

ENGITECH

*CNC
MACHINE
TOOLS*

*IMPORTED
MACHINE
TOOLS*

digifac
A digital factory solution...

ROJUCO
GCM



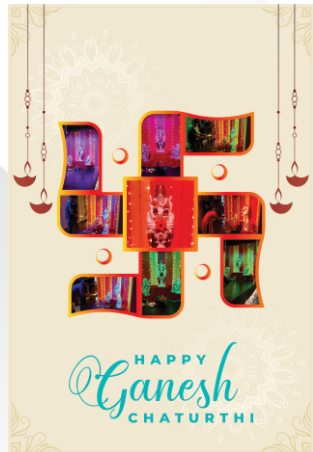
**THE
CUTTING/EDGE**
Your Partner in Progress

NEWSLETTER

Issue-3 | Oct-2021

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“ We are making a foray into IN-HOUSE SOFTWARE DEVELOPMENT ”

On behalf of the Management Team of Cosmos Namaste to all fellow COSMOSIANS and Congratulations to the Newsletter team for timely publication of this 3rd issue of THE CUTTING EDGE, which I am sure all of you will enjoy reading.

It is a challenge to summarize in a few words all that we have achieved under extraordinary global developments that have redefined our way of working as we come out of the deadly second wave of the Corona Pandemic. It would have been a feat simply to have weathered this storm but our achievements go far above and beyond the obvious and the ordinary. While the whole world was facing unprecedented levels of uncertainty, Team Cosmos, across all divisions and group companies, has shown great fortitude, collective confidence and resolve to meet unforeseen challenges and grasp unexpected opportunities through new and improvised professional practices.

The last quarter was festival time with 4 big festivals – Independence Day, Raksha bandhan, Janmashtami and Ganesh Chaturthi. We had for the first time a live streaming of our Independence Day celebrations. Engitech celebrated the Foundation day on completion of 22 years and vaccination camps are being organized for all of us to complete our twin vaccination shots.

On the business front, we had robust sales across all divisions and group companies and also a robust manufacturing output in spite of cost escalations and global supply chain disruptions. It is worth mentioning that this is spite of the Auto and Aero sectors having shrunk due to the pandemic. Export is also gaining strong traction in spite of severe restrictions and limitations on global travel.

While managing the Volatile, Uncertain, Complex and Ambiguous (VUCA) environment, we have also worked to reform and harmonize our business structure to be future ready.

We anticipate multifold growth with the revving up of the Auto and Aero sectors for which Our Capacity expansion is in full swing and the first phase of our State of the Art Machine Tool factory at Ranu will be commissioned in the coming quarter. This will integrate all processes like Heavy Machining, Sheet Metal fabrication and Powder coating under one roof. Product line expansion is also planned. Focus is now on System driven operations and Data driven decisions. There is also decentralization of decision making to the next level of leadership at operational level. We are also making a foray into in-house software development.

Nurturing Culture and Leadership is also of prime importance and through our ongoing movement - Cosmos Care, we strive to build a culture of creating value through service excellence thereby making Cosmos an aspirational place to work. We are also planning a special training and development activity for all interested Cosmosians to upgrade their professional and leadership skills to give everyone an opportunity to be a part of building our next leadership chain.

All this makes us extremely optimistic for a robust growth and prosperous future for the company and thereby for each and every Cosmosian.

Once again, on behalf of the Management Team, I wholeheartedly thank each one of you and am sure that your determination and resilience will enable all of us to grow and flourish in the coming years.

All the best,
Jai Hind.



RAJESH PRADHAN
Executive Director

Editor's NOTE

Dear Readers,

Welcome to the COSMOS Group Newsletter. As we are half way through FY 2021-22, in this edition, we have focused on the spirit of embracing the 'unconventional'. You will read articles on an unconventional project and activities by various departments & group companies as well as HR related topics.

Also, Engitech turned 22 and I am proud to say that you are holding a very special issue in your hands. Today, I invite you to feast your eyes and warm your soul with this special edition.

They say not to judge a book by its cover. Magazines are a different story. When writing this issue, a theme quickly popped out at me: to feature all of our group companies & know their value of good, old fashioned hard work.

I would also like to welcome all new members of newly formed Newsletter Committee and their contribution for this issue, because of whom this magazine has come together and is moving forward. I still remember our first issue so vividly; how we thought of an idea, set about with the design and layouts on deadlines and finally, sitting eagerly at the printers to get the first copy. It has been an extremely exhilarating time, as I have learnt so much in this journey and met such inspiring people, learning about all the fascinating things that they have done in their young lives.

Each and every member of our fantastic newsletter team has worked really hard to make all this happen, and so a big thanks to Young Team of Cosmos. This issue of The Cutting Edge Newsletter features various different articles talking about Exhibition commencing at various countries, Nanda Sir's association and his departure from Cosmos, 3000 Machines Manufactured Celebration and other glorious achievements

As we at The Cutting Edge Newsletter continue on our mission to be a resource for YOU, we value your feedback! Our next issue in January will start another year and we welcome your ideas on what you'd like to see in a magazine in 2022! Just send me an email at comm@cosmos.in. I look forward to hearing from you. I have a general idea of the editorial calendar and it may hold some surprising topics!

Happy Reading!



HUMAN RESOURCE

INDEPENDENCE DAY celebration at CIPL

"Unity is strength" Where there is teamwork and harmony, great heights are achieved.

