct and our contribution to building a more sustainable future.



Challenges & Response Measures

ISSUE	WHY IT MATTERS TO THE BUSINESS (RISK)	OUR ACTIONS TO MITIGATE THE RISK	POTENTIAL FINANCIAL IMPACT FROM THE RISK	LEVERAGE OPPORTUNITIES FROM THE RISK
Climate Change & Carbon Emissions	*Extreme weather and carbon regulations may disrupt raw material supply and increase operational costs.*	*Monitoring and reducing GHG emissions as per ISO 14064-1; adopting cleaner production practices.*	*Increased production costs and loss of market access if non-compliant.*	*Positioning as a climate-conscious brand; attracting green investors.*
Waste Management	*Improper disposal of waste may lead to environmental damage and legal penalties.*	*Implementing waste segregation and recycling programs in all units.*	*Regulatory fines and increased disposal costs.*	*Improving efficiency and brand image through circular practices.*
Water Usage & Conservation	*Overuse of water can strain local resources and increase production costs.*	*Following the water conservation plan and installing a rainwater harvesting systems.*	*Higher utility bills and potential regulatory limits on water usage.*	*Reducing costs and improving community relations through conservation.*
Labor Rights & Fair Wages	*Violation of labor rights may lead to reputational damage and loss of certifications.*	*Strict adherence to Fair Trade and BSCI principles; regular social audits.*	*Loss of business contracts and export orders.*	*Enhancing brand loyalty and meeting global buyer expectations.*
Health & Safety of Workers	*Unsafe working conditions may cause accidents, legal issues, and productivity loss.*	*Following ISO 45001 standards; conducting regular safety training and inspections.*	*Medical costs, downtime, and legal liability.*	*Creating a culture of safety and boosting employee morale.*
Supply Chain Transparency	*Lack of transparency can lead to loss of trust and business with international clients.*	*Mapping and auditing suppliers; promoting ethical sourcing practices.*	*Loss of key customers and damaged brand reputation.*	*Building competitive advantage through ethical transparency.*
Energy Consumption	*High energy use increases operational costs and carbon footprint.*	*Investing in energy-efficient equipment and monitoring via ISO 50001 framework.*	*Rising energy costs impacting profit margins.*	*Reducing long-term operational costs and emissions.*

Challenges & Response Measures

ISSUE	WHY IT MATTERS TO THE BUSINESS (RISK)	OUR ACTIONS TO MITIGATE THE RISK	POTENTIAL FINANCIAL IMPACT FROM THE RISK	LEVERAGE OPPORTUNITIES FROM THE RISK
Compliance with International Standards	*Non-compliance may result in penalties, loss of export licenses, and customer trust.*	*Maintaining certifications like ISO 9001, ISO 14001, ISO 27001, and others.*	*Financial penalties, loss of certifications, and halted shipments.*	*Enhancing credibility and expanding into new certified markets.*
Customer Demand for Sustainability	*Sustainability is becoming a key purchasing criterion for global customers.*	*Developing new sustainable product lines; showcasing certifications to build trust.*	*Loss of market value and revenue from eco-conscious buyers.*	*Tapping into premium markets and eco-conscious customers.*
Packaging & Material Efficiency	*Inefficient packaging increases costs and waste, impacting both margins and environmental impact.*	*Optimizing raw material use; using recyclable and biodegradable materials.*	*Increased costs due to material waste and customer dissatisfaction.*	*Reducing material costs & promoting sustainable packaging solutions.*
Diversity and Inclusion	*Lack of diversity and inclusive practices can hinder innovation, affect employee morale, and create reputational risks, especially when working with global clients.*	*Promoting equal opportunities across hiring, training, and advancement; building an inclusive work environment with regular sensitization programs.*	*Limit access to global contracts, reduce team productivity, and increase turnover-related costs.*	*Fostering innovation and attracting global partners who prioritize workplace equality and social impact.*
Human Rights	*Violations or lack of clear human rights policies can result in reputational damage, legal issues, and loss of trust among international partners and stakeholders.*	*Adhering to international human rights frameworks such as BSCI, and Fair Trade; implementing grievance mechanisms and conducting regular social audits.*	*Human rights violations can lead to contract cancellations, legal penalties, increased audit failures, and exclusion from responsible sourcing programs.*	*Enhancing brand image, gaining investor confidence, and expanding market access through demonstrated commitment to ethical practices.*

Sustainable Resource Recovery and Reuse

At Earth Care Bags, our approach to sustainability goes beyond producing eco-friendly packaging solutions—it extends into how we use and reuse raw materials within our operations. We recognize that efficient raw material management is vital for reducing waste, conserving resources, and ensuring long-term value creation.

Our production process for jute, cotton, RPET, PP woven, and non-woven bags generates some inevitable offcuts and trimmings. Instead of treating them as waste, we have implemented systems for recovery and reutilization:

- **Jute & Cotton Offcuts:** Collected and reused for smaller utility products or sold to recyclers who convert them into secondary raw fibers.
- **RPET Materials:** Each RPET bag made contributes to diverting post-consumer plastic bottles from landfills and oceans, giving plastic waste a renewed life.
- **Non-Woven & PP Woven Offcuts:** Systematically segregated and redirected to authorized recycling partners.

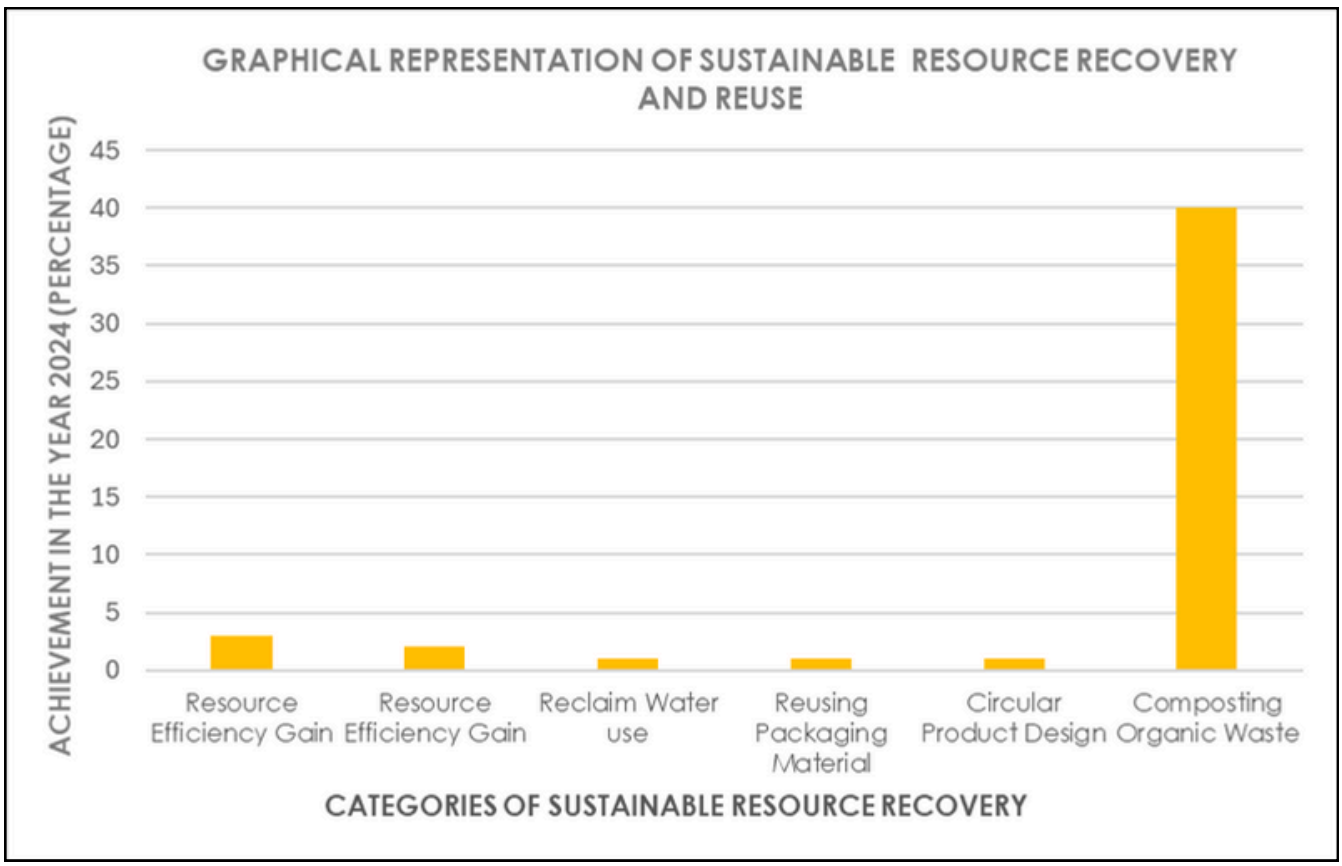
These practices support our long-term goal of moving towards a zero-waste production cycle, embedding circular economy principles into our operations.



Sustainable Resource Recovery and Reuse

Key Performance Indicators (KPIs) & Achievements (2024–25)

1. **Material Recovery Rate:** 3% of total raw material used in production was recovered and reutilized.
2. **Resource Efficiency Gain:** Reduction of raw material wastage by 2% in FY 24.
3. **Reclaimed Water Use:** About 1% of waste water is reused in gardening and cleaning purposes.
4. **Reusing Packaging Material:** About 1% of Reuse carton boxes, plastic liners, and other packaging components within the facility or in outward logistics is utilised.
5. **Circular Product Design:** Designing of about 1% of jute bags that can be easily disassembled and repurposed into other useful products at the end of their life cycle.
6. **Composting Organic Waste:** Composting 40 % canteen organic waste to generate manure for in-house landscaping or local agriculture.



Sustainable Resource Recovery and Reuse

Future Focus for Sustainable Resource Recovery & Reuse:

Closed-Loop Manufacturing Systems:

- Develop fully circular systems where jute waste is continuously collected, processed, and reintegrated into new production cycles.

Advanced Waste Segregation and Tracking:

- Use digital tools (like QR tagging or IoT sensors) to monitor waste generation and recovery efficiency across departments.

Investment in Green Technologies:

- Adopt energy-efficient machinery, advanced water treatment systems, and bio-based chemical substitutes for sustainable production.

Development of High-Value Recycled Products:

- Innovate new product lines using recovered jute fibers — such as eco-friendly composites, fashion accessories, or décor materials.

Data-Driven Sustainability Reporting:

- Regularly measure and report on waste recovery, reuse rates, and environmental savings to track performance and attract eco-conscious buyers.

Research and Collaboration:

- Partner with research institutes to explore new technologies in jute fiber recovery, biodegradable coatings, and waste valorization.



Performance Reporting & KPI

At Earth Care Bags, we recognize that Ethics and Integrity form the foundation of our governance framework. Our ESG reporting includes a strong focus on these principles, highlighting the systems and mechanisms we have established to prevent corruption, manage conflicts of interest, and safeguard data privacy and cybersecurity.

Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.) commenced its operations in September 2023, and hence, all reporting data presented in this report pertains to the year 2024, which has been designated as the baseline year for performance evaluation. Based on the performance outcomes and observations from 2024, targets for the year 2025 have been strategically established to drive continuous improvement across all key performance areas. These targets serve as benchmarks for monitoring progress and assessing the effectiveness of implemented initiatives.

The KPIs Report reflects the baseline performance for 2024 along with the corresponding targets for 2025. As of this reporting period, the actual performance data for 2025 has not yet been measured. The evaluation and verification of achievements against the defined 2025 targets will be undertaken upon completion of the 2025 performance cycle.

Together, these ESG KPIs present a transparent and measurable view of our non-financial performance and guide our long-term sustainability roadmap. By maintaining a data-driven and accountable approach, Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.) reaffirms its commitment to being a responsible, ethical, and environmentally conscious organization that contributes positively to the industry and society as a whole.



Performance Reporting & KPI

KPI ON ENERGY MANAGEMENT SYSTEM

At Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.), energy management forms an integral part of our Environmental and Sustainability objectives. Our Energy Management System (EMS) is designed to minimize environmental impacts, enhance operational efficiency, and promote responsible energy consumption across all manufacturing processes. We have implemented structured measures to monitor, analyze, and reduce energy usage throughout our operations. These initiatives are aligned with our broader sustainability goals under the ISO 14001 (Environmental Management System), ISO 50001 (Energy Management System), and ISO 14064-1:2014 (Greenhouse Gas Accounting and Verification) standards.

Through these certifications, we ensure a systematic and verifiable approach to energy conservation, GHG reduction, and continuous improvement in environmental performance.



Environmental Concerns, Energy & GHG Conservation

We acknowledge the direct relationship between energy consumption and environmental impact, particularly in relation to greenhouse gas (GHG) emissions. To address these concerns, we have adopted a proactive approach focusing on the following:

- Use of LED lighting systems to reduce idle energy consumption in the factory.
- Preventive maintenance of Electrical equipment to enhance operational efficiency.
- Installation of energy-efficient machinery to reduce power consumption.
- Regular monitoring of electricity usage to identify potential areas of energy saving.
- Reduction of Scope 2 GHG emissions through cleaner energy sources and better process control.
- Training and awareness programs for employees to promote energy conservation.

Performance Reporting & KPI

KPI ON ENERGY MANAGEMENT SYSTEM

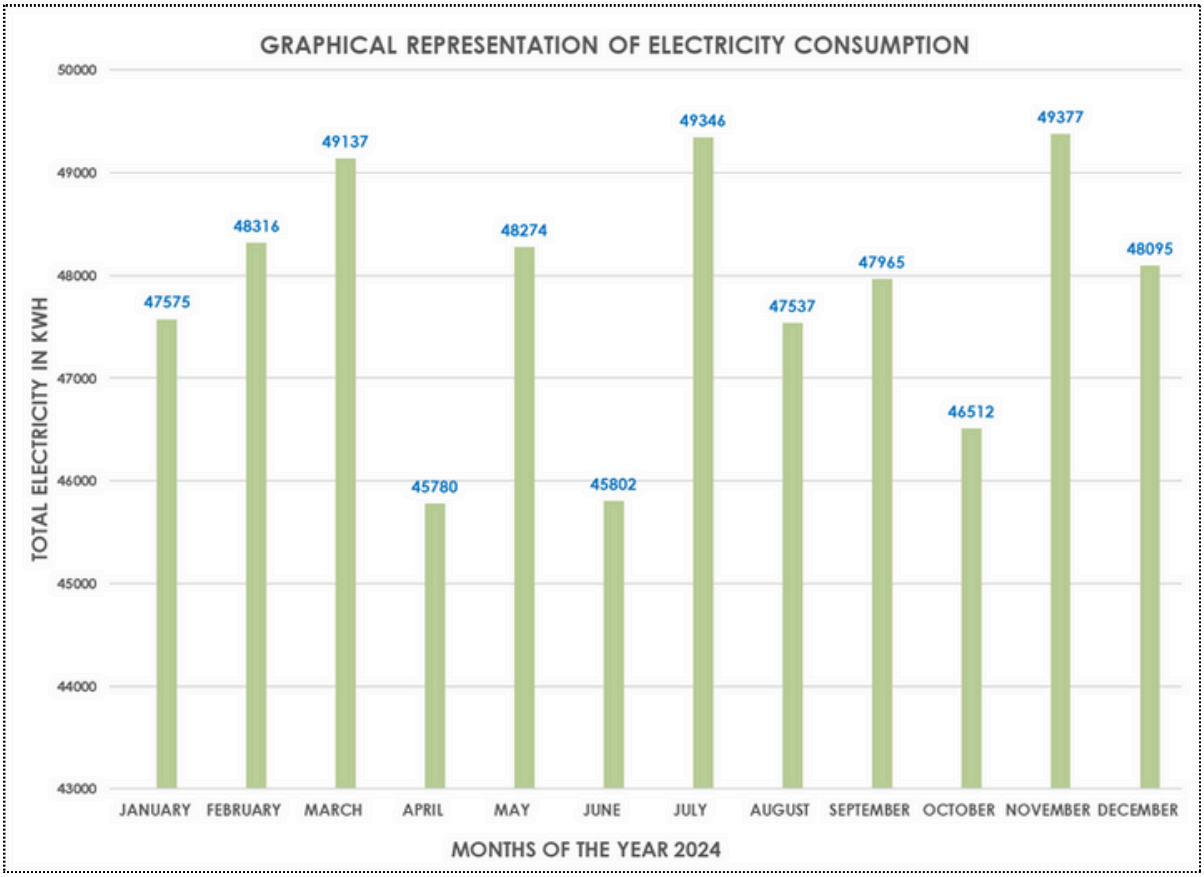
Energy Consumption Summary (2024)

