



TOGETHER WE BUILD A BETTER US



समवाad

Celebrating Togetherness

Issue 4 Oct 2025-Mar 2026

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Preface

Samvaad, meaning dialogue—represents the spirit of connection that binds the Cosmos family together. It is a reflection of our **shared journey, collective efforts, and evolving culture**.

This edition of *Samvaad* brings together moments that define our organization beyond machines and milestones. From festive celebrations and sportsmanship to learning initiatives, process excellence, and people-led progress, each page captures the energy and commitment with which our teams contribute every day.

At Cosmos, growth is not measured only in numbers, but in knowledge shared, collaboration strengthened, and values practiced consistently across locations. The stories featured here highlight how our people continue to build capability, nurture camaraderie, and uphold excellence—on the shop floor, in offices, and across functions.

We hope this issue serves as a platform to recognize efforts, celebrate achievements, and reinforce the sense of belonging that drives us forward—together.

CELEBRATION & TOGETHERNESS

Dussehra Celebration

Dussehra, celebrated as the victory of good over evil, it is a festival that inspires new beginnings, positive energy, and the spirit of progress.



This year, Dussehra was observed at Cosmos group of companies with heartfelt enthusiasm and a sense of togetherness. The celebration brought renewed positivity across the organization, reflecting our collective belief that Dussehra brings prosperity, peace, and good fortune to every member of the Cosmos family.



Diwali Celebrations at Cosmos (HO + Branches)

Diwali, the festival of lights, symbolizes hope, prosperity, and togetherness—bringing people closer through joy, gratitude, and celebration.

Celebrating culture, creativity, and togetherness across locations.



Cosmos Engitech celebrated Diwali with great enthusiasm, fostering joy, unity, and festive spirit across the organization.

The celebration commenced with an inspiring address by Directors, followed by vibrant Rangoli and Wall Hanging competitions where employees showcased their creativity.

Cosmos Impex witnessed vibrant participation from employees and their families through a series of creative, cultural, and team-based activities.

From department decorations to branch level competitions, the celebrations truly reflected the spirit of unity and joy.

Relay Rangoli Competition

This year's Rangoli Competition @CIPL introduced a unique relay-style format, where team members took turns contributing to a single design. The activity encouraged teamwork, coordination, and creativity, resulting in visually stunning and collaborative artworks.

First Prize



MCS QC Team (TP)

Second Prize

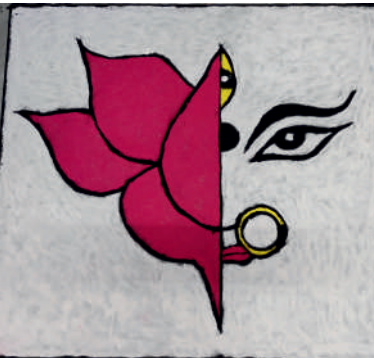


Post Frame Team (TP)

Third Prize



Powder Coating Team (TP)



Electrical Team (NPD)



Tech Support / Imported Team (NPD)



Marcomm Team (Ho)

One Nation, Many Styles (Regional Attire)

Teams celebrated India's rich cultural diversity by dressing in regional attire, beautifully representing traditions from across the country and adding colour and vibrancy to the workplace.



Sheet Metal Team



HR & Admin



Marcomm

Special Recognition

Best Dressed Male:
Rahulsinh Chauhan (HR)

Best Dressed Female:
Dhruva Patel (SCM)

Diwali Greeting Cards by Employee Kids

Children of employees participated by creating handmade Diwali greeting cards filled with colour, imagination and festive cheer. This initiative added a warm family touch to the celebrations.

Age Group: 5-7 Years



Harshiv Rana

Son of Digvijay Rana
- I&D



Prisha Patel

Daughter of Karan Patel
- PPC



Dhruvi Pawar

Daughter of Sagar Pawar
- Sheet Metal

Age Group: 8-10 Years



Samarth Parmar

Son of Nilesh Parmar
- QC



Nishita Makwana

Daughter of Lalit Makwana
- Sheet Metal



Niyati Prajapati

Daughter of Shailesh Prajapati
- F&A

Age Group: 11-14 Years



Mayank Vasava

Son of Bharat Vasava
- Post Frame



Rinkal Vasava

Daughter of Keshav Vasava
- Sheet Metal



Jenil Kawa

Son of Vimal Kawa
- QC

Ethnic Wear Day & Photo Booth

Employees embraced the festive mood by wearing ethnic attire, enhancing the celebratory atmosphere across offices. A dedicated photo booth captured these joyful moments, creating lasting memories of the occasion.