What can be a better way to celebrate Independence Day with the inclusion of each and every one with lots of fun, fervor and stories of valor. We celebrated 75th Independence Day of India in the same manner. Everyone was energized, ebullient and motivated to make this occasion special, memorable and a great tribute to our freedom fighters. Office Decoration with balloons and flags was so fascinating and quite impactful in projecting essence of independence for which Decoration Team deserves lots of applause.

Patriotic song competition for group and individual was organized for employees which was also an entertaining part of the whole celebration. Also, Poster Making Competition for employees' kids was organized for which we received an overwhelming response of more than 75 posters. Winners were decided based on voting during the event itself.

Security and Housekeeping staff were felicitated for their services during Corona Pandemic.



GANESH CHATURTHI celebration at CIPL

Cosmosians celebrated Ganesh Chaturthi with a lot of enthusiasm in this year. During this festival employee kids made hand made Ganesha to mark the festival. Kids were recognized and rewarded accordingly.



SHRI KS NANDA bids farewell to CIPL

One of the pioneers to set up the manufacturing facility in Vadodara, who was known for his dedication to the company will be always remembered for the impact he made as he bid his farewell from CIPL.

Shri Nanda certainly led by example. He took his profession very seriously. He loved coming to work, and that positivity and drive was contagious. With his vast knowledge in Design of Machine Tools, he led the functioning of the team with high proficiency.

His last day with CIPL was on 30th June, 2021 and it was one of the most difficult and emotional day for everyone as we had to bid farewell to our very special Nandaji.

His Farewell uncton was organised at Multipurpose Hall which was attended by Senior Management executives along with all HoDs and Managers. Nandaji's family was also felicitated.



COFFEE with HR

In order to have a frank and candid chat with HR and to know new joinees experience with the company, the HR department initiated the session where the new joinees give their feedback to the HR department about their experience with the company so far, their induction process, workplace culture, role clarity & work allocation.



ISO Internal Auditor TRAINING

A two days training session was conducted on 23-24th July, 2021 by Mr. Suneel Karkare from Sambandh Consultation Services on internal audit procedure of QMS-ISO 9001:2015. The participants for the training were selected based on the competency criteria. 13 participants attended the training and appeared for the exam by the end of the training. The session was coordinated by Mr. N. Kore -QMS in-charge. Out of 13 participants, 8 cleared the exam and qualified as Internal Auditors.

List of participants who qualified as Internal Auditors:

Name of Employees

- Mr. Jethmal Suthar
- Mr. Samir Pandya
- Mr. Sumit Somani
- Mr. Shyam Khant
- Mr. Mallikarjuna S
- Mr. Dishank Bhavsar
- Mr. Harish Jangid
- Mr. Bhavesh Parekh



CERTIFICATE of APPRECIATION

We are glad to receive appreciation from Confederation of Indian Industry (CII) for the accomplishment of vaccinating all the eligible employees in our Vadodara facility. Kudos to the Cosmos Family.

Happy to be in the league of companies with 100% vaccination of the entire team. A special note of thanks to CII Gujarat team for recognizing our initiative.

Let's build a healthy and safe nation.

KEEPING WORKPLACE SAFE



WE'RE

HIRING

APPLY NOW

COSMOS Group

**Join our Team
Be Part of our Story**

Get to know us and join our team. We'd love to have more talented people on board. Check out our open positions!

CIPL ✉ hrd2@cosmos.in

Department	Location	Position
Sales	Mumbai and South Gujarat	Sales Engineer
Service Support	Delhi	Engineer - Service
Service Support	Mumbai	Engineer Mechanical
Service Support	Vadodara	Manager Service Support
Sales	Mumbai, Pune, Aurangabad, Kolhapur	Asst. Manager
Sales	Baroda	Sr. Engineer - Sales

CEPL ✉ hrdcepl@cosmos.in

Department	Location	Position
Marketing-Sales	Vadodara	Marketing-Sales Coordinator
Maintenance	Vadodara	Sr. Maintenance Engineer/AM
Production	Vadodara	Machine Operator - CNC, VMC, HMC, Grinding (Surface & Cylindrical)

COSMOS Group



ROJUCO ✉ gcm.admin@cosmos.in

Department	Location	Position
Production	Vadodara	DME Fresher
Production Planning	Vadodara	Engineer PPC
Production	Vadodara	Fitter
Production	Vadodara	CNC Operator

GCMPL ✉ gcm.admin@cosmos.in

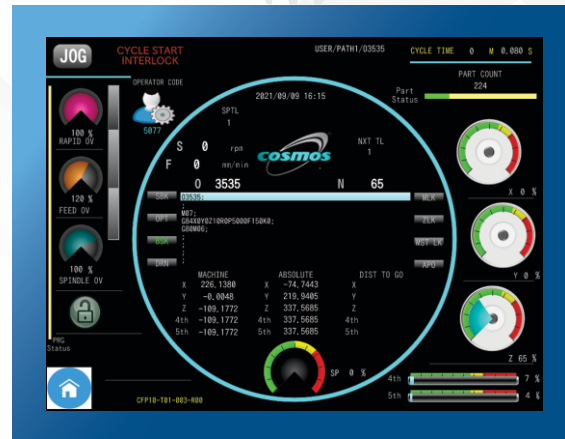
Department	Location	Position
Stores	Vadodara	Sr. Store officer/ Executive
Assembly	Vadodara	Sr. Engineer Assembly
Production	Vadodara	Machine Shop Engineer
Maintenance	Vadodara	Mechatronics Engineer
Production	Vadodara	Machine Operator - CNC, VMC, HMC, Grinding (Surface & Cylindrical)
Production	Vadodara	Setter, ITI - Fitter
Maintenance	Vadodara	ITI - Electrician

