earthcare bags
A SUSTAINABLE LIFESTYLE

SUSTAINABILITY REPORT 2024

A Report on Our Progress with the Sustainable Development Goals



EARTH CARE BAGS

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

www.earthcarebags.com

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Once known as the "Golden Fibre," jute is regaining global prominence as the world embraces sustainable and renewable alternatives to synthetic materials. As a biodegradable and compostable natural fibre, it enriches soil health, requires minimal chemical inputs, and supports millions of smallholder farmers — truly representing nature's model for a circular economy.

At Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.), we take pride in carrying this legacy forward. Our operations integrate fair trade principles, community empowerment, and eco-efficient manufacturing, ensuring minimal environmental impact. By continually innovating and diversifying jute applications, we transform this traditional fibre into modern, functional, and stylish products for global markets.
Every product we craft reflects our belief that the most sustainable solutions arise from honouring nature's wisdom while innovating for the future.

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Introduction

Welcome to Earth Care Bags, a distinguished unit of Premchand Jute & Industries Pvt. Ltd., and a leading manufacturer and exporter of eco-friendly and sustainable jute, cotton, canvas, and juco bags. As a company deeply rooted in environmental stewardship and social responsibility, we recognize the importance of transparently communicating our sustainability performance and our ongoing commitment to ethical business practices through Environmental, Social, and Governance (ESG) reporting.

Our ESG framework serves as a strategic roadmap, reflecting our dedication to conducting business responsibly while providing our stakeholders — including customers, employees, suppliers, and the wider community — with comprehensive insights into our sustainability performance. At Earth Care Bags, our ESG approach is built upon three foundational pillars:

Environmental Responsibility : At Earth Care Bags, we are dedicated to reducing our environmental footprint across all operations. From the responsible sourcing of jute and cotton to the adoption of energy-efficient and waste-reducing processes, we strive to conserve resources and promote circularity. Our initiatives focus on waste segregation, water conservation, energy optimization, and carbon emission reduction, demonstrating our alignment with global sustainability goals.

Social Responsibility : People form the foundation of our success. We uphold fair labour practices, safe and inclusive workplaces, and prioritize employee welfare through social benefits, training, and skill development. Beyond our operations, we contribute to community well-being through education, health, and environmental initiatives, creating shared value and long-term social impact.

Governance Practices : Strong governance defines our integrity. We adhere to the highest standards of ethics, transparency, and accountability, ensuring compliance with regulations and robust risk management. Our governance framework reinforces ethical conduct, anti-bribery measures, and a transparent decision-making culture that fosters stakeholder confidence and trust.

About the Sustainability Report

Organizational Details – GRI 2-1

Earth Care Bags is pleased to present its first Sustainability Report for the calendar year 2024. This report highlights our non-financial performance and reflects our ongoing commitment to transparency and accountability toward all our internal and external stakeholders.

Entities Included in the Organization's Sustainability Reporting – GRI 2-2

This Sustainability Report for the calendar year 2024 focuses exclusively on the sustainability performance of Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.). The scope of this report is limited to the operations of Earth Care Bags and does not include the non-financial performance of any other divisions, affiliates, or associated business units of Premchand Jute & Industries Pvt. Ltd.

Scope of the Report – GRI 2-3

This Sustainability Report for the calendar year 2024 presents the Environmental, Social, and Governance (ESG) performance of Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.), covering its manufacturing facility in West Bengal and corporate office operations. It outlines our business model, strategic approach, key sustainability initiatives, risks and opportunities, and overall performance during the reporting period. Every effort has been made to ensure the accuracy, transparency, and completeness of the information disclosed, reflecting our continued commitment .

Reporting Framework and Standards – GRI 1, 2-4

This Sustainability Report for the calendar year 2024 has been prepared in alignment with the Global Reporting Initiative (GRI) Sustainability Reporting Standards, the Business Responsibility and Sustainability Reporting (BRSR) and the United Nations Sustainable Development Goals (UN SDGs). It presents our performance through KPI on environmental, social, and governance indicators that reflect our commitment to sustainable and responsible growth.

Stakeholder Feedback and Engagement – GRI 2-3

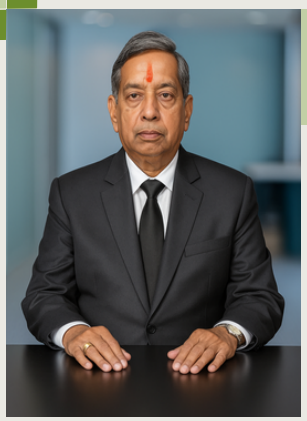
At Earth Care Bags, we are committed to maintaining transparency and accountability in our sustainability disclosures. We welcome feedback and suggestions from our stakeholders to help us enhance the accuracy, relevance, and quality of the information shared in this report and to continuously improve our sustainability practices.

Feedback and Communication

Earth Care Bags welcomes insights and suggestions from all stakeholders to strengthen our sustainability reporting and communication practices. For any queries, feedback, or clarifications regarding this report, we encourage you to reach out to us directly.

Phone : +91 89107 78853
Email : compliance@earthcarebags.com

Meet the Leaders



Mr. Vishnu Kumar Churiwal

Group Chairman

Mr. Vishnu Kumar Churiwal, Group Chairman of Premchand Jute & Industries Pvt. Ltd., brings over four decades of experience in the jute industry. A visionary leader, he has transformed the company into a sustainability-driven enterprise with a global presence. Under his guidance, Earth Care Bags upholds the philosophy of "business with responsibility," promoting eco-friendly alternatives to plastics and empowering communities through sustainable livelihoods.



Mr. Siddhartha Churiwal

Director

Mr. Siddhartha Churiwal, Director of Earth Care Bags, represents the new generation of leadership with a strong focus on sustainable growth and operational excellence. An MBA graduate, he oversees raw material procurement and production, ensuring efficiency, responsible sourcing, and eco-friendly manufacturing. His innovative approach strengthens the company's commitment to delivering high-quality, sustainable alternatives to single-use plastics.



Mr. Vishal Churiwal

Director

Mr. Vishal Churiwal, Director of Earth Care Bags, brings strategic and financial expertise to the company's global sales and export operations. With a Master's in Finance, he has expanded the brand's presence to over 25 countries, promoting eco-friendly packaging solutions worldwide. His focus on responsible business practices ensures that commercial growth aligns seamlessly with the company's sustainability vision.

Message from the Chairman

GRI 2-22, 2-11

Driving the Global Transition to Natural Alternatives

The world is witnessing a decisive move toward eco-friendly, biodegradable, and renewable materials as industries and consumers move away from plastic dependency. Earth Care Bags has embraced this opportunity by offering sustainable packaging solutions made from jute, cotton, canvas, juco, and other natural fibres. With India producing nearly three-quarters of the world's jute, we take pride in advancing this green transformation through products that are both environmentally and socially responsible.

Commitment to Sustainability Beyond Compliance

Sustainability is the foundation of our business. We go beyond compliance to lead with responsible manufacturing and ethical trade. Our efforts focus on sustainable raw material sourcing, waste reduction, energy conservation, and carbon footprint minimization. We ensure safe, fair, and inclusive workplaces while supporting communities through education, health, and environmental initiatives.

Strengthening Governance and Accountability

Strong governance underpins our sustainability journey. The Board and senior management oversee all sustainability initiatives, ensuring transparency, integrity, and accountability. Our governance framework emphasizes anti-bribery, fair trade, and adherence to global standards, driving long-term value creation for all stakeholders.

Innovation and Future Readiness

Earth Care Bags continues to innovate by transforming natural fibres into functional, stylish, and sustainable products. Through design advancements and material innovation, we aim to reduce global plastic dependency while empowering rural artisans and farmers integral to our supply chain.

A Collective Path Forward

Sustainability is a shared mission. We invite our partners, customers, and communities to join us in promoting conscious consumption and environmental stewardship. At Earth Care Bags, we believe that nature's wisdom holds the key to a better future — and we continue to weave that vision into every bag we create.



Dear Stakeholders,

As we move forward on our journey of sustainable growth and responsible manufacturing, I take this opportunity to reflect on the progress and purpose that define Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.). Our journey, though rooted in the rich legacy of India's jute industry, continues to evolve with a clear vision — to redefine jute and natural fibre products as the sustainable choice for the future.

Mr. Vishnu Kumar Churiwal
Group Chairman
Premchand Jute & Industries Pvt. Ltd.

Our ESG Performance for CY 2024

Environmental Performance

Total energy consumption	**123456**
GHG emission intensity (tCO2/Production - MT)	**123456**
Total Water recycled and reused	**123456**
Total Waste recycled and reused	**123456**
Total Number of Trees planted	**40**

Social Performance

Workforce provided career development review	**100%**
Complaints on health and safety	**Zero**
Workers provided health and safety training	**100%**
Number of new hires	**35**
Workforce provided career development review	**100%**
Complaints on POSH	**Zero**
Number of Fatalities	**Zero**
Emergency Mock Drill conducted	**04**
Lost-Time Injuries (LTI)	**Zero**
Workforce provided career development review	**100%**
% of Employees Covered under medical insurance	**100%**
Incidents of discrimination or harassment reported	**Zero**

Governance and Economic Performance

Diversity awareness trainings conducted	**Zero**
CSR spend	**₹ 1,77,100**
Total revenue from operations	**₹ 567.92 Lakhs**

About
Earth Care Bags

GRI 2-1

Earth Care Bags, a proud unit of Premchand Jute & Industries Pvt. Ltd., stands as a symbol of sustainability, craftsmanship, and innovation in the field of eco-friendly packaging solutions. Established with the vision to reinvent jute and other natural fibres, the company has evolved from a traditional jute manufacturer into a forward-thinking enterprise dedicated to creating premium, environment-conscious alternatives to single-use plastic and synthetic materials.



"Sustaining the Earth, One Bag at a Time"

From its inception in October 2023, Earth Care Bags has been at the forefront of promoting sustainable consumption and responsible production, aligning its business ethos with the global movement towards environmental preservation and conscious living.

Our extensive product portfolio encompasses a diverse range of eco-friendly shopping and lifestyle bags, including tote bags, beach and picnic bags, lunch bags, vegetable and fruit bags, bottle carriers, laptop sleeves, yoga mat bags, duffle and grocery bags, and multipurpose pouches. Each product is designed with the perfect blend of utility, durability, and aesthetics, offering sustainable choices for global consumers and retail brands alike.

Our bags are crafted from natural, biodegradable, recyclable materials such as Jute, Cotton, Canvas, Juco, Biaxially Oriented Polypropylene (BOPP), and Polypropylene (PP) materials that combine strength, style, and sustainability. With a deep-rooted commitment to environmental stewardship, the company continuously strives to minimize its ecological footprint through responsible sourcing, waste reduction, and energy-efficient manufacturing practices.

As part of our sustainability journey, Earth Care Bags is constantly experimenting with new materials, blends, and designs to unlock innovative possibilities in the global market. Our dedicated R&D and design teams work closely with clients to customize bulk orders that align with their branding and sustainability goals. This customer-centric approach, combined with ethical labor practices and a transparent value chain, enables us to contribute meaningfully to the global shift toward green and circular economies. As part of our sustainability journey, Earth Care Bags is constantly experimenting with new materials, blends, and designs to unlock innovative possibilities in the global market.

About
Earth Care Bags

GRI 2-1



OUR MISSION

At Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.), our mission is to promote sustainable living by offering eco-friendly, high-quality alternatives to single-use plastics. We design and manufacture durable bags from jute, cotton, RPET, PP woven, and non-woven materials, combining functionality with environmental responsibility. Through ethical practices, quality assurance, and community empowerment, we aim to create lasting value for our customers and contribute to a greener, more sustainable future.

OUR VISION

Our vision is to position Earth Care Bags as a global leader in eco-friendly packaging, trusted by businesses and consumers committed to sustainability. We aim to inspire a worldwide shift toward greener choices by producing bags that combine practicality with environmental responsibility. Through continuous innovation, global expansion, and uncompromising quality, we strive to make Earth Care Bags a symbol of positive change—empowering people and organizations to build sustainable planet for future generations.

Earth Care Bags
Sustainability Objectives



Ensuring each product we create reflects our dedication to environmental care, social progress, and corporate integrity

At Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.), sustainability is more than a guiding principle — it is the foundation of our business philosophy and operational approach. We are deeply committed to creating value that extends beyond profit, integrating environmental, social, and ethical considerations into every stage of our value chain. Our sustainability objectives are designed to balance business growth with our responsibility toward people and the planet, ensuring that every decision we make contributes to long-term positive impact.

We continuously strive to enhance resource efficiency by adopting cleaner production methods, reducing energy and water consumption, and minimizing waste generation across our operations. Our use of renewable and natural fibers such as jute, cotton, RPET, and other sustainable materials reflects our commitment to promoting circularity and reducing dependence on plastics and non-biodegradable resources.

Social responsibility forms a key pillar of our sustainability framework. We actively promote fair labor practices, safe working conditions, and skill development initiatives to empower our workforce. Our operations also support rural livelihoods by partnering with local artisans and suppliers, fostering inclusive growth within the communities we serve.

Governance and transparency are equally integral to our mission. We ensure ethical business conduct, accountability, and compliance with international sustainability standards through strong leadership and continuous monitoring. By engaging openly with our stakeholders — including employees, customers, suppliers, and communities — we seek to build trust, encourage collaboration, and drive collective progress toward shared sustainability goals.