Category	Description	2024 Performance	2025 Target	Unit	Remarks
Electricity Consumption	Total grid electricity used	573716	-4%	kWh	Based on monthly Electric bills
Fuel Consumption	Diesel, petrol, or LPG usage	0	-	Litre	No generators or company vehicles is used.
Energy Intensity	Energy used per unit of production	2.45	-2%	MJ/unit	Used for benchmarking improvement
Total Energy Consumption	Combined energy from all sources	573716	-5%	MJ/unit	Based on Total Consumption

MONTH	ENERGY CONSUMPTION		
	PRODUCTION	KWH	MJ
JANUARY	71,365	47575	171270
FEBRUARY	67,544	48316	173938
MARCH	73,218	49137	176893
APRIL	73,453	45780	164808
MAY	73,242	48274	173786
JUNE	79,338	45802	164887
JULY	62,991	49346	177646
AUGUST	63,415	47537	171133
SEPTEMBER	66,181	47965	172674
OCTOBER	76,462	46512	167443
NOVEMBER	68,055	49377	177757
DECEMBER	68,530	48095	173142
TOTAL	**843,794**	**573716**	**2065378**
ENERGY CONSUMPTION PER PIECE OF PRODUCTION IN MJ		2.45	

Performance Reporting & KPI

KPI ON ENERGY MANAGEMENT SYSTEM



At Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.), energy management forms an integral part of our Environmental and Sustainability objectives. Our Total production of bags was 8,43,794 pieces against total Energy Consumption of 573716 KWH / 20,65,378 MJ.

As per the data calculated, below are the points observed:

1. The highest production is 79,338 pieces and Energy consumption per piece during this month is efficient compared to other months.
2. The highest energy consumption was 49,137 kWh in the month of March due to increased machine usage or overtime.
3. The lowest energy consumption was 45,802 kWh in the month of June despite the highest production, showing better energy efficiency.

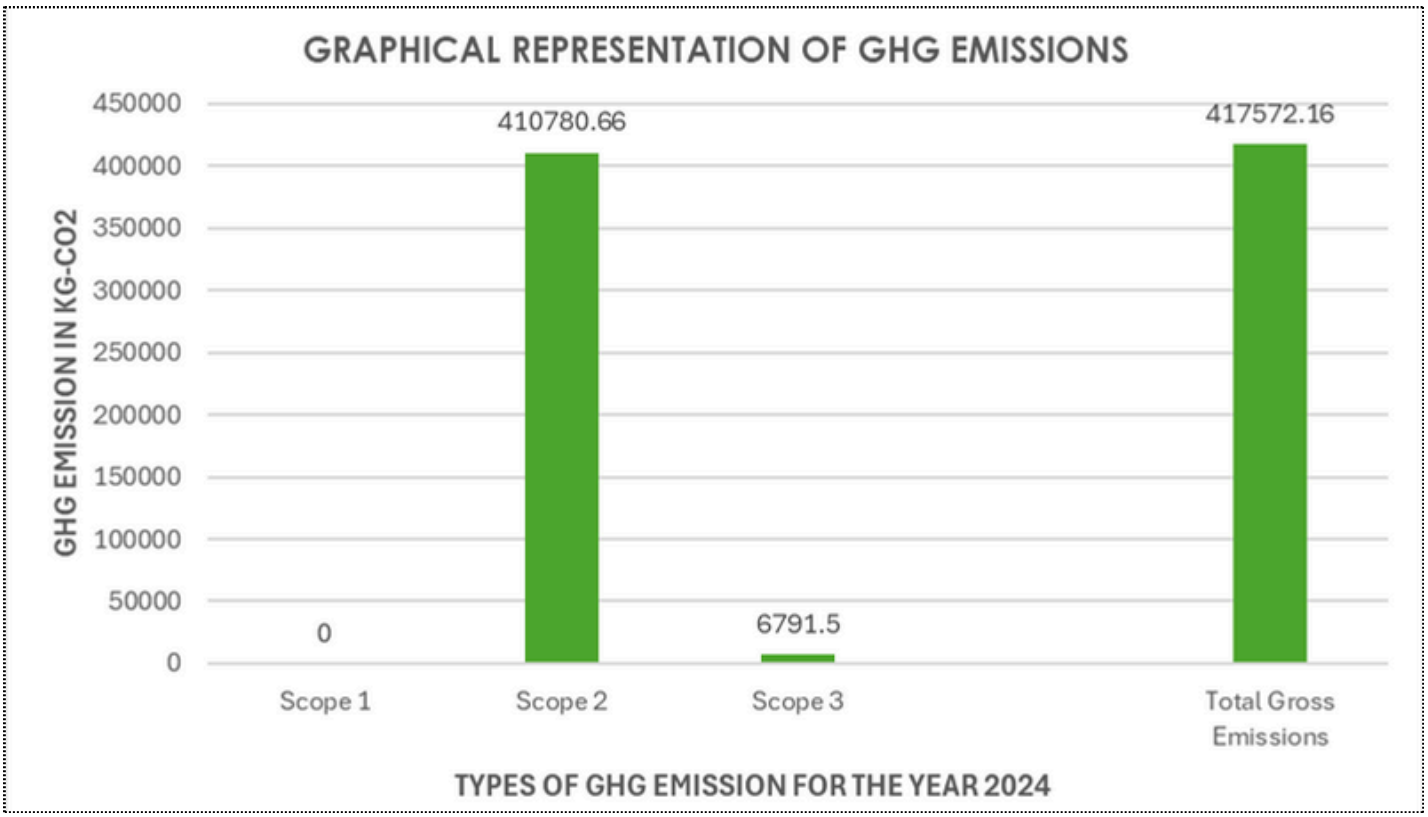
Performance Reporting & KPI

KPI ON ENERGY MANAGEMENT SYSTEM

GHG Emissions Summary

Our GHG data for 2024 has been verified by an independent third-party auditing body as per ISO 14064-1:2014 requirements, ensuring accuracy and compliance with international standards.

Emission Category	Source	2024 Performance	2025 Target	Unit	Remarks
Scope 1	Not Applicable	0	--	--	No use of Generators or Company vehicles
Scope 2	Indirect emissions from purchased electricity	410780.66	-4%	$KgCO_2e$	Based on monthly Electric bills
Scope 3	(employee commuting, supplier logistics, waste	6791.5	-4%	$KgCO_2e$	Estimated using activity data
Total Gross Emissions	Combined Scope 1 + 2 + 3	417572.16	-6%	$KgCO_2e$	Verified by third-party auditor



Performance Reporting & KPI

KPI ON ENERGY MANAGEMENT SYSTEM

GHG Emissions Summary

As per the data uploaded:

- Total Quantity (Products Shipped): 843,794 pieces
- Total Number of Shipments: 78
- Total Distance Covered: 7,990 Km
- Total Carbon Emission (Annual): 6,791.50 Kg-CO2 (6.79 Ton-CO2)
- Per Unit Emission (2024): 0.008 Kg of CO2 per product piece.

Emission Factors and Calculation

- The calculation uses a consistent GHG Emission Factor of 0.85 across all 12 months, suggesting a single transportation mode or a blended factor.
- The Total Carbon Emission for each month is calculated based on the Quantity (Products in Pieces), Number of Shipments, Distance Covered, and the GHG Emission Factor.

Monthly and Location Analysis

- Highest Emission Month: June recorded the highest emissions (780.3 Kg-CO2) with the highest quantity shipped (79,338 pieces) and the longest distance covered in a single month (918 Km) over 9 shipments.
- Lowest Emission Month: November recorded the lowest emissions (353.6 Kg-CO2) with the lowest number of shipments (4) and the shortest total distance covered (416 Km).
- Location: Shipments are categorized into two primary locations:
  - **KOLKATA PORT:** Used from January through August.
  - **AIRPORT:** Used from September through December

Performance Reporting & KPI

KPI ON ENERGY MANAGEMENT SYSTEM

GHG Emissions Summary

The data indicates a clear shift in the shipping location/method from a Port (likely sea or land freight) in the first two-thirds of the year to an Airport (likely air freight) in the last four months. Although the GHG Emission Factor remains the same **(0.85)**, the distance covered and the resulting emissions per shipment appear to be more varied month-to-month compared to the consistency observed in the first few months.

KPI Category	Indicator	2024 Performance	2025 Target	Unit	Remarks
Energy Intensity	Energy consumed per unit of production	**2.45**	-2%	MJ/Unit	Efficiency improvement target maintained
GHG Intensity	GHG emissions per unit of production	**0.498**	-6%	KG-CO2/Unit	Tracking Scope 2 & 3 emissions
Renewable Energy Use	% of renewable energy in total consumption	**0**	-2%	--	Explore rooftop solar potential
Energy Efficiency Initiatives	No. of initiatives implemented	**2**	-5%	Nos	Machinery optimization & LED installation
Awareness Training Conducted	No. of employee training sessions on energy conservation	**38**	100%	Nos	Conducted through toolbox talks

Performance Reporting & KPI

KPI ON ENERGY MANAGEMENT SYSTEM

Continuous Improvement and Future Targets

Earth Care Bags is committed to continually enhancing its energy and environmental performance. Future goals include:

- Implementation of real-time energy monitoring systems.
- Expansion of renewable energy sources, including rooftop solar installation.
- Reduction of overall energy consumption by **25 %** by **2029.**
- Reduction of Scope 2 GHG emissions by **20 %** by **2029.**
- Reduction of Scope 3 GHG emissions by **20 %** by **2029.**
- Continuing periodic third-party verification of GHG data as per ISO 14064-1:2014.



Our Energy Management System demonstrates the company's ongoing commitment to environmental responsibility and sustainability. By integrating ISO 14001, ISO 50001, and ISO 14064-1:2014 frameworks, Earth Care Bags has established a strong foundation for energy efficiency, GHG reduction, and continuous improvement.

Through disciplined monitoring, verification, and innovation, we aim to achieve long-term sustainability goals that contribute to both organizational excellence and global environmental conservation efforts.

Performance Reporting & KPI

KPI ON WATER MANAGEMENT SYSTEM



Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd), recognizes water as a vital natural resource and is committed to ensuring its responsible use and conservation. Though the operations do not involve water-intensive manufacturing processes, sustainable water management remains a core environmental objective under the company's Environmental Management System (ISO 14001) & Energy & Sustainability programs (ISO 50001, ISO 14064-1).

This Report outlines the organization's performance, monitoring, & continuous improvement initiatives concerning water consumption, water quality, and water stress management.

Nature of Water Use at Earth Care Bags

The facility does not use water in any production or manufacturing process. Water is used only for domestic and maintenance purposes, which include:

1. Drinking and sanitation
2. General housekeeping (floor cleaning, dust control, general sanitation)
3. Cleaning of chemical storage area (to maintain hygiene and safety)
4. Cleaning of printing screens and related tools
5. Washroom and sanitation facilities for workers and staff

There are no wet processes or production activities that consume significant amounts of water.

Water Sources and Supply

- **Primary Source:** Municipal supply / Borewell / Tanker water
- **Annual Water Consumption for CY 2024:** 103526 Liters
- **Average Daily Consumption CY 2024:** 104 Liters

All water withdrawal and consumption data are recorded and monitored as part of the Environmental Management System (EMS) for continual improvement.

Performance Reporting & KPI

KPI ON WATER MANAGEMENT SYSTEM

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This Report outlines the organization's performance, monitoring, & continuous improvement initiatives concerning water consumption, water quality, and water stress management.

Below data attached to show monthly consumption for CY 2024:

MONTH	EMPLOYEES	DOMESTIC WATER CONSUMPTION PER MONTH (L)	DOMESTIC WATER CONSUMPTION (L) PER EMPLOYEE	DOMESTIC WATER CONSUMPTION (L) PER DAY
JANUARY	40	8301	208	8
FEBRUARY	38	8850	233	9
MARCH	37	8928	241	9
APRIL	38	8771	231	9
MAY	35	8752	250	10
JUNE	40	8399	210	8
JULY	39	8994	231	9
AUGUST	42	8304	198	8
SEPTEMBER	38	8165	215	8
OCTOBER	36	8653	240	9
NOVEMBER	36	8495	236	9
DECEMBER	40	8914	223	9
TOTAL	**38**	**103526**	**2715**	**104**

Performance Reporting & KPI

KPI ON WATER MANAGEMENT SYSTEM

WATER CONSUMPTION SUMMARY

" A responsible workplace is the one where water is valued, conserved, and used with care."



Monthly Highlights:

- Highest Monthly Consumption: March recorded the highest total domestic water consumption at 8,928 L.
- Lowest Monthly Consumption: January recorded the lowest total domestic water consumption at 8,301 L.
- Highest Consumption Per Employee: May showed the highest consumption per employee at 250 L/month, despite having one of the lower employee counts (35 employees). This also resulted in the highest consumption per day (10 L/day).
- Lowest Consumption Per Employee: August showed the lowest consumption per employee at 198 L/month, likely due to the highest employee count (42) distributing the total usage.

Employee Count Variation:

- The number of employees varied throughout the year, ranging from a maximum of 42 in August to a minimum of 35 in May.
- Despite the variation in employee count, the Domestic Water Consumption (L) Per Day remained relatively consistent, staying between 8 L and 10 L per day.

Performance Reporting & KPI

KPI ON WATER MANAGEMENT SYSTEM

Water Treatment and Recycling

Earth Care Bags operates its own Effluent Treatment Plant (ETP) to treat wastewater generated from cleaning activities and washrooms before discharge.

- **ETP Capacity:** 1000 Liters
- **Type of Treatment:** Primary
- **Treated Water Usage:** Used for gardening

All treated water parameters are monitored to ensure compliance with local Pollution Control Board (PCB) requirements.

Water Stress Management

Although Earth Care Bags water usage is minimal, but proactively addresses water stress management by:

- Monitoring total water withdrawal against local water availability.
- Maintaining records of municipal or borewell sources to ensure sustainable extraction.
- Promoting awareness among employees to minimize wastage (through training and signage).
- Conducting periodic leak inspections and maintenance of pipelines.
- Ensuring ETP efficiency for safe disposal and minimal environmental impact.

CDP Water Disclosure Alignment

Earth Care Bags supports the CDP (Carbon Disclosure Project) Water Security Framework, which encourages organizations to manage and disclose their water-related risks and opportunities.

The facility reports internally on the following CDP-aligned indicators:

- **Water Withdrawal:** 103526 Liters
- **Water Discharge:** 82820.8 Liters
- **Water Reused/Recycled:** 650 Liters
- **Water Intensity (Liters/employee/year)**: 10 Liters

Additionally, Earth Care Bags assesses water-related risks such as supply disruption, contamination, or community water competition.

