



Offset & Digital Printing



## MOSCO PRINTS INDIA PRIVATE LIMITED

No. 25, 23/1, 1<sup>st</sup> Cross, Yallakunte Village, Old Mangamana Palya,  
Bommanahalli, Bengaluru, Karnataka - 560 068. India.

### CORPORATE SUSTAINABILITY REPORT

For the period 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024

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## Managing Director Message On Sustainability Report

### Dear Stakeholders,

It is with great pride and a deep sense of responsibility that I present the Sustainability Report for MPIPL, highlighting our journey and commitment to sustainable growth. As a design, manufacturing, and supply company specializing in printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and POP, we recognize that our actions impact the environment, society, and the communities we serve. Sustainability is not merely a strategy for us—it is a core value integrated into every aspect of our operations. At MPIPL, we understand the delicate balance required to meet the demands of a growing market while ensuring environmental stewardship and fostering social well-being.

### Our Vision for Sustainability

Our vision is rooted in creating value for all stakeholders while minimizing our environmental footprint. We strive to design and produce products that meet the highest quality standards, embrace innovation, and adhere to the principles of circularity. We are committed to promoting responsible production and consumption, supporting the global transition toward a sustainable future.

### Key Milestones and Initiatives

In the past year, we have taken significant steps toward our sustainability goals:

**Eco-Friendly Materials:** We have increased the use of recycled and responsibly sourced materials in our products, reducing our dependency on virgin resources.

**Energy Efficiency:** We have optimized our manufacturing processes by implementing energy-efficient practices and transitioning to renewable energy sources where feasible.

**Waste Reduction:** By adopting robust waste management strategies, we have minimized waste generation and enhanced recycling efforts, ensuring that more of our by-products find a new purpose.

**Water Stewardship:** Our focus on water conservation includes implementing innovative technologies to reduce water usage in production and ensuring wastewater is treated and discharged responsibly.

**Employee and Community Engagement:** We actively promote a culture of sustainability among our employees and engage with local communities to drive positive environmental and social impacts.

### Building a Sustainable Future

The journey toward sustainability is continuous and ever-evolving. At MPIPL, we understand that this path requires collaboration, transparency, and a steadfast commitment to innovation. In line with this, we have set ambitious targets for reducing greenhouse gas emissions, increasing resource efficiency, and enhancing social responsibility initiatives.

We are also actively exploring partnerships with like-minded organizations and stakeholders to amplify our impact. By fostering a collaborative ecosystem, we aim to share knowledge, drive industry transformation, and contribute to the global sustainability agenda.



## Our Pledge

I firmly believe that the success of our business is intrinsically linked to the health of our planet and the well-being of society. As we move forward, we pledge to uphold our values, take decisive actions, and remain accountable for our impact.

This Sustainability Report reflects our commitment to transparency, our achievements, and the areas where we must improve. I invite you to join us on this journey, providing your insights and feedback to help us create a future that is not only profitable but also equitable and sustainable.

Thank you for your continued trust and support in MPIPL. Together, let us create a legacy of responsible growth and sustainability.

**Warm regards,**

**SUSHIL KUMAR J**  
Managing Director,  
MPIPL



## About Us

### Visual communication partner

Transforming core process for better visibility of brands and more Customer reach. Welcome to Mosco Prints India Pvt Ltd, established in 2004 - 05. We offer high quality and cutting-edge printing services to our customers. Commitments, dedication and customer satisfactions are the key components in our philosophy. We provide innovative, best in class offset and digital printing solutions to achieve business objective.

We always try to make a difference with our expertise, commitment & dedication in what we do. Our most of the team members has up to 35 years of experience in the printing industry.. We always set a benchmark in every aspect of printing to our valued customer. And we established a unique identity by the expertise, commitment & dedication.

Mosco Prints is one of the leading offset printing and packaging industry in Bengaluru.

### Management team

Our management team offers a unique blend of expertise and experience. We believe our hands on experience and knowledge of printing industries is the foundation of customize solution we offer.

### Head - Customer service & Marketing

Email : [sales@moscoprints.com](mailto:sales@moscoprints.com)

Mobile No : +91 9844133357



## Mission

To be a leading solution provider, differentiated by our expertise and knowledge in the field of printing. To meet every challenge with the support of technologies and followed up with best services. As we believe change is constant.

## Vision

Our vision is to see the organization grow continually year after year, but also grow with a sole motto of providing greater quality in our services & products.

To be among top 10 companies in the printing industry. 99% customers are satisfied with our products and services.





## Quality policy

We, at Mosco Prints are committed to design, manufacture & supply of printed Carton boxes, labels, Posters, Stickers and books as per customer requirement to enhance their satisfaction by adopting continual process improvement methods, meeting statutory & regulatory requirements and quality management systems by involving all our employees.



## Services



## Printing as a passion

Our print quality does more than just appeal to your merchandise. It provokes your thoughts and make you contemplate.





## We process your products with our advanced machines.

Discover the future of printing with our advanced printing services at Mosco Prints. Leveraging cutting-edge technology, we redefine the possibilities of print, ensuring your projects stand out with unparalleled precision and vibrancy. Our advanced printing capabilities encompass high-resolution offset printing, state-of-the-art digital printing, allowing us to handle diverse requirements with unmatched quality.



## You imagine, we print.

In an endeavor to bring a brand on top, you will be likely to need the assistance of printing companies to boost your brand image in the market. At Mosco Prints, we are here to help you with quality printing solutions.



## Infrastructure



### Enjoy world class infrastructure.

Our infrastructure is unparalleled in the print industry. We have a brilliant combination of state of the art infrastructure for offset printing as well as digital printing. Mosco Prints is equipped with sophisticated machines, particularly meant for printing in various stages like pre-press, press and post-press.

Our printing unit is upgraded after each technological innovation in the related field with latest equipment.

### Fully equipped pre-press studio.

Mosco Prints has the advantage of being equipped with full-fledged pre-press studio with all the latest technologies and machineries. The team assigned to prepress is well experienced (more than 33 years) and highly efficient to handle any challenges.

Digital workflow becomes a reality here - fully imposed flats with colour bars, registration marks and cut marks are sent directly to the image setter. This means that there is no manual stripping involved, which means faster and easier registration on press.





## Ensuring finishing result in sync with client requirement.

Mosco Prints is equipped with high configuration, automated machines which ensure that the end results are in sync with the client's requirements. A great deal of attention is laid on the 'finished' product by our exceptionally skilled manpower who gives attention-to-detail.



## Support

### We support your business.

Experience unmatched resources & expertise for assistance. Our experienced team continuously works on building resource that will assist you in growing your business and ensuring that your order flow seamlessly through our production facility.

Our extensive research in the print industry in terms of feasibility studies, market research, brand visibility research, designing, production & customer relationship management will help you reach your customer.

Your one phone call or email is e





## Mosco Prints business model of sustainability



### **Customer delight is our priority**

A commitment to surpassing our customer expectations.



### **Leadership by example**

A commitment to set standards in our business and transactions.



### **Integrity & Transparency**

A commitment to be ethical, sincere and open in our dealing.



### **Trust and relationship above any transaction**

A commitment to be objective, thereby earning trust and respect



## Products



### Our product leave lasting impression.

Our product leaves a lasting impression with satisfaction and knowledge. We welcome our customer to come and experience our exclusive live sample gallery with more than 2000 products.

### Through product, we deliver value.

With one of the latest and the largest suites of digital printing presses our experienced production team will print, finish and dispatch your work back to you within committed time. We are the expert in producing high-quality printing products.

No matter how complex your printing requirements are, we'll print, finish and ship them to destination.



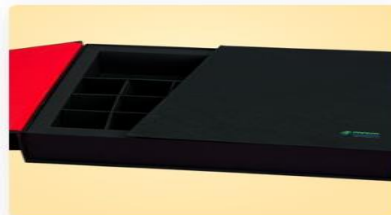
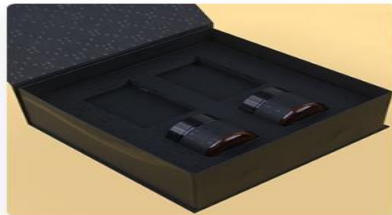


## Our products

### P.O.P. / Advertisement



### Rigid Box





## Mono Carton



## Flute & Shipper Box





## Digital Foiling







## Introduction to Sustainability Report

At MPIPL, we are committed to embedding sustainability into every aspect of our business. As a leading provider of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase (POP) materials, we recognize our responsibility to minimize our environmental impact while maximizing our contributions to society and economic growth. This Sustainability Report outlines our ongoing efforts to integrate Environmental, Social, and Governance (ESG) principles into our operations, ensuring that we conduct business in a responsible, transparent, and forward-thinking manner.

### **Our Commitment to Sustainability**

Sustainability is at the core of our corporate strategy. We believe that sustainable business practices are essential for long-term success, benefiting not only our stakeholders but also the environment and the communities in which we operate. Our commitment is driven by three key pillars:

**Environmental Responsibility:** We strive to reduce our ecological footprint by adopting sustainable sourcing, minimizing waste, and promoting energy-efficient production processes.

**Social Responsibility:** We prioritize employee well-being, workplace safety, ethical labor practices, and community engagement.

**Governance Excellence:** We uphold the highest standards of corporate governance, compliance, and ethical business conduct.

### **Environmental Stewardship**

MPIPL is dedicated to reducing the environmental impact of our manufacturing processes. We source raw materials responsibly, ensuring that they meet sustainability standards, including the use of recycled and certified paper. Our production facilities adhere to stringent environmental regulations, and we continually invest in energy-efficient technologies to lower our carbon footprint. Waste management is a critical focus area, and we implement recycling programs to minimize landfill contributions.

### **Social Responsibility and Employee Well-being**

Our employees are the backbone of our organization, and their health, safety, and professional growth are of utmost importance. We provide a safe and inclusive workplace that fosters diversity, equality, and career development. Employee training programs enhance skills and awareness of sustainability practices, ensuring that our workforce remains equipped to support our ESG goals. Beyond our organization, we actively engage with local communities through education, health, and environmental initiatives.

### **Ethical Governance and Transparency**

Strong corporate governance is essential for maintaining trust with our stakeholders. MPIPL adheres to ethical business practices, regulatory compliance, and transparent reporting. Our leadership team ensures that sustainability considerations are integrated into strategic decision-making, reinforcing accountability and responsible management.

### **Looking Ahead**

Sustainability is an ongoing journey, and we are continuously exploring new ways to improve our environmental and social impact. This report serves as a reflection of our achievements and a roadmap for future progress. We remain committed to innovation, collaboration, and sustainable growth, ensuring that MPIPL remains a responsible corporate citizen dedicated to a better future.

Through this report, we invite our stakeholders, employees, customers, and partners to join us in our sustainability efforts. Together, we can create lasting positive change for our industry, society, and the environment.