Our objective is to establish Earth Care Bags as a responsible industry leader that demonstrates how sustainable practices can coexist with innovation, quality, and global competitiveness — creating a future where business success and environmental preservation go hand in hand.

Our Export Markets

GRI 2-1



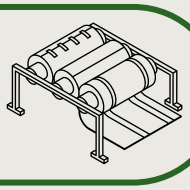
At Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.), our global footprint continues to grow as we proudly export a wide range of eco-friendly, reusable, and customizable bags made from jute, cotton, RPET, PP woven, and PP non-woven materials to over 25 countries worldwide. Our strong presence across North America, the United Kingdom, Europe, Australia, and the Middle East underscores our ability to understand and respond effectively to the evolving needs of international markets that increasingly value sustainability and quality.

Our expanding reach is supported by a robust supply chain, strategic partnerships with leading shipping, logistics, and banking networks, and a commitment to timely and reliable deliveries. By combining modern manufacturing capabilities in India with deep expertise in global trade compliance, we ensure that every product meets international standards for quality, durability, and environmental responsibility.

With a well-balanced mix of domestic and international revenue, Earth Care Bags continues to demonstrate steady growth, operational resilience, and strategic focus. As we strengthen our presence globally, our vision remains clear—to be a trusted partner in sustainable packaging solutions and contribute meaningfully to the worldwide movement toward eco-conscious and circular economies.

From Raw Material to Finished Product

STEP 1 **Raw Material Procurement**



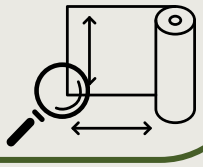
We carefully source high-quality jute, cotton, and other eco-friendly fabrics from approved suppliers, ensuring compliance with sustainability and social responsibility standards.



Sampling & Mockup **STEP 2**

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.



Cutting **STEP 4**

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)**



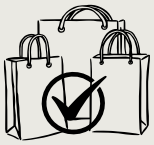
As per customer requirement, Jute or fabrics are decorated with embroidery, Screen printing, or Digital printing using eco-friendly inks and dyes, enhancing product aesthetics.

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.



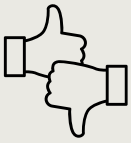


Dispatch **STEP 9**

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 Diverse Product Portfolio



PP Woven Bags

At Earth Care Bags, we manufacture and export durable and eco-friendly PP Woven Shopping Bags designed to meet diverse customer needs. Our reusable, customizable, and sustainable bags offer a smart alternative to single-use plastics, reflecting our commitment to quality, innovation, and a greener future.

PP Non-Woven Bags

At Earth Care Bags, we manufacture and export durable, eco-friendly PP Non-Woven Shopping Bags that combine practicality with sustainability. Our reusable and customizable bags offer an ideal alternative to single-use plastics while helping businesses promote their brand responsibly.





Jute Bags

At Earth Care Bags, we offer durable, biodegradable, and reusable jute bags made from natural fibers—an ideal alternative to single-use plastics. Available in customizable designs for retail, promotions, and gifting, our jute bags combine sustainability with style and functionality.

Cotton Bags

At Earth Care Bags, we manufacture and export durable and eco-friendly PP Woven Shopping Bags designed to meet diverse customer needs. Our reusable, customizable, and sustainable bags offer a smart alternative to single-use plastics, reflecting our commitment to quality, innovation, and a greener future.



Our Diverse Product Portfolio



RPET Bags

At Earth Care Bags, we create durable and stylish RPET shopping bags made from recycled PET bottles—turning waste into sustainable solutions. Reusable and customizable, our RPET bags are perfect for eco-conscious shoppers and businesses promoting sustainability.

Bottle Bags

At Earth Care Bags, , our Bottle Bags are designed for convenience, durability, and sustainability. Made from eco-friendly materials, they offer a reusable and sturdy solution for safely carrying bottles while promoting an environmentally responsible lifestyle.





Backpacks

At Earth Care Bags, we manufacture and export eco-friendly backpacks made from natural materials like jute, cotton, canvas, and juco. Designed for durability and sustainability, our reusable backpacks are perfect for everyday use and corporate branding. We also offer customized and printed options.

Cooler Bags

At Earth Care Bags, we design and manufacture high-quality PP Cooler Bags that keep food and beverages fresh while supporting sustainability. Our reusable, eco-friendly cooler bags are ideal for daily use, travel, and promotions. We also offer customized options for branding—combining functionality and durability.



Our Compliance & Recognition

GRI 2-24

In an industry that thrives on sustainability and innovation, certifications are the foundation of trust—ensuring quality, ethical practices, and environmental responsibility. At Earth Care Bags, certifications validate our commitment to producing eco-friendly and socially responsible products that meet global standards. They enable us to access international markets, assure our customers of safe and sustainable manufacturing, and reinforce our vision of promoting a greener future.



Occupational Health and Safety Management System

We prioritize Occupational Health and Safety (OHS) through proactive safety measures and employee well-being initiatives. Our ISO 45001 : 2018 certification reflects our strong commitment to maintaining a safe, healthy, and compliant workplace for all.



Social Accountability System

Our BSCI and Fair Trade certifications reflect our strong commitment to social accountability and ethical business practices. We ensure fair wages, safe working conditions, and respect for workers' rights, fostering a culture of equality and dignity for all employees.



Environmental Management System

Our ISO 14001:2015 certified reflects our commitment to minimizing environmental impact through efficient resource use, waste reduction, and pollution prevention. We continuously monitor and improve our processes to promote sustainability and protect the environment.



Quality Management System

Our ISO 9001:2015 QMS certification ensures consistent excellence across every stage of production. From sourcing raw materials to finished products, we uphold strict quality standards and continuous improvement to meet global customer expectations.



Waste Management System

we follow an effective Waste Management System focused on reducing, reusing, and recycling waste generated during production. We ensure proper segregation and safe disposal of both hazardous & non-hazardous waste, promoting sustainable work environment.



Organic Production

Our product range is crafted from sustainable natural and recycled fibers, supported by globally recognized certifications like GOTS & GRS. These reflect our commitment to responsible sourcing, ethical production, and environmentally conscious manufacturing practices.

Our Compliance & Recognition

GRI 2-24



















Our Compliance & Recognition

GRI 2-24



FAIRTRADE

Fairtrade Certificate

Earth Care Bags (Unit Of Premchand Jute & Industries Pvt. Ltd)

Chengail, Chakasthi
711307
India

FLO ID 49256

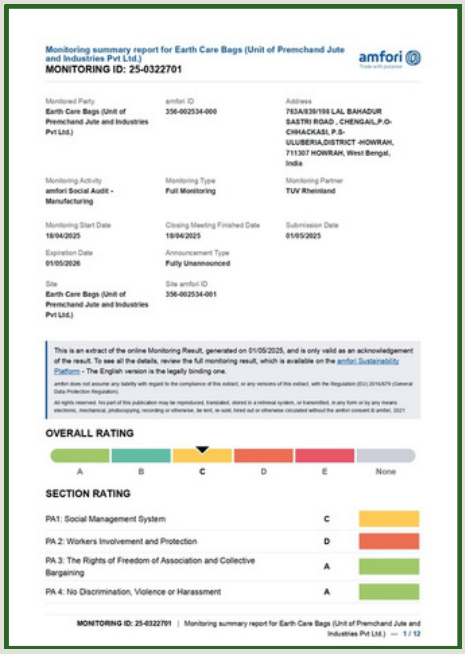
is Fairtrade certified as Trader for the process of trading / manufacturing products in compliance with the Fairtrade Standards for the below scope:

Product(s)	Cotton For further product details see appendix 2.
Standards	The scope of Fairtrade Standards included in the certification is listed in appendix 1.
Certification Scheme	Fairtrade Certification Program, Version 1.3
Valid until	15 Jul 2031

15 Jul 2025
Issue Date

Thorsten Niklas
Managing Director

FLOCERT
assuring fairness



Monitoring summary report for Earth Care Bags (Unit of Premchand Jute and Industries Pvt Ltd.)
MONITORING ID: 25-0322701

amfori

Monitored Party Earth Care Bags (Unit of Premchand Jute and Industries Pvt Ltd.)	amfori ID 356-002534-000	Address 763A/839/198 LAL BAHADUR SASTRI ROAD , CHENGAIL,P.O-CHHACKASI, P.S-ULUBERIA,DISTRICT -HOWRAH, 711307 HOWRAH, West Bengal, India
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 18/04/2025	Closing Meeting Finished Date 18/04/2025	Submission Date 01/05/2025
Expiration Date 01/05/2026	Announcement Type Fully Unannounced	
Site Earth Care Bags (Unit of Premchand Jute and Industries Pvt Ltd.)	Site amfori ID 356-002534-001	

This is an extract of the online Monitoring Result, generated on 01/05/2025, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the amfori Sustainability Platform - The English version is the legally binding one.

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OVERALL RATING

A B C D E None

SECTION RATING

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	D
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination, Violence or Harassment	A

MONITORING ID: 25-0322701 | Monitoring summary report for Earth Care Bags (Unit of Premchand Jute and Industries Pvt Ltd.) — 1 / 12



Building a Responsible Future through Ethical, Sustainable, and Transparent Practices



In alignment with our commitment to transparency, sustainability, and continuous improvement, Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.) upholds globally recognized standards in environmental, social, and ethical performance. Our sustainability approach is guided by responsible business practices that address climate action, resource efficiency, and community development.

We have established a comprehensive framework of Social, Technical, and Sustainability Policies to ensure consistent performance, accountability, and alignment with global sustainability goals, including the UN Sustainable Development Goals (SDGs) and the principles of the Paris Agreement.

Social Policies

- Human Rights Policy
- Anti-Discrimination and Equal Opportunity Policy
- Child Labor & Forced Labor Policy
- Fair Remuneration and Working Hours Policy
- Freedom of Association & Collective Bargaining Policy
- Grievance Redressal Policy
- Health, Safety & Welfare Policy



Building a Responsible Future through Ethical, Sustainable, and Transparent Practices

Technical Policies



- Quality Management Policy (ISO 9001:2015)
- Occupational Health & Safety Policy (ISO 45001:2018)
- Environmental Management Policy (ISO 14001:2015)
- Product Safety and Compliance Policy
- Supplier Code of Conduct

Sustainability Policies



- Sustainability Policy
- Energy & GHG Emission Reduction Policy
- Waste Management & Circular Economy Policy
- Water Conservation Policy
- CSR (Corporate Social Responsibility) Policy
- Ethical Sourcing & Fair Trade Policy
- Sustainable Procurement Policy



Together, these policies form the foundation of Earth Care Bags' sustainability governance, reinforcing our mission to promote responsible growth, safeguard people and the planet, and build long-term value for our stakeholders.

Our Sustainability Initiatives

Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.) 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.



Sustainable Material Sourcing & Raw Material Recovery

- **Use of Natural & Recycled Fibers:** Earth Care Bags sources materials such as jute, cotton, RPET, PP woven and non-woven fabrics. By using recycled feedstock (especially RPET) and waste fibers 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 Fibers 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

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.



Sustainable Growth through Energy Optimization, Waste Control, & Environmental Care.

Our Sustainability Initiatives

Social Responsibility & Human Rights

- **Workers' Rights, Harassment, Discrimination:** We 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.

Outreach, Awareness & Branding

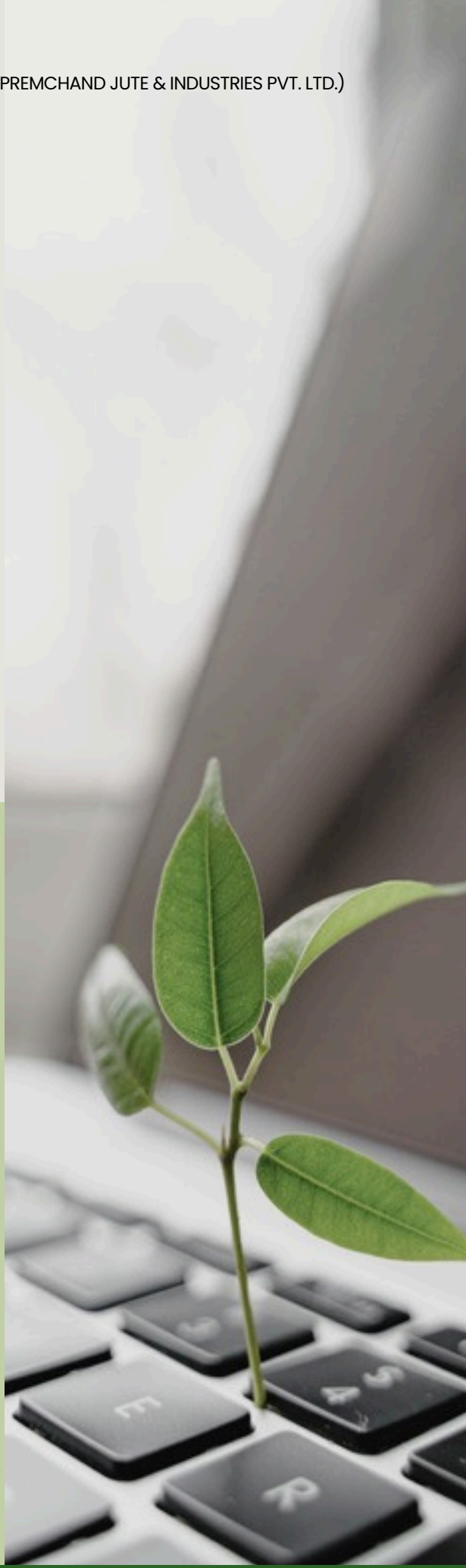
- **Customer & Market Education:** Through its website and blog posts (for example: "Why Sustainable Bags Are Essential for a Greener Future", "The Green Revolution in Your Hands"), Earth Care Bags shares knowledge about sustainable choices, eco-friendly materials, and the importance of reducing plastic waste.

