



**A good half of
the art of living
is resilience.**

From the invincible bones of the soldiers that fell
I will scape a heaven on sculptures of hell!
And the streets shall echo with clamor of laughter
The cacophonies of the toads will to nights stir
We will turn the tables in our favor...
We will wear the stars on sleeves of our shirts!
We for sure step in untested waters
And the tempests like serpents will pull us beneath
Clinging to little island dots that we find
We will pull the skies and mount up on its seats.
And many years hence when we look back
Oh! how we postured on tides crest and went safely ashore
We will wonder if we are made of something more?
More than the earth, air, fire, sky and ether...
We are made up of little atoms of hope...

As a part of its
#StayProtectedWithPositivity
campaign during lockdown in India,
Mallcom invited people to showcase
their artistic talents and we were
overwhelmed with responses.
To showcase resilience and hope,
all the paintings and poems that
you see in the covers of the report are
crowdsourced from that campaign!

Courtesy:
Kashitra Pal & Madhuri Chadha
Anamika Chakraborty & Niharika Thakur



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CORPORATE INFORMATION

Board of Directors

Mr. Ajay Kumar Mall	:	Chairman, Managing Director & CEO
Mr. Giriraj Mall	:	Executive Director
Mr. Arindam Bose	:	Non-Executive Non-Independent Director
Mr. R. P. Singh	:	Non- Executive Independent Director
Dr. Barsha Khattry	:	Non- Executive Independent Director
Dr. Hiamnshu Rai	:	Non-Executive Independent Director