Office Decoration Competition - Winners

First Prize



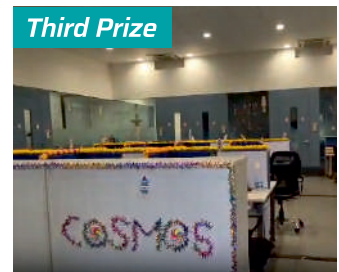
QC Assembly Shopfloor
Office (TP)

Second Prize



Sheet Metal Office (TP)

Third Prize



Marcomm Team (Ho)



Electrical Team (NPD)



Imported Team (NPD)



MCS Office (TP)

Diwali Celebrations at Branch Locations

Office Decoration Competition - Winners

First Prize



Delhi Team

Second Prize



Rajkot Team

Third Prize



Bangalore Team

Diwali Greeting Cards by Employee Kids



Vedanshi Kumar

Daughter of Aashish Kumar
- Delhi Sales



HariPriya

Daughter of Ganapati Jainapure
- Kolhapur Service



Impana

Daughter of Praveen Kumar BM
- Bangalore Sales

One Nation, Many Styles (Regional Attire)

First Prize



Coimbatore Branch

Second Prize



Kolhapur Branch

The Diwali celebrations across Cosmos reflected the organization's strong culture of inclusivity, creativity, and togetherness. The enthusiastic participation from employees and their families made the festivities truly memorable, reinforcing the spirit of unity that defines the Cosmos family.

Colours of Joy & Togetherness - 3rd March 2026

Holi teaches us that every color carries its own beauty, but together they create something truly vibrant - much like people coming together with different ideas, roles, and strengths to build a shared spirit of belonging.

Embracing this essence, Cosmos celebrated Holi across the Tech Park, NPD, and Engitech with enthusiasm and warmth filled with colors, laughter, music, and joyful camaraderie. The celebration beautifully showcased the spirit of Cosmos' culture of unity, positivity, inclusivity, and the joy of growing together as one team.



International Women's Day Celebration

International Women's Day was celebrated on **7th March 2026** at the **Techpark** where women employees from across the Cosmos Group came together to mark the occasion.

The highlight of the celebration was an insightful wellness session on "Health for All" by Ms. Swati Dhruv and Ms. Shruti Kantawala from The Maharaja Sayajirao University of Vadodara. The speakers shared experiential guidance on balanced lifestyles, preventive healthcare, and overall well-being amidst today's fast-paced professional life. The celebration concluded with engaging activities, music, dance, and cheerful interactions, creating a memorable tribute to the strength and contribution of women in the workplace.



Effective Business Communication Training

To further enhance workplace collaboration and professional effectiveness, an extensive training session on Effective Business Communication was organized @ CEPL.

The Effective Business Communication training helped participants strengthen clarity, confidence, and professionalism in everyday interactions. Through practical discussions and real-life scenarios, employees gained insights that support better collaboration and stronger workplace relationships.

The training equipped employees with skills that contribute to smoother operations, more cohesive teamwork, and stronger customer and stakeholder interactions.



Finance for Non-Finance



The Finance for Non-Finance sessions @CIPL enabled participants to better understand financial fundamentals relevant to their roles. By simplifying key concepts, the program helped employees connect their work with broader business outcomes, encouraging informed decision-making.

The sessions were led by **Mr. Sagar Laddha** and aimed at developing value consciousness and a clearer understanding of how financial decisions impact overall business performance.

Employees were introduced to essential financial terminology, principles of value creation, budgeting fundamentals, and interpretation of key financial statements such as the Profit & Loss Statement and Balance Sheet. The interactive format enabled everyone to relate financial insights directly to their day-to-day roles, supporting more informed and responsible decision-making.

Excel & Power BI Training



The Excel & Power BI training program was organized @CIPL to enhance data literacy and analytical capabilities among employees. The sessions were conducted by **Mr. Manav Shah**, with support from **Ms. Rinku Pradhan**, and focused on empowering participants to analyze data efficiently and present insights through intuitive dash boards and reports.

Udaan Sessions



Under the Udaan knowledge-sharing initiative @ CEPL, an insightful session was led by **Mr. Archit Suthar** on the theme **"Let Your Money Earn for You."** The session aimed to empower employees with financial literacy and encourage long-term wealth-building practices. Participants were introduced to essential concepts such as disciplined saving, the power of compounding, strategic investments, and planning for future financial goals.

Through relatable examples and practical guidance, the session inspired employees to take charge of their financial well-being and adopt informed decision-making for personal financial stability and growth. The interactive discussion left participants motivated to utilize smart financial strategies to secure a stronger future.

Further, two more engaging sessions were conducted during the quarter to promote learning, collaboration, and employee engagement across teams.