## Organizational Details

GRI 2-1

**Legal Name:** MOSCO PRINTS INDIA PRIVATE LIMITED

**Nature of ownership and legal form:** PVT. LTD.

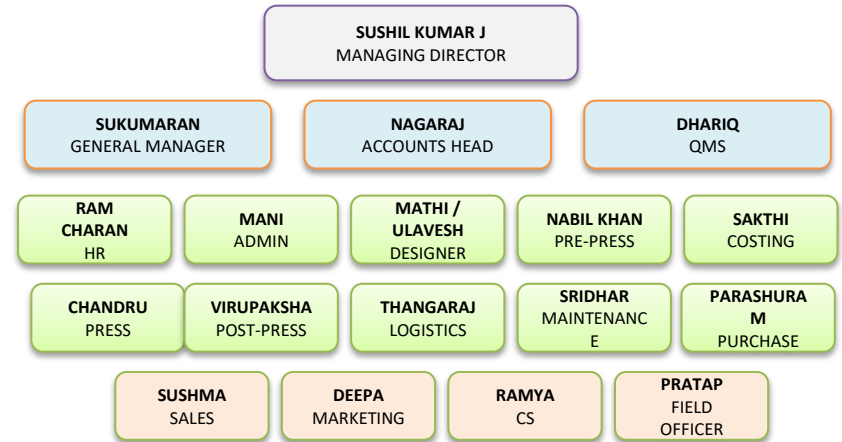
**Location of its headquarters:** No. 25, 23/1, 1<sup>st</sup> Cross, Yallakunte Village,

Old Mangamana Palya, Bommanahalli,

Bengaluru, Karnataka - 560 068. India.

**Countries of operation:** India

## ORGANIZATION CHART





## Entities Included in the Organization's Sustainability Reporting

GRI 2-2

MPIPL, based in India, specializes in the design, manufacturing, and supply of printed products, including cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase materials. Our sustainability reporting encompasses all operational entities and facilities directly involved in our production and supply chain processes. It also includes associated activities contributing to our ESG performance. We ensure comprehensive inclusion of environmental, social, and governance impacts across our operations to provide stakeholders with a holistic view of our sustainability efforts. The report reflects our commitment to transparency and alignment with global sustainability standards. For further details please contact at our office address: No. 25, 23/1, 1<sup>st</sup> Cross, Yallakunte Village, Old Mangamana Palya, Bommanahalli, Bengaluru, Karnataka - 560 068. India. Contact No.: +91 9844133357, Email Id.: sales@moscoprints.com.

## Reporting Period, Frequency, and Contact Point

GRI 2-3

MPIPL, headquartered in India, publishes its sustainability report annually, covering the reporting period from 1<sup>st</sup> April to 31<sup>st</sup> March. This comprehensive report provides insights into our ESG performance and initiatives across our operations, including the design, manufacturing, and supply of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase materials. Stakeholders are encouraged to reach out for further information or queries. Please contact our ESG team at [insert email/contact details], ensuring open communication and engagement regarding our sustainability efforts and reporting practices. The reporting period is from 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024.

## Global Reporting Initiative





## Restatements of Information

GRI 2-4

At MPIPL, based in India, we are committed to maintaining transparency and accuracy in our sustainability reporting. In the event of restatements of previously disclosed information, we ensure clear identification and explanation of the changes made. These may result from improved data accuracy, methodology updates, or reclassification of ESG-related metrics across our operations, including the design, manufacture, and supply of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase materials. Restatements are communicated in subsequent reports to uphold stakeholder trust and compliance with reporting standards.

## External Assurance

GRI 2-5

MPIPL, headquartered in India, ensures the credibility and reliability of its sustainability reporting by engaging external assurance providers where applicable. These independent experts assess the accuracy and validity of our ESG disclosures, encompassing our design, manufacturing, and supply of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase materials. External assurance aligns with international standards, reinforcing stakeholder confidence in our data integrity and commitment to transparency. Details of the assurance provider, scope, and findings are included in our sustainability reports, reflecting our dedication to continuous improvement and accountability in our ESG performance.

## Activities, Value Chain, and Other Business Relationships

GRI 2-6

MPIPL, based in India, specializes in the design, manufacturing, and supply of diverse printed products, including cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase materials. Our value chain integrates sustainable sourcing, efficient production, and responsible distribution to meet customer demands while minimizing environmental impact. We prioritize ethical partnerships with suppliers, clients, and logistics providers to uphold our ESG commitments. By promoting sustainable practices across all business relationships, we ensure alignment with global standards, contributing to a resilient and transparent value chain that delivers high-quality products while advancing environmental and social responsibility.



## Employees

GRI 2-7

MPIPL, headquartered in India, employs a diverse and skilled workforce dedicated to the design, manufacturing, and supply of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase materials. Our team operates across various functions, including production, design, logistics, and administration. We prioritize employee well-being through fair labor practices, comprehensive training, and a safe work environment. Diversity and inclusion are integral to our culture, fostering equal opportunities for all. Aligned with our ESG principles, we empower employees to contribute to sustainability goals, driving innovation and excellence across our operations and value chain. Total number of employees 142 including 102 male employees and 40 female employees.

## Workers Who Are Not Employees

GRI 2-8

MPIPL, headquartered in India, engages a network of non-employee workers, including contractual staff and third-party service providers, to support specific operations such as logistics, packaging, and auxiliary manufacturing tasks. These workers play a vital role in complementing our core activities, which include the design, manufacture, and supply of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase materials. MPIPL ensures that all non-employee workers are treated with fairness and dignity, adhering to labor laws and ESG principles. We monitor and collaborate with third-party partners to uphold ethical practices and foster a responsible value chain.

## Governance Structure and Composition

GRI 2-9

At MPIPL, based in India, our governance structure is designed to ensure transparency, accountability, and alignment with our ESG commitments. The Board of Directors, comprising a diverse mix of experienced professionals, oversees strategic decision-making and sustainability initiatives. Key committees, including ESG and Audit, guide governance and compliance. Leadership actively integrates ESG principles into the design, manufacturing, and supply of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase materials. Our inclusive governance approach fosters ethical practices, drives innovation, and promotes sustainable growth across operations, ensuring alignment with global standards and stakeholder expectations.

## Nomination and Selection of the Highest Governance Body

GRI 2-10

At MPIPL, headquartered in India, the nomination and selection process for the highest governance body is designed to ensure leadership aligned with our strategic goals and ESG commitments. Candidates are evaluated based on expertise, experience, and diversity, ensuring a comprehensive approach to governance. The process emphasizes integrity, ethical values, and a deep understanding of sustainability principles relevant to our operations, including the design, manufacturing, and supply of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase materials. This rigorous process fosters a governance structure capable of driving long-term value and sustainable growth.

## Chair of the Highest Governance Body

GRI 2-11

At MPIPL, headquartered in India, the Chair of the highest governance body plays a pivotal role in steering the organization's strategic vision and ESG integration. The Chair is an independent leader, separate from the executive management team, ensuring impartial oversight and balanced decision-making. With extensive experience in governance and sustainability, the Chair guides the board in addressing key issues related to our operations, including the design, manufacturing, and supply of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase materials. This leadership fosters accountability, transparency, and sustainable growth aligned with global best practices. Mr. Sushil Kumar is the highest governance of the body

## Role of the Highest Governance Body in Overseeing the Management of Impacts

GRI 2-12

At MPIPL, the highest governance body plays a critical role in overseeing the management of environmental, social, and governance (ESG) impacts across our operations. The Board of Directors regularly reviews sustainability performance, with a focus on identifying and mitigating risks related to the design, manufacturing, and supply of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase materials. The Board ensures that ESG factors are integrated into decision-making processes, setting clear goals and holding management accountable for achieving sustainability objectives, thereby driving continuous improvement and long-term value creation.



## Delegation of Responsibility for Managing Impacts

GRI 2-13

At MPIPL, the responsibility for managing ESG impacts is delegated across various levels of our organization. The highest governance body provides oversight, while the executive management team is tasked with implementing strategies to address environmental, social, and governance issues. Key departments, including sustainability, operations, and supply chain, collaborate to ensure effective management of impacts related to our design, manufacturing, and supply of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase materials. This delegation ensures accountability at all levels, fostering a coordinated approach to achieving our ESG goals and continuous improvement.

## Role of the Highest Governance Body in Sustainability Reporting

GRI 2-14

At MPIPL, the highest governance body is actively involved in the sustainability reporting process, ensuring that all ESG-related data is accurate, transparent, and aligned with global standards. The Board of Directors oversees the preparation and review of the sustainability report, guiding the integration of key environmental, social, and governance issues relevant to our operations, including the design, manufacturing, and supply of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase materials. The Board ensures that sustainability performance is effectively communicated to stakeholders, fostering trust and demonstrating our commitment to responsible business practices.

## Conflicts of Interest

GRI 2-15

At MPIPL, we maintain a strict policy to identify, disclose, and address any potential conflicts of interest within our governance structure. All members of the Board of Directors and key executives are required to declare any personal, financial, or professional interests that may influence their decisions or actions. We ensure that conflicts of interest are managed with transparency, and affected individuals recuse themselves from related decision-making processes. This approach upholds the integrity of our sustainability reporting and governance practices, fostering trust and ensuring that our operations, including the design and manufacturing of printed products, align with our ESG commitments.

## Communication of Critical Concerns

GRI 2-16

At MPIPL, we prioritize the open and transparent communication of critical concerns related to sustainability, governance, and business operations. Any significant issues that may affect our ESG performance, including environmental impacts, social responsibility, or ethical governance, are promptly communicated to the highest governance body. We have established channels for employees, stakeholders, and partners to raise concerns, ensuring that issues are addressed in a timely and effective manner. This commitment to transparent communication allows us to take corrective actions and continuously improve our practices in the design, manufacture, and supply of printed products, cartons, rigid gift boxes, and other offerings.



## Collective Knowledge of the Highest Governance Body

GRI 2-17

At MPIPL, the highest governance body ensures that its collective knowledge encompasses all critical aspects of our business, including sustainability, governance, and industry-specific challenges. Board members bring diverse expertise in environmental management, social responsibility, and ethical governance, enabling informed decision-making. Regular training and updates on ESG issues are provided to the Board to enhance their understanding of evolving regulations, best practices, and market trends. This collective knowledge supports the Board's ability to oversee and guide our operations, including the design, manufacturing, and supply of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase materials.

## Evaluation of the Performance of the Highest Governance Body

GRI 2-18

At MPIPL, the performance of the highest governance body is regularly evaluated to ensure effective oversight and alignment with our strategic objectives, including ESG integration. The Board's performance is assessed through self-assessments and external evaluations, focusing on governance practices, decision-making efficiency, and sustainability goals. This evaluation process helps identify areas for improvement, ensuring that the Board remains accountable and responsive to emerging challenges. It also ensures that our operations, including the design, manufacturing, and supply of printed products, cartons, rigid gift boxes, and other offerings, continue to adhere to best practices in governance and sustainability.

## Remuneration Policies

GRI 2-19

At MPIPL, our remuneration policies are designed to attract, retain, and motivate employees while ensuring alignment with our sustainability goals and corporate values. Compensation packages for the Board of Directors and senior executives are based on performance, reflecting both financial success and achievement of ESG targets. These policies are structured to reward long-term value creation and responsible business practices, including those related to our design, manufacturing, and supply of printed products, cartons, rigid gift boxes, and other offerings. We ensure that our remuneration practices are competitive, transparent, and comply with relevant laws, promoting a culture of fairness and integrity.