Chief Financial Officer	:	Shyam Sundar Agrawal
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Company Secretary	:	Shuvanki Purakayastha
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Auditors	:	S. K. Singhania & Co. 19A, Jawaharlal Nehru Road, Kolkata -700 087
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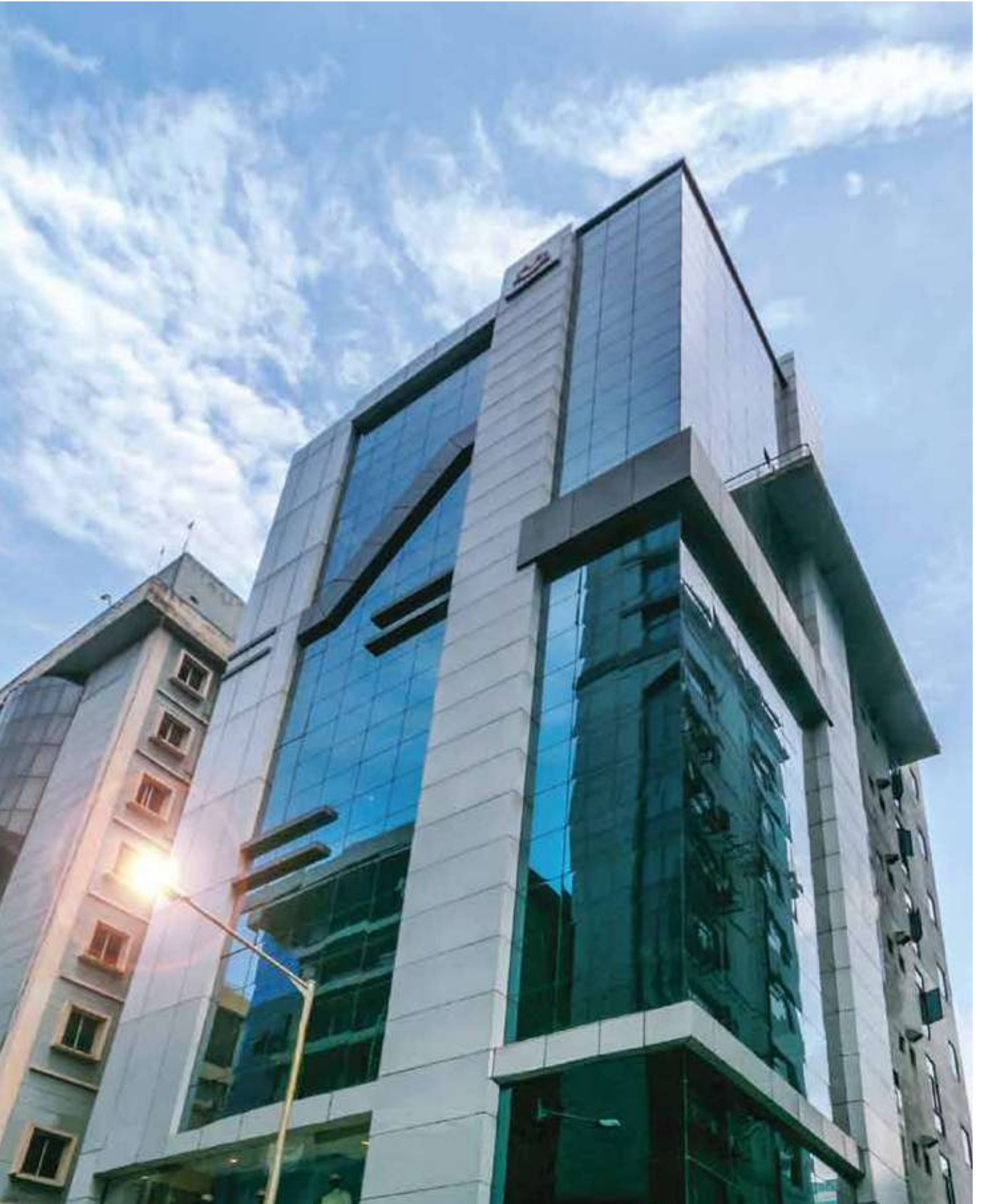
Registrar & Share Transfer Agent	:	Niche Technologies Pvt. Ltd. 3A Auckland Place, 7th Floor Room No. 7A & 7B, Kolkata - 700017 Ph-(033) 2280 6616 / 17 / 18; Fax-(033) 2280 6619 Email-nichetechpl@nichetechpl.com Website: www.nichetechpl.com
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Registered Office	:	Mallcom Tower, EN-12, Sector-V, Salt Lake City, Kolkata -700091
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Corporate Identity Number	:	L51109WB1983PLC037008
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Works	:	1) Plot No.1665 & 1666, Zone-9 Kolkata Leather Complex, Bantala, 24 Parganas (South) 2) 34B & C, C. N. Roy Road Kolkata – 700039 3) Plot No. 35 & 36, Sector-1, FSEZ, Falta, 24 Parganas (South) 4) Plot No.32, Sector-3A, Integrated Industrial Estate, Haridwar, Uttrakhand
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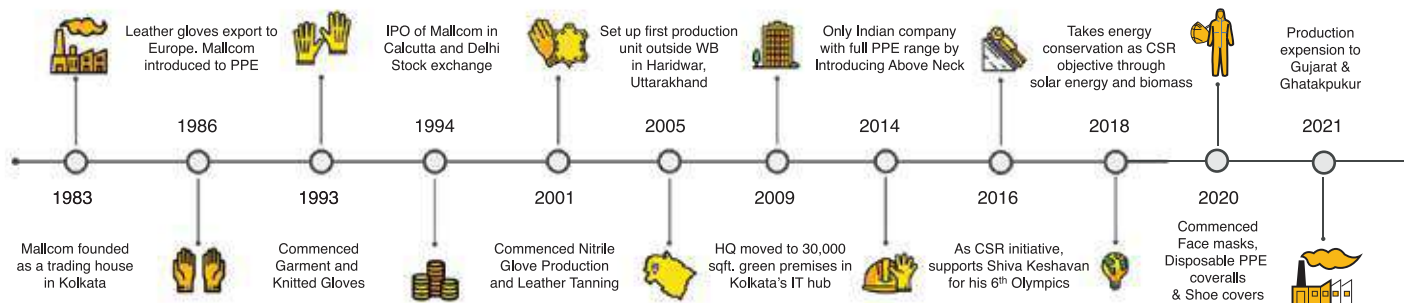
Bankers	:	Citibank N.A. Standard Chartered Bank RBL Bank Limited
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ABOUT MALLCOM

Mallcom India Limited is India's leading personal protective equipment (PPE) brand. Building 12 state of the art full integrated manufacturing facilities in its 38 years of existence, Mallcom is a pioneer in head-to-toe protection with products such as helmets, face masks, nitrile gloves, leather gloves, workwear, and safety shoes.