The first session, "Breath @ Work" by Mr. Kiran Gulame, focused on breathing techniques to improve focus, mindfulness, and workplace well-being.

The second session featured an interactive skit - "Gen Z की कहानी: Millennials की जुबानी" - presented by Meet Sankadecha, Vishal Shanbhag, and Tushar Mungi, highlighting generational perspectives, workplace behaviours, and collaboration through an engaging and relatable performance.



Business Plan Deployment (BPD)



The Business Plan Deployment training was conducted @CIPL under the Cosmos Business Excellence framework to align organizational objectives with individual and departmental goals. The session was conducted by **Mr. Sagar Laddha, Mr. Maulik Sheth, Mr. Harshit Choksi** on creating clarity around business priorities and ensuring that every employee understands how their role contributes to the organization's strategic direction. The session emphasized goal alignment, prioritization of business-critical initiatives, and cross-functional collaboration. The expected outcome of the BPD program is improved synergy across the workforce, enabling teams to focus on high-impact activities that drive performance and sustainable growth.

Academic Excellence | Employee Achievement



We are proud to recognize **Ms. Jisha Joseph** for her outstanding academic achievement in the **MBA (Financial Management)** program. Demonstrating exceptional dedication and academic rigor, Jisha secured **five Gold Medals**, reflecting excellence across multiple dimensions of her specialization:

- **Highest cumulative percentage** in the MBA programme
- **Highest percentage in the second year** of the MBA programme
- **Top performance in Finance and Accounting**
- **Highest percentage in Financial Management specialization**
- **Chancellor's Gold Medal** for securing the highest marks at the Master's level

We congratulate Jisha on this remarkable accomplishment and wish her continued success in her professional journey.

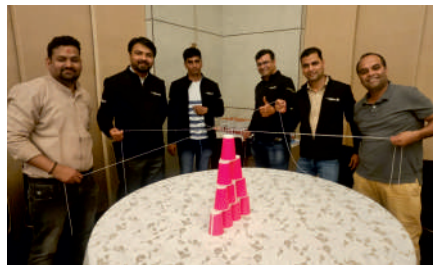
Catalyst Graduation Ceremony 2026

3rd & 4th January 2026 | Taj Vivanta, Ekta Nagar - Statue of Unity

The Catalyst Graduation Ceremony marked the successful culmination of Cosmos' year-long Catalyst Learning Program, designed to nurture future leaders through continuous learning, cross-functional collaboration, problem-solving, and leadership development.



Conducted over two engaging days, the event brought together Catalyst participants for experiential activities, project presentations, reflection sessions, and recognition of their learning journey. The program highlighted the transformation of participants through practical exposure, teamwork-driven initiatives, and innovation-focused assignments undertaken during the year.



A key highlight of the event was the presentation of improvement projects, where participants showcased outcome-driven ideas and learnings aligned with operational excellence, process improvement, and organizational growth. Interactive team-building activities such as the Murder Mystery Challenge and 7 Seas Quest further strengthened collaboration, analytical thinking, communication, and decision-making capabilities.

The ceremony also featured a leadership address, the Catalyst Journey showcase video, and the Graduation & Awards Ceremony, recognizing the dedication, commitment, and achievements of the participants throughout the program. The event concluded on a high note with participants graduating as more confident, capable, and future-ready professionals, reflecting Cosmos' continued commitment towards building a strong learning culture and developing internal talent for sustained growth and excellence.



Monthly 5S Celebration

As part of our ongoing commitment to workplace excellence and discipline, Cosmos continues to recognize and celebrate best practices through the monthly 5S award initiative.

For the month of **November**, the award was presented to the **SMS Store - Phase I** and the **Techpark-II grinding** area for their consistent efforts in maintaining high standards of workplace organization, cleanliness, and safety.

These recognitions reinforce the importance of sustained 5S practices and encourage teams to continuously improve efficiency, visual management, and overall work environment across all operations.



Mega Recruitment Drive at Cosmos Engitech

Cosmos Engitech successfully conducted a Mega Walk-in Recruitment Drive for Operators, the drive witnessed an **overwhelming response from skilled, semi-skilled, and aspiring operators**, reflecting strong interest in being part of a progressive and people-centric organization like Cosmos Engitech. The recruitment drive also provided a valuable platform for fresh talent and experienced professionals to explore long-term career opportunities.