Performance Reporting & KPI

KPI ON WATER MANAGEMENT SYSTEM

Water Management Objectives

Objective	*2024 Performance*	*2025 Target*	*Unit of Measure*	*Monitoring Method*	*Responsibility*
Overall water consumption	*103526*	*-3*	*Liters*	*Monthly meter reading*	*Facility Manager*
Maintain 100% compliance of ETP discharge	*100*	*100*	*%*	*Quarterly testing*	*EMS Representative*
Increase employee awareness	*60*	*100*	*%*	*Training attendance records*	*HR & EMS Representative*



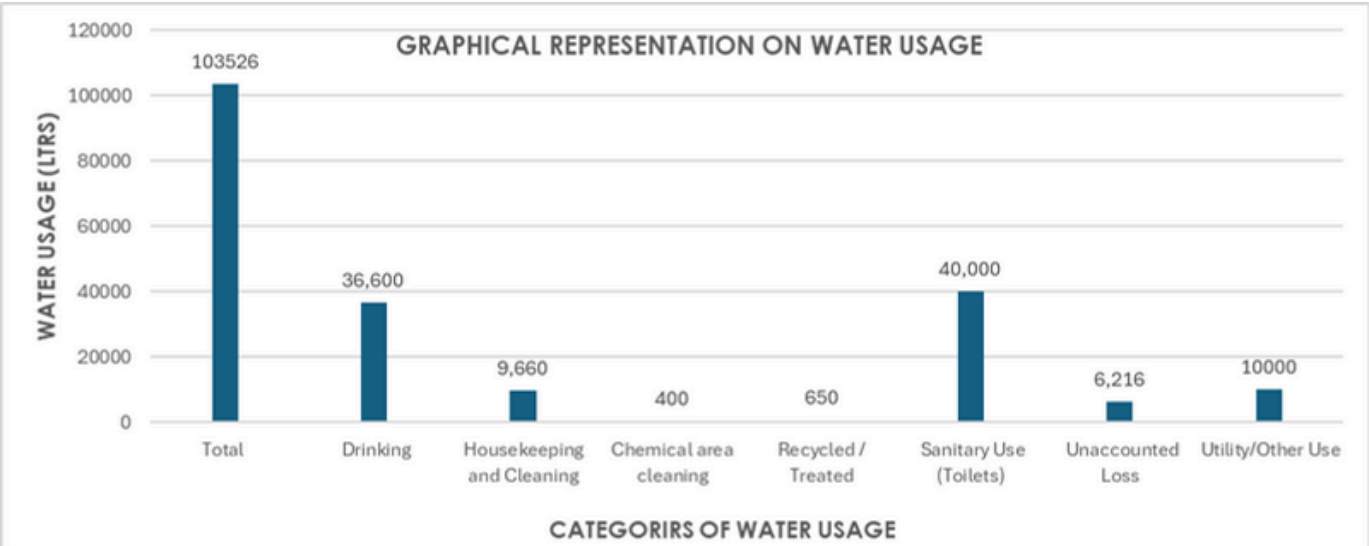
Performance Reporting & KPI

KPI ON WATER MANAGEMENT SYSTEM

Water Consumption Overview

Since water is used only for domestic and cleaning purposes, total consumption levels remain minimal. Below is a summary of water consumption detail;

Parameter	Unit	2024 Performance	2025 Target
Total water consumed	*Liters/year*	*103526*	*-3*
Water used for Drinking	*Liters/year*	*36,600*	*-4*
Water used for housekeeping and cleaning	*Liters/year*	*9,660*	*-2*
Water used for screen and chemical area cleaning	*Liters/year*	*400*	*-2*
Recycled / Treated water reused	*Liters/year*	*650*	*-3*
Estimated Sanitary Use (Toilets/Washing)	*Liters/year*	*40,000*	*-2*
Estimated Unaccounted Loss	*Liters/year*	*6,216*	*-2*
Estimated Utility/Other Use	*Liters/year*	*10000*	*-3*



Performance Reporting & KPI

KPI ON WATER MANAGEMENT SYSTEM

Water Consumption Overview

As per the distribution shown above, the summary is the analysis suggests that Sanitary Use is the largest estimated category of water use in the facility, followed by Drinking, and then Utility Use. The Unaccounted Loss of 6.00% is a reasonable figure for efficiency.

Key Insights

Overall Reduction Target:

- The factory aims for a 3% overall reduction in total water consumption in 2025 compared to 2024.
- This shows a continued commitment to water efficiency and sustainability.

Highest Consumption Areas:

- Drinking water (36,600 L) and sanitary use (40,000 L) together account for over 70% of total water usage.
- These two areas should be prioritized for conservation efforts (e.g., efficient fixtures, awareness programs).

Recycling and Reuse:

- The recycled/treated water reuse target is to increase by 3%, which aligns with sustainable water management goals.

Operational Efficiency:

- Housekeeping, screen cleaning, and utility use are being targeted for modest reductions (2–3%), showing focus on process optimization.

Unaccounted Losses:

- Though relatively small (6,216 L), even a 2% reduction target indicates an effort to minimize leakage or measurement inefficiencies.

Performance Reporting & KPI

KPI ON WASTE MANAGEMENT SYSTEM

Earth Care Bags (unit of Premchand Jute & Industries Pvt. Ltd.) recognizes effective waste management as a critical component of its sustainability and environmental responsibility. In alignment with ISO 14001: Environmental Management System, ISO 50001: Energy Management System, and ISO 14064-1:2014: GHG Quantification and Reporting, the company has established structured systems for waste segregation, minimization, and responsible disposal.

The company follows the 3R Principle – Reduce, Reuse, and Recycle, aiming to minimize waste generation at the source and promote sustainable disposal practices across all operational areas.

Types of Waste Generated at Earth Care Bags

Type of Waste	Source / Area of Generation	Category	Typical Disposal Method	Responsible Person
Paper & Cardboard waste	Office, printing area, packing section	Non-hazardous	Sent for recycling to authorized recycler	Administration
Fabric & Thread waste	Cutting, stitching, and finishing sections	Non-hazardous	Reused internally or sent for recycling	Production
Plastic wrapping & Packaging	Packing area	Non-hazardous	Segregated and sent to authorized plastic recycler	Dispatch
Electronic Waste	Office and Production area	Hazardous	Sent to Authorized E-waste collector	Administration
Food waste	Eating Area	Biodegradable	Composting for Plantation	HR & Housekeeping
Chemical-contaminated cloths	Printing & chemical storage areas	Hazardous	Sent to authorized hazardous waste handler	EMR
Used oil / Grease from machines	Maintenance area	Hazardous	Disposed through authorized waste management agency	Maintenance
ETP sludge	Effluent Treatment Plant	Hazardous	Sent to authorized ETP sludge Collector	EMR

Performance Reporting & KPI

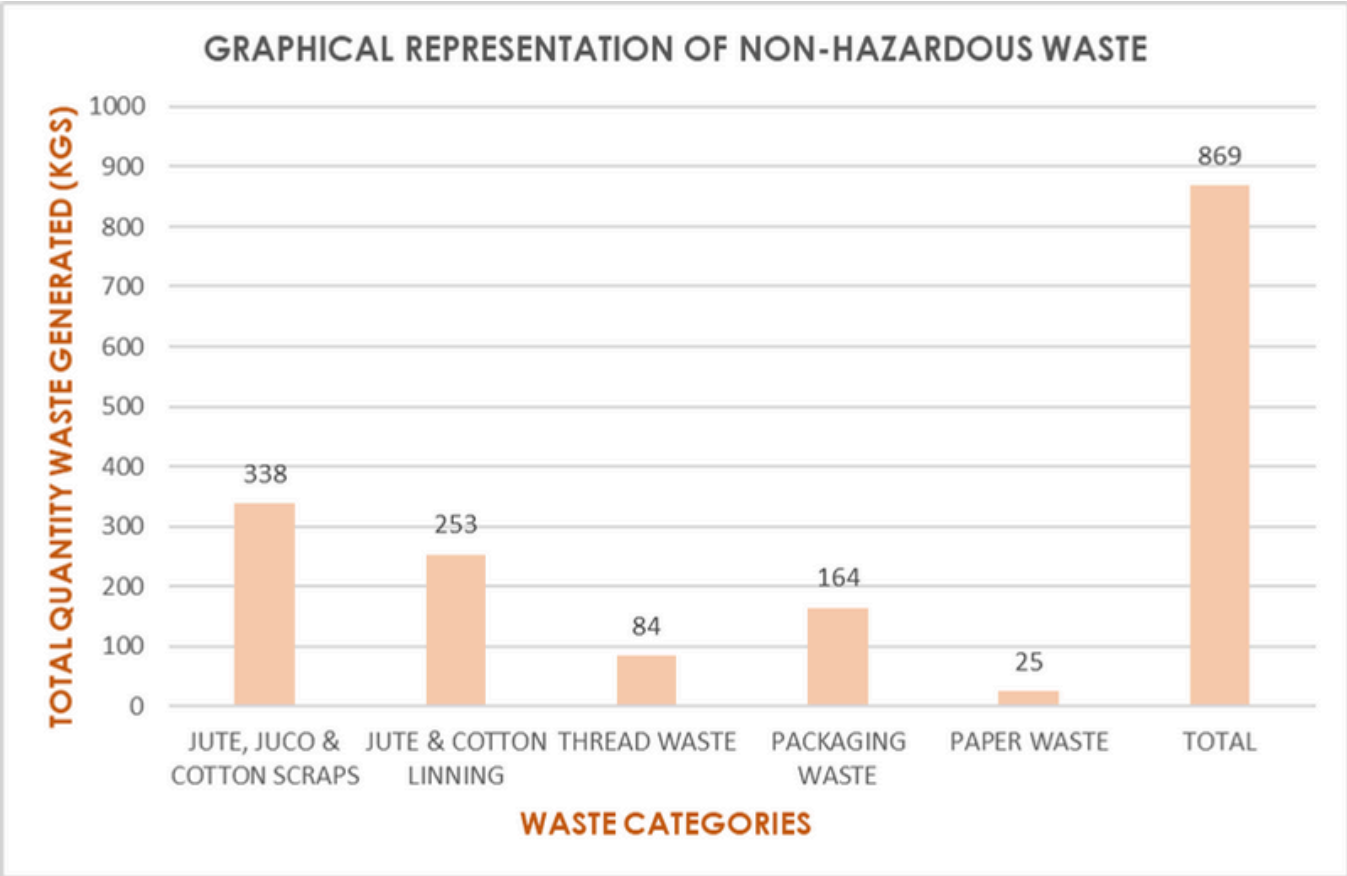
KPI ON WASTE MANAGEMENT SYSTEM

MONTH	NON-HAZARDOUS WASTE GENERATION SNAPSHOT 2024					
	JUTE, JUCO & COTTON SCRAPS	JUTE & COTTON LINNING	THREAD WASTE	PACKAGING WASTE	PAPER WASTE	TOTAL
	KG	KG	KG	KG	KG	KG
January	28.55	21.41	7.14	14.27	2.1	73.51
February	28.55	20.26	6.75	13.51	2	69.57
March	28.55	21.97	7.32	14.64	2.2	75.41
April	28.55	22.04	7.35	14.69	2.2	75.66
May	28.55	21.97	7.32	14.65	2.2	75.44
June	28.55	23.8	7.93	15.87	2.4	81.72
July	28.55	18.9	6.3	12.6	1.9	64.88
August	28.55	19.02	6.34	12.68	1.9	65.32
September	28.55	19.85	6.62	13.24	2	68.17
October	28.55	22.94	7.65	15.29	2.3	78.76
Novemeber	28.55	20.42	6.81	13.61	2	70.1
December	27.41	20.56	6.85	13.71	2.1	70.59
GRAND TOTAL	**338**	**253**	**84**	**169**	**25**	**869**

Performance Reporting & KPI

KPI ON WASTE MANAGEMENT SYSTEM

GRAPHICAL REPRESENTATION



Earth Care Bags (unit of Premchand Jute & Industries Pvt. Ltd.) generates Non-hazardous and Hazardous Waste. The data reveals the primary sources of non-hazardous waste relative to the manufacturing output. Total Annual Production is **843,794 pieces**, Total Annual Waste is 869 Kg, Waste Intensity for per piece of product is **0.0013 Kg per piece** and the largest waste generated category is Jute, Juco & Cotton Scraps is **(338 kg)** This single category accounts for 38.9% of all non-hazardous waste, identifying the main area for reduction efforts (e.g., through pattern efficiency).

Performance Reporting & KPI

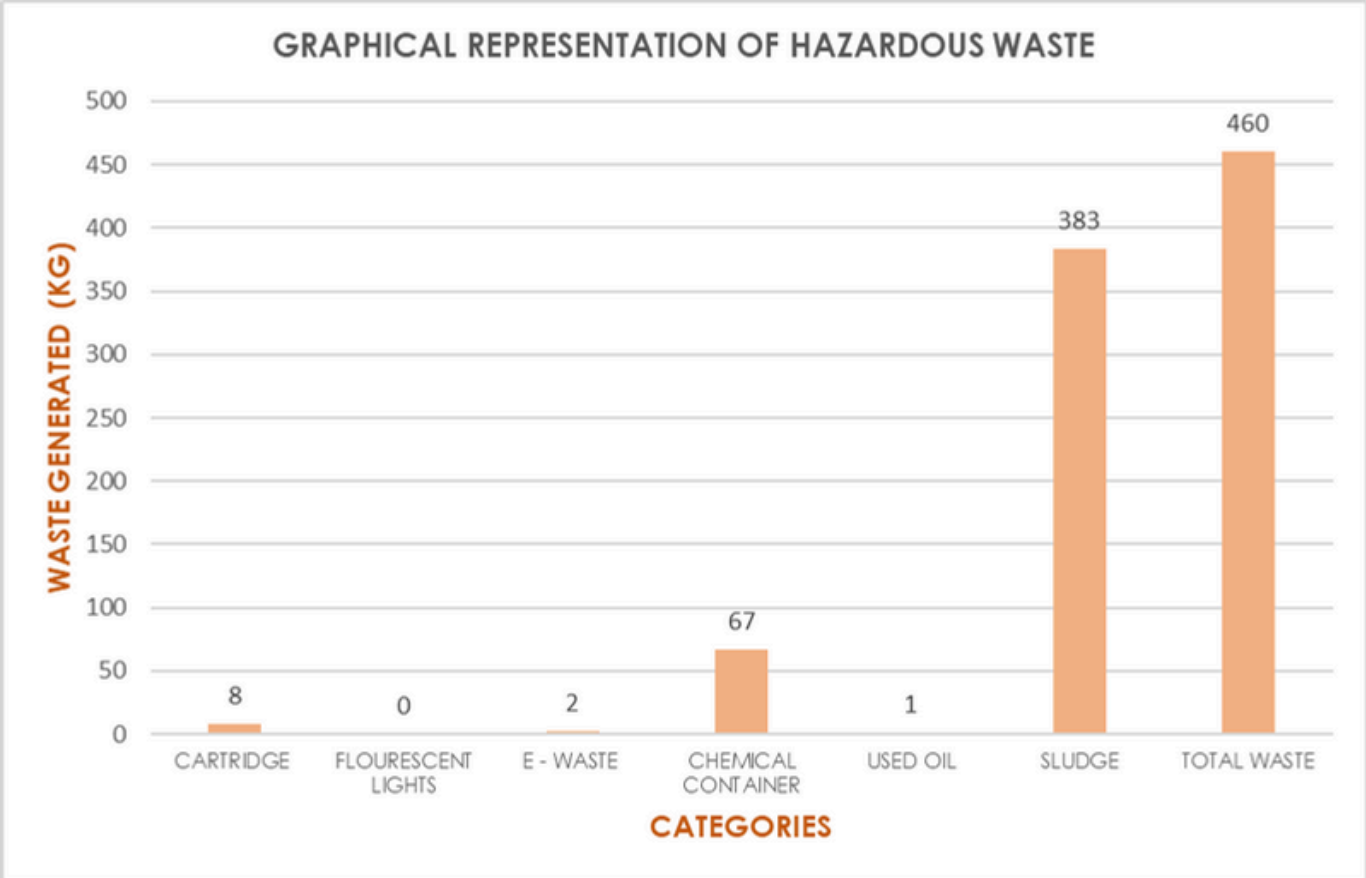
KPI ON WASTE MANAGEMENT SYSTEM

MONTHLY HAZARDOUS & NON-HAZARDOUS WASTE GENERATION SNAPSHOT FOR THE CALENDAR PERIOD 2024							
MONTH	HAZARDOUS WASTE						
	CARTRIDGE	LIGHTS	E - WASTE	CHEMICAL CONTAINER	USED OIL	SLUDGE	TOTAL WASTE
	KG	KG	KG	KG	KG	KG	KG
January	1	0	0	5	0	33	39
February	0.5	0	0	6	0	32	39
March	0.5	0	0	5	0	30	36
April	1	0	0	6	0	33	40
May	0.5	0	0	5	0	31	37
June	0.5	0	0	6	0.5	32	39
July	1	0	0	6	0	31	38
August	0.5	0	1	6	0	33	41
September	0.5	0	0	6	0	33	40
October	1	0	0	5	0	31	37
Novemebe r	0.5	0	1	6	0.5	33	41
December	0.5	0	0	5	0	31	37
GRAND TOTAL	**8**	**0**	**2**	**67**	**1**	**383**	**460**

Performance Reporting & KPI

KPI ON WASTE MANAGEMENT SYSTEM

GRAPHICAL REPRESENTATION



Earth Care Bags generates different types of hazardous waste during its operations. The total hazardous waste generated is 460 kg. The main waste categories include Cartridge, Fluorescent Lights, E-waste, Chemical Containers, Used Oil, and Sludge.