INNOVATION & DEVELOPMENT

THE RAPID buildout at I&D

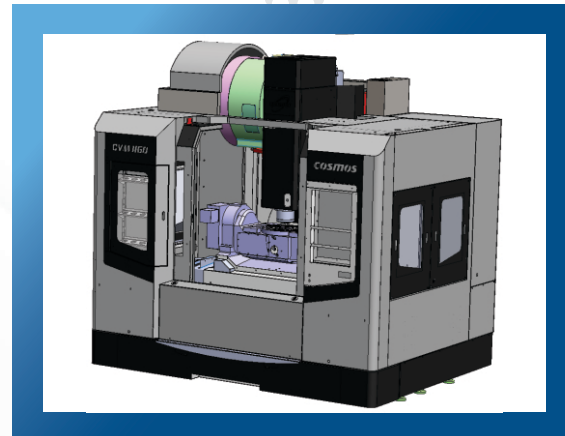
FANUC CUSTOM SCREEN

- > 15 inch Fanuc Custom Screen has been launched.
- > Fanuc i-HMI & Cosmos GUI makes operation of our machines easy, efficient & is also designed to be extremely user friendly.
- > It also provides full maintenance planning and control for maximum machine uptime.



5 AXIS MACHINING CENTER

- > Cosmos CVM-1160 5 Axis equipped with advanced technology gives more freedom in machining to the end-user.
- > It also provides maximum capacity and performance, which is ideal for medical, aerospace, Power-Generation & Automotive Industries.
- > It allows the user to machine the parts on all 5-faces in a single set-up.
- > Drastically reduces setup time, part handling and improves overall part accuracy.
- > Rotary/tilting axis provides excellent repeatability which helps to maintain desired accuracy in component.



CVM-1680

Following are few key highlights of ongoing project model:

- > Robust structure
- > BT-50 spindle with larger size bearings
- > High Spindle torque adaptability
- > Easy to dismantle (Export friendly)
- > Rigid ATC mounting technology
- > Higher load carrying capacity



COSMOS CARE



Session on #RESPECT as part of CARE SERIES



RESPECT

- Everyone is unique
- Punctuality
- Commitments honoured

RESPECT Pillars:

- Rapt Attention in any discussion
- Self Esteem
- Evolving together putting aside our differences
- Treat everyone the way you want to be treated

TOGETHER WE BUILD A BETTER US!!!

Cosmos Care aims at aligning every Cosmopolitan to a culture of continuously creating value for everyone we touch, thereby helping us be invulnerable to competition and resilient to the VUCA world while making COSMOS - A GREAT PLACE TO WORK.

Values represented by pillars:

- COLLABORATION: One for ALL, ALL for One
- ALIGNMENT: Synchronized Thinking and Actions in day to day work
- RESPECT: Honoring Commitment & Accepting Uniqueness of Each One
- ENCOURAGEMENT: Open & Honest Culture, Appreciate Others

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“Respect” is the key requirement for a healthy work environment. Respecting each other promotes teamwork and increases productivity and efficiency in the workplace. It inculcates a sense of belonging in the employees because they realise that they are valued for their abilities, qualities and achievements. The company values their role in its success.

A half-day training program on RESPECT - one of the Pillars of CARE - was organized on 22nd July 2021. This session was facilitated by an external faculty Shri Ankit Joshipura from Metamorphosis Institute of Transformation which was attended by all HoDs and Managers from Factory as well as HO.

The session began with Director’s address. Shri Nagesh Sir set the context of the session, which was taken forward by the learned faculty Shri Joshipura. The various facets of Respect were discussed and it was understood that in addition to the commonly perceived notion of showing deference, Respect is also about honouring your commitment, accepting the uniqueness of each individual and such other attributes.

The session covered valuable topics like Basic Necessity of People, 10 Actions to influence a culture of Respect, How to show Respect, Transformative benefits of Culture of Respect and finally the end segment was all about Action Plan to implement “Respect” in the culture of the Cosmos.

The foundation for a great relationship with customers is respect. When respect is built, it is much easier to handle unexpected and unpleasant situations. The program demonstrated how Respect for our customer—whether internal or external—lays the foundation for continuously excelling and enhancing the culture of providing higher levels of service to create value, which is what Cosmos Care is all about.

Overall, it was quite an interesting and enriching session!

UPCOMING FESTIVALS

2nd October - Gandhi Jayanti

Gandhi Jayanti, celebrated annually on October 2, is one of three national holidays of India. The United Nations also observes October 2 as the International Day of Non-Violence in his remembrance

Here are some of the lesser-known facts about Mahatma Gandhi

1) Five-time Nobel nominee

Mahatma Gandhi had been nominated for the Nobel peace prize five times, but never won the award. The last nomination came weeks after his assassination in 1948.

2) The 'Mahatma' title

The title of 'Mahatma' which means 'great soul' in Sanskrit, was conferred by Rabindranath Tagore, a Gujarat HC ruling confirmed in 2016.

3) 8 km funeral procession

Nearly one million people joined the funeral of Mahatma Gandhi which was held in New Delhi. The procession went on for hours. He was draped in the national flag during his final journey.