## Process to Determine Remuneration

GRI 2-20

At MPIPL, the process for determining remuneration is transparent, fair, and aligned with our business objectives and sustainability goals. The Board of Directors, in consultation with the Remuneration Committee, reviews and approves the compensation packages for senior executives and employees. The process considers factors such as company performance, market trends, and individual contributions to ESG initiatives, particularly in the design, manufacturing, and supply of printed products, cartons, rigid gift boxes, and other offerings. Additionally, we ensure that the remuneration process complies with legal requirements and reflects our commitment to ethical practices, diversity, and long-term value creation.

## Annual Total Compensation Ratio

GRI 2-21

At MPIPL, the annual total compensation ratio is assessed to ensure fairness and alignment with our commitment to social responsibility and ethical governance. This ratio compares the total annual compensation of the highest-paid individual within the company to the median annual compensation of all employees. The Board of Directors reviews this ratio regularly to promote equitable compensation practices. We aim to maintain a balanced approach, ensuring competitive and fair remuneration for all employees while driving long-term value creation and integrating sustainability goals in the design, manufacturing, and supply of printed products, cartons, rigid gift boxes, and related offerings.

## Statement on Sustainable Development Strategy

GRI 2-22

At MPIPL, our sustainable development strategy is centered around responsible manufacturing, innovation, and long-term value creation. We integrate environmental, social, and governance (ESG) principles into our operations, ensuring that our design, manufacturing, and supply of printed products, cartons, rigid gift boxes, and other offerings minimize environmental impact and promote social well-being. We are committed to reducing waste, improving energy efficiency, and fostering a culture of ethical practices and employee well-being. Our strategy aligns with global sustainability goals, focusing on continuous improvement, stakeholder engagement, and transparency in all our business processes to create a positive impact on society and the environment.

## Policy Commitments

GRI 2-23

At MPIPL, we are committed to sustainability through a robust set of policies that guide our operations across design, manufacturing, and supply of printed products, cartons, rigid gift boxes, and related offerings. Our policies prioritize environmental protection, social responsibility, and ethical governance, including waste reduction, energy efficiency, and employee welfare. We ensure compliance with local and international regulations and continuously improve our practices to support the global sustainable development agenda. These commitments are embedded in our daily operations, promoting responsible sourcing, reducing our environmental footprint, and fostering a culture of integrity, transparency, and inclusivity within our organization and supply chain.

## Embedding Policy Commitments

GRI 2-24

At MPIPL, we embed our policy commitments into every aspect of our operations to ensure that sustainability principles guide our decisions and actions. Our commitment to environmental, social, and governance (ESG) standards is integrated into our business practices, from the design and manufacturing of printed products, cartons, and rigid gift boxes to our relationships with suppliers and stakeholders. We ensure that employees at all levels are trained on sustainability policies, fostering a culture of responsibility. Our continuous monitoring and evaluation processes ensure that these policies are upheld, driving improvements and aligning our operations with long-term sustainable development goals.

## Processes to Remediate Negative Impacts

GRI 2-25

At MPIPL, we are committed to addressing and remediating any negative impacts arising from our operations. We have established clear processes for identifying, investigating, and mitigating environmental, social, and governance (ESG) challenges. This includes conducting regular audits of our manufacturing practices, including printed products, cartons, and gift boxes, to ensure compliance with sustainability standards. In cases where negative impacts are identified, corrective actions are implemented, such as improving resource efficiency, reducing waste, and enhancing labor practices. We engage with stakeholders to address concerns, ensuring transparency and continuous improvement in our ESG performance.





## Mechanism for Seeking Advice and Raising Concerns

GRI 2-26

At MPIPL, we have established a clear and accessible mechanism for employees, stakeholders, and other parties to seek advice and raise concerns related to our operations, including environmental, social, and governance (ESG) issues. This mechanism includes an anonymous whistleblower system, dedicated grievance channels, and regular feedback sessions with management. We ensure that all concerns are taken seriously, investigated thoroughly, and addressed in a timely manner. Our commitment to transparency and ethical practices is reinforced by a culture of open communication, fostering a safe environment where issues can be raised without fear of retaliation.

## Compliance with Laws and Regulations

GRI 2-27

At MPIPL, we are committed to ensuring full compliance with all applicable laws, regulations, and industry standards in the design, manufacture, and supply of our products, including printed products, cartons, rigid gift boxes, and related offerings. We monitor legal requirements across environmental, labor, health, safety, and business operations to mitigate risks and maintain ethical standards. Our robust compliance program includes regular audits, employee training, and updates on regulatory changes. By adhering to both local and international laws, we strive to uphold the highest standards of governance, minimizing legal risks and fostering sustainable practices across our operations.

## Membership Associations

GRI 2-28

MPIPL is an active member of several industry associations and organizations that promote best practices in sustainability, manufacturing, and business ethics. These memberships help us stay informed about the latest trends, regulations, and innovations in the design, manufacturing, and supply of printed products, cartons, gift boxes, and related items. By participating in these associations, we contribute to collective efforts in advancing sustainable development and ensuring responsible practices across industries. Our involvement also provides opportunities for collaboration with peers, enhancing our ESG initiatives and aligning our operations with global sustainability standards.

## Approach to Stakeholder Engagement

GRI 2-29

At MPIPL, stakeholder engagement is integral to our sustainability strategy. We engage with a diverse range of stakeholders, including employees, customers, suppliers, regulatory bodies, and local communities, through regular communication, surveys, and feedback mechanisms. Our approach involves understanding the concerns and expectations of each group and addressing them through our ESG initiatives. We prioritize transparency and inclusivity, ensuring that stakeholders are informed about our sustainability goals and progress. By fostering collaborative relationships, we aim to create shared value, improve decision-making, and enhance the positive impacts of our operations on society and the environment.

## Collective Bargaining Agreements

GRI 2-30

MPIPL respects the rights of its employees to freely associate and engage in collective bargaining. We are committed to maintaining open communication with labor representatives and ensuring that employees have the opportunity to negotiate their terms and conditions of employment through appropriate channels. Our company adheres to all relevant labor laws and regulations regarding collective bargaining, fostering a work environment that encourages mutual respect and collaboration. We continuously strive to promote fair labor practices and ensure that collective bargaining agreements are honored, contributing to a positive and equitable workplace culture aligned with our ESG principles.



## Process to Determine Material Topics

GRI 3-1

At MPIPL, the process to determine material topics for our sustainability report is based on a thorough materiality assessment. We engage with internal and external stakeholders, including employees, customers, suppliers, and industry experts, to identify key environmental, social, and governance (ESG) issues that are critical to our business operations and impact. We analyze industry trends, regulatory requirements, and best practices to ensure that the topics selected reflect the most significant risks and opportunities. This systematic approach enables us to align our sustainability strategy with stakeholder expectations and industry standards, driving long-term value and responsible business practices.

## List of Material Topics

GRI 3-2

MPIPL has identified key material topics based on our sustainability assessment, which include:

### Most Environmental Topics

- Resource optimization and waste reduction
- Use of biodegradable and eco-friendly materials
- Pollution prevention and control
- Sustainable supply chain management
- Product design for sustainability
- Hazardous materials handling and disposal
- Green packaging innovations
- Environmental training and awareness programs
- Reduction of plastic usage
- Carbon footprint reduction initiatives

### Most Social Topics

- Workplace safety and accident prevention
- Gender diversity and inclusion initiatives
- Compliance with labor laws and standards
- Community investment and philanthropy
- Promoting education and skill development
- Addressing child labor and forced labor risks
- Equal opportunity and anti-discrimination
- Transparent communication with stakeholders
- Customer satisfaction and product accessibility
- Employee volunteerism and social impact programs

### Most Governance Topics

- Ethical leadership and decision-making
- Strong internal control systems
- Policy framework for anti-corruption
- Integration of ESG in governance practices
- Monitoring supplier compliance with ethical standards
- Transparent executive compensation policies
- Crisis and risk management strategies
- Cybersecurity for data protection
- Ensuring intellectual property rights
- Strengthening stakeholder trust through disclosures



## Management of Material Topics

GRI 3-3

For MPIPL, the management of material topics is aligned with our commitment to sustainability and transparency. We identify, prioritize, and regularly review key material topics through internal assessments and stakeholder consultations. These topics include sustainable sourcing, waste management, energy efficiency, and environmental impact reduction. Each material topic is managed by dedicated teams with clear objectives, action plans, and performance indicators. We ensure continuous improvement by integrating these topics into our operations and decision-making processes. Our approach is aligned with global best practices, ensuring that we address environmental, social, and governance (ESG) aspects effectively in our sustainability journey.





## KPI ENVIRONMENTAL TOPICS

KPI ENVIRONMENTAL TOPICS	PERFORMANCE INDICATOR	KPI ID	GRI No.
DIRECT GHG EMISSIONS MANAGEMENT	REDUCE TOTAL GROSS SCOPE 1 GHG EMISSIONS	KPI 1	GRI 305-1
ENERGY-RELATED EMISSIONS AND EFFICIENCY	REDUCE TOTAL GROSS SCOPE 2 GHG EMISSIONS	KPI 2	GRI 305-2
VALUE CHAIN CARBON EMISSIONS	REDUCE TOTAL GROSS SCOPE 3 GHG EMISSIONS	KPI 3	GRI 305-3
EMISSIONS FROM PRODUCT USE AND DISPOSAL	REDUCE TOTAL GROSS SCOPE 3 DOWNSTREAM GHG EMISSIONS	KPI 4	GRI 305-4
EMISSIONS FROM SUPPLY CHAIN ACTIVITIES	REDUCE TOTAL GROSS SCOPE 3 UPSTREAM GHG EMISSIONS	KPI 5	GRI 305-3
ENERGY EFFICIENCY AND RESOURCE USE	REDUCE TOTAL ENERGY CONSUMPTION	KPI 6	GRI 302-1
RENEWABLE ENERGY ADOPTION	INCREASE TOTAL RENEWABLE ENERGY CONSUMPTION	KPI 7	GRI 302-2



WATER RESOURCE MANAGEMENT	REDUCE TOTAL WATER CONSUMPTION	KPI 8	GRI 303-1
WATER CIRCULARITY AND EFFICIENCY	INCREASE TOTAL AMOUNT OF WATER RECYCLED AND REUSED	KPI 9	GRI 303-3
AIR QUALITY AND EMISSIONS CONTROL	REDUCE TOTAL WEIGHT OF AIR POLLUTANTS	KPI 10	GRI 305-7
HAZARDOUS WASTE MANAGEMENT	INCREASE TOTAL WEIGHT OF HAZARDOUS WASTE	KPI 11	GRI 306-3
GENERAL WASTE REDUCTION AND MANAGEMENT	INCREASE TOTAL WEIGHT OF NON-HAZARDOUS WASTE	KPI 12	GRI 306-2
WASTE RECOVERY AND CIRCULAR ECONOMY	INCREASE TOTAL WEIGHT OF WASTE RECOVERED	KPI 13	GRI 306-4
ENERGY AND CLIMATE IMPACT	REDUCE ENERGY CONSUMPTION AND GHGS	KPI 14	GRI 302
WATER STEWARDSHIP	REDUCE WATER	KPI 15	GRI 303