- Total Annual Hazardous Waste: 460 kg
- Largest Waste Category: Sludge (383 kg) — accounting for 83.3% of total hazardous waste.
- Key Source: Sludge generated from effluent treatment or production processes.
- Reduction Focus: Minimizing sludge generation through improved process control, treatment efficiency, and sludge reuse/recycling initiatives.

Performance Reporting & KPI

KPI ON WASTE MANAGEMENT SYSTEM

Waste Management Process and Control Measures followed by Earth Care Bags

1. Waste Segregation

- All wastes are segregated at the source into hazardous, non-hazardous, biodegradable, and recyclable categories.
- Color-coded bins are provided for different waste types in each department.
- Employees receive training on waste segregation and safe handling procedures.

2. Waste Storage

- A designated waste storage area is maintained within the factory premises.
- Hazardous waste is stored separately in a labeled, ventilated, and secured area.
- Waste storage areas are regularly inspected for compliance and safety.





Performance Reporting & KPI

KPI ON WASTE MANAGEMENT SYSTEM

Waste Management Process and Control Measures followed by Earth Care Bags

3. Waste Disposal Methods

- **Recycling:** Non-hazardous waste like paper, plastic, and fabric scraps are recycled through authorized vendors.
- **Composting:** Food waste generated from the eating area and housekeeping activities is composted and reused as manure for plants.
- **Authorized Disposal:** Hazardous waste (chemical residues, ETP sludge, used oil, etc.) is disposed off only through West Bengal Pollution Control Board (WBPCB)-authorized handlers.
- **Reuse:** Reusable packaging and materials are repurposed wherever possible within operations.

4. Waste Reduction Strategies

- Adoption of digital documentation to reduce paper usage.
- Periodic maintenance of machines to prevent oil leaks and material wastage.
- Awareness programs for employees on minimizing waste generation.
- Encouragement of suppliers to provide recyclable and eco-friendly packaging materials.



Performance Reporting & KPI

KPI ON WASTE MANAGEMENT SYSTEM

Waste Disposal Summary for CY 2024

Type of Waste	Total Quantity Generated (kg)	Disposed (kg)	Recycled / Reuse (kg)	Disposal Method
Paper Waste	25	0	25	Sent to Authorized Recycler
Fabric Waste	591	0	591	Reused / Recycled
Packaging Waste	164	0	164	Sent to Authorized Recycler
E-Waste	10	0	10	Sent to Authorized Recycler
Used oil	1	0	1	Sent to WBPCB-approved vendor
Chemical Waste / sludge	450	383	67	Sent to WBPCB-approved vendor
Food Waste	12	0	12	Compost for Plant

Earth Care Bags generates both non-hazardous and hazardous waste during production. The total waste generated amounts to 1,253 kg annually, reflecting responsible management and segregation practices. With a total annual production of 843,794 pieces, the waste intensity stands at approximately 0.0015 kg per piece of product.

The largest waste category is Fabric Waste (591 kg), which accounts for 47.2% of the total waste generated. This identifies the key area for waste reduction through initiatives such as pattern optimization, process efficiency improvement, and increased fabric utilization.

Performance Reporting & KPI

KPI ON WASTE MANAGEMENT SYSTEM

Waste Management System KPI's (CY 2024)

KPI Category	2024 Performance	2025 Target	Unit of Measure	Remarks / Action Plan
Total waste generated	1330	-4	Kg	Reduce through process optimization
% of Waste recycled / reused	71.20	-2	%	Increase recycling percentage
Quantity of hazardous waste disposed to authorized vendors	79	-2	kg/year	Ensure 100% authorized disposal
No. of non-compliances related to waste storage/disposal	0	0	Count	Maintain strict compliance
No. of employee training sessions on waste management	90	100	%	Continue periodic awareness programs

Earth Care Bags continuously tracks and improves its waste management performance to ensure environmental sustainability and regulatory compliance. The Key Performance Indicators (KPIs) for 2024 and targets for 2025 reflect the company's focus on reduction, recycling, and employee engagement.

- Total Waste Generated: 1,330 kg in 2024, with a target to reduce by 4 kg in 2025 through process optimization and improved material utilization.
- % of Waste Recycled / Reused: Achieved 71.20% in 2024; target to increase by 2% in 2025 through enhanced segregation and recycling programs.
- Hazardous Waste Disposal: 79 kg disposed to authorized vendors in 2024; target to reduce by 2 kg/year while maintaining 100% authorized disposal.
- Non-Compliances (Waste Storage/Disposal): Zero non-compliances recorded in 2024; goal is to sustain zero cases through strict monitoring and control.
- Employee Training on Waste Management: 90% of employees trained in 2024; target to achieve 100% training coverage in 2025 by continuing periodic awareness and capacity-building sessions.

Performance Reporting & KPI

KPI ON CHEMICAL MANAGEMENT SYSTEM

Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.) recognizes the importance of safe and responsible chemical management to ensure environmental protection, worker safety, and compliance with statutory requirements.

Although the factory's operations primarily involve printing and screen-cleaning processes, certain chemicals such as inks, cleaning agents, and machine lubricants are used. Proper handling, storage, usage, and disposal of these chemicals are integral to maintaining a safe workplace and preventing environmental contamination.

This Chemical Management Report outlines the procedures, control measures, and performance indicators related to chemical procurement, handling, usage, and disposal.

Chemical Management Overview

1. Chemical Procurement

- All chemicals used at Earth Care Bags are procured only from approved suppliers.
- Before procurement, Material Safety Data Sheets (MSDS) for each chemical are reviewed to assess hazards and determine safe handling requirements.
- Chemicals are only purchased in quantities necessary for operational use to minimize excess storage.
- Each chemical container must be labeled clearly with product name, supplier name, and hazard classification.



2. Procurement Records Maintained

- Chemical purchase orders
- Supplier Material Safety Data Sheets (MSDS/SDS)

Performance Reporting & KPI

KPI ON CHEMICAL MANAGEMENT SYSTEM

3. Chemical Storage

- A dedicated chemical storage area is provided within the factory premises.
- Chemicals are segregated based on compatibility.
- Storage shelves and containers are properly labeled and maintained.
- Secondary containment trays are used to prevent leaks and spills.
- MSDS are displayed near the chemical storage area for easy reference.
- Fire extinguishers and spill kits are available in and around the storage zone.

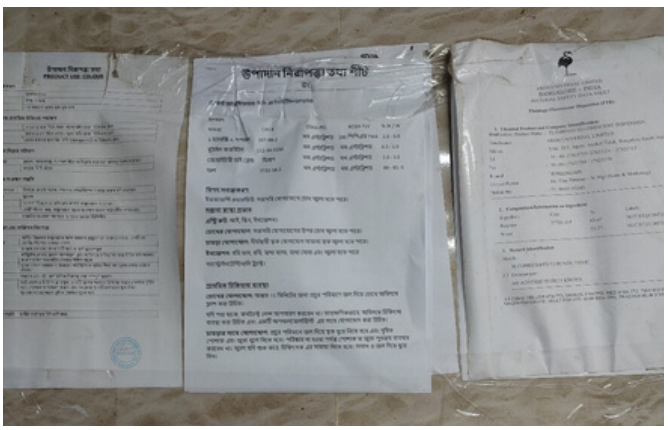
Storage Area Inspection Frequency: Daily

Last Inspection Date:

Responsible Person: Papai Das (Printing Supervisor)









Performance Reporting & KPI

KPI ON CHEMICAL MANAGEMENT SYSTEM

4. Chemical Usage

- Chemicals are used primarily for printing operations, screen cleaning, machine maintenance (grease & oils), and housekeeping.
- Only trained and authorized personnel handle chemicals during daily operations.
- Workers are provided with appropriate Personal Protective Equipment (PPE) such as gloves, masks, aprons, and goggles.
- Usage quantities are recorded and monitored to prevent wastage.
- Empty containers are labeled and returned to the Chemical supplier for Recycling / Re-use.

5. Chemical Disposal

- Chemical residues, used containers, and contaminated cleaning materials are classified as hazardous waste. Such waste is stored in a designated hazardous waste area with appropriate labeling.
- Disposal is done only through authorized waste management vendors approved by the West Bengal Pollution Control Board (WBPCB).
- Records of waste disposal, including manifests and gate passes, are maintained for audit verification.
- No chemical waste is released directly into the environment or drains.

6. Emergency Preparedness and Spill Control

- Emergency eye wash stations and safety showers are installed near chemical use areas.
- Spill control kits are available for immediate cleanup.
- Emergency response procedures are displayed, and mock drills are conducted regularly.

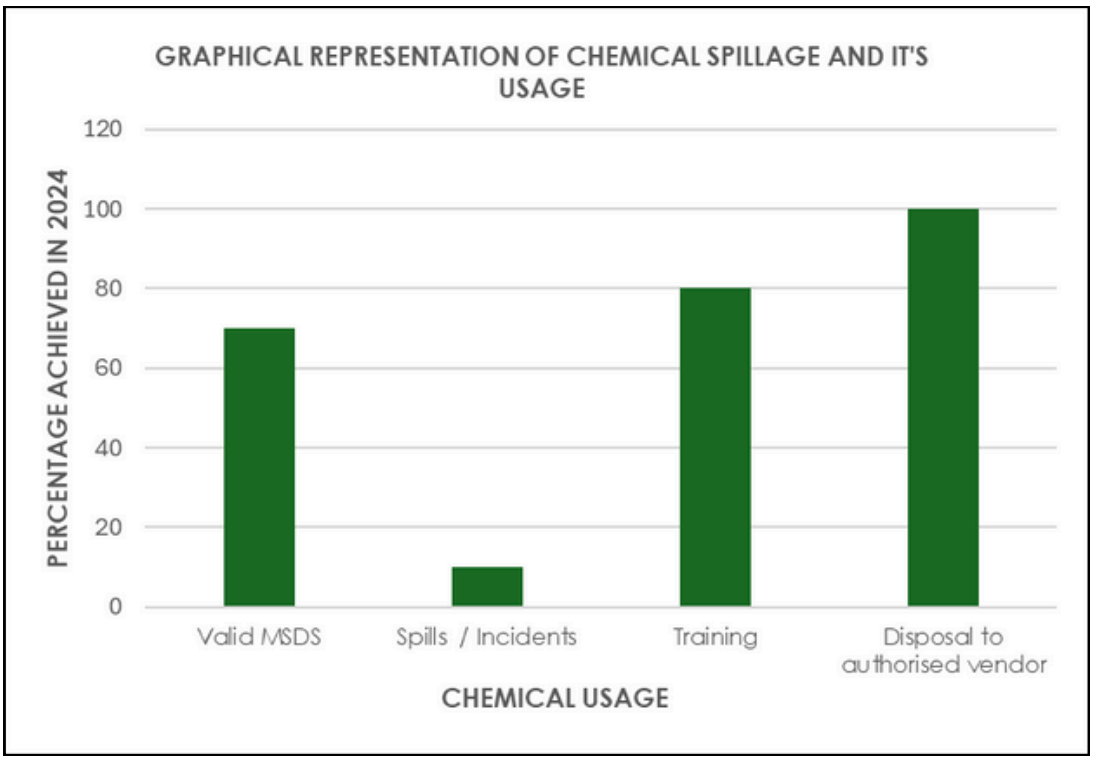


Performance Reporting & KPI

KPI ON CHEMICAL MANAGEMENT SYSTEM

Chemical Management KPIs for CY 2024

KPI Category	Indicator	2024 Performance	2025 Target	Unit of Measure	Remarks
% of chemicals with valid MSDS available	Chemical Storage & Usage area	70	100	%	Ensure all MSDS are updated
% of chemical-related incidents or spills	Chemical Storage & Usage area	10	80	%	Maintain zero incident record
% of employees trained in chemical safety	Awareness	80	100	%	Continue refresher training
% of chemical waste disposed via authorized vendors	Waste Logbook	100	100	%	Ensure full compliance



Performance Reporting & KPI

KPI ON OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM

Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.) is committed to ensuring the highest standards of Occupational Health & Safety (OHS) across all its operations. Guided by the principles of ISO 45001:2018 and amfori BSCI standards, the company strives to maintain a safe, healthy, and productive workplace environment for all employees, contract workers, and visitors.

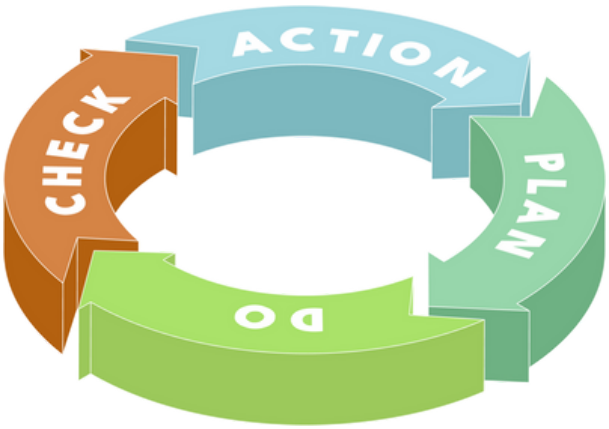
The OHS Management System forms an integral part of the company's Integrated Management System, which also includes ISO 9001 (Quality Management), ISO 14001 (Environmental Management), ISO 50001 (Energy Management), and ISO 37001 (Anti-Bribery Management).

This report presents an overview of the OHS performance, initiatives undertaken, and Key Performance Indicators (KPIs) for the CY 2024.

Health & Safety Management Framework

Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.) follows the Plan–Do–Check–Act (PDCA) methodology as the foundation of its Occupational Health & Safety Management System (OHSMS).

This framework ensures a structured, proactive, and continuous improvement approach to managing workplace health and safety risks.



Element	Key Activities
Plan	Hazard identification, risk assessment, legal compliance review, objective setting
Do	Training, implementation of control measures, PPE distribution, emergency preparedness
Check	Incident reporting, workplace inspections, health & safety audits
Act	Corrective & preventive actions, management review, continuous improvement initiatives

Performance Reporting & KPI

KPI ON OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM

Leadership and Employee Participation

- A Health & Safety Committee is established as per the requirements of the Factories Act.
- The committee comprises representatives from management and workers to ensure inclusive decision-making.
- Monthly safety meetings are held to review performance, discuss incidents, and plan corrective measures.
- All employees are encouraged to report near misses, unsafe acts, or conditions through a structured reporting mechanism.