- **Participation in Trade Events:** We participate 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

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.



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 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.

Engaging Stakeholder, Materiality and Impact

At Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.), our sustainability strategy is underpinned by active stakeholder engagement and a robust materiality assessment process. We recognize that understanding the perspectives, expectations, and concerns of those who are affected by or can influence our operations is critical to driving meaningful and responsible business practices.



Stakeholder Engagement

Engaging with stakeholders is central to our approach to sustainability. Our stakeholder network includes employees, shareholders, suppliers, jute farmers, customers, logistics partners, research institutions, industry associations, local communities, and civil society organizations. Regular interactions—through surveys, meetings, interviews, and collaborative forums—help us gain valuable insights that inform strategic decisions and guide our sustainability initiatives.

Materiality & Focus Areas

We conducts regular and systematic materiality assessments to identify the environmental, social, and governance (ESG) issues that are most significant to our business and stakeholders. These assessments evaluate both the potential impact of each issue and its relevance to stakeholder expectations, ensuring a comprehensive understanding of priorities. By focusing on these critical areas, we align our sustainability initiatives with meaningful outcomes.

Structured Approach

Our stakeholder engagement follows a structured framework. We start by identifying key stakeholders who influence or are impacted by our operations and engage them through regular dialogue to understand expectations and gather feedback. Based on these insights, we prioritize critical sustainability issues and plan strategies to address them. We monitor progress and communicate outcomes transparently, fostering trust, accountability, and long-term collaboration.

Engaging Stakeholder, Materiality and Impact

At Earth Care Bags, we believe that meaningful engagement with our stakeholders is essential for responsible and sustainable business practices. By actively listening to employees, customers, suppliers, farmers, communities, and partners, we gain valuable insights that guide our decisions, shape our sustainability initiatives, and create long-term shared value.

01 Map
Map the value chain and identify all key stakeholders.

02 Identity
Recognize key internal and external stakeholders

03 Plan
Define engagement objectives and select strategies

04 Engage
Communicate through surveys, meetings, and interviews

05 Monitor
Track progress and share outcomes.

06 Prioritize
Prioritize Focus on the most critical sustainability issues



Stakeholder Identification and Engagement

GRI 2-29

At Earth Care Bags, we follow a structured approach to identify and understand our stakeholders, evaluating their relationship with our business, dependencies, and potential risks. This helps us gain a comprehensive understanding of each stakeholder group's unique position, allowing us to respond effectively to key concerns and foster long-term, sustainable partnerships.

Our stakeholder selection process considers multiple factors, including strategic business relevance, regulatory obligations, and socio-environmental impacts. This systematic approach ensures that the perspectives of diverse stakeholders are fairly represented in our governance and decision-making processes.

We have established tailored engagement mechanisms to create mutual value for all stakeholders. Through appropriate communication channels, we address specific concerns and ensure timely, transparent, and effective information sharing. The following table presents our structured stakeholder engagement framework, highlighting engagement objectives, preferred communication methods, and key focus areas for each stakeholder group.



Stakeholder Identification and Engagement

GRI 2-29

At Earth Care Bags, we identify and assess stakeholders based on their relationship, influence, and impact on our business. This helps us address key concerns effectively and build long-term, sustainable partnerships.

Stakeholder

Type: External
Key Concerns: Product affordability and responsiveness of processes
Engagement Method: Surveys, feedback forms, and direct input channels
Engagement Frequency: Continuous / Ongoing

Employees

Type: Internal
Key Concerns: Opportunities for professional growth and personal development
Engagement Method: Open grievance redressal system, regular meetings.
Engagement Frequency: Continuous / Ongoing

Regulatory Bodies

Type: External
Key Concerns: Compliance with environmental, social, and economic regulations and standards
Engagement Method: Periodic reporting, inspections & participation in regulatory reviews.
Engagement Frequency: On a need basis

Suppliers

Type: External
Key Concerns: Strengthening compliance, ethical sourcing, and capacity building.
Engagement Method: Supplier evaluations, audits and regular communication.
Engagement Frequency: On a need basis

Local Communitles

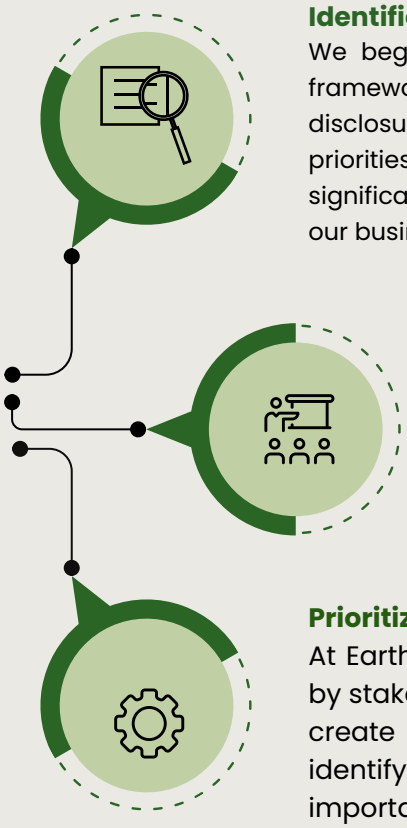
Type: External
Key Concerns: Access to education, healthcare, sanitation, and overall social, environmental well-being.
Engagement Method: Community meetings, CSR programs, and feedback surveys.
Engagement Frequency: On a need basis

Our Materiality Framework

GRI 2-29,2-14,3-1,3-2

At Earth Care Bags, materiality assessment stands as a core component of our sustainability strategy, guiding how we identify, evaluate, and address the environmental, social, and governance (ESG) topics most relevant to our business and stakeholders. This process helps us focus our efforts on areas that have the greatest potential to impact our long-term success, operational efficiency, and contribution to sustainable development.

Our materiality assessment framework involves engaging with key internal and external stakeholders to understand their expectations, concerns, and priorities. By mapping these insights against our business objectives and global sustainability trends, we are able to determine the most material issues that influence our performance and reputation.



Identification of Material Topics

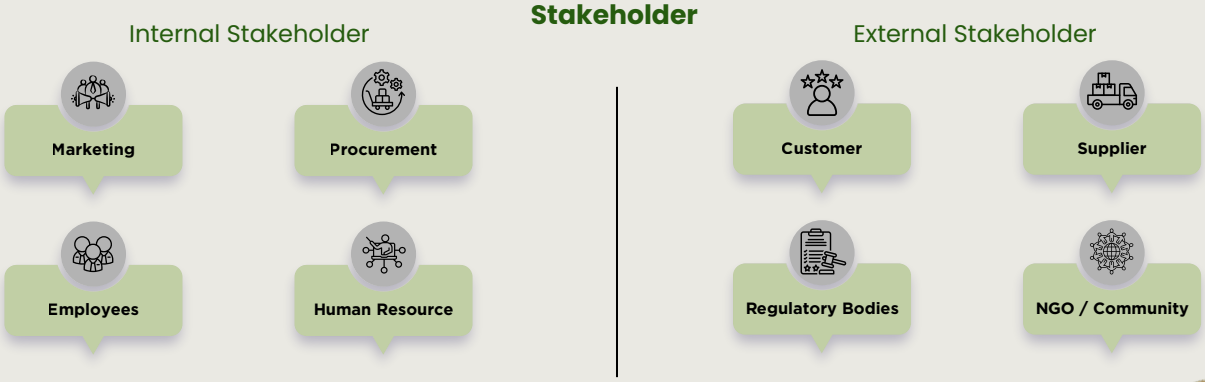
We began our materiality assessment by reviewing leading sustainability frameworks such as GRI to identify key topics. We also analyzed sustainability disclosures from peers in the textile and jute industry to understand sectoral priorities and best practices. Based on this analysis, we shortlisted the most significant topics considering their relevance to stakeholders and impact on our business performance and sustainability goals.

Stakeholder Consultation

Through interactive consultations, interviews, and group discussions, we gathered valuable insights on internal & external stakeholders expectations and concerns. Each stakeholder group's feedback was carefully evaluated, and weighted scores were assigned to reflect the importance and relevance of each sustainability topic to both our stakeholders and our business objectives.

Prioritization

At Earth Care Bags, we compared the feedback and scores provided by stakeholders with the assessments of our senior leadership team to create a comprehensive materiality matrix. This process helped us identify and categorize sustainability topics based on their strategic importance and impact, classifying them as high, medium, or low priority to guide our focus and resource allocation effectively.



Management Approach to Materiality Assessment

GRI 3-3, 207-2, 207-3

Earth Care Bags adopts a structured management approach to address the outcomes of the materiality assessment. We integrate the identified material topics into our strategic planning, policies, and performance goals. This ensures that our sustainability initiatives align with stakeholder expectations, regulatory requirements, and long-term business objectives while driving continuous improvement across environmental, social, and governance dimensions.

Materiality Topic	Approach
Climate Change and Emissions Management	At Earth Care Bags, we are committed to minimizing our carbon footprint by adopting energy-efficient machinery, optimizing resource use, and exploring renewable energy options. Our efforts align with global climate action goals and reflect our dedication to a low-carbon future.
Waste Management	We manage waste through systematic segregation, recycling, and reuse practices. Fabric and packaging waste are minimized by optimizing production processes, and reusable scraps are repurposed to promote a zero-waste manufacturing culture.
Water Management	Water conservation is integral to our operations. We monitor and reduce water usage through efficient processes, water recycling, and awareness initiatives to preserve this vital natural resource.
Employee Welfare and Benefits	Our people are at the heart of our success. We provide fair wages, welfare benefits, healthcare access, training, and a positive work environment that supports personal and professional development.
Occupational Health and Safety (OHS)	We prioritize workplace safety through regular risk assessments, safety training, and emergency preparedness drills. Our practices align with ISO 45001 standards to ensure a safe, healthy, and hazard-free work environment.
Human Rights	We uphold strong ethical values and human rights principles. Our operations strictly prohibit child labor, forced labor, and discrimination while promoting equality, fair treatment, and freedom of association, in line with BSCI and Fairtrade standards.
Community Impact	We actively contribute to local communities through CSR activities such as tree plantation, education support, and environmental awareness programs. These initiatives strengthen our social footprint and promote shared prosperity.
Supply Chain Management	We partner with responsible suppliers who adhere to ethical, environmental, and social standards. Regular supplier assessments and collaborations ensure sustainable sourcing and transparency throughout our value chain.
Customer Relations	We aim to build lasting relationships by providing high-quality, eco-friendly products and excellent customer service. Through feedback and collaboration, we continually improve to meet evolving customer needs sustainably.
Corporate Governance and Business Ethics	Our governance system is built on integrity, transparency, and accountability. We ensure ethical decision-making across all operations and take preventive measures against corruption, fraud, and unethical behavior through continuous training and strict compliance mechanisms.
Regulatory Compliance	Earth Care Bags operates in full compliance with all applicable environmental, social, and labor laws. We stay updated with evolving regulations to maintain operational integrity, protect stakeholder interests, and demonstrate responsible business conduct.
Risk Management	We have a structured Risk Management Policy to identify, evaluate, and mitigate potential business, operational, and environmental risks. This proactive approach ensures business continuity, financial stability, and sustainable growth.

Responsible Growth through Environmental, Social, and Governance Focus



Care

We care for the environment, and our communities. Through eco-conscious manufacturing, waste reduction, and worker welfare initiatives, we ensure that our growth remains responsible and inclusive.

Collaboration

We believe in working together with our stakeholders—employees, suppliers, customers, and communities—to drive positive environmental and social impact across our value chain.



Commitment

We are committed to maintaining transparency, integrity, and accountability in all aspects of our business. Our certifications, policies, and sustainability goals reflect this ongoing dedication.

Circularity

We promote a circular economy approach by encouraging resource efficiency, reusability, and sustainable sourcing to minimize waste and maximize product life cycles.

Sustainability Across Our Value Chain

GRI 2-1

At Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.), our integrated value chain embodies our dedication to quality, sustainability, ethical sourcing, and community well-being. Every stage of our process is designed to create value responsibly—from sourcing raw materials to delivering eco-friendly bags across the globe.

Our value chain begins with the procurement of high-quality jute, cotton, and other sustainable materials sourced primarily from trusted suppliers and farmer groups in West Bengal, Bihar, and Assam. We also engage with local traders and community-based organizations that promote ethical trade practices, organic farming, and fair livelihoods for cultivators.



Once materials reach our facility, they undergo rigorous quality checks and in-house processing. The process includes cutting, printing, stitching, quality inspection, and packing, all carried out under strict environmental and social compliance standards. Through efficient production planning and skilled craftsmanship, we ensure that every product reflects our commitment to durability, design, and sustainability.

Finished goods are then packed and distributed to domestic and international clients, supported by a transparent, traceable, and efficient logistics network. Our value chain is strengthened by the principles of resource optimization, waste reduction, and continuous improvement, ensuring minimal environmental impact and maximum social value.
At Earth Care Bags, our value chain is more than a production process—it is a continuous journey of responsibility, innovation, and empowerment, driving sustainable growth for our people, partners, and the planet.