BIODIVERSITY CONSERVATION AND LAND USE	INCREASE BIODIVERSITY	KPI 16	GRI 304
AIR EMISSIONS AND ENVIRONMENTAL HEALTH	REDUCE AIR POLLUTION	KPI 17	GRI 305
SUSTAINABLE MATERIALS AND WASTE MANAGEMENT	REDUCE MATERIALS, CHEMICALS, AND WASTE	KPI 18	GRI 301
PRODUCT SUSTAINABILITY AND EFFICIENCY	REDUCE PRODUCT USE	KPI 19	GRI 301
CIRCULAR ECONOMY AND END-OF-LIFE PRODUCT STEWARDSHIP	INCREASE PRODUCT END-OF-LIFE	KPI 20	GRI 301
PRODUCT SAFETY AND CONSUMER WELL-BEING	INCREASE CUSTOMER HEALTH AND SAFETY	KPI 21	GRI 416
ENVIRONMENTAL ADVOCACY AND PARTNERSHIPS	INCREASE ENVIRONMENTAL SERVICES AND ADVOCACY	KPI 22	GRI 307



## KPI SOCIALTOPICS

KPI SOCIALTOPICS	PERFORMANCE INDICATOR	KPI ID	GRI No.
WORKPLACE HEALTH AND SAFETY	REDUCE WORK-RELATED INJURIES, FATALITIES AND ILL HEALTH	KPI 23	GRI 403
ACCIDENT PREVENTION AND REPORTING	REDUCE NUMBER OFWORK-RELATED ACCIDENTS	KPI 24	GRI 403
EMPLOYEE TRAINING AND DEVELOPMENT	INCREASE AVERAGE HOURS OF TRAINING PER EMPLOYEE	KPI 25	GRI 404-1
GENDER DIVERSITY AND INCLUSION	INCREASE WOMEN EMPLOYED IN THE WHOLE ORGANIZATION	KPI 26	GRI 404-2
INCLUSION OF MINORITY AND VULNERABLE GROUPS	INCREASE EMPLOYEES FROM A MINORITY IN THE WHOLE ORGANIZATION	KPI 27	GRI 405-1
OCCUPATIONAL HEALTH AND WELL-BEING	INCREASE EMPLOYEE HEALTH AND SAFETY	KPI 28	GRI 403-1
FAIR AND SAFE WORKING CONDITIONS	INCREASE WORKING CONDITIONS	KPI 29	GRI 402-1



SOCIAL DIALOGUE AND LABOR RELATIONS	INCREASE SOCIAL DIALOGUE	KPI 30	GRI 402
TALENT DEVELOPMENT AND CAREER GROWTH	INCREASE CAREER MANAGEMENT AND TRAINING	KPI 31	GRI 404
PREVENTION OF CHILD LABOR, FORCED LABOR, AND HUMAN TRAFFICKING	REDUCE CHILD LABOR, FORCED LABOR, AND HUMAN TRAFFICKING	KPI 32	GRI 408
DIVERSITY, EQUITY, AND INCLUSION	REDUCE DIVERSITY, EQUITY, AND INCLUSION	KPI 33	GRI 405-1
HUMAN RIGHTS AND STAKEHOLDER ENGAGEMENT	INCREASE EXTERNAL STAKEHOLDER HUMAN RIGHTS	KPI 34	GRI 412





## KPI GOVERNANCE TOPICS

KPI GOVERNANCE TOPICS	PERFORMANCE INDICATOR	KPI ID	GRI No.
ETHICS AND COMPLIANCE TRAINING	INCREASE PERCENTAGE OF EMPLOYEES TRAINED ON ETHICS	KPI 35	GRI 205-2
WHISTLEBLOWER REPORTING AND TRANSPARENCY	REDUCE REPORTS RELATED TO WHISTLEBLOWER PROCEDURE	KPI 36	GRI 205-3
ANTI-CORRUPTION AND BRIBERY PREVENTION	REDUCE CONFIRMED CORRUPTION INCIDENTS	KPI 37	GRI 205-3
INFORMATION SECURITY AND DATA PROTECTION	REDUCE INFORMATION SECURITY INCIDENTS	KPI 38	GRI 418-1
SUSTAINABLE SOURCING OF WOOD AND MATERIALS	INCREASE RECYCLED WOOD AND WOOD-BASED PRODUCTS OR MATERIALS	KPI 39	GRI 301-2
CERTIFIED WOOD AND MATERIAL USAGE	INCREASE CERTIFIED WOOD AND WOOD-BASED PRODUCTS OR MATERIALS	KPI 40	GRI 301-2
SUPPLIER CODE OF CONDUCT ADOPTION	INCREASE TARGETED SUPPLIERS WHO HAVE SIGNED THE SUPPLIER CODE OF CONDUCT	KPI 41	GRI 414-2



<b>RESPONSIBLE PROCUREMENT AND CONTRACTUAL STANDARDS</b>	<b>INCREASE SUPPLIERS WITH CONTRACTS THAT INCLUDE CLAUSES ON ENVIRONMENTAL, LABOR, AND HUMAN RIGHTS REQUIREMENTS</b>	<b>KPI 42</b>	<b>GRI 414-2</b>
<b>SUPPLIER CSR RISK ASSESSMENT</b>	<b>INCREASE TARGETED SUPPLIERS COVERED BY A CSR ASSESSMENT</b>	<b>KPI 43</b>	<b>GRI 414-2</b>
<b>SUPPLIER CSR ON-SITE AUDITS</b>	<b>INCREASE NUMBER OF TARGETED SUPPLIERS COVERED BY A CSR ON-SITE AUDIT</b>	<b>KPI 44</b>	<b>GRI 414-2</b>
<b>SUSTAINABLE PROCUREMENT TRAINING FOR BUYERS</b>	<b>INCREASE NUMBER OF ALL BUYERS WHO RECEIVED TRAINING ON SUSTAINABLE PROCUREMENT</b>	<b>KPI 45</b>	<b>GRI 204-1</b>
<b>SUPPLIER CORRECTIVE ACTIONS AND CAPACITY BUILDING</b>	<b>INCREASE NUMBER OF AUDITED OR ASSESSED SUPPLIERS ENGAGED IN CORRECTIVE ACTIONS OR CAPACITY BUILDING</b>	<b>KPI 46</b>	<b>GRI 414-2</b>
<b>SUPPLIER CODE OF CONDUCT ADOPTION</b>	<b>INCREASE TARGETED SUPPLIERS WHO HAVE SIGNED THE SUPPLIER CODE OF CONDUCT</b>	<b>KPI 41</b>	<b>GRI 414-2</b>

**GOVERNANCE**





## General Disclosures

### GRI 102

MPIPL formally aligns its Key Performance Indicators (KPIs) with recognized sustainability reporting standards, ensuring transparency and accountability. This alignment supports effective monitoring of environmental, social, and governance (ESG) goals while promoting continuous improvement in sustainability performance. Our commitment to responsible practices enhances stakeholder trust and drives sustainable value creation.

MPIPL conducted a materiality analysis to identify key ESG indicators aligning with stakeholder priorities and industry standards. This process ensures a focused approach to sustainability, addressing critical areas such as resource efficiency, waste reduction, and ethical practices, reinforcing our commitment to responsible design, manufacturing, and supply of printed and packaging products.

MPIPL upholds transparency by publicly announcing its ESG targets, focusing on sustainability, emissions reduction, and resource efficiency. These goals align with global standards and reflect the company's commitment to accountability. Progress is regularly disclosed through reports and stakeholder communications, demonstrating MPIPL's dedication to driving positive environmental and social impact.

MPIPL upholds strict policies to identify, disclose, and manage conflicts of interest. Employees and stakeholders are required to avoid situations that compromise impartiality or decision-making. Regular training and a robust reporting mechanism ensure transparency, maintaining ethical integrity in all business operations and fostering trust among clients, suppliers, and stakeholders.

## External Assurance

### GRI 102-56

MPIPL ensures the reliability of its ESG reporting by engaging an independent third party for external assurance. This process verifies the accuracy, transparency, and compliance of our indicators with global standards, reinforcing our commitment to accountability and fostering stakeholder confidence in our sustainability practices and performance.





## Proportion of Spending on Local Suppliers

GRI 204-1

MPIPL is committed to sustainable procurement practices. In the reporting year, 60% of our buyers received training on sustainable procurement, ensuring they are equipped to make environmentally and socially responsible purchasing decisions. This initiative aligns with our ESG goals, fostering a sustainable supply chain and promoting long-term value.

For MPIPL, the company has demonstrated a strong commitment to sustainable procurement by ensuring that a significant portion of its buying team receives specialized training. In the fiscal year 2023-2024, 100% of all buyers at MPIPL participated in comprehensive training programs focused on sustainable procurement practices. This training aimed to equip buyers with the necessary knowledge and skills to make responsible and environmentally-conscious purchasing decisions, aligning with the company's broader ESG goals. The training covered various topics, including ethical sourcing, environmentally-friendly materials, supplier sustainability performance, and the importance of considering social and environmental factors when making purchasing decisions. By empowering buyers with this expertise, MPIPL is reinforcing its commitment to sustainability throughout its supply chain, minimizing environmental impacts, and fostering long-term, positive relationships with suppliers who share the same commitment to sustainability. This initiative is part of MPIPL's wider strategy to integrate sustainability into all areas of business operations, ensuring that environmental and social considerations are prioritized alongside traditional procurement metrics such as cost and quality. As MPIPL continues to build upon this foundation, the company aims to further increase the percentage of buyers trained in sustainable procurement practices in the years ahead, enhancing its overall ESG performance and contributing to global sustainability objectives.



## Anti-corruption

GRI 205

MPIPL enforces a zero-tolerance policy towards corruption, ensuring compliance with anti-corruption laws and ethical standards. The company conducts regular training, audits, and risk assessments to prevent corruption and bribery. By promoting transparency and accountability across all operations, MPIPL safeguards its reputation and fosters trust with stakeholders and partners.

MPIPL implements stringent anti-fraud measures, including internal audits, whistleblower mechanisms, and employee training on ethical conduct. Our zero-tolerance policy addresses fraudulent activities through proactive detection and immediate corrective actions. These practices ensure integrity and accountability, reinforcing our commitment to sustainable and transparent business operations while safeguarding stakeholder trust.



MPIPL enforces a robust anti-money laundering policy aligned with legal frameworks. We conduct due diligence, monitor financial transactions, and provide employee training to prevent illicit financial activities. Our commitment to ethical practices ensures compliance, enhances transparency, and upholds stakeholder confidence in our sustainable and responsible business operations.

MPIPL enforces anti-corruption through anonymous reporting channels, routine financial audits, and a zero-tolerance policy for unethical practices. Regular stakeholder engagements reinforce transparency and ethical behavior across our operations. These initiatives supplement our comprehensive anti-corruption program, ensuring adherence to legal and ethical standards beyond mandated actions, fostering trust and accountability.

## Communication and Training about Anti-Corruption Policies and Procedures

GRI 205-2

MPIPL ensures robust ethical practices by providing ethics training to 100% of employees annually. This initiative emphasizes integrity, accountability, and compliance with ethical standards. The training fosters a culture of transparency and reinforces our commitment to ethical behavior in all operations, enhancing stakeholder trust and sustainable business practices.