Risk Identification and Control Measures

Earth Care Bags conducts periodic Risk Assessments to identify potential hazards across operational areas.

Area/Activity	Identified Risks	Control Measures Implemented
Cutting & Stitching	Needle injuries, machine entanglement	Machine guards, operator training
Printing Section	Exposure to inks/solvents	Ventilation system, PPE (gloves, masks)
Chemical Storage	Spillage, fire hazard	MSDS displayed, containment system, fire extinguisher
Material Handling	Back strain, slips/falls	Mechanical aids, ergonomic training
Electrical & Utilities	Electric shock, burns	Earthing, PPE, authorized access
Housekeeping & General Areas	Slips, trips, and falls	Regular cleaning, floor marking

Performance Reporting & KPI

KPI ON OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM

Training and Awareness

To enhance employee competence and awareness, various health & safety training sessions were conducted during the CY 2024.

Training Topic	Target Group	Frequency
Fire Safety & Evacuation	All employees	Quarterly
First Aid	Safety team members	Half-yearly
Machine Safety	Operators	Monthly
PPE Usage & Awareness	All workers	Monthly
Chemical Handling	Printing section staff	Quarterly
Emergency Response Drill	All departments	Bi-annually

Training attendance records and training evaluation forms are maintained as evidence.

Incident Reporting and Performance Data

Earth Care Bags maintains a comprehensive Incident & Accident Register in accordance with statutory norms.

All accidents, near-misses, and cases of ill health are recorded, investigated, and reviewed by the Health & Safety Committee.



Performance Reporting & KPI

KPI ON OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM

Health & Safety Audits and Inspections

- **Internal Safety Inspections:** Conducted monthly by the safety team and department heads.
- **External OHS Audits:** Conducted annually by a certified ISO 45001 auditor.
- **Fire & Electrical Safety Inspections:** Conducted in coordination with local fire department and certified agencies.
- **Corrective and Preventive Actions (CAPA):** All findings are tracked through a CAPA register until closure.

Medical Surveillance and Welfare Facilities

- Periodic health check-ups are conducted for all employees, with special emphasis on those exposed to chemicals or dust.
- First Aid Box and trained first-aiders are available in all operational areas.
- Safe drinking water, clean restrooms, canteen facilities, and personal protective equipment (PPE) are provided as per legal requirements.





Emergency Preparedness

The facility maintains an Emergency Prepardness and Response Plan (EPRP) covering fire, chemical spill, medical and other emergencies.

- Emergency exits and routes are clearly marked.
- Mock drills conducted every 2 months.
- Firefighting equipment inspected monthly.
- Emergency contacts and procedures displayed prominently.

Performance Reporting & KPI

KPI ON OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM

Continuous Improvement Initiatives

Area of Focus	Improvement Action	Expected Outcome
Machine Safety	Installation of automatic interlocks on high-speed machines	Reduced injury risk
Housekeeping	Implementation of 5S in production areas	Improved safety culture
Training	Enhanced digital safety training module	Increased awareness
Health	Annual health camp for employees	Early detection of illness
Environment	Noise level monitoring and control	Better work environment

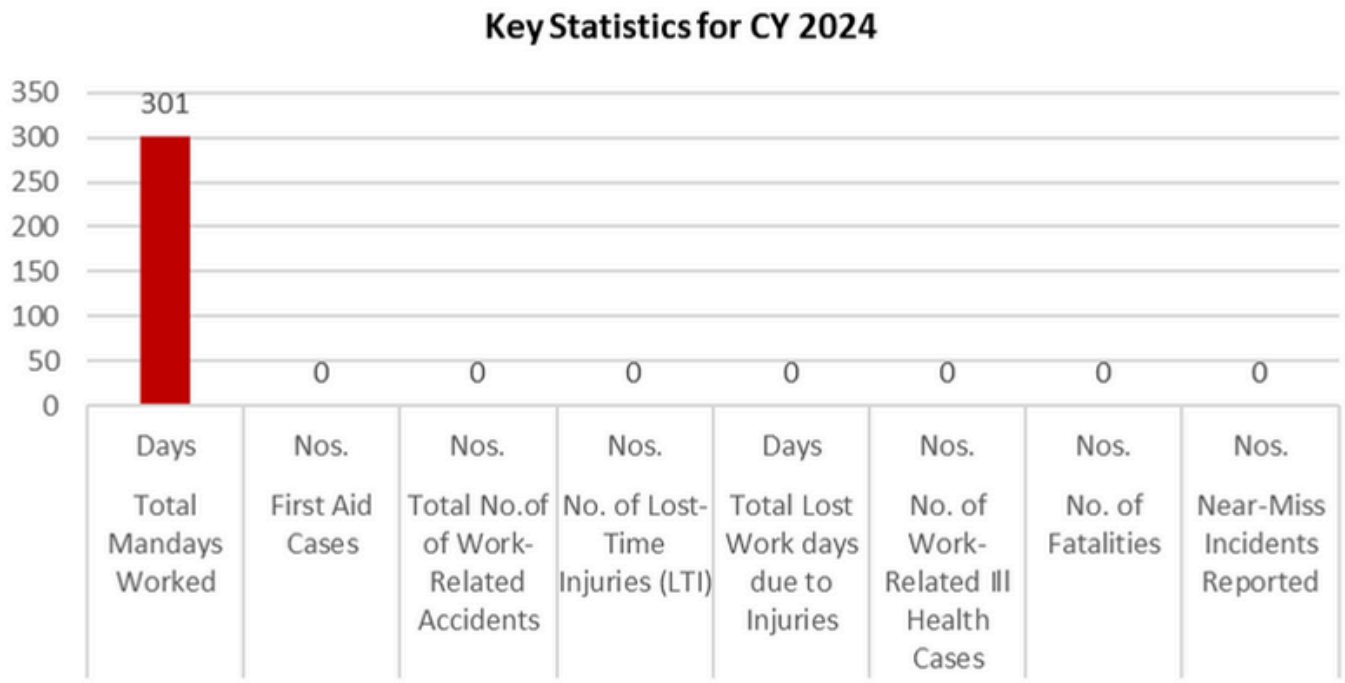


Performance Reporting & KPI

KPI ON OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM

Key Statistics for Reporting CY 2024

Parameter	Unit	Value
Total Number of Employees Covered	Nos.	**40**
Total Number of Work-Related Accidents	Nos.	**0**
Number of Lost-Time Injuries (LTI)	Nos.	**0**
Total Lost Workdays due to Injuries	Days	**0**
Number of Work-Related Ill Health Cases	Nos.	**0**
Number of Fatalities	Nos.	**0**
Total Manhours Worked	Hours	**301**
Near-Miss Incidents Reported	Nos.	**0**
First Aid Cases (Minor)	Nos.	**0**

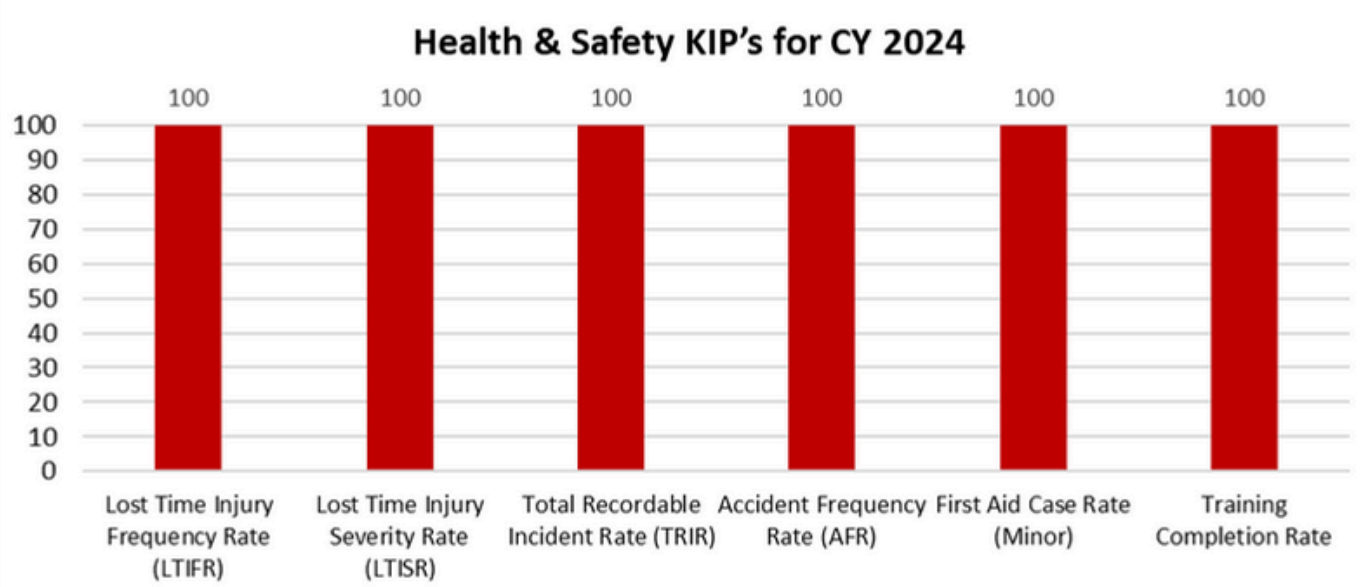


Performance Reporting & KPI

KPI ON OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM

Health & Safety KIP's for CY 2024

KPI Category	Formula	Unit	2024 Performance	Compliance %	2025 Target	Remarks
Lost Time Injury Frequency Rate (LTIFR)	(No. of LTIs × 1,000,000) / Total Manhours Worked	**Nos**	**0**	100	≤ 0	Lower indicates better performance
Lost Time Injury Severity Rate (LTISR)	(Total Lost Workdays × 1,000) / Total Manhours Worked	**Nos**	**0**	100	≤ 0	Indicates severity of injuries
Total Recordable Incident Rate (TRIR)	(No. of Recordable Incidents × 200,000) / Total Manhours Worked	**Nos**	**0**	100	≤ 0	For benchmarking
Accident Frequency Rate (AFR)	(Total Accidents × 1,000,000) / Total Manhours Worked	**Nos**	**0**	100	≤ 0	Tracks overall accident trend
First Aid Case Rate (Minor)	(First Aid Cases × 200,000) / Total Manhours Worked	**Nos**	**0**	100	≤ 0	Monitors minor incidents
Training Completion Rate	(No. of Trained Employees / Total Employees) × 100	**Nos**	**100%**	100	100%	Reflects employee awareness



Performance Reporting & KPI

KPI ON CONSUMER HEALTH & SAFETY MANAGEMENT SYSTEM

Earth Care Bags manufactures a wide range of sustainable products including jute bags, cotton bags, PP woven & non-woven bags, RPET bags, canvas bags, shopping bags, and duffle bags. The company is committed to ensuring that all its products are safe for consumer use and free from health hazards. Our goal is to ensure that all the products are designed, manufactured, and finished in a way that prevents any health or safety risks to consumers, such as allergic reactions, chemical exposure, or physical harm.

This report summarizes the company's approach, performance, and Key Performance Indicators (KPIs) related to Consumer Health & Safety.



Performance Reporting & KPI

KPI ON CONSUMER HEALTH & SAFETY MANAGEMENT SYSTEM

Key Focus Areas

1. Material Safety

- Only eco-friendly, non-toxic, and certified raw materials (Jute, Cotton, RPET, Canvas, PP) are used.
- All dyes, inks, and printing chemicals are AZO-free, lead-free, and non-carcinogenic.
- Restricted substances are managed as per REACH, GOTS, and GRS guidelines.

2. Product Design & Testing

- Products are designed with smooth finishing and no sharp components to prevent cuts or injuries.
- Printing inks and coatings are tested for chemical safety and colorfastness.
- Regular internal quality checks are conducted to ensure compliance with buyer and international safety standards.

3. Labeling & Traceability

- Each product carries clear labeling on fiber content, care instructions, and eco-certifications (GOTS, GRS & etc.).
- A traceability system ensures each product batch can be tracked from raw material procurement to dispatch.

4. Customer Feedback & Corrective Action

- Customer complaints or feedback related to product safety or allergic reactions are formally recorded and investigated.
- Corrective and preventive actions (CAPA) are implemented promptly if any safety issue arises.

5. Training & Awareness

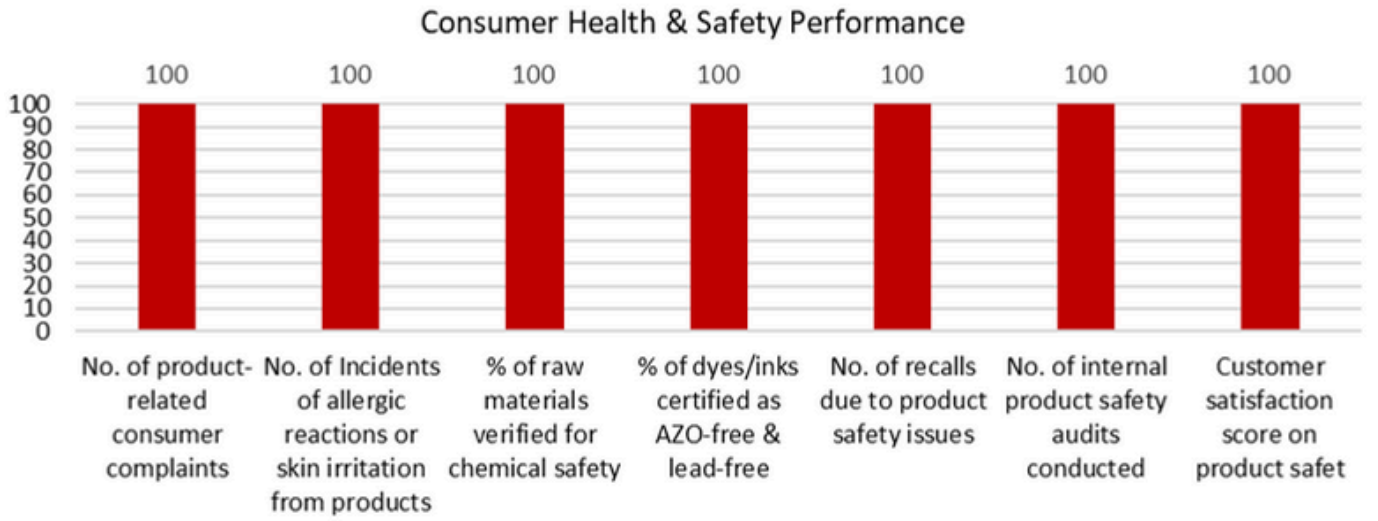
- Employees involved in production, chemical handling, and quality inspection receive regular training on product safety, chemical management, and labeling compliance.

Performance Reporting & KPI

KPI ON CONSUMER HEALTH & SAFETY MANAGEMENT SYSTEM

Consumer Health & Safety KIP's for CY 2024

KPI Category	Unit	2024 Performance	Compliance %	2025 Target	Remarks
Number of product-related consumer complaints	No. of cases	**0**	**100**	**0**	No reported consumer health/safety issue in 2024
Incidents of allergic reactions or skin irritation from products	No. of cases	**0**	**100**	**0**	All materials are eco-friendly and safe
Percentage of raw materials verified for chemical safety	%	**100**	**100**	**100**	Verified through supplier declarations and chemical safety data sheets
Percentage of dyes/inks certified as AZO-free & lead-free	%	**100**	**100**	**100**	Tested and verified through supplier certificates
Number of recalls due to product safety issues	No. of cases	**0**	**100**	**0**	No product recall issued
Number of internal product safety audits conducted	No. per year	**2**	**100**	**2**	Conducted by Q.C. department
Customer satisfaction score on product safety	%	**100**	**100**	**100**	Based on client feedback reports



Performance Reporting & KPI

KPI ON CONSUMER HEALTH & SAFETY MANAGEMENT SYSTEM

Summary

In 2024, Earth Care Bags reported zero consumer health or safety incidents, reaffirming its commitment to safe, sustainable, and eco-friendly products.