15th October – Dussehra

On the tenth day of the Ashvin month of the Hindu calendar, Dussehra or Vijaydashami is celebrated throughout India. It is the day when Lord Rama slew the demon king Ravana and Goddess Durga annihilated the demon Mahishasura after a long battle.

However, India is also a country rich in diversity. This means that every festival has its fair share of associated stories and ways of celebration. In that context, here are seven lesser-known facts about Dussehra:

Ravana is also worshipped:

In Sri Lanka, Ravana has been given the status of a demi-god. It is believed that under him, the country witnessed unparalleled advancements in science and medicine. In fact, several books on Ayurveda written by Ravana are still in existence.

Ashoka converts to Buddhism:

Dussehra is not only celebrated by Hindus. Buddhists also consider it a sacred day. They believe that it was on this day that King Ashoka converted to Buddhism - brokenhearted by the scale of devastation and deaths in the Kalinga war.

Dussehra is not just about Rama slaying Ravana:

While Dussehra is usually associated with the victory of Rama over Ravana, in East and South India, Dussehra is celebrated for different reasons.



In West Bengal, and especially Kolkata, the statue of Maa Durga annihilating the demon Mahishasura towers overall.

Down South, Mysuru gets its name from the demon king Mahishasura? Here, Dussehra is about celebrating the victory of Goddess Chamundeshwari over Mahishasura.

Meanwhile, in Telangana, Goddess Gauri is praised and worshipped with floral arrangements, with women offering special foods to the deity.

And, in the sleepy town of Kulasekarapattinam in Tamil Nadu, Goddess Kali is revered for all her fierce glory and powerful persona.



4th November – Diwali

The festival of lights, Diwali or Deepawali is being celebrated all across India. It is an important religious festival originating in **India**. People often think of Diwali as a **Hindu** festival, but it is also celebrated by **Sikhs** and **Jains**.

Apart from India, in the city of Leicester, in the United Kingdom, largest Diwali celebrations are held. Thousands of people gather on the streets to enjoy shows of light, music and dancing.



6th November – Bhai Dooj

Bhai Dooj or Bhaiya Dhuj is one such joyous festival which comes after Diwali and is celebrated with great fervour and heightened spirit. It comes from the two Hindi words, Bhai and Dooj. While Bhai means brother, Dooj means the second day after the moon, hence the name Bhai Dhooj. For the people of Nepal, this is the second most important festival after Vijaya Dashami. Nepalese refer to this festival as Bhai Tikain. This festival was commemorated when Lord Krishna visited his sister Subhadra's place after defeating Asur Narkaasura. It was said she welcomed him by putting some red vermillion on his forehead. As per another tradition, it is said that Lord Mahavira, on this day years ago, attained Moksha.



25th December – Christmas

Christmas is one of the biggest festivals of the world, the holiday season is celebrated grandly in the west to worship the day Jesus Christ was born. While Christmas celebrates the birth of Jesus Christ, the actual date is lost to history. There's no mention of December 25 in the Bible and many historians say Jesus was really born in the spring. Some historians posit the date was originally chosen because it coincided with the pagan festival of Saturnalia, which honored the agricultural god Saturn with celebrating and gift-giving.

Also, "Jingle Bells" was the first song played in space which was originally a thanks giving song and The NORAD Santa Tracker was created due to a child's misunderstanding.



IMPORT

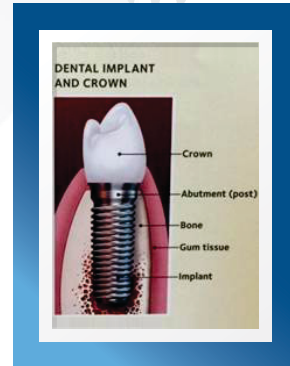
Import Division of Cosmos family, cast around best technologies available worldwide, making alliances with reliable principal, and providing our customers best technologies and experiences which include post-sales service and extending maximum capacity to deliver required applications.

One of the technologies include Swiss Type Automatic Lathe (known as Sliding Head-type Automatic Lathe), which is the type suitable for small size precision component processing with high accuracy. Our principal STAR MICRONICS CO. LTD, are one of the leaders in this kind, established in 1950 having product line with considerable depth.

These types of machine tools have been originally devised to mass-produce wrist watch components; however, the applications have been extended to the processing of not only automotive components but also digital equipment and medical components in recent years.

Recently we developed Dental Implants for one of our valuable customers which they supply within India and also export with least manufacturing cost and refined quality at macro level.

Few companies in India produce these dental implants and we are one of those few who provides solutions with all needed support.