MPIPL is committed to fostering a strong ethical culture across its operations. In the financial year 2023-2024, the company achieved a 100% training completion rate in ethics, ensuring that all employees, from entry-level staff to senior management, received comprehensive training on ethical business practices, compliance, and corporate integrity. This initiative aligns with MPIPL's ESG commitments, reinforcing transparency, accountability, and responsible decision-making. The training covered key areas such as anti-corruption, fair business conduct, respect for human rights, and ethical sourcing, equipping employees with the knowledge to identify and address ethical dilemmas in the workplace. By integrating ethics training into its corporate framework, MPIPL ensures that employees uphold the highest standards of professionalism and integrity, mitigating risks related to misconduct and regulatory non-compliance. The company's commitment to 100% ethical training underscores its proactive approach to governance and corporate responsibility, fostering a culture of trust, fairness, and ethical leadership. Regular refresher sessions and updates ensure that employees remain informed about evolving ethical challenges and best practices. Additionally, MPIPL actively promotes an open-door policy for ethical concerns, encouraging employees to report issues through confidential channels without fear of retaliation. By embedding ethical principles into its daily operations, MPIPL enhances stakeholder confidence, strengthens its reputation, and contributes to a sustainable and responsible business environment. The company remains dedicated to continuously improving its ethics training programs, ensuring that ethical awareness remains a cornerstone of its corporate sustainability strategy.

## Confirmed Incidents of Corruption and Actions Taken

GRI 205-3

MPIPL upholds transparency through a whistleblower mechanism, encouraging employees to report ethical concerns. In the reporting year, zero cases were filed under the procedure, reflecting our proactive ethical training and compliance measures. The system fosters accountability and ensures a fair, secure workplace aligned with our ESG commitment.



MPIPL maintains a zero-tolerance approach to corruption. In the reporting year, there were no confirmed incidents of corruption. This outcome reflects our robust anti-corruption policies, regular ethics training, and strong governance framework, ensuring integrity and transparency in all business operations while supporting sustainable and ethical growth.

MPIPL upholds the highest standards of ethical conduct and corporate integrity, ensuring transparency across its operations. From April 2023 to March 2024, the company recorded zero confirmed corruption incidents, reflecting its robust governance framework and commitment to anti-corruption policies. MPIPL enforces strict compliance measures, including a comprehensive Code of Conduct, periodic employee training on ethical business practices, and a whistleblower mechanism that enables confidential reporting of unethical behavior. Internal audits and due diligence processes further strengthen the company's ability to detect and prevent corruption risks. MPIPL collaborates with suppliers and stakeholders to promote fair business practices, ensuring alignment with its zero-tolerance approach to corruption. Continuous monitoring and policy enhancements are in place to uphold the integrity of all financial and operational activities. By embedding anti-corruption measures into its ESG framework, MPIPL fosters a culture of accountability and ethical responsibility, reinforcing trust among employees, customers, and business partners. The company remains dedicated to maintaining its clean record and proactively mitigating any potential risks through rigorous compliance monitoring and ongoing ethical awareness programs.

MPIPL upholds a strong commitment to ethical business practices and transparency through a robust whistleblower procedure, ensuring that employees and stakeholders can report concerns without fear of retaliation. During the reporting period, the company received one whistleblower report in April, while no reports were recorded from May to March. This indicates a stable compliance environment and adherence to ethical standards across operations. The single report in April was thoroughly reviewed and addressed in accordance with company policies, reinforcing our commitment to accountability and fair business conduct. The absence of further reports throughout the year suggests effective communication of ethical expectations, a strong corporate governance framework, and a workplace culture that encourages openness while maintaining integrity. MPIPL continuously strengthens its grievance mechanisms through regular training, awareness programs, and accessible reporting channels to ensure employees feel supported in raising concerns. Ongoing monitoring and improvements to the whistleblower process remain a priority, as part of our broader Environmental, Social, and Governance (ESG) strategy.





## GOVERNANCE PERFORMANCE DATA



**100%**

**Percentage of all buyers who received training on sustainable procurement**

GRI 204-1



**100%**

**Percentage of employees trained on ethics**

GRI 205-2



**Nil**

**Number of reports related to whistleblower procedure**

GRI 205-3



**Nil**

**Number of confirmed corruption incidents**

GRI 205-3



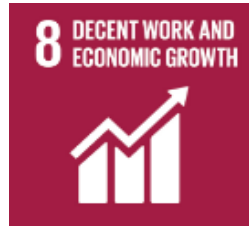
# Sustainable Development Goal

Progress Report Presentation : April 2023- March 2024





## UN SDGs ALIGNED



# Maintain occupational health and safety standards for workers.

3 GOOD HEALTH AND WELL-BEING



## COMPLETED ACTIONS IN APRIL 2023-MARCH 2024

### Health Screening Programs

Conducted annual health check-ups for all employees, enabling early identification of potential health issues. These screenings aimed to encourage preventive care, raise awareness about individual health status, and promote a healthier workforce through timely medical intervention and follow-up actions.

### Safety Training Initiatives

Conducted regular safety training sessions, emphasizing hazard identification, emergency response, and safe work practices. These initiatives aimed to reduce workplace accidents, enhance employee awareness of occupational risks, and ensure compliance with safety standards, fostering a secure and responsible working environment.

### Mental Health Support

Introduced confidential counseling services and conducted mental health awareness programs to address workplace stress and emotional challenges. These initiatives encouraged open conversations about mental health, provided professional support, and promoted a culture of well-being and resilience among employees.

### Vaccination Campaigns

Organized vaccination drives to safeguard employees and their families against common illnesses like seasonal flu and COVID-19. These initiatives ensured convenient access to vaccines, enhanced workplace health, and demonstrated our commitment to employee well-being and community health resilience.

### Fitness and Wellness Activities

Encouraged healthy lifestyles by providing gym memberships, organizing yoga sessions, and offering personalized nutritional guidance. These initiatives aimed to boost physical fitness, reduce stress, and enhance overall well-being, fostering a more energetic and productive workforce.



## FUTURE ACTION PLANED FOR APRIL 2024-MARCH 2025

### Advanced Health Monitoring

Introduced digital health tracking systems to monitor employee health trends and identify potential issues proactively. These tools provide personalized healthcare insights, enabling early intervention and fostering a data-driven approach to improving overall employee well-being and productivity.

### Expanded Wellness Programs

Plan to launch comprehensive wellness initiatives, such as stress management workshops and mindfulness training. These programs will help employees manage stress, improve mental clarity, and promote emotional well-being, contributing to a healthier, more balanced workforce and fostering a positive work environment.

### Community Health Outreach

Partner with NGOs to organize free medical camps and health awareness drives in local communities. These initiatives aim to provide essential healthcare services, raise health awareness, and contribute to the well-being of underserved populations, demonstrating our commitment to social responsibility and community health.

### Workplace Ergonomics

Plan to upgrade workstations with ergonomic designs to reduce physical strain and enhance comfort. By incorporating adjustable desks, supportive chairs, and optimal layout configurations, we aim to promote better posture, prevent musculoskeletal issues, and create a more comfortable and productive work environment for all employees.

### Health Incentive Programs

Introduce health incentive programs to encourage employees to adopt healthier lifestyles. Through initiatives like fitness challenges and discounts on health services, we aim to motivate employees to prioritize their well-being, enhance engagement, and foster a culture of wellness within the workplace.

# Offer training programs for employee skill development and support education initiatives in communities.

COMPLETED ACTIONS IN APRIL 2023-MARCH 2024



## Employee Training Programs

We provide continuous professional development through workshops, seminars, and online courses, enhancing employee skills and encouraging lifelong learning. These initiatives ensure access to quality education, supporting career advancement and empowering employees to excel in their roles and contribute meaningfully to the company's growth and success.

## Partnerships with Educational Institutions

We collaborate with local educational institutions to offer scholarships and internships, providing students with opportunities to gain practical experience. This partnership ensures access to quality education, empowering students to develop essential skills and improve their career prospects, while contributing to the community's educational and professional growth.

## Skill Development Initiatives

We launched a skill development program focused on upskilling employees in areas such as digital literacy and leadership. This initiative enhances career prospects, fostering a more knowledgeable workforce. By equipping employees with essential skills, we support their professional growth while driving organizational success and innovation.

## E-Learning Platforms

We introduced e-learning tools to provide employees with flexible access to educational content and courses. This initiative promotes continuous learning, allowing employees to enhance their skills and knowledge at their own pace, regardless of location, and supports their professional growth while contributing to the organization's overall success.

## Support for Local Schools

We donated resources, including books and educational materials, to underserved schools in local communities. This initiative aims to improve the quality of education for students in need, providing them with essential learning tools and supporting their academic growth, fostering a brighter future for the community.



## FUTURE ACTION PLANED FOR APRIL 2024-MARCH 2025

### **Expand Employee Development Programs**

We plan to expand our internal training programs, emphasizing certifications and leadership development, to provide employees with high-quality educational resources. This initiative aims to enhance career growth opportunities, equip employees with essential skills, and support their professional advancement, fostering a more capable and motivated workforce.

### **Community Education Initiatives**

We will launch community education programs, offering free workshops and skills training to local residents. These initiatives aim to improve educational opportunities, empower individuals with valuable skills, and foster a culture of lifelong learning, contributing to community development and enhancing personal and professional growth for participants.

### **Corporate Scholarship Fund**

We will establish a corporate scholarship fund to support underprivileged students pursuing higher education. This initiative ensures access to quality education, fostering talent in our communities. By investing in the future of these students, we aim to empower them and contribute to the growth and development of society.

### **Mentorship Programs**

We will introduce mentorship programs to pair employees with experienced professionals, offering guidance and support. This initiative aims to foster knowledge transfer, enhance career development, and strengthen relationships within the organization, empowering employees to grow personally and professionally while contributing to the overall success of the company.

### **STEM Education Support**

We will invest in promoting STEM education by partnering with schools and universities to provide resources, workshops, and mentorship. This initiative aims to inspire and support students pursuing STEM fields, equipping them with the tools and knowledge necessary for success, and fostering innovation and talent for the future.

# Promote diversity and ensure gender equality in your workforce.



## COMPLETED ACTIONS IN APRIL 2023-MARCH 2024

### Equal Pay Initiatives

Conducted an extensive gender pay audit to ensure fairness in compensation across all roles. Adjustments were made where pay disparities were identified, ensuring all employees, regardless of gender, receive equal pay for equal work, reinforcing our commitment to pay equity.

### Leadership Development for Women

Focused on increasing female representation in leadership positions. We implemented targeted development programs for women, offering mentorship, training, and career advancement opportunities to prepare them for senior roles and create a more gender-balanced leadership team.

### Anti-Discrimination and Harassment Policies

Strengthened our commitment to gender equality by revising our anti-discrimination policies and conducting mandatory training on gender bias, harassment prevention, and creating a safe, inclusive work environment for all employees, promoting respect and fairness.

### Workplace Flexibility for All Employees

To support work-life balance, we introduced flexible working hours and remote work options, which were especially beneficial for women balancing family and career responsibilities, providing an inclusive environment where all employees can thrive.