MALLCOM JOURNEY



Headquartered in Kolkata, our manufacturing units are spread across 3 states in India – West Bengal, Uttarakhand, and Gujarat. While our products are being served by over 80 distributors in Asia, MENA, and SDAC region and to over 1,000 importers across 50 countries around the world.



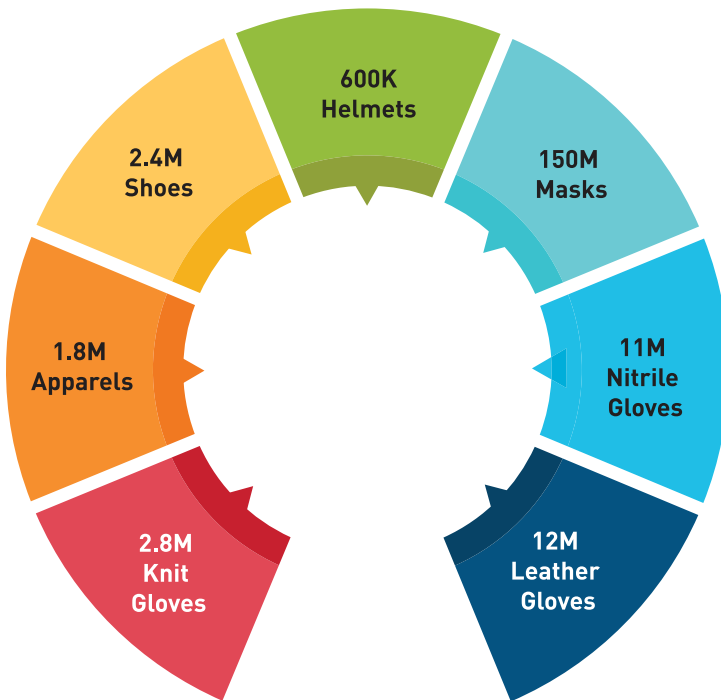
West Bengal



Gujrat



Uttarakhand



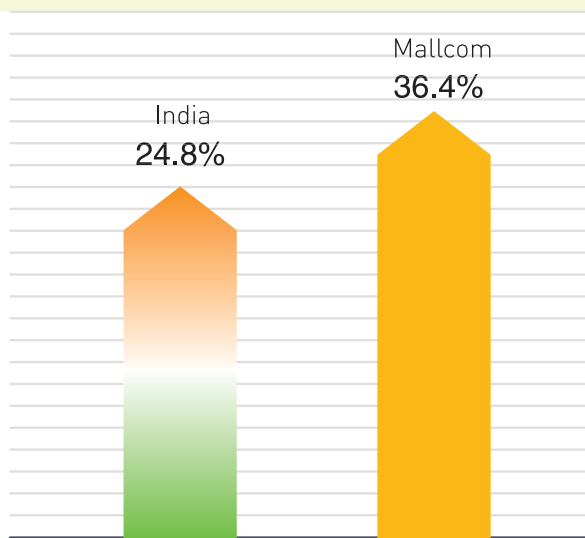
With quality as our utmost strategic imperative, all our facilities are compliant to ISO, SA, SEDEX, and Fair Wear and consist of 21st century lab rotaries compliant to European, Indian, and American norms.