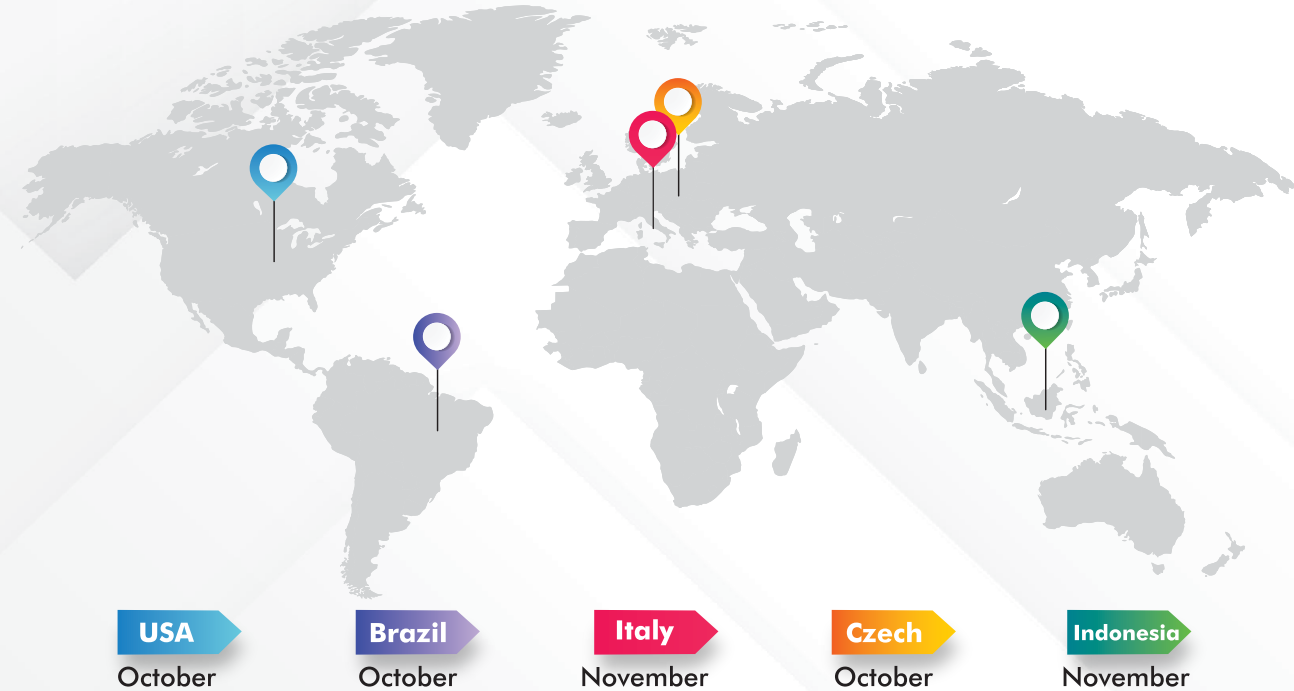
ROJUCO



EXPORT

COSMOS CVM SERIES

FIND OUR PRESENCE IN EXHIBITIONS AROUND THE WORLD



Year 2021 will be looked upon as year of recovery in economy worldwide, including Indian domestic market, which should also be accompanied by a significant momentum in Indian and overseas machine tools scenario.

Subject to what could happens in 3rd quarter of the current financial year, Rojuko has experienced a favorable increase in the ATC demand in first half of the year, brings six months ATC dispatch tally very close to the last year's total dispatches.

To meet the increase in ATC demand, Rojuko is planning to increase the ATC assembly capacity by 50% in third quarter. With increase in capacity, they are aiming for continuous sustainable growth of 8 to 10 % per month, beginning from September '21 onwards.

In order to generate accountability at all stages of ATC manufacturing process, a concept of internal customer is being introduced. To make the stage wise inspection process quicker and reliable, receiving gauges have been developed.

If ATC demand and supply will go hand in hand, Rojuko will see the current financial year ending with double the number of ATCs manufactured than the last year.

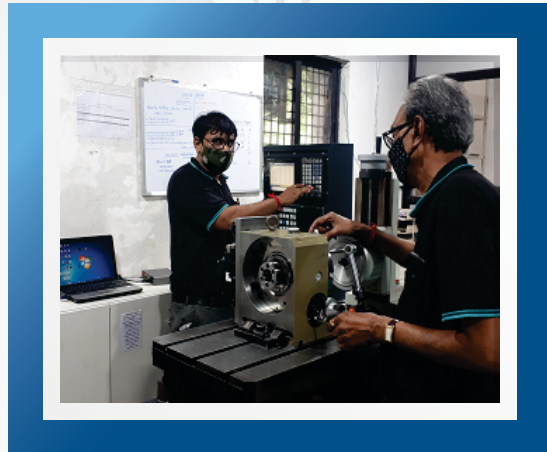
Rojuko team has been trained to believe that every challenge and every adversity contains the seeds of opportunity and growth. Rojuko team is constantly reminded of two things '**Prepare - Perform - Prevail**' and '**Adjust - Adapt**'.

GCM

“ At GCM we believe in a philosophy, alone we can do so little, together we can do so much. ”



Tool Disc Assembly



Rotary Table Inspection



Turret Final QC Test

In the current financial year GCM is more focused on expanding its manufacturing facilities.

The first step towards that was to establish in-house machining facilities. To that effect, in first quarter GCM has installed 4 VMCs, 1 TC and 1 CMM machine.

The second quarter is planned for strengthening the machining capacity by adding 3 HMC machines.

By fourth quarter we are aiming to add Cylindrical grinding machine to develop in-house grinding capabilities along with Surface grinding.

In view of creating in-house machining facilities, GCM is focusing on reducing dependency on vendors. This will help in improving Turret and Rotary table parts delivery and quality and in turn, will drastically reduce assembly waiting time and product assembly lead time.

With above improvement, GCM is able to cut down the delivery time of Turrets and Rotary table, which has gained customer's attention and appreciation, which has resulted in better order in-flow from the customers.

With the help of in-house machining and CMM inspection facility, an awareness is created at all levels of work-force of GCM to think quality in everything they do.

As a result of this, at assembly stage, first time right effect is being experienced in a natural course of assembly process without adding any additional efforts.

At GCM, many new members who have joined our team and few more will join in coming months. At GCM we believe in a philosophy, alone we can do so little, together we can do so much.