### Women's Career Advancement Programs

We introduced career advancement initiatives specifically for women, including mentorship programs, leadership training, and networking events, to support their professional development and create equal opportunities for growth within the organization.



## FUTURE ACTION PLANED FOR APRIL 2024-MARCH 2025

### **Gender Equality Training and Awareness**

In the coming year, we plan to expand our gender equality training program to include all employees, focusing on unconscious bias, inclusive leadership, and fostering a gender-neutral workplace culture, ensuring all team members feel valued and respected.

### **Inclusive Recruitment Practices**

We will revise our recruitment strategies to ensure more gender-balanced hiring, specifically targeting women for leadership roles and traditionally male-dominated sectors. By implementing gender-neutral job descriptions and collaborating with diversity-focused recruitment agencies, we aim to increase gender diversity in our workforce.

### **Parental Leave Enhancements**

Next year, we will improve our parental leave policies, ensuring both mothers and fathers have equal access to paid leave, supporting shared family responsibilities and fostering a more gender-equal work environment.

### **Support for Women Entrepreneurs**

We will partner with organizations that promote women entrepreneurs, offering financial support, mentorship, and networking opportunities. This will empower women to start and grow their businesses, further contributing to gender equality in entrepreneurship.

### **Promote Women in STEM**

We will introduce initiatives aimed at promoting women in STEM fields, offering scholarships, internships, and mentorship programs, to bridge the gender gap in technology and science sectors, and encourage more women to pursue careers in these areas.



Reduce water usage in manufacturing processes and ensure proper treatment of wastewater.

## COMPLETED ACTIONS IN APRIL 2023-MARCH 2024

6 CLEAN WATER AND SANITATION



### Water Conservation Initiatives

We implemented water-saving technologies across our facilities, including low-flow faucets, water-efficient appliances, and rainwater harvesting systems, reducing our overall water consumption by 20%. These initiatives promote responsible water usage and ensure long-term sustainability in water resource management.

### Wastewater Treatment Systems

Installed advanced wastewater treatment systems to ensure that all wastewater generated in our operations is treated and safely disposed of, minimizing environmental impact. The treated water is then reused in non-potable applications, reducing reliance on freshwater resources.

### Employee Awareness Campaigns

Conducted workshops to raise awareness among employees about the importance of water conservation. These programs focused on educating staff about reducing water waste at work and home, encouraging sustainable water practices.

### Water-Efficient Landscaping

We introduced drought-resistant plants and irrigation systems that reduce water usage in landscaping around our facilities. This change helped cut down water consumption by 15% and promotes sustainable landscaping practices.

### Community Water Access Projects

Partnered with local communities to improve access to clean water. We sponsored the installation of water purification systems in underserved areas, helping to provide safe drinking water to over 500 families, improving community health and hygiene.



## FUTURE ACTION PLANNED FOR APRIL 2024-MARCH 2025

### **Water Recycling and Reuse**

Next year, we plan to invest in advanced water recycling technologies, including closed-loop systems, to significantly reduce water consumption. The goal is to recycle 50% of the water used in our operations, contributing to sustainable water usage and minimizing environmental impact.

### **Zero Water Waste Strategy**

We aim to adopt a zero water waste policy, ensuring that no water from our operations goes to waste. This will involve upgrading equipment and processes to enhance water efficiency, including water reclamation for cooling and other industrial needs.

### **Collaboration on Clean Water Initiatives**

We will strengthen our partnerships with NGOs and government bodies to support water access initiatives in rural and remote areas. Our goal is to help provide clean drinking water to at least 1,000 people in underprivileged communities by next year.

### **Employee Water Conservation Programs**

We will expand our employee water conservation programs by incorporating water usage metrics into performance evaluations and providing incentives for departments that achieve significant reductions in water consumption, fostering a culture of sustainability throughout the company.

### **Improved Sanitation Systems**

We plan to upgrade sanitation facilities at all our operational sites, ensuring they meet the highest hygiene and environmental standards. This includes installing water-saving toilets, improving waste management practices, and ensuring the safe treatment of wastewater, promoting health and sanitation for all employees.

# Adopt energy-efficient technologies and renewable energy sources for operations.

COMPLETED ACTIONS IN APRIL 2023-MARCH 2024



## Energy-Efficient Infrastructure

We upgraded our facilities with energy-efficient lighting, HVAC systems, and insulation, reducing overall energy consumption by 15%. This initiative not only minimized energy costs but also contributed to a reduced carbon footprint, aligning with our commitment to sustainable energy use.

## Renewable Energy Adoption

Implemented solar power systems across key facilities to generate clean, renewable energy. Solar energy now contributes 30% of our total energy needs, significantly reducing our dependence on fossil fuels and promoting a sustainable energy model.

## Energy Awareness Campaigns

Launched internal campaigns to educate employees on energy conservation practices. These initiatives included workshops, energy-saving tips, and the introduction of energy-efficient appliances in the workplace, encouraging all staff to adopt energy-conscious habits.

## Electric Vehicle (EV) Infrastructure

Installed EV charging stations at our office locations to promote the use of electric vehicles among employees. This effort supports our goal of reducing the carbon emissions associated with transportation and encourages the transition to cleaner energy alternatives.

## Energy-Saving Technology Investments

We invested in smart energy management systems to monitor and optimize energy use across our operations. These systems help track energy consumption in real-time, allowing for timely adjustments that reduce waste and improve overall efficiency.



## FUTURE ACTION PLANNED FOR APRIL 2024-MARCH 2025

### Expansion of Solar Power Systems

In the coming year, we will expand our solar energy capacity by installing additional solar panels at more facilities, aiming to achieve 50% of our energy consumption from renewable sources. This will help reduce our dependence on traditional power grids and lower our carbon footprint.

### Green Energy Procurement

We will begin sourcing 100% of our electricity from green energy providers, further reducing our environmental impact and supporting the transition to clean energy. This strategy will help us meet our sustainability targets while promoting the use of renewable energy across the supply chain.

### Energy Efficiency Certification

Next year, we aim to obtain energy efficiency certifications such as ISO 50001 for all our facilities. This will ensure that our energy management systems align with international standards, further enhancing our commitment to reducing energy consumption and fostering a culture of continuous improvement.

### Energy Storage Solutions

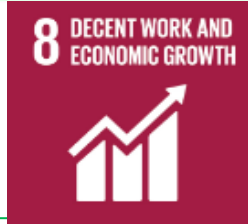
We plan to invest in energy storage solutions, such as battery systems, to store excess solar power generated during peak sunlight hours. This will allow us to optimize energy use, reduce dependency on external energy sources, and ensure a reliable supply of clean energy during off-peak hours.

### Employee Energy Conservation Incentives

To engage our employees in sustainability efforts, we will introduce an energy-saving competition with rewards for departments that achieve the most significant reductions in energy consumption. This initiative will raise awareness, encourage active participation, and promote a collective effort toward energy conservation.

# Create decent employment opportunities and ensure fair labor practices.

COMPLETED ACTIONS IN APRIL 2023-MARCH 2024



## Job Creation Initiatives

This year, we created over 100 new jobs across various departments, focusing on providing fair and stable employment opportunities to local communities. These positions offer competitive salaries and benefits, contributing to economic growth while improving the livelihoods of our employees.

## Employee Skill Development Programs

We launched a comprehensive skill development program to enhance employees' qualifications, offering training in leadership, technical skills, and sustainability practices. By investing in employee growth, we aim to increase productivity and help individuals advance in their careers, fostering long-term economic stability.

## Fair Wages and Benefits

We ensure fair wages and comprehensive benefits packages for all employees, following industry standards. Our salary reviews and benefits policies are designed to create a balanced and fair work environment, contributing to economic stability for our workforce and their families.

## Diversity and Inclusion in Hiring

Our recruitment processes prioritize diversity and inclusion, ensuring equal opportunities for all candidates. We hired individuals from underrepresented groups, promoting equal access to quality jobs and supporting an inclusive workplace that drives innovation and economic growth.

## Health and Safety Standards

We implemented rigorous health and safety standards across all our facilities to provide employees with a safe working environment. This contributes to their well-being and ensures continuous, productive work, supporting long-term economic growth and the success of our operations.



## FUTURE ACTION PLAN FOR APRIL 2024-MARCH 2025

### Expansion of Employment Opportunities

In the coming year, we aim to create an additional 150 jobs, particularly in underdeveloped areas, to promote economic growth and offer fair employment opportunities to local communities. This initiative will further contribute to regional development and reduce unemployment.

### Enhanced Employee Benefits Program

We will expand our employee benefits program to include additional perks, such as retirement savings plans and child care support, to ensure that our workforce remains secure, healthy, and motivated. These efforts will further support decent work and contribute to employee satisfaction.

### Career Advancement Programs

We will introduce more structured career advancement initiatives, including mentorship programs and leadership training, to help employees progress in their careers. This initiative will empower individuals to grow professionally while promoting long-term economic growth within the company.

### Sustainable Business Practices

Our future action plan includes integrating more sustainable business practices that foster economic growth while minimizing environmental impact. By focusing on eco-friendly technologies and sustainable production methods, we aim to promote long-term growth and innovation in a responsible manner.

### Supporting Local Economic Development

We will focus on strengthening partnerships with local businesses and communities to drive economic development. By supporting local suppliers and providing training in entrepreneurship, we aim to create a thriving ecosystem that contributes to both community well-being and overall economic growth.

# Invest in sustainable and innovative manufacturing technologies.

COMPLETED ACTIONS IN APRIL 2023-MARCH 2024



## Investment in Technology and Infrastructure

This year, we invested significantly in upgrading our manufacturing infrastructure with advanced machinery and automated systems. These upgrades improved production efficiency, reduced waste, and enhanced product quality, supporting the growth of our business while promoting industrial innovation.

## Research and Development Initiatives

We allocated resources to research and development to drive innovation in product design and manufacturing processes. Our R&D team developed new, sustainable product lines that incorporate eco-friendly materials, demonstrating our commitment to innovation and reducing environmental impact.

## Industry Partnerships for Innovation

We partnered with leading technology firms to implement cutting-edge digital solutions, such as AI and machine learning, into our operations. These collaborations have improved supply chain management, streamlined production processes, and contributed to the overall competitiveness of our business.

## Sustainable Manufacturing Practices

Our operations incorporated energy-efficient technologies, such as LED lighting and smart temperature controls, into our manufacturing plants. These changes not only reduce energy consumption but also increase our industrial infrastructure's resilience to future environmental challenges, aligning with our long-term sustainability goals.

## Employee Innovation Programs

We launched an employee innovation program to encourage the development of new ideas that improve production methods and business operations. This initiative has fostered a culture of creativity and innovation, empowering employees to contribute to industry advancements and enhance productivity.



## FUTURE ACTION PLANED FOR APRIL 2024-MARCH 2025

### Expansion of Smart Manufacturing Technologies

In the next year, we plan to expand our smart manufacturing capabilities by introducing the Internet of Things (IoT) across our facilities. This will enhance real-time data analysis, increase operational efficiency, and improve the adaptability of our infrastructure to meet evolving industry demands.