All jute, cotton, RPET, and canvas materials used are natural, biodegradable, and free from harmful substances, ensuring that finished products do not pose any risk of skin irritation or allergic reactions to end users.

The company also ensures:

- All inks and dyes used are certified AZO-free and lead-free.
- Material Safety Data Sheets (MSDS) are maintained for all chemical inputs.
- Product safety audits are conducted by the Quality Assurance and Compliance teams.
- Continuous engagement with suppliers to verify adherence to GOTS, GRS, and REACH standards.

Earth Care Bags continues to improve through proactive monitoring, supplier awareness programs, and sustainable material innovation — ensuring that all products remain safe for consumers and kind to the planet.



Building trust through safe, ethical, & responsible business Practices.

Performance Reporting & KPI

KPI ON WORKPLACE DIVERSITY

Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.) recognizes diversity, equity, and inclusion (DEI) as key enablers of organizational excellence and social responsibility. The company is committed to maintaining a fair, inclusive, and non-discriminatory workplace, where all employees—irrespective of gender, age, caste, religion, ethnicity, or ability—are treated with dignity and respect.

This commitment aligns with the organization's adherence to amfori BSCI, SA8000, and ETI Base Code principles, and supports the United Nations Sustainable Development Goals (SDGs), particularly SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth).

Our Diversity & Inclusion emphasizes:

- Equal Employment Opportunity at all stages of hiring and promotion.
- Zero tolerance for discrimination or harassment on any grounds.
- Empowerment of women employees through fair representation and participation.
- Inclusion of local community members and encouragement of local employment.
- Awareness and training programs promoting sensitivity toward workplace equality

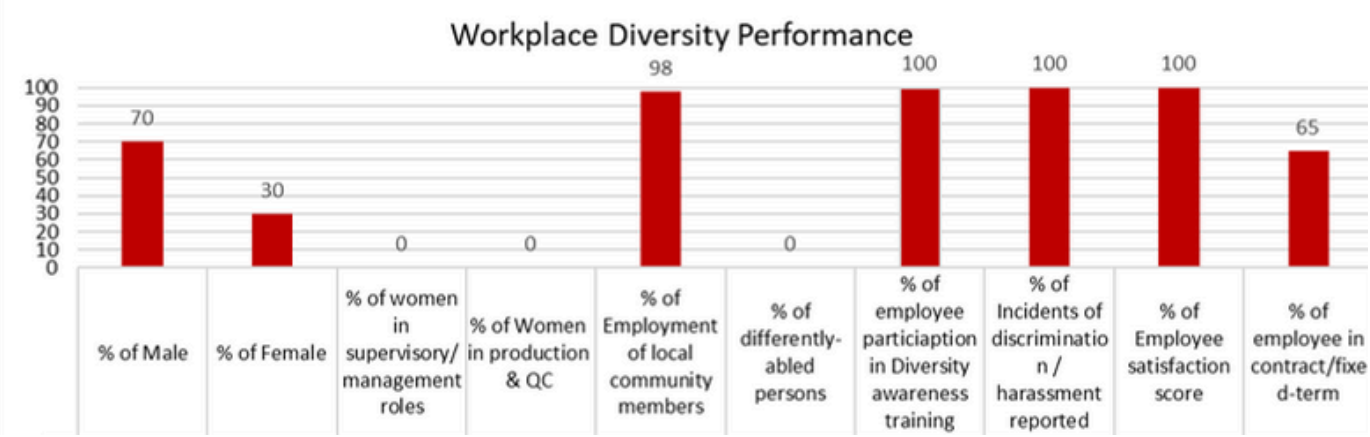


Performance Reporting & KPI

KPI ON WORKPLACE DIVERSITY

Workplace Diversity Performance KIP's for CY 2024

KPI Category	Unit	2024 Performance	Compliance %	2025 Target	Remarks
Total number of employees	Nos	**40**	—	—	Full-time + Contractual staff
Gender ratio (Male : Female)	Ratio	**17:3**	**30**	**7:3**	Continued focus on women recruitment
Percentage of women in supervisory/management roles	%	**0**	**0**	**≥ 30%**	Leadership development in progress
Women in production and quality control roles	%	**0**	**0**	**≥ 30%**	Active participation across departments
Employment of local community members (within 30 km radius)	%	**98**	**98**	**≥ 80%**	Promotes local livelihood opportunities
Employment of differently-abled persons	Nos	**0**	**0**	**≥ 2 employees**	Under consideration for 2024 recruitment
Diversity awareness / sensitization trainings conducted	Nos	**2**	**100**	**2 sessions per year**	Conducted by HR & Compliance Team
Incidents of discrimination or harassment reported	0	**0**	**100**	**0**	No reported cases in 2024
Employee satisfaction score (Diversity & Inclusion category)	%	**100**	**100**	**≥ 90%**	Based on annual employee feedback survey
Representation of contract/fixed-term workers	%	**65%**	**100**	**≤ 30%**	Ensures fair and stable employment mix



Performance Reporting & KPI

KPI ON WORKPLACE DIVERSITY

KPI Summary

Diversity Metric	2024 Achievement (%)	2025 Target (%)
Gender Diversity (Male)	85	≤ 70
Gender Diversity (Female)	15	≥ 30
Women in Management	0	≥ 30
Local Employment	98	≥ 80
Participation of Employees / Workers in awareness Training Conducted	100	≥ 90
Complaints on Discrimination	0	0

Currently, the number of female employees is lower compared to male employees. This is primarily because Earth Care Bags is a newly established company and is still in the process of expanding its workforce. Recruitment activities are ongoing, and efforts are being made to enhance gender diversity across all departments.

It is important to note that the nature of operations at Earth Care Bags involves activities that are labour-intensive and physically demanding, where traditionally, male employees tend to be more engaged. As a result, the current workforce shows a higher proportion of male employees.

However, the management is committed to promoting equal employment opportunities and is actively encouraging the recruitment of more female employees. The company has set a target to achieve at least 30% female representation by 2025, demonstrating its dedication to fostering a more balanced and inclusive workplace.

Performance Reporting & KPI

KPI ON GOOD WORKING CONDITIONS

Earth Care Bags is committed to ensuring safe, healthy, and humane working conditions for all employees in alignment with national labour laws, ILO Conventions, and Social Accountability Standards (SA8000, amfori BSCI & etc.)

The company's approach to good working conditions emphasizes:

- Fair working hours and wages.
- Safe, hygienic, and comfortable working environments.
- Access to clean drinking water, adequate lighting, and ventilation.
- Freedom from harassment, discrimination, or forced labour.
- Access to welfare facilities such as clean restrooms, medical first aid, and rest areas.

This is part of Earth Care Bags' ongoing commitment to promote Decent Work (SDG 8) and Good Health and Well-being (SDG 3) within its operations.

This report covers factory operations at Howrah, West Bengal for the reporting year 2024, the first full operational year since commissioning in October 2023.

All data and performance indicators pertain to full-time, part-time, and contractual employees working in production, packing, printing, housekeeping, and administrative functions.



Performance Reporting & KPI

KPI ON GOOD WORKING CONDITIONS

Good Working Conditions KIP's for CY 2024

KPI Category	Unit	2024 Performance	Compliance %	2025 Target	Remarks
Total workforce	Nos.	**40**	—	—	Includes all full-time & contractual staff
Average daily working hours	Hours	**8**	**100**	≤ 8 hours/day	As per Factories Act compliance
Weekly rest days provided	Nos.	**1**	**100**	1 day per week	Sundays and national holidays observed
Overtime limit compliance	%	**100**	**100**	≤ 12 hours/week	Paid as per statutory rate (2x)
Availability of safe drinking water (areas covered)	%	**100**	**100**	100% of areas covered	RO filtered water stations installed
Ventilation and lighting adequacy (Coverage)	%	**100**	**100**	100% coverage	LED lighting and cross-ventilation ensured
Clean and hygienic sanitation maintained	%	**100**	**100**	100% maintained	Separate male/female toilets, cleaned daily
First Aid kits availability and Trained First Aiders	Nos.	**9 & 10**	**100**	100% compliance	Trained first aiders available in all shifts
Access to rest and eating area	Nos.	**1**	**100**	100% provision	Dedicated rest area for workers
Reported cases of workplace harassment or abuse	Nos.	**0**	**100**	0	Awareness through posters & sessions
Worker satisfaction (Working Conditions Survey)	Nos.	**40**	**97**	≥ 90% satisfaction	Based on internal HR survey
Grievance cases related to working conditions	Nos.	**0**	**100**	≤ 2 cases/year	All resolved through Works Committee
Number of welfare and awareness sessions held	Nos.	**2**	**100**	≥ 2 sessions/year	Conducted by HR & Safety team

Performance Reporting & KPI

KPI ON GOOD WORKING CONDITIONS

Good Working Conditions KIP's for CY 2024



Initiatives and Achievements (2024)

- **Working Hours Monitoring System:** Daily attendance and overtime tracked through biometric attendance to ensure compliance.
- **Health & Safety Training:** Conducted 2 sessions covering fire safety, first aid, and ergonomics.
- **Grievance Redressal System:** Anonymous suggestion box and direct grievance channels to HR and Works Committee.
- **Periodic Works Committee Meetings:** Worker and management representatives meet quarterly to review workplace conditions.
- **Zero-Tolerance Policy:** Enforced against harassment, verbal abuse, and unfair disciplinary actions.
- **Employee Welfare Programs:** Provision of personal protective equipment (PPE) for printing and chemical handling sections.

Performance Highlights of CY 2024

Category	Key Highlights
Safety & Hygiene	100% of factory areas covered with safe drinking water, sanitation, and lighting.
Working Hours	Fully compliant with legal limits; no cases of excessive working hours.
Employee Welfare	Health check-ups, clean restrooms, and comfortable resting areas available.
Worker Engagement	Active participation of workers in Works & Safety Committee meetings.
Zero Harassment Cases	No cases reported in 2024; awareness campaigns conducted quarterly.

Performance Reporting & KPI

KPI ON GOOD WORKING CONDITIONS

Facilities and Infrastructure Overview

- **Workplace Layout:** Spacious and organized production layout with designated walkways, fire exits, and emergency assembly points.
- **Lighting & Ventilation:** All areas are well-lit using LED lighting and have proper cross-ventilation and exhaust systems.
- **Sanitation & Hygiene:** Separate, clean restrooms for male and female workers; housekeeping team ensures daily cleaning and sanitation.
- **Drinking Water:** RO-filtered drinking water stations available in all working areas.
- **First Aid & Medical:** Multiple first aid boxes (9) placed across the factory; 10 trained first aiders available; periodic health check-ups arranged.
- **Rest & Welfare Facilities:** Rest area provided for employees during breaks; clean canteen/dining space maintained.
- **Ergonomics:** Seating with back support for workers performing standing/sitting repetitive work.
- **Fire & Emergency Safety:** Fire extinguishers, alarm systems, and signage installed; regular emergency evacuation mock drills conducted.

In 2024, Earth Care Bags successfully established a safe, clean, and compliant working environment. All welfare facilities—drinking water, sanitation, rest area, and emergency provisions—are operational and maintained regularly. The factory reported zero incidents of workplace harassment and full compliance with legal working hour requirements. Employee feedback indicates high satisfaction with working conditions and welfare provisions.

For 2025, the company aims to strengthen its culture of continuous improvement and worker well-being through additional welfare initiatives, training programs, and increased employee engagement in safety and welfare committees. Earth Care Bags remains fully committed to upholding decent work principles, ensuring that all workers operate in an environment that is safe, dignified, equitable, and sustainable.

Performance Reporting & KPI

KPI ON EMPLOYEE ENGAGEMENT ON SOCIAL DIALOGUE

Earth Care Bags recognizes Social Dialogue and Employee Engagement as key elements in promoting a fair, transparent, and inclusive workplace culture. Open communication between workers and management ensures that decisions reflect the voices and needs of all employees, fostering mutual respect, collaboration, and shared growth.

The company's approach to employee engagement and social dialogue is aligned with:

- amfori BSCI Performance Area 3: Freedom of Association and the Right to Collective Bargaining
- SA8000:2014 Clause 4: Freedom of Association and Right to Collective Bargaining
- ILO Conventions 87 & 98
- Factories Act, 1948 (India)

This report covers the engagement and social dialogue practices for all employees of Earth Care Bags working in production, printing, packaging, housekeeping, and administrative roles during the period January–December 2024.



Performance Reporting & KPI

KPI ON EMPLOYEE ENGAGEMENT ON SOCIAL DIALOGUE

Employee Engagement on Social Dialogue KIP's for CY 2024

KPI Category	Unit	2024 Performence	Compliance %	2025 Target	Remarks
Total No. of employees covered under Works Committee	Nos.	**6**	**100**	100% coverage	Equal representation ensured
No. of meetings conducted	Nos.	**3**	**75**	≥ 4/year	Quarterly review meetings held
Worker attendance in dialogue meetings	%	**100**	**100**	≥ 90%	Active participation observed
Grievance resolution time (average days)	Nos.	**0**	**100**	≤ 7 working days	No Grievance received
Awareness sessions on worker rights/social dialogue	Nos.	**2**	**100**	≥ 2/year	Conducted by HR & Compliance
Suggestion box submissions received	Nos.	**0**	**100**	—	No Suggestions received
Worker satisfaction with communication & engagement	%	**100**	**100**	≥ 90% satisfaction	Based on HR satisfaction survey
No. of Reported cases of retaliation / discrimination	Nos.	**0**	**100**	0	No Reported cases
No. of employee given Feedback on working Conditions	Nos.	**40**	**100**	≥ 90%	Monitored through Employee Feedback form
Management response to employee feedback	%	**100**	**100**	≥ 95% addressed	Monitored through HR tracking sheet



Performance Reporting & KPI

KPI ON EMPLOYEE ENGAGEMENT ON SOCIAL DIALOGUE

Key Mechanisms of Engagement

- **Monthly Floor Meetings:** Supervisors and workers discuss production challenges, welfare, and suggestions for improvement.
- **Works Committee Meetings:** Includes worker representatives, HR, and management to review grievance trends, welfare activities, and factory issues.
- **Suggestion Box:** Accessible to all workers for confidential feedback.
- **Open-Door Policy:** Employees can meet HR or management without prior appointments to discuss any concern.
- **Employee Surveys:** Conducted annually to gauge satisfaction levels and collect improvement suggestions through Feedback forms.

Performance Summary

Category	Highlights
Coverage	100% employees are aware of the Works Committee and grievance mechanism.
Meetings & Communication	3 Works Committee meetings held in 2024 with full participation.
Grievances	0 grievances received.
Worker Representation	Since company is new and are still in process of hiring so Equal representation of male and female worker representatives are not yet possible.
Training & Awareness	2 awareness session on “Freedom of Association and Right to Bargain” conducted in March & August 2024
Satisfaction Rate	100% worker satisfaction achieved through internal HR survey.
Non-Retaliation Cases	Zero cases reported related to retaliation, discrimination, or bias.

Performance Reporting & KPI

KPI ON EMPLOYEE ENGAGEMENT ON SOCIAL DIALOGUE

Summary

During the first full operational year (2024), Earth Care Bags successfully built a culture of open communication and mutual trust between workers and management. The establishment of a Works Committee, supported by regular meetings and transparent communication channels, has strengthened social dialogue and worker engagement across all levels. No cases of retaliation or discrimination were reported, indicating the effectiveness of the company's non-retaliation policy and grievance handling process. Employees actively participated in decision-making, raising workplace improvement suggestions and welfare feedback through the established dialogue mechanisms.