Corporate Governance

GRI 2-9, 2-10, 2-12, 2-16, 2-17, 2-18, 2-19, 2-20, 2-25, 2-27

Our Philosophy on Corporate Governance

At Earth Care Bags (Unit of Premchand Jute & Industries Pvt. Ltd.), we believe that good governance is the foundation of sustainable growth. Our governance philosophy is based on the principles of accountability, transparency, integrity, and ethical leadership in every business decision.

We view Corporate Governance not just as a compliance requirement, but as a strategic tool to achieve long-term value creation for all stakeholders — including our employees, customers, suppliers, investors, and the community. Through responsible governance, we aim to translate opportunities into long-term success, ensuring that our sustainability commitments are met with credibility and purpose.

Directors

Composition and Role

GRI 2-9.2-10. 2-13. 207-1

The Board of Directors of Earth Care Bags provides strategic direction and oversight to ensure that our sustainability goals align with business growth.

The Board comprises three directors, combining deep industry experience, modern management expertise, and a strong understanding of global trade dynamics.

Name of Director	Designation	Profile Summary
Mr. Vishnu Kumar Churiwal	Group Chairman	With over 40 years of experience in the jute industry, he provides visionary leadership and strategic guidance, ensuring the company's operations remain aligned with sustainability principles and long-term business goals.
Mr. Siddhartha Churiwal	Director	An MBA graduate, he oversees raw material procurement and mill production. His focus on efficient sourcing and sustainable manufacturing practices ensures resource optimization and waste reduction.
Mr. Vishal Churiwal	Director	Holding a Master's degree in Finance, he manages exports and global sales. His leadership emphasizes ethical trade, customer satisfaction, and strengthening relationships with eco-conscious partners worldwide.

Corporate Governance

GRI 2-9, 2-10, 2-12, 2-16, 2-17, 2-18, 2-19, 2-20, 2-25, 2-27

Board Governance and Ethical Practices

The Directors ensures that decisions are made with transparency and fairness, maintaining compliance with applicable laws and ethical business standards. Regular Board meetings are conducted to review operational, financial, and sustainability performance.

Through this governance framework, Earth Care Bags fosters a culture of accountability, empowering each department to integrate sustainability and ethics into daily operations.

Collaborations and Partnerships for Sustainable Growth

At Earth Care Bags, collaboration is a key driver of our progress toward sustainability. We engage with:

- Certified suppliers of jute, cotton, and canvas materials committed to ethical and eco-friendly sourcing.
- International customers and partners who share our vision for sustainable packaging solutions.
- Regulatory bodies and certification agencies such as Fairtrade, GOTS, GRS, and BSCI to maintain global compliance and responsible business conduct.
- Local communities through CSR programs that promote education, environmental awareness, and livelihood opportunities.

These collaborations help us strengthen our sustainability framework, expand our global footprint, and continuously improve our environmental and social performance.

Familiarisation and Continuous Learning

The Directors and senior management participate in regular reviews, learning sessions, and external seminars on ESG (Environmental, Social & Governance) topics. This ensures that the leadership remains updated on evolving sustainability standards, risk management frameworks, and best practices in responsible business conduct.

Areas of Core Expertise and Leadership

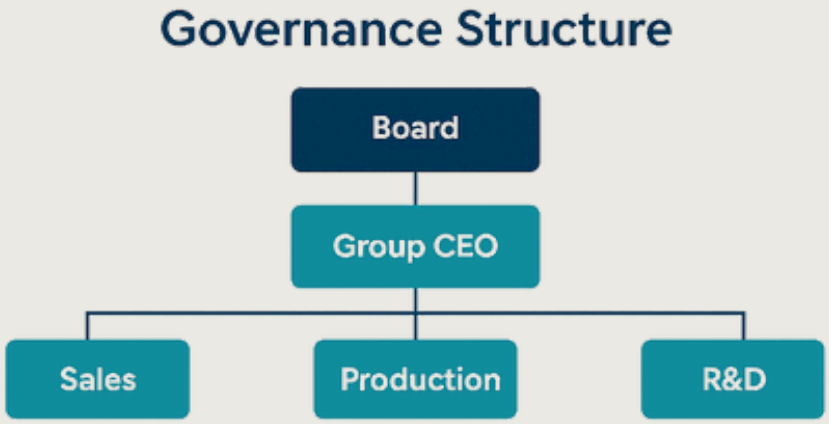
Area of Core Skill / Expertise	Director Having Expertise
Leadership and Strategic Direction	Vishnu Kumar Churiwal
Sustainable Manufacturing and Operations	Siddhartha Churiwal
Financial Management and Export Strategy	Vishal Churiwal
Risk Management and Ethical Governance	Vishnu Kumar Churiwal, Vishal Churiwal
Innovation and Market Development	Siddhartha Churiwal, Vishal Churiwal

Corporate Governance

GRI 2-9, 2-10, 2-12, 2-16, 2-17, 2-18, 2-19, 2-20, 2-25, 2-27

Governance Pillars

Earth Care Bags' governance structure is built on four key pillars:
Ethical Leadership – Ensuring fairness and transparency across all levels of operation.
Responsible Decision-Making – Aligning business goals with sustainability values.
Stakeholder Engagement – Building trust through continuous dialogue and accountability.
Compliance and Integrity – Adhering to national and international standards and promoting a zero-tolerance policy toward unethical practices.









Corporate Governance

GRI 2-9, 2-10, 2-12, 2-16, 2-17, 2-18, 2-19, 2-20, 2-25, 2-27



Audit and Accountability

Internal Audit Committee

The Internal Audit function at Earth Care Bags ensures accountability and financial integrity by maintaining transparency in financial operations, internal controls, and compliance systems.
Key Responsibilities:

- Reviewing financial statements and audit reports.
- Assessing internal control systems for effectiveness.
- Monitoring compliance with statutory and sustainability-related disclosures.
- Ensuring ethical and transparent use of financial resources.

Meetings & Attendance (CY 2024)

Name of the Director	No. of Meetings Attended
Mr. Vishnu Kumar Churiwal	2
Mr. Siddhartha Churiwal	4
Mr. Vishal Churiwal	4

Corporate Governance

GRI 2-9, 2-10, 2-12, 2-16, 2-17, 2-18, 2-19, 2-20, 2-25, 2-27



Stakeholder Relationship Committee

Name of the Director	Position	Category
Mr. Vishnu Kumar Churiwal	Chairman	Executive Director
Mr. Siddhartha Churiwal	Member	Director
Mr. Vishal Churiwal	Member	Director

Corporate Social Responsibility (CSR) Committee

At Earth Care Bags, CSR is deeply rooted in our mission to foster positive social and environmental change.

Name of the Director	Position	Category
Mr. Vishnu Kumar Churiwal	Chairman	Executive Director
Mr. Siddhartha Churiwal	Member	Director
Mr. Vishal Churiwal	Member	Director

Key Initiatives:

- Supporting education programs for underprivileged children.
- Conducting tree plantation drives and environmental awareness campaigns.
- Promoting skill development and women empowerment in local communities.
- Providing healthcare and sanitation support in surrounding areas.

Meetings & Attendance (CY 2024)

Director	No. of Meetings Attended
Mr. Vishnu Kumar Churiwal	1
Mr. Siddhartha Churiwal	1
Mr. Vishal Churiwal	1

Corporate Governance

GRI 2-9, 2-10, 2-12, 2-16, 2-17, 2-18, 2-19, 2-20, 2-25, 2-27

Risk Management

Earth Care Bags has implemented a Risk Management Policy to safeguard stakeholder interests, financial stability, and operational resilience.

Our Risk Framework Covers:

- Operational Risks: Machinery maintenance, supply disruptions, and safety hazards.
- Environmental Risks: Waste generation, emissions, and climate-related factors.
- Compliance Risks: Adherence to legal, labor, and environmental standards.
- Reputational Risks: Ethical conduct, product quality, and stakeholder perception.

Mitigation Strategies:

- Regular monitoring through internal audits.
- Implementation of ISO 9001, ISO 14001, and ISO 45001 systems.
- Training programs on occupational safety and environmental awareness.
- Continuous improvement and corrective action tracking.

Governance Element	Purpose	Outcome
Corporate Governance	Promote accountability and transparency	Ethical business conduct
Audit Committee	Ensure financial integrity	Transparent reporting
Nomination & Remuneration Committee	Align compensation with ethics	Fair evaluation
Stakeholder Committee	Strengthen stakeholder trust	Timely resolution
CSR Committee	Drive social and environmental progress	Positive community impact
Risk Management	Ensure sustainability and continuity	Operational resilience



Conserving Our Planet

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

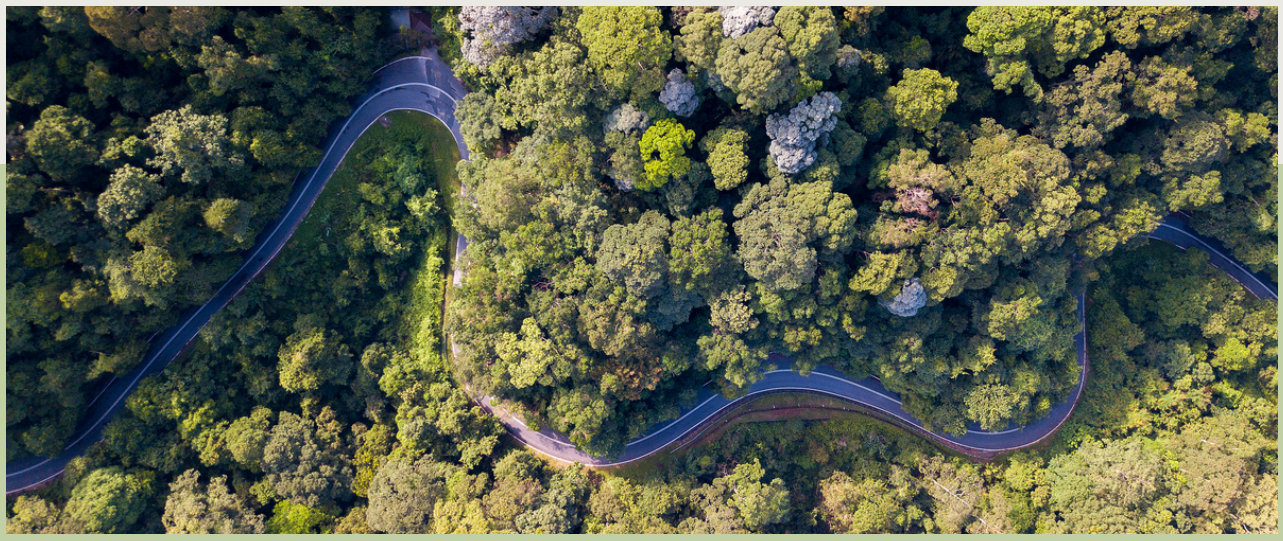
Earth Care Bags, environmental stewardship is an integral part of our business philosophy. As a manufacturer of sustainable packaging solutions made from natural, renewable, and biodegradable materials such as jute and cotton, we recognize our responsibility to minimize environmental impact while contributing positively to global climate goals. Jute, often regarded as the "Golden Fiber," represents a unique blend of ecological and economic sustainability. By promoting its use, we actively reduce dependency on plastics and synthetic materials while supporting livelihoods in rural communities dependent on natural fiber cultivation.

Our environmental strategy focuses on resource conservation, emission reduction, and circular innovation. We continuously invest in cleaner and more efficient technologies, sustainable sourcing practices, and waste management initiatives that ensure responsible use of natural resources.

Oversight of our environmental performance lies with the Board of Directors and the Corporate Social Responsibility (CSR) Committee, which jointly ensure that our environmental policies, objectives, and key performance indicators remain aligned with our long-term sustainability vision. Operational teams implement these commitments through clearly defined action plans, measurable goals, and periodic monitoring.

To formalize our environmental governance, we adhere to the Business Responsibility and Sustainability Reporting Policy, which serves as our guiding framework for accountability, compliance, and continuous improvement. This framework is regularly reviewed to ensure alignment with evolving national regulations, global climate priorities, and stakeholder expectations.

Our practices are further supported by a robust Environmental Management System (EMS) certified to ISO 14001:2015, which integrates seamlessly with our ISO 9001:2015 Quality Management System.



Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

At Earth Care Bags, our environmental strategy is built around six key sustainability pillars that guide every aspect of our operations — from sourcing to production and beyond. These pillars reflect our long-term vision of reducing our ecological footprint, promoting circular practices, and fostering harmony between business and nature.



Energy Efficiency and Renewable Integration

We continuously enhance energy efficiency across our operations while exploring opportunities to expand the use of renewable energy sources, thereby reducing dependence on non-renewable fuels and minimizing greenhouse gas emissions.



Emissions Management

We actively monitor, measure, and control emissions from our production processes. By adopting cleaner technologies and optimizing resource use, we contribute to both national and global climate action objectives.



Waste Reduction and Circularity

We focus on minimizing waste generation through efficient segregation, recycling, and upcycling initiatives. Our approach promotes circularity by reusing materials and reducing landfill disposal, ensuring that every resource is used responsibly.