### Green Technology Integration

We aim to integrate renewable energy sources such as solar and wind power into our manufacturing infrastructure. This transition to green energy will reduce our carbon footprint, contribute to sustainable industry practices, and support the global shift toward environmentally responsible infrastructure.

### Collaboration on Industry Innovations

We will collaborate with universities and innovation hubs to co-develop new technologies that improve manufacturing efficiency and sustainability. These partnerships will foster industry innovation and provide opportunities for us to adopt breakthrough technologies that improve competitiveness and productivity.

### Digital Transformation of Operations

We plan to accelerate the digital transformation of our operations by investing in ERP and advanced analytics platforms. This will streamline operations, enhance decision-making, and support long-term growth, enabling us to stay ahead of industry trends while maintaining high levels of efficiency.

### Infrastructure Development in Emerging Markets

Next year, we will expand our presence in emerging markets by investing in local infrastructure, such as manufacturing plants and distribution networks. This will help us strengthen our supply chain, create jobs, and drive economic growth in underserved regions, supporting sustainable industrialization.



# Ensure inclusivity and equal opportunities for all employees.



## COMPLETED ACTIONS IN APRIL 2023-MARCH 2024

### Inclusive Hiring Practices

We implemented inclusive hiring policies aimed at providing equal job opportunities to individuals from diverse backgrounds, including people with disabilities, women, and underrepresented groups. This initiative increased workplace diversity, empowering individuals from disadvantaged communities and reducing socio-economic inequalities.

### Employee Training and Development

We launched training programs focusing on upskilling employees from marginalized groups, providing them with opportunities for career advancement. These programs aim to bridge skills gaps and ensure that all employees, regardless of background, have access to the same growth opportunities, helping reduce inequality within the workforce.

### Fair Pay and Benefits

We conducted a comprehensive pay equity audit and adjusted compensation packages to ensure fairness and transparency in wages across all job levels. By addressing gender and other pay disparities, we aim to promote economic equality and ensure all employees are compensated fairly for their work.

### Community Support Initiatives

We partnered with local NGOs to provide educational scholarships and vocational training programs to marginalized communities, helping individuals from disadvantaged backgrounds access better economic opportunities. This initiative is designed to reduce inequalities by providing skills and resources for personal and professional growth.

### Diversity and Inclusion Awareness Programs

We conducted workshops and awareness programs on diversity, equity, and inclusion, aimed at fostering a culture of respect and equality in the workplace. These efforts contributed to a more inclusive environment where employees of all backgrounds feel valued, promoting equality and reducing workplace inequalities.



### **Expanding Inclusive Hiring Initiatives**

We plan to further expand our inclusive hiring practices by setting specific targets for increasing the representation of marginalized groups in leadership positions. We aim to reduce disparities in senior roles and ensure fair access to career growth opportunities, ultimately contributing to a more equitable workforce.

### **Improving Accessibility in the Workplace**

Next year, we will implement additional workplace accommodations, including accessible facilities and assistive technologies, to further support employees with disabilities. This will ensure that all employees, regardless of physical ability, can fully participate in the workforce, reducing inequalities in the workplace.

### **Building Partnerships with Social Enterprises**

We will collaborate with social enterprises that focus on creating job opportunities for marginalized populations. By supporting these organizations, we aim to contribute to economic inclusion and reduce inequalities, particularly in communities that face high levels of unemployment and social exclusion.

### **Providing Financial Literacy Programs**

We plan to introduce financial literacy training programs for employees and their families, especially targeting low-income workers. These programs will focus on budgeting, savings, and wealth-building strategies, empowering individuals to improve their financial stability and reduce economic inequalities in the long term.

### **Enhancing Equal Education Opportunities**

We aim to provide more educational scholarships and mentorship programs for students from disadvantaged backgrounds. By expanding access to education and career guidance, we hope to break the cycle of inequality and equip individuals with the skills and knowledge needed to thrive in the workforce.

Promote sustainable materials, minimize waste, and recycle raw materials like paper and packaging.



## COMPLETED ACTIONS IN APRIL 2023-MARCH 2024

### Sustainable Sourcing of Materials

We transitioned to sourcing raw materials from suppliers who prioritize sustainable practices. This year, 40% of our materials came from certified sustainable sources, reducing the environmental impact of our supply chain. This commitment helps ensure responsible production while supporting sustainable agricultural and manufacturing practices.

### Waste Reduction Programs

We implemented a comprehensive waste management strategy, focusing on reducing production waste through recycling and reusing materials. This included the introduction of waste segregation bins and the collaboration with waste management partners, leading to a 20% reduction in waste sent to landfills compared to last year.

### Eco-friendly Packaging Initiatives

Our company adopted biodegradable and recyclable packaging for all products. We reduced the use of plastic by 30% this year and launched a packaging take-back program to encourage consumers to return used materials for proper recycling, thus contributing to reducing waste generation.

### Energy Efficiency in Production

We invested in energy-efficient machinery and upgraded our production facilities with LED lighting, resulting in a 15% reduction in energy consumption. These upgrades not only reduce our environmental footprint but also enhance the sustainability of our manufacturing processes, ensuring long-term resource efficiency.

### Sustainable Product Innovation

We launched a line of eco-friendly products made from sustainable materials. This new product range meets consumer demand for environmentally responsible options, helping promote the transition towards more sustainable consumption patterns while reducing the ecological footprint of our product offerings.



## FUTURE ACTION PLANED FOR APRIL 2024-MARCH 2025

### Expansion of Circular Economy Practices

Next year, we aim to further integrate circular economy principles into our business model. We will expand product life cycle assessments to ensure that materials can be reused, refurbished, or recycled, thus minimizing waste and encouraging responsible production practices across our supply chain.

### Sustainable Supply Chain Partnerships

We plan to deepen our partnerships with suppliers who are committed to sustainable practices. By establishing clear sustainability criteria and engaging in direct collaborations, we aim to ensure that the entire supply chain adopts responsible consumption and production methods, reducing environmental impacts.

### Green Product Design and Innovation

We will prioritize green design in our future product development. Our R&D team will work to ensure that all new products are created using sustainable materials, designed for durability, and are fully recyclable at the end of their lifecycle, promoting responsible consumption.

### Consumer Education on Sustainability

We will launch an awareness campaign aimed at educating our customers on responsible consumption, including the benefits of recycling, reducing waste, and choosing eco-friendly products. This initiative will empower consumers to make more sustainable choices, driving demand for responsible products in the market.

### Zero-Waste Production Facilities

In the coming year, we will invest in technology and processes that further reduce waste in our production facilities. Our goal is to move towards zero-waste operations by enhancing recycling efforts, reducing water usage, and improving production processes to ensure minimal environmental impact from our manufacturing activities.

# Reduce greenhouse gas emissions and adopt climate-resilient practices in production.



## COMPLETED ACTIONS IN APRIL 2023-MARCH 2024

### Carbon Emission Reduction

We implemented energy-efficient technologies in our production facilities, reducing our carbon footprint by 15% this year. This included upgrading machinery and adopting smart energy management systems that optimize energy use and minimize emissions, contributing to our commitment to mitigate climate change.

### Renewable Energy Integration

We transitioned 30% of our energy consumption to renewable sources, such as solar and wind power. This initiative helped reduce the dependence on fossil fuels, lowering our environmental impact and supporting global efforts to promote clean, sustainable energy solutions.

### Sustainable Transportation Practices

We optimized our logistics operations by adopting fuel-efficient vehicles and exploring alternative fuels. These changes led to a 10% reduction in transportation-related emissions, enhancing the sustainability of our supply chain while contributing to cleaner air and reduced greenhouse gas emissions.

### Climate Adaptation Projects

Our company invested in climate-resilient infrastructure, including flood prevention systems and water conservation measures in production plants. These projects aim to mitigate the impacts of extreme weather events, ensuring business continuity while addressing the broader challenges posed by climate change.

### Employee Engagement in Climate Action

We launched a company-wide initiative to engage employees in climate action, encouraging the reduction of personal carbon footprints through energy-saving practices and sustainable commuting options. This program helped raise awareness and motivated staff to contribute to our climate goals, fostering a culture of sustainability.



## FUTURE ACTION PLANED FOR APRIL 2024-MARCH 2025

### **Carbon Neutrality Goal**

Next year, we will set a roadmap to achieve carbon neutrality by 2030. This will involve a combination of energy efficiency improvements, increased use of renewable energy, and carbon offset programs. We aim to align our operations with global climate goals and contribute to reducing global emissions.

### **Climate Risk Assessment**

We plan to conduct a thorough climate risk assessment for our supply chain and operations. This will help us identify potential climate-related vulnerabilities and develop targeted strategies to mitigate these risks, ensuring the long-term sustainability of our business in a changing climate.

### **Zero-Emission Logistics**

We will further reduce our transportation-related carbon footprint by transitioning to electric vehicles and exploring green logistics solutions. Our goal is to achieve zero-emission transportation for all company deliveries by 2025, significantly reducing our contribution to climate change.

### **Sustainable Product Innovations**

We will continue to innovate with climate-friendly product lines, focusing on reducing the carbon footprint of the products we offer. This includes utilizing eco-friendly materials and ensuring that our products are designed with their full life cycle in mind, contributing to global climate action efforts.

### **Climate Education and Advocacy**

In the coming year, we will launch a global campaign to raise awareness about climate change and encourage action both within and outside the company. This initiative will include workshops, partnerships with environmental NGOs, and outreach to customers to promote climate-conscious choices.

Source materials responsibly to prevent deforestation and support biodiversity conservation.

## COMPLETED ACTIONS IN APRIL 2023-MARCH 2024

15 LIFE ON LAND



### Reforestation Initiatives

This year, we partnered with environmental organizations to plant over 10,000 trees in deforested regions. By contributing to reforestation, we aim to restore biodiversity, enhance soil quality, and support carbon sequestration, contributing positively to ecosystems and combating land degradation.

### Sustainable Land Management Practices

We implemented sustainable land management practices in our operations, including minimizing soil erosion, promoting the use of organic fertilizers, and reducing land degradation. These practices aim to protect the natural habitat surrounding our production facilities and ensure land is used responsibly without compromising the environment.

### Biodiversity Conservation Projects

We actively supported biodiversity conservation efforts by creating protected areas for local flora and fauna around our facilities. This year, we funded local wildlife preservation projects, helping to safeguard endangered species and support natural habitats, which are critical to maintaining ecological balance.

### Waste Reduction and Recycling

To combat land pollution, we introduced a zero-waste policy across our operations, focusing on reducing, reusing, and recycling materials. This initiative reduces the amount of waste that could otherwise end up in landfills, helping preserve the land and prevent further degradation of ecosystems.

### Sustainable Agriculture Support

We supported local farmers by promoting sustainable agricultural practices, such as organic farming and crop rotation. Through training programs, we enabled farmers to adopt methods that increase soil fertility and reduce the environmental impact of farming, ensuring the health of the land for future generations.



## FUTURE ACTION PLANED FOR APRIL 2024-MARCH 2025

### Expansion of Reforestation Efforts

Next year, we plan to scale our reforestation initiatives by planting an additional 20,000 trees across various regions. Our goal is to expand these efforts to include a broader variety of native species to enhance biodiversity and provide long-term ecological benefits to local communities.