The complexity in Mallcom's operations can be seen by its smooth handling of four major raw materials, namely Leather, Textile, Plastic (HDPE/LDPE), and Chemical (NBR). The ease with which Mallcom can handle these diversified raw materials shows its strength in annual capacities for its product categories:

With over 300 years of experience in Mallcom's leadership team, it can be clearly seen that we are committed to invest in future leaders of the company. Having close to 2,500 workforces, Mallcom has designed more than 20 policies for the welfare of its human resources. Our team is guided by its core values of Commitment, Ownership, and Integrity commonly also known as COIN.



COMMITMENT OWNERSHIP INTEGRITY



Participation of women in workforce
(Source: UNGC, 2020)

Mallcom also encourages diversity and is known to be an equal opportunity provider which is reflected in its female workforce participation.



COVID RESPONSE

People Measures

Being in the business of keeping people safe in their workplaces, one of our first responses towards COVID was to ensure the safety and well-being of our biggest asset – people. We ensured and kept ensuring that our people come through this ordeal with the highest morale and a sense of belonging.

We took a host of measures such as providing a COVID insurance of INR 1 Lakh per employee, providing flexible working hours, and continuous IT support to those working from home.

We believe in honouring our commitment to all the stakeholders and especially during a time of need, therefore, during the lockdown and pandemic there was no deduction of salary or layoffs. In fact, salaries were disbursed within the 3rd day of each month and increments were made as per schedule for FY 2021-22. Furthermore, paid COVID leaves of 7-14 days were granted to employees for them or their immediate family members testing positive, and the company sponsored travel arrangements for those facing troubles.

Additionally, we recognised the need of strong mental health and conducted various online sessions from time to time to keep the workforce motivated and overcome psychological hardships.

To get back on our feet, we highly encouraged all our workforce getting vaccinated as the first opportunity and did not shy from organising multiple free vaccination drives for our workforce and their dependents in association with multiple industry bodies and hospitals. Such drives helped vaccinate 83% of our permanent employees with single dose by 14th June and the plan is to fully vaccinate by 15th August 2021 to mark our day of independence.



**COVID INSURANCE
OF INR 1 LAKH PER
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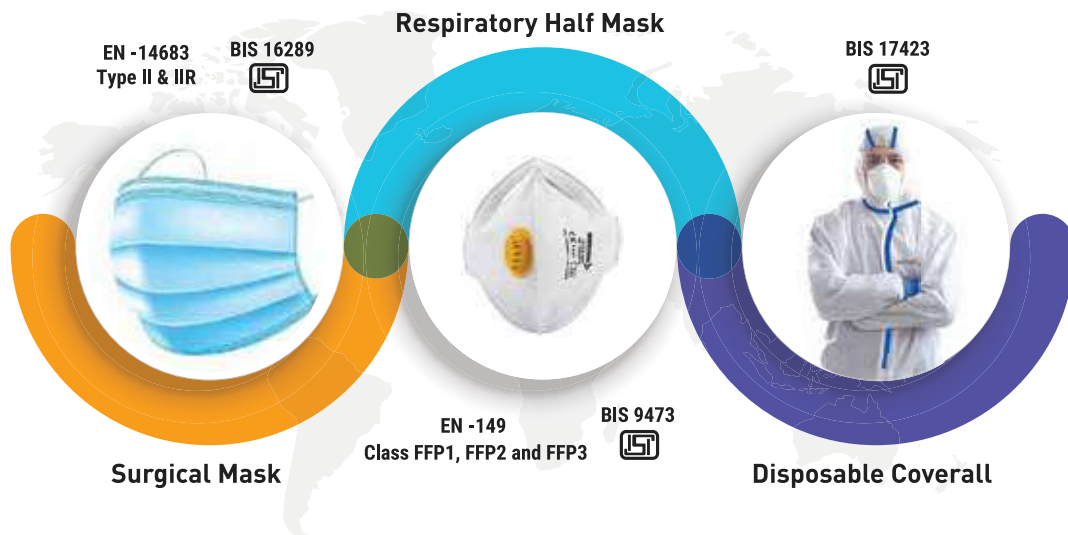
Business Measures

Being the leader in industrial personal protective equipment (PPE) space, we had to adapt to the needs of the society and diversify into medical PPE when the time came, and so we did.