“NONE OF US IS AS SMART AS ALL OF US.”

MANUFACTURING

COSMOS IMPEX rolls out its, 3000TH MACHINE from Vadodara facility

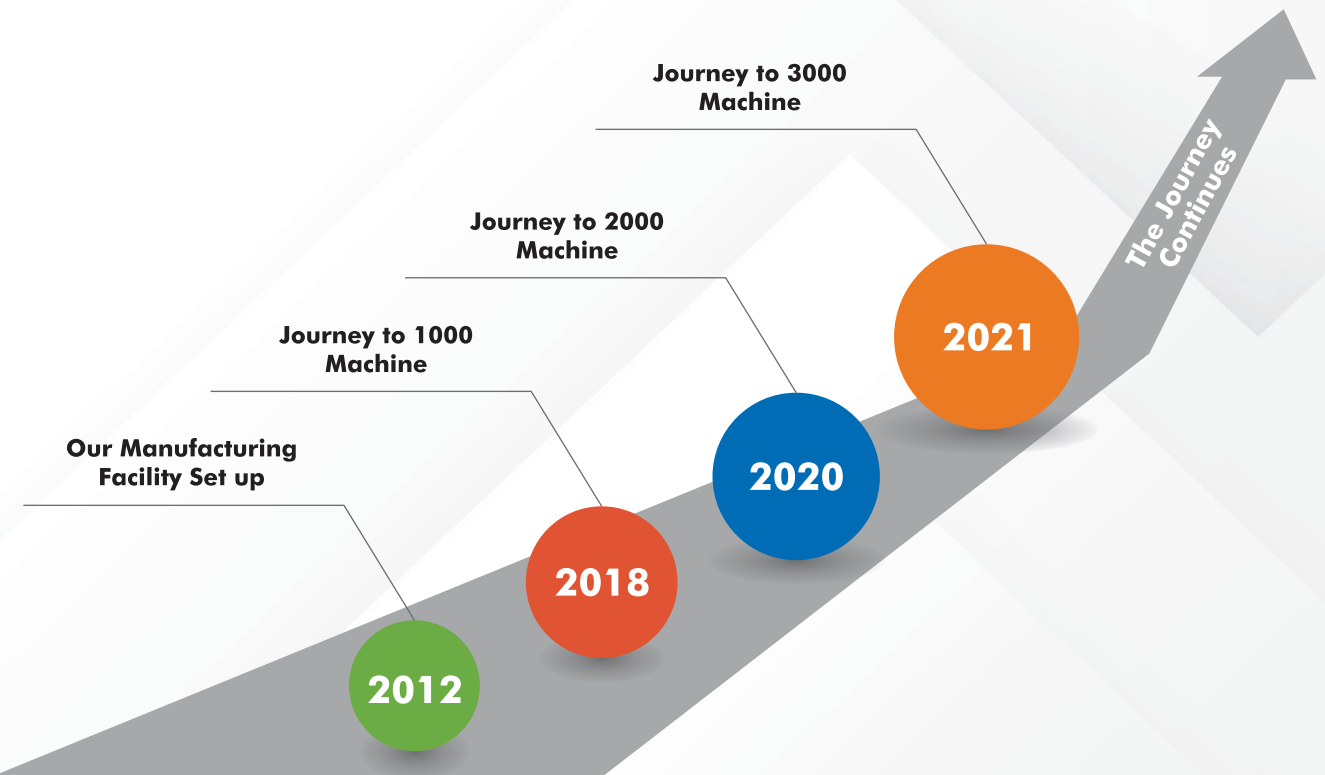
Cosmos Impex India Pvt. Ltd. crossed the major milestone on 19/8/2021, an achievement that was celebrated with a lot of enthusiasm mixed with nostalgia. The number says a lot about the product, the policies, the price, the performance and the most important, the customer confidence.

The growing family at CIPL will surely look back with immense pride on the strides that the company has taken in the recent times.

Crossing 3000 was a big milestone for us. This achievement is just a stepping stone and, going forward, our deliveries will certainly multiply each year. We have kept our goals by sticking to our marketing philosophy and we will continue to keep doing the same. And this is how, bit-by-bit, advantage-by-advantage and machine-by-machine, the company has grown

Also, Kaizen gift distribution took place for the financial year. Around 302 Kaizen's were evaluated between April 2020 – June 2021 and the best 12 Kaizen were selected. All participants shared their experience on this occasion.

Mr. Yuvraj Padhiyar • Mr. Pratik Patel • Mr. Vikas Chauhan • Mr. Bhavesh Dave
Mr. Amit Raj • Mr. Jatin Dosani • Mr. Amar Rokade • Mr. Jinal Parmar
Mr. Jethmal Suthar • Mr. Dilip Patel • Mr. Anil • Patel • Mr. Harit Mistry