For 2025, the company aims to further enhance its engagement framework through training of worker representatives, periodic satisfaction surveys, and increased inclusivity in committee representation. This initiative reaffirms Earth Care Bags' commitment to Social Accountability Principles, ensuring that every worker's voice is heard, respected, and acted upon.



EMPLOYEE ENGAGEMENT

Performance Reporting & KPI

KPI ON CAREER DEVELOPMENT AND TRAINING INITIATIVES

Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.) recognizes that continuous learning and skill development are essential for achieving organizational excellence and employee satisfaction. As a company that manufactures sustainable products such as Jute Bags, Cotton Bags, PP Woven & Non-Woven Bags, RPET Bags, Canvas Bags, Shopping Bags, and Duffle Bags, we believe that empowering our workforce through structured training and career development initiatives directly contributes to improved quality, productivity, innovation, and employee retention.

The company ensures that all employees, irrespective of designation or department, have equitable access to learning opportunities aligned with organizational goals and sustainability standards.

The primary objective of the Career Development and Training Program is to:

- Enhance employee competency and performance.
- Foster leadership and technical skills to support sustainable manufacturing.
- Promote awareness of workplace safety, ethical practices, and environmental responsibility.
- Support career progression and employee satisfaction.
- Align workforce capabilities with organizational sustainability and quality goals.

Investing in People to Power Progress



Performance Reporting & KPI

KPI ON CAREER DEVELOPMENT AND TRAINING INITIATIVES



Empowering Growth through Continuous Learning



Career Development Initiatives

Earth Care Bags has initiated structured career development practices to ensure internal growth and motivation:

- Skill Matrix Mapping for all job roles.
- Internal Promotion Policy based on performance and training outcomes.
- Mentorship Program linking experienced employees with new hires.
- Training Calendar prepared annually and reviewed quarterly.
- Feedback & Evaluation after every training to measure learning effectiveness.

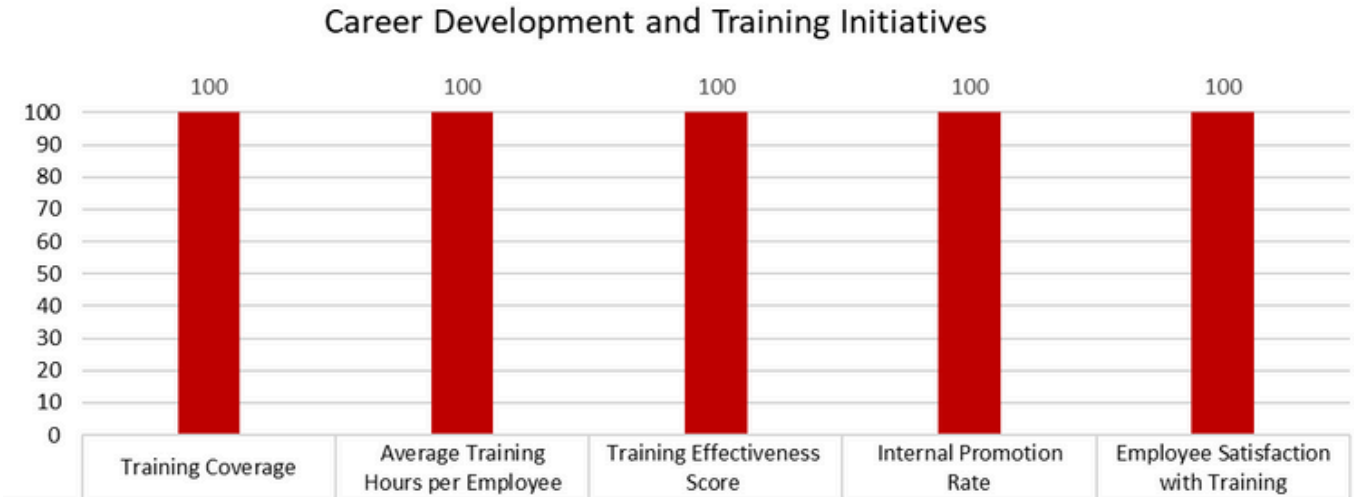
The company encourages employees to express career interests and provides guidance on possible progression paths.

Performance Reporting & KPI

KPI ON CAREER DEVELOPMENT AND TRAINING INITIATIVES

Career Development and Training Initiatives KIP's for CY 2024

KPI Category	Formula	Unit	2024 Performence	Compliance %	2025 Target	Remarks
Training Coverage	(No. of employees trained ÷ Total employees) × 100	%	**100**	**100**	**100%**	All employees trained; full compliance achieved.
Average Training Hours per Employee	Total training hours ÷ Total employees	Hours	**2.5**	**100**	**2**	Through training calculation sheet
Training Effectiveness Score	(Post-training evaluation score ÷ Total score) × 100	%	**100**	**100**	**≥ 85%**	Through training evaluation form
Internal Promotion Rate	(No. of internal promotions ÷ Total employees) × 100	%	**30**	**100**	**≥ 30%**	Through Performance Evaluation form
Employee Satisfaction with Training	(Positive responses ÷ Total responses) × 100	%	**100**	**100**	**100%**	Through training evaluation form



Through its proactive approach to career development and training, Earth Care Bags demonstrates its commitment to employee growth, safe work practices, and sustainable production. By investing in people, the company ensures operational excellence, innovation, and long-term competitiveness in the sustainable packaging industry.

Performance Reporting & KPI

KPI ON COMMUNITY ENGAGEMENT / CSR ACTIVITY

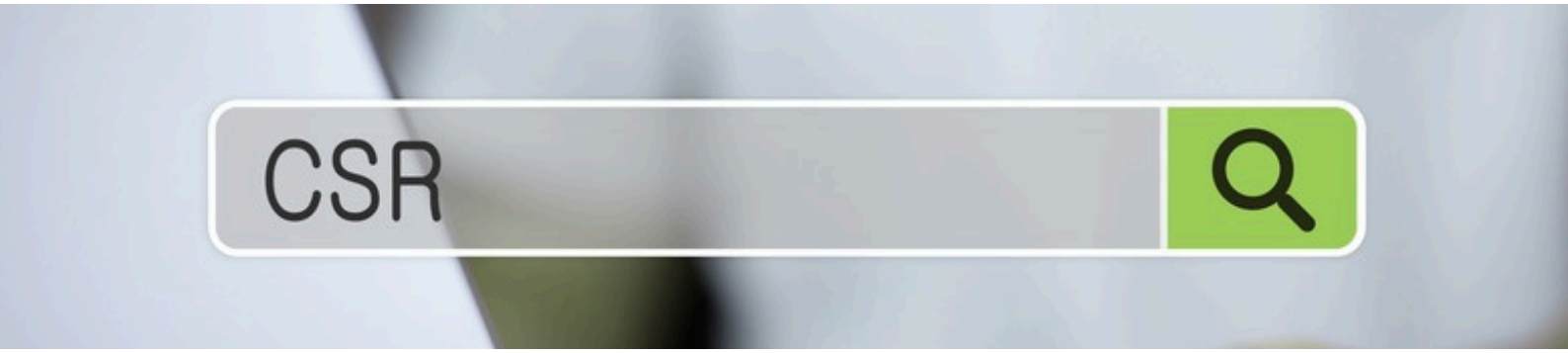
Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.) firmly believes that sustainable business growth goes hand in hand with social responsibility. The company's Corporate Social Responsibility (CSR) strategy focuses on contributing to the welfare of communities, promoting education, health, environmental conservation, and overall social development. Since the company's establishment in October 2023, Earth Care Bags has embedded CSR and community engagement as an integral part of its operational philosophy, ensuring that its activities extend beyond business objectives to create meaningful and measurable societal impact.

The CSR initiatives of Earth Care Bags are guided by the following objectives:

- To promote education and skill development among local and underprivileged communities.
- To support healthcare initiatives, ensuring access to medical care for marginalized groups.
- To engage in environmental sustainability programs such as tree plantation and awareness drives.
- To build partnerships with NGOs and local institutions for long-term community impact.
- To enhance employee involvement in CSR, promoting a culture of empathy and responsibility.

All CSR activities are aligned with the company's ethical framework and the UNs Sustainable Development Goals (SDGs) — particularly:

- SDG 3: Good Health and Well-being
- SDG 4: Quality Education
- SDG 13: Climate Action
- SDG 17: Partnerships for the Goals



Performance Reporting & KPI

KPI ON COMMUNITY ENGAGEMENT / CSR ACTIVITY

CSR Partner / Organization	Focus Area	Contribution (INR)	Impact Summary
UNICEF – Work for Children	Child welfare & education	10000	Supporting UNICEF's initiatives for children's health and education.
Chengail High school	Distribution of back pack, pen, books & etc. to students.	110000	Supporting Educational Development of Local Children
Marwari Relief Society	Healthcare & humanitarian aid	15,000	Supporting medical treatment and relief efforts for the underprivileged.
Hyderabad Eye Institute	Eye care and preventive health	21,000	Enabling eye care services for patients from economically weaker sections.
Shiv Dhaam Foundation (Regd.)	Social welfare & community care	5,100	Promoting charitable activities for community upliftment.
Magic Bus India Foundation	Education & youth development	6,000	Supporting youth empowerment and life-skills development programs.
Tree Plantation	Environmental Sustainability – Tree Plantation	10000	Conducted tree plantation drives to promote environmental conservation and community awareness

Total CSR Contribution (2024): INR 1,77,100

CSR Impact and Outcomes

The CSR initiatives by Earth Care Bags have made a tangible and positive impact on the community:

- **Education & Child Welfare:** Over 300 school children benefited from educational material donations, encouraging learning and school attendance.
- **Healthcare Support:** Financial aid to medical institutions enabled many individuals to access medical and eye care services.
- **Environmental Conservation:** The tree plantation program contributed to the company's carbon offset efforts and environmental awareness among employees and the local community.
- **Social Upliftment:** Partnering with organizations such as Shiv Dhaam Foundation and Magic Bus India Foundation helped enhance the lives of underprivileged families through education, skill-building, and social welfare initiatives.

Performance Reporting & KPI

KPI ON COMMUNITY ENGAGEMENT / CSR ACTIVITY



TREE PLANTATION DRIVE



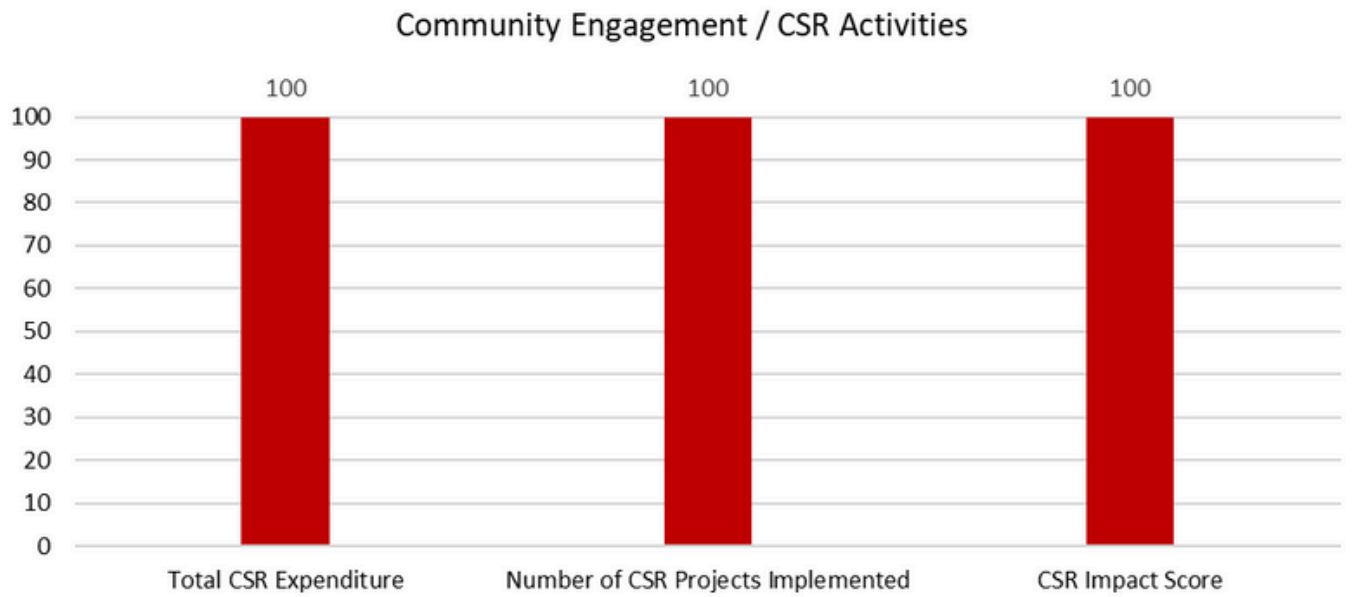
SUPPORTING EDUCATIONAL DEVELOPMENT OF LOCAL CHILDREN

Performance Reporting & KPI

KPI ON COMMUNITY ENGAGEMENT / CSR ACTIVITY

Community Engagement / CSR Activities KIP's for CY 2024

KPI Category	Formula	Unit	2024 Performance	Compliance %	2025 Target	Remarks
Total CSR Expenditure	Sum of all CSR contributions	INR	**177,100**	**100**	Increase by 5%	Maintain and expand CSR support.
Number of CSR Projects Implemented	No. of CSR initiatives completed	Nos.	**7**	**100**	≥10	Plan to include new education and environmental projects.
Beneficiaries Reached	Estimated no. of individuals directly impacted	Nos.	**200**	–	10%	To be calculated through impact assessment.
Employee Participation in CSR Activities	(No. of employees participating ÷ Total employees) × 100	%	**40**	–	≥30%	Introduce employee volunteering.
CSR Impact Score	(Qualitative assessment of outcomes)	%	**100**	**100**	Maintain ≥90%	Positive social and community impact achieved.



Performance Reporting & KPI

KPI ON COMMUNITY ENGAGEMENT / CSR ACTIVITY

Monitoring, Documentation, and Verification

All CSR contributions and activities are documented with:

- Receipts from beneficiary organizations.
- Photographs and participation records of CSR events.
- Quarterly CSR review by the management.

CSR expenditures and outcomes are reviewed by the Accounts Department and approved by the Top Management. All donations are made transparently, ensuring accountability and alignment with statutory and ethical norms.

Alignment with International Standards

Earth Care Bags aligns its CSR framework with international standards and certifications, including:

- amfori BSCI principles on community and worker welfare.
- ISO 26000 guidelines on social responsibility.
- UN SDGs, with a focus on SDG 3 (Health), SDG 4 (Education), and SDG 13 (Climate Action)

Through its well-structured CSR and community engagement initiatives, Earth Care Bags has demonstrated a deep commitment to social development, environmental responsibility, and ethical business practices. The company's ongoing efforts in education, healthcare, and environmental conservation reinforce its position as a responsible and compassionate corporate entity.

Moving into 2025, Earth Care Bags aims to scale up its CSR impact, integrate employee participation, and measure progress using quantifiable performance indicators — ensuring that the company continues to be a catalyst for sustainable community growth and positive social change.

Performance Reporting & KPI

KPI ON SUPPLIER DIVERSITY MANAGEMENT

Supplier Diversity Management is a vital component of Earth Care Bags (unit of Premchand Jute & Industries Pvt. Ltd.) sustainable procurement strategy. The company recognizes that a diverse, ethical, and responsible supply chain fosters innovation, strengthens community linkages, and enhances the long-term resilience of business operations.

In alignment with our sustainability commitments and fair trade principles, Earth Care Bags actively engages with suppliers who uphold ethical, environmental, and social standards consistent with our Supplier Code of Conduct. The Code outlines expectations regarding labor practices, environmental management, health and safety, and anti-bribery compliance.