Belonging to the essential products category, in our face mask and coverall facility we temporarily stationed 30 and 100 brave employees respectively with end-to-end food and lodging arrangements to ensure smooth operation.

Even with all the hurdles, our talented team was undeterred and was able to add new products such as surgical mask, sealed disposable coveralls, shoe covers, and head covers to our product offerings aimed at frontline workers. We did not stop here, as per our ethos, we ensured that these products were tested and certified within 90 days of development. With an overall investment of INR 40 lakhs, we were able to develop and certify the following:

INR 240 Lakhs 4X Capacity	FACE MASK
INR 45 Lakhs 1.6X Capacity	DISPOSABLE COVERALL
INR 40 Lakhs 90 Days	CERTIFICATION



Social Measures

Mallcom being a socially aware and environmentally responsible organisation realised that this battle cannot be fought alone and therefore made significant donations in cash and kind to other organisations. Some notable mentions are donating INR 10 Lakhs to PM Care Fund and face masks and disposable PPE coveralls to moHFW, West Bengal and Delhi Gurudwara (SAMA) For Oxygen Langer.

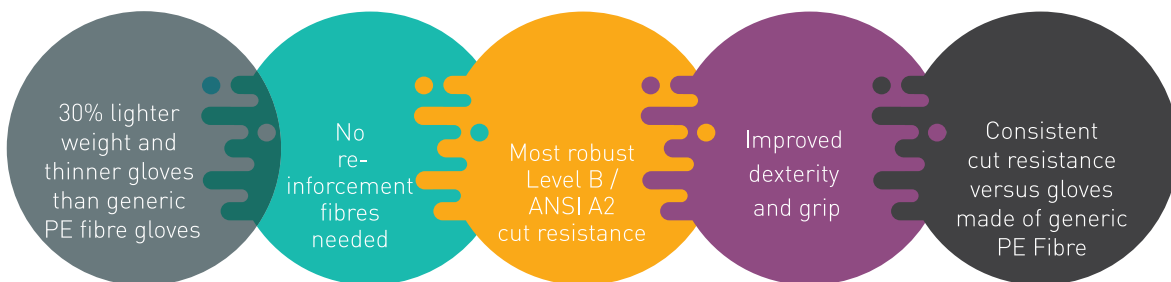
Leading from the 1st wave to 2nd, Mallcom has been on a relentless effort to create awareness about the importance, precautions, and Dos and Don'ts about the virus through ongoing presentations, seminars, posters, marketing, and consumer education. Along with this, all the facilities have been equipped with COVID friendly measures including but not limited to social distancing norms, frequent sanitization, and continuous masking.

**DONATING INR 10 LAKHS
TO PM CARE FUND**

**DONATING FACE MASKS
AND DISPOSABLE PPE
COVERALLS TO MOHFW,
WEST BENGAL AND
DELHI GURUDWARA
(SAMA) FOR OXYGEN
LANGAR**

Cut-resistant Seamless Nitrile Glove with Dyneema® fibre

Mallcom has launched world's strongest hand protective gear made of Dyneema® fibre. Innovative Cutting-Edge Solutions now comes in the form of Mallcom Nitrile Glove Range. NBR coats on Cut-resistant seamless liners that are made of Dyneema® fibre. These Nitrile Gloves are uniformly coated with Acro-Nitrile Butadiene Rubber, also commercially known as Nitrile Rubber, that helps in taking care of major stress points which are certified with EN 388:2016 + A1:2018: Revised Standard.



Dyneema® Diamond Technology enables the optimal balance of weight, comfort, performance, and value in cut resistant gloves. In addition, cut resistant hand protection is part of DSM's bio-based product offering, reducing overall carbon emissions and reliance on fossil fuels during the manufacturing process without compromising overall glove performance.