Water Stewardship

We adopt efficient water management practices, including reuse, recycling, and conservation systems. Our commitment to safeguarding water resources helps maintain ecosystem balance and ensures responsible consumption within our facilities.



Responsible Materials Management

We source raw materials such as jute, cotton, and recycled fibres sustainably, ensuring ethical procurement and efficient utilization. This approach supports long-term supply chain resilience and reduces our environmental impact.

Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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.



Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

KPI on Energy Management System

Energy Consumption Summary (2024)

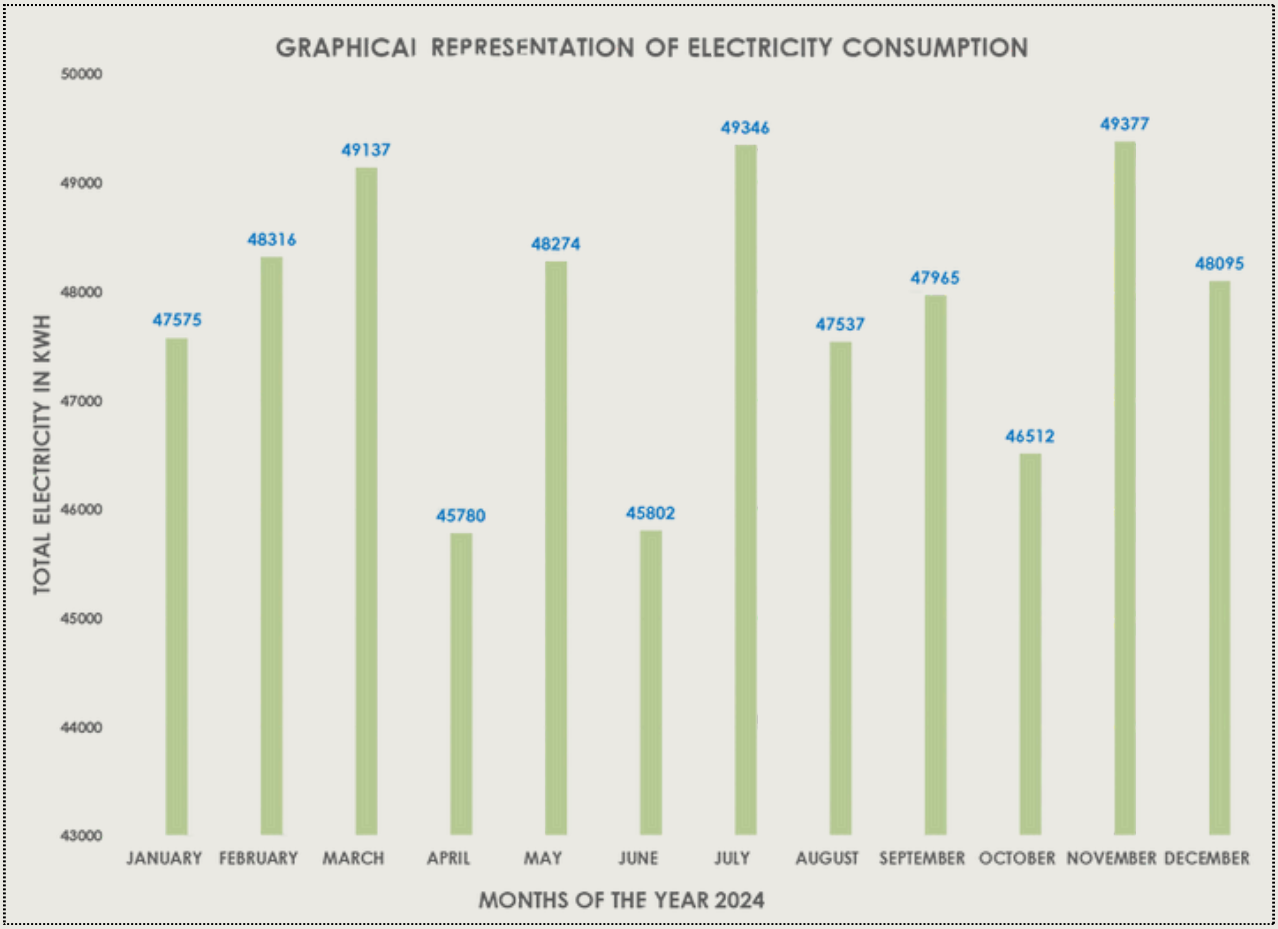
Category	Description	2024 Performance	2025 Target	Unit	Remarks
Electricity Consumption	Total grid electricity used	573716	-4%	kWh	Based on monthly Electric bills
Fuel Consumption	Diesel, petrol, or LPG usage	0	-	Litre	No generators or company vehicles is used.
Energy Intensity	Energy used per unit of 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	

Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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:

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

Our Environmental Approach

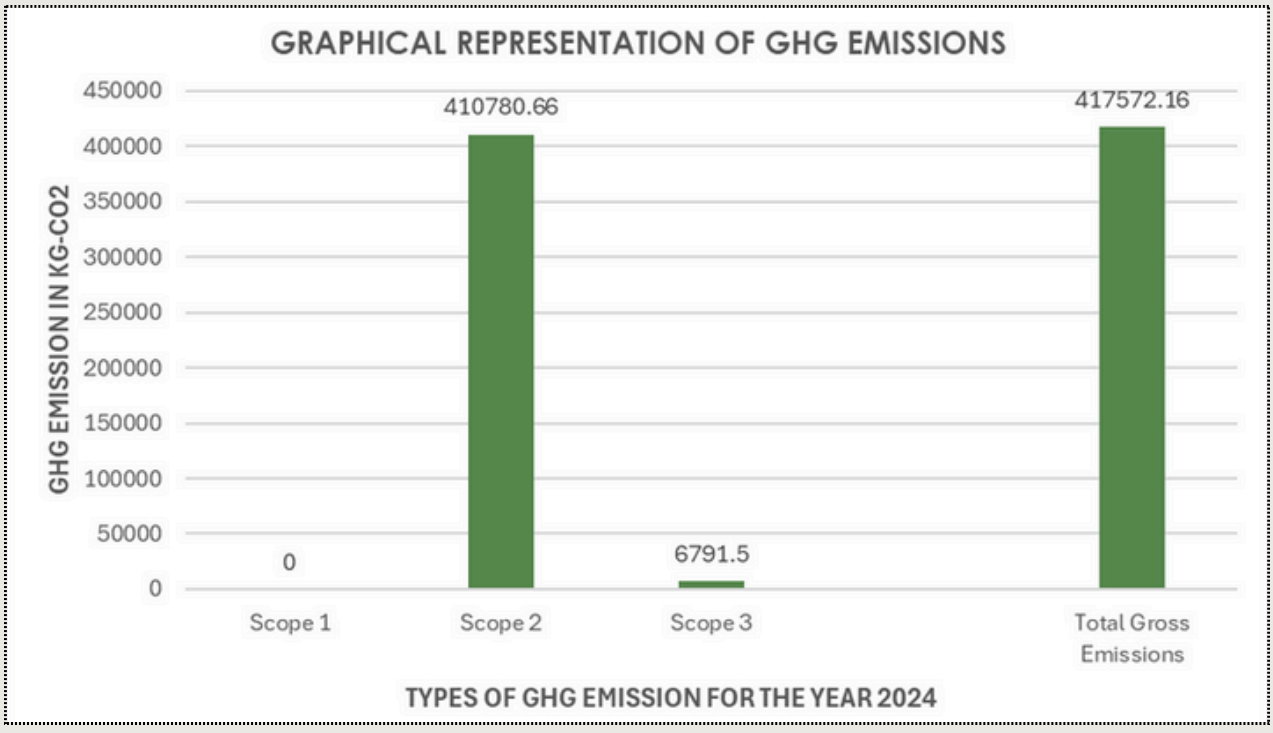
GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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	Other indirect emissions (employee commuting, supplier logistics, waste disposal, etc.)	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



Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

KPI on Energy Management System

GHG Emissions Summary

As per the data uploaded:

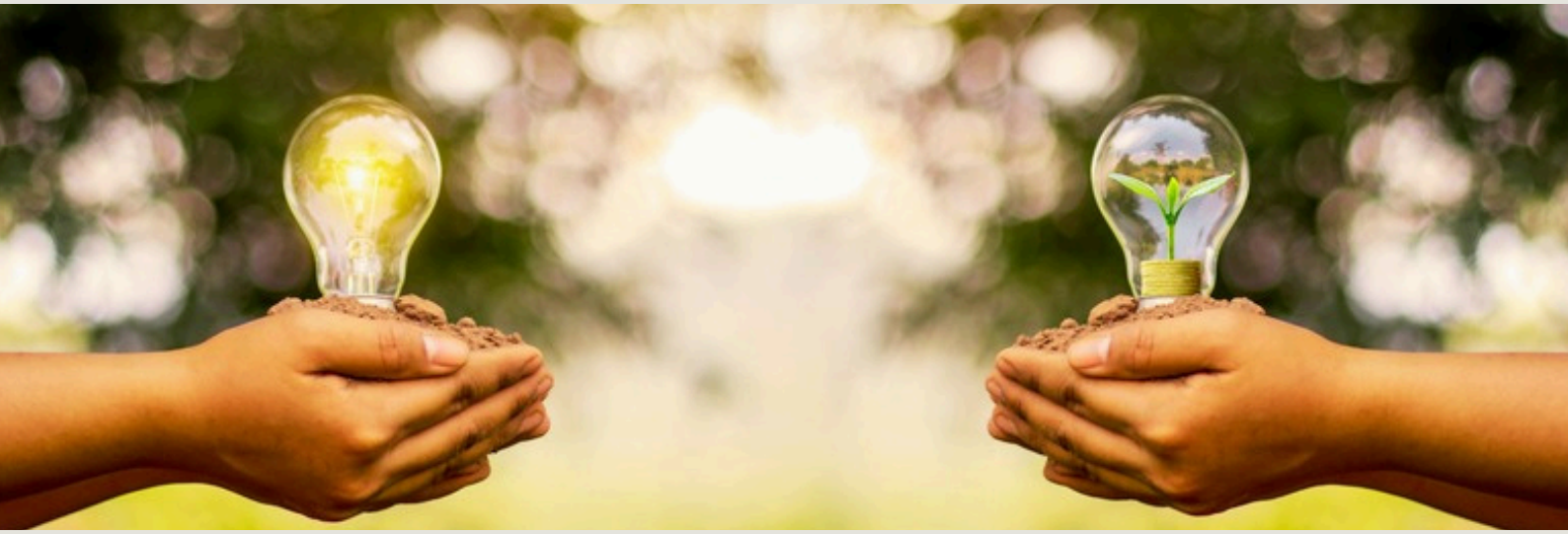
- Total Quantity (Products Shipped): 843,794 pieces
- Total Number of Shipments: 78
- Total Distance Covered: 7,990 Km
- Total Carbon Emission (Annual): 6,791.50 Kg-CO2 (6.79 Ton-CO2)
- Per Unit Emission (2024): 0.008 Kg of CO2 per product piece.

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



Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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

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.

Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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.

Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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.

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**

Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

KPI on Water Management System



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.

Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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.

Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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*



Our Environmental Approach

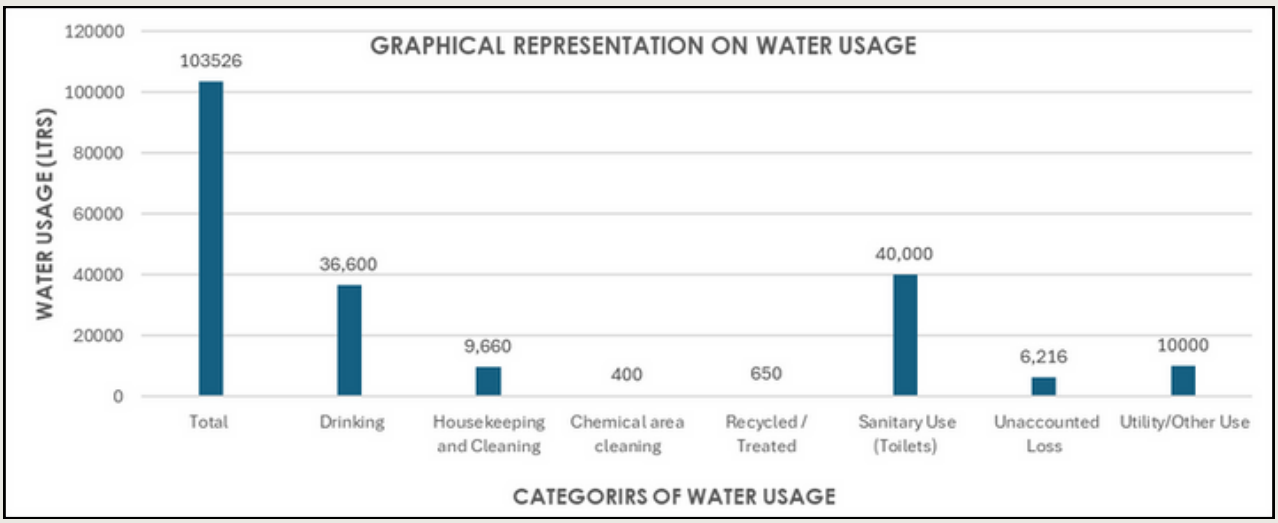
GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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*



Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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.

Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

KPI On Waste Management System

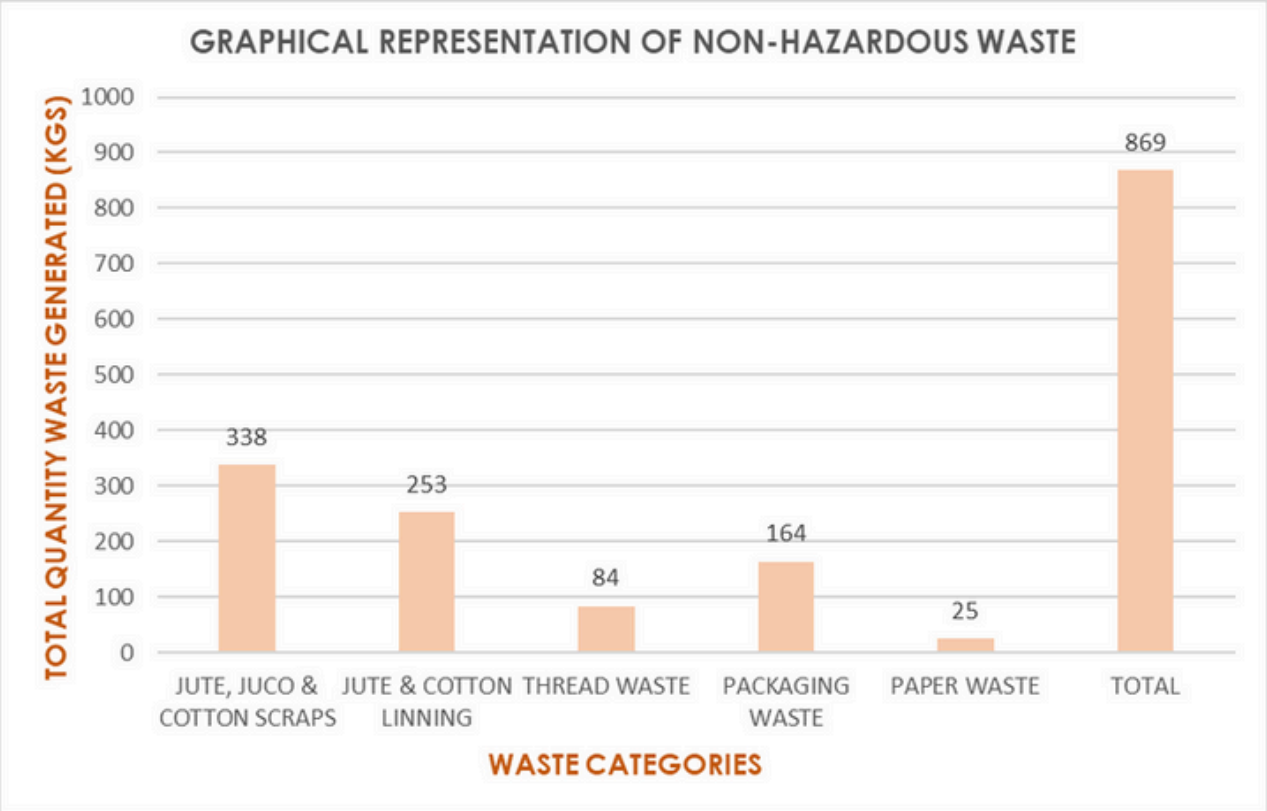
MONTH	NON-HAZARDOUS WASTE GENERATION SNAPSHOT 2024					
	JUTE, JUCO & COTTON SCRAPS	JUTE & COTTON LINNING	THREAD WASTE	PACKAGING WASTE	PAPER WASTE	TOTAL
	KG	KG	KG	KG	KG	KG
January	28.55	21.41	7.14	14.27	2.1	73.51
February	28.55	20.26	6.75	13.51	2	69.57
March	28.55	21.97	7.32	14.64	2.2	75.41
April	28.55	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**

Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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).

Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

KPI On Waste Management System

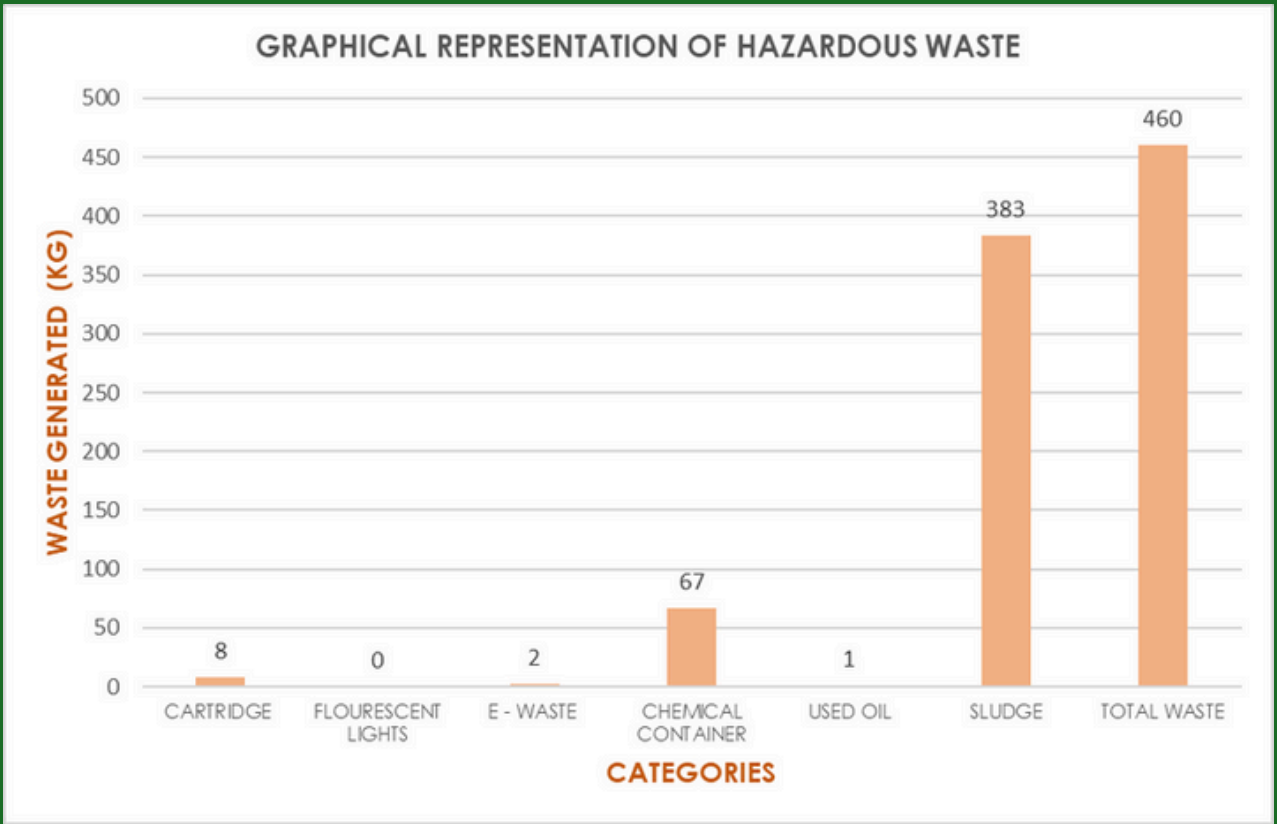
MONTH	HAZARDOUS WASTE						
	CARTRIDGE	LIGHTS	E - WASTE	CHEMICAL CONTAINER	USED OIL	SLUDGE	TOTAL WASTE
	KG	KG	KG	KG	KG	KG	KG
January	1	0	0	5	0	33	39
February	0.5	0	0	6	0	32	39
March	0.5	0	0	5	0	30	36
April	1	0	0	6	0	33	40
May	0.5	0	0	5	0	31	37
June	0.5	0	0	6	0.5	32	39
July	1	0	0	6	0	31	38
August	0.5	0	1	6	0	33	41
September	0.5	0	0	6	0	33	40
October	1	0	0	5	0	31	37
Novemeber	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**

Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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.

Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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.

Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

KPI On Waste Management System

Waste Disposal Summary for 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.

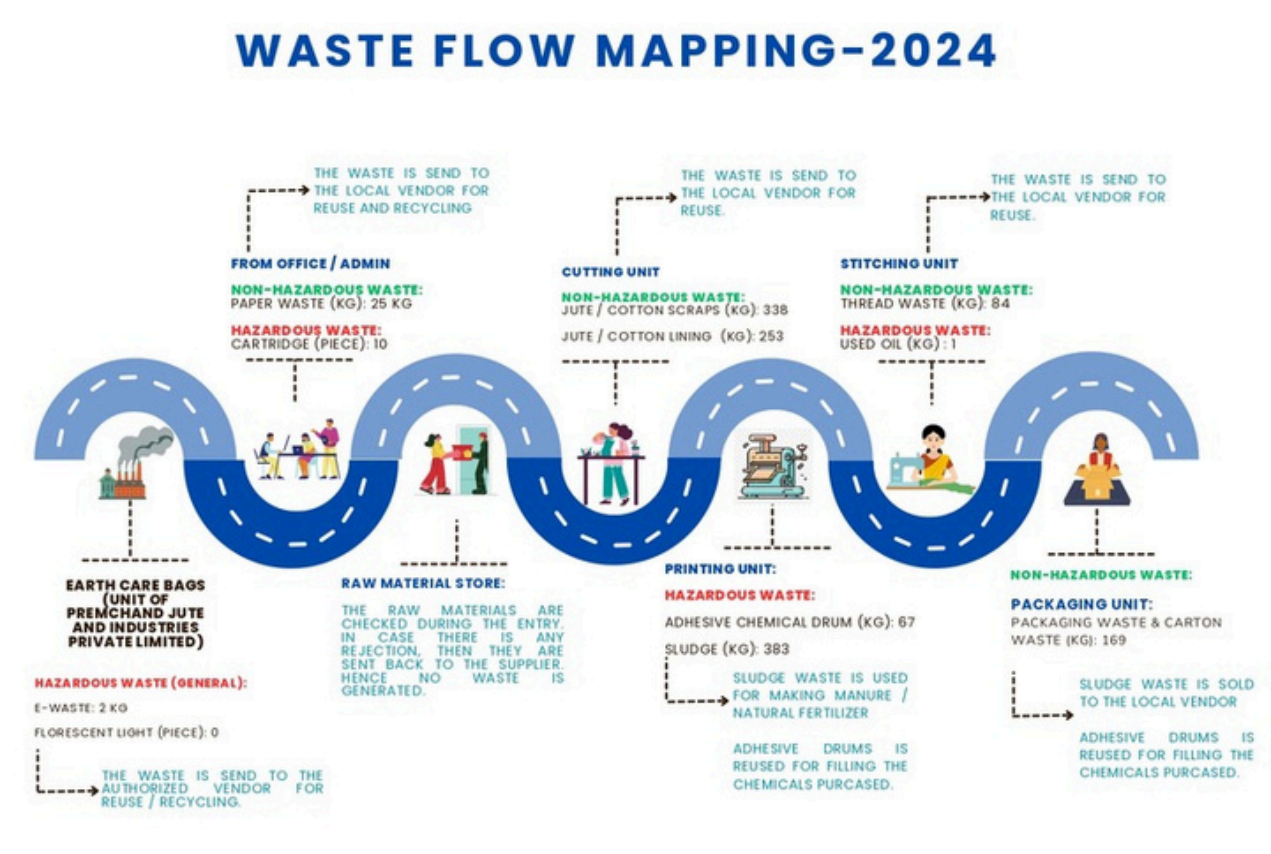
Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

KPI On Waste Management System

Waste mapping is a structured approach used to identify, document, and analyze the different types and quantities of waste generated during the bag manufacturing process at Earth Care Bags. By mapping waste at each stage such as raw jute receipt, cutting, stitching, printing, finishing, and packaging, the company can clearly see where waste is created, how it moves through operations, and where improvements are possible.

This process helps Earth Care Bags reduce unnecessary material loss, improve resource efficiency, and minimize environmental impact. Waste mapping also supports compliance with sustainability standards and strengthens our commitment to responsible manufacturing. By understanding our waste streams in detail, we can increase reuse and recycling practices, reduce costs, and promote a cleaner and more efficient production environment. It forms an essential part of our ongoing efforts toward sustainable and continuous improvement in all stages of manufacturing.



Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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.





Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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.



Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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)



Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

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)

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

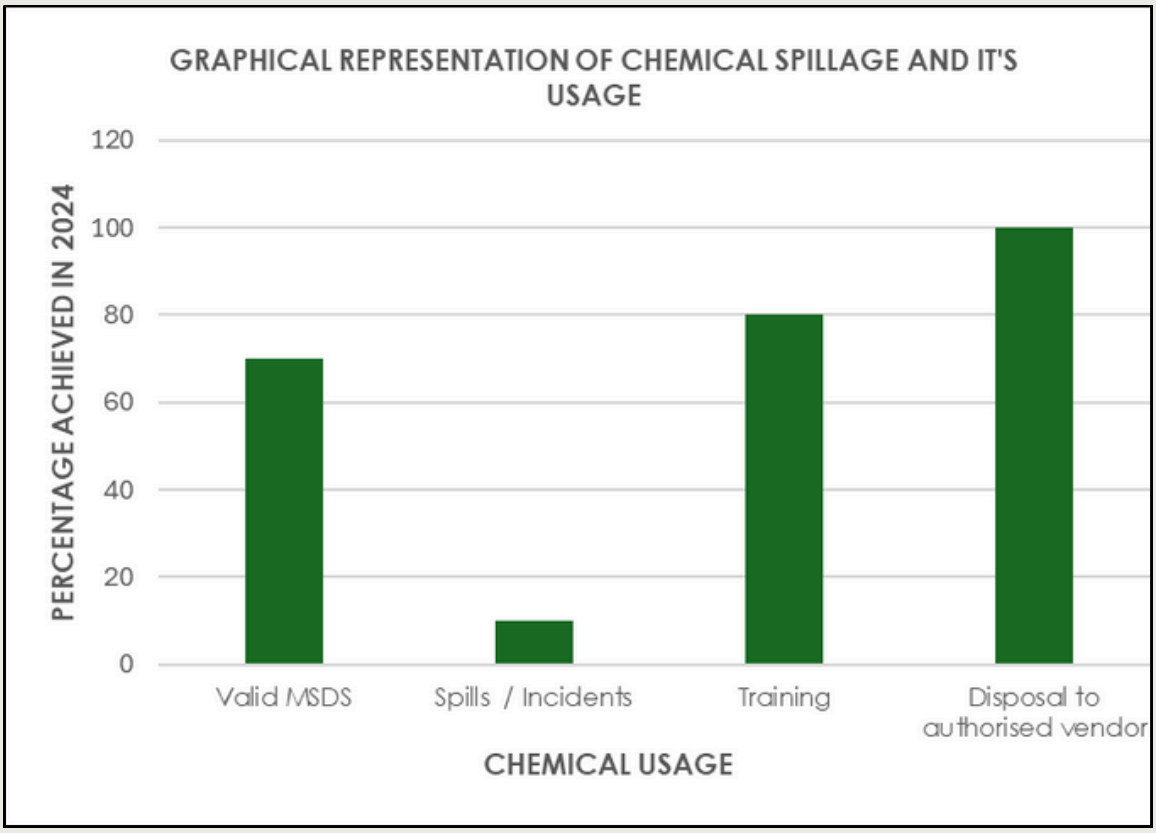
- Emergency eye wash stations and safety showers are installed near chemical use areas.
- Spill control kits are available for immediate cleanup.

Our Environmental Approach

GRI 2-12, 2-23, 2-27, 302, 303, 305, 306, 308

KPI on Chemical Management System

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



Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

At Earth Care Bags, we believe that our employees are the driving force behind our growth and success. Ensuring their well-being, development, and satisfaction is at the heart of our sustainability strategy. We maintain a work environment that promotes dignity, respect, safety, and equal opportunities for all.

Our Employee Welfare and Benefits Program is designed to enhance not only physical and financial well-being but also mental and social health. Through fair employment practices, continuous learning opportunities, and inclusive engagement initiatives, we strive to foster a supportive and motivated workforce.
We also comply fully with all national labor laws and international standards such as amfori BSCI and Fair Trade, ensuring fair remuneration, humane working hours, non-discrimination, and safe working conditions across all our facilities.



Key Focus Areas

- Providing competitive wages and benefits that meet or exceed legal requirements.
- Supporting skill development and continuous professional growth.
- Maintaining gender equality, workplace diversity, and non-discrimination.
- Promoting employee health, safety, and wellness through proactive initiatives.
- Encouraging open dialogue between management and employees through regular meetings and feedback mechanisms.

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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:

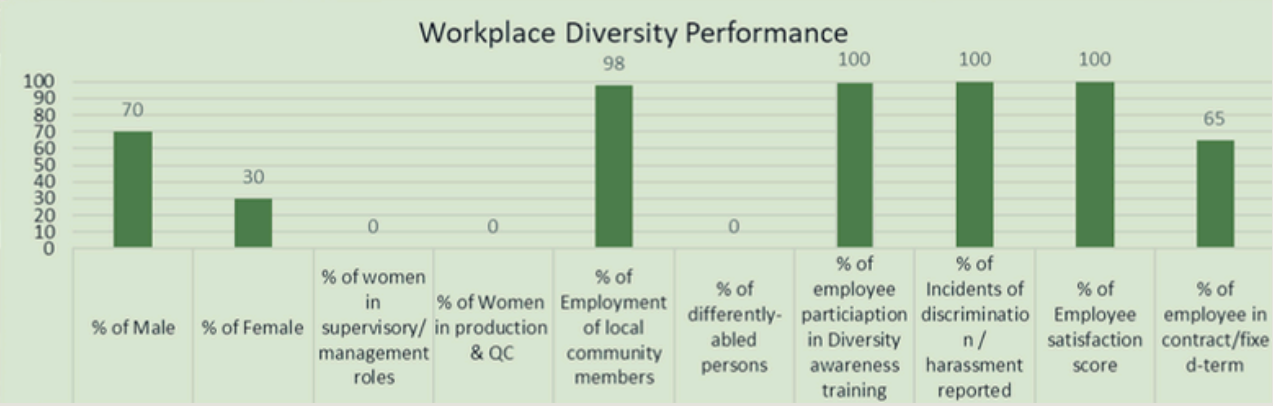
- Equal Employment Opportunity at all stages of hiring and promotion.
- Zero tolerance for discrimination or harassment on any grounds.
- Empowerment of women employees through fair representation and participation.
- Inclusion of local community members and encouragement of local employment.
- Awareness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

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

KPI on Workplace Diversity

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



Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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.

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

KPI on Good Working Conditions



Earth Care Bags is deeply committed to providing a safe, healthy, and humane working environment for all its employees, in full compliance with national labour laws, ILO conventions, and recognized Social Accountability Standards such as SA8000 and amfori BSCI.

The company's approach to ensuring good working conditions is based on a structured framework that prioritizes health, safety, fairness, and respect in the workplace. We ensure that all employees, whether permanent, contractual, or temporary, are treated with equality and integrity, and enjoy a safe and supportive work environment.

Our efforts are focused on the following key areas:

- **Fair Wages and Working Hours:** All employees receive fair and timely wages, compliant with legal and industry standards, along with regulated working hours and appropriate rest breaks.
- **Safe, Hygienic, and Comfortable Workspaces:** Our production floors and facilities are maintained with proper housekeeping, ventilation, and illumination to ensure employee comfort and safety.
- **Access to Basic Facilities:** Employees are provided with access to clean drinking water, well-maintained restrooms, designated rest areas, and medical first-aid support within the premises.
- **Freedom from Harassment and Discrimination:** Earth Care Bags maintains a zero-tolerance policy towards discrimination, harassment, or any form of forced or child labor, ensuring that respect and inclusivity remain central to our culture.
- **Occupational Health and Safety Measures:** Regular risk assessments, safety trainings, and fire drills are conducted to ensure preparedness and prevent workplace incidents.

All these practices reflect our continued efforts to uphold the principles of Decent Work (SDG 8) and Good Health and Well-being (SDG 3), as outlined under the United Nations Sustainable Development Goals (UN SDGs). By fostering a culture of care, empowerment, and accountability, Earth Care Bags strives to create a workplace where employees not only work safely but also grow with confidence and pride.

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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.

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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.

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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.



Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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



Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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.

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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 Welfare and Benefits

GRI 401, 402, 403, 404, 405

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



Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

KPI on Career Development and Training Initiatives

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.

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



Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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.

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

KPI on Occupational Health & Safety Management System

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

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

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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.

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.

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

KPI on Occupational Health & Safety Management System

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.

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

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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**

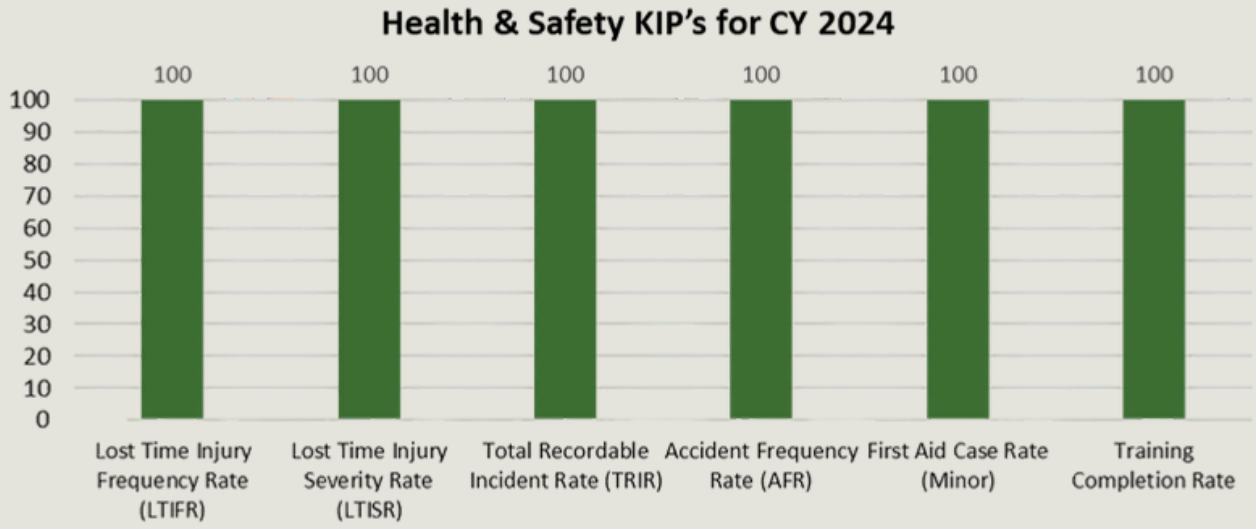
Health & Safety KIP's for CY 2024

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

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

KPI on Occupational Health & Safety Management System





Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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.



Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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.

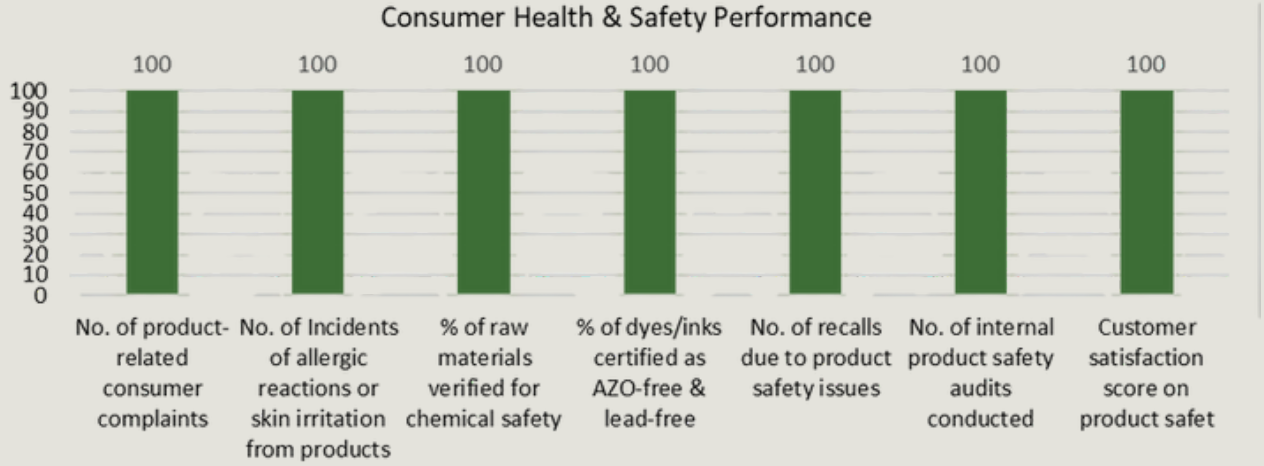
Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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



Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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.



Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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.

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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



Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

KPI on Supplier Diversity Management

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

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



Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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.

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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.

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.

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

KPI on Integrity, Transparency, and Ethical Compliance

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

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

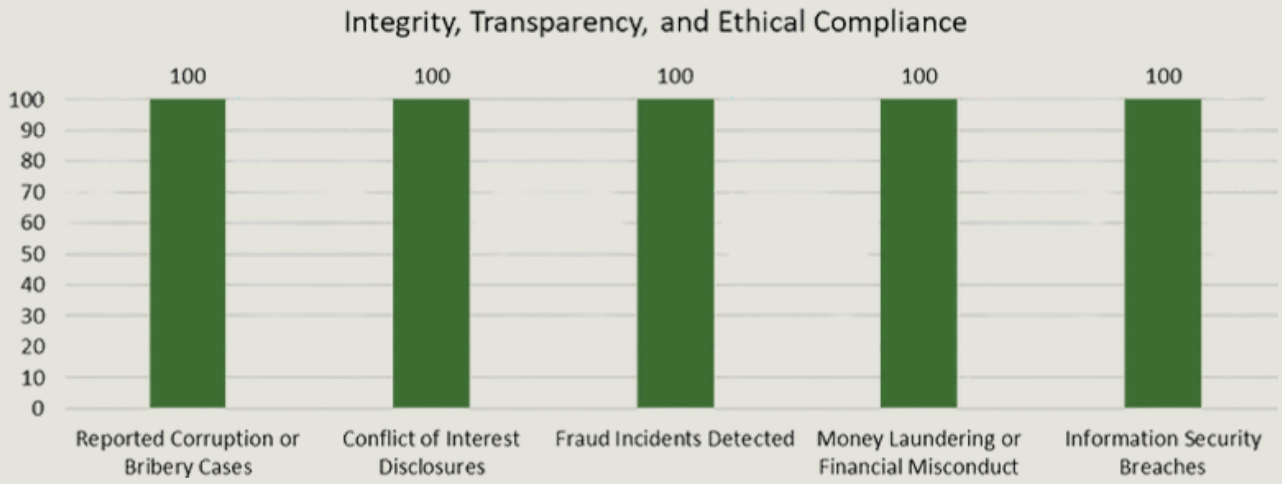
KPI Category	Formula	Unit	2024 Performance	Compliance %	2025 Target	Remarks
Reported Corruption or Bribery Cases	(No. of reported cases ÷ Total cases) × 100	Nos.	**0**	**100**	0	Zero tolerance maintained
Conflict of Interest Disclosures	(No. of employees declaring COI ÷ Total employees) × 100	%	**100**	**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

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

KPI on Integrity, Transparency, and Ethical Compliance

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



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.