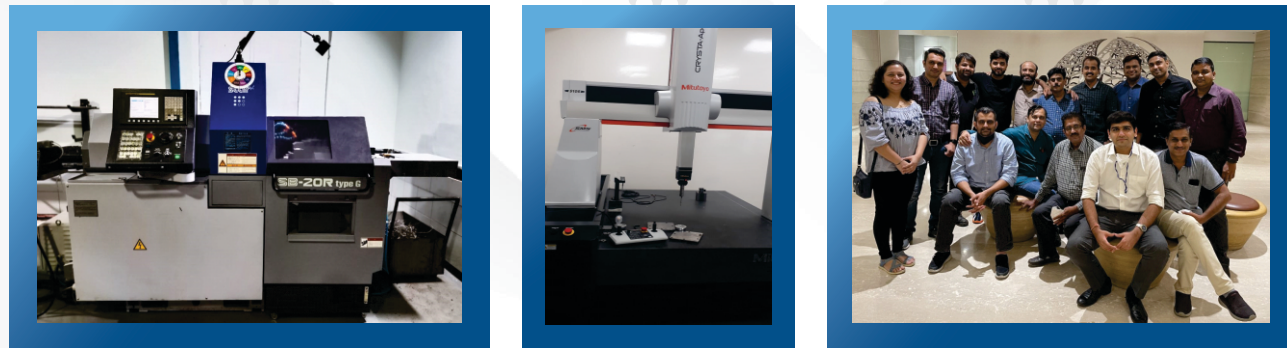


ENGITECH

NEW MACHINE Installation

In order to upgrade technology & to enhance the need of measurement for bigger parts upto 1000 mm diameter Engitech installed 2 Mitutoyo make CMM machine in the QC Department, along with a Sliding Head Star Machine, further to reduce throughput time.

In these challenging times, CEPL has added a feather in their cap by achieving best ever performance till now, which called for a celebration time and so the leadership team along with team members celebrated the achievement through team dinner. CEPL is further planning to organize a Gala Meet for all India Suppliers & Vendors in coming days.



EMPLOYEE REWARD & RECOGNITION Program

Working at Engitech is about to get a whole lot more regarding, CEPL is about to add a new and exciting benefit and are really excited to let everyone know about launch of 2 awards under the category of Well Done Tag which will be Round the year & Well Done Champion which shall be once a year, in order to acknowledge, recognize exemplary performance for employees who have performed over and beyond the call of their duty.



SKIP LEVEL Meetings

A skip-level meeting is a meeting where a manager's manager meets directly with employees, without that manager in attendance. The benefits of such meetings are: Unfiltered access to information about what's really going on in the organization – good or bad.

Under employee initiative, CEPL HR is conducting skip level meetings with all employees at fixed intervals with an objective of:-

- > Developing communication platform for employee connect
- > Increased employee engagement, as everyone feels valued and included
- > Increased transparency in organisation
- > A more open environment for sharing ideas, which facilitates innovation

Employee Engagement Activities

Various employee engagement activities & celebrations took place at CEPL in last quarter, starting from celebrating Rakhi where Bhramakumaris showered their blessings on cosmosians.

CEPL also celebrated offline Janmashtami by having dress competition amongst employee kids. All little Kanudas and Radhas of CEPL cherished the festival.

RAKSHABANDHAN CELEBRATION



JANMASHTAMI CELEBRATION



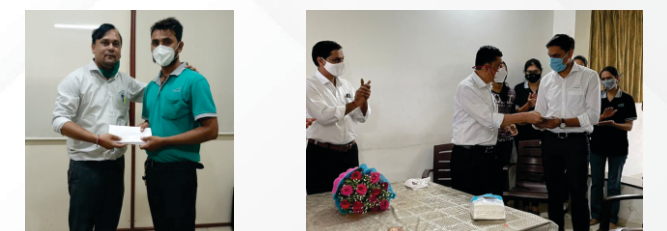
GANESH MAHOTSAV CELEBRATION



BIRTHDAY CELEBRATION



FAREWELL TO EMPLOYEES



22ND FOUNDATION DAY Celebration at CEPL

Engitech celebrated its 22nd Foundation Day on 14th July, 2021. On this auspicious occasion, the company organised a small get together to appreciate and celebrate the 22 years of joyful journey of CEPL.

Over the 22 years of existence, Engitech has surfaced as one of the finest precision machining company. With the immense support from the hard-working team, Engitech has been able to build huge clientele across the globe with 100% satisfaction of the client has always been prime motto. With the support of happy clients, Engitech has been able to build an excellent portfolio.

The team members began their work. After a few hours of work, we start playing some fun games and various activities were organized, and the whole day went in joy and happiness. Some of the joyful & funniest moments were capture in-camera. It helped the team members to develop engagement and a good connection with each other. After daily work hours, the company organized a grand dinner party for the employees.

The celebration starts with the tree plantation by senior leadership team of Cosmos Group followed by inspirational speech by the founding members, Mr. Nimish Shah & Mr. Nagesh Velaga that were very encouraging and energetic, after having great speech, cake-cutting ceremony was celebrated where every CEPL team was exulting with joy to commemorate this occasion. Everyone enjoyed the ceremony and clicked photos, the founders had a bite of cake from each other and also serve to all the CEPL family, some of the precious moments were capture.

After having a tasty cake, our leadership team shared their valuable thoughts and their vision for the company's future, where various announcement were made which included relaunching of Kaizen / 5S at workplace. The leadership team also acknowledged the hard work, commitment, and contribution given by the employees by award distribution ceremony.



LEARNING & DEVELOPMENT ACTIVITIES

The goal of learning and development is to develop individuals or groups by sharing knowledge and insights that enable them to do their work better, or cultivate attitudes that help them perform better. CEPL outlines how the organisation develops its workforce's capabilities, skills and competencies to remain successful.

This pandemic has taught us new and more effective ways in various corners of learnings on social media and varied virtual platforms.