At Cosmos Engitech, we continue to invest in people, skills, and culture **our growth is driven by the strength of our workforce.**

6S Trophy Distribution - Celebrating Workplace Excellence

The 6S Trophy Distribution ceremony at **Techpark-I** and **Techpark-II** celebrated departments that demonstrated strong commitment towards systematic work practices and continuous improvement. As part of the monthly **6S initiative celebrations for January to March 2026**, teams from Techpark-II Store & Grinding, Techpark-I SMS Laser & Bending, SM Preparation, were recognized for their consistent efforts towards maintaining workplace discipline, safety, cleanliness, and operational efficiency.



National Safety Week 2026 - Strengthening a Culture of Safety across Cosmos Group

From **5th to 11th March 2026**, Cosmos Group observed **National Safety Week 2026** with active employee participation and a shared commitment towards workplace safety and well-being.



At **Cosmos Impex**, the celebrations included **Flag Hoisting, Safety Pledge, badge distribution, fire safety & ergonomics training sessions, and poster & slogan competitions**. **Cosmos Engitech** conducted **Safety Quiz, Tool Box Talks, creative competitions, and recognition activities** under the theme **"Engage, Educate & Empower People to Enhance Safety,"** reinforcing a strong culture of workplace safety across the organization.





Fostering Camaraderie Through Sport



The Cosmos Premier League concluded successfully at the **Techpark-1 Cricket Ground** on **20-21 / 27-28 Dec'25**, marking a memorable celebration of teamwork and sportsmanship.

The tournament witnessed enthusiastic participation and competitive matches across all teams. From technician matches to the thrilling Grand Finale, the event reflected strong camaraderie and team spirit.

The encouraging presence of leadership and employees made the tournament truly special. It was a proud celebration of cricket and togetherness at Cosmos.

Winning Teams:



Black Panther
(Management team)



Cosmos Hero
(Staff)



Cosmos Master Blaster
(Technician)

Best Batsman of the Series



Milan Mistry
Staff -HMS Development



Manoj Vasava
HMS Production
Technician

Best Bowler of the Series



Vipul Patel
Staff - Mktg Support



Hitesh Jariya
HMS Development
Technician

Man of the Series



Rutvik Diwan
Staff - Tech BD



Manoj Vasava
HMS Production
Technician

Runner up Team: Cosmos P1 Warriors (Staff) | Assembly United (Technician)



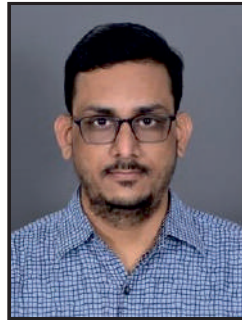
Winners from last Q&A session



Ganesh Kadu
Customer Experience



Prashant Dwivedi
Exports



Darsheet Patel
Digifac

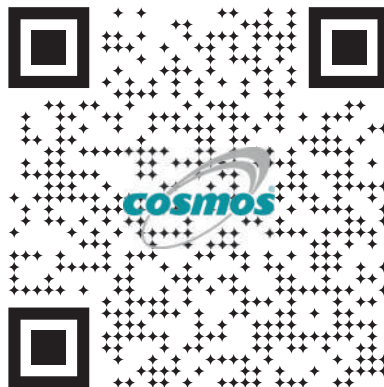
At COSMOS, we value curiosity and continuous learning. To encourage this spirit, we invite you to participate in our latest Q&A challenge. Winners will receive special recognition in the next edition of our newsletter, along with exciting gifts. The winners will be selected through a draw system. Kindly submit your responses to hrd1@cosmos.in within one week of receiving this newsletter.

- 1** What is the full form of POSH?
- 2** What was the focus of the Ergonomics Awareness initiative conducted in December 2025?
- 3** Which Cosmos facility connects customer experience directly with engineering feedback?
- 4** Which facility is being expanded to strengthen future product development at Cosmos?
- 5** Which sporting event brought employees together through teamwork and friendly competition?
- 6** What was the purpose of the Monthly 5S celebration at Cosmos?
- 7** Which initiative encouraged employees to showcase India's cultural diversity through attire?
- 8** How many kaizens were achieved in year 2025-26?
- 9** Which all exhibitions did Cosmos participated to showcase market presence & customer engagement?
- 10** Which training program helped employees understand financial concepts relevant to their roles?

GLOBAL PRESENCE



YOUR PARTNER IN
PROGRESS 



Corporate Office

Cosmos House, Plot No. 85/2, Padra Road, Atladara, Vadodara, Gujarat - 390 012

Manufacturing Facilities

Plant - I

Cosmos Impex (India) Pvt. Ltd., Plot No. 847, 848 Village Ranu, Ta. Padra, Vadodara, Gujarat - 391 445

Plant - II

Plot No. 68-B, Sigil Compound, Padra Road, Atladara, Vadodara, Gujarat - 390 012

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