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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.



Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

KPI on Community Engagement / CSR Activity

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

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

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

KPI on Community Engagement / CSR Activity

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.

TREE PLANTATION DRIVE



Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

KPI on Community Engagement / CSR Activity

SUPPORTING EDUCATIONAL DEVELOPMENT OF LOCAL CHILDREN



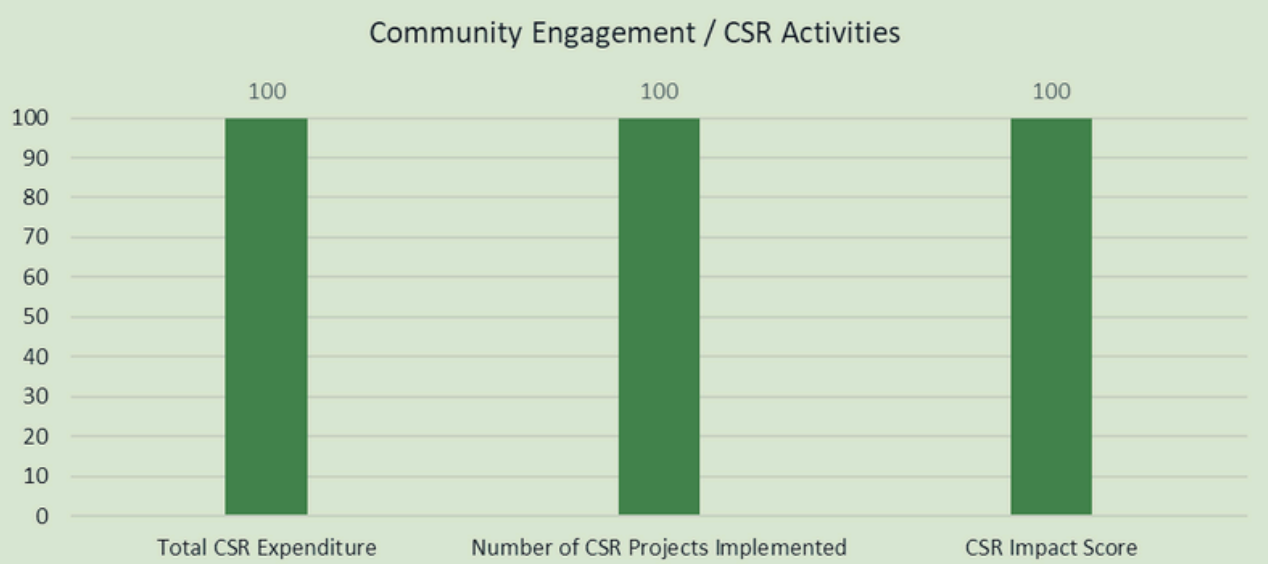
Community Engagement / CSR Activities KIP's for CY 2024

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.

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

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)

Employee Welfare and Benefits

GRI 401, 402, 403, 404, 405

KPI on Community Engagement / CSR Activity

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.



Alignment with the United Nations Sustainable Development Goals (UN SDGs)

Our commitment to sustainability is aligned with the United Nations Sustainable Development Goals (UN SDGs) — a global framework addressing key social, environmental, and economic priorities. At Earth Care Bags, we integrate these goals into our business strategy, operations, and community engagement programs, ensuring our growth contributes positively to people, the planet, and prosperity.

Through sustainable manufacturing, ethical labor practices, and resource-efficient operations, we continue to drive progress on multiple SDGs that are most relevant to our industry and stakeholders. Each goal is tracked through measurable performance indicators and implemented via on-ground initiatives.





SDG 1 – No Poverty

Key Performance Indicators:

- Enhancing livelihoods through local employment generation
- Supporting underprivileged communities through CSR and welfare programs
- Promoting fair and decent work opportunities

Our Initiatives:

- We provide sustainable job opportunities to local workers, empowering families in nearby communities.
- Distributed school supplies, food kits, and essential items to children and families in need.
- Supported livelihood initiatives through local sourcing and skill-based employment.

Alignment with the United Nations Sustainable Development Goals (UN SDGs)



SDG 2 – Zero Hunger

Key Performance Indicators:

- Supporting sustainable agriculture and food security programs
- Encouraging responsible sourcing of raw materials

Our Initiatives:

- Promote organic jute cultivation among local farmers to enhance income and soil health.
- Conducted food distribution drives for local communities and workers.
- Supported awareness campaigns on balanced nutrition and food safety.



SDG 3 – Good Health and Well-Being

Key Performance Indicators:

- Ensuring occupational health and safety
- Promoting wellness and preventive healthcare

Our Initiatives:

- Organized free medical check-ups, vaccination drives, and eye camps for employees and local residents.
- Conducted regular safety training, health awareness programs, and first-aid sessions at the workplace.
- Established medical first-aid rooms and appointed trained personnel for emergency response.



SDG4 – Quality Education

Key Performance Indicators:

- Supporting access to quality education for children and youth
- Promoting education and skill development initiatives

Our Initiatives:

- Donated books, school materials, and learning aids to local schools.
- Partnered with NGOs to promote education for underprivileged children.
- Conducted employee skill enhancement workshops and vocational training programs.

Alignment with the United Nations Sustainable Development Goals (UN SDGs)



SDG 5 – Gender Equality

Key Performance Indicators:

- Increasing women participation in the workforce
- Promoting equal pay and non-discriminatory practices

Our Initiatives:

- Maintain a gender-inclusive work environment with equal opportunities for women in production and administration.
- Conducted awareness programs on gender sensitivity and workplace respect.
- Implemented grievance mechanism for addressing harassment & discrimination issue



SDG 6 – Clean Water and Sanitation

Key Performance Indicators:

- Providing access to safe drinking water and sanitation facilities
- Promoting water conservation and wastewater management

Our Initiatives:

- Installed purified drinking water systems across all production units.
- Maintain clean, gender-segregated restrooms and sanitation facilities.
- Recycle and treat wastewater in compliance with environmental standards.



SDG 7 - Affordable and Clean Energy

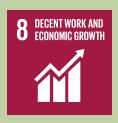
Key Performance Indicators:

- Promoting energy efficiency and renewable energy adoption

Our Initiatives:

- Installed energy-efficient lighting and machinery across facilities.
- Reduced fossil fuel dependency through clean energy alternatives.
- Regular monitoring of energy consumption to identify saving opportunities.

Alignment with the United Nations Sustainable Development Goals (UN SDGs)



SDG 8 - Decent Work and Economic Growth

Key Performance Indicators:

- Ensuring fair wages, safe working conditions, and equal opportunities
- Supporting skill enhancement and long-term employability

Our Initiatives:

- Comply with national labor laws and international standards (amfori BSCI, SA8000).
- Provide fair wages, regulated working hours, and safe workplaces.
- Conducted worker training on occupational health, safety, and technical skills.



SDG 9 – Industry, Innovation, and Infrastructure

Key Performance Indicators:

- Strengthening sustainable manufacturing infrastructure
- Encouraging research and innovation in eco-friendly production

Our Initiatives:

- Invested in cleaner, modern machinery and quality testing systems.
- Adopted automation in selected areas to enhance efficiency and reduce waste.
- Engaged in R&D to improve the recyclability and durability of jute and cotton products.



SDG 11 – Sustainable Cities and Communities

Key Performance Indicators:

- Promoting sustainable industrial and community development

Our Initiatives:

- Support infrastructure improvements in surrounding communities.
- Developed green zones and tree plantations near factory premises.
- Engage in CSR programs that improve local livelihoods and living conditions.

Alignment with the United Nations Sustainable Development Goals (UN SDGs)



SDG 12 – Responsible Consumption and Production

Key Performance Indicators:

- Reducing waste and improving material efficiency
- Promoting recycling, reuse, and circular economy principles

Our Initiatives:

- Implemented a waste segregation and recycling system across all units.
- Utilize eco-friendly inks, dyes, and materials in production.
- Adopted sustainable sourcing practices under GOTS and GRS certifications.



SDG 13 – Climate Action

Key Performance Indicators:

- Reducing greenhouse gas emissions and energy use
- Promoting climate awareness within operations

Our Initiatives:

- Regularly monitor and report GHG emissions as part of environmental objectives.
- Conducted tree plantation drives to offset carbon emissions.
- Adopted sustainable packaging and minimized energy consumption in logistics.



SDG 17 - Partnerships for the Goals

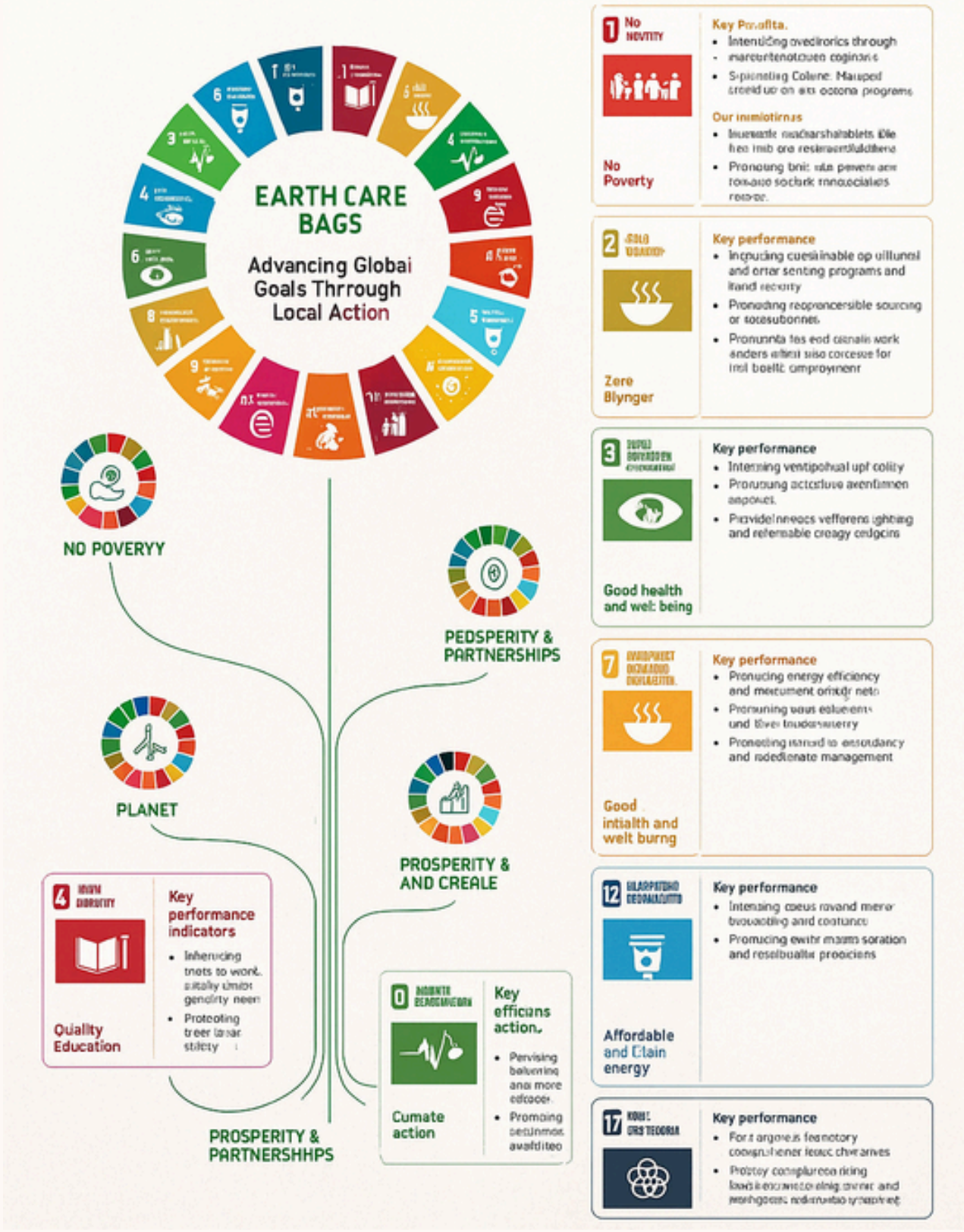
Key Performance Indicators:

- Strengthening collaboration for sustainable impact

Our Initiatives:

- Partner with suppliers, NGOs, and industry associations to promote sustainability across the value chain.
- Collaborate with certification bodies for continuous improvement and compliance.
- Engage with stakeholders through awareness programs and transparent sustainability reporting.

Alignment with the United Nations Sustainable Development Goals (UN SDGs)



Earth Care Bags

We are a unit of Premchand Jute & Industries Pvt. Ltd.
with an experience of 90+ years in the industry.



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