Our main objective is, not to stop growing despite of pandemic, adapting to the current situation and continue our efforts to improve the individual's level of awareness. Increase an individual's skill in one or more areas of expertise. Increase an individual's motivation to perform their job well.

During the stint CEPL members have actively been part of varied online trainings and webinars, online summits and conferences.

To mention some:

- > Post-Pandemic Landscape of Future of Work in the Manufacturing Sectors
- > SHRM Tech'21
- > Webinar on Management System Accreditation Schemes (QMS, EMS, OHSMS and EnMS)
- > Return to Workplace – "Journey to the Hybrid Workplace"
- > 8D Problem-solving methodology Training
- > Improving Process Capability

**Staying updated, continue growing,
fostering knowledge is our adopted way.**

Happy Learnings!

SAFETY PRACTICE FOLLOWED at ENGITECH

Full form of SAFETY is Stay Alert for Every Task You do. The Term safety means a state of being protected against physically.

Safe work environments allow workers to feel comfortable in work environments. Hence we at CEPL consider safety at prime importance.

We believe keeping workers safe will improve employee morale and when employees are happy in their job, the more productive they will be. A hazardous workplace can cause unnecessary stress to workers affecting their morale and ultimately production.

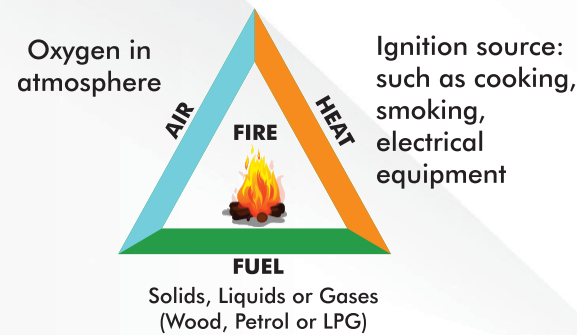
As a part of safety initiative, CEPL conducted "FIRE SAFETY" training wherein 52 employees were covered in 2 batches.

FIRE SAFETY

Moto at Engitech is Saving Lives and Minimizing the Damage

Fires affect thousands of companies each year resulting in injury, lost customer trust and building damage. By establishing a fire prevention and preparedness program, we can help avoid injuries to our employees and visitors, costly damages, and potential loss to organisation.

FIRE TRIANGLE

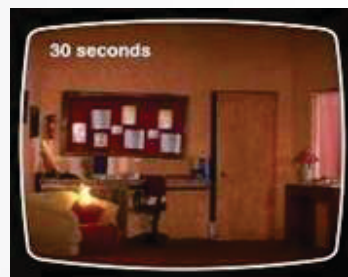


Fuel + Heat + Air = Fire

Classification of Fires based on Fuel

- Class A** - Solids
- Class B** - Liquids
- Class C** - Gases
- Class D** - Metal Fires
- ESF** - Electric Started Fires
- Class F** - Super Heated Cooking Oils

STAGES OF FIRE



Stage 1: IGNITION - This is right stage for the detection of the Fire



Stage 2: CRITICAL - Fires move and grow rapidly...Portable as well as trolley Mounted Fire



Stage 3: BLAZE - Where only Water mist Hydrants, Sprinkler Systems and the Fire



digiFAC

Customer Testimonial



“ Cosmos has been our partner for this journey of Industry 4.0. We started out in 2018 with a set of 10 machines, and now have completely connected our entire machine shop. Our aim was to digitize OEE, and Cosmos has been our strategic partner for it – with end to end support.

**Praveen Gubbi (Operational Excellence),
Aequs Aerospace**



“ Patco Precision has started the Digital Transformation journey with Machine Monitoring projects. Cosmos digiFAC allows us to monitor, analyse & report the parameters of our Assets. This information allows you to make better decisions about the possible optimization of your manufacturing process. Thanks to our Partner Cosmos Impex India Pvt Ltd.

**Mr. S P Kale (Technical Director),
Patco Precision Pvt Ltd.**



COMMITTEE MEMBERS CONTRIBUTION

Deepest appreciation to the newly formed Newsletter Editorial Team for contributing to this issue, saying thank you just doesn't seem to be enough now that they have supported in nurturing this issue of newsletter.

You are all an integral part of the Newsletter Team

**Ms. Aarohi Pithwa • Mr. Kiran Shelke • Mr. Samir Pandya • Ms. Karishma Bhatt
Mr. Neeraj Trihima • Mr. Chintan Panchal • Mr. Ashish Makwana
Mr. Avdesh Saparia • Mr. Swapnit Sonal • Mr. Hitarth Shah**

Mr. Mrunal Kansara
Newsletter Designer

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Cosmos House, 85/2 Atladra, Padra Road, Vadodara 390 012 (Guj.), India.
☎ +91- 265-6127000 / +91-96620-44983
✉ sales@cosmos.in / mktg@cosmos.in

Vadodara, South Gujrat
☎ +91 - 70437 35005

Ahmedabad
☎ +91 - 70437 35005

Rajkot & Saurashtra
☎ +91 - 99740 61567

Mumbai
☎ +91 - 70308 77977

Pune, Kolhapur, Nashik & Aurangabad
☎ +91 - 98509 89476

Ludhiana
☎ +91 - 99962 24420

**Delhi & NCR, Noida , Gaziabad,
Gurgaon, Bhiwadi, & Faridabad**
☎ +91 - 93500 50200

Bengaluru & Hyderabad
☎ +91-99022 00025

Chennai & Coimbatore
☎ +91 - 75740 21485