Our company focuses on manufacturing sustainable products such as Jute, Cotton, Canvas, RPET, PP woven & non-woven, and Shopping Bags, Earth Care Bags ensures that its supplier base aligns with sustainable material sourcing, responsible production, and ethical labor practices.

The main objectives of our Earth Care Bags are;

- To promote responsible and ethical sourcing throughout the supply chain.
- To increase the participation of diverse suppliers, including small-scale and women-owned businesses.
- To strengthen relationships with Fair Trade–certified suppliers and local communities.
- To conduct regular supplier assessments for compliance and performance improvement.
- To support supplier capacity building through training and awareness initiatives.

Framework and Approach

The company follows a structured supplier management framework that includes:

1.Supplier Evaluation & Approval – Assessing suppliers on parameters like quality, ethical compliance, and sustainability practices.

2. Supplier Code of Conduct Communication – All approved suppliers are provided with the company's Code of Conduct to ensure adherence to ethical and social responsibility standards.

Performance Reporting & KPI

KPI ON SUPPLIER DIVERSITY MANAGEMENT

3. Supplier Audit and Review – Annual audits are conducted to evaluate suppliers' compliance with the company's policies and sustainability criteria.

4. Capacity Building – Plans are in place to conduct supplier awareness and training programs to enhance sustainability knowledge and performance.

5. Monitoring and Reporting – Supplier diversity data, sourcing patterns, and audit findings are periodically reviewed and reported.

Supplier Diversity Snapshot for CY 2024

Parameter	2024 Data	Remarks
Total Approved Suppliers	**24**	All suppliers evaluated and approved under company criteria
Local Suppliers (West Bengal)	**100%**	All suppliers are based in West Bengal
Women-Owned / MSME / Small-Scale Suppliers	**0**	None in 2024; focus area for 2025
Supplier Code of Conduct	**Implemented**	Communicated to all suppliers
Supplier Audits Conducted	**4**	Covered key areas – labor practices, safety, environment
Fair Trade Supplier Engagement	**Yes**	Company works with Fair Trade–certified suppliers
Supplier Training / Awareness Sessions	**0**	To be introduced in 2025

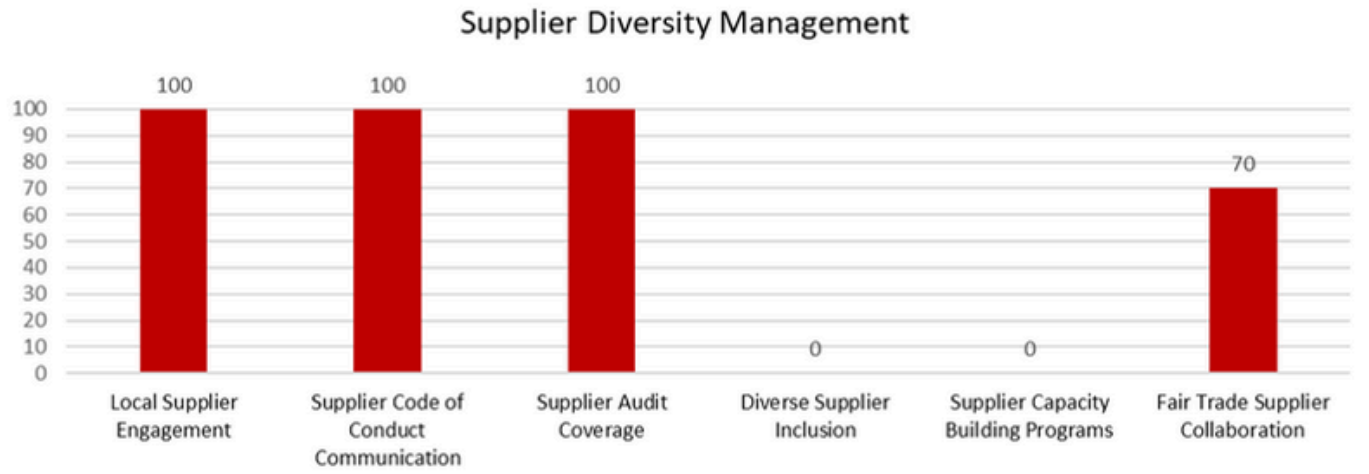


Performance Reporting & KPI

KPI ON SUPPLIER DIVERSITY MANAGEMENT

Supplier Diversity Management KIP's for CY 2024

KPI Category	Formula	Unit	2024 Performance	Compliance %	2025 Target	Remarks
Local Supplier Engagement	(Local suppliers ÷ Total suppliers) × 100	%	**100**	**100**	≥90%	All suppliers are local
Supplier Code of Conduct Communication	(Suppliers received CoC ÷ Total suppliers) × 100	%	**100**	**100**	100%	Code shared with all suppliers
Supplier Audit Coverage	(No. of suppliers audited ÷ Total suppliers) × 100	%	**20**	**100**	≥25%	4 suppliers audited in 2024
Diverse Supplier Inclusion	(No. of diverse suppliers ÷ Total suppliers) × 100	%	**0**	**0**	≥10%	Planned focus for 2025
Supplier Capacity Building Programs	Number conducted annually	Nos.	**0**	**0**	2	Awareness training planned
Fair Trade Supplier Collaboration	(Fair Trade suppliers ÷ Total suppliers) × 100	%	8	**70**	≥20%	Existing Fair Trade partnerships



Performance Reporting & KPI

KPI ON SUPPLIER DIVERSITY MANAGEMENT

Summary of 2024 Performance

In 2024, Earth Care Bags successfully implemented its Supplier Code of Conduct across its entire supplier base and conducted four supplier audits to verify compliance with ethical and sustainability standards.

All 24 suppliers were locally sourced within West Bengal, reflecting the company's strong commitment to supporting local economies and reducing transportation-related emissions.

While there were no women-owned or MSME suppliers in 2024, the company recognizes this as an opportunity for improvement and has set a 2025 target to include at least 10% diverse suppliers.

Additionally, the company has partnered with Fair Trade–certified suppliers, ensuring that ethical trade and responsible production principles are integrated into its supply chain.

2025 Strategic Focus and Targets

For 2025, Earth Care Bags aims to strengthen its Supplier Diversity Management through the following actions:

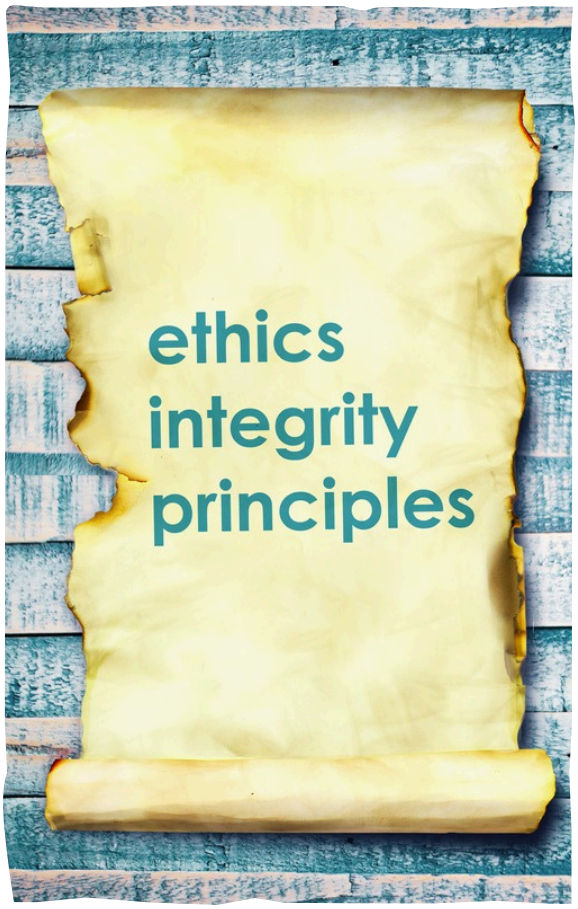
- **Inclusion of diverse suppliers –** Actively identify and onboard at least 10% women-led or small-scale suppliers.
- **Supplier training programs –** Conduct two supplier awareness sessions on sustainability and ethical compliance.
- **Enhanced audit coverage –** Increase supplier audit frequency to ensure 25% of suppliers are audited annually.
- **Sustain local engagement –** Maintain at least 90% sourcing from local suppliers in West Bengal.
- **Continuous monitoring –** Periodically review supplier performance through structured feedback mechanisms and internal evaluations.

Performance Reporting & KPI

KPI ON INTEGRITY, TRANSPARENCY, AND ETHICAL COMPLIANCE

Integrity, transparency, and ethical conduct form the foundation of Earth Care Bags' corporate governance and sustainability practices. The company is committed to operating its business ethically and in full compliance with all applicable laws, regulations, and international standards such as ISO 37001 (Anti-Bribery Management System) and ISO 27001 (Information Security Management System).

Earth Care Bags maintains zero tolerance toward corruption, bribery, fraud, money laundering, and ethical misconduct at all organizational levels. The management ensures that all employees, contractors, and business partners are aware of their ethical responsibilities and that mechanisms exist for reporting, investigating, and addressing any suspected violations.



Objectives & Principals

- To uphold ethical business practices and prevent any form of corruption or misconduct.
- To promote transparency and accountability in all business transactions.
- To ensure the confidentiality and protection of business and personal information.
- To maintain a robust anti-bribery and anti-fraud management system.
- To build employee awareness and training on ethics, compliance, and information security.
- To encourage reporting of unethical behavior through a safe and confidential grievance channel.

Performance Reporting & KPI

KPI ON INTEGRITY, TRANSPARENCY, AND ETHICAL COMPLIANCE

Governance Framework

The company follows an integrated Ethics and Compliance Framework, ensuring preventive and corrective measures through the following mechanisms:

Component	Description
Anti-Bribery & Anti-Corruption Policy	Implemented as per ISO 37001 standards; prohibits bribery, facilitation payments, and gifts beyond permissible value.
Conflict of Interest Declaration	All employees are required to declare potential conflicts of interest annually or as they arise.
Fraud Risk Management	Regular internal controls and financial audits conducted to detect and prevent fraud.
Money Laundering Prevention	All financial transactions are verified through authorized banking channels with due diligence on suppliers and clients.
Information Security Management	Data handling and protection aligned with ISO 27001:2022 requirements; ensures confidentiality, integrity, and availability of data.
Code of Conduct and Whistleblowing Mechanism	Provides clear guidance on ethical behavior and channels for confidential reporting of suspected violations.

2024 Performance Summary

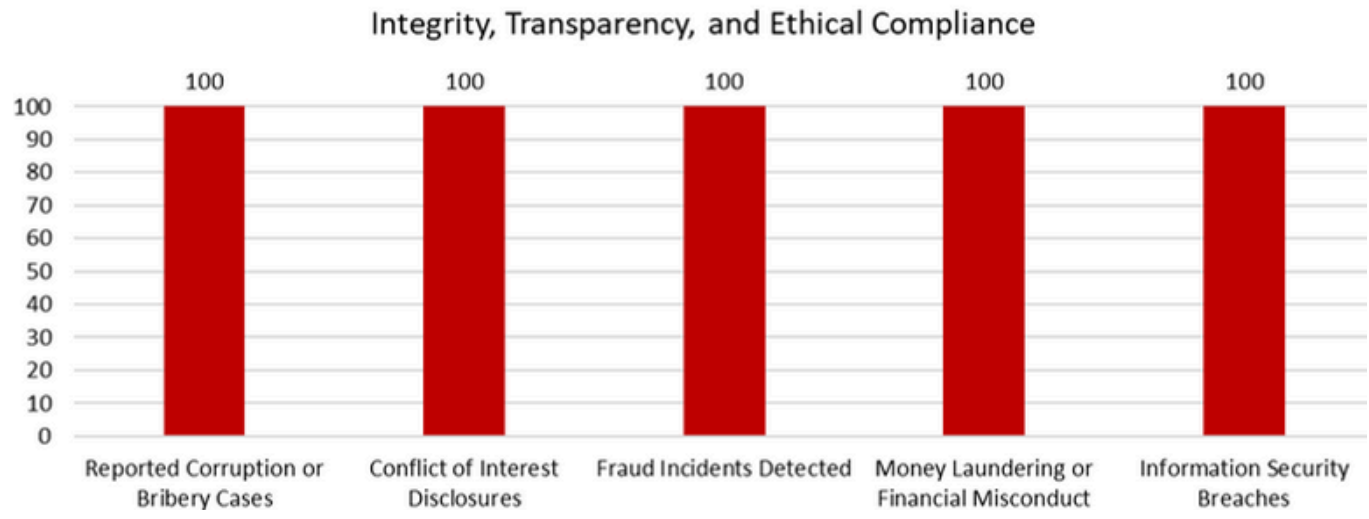
Category	Cases Reported	Investigations Conducted	Corrective Actions Taken	Remarks
Corruption / Bribery	0	0	Not applicable	No reported or observed cases
Conflict of Interest	0	0	Not applicable	Annual declarations submitted by employees
Fraud or Misappropriation	0	0	Not applicable	Strong internal control and audit system maintained
Money Laundering	0	0	Not applicable	All financial transactions verified and compliant
Information Security Breaches	0	0	Not applicable	No data loss or unauthorized access incidents reported
Ethical Violations / Code of Conduct Breach	0	0	Not applicable	All employees signed Code of Conduct acknowledgment forms

Performance Reporting & KPI

KPI ON INTEGRITY, TRANSPARENCY, AND ETHICAL COMPLIANCE

Integrity, Transparency, and Ethical Compliance KIP's for CY 2024

KPI Category	Formula	Unit	2024 Performance	Compliance %	2025 Target	Remarks
Reported Corruption or Bribery Cases	(No. of reported cases ÷ Total cases) × 100	Nos.	**0**	**100**	0	Zero tolerance maintained
Conflict of Interest Disclosures	(No. of employees declaring COI ÷ Total employees) × 100	%	**100**	**100**	100	All employees declared
Fraud Incidents Detected	(No. of fraud incidents ÷ Total employees) × 100	Nos.	**0**	**100**	0	No cases reported
Money Laundering or Financial Misconduct	(Reported cases ÷ Total financial transactions) × 100	Nos.	**0**	**100**	0	All transactions verified
Information Security Breaches	(No. of breaches ÷ Total users) × 100	Nos.	**0**	**100**	0	Data security maintained
Employee Awareness on Ethics & Compliance	(No. of employees trained ÷ Total employees) × 100	%	**2**	**100**	100	All staff & workers trained annually



Performance Reporting & KPI

KPI ON INTEGRITY, TRANSPARENCY, AND ETHICAL COMPLIANCE

2024 Observations and Key Achievements

- Successfully maintained zero incidents across all categories of ethical violations.
- Conducted ethics and anti-corruption awareness training for all employees (40 participants).
- Implemented annual conflict of interest declaration and anti-fraud control checks through internal audit.
- No information security breaches or data privacy complaints were recorded.
- Continued effective implementation of ISO 37001 and ISO 27001 management system requirements.

2025 Strategic Targets and Focus Areas

For 2025, Earth Care Bags aims to further strengthen its integrity and compliance framework through the following actions:

- Conduct refresher training on anti-bribery, ethics, and information security for 100% of employees.
- Establish an enhanced digital whistleblowing platform for confidential reporting.
- Strengthen third-party due diligence on suppliers and contractors to ensure compliance with anti-corruption norms.
- Periodically review and update internal controls to mitigate potential risks of fraud and data breaches.
- Conduct annual ethics and information security audits to monitor ongoing compliance.

As part of its continuous improvement philosophy, Earth Care Bags will continue to monitor, train, and engage stakeholders to ensure that ethical behavior, information security, and compliance remain embedded across all business operations.