### Sustainable Land Use Policy

We aim to adopt a comprehensive sustainable land-use policy to guide all land-based activities within our operations. This will include guidelines for responsible land acquisition, minimizing environmental impact, and ensuring that our activities support the restoration and conservation of ecosystems, particularly around our production sites.

### Enhancing Biodiversity Monitoring

To better track and protect local biodiversity, we plan to implement biodiversity monitoring systems around our operations. This will include regular environmental audits and species inventories to assess the impact of our activities on local wildlife and ensure we take appropriate action to protect ecosystems.

### Supporting Agroforestry

We will expand our support for agroforestry programs that integrate trees with crop production. By working with local farmers, we will promote the use of agroforestry techniques that help restore degraded land, enhance biodiversity, and improve soil health, leading to more resilient land use practices.

### Community Education on Land Conservation

In the coming year, we will initiate community education campaigns focused on the importance of land conservation. These programs will encourage responsible land management practices, promote sustainable farming techniques, and raise awareness about the benefits of protecting natural ecosystems for both environmental and economic sustainability.



# Uphold ethical practices, anti-corruption measures, and transparent governance.



## COMPLETED ACTIONS IN APRIL 2023-MARCH 2024

### Promoting Transparency

We implemented transparent governance practices, including publishing annual sustainability and financial reports accessible to all stakeholders. By ensuring openness in our operations, we aim to build trust with our employees, customers, and the public while promoting ethical decision-making and reducing corruption.

### Anti-Corruption Initiatives

We launched an internal anti-corruption training program for employees, focusing on ethical conduct, recognizing potential corrupt practices, and promoting integrity. Additionally, we established a confidential reporting system to encourage employees to report unethical behavior, ensuring a zero-tolerance approach to corruption.

### Strengthening Legal Compliance

Our company reviewed and reinforced its legal compliance mechanisms to ensure full adherence to national and international laws. This includes periodic audits, updates to company policies, and regular employee training on legal responsibilities, fostering a culture of compliance and accountability within the organization.

### Support for Local Communities

We collaborated with local NGOs to promote access to justice by providing legal support to underrepresented communities. This initiative focused on ensuring marginalized groups had access to legal resources, fostering an inclusive society where justice and peace are upheld for all.

### Encouraging Whistleblower Protections

We introduced a whistleblower policy to protect employees who report unethical practices or violations within the company. This policy ensures that all concerns are handled confidentially and that individuals who report issues are not subjected to retaliation, creating a safe space for raising concerns.



## FUTURE ACTION PLANED FOR APRIL 2024-MARCH 2025

### **Enhancing Accountability Systems**

Next year, we plan to enhance our internal accountability systems by integrating advanced monitoring tools to track compliance and ethical behavior across all departments. This will include stronger whistleblower protection measures and a more transparent process for investigating grievances and taking corrective actions.

### **Building Stronger Partnerships for Justice**

We will partner with government agencies and international organizations to support initiatives that promote the rule of law and access to justice. Our goal is to contribute to building stronger institutions that ensure fair treatment and justice for all, particularly in underserved regions.

### **Expanding Anti-Corruption Awareness**

To combat corruption further, we will expand our anti-corruption initiatives by incorporating broader training programs for employees at all levels. These programs will also include awareness campaigns and engagement with third-party partners to ensure compliance with our ethical standards and local anti-corruption laws.

### **Strengthening Conflict Resolution Mechanisms**

We aim to introduce conflict resolution training and mediation services for employees to address disputes in the workplace. This initiative will promote peaceful conflict resolution, reduce workplace tensions, and foster an environment where justice and fairness guide all employee interactions.

### **Supporting Good Governance Practices**

Next year, we will focus on strengthening good governance practices by introducing more comprehensive corporate governance policies. These policies will emphasize board accountability, clear ethical guidelines, and public reporting on the company's impact, ensuring that our operations align with global standards for peace, justice, and strong institutions.

# Collaborate with stakeholders, suppliers, and customers to achieve shared sustainability objectives.

COMPLETED ACTIONS IN APRIL 2023-MARCH 2024

17 PARTNERSHIPS FOR THE GOALS



## Building Strategic Partnerships

This year, we formed strategic partnerships with key industry players, NGOs, and local governments to enhance the impact of our sustainability initiatives. These collaborations have allowed us to leverage expertise, share resources, and address common challenges in implementing the SDGs, especially in the areas of climate action and education.

## Collaborating on Community Projects

We worked closely with local communities and non-profit organizations on projects that align with SDGs such as clean water, education, and economic development. Our partnership helped provide essential resources and services to underserved communities, demonstrating our commitment to social impact through collective action.

## Engaging with International Networks

We actively participated in international forums and networks focused on sustainability and SDGs. These platforms enabled us to exchange knowledge, best practices, and innovative solutions with global stakeholders, helping us to stay aligned with global trends and build a stronger network for achieving the SDGs.

## Supporting Knowledge Sharing

Through knowledge-sharing initiatives, we partnered with educational institutions and research organizations to foster the exchange of ideas and expertise. This collaboration has helped us enhance our sustainability practices and improve employee skillsets while contributing to the development of sustainable solutions across industries.

## Fostering Supplier Engagement

We engaged with our suppliers to ensure they meet sustainability and ethical standards, creating a network that drives responsible practices throughout the supply chain. By working together with suppliers, we strengthen our impact on SDG 17 and contribute to the global effort to achieve the SDGs.



## FUTURE ACTION PLANED FOR APRIL 2024-MARCH 2025

### Expanding Multi-Stakeholder Partnerships

Next year, we plan to expand our multi-stakeholder partnerships by engaging more with international development agencies, private sector partners, and community leaders. These partnerships will aim to scale up initiatives focused on renewable energy, poverty alleviation, and gender equality, helping us to achieve the SDGs more effectively.

### Enhancing Cross-Industry Collaborations

We will prioritize cross-industry collaborations to address complex challenges, such as climate change and sustainable manufacturing. By forming alliances with businesses across various sectors, we will be able to develop integrated solutions, share innovative technologies, and drive collective impact towards the SDGs.

### Strengthening Local Partnerships

We will focus on strengthening our local partnerships to address regional challenges, particularly in areas such as health, education, and economic growth. By collaborating with local governments, NGOs, and businesses, we aim to create sustainable, context-specific solutions that directly benefit communities in need.

### Building Sustainable Supply Chain Partnerships

Our future efforts will focus on deepening collaboration with our supply chain partners to ensure responsible sourcing, reduce environmental impacts, and promote ethical labor practices. By working closely with our suppliers, we will drive the adoption of sustainability standards and contribute to a more resilient and sustainable supply chain.

### Supporting Capacity Building Initiatives

We will focus on supporting capacity-building programs that enhance the abilities of our partners to meet the SDGs. These initiatives will focus on providing training, resources, and support to local communities, suppliers, and non-profit organizations to help them become more effective in their efforts toward sustainable development.

# ENVIRONMENT





## Materials

GRI 301

MPIPL in India focuses on minimizing waste and optimizing material usage in the production of printed products, cartons, and other packaging items. The company integrates sustainable practices, including using eco-friendly materials, reducing chemical waste, and promoting recycling and reuse to reduce environmental impact.

MPIPL prioritizes sustainable material sourcing and efficient waste management. The company minimizes the use of hazardous chemicals, reduces material waste through recycling and reuse, and optimizes packaging processes. MPIPL's approach ensures the responsible handling of materials, reducing its environmental footprint and promoting a circular economy within operations.

MPIPL is committed to responsible resource management, focusing on materials, chemicals, and waste reduction in its printing and packaging operations. Over the reporting period, the company tracked material usage in liters, demonstrating its commitment to monitoring and optimizing resource efficiency. In April, consumption stood at 245 liters, followed by a decrease to 109 liters in May. June saw a significant rise to 345 liters, continuing with 354 liters in July. August recorded a decline to 214 liters, whereas September increased to 325 liters. October witnessed another drop to 161 liters, but November marked an uptick to 341 liters. December saw a sharp decline to 154 liters, while January recorded a slight increase to 212 liters. February reported the lowest usage at 151 liters, and March saw a moderate rise to 254 liters. The company continually evaluates these fluctuations to identify opportunities for efficiency improvements and waste minimization. Through strategic procurement, sustainable material selection, and process optimizations, MPIPL aims to reduce environmental impacts while maintaining high product quality. By integrating ESG principles into operations, the company strives to enhance sustainability across the supply chain and reduce its ecological footprint. Ongoing assessments and corrective actions ensure compliance with industry standards and environmental regulations. Moving forward, MPIPL remains dedicated to innovation in sustainable packaging solutions, promoting circular economy practices, and minimizing material waste to foster a more responsible and eco-friendly business approach.

MPIPL ensures the responsible use of materials in the design and manufacture of printed products, cartons, and packaging solutions. We emphasize minimizing environmental impact during product use, promoting sustainability through material choices, and educating customers on proper disposal and recycling to extend product lifecycle.

MPIPL focuses on minimizing the environmental impact of product end-of-life by promoting recyclable and biodegradable materials in packaging solutions. We encourage customers to return or recycle products to reduce waste. Additionally, we assess environmental impacts throughout the product lifecycle to support sustainable disposal practices.

MPIPL focuses on designing products for recyclability and minimizing waste at the end-of-life stage. The company encourages the reuse of materials from used packaging and ensures proper disposal or recycling processes. MPIPL also collaborates with stakeholders to promote circular economy practices and reduce the environmental impact of discarded products.



MPIPL is committed to sustainability by integrating circular economy principles into our operations. In 2023-2024, our take-back program participation rate reached 1.2%, reflecting our proactive approach to responsible product end-of-life management. Through this initiative, we encourage customers to return used packaging materials, including cartons, rigid gift boxes, shipper boxes, labels, and stickers, to minimize waste and enhance recyclability. By collaborating with stakeholders, we are working to improve collection efficiency and raise awareness of sustainable disposal practices. Our efforts align with global environmental goals, reducing landfill contributions and promoting material recovery. Moving forward, we aim to expand participation in the program by strengthening partnerships with clients and suppliers, introducing incentive-based returns, and enhancing consumer education on circular packaging solutions. Continuous investment in eco-friendly designs and sustainable raw materials further supports our commitment to reducing environmental impact at every stage of the product lifecycle. Through these strategies, MPIPL is reinforcing its ESG commitments while fostering a more sustainable future.

## Materials Used by Weight or Volume

GRI 301-1

MPIPL's procurement policy ensures wood and wood-based products are sourced from certified sustainable sources, such as FSC or PEFC. This commitment reduces deforestation, promotes biodiversity, and supports responsible forestry practices. By integrating sustainability into material sourcing, we reinforce our ESG goals and contribute to global environmental conservation efforts.

MPIPL focuses on reducing material consumption by optimizing production processes, minimizing waste, and improving resource efficiency. Through continuous process improvements and the use of advanced technologies, we reduce material usage, lower operational costs, and contribute to our environmental sustainability goals.

## Recycled Input Materials

GRI 301-2

MPIPL integrates recovered input materials into our production processes, using recycled paper and other sustainable materials in the manufacturing of printed products and packaging. This reduces waste, conserves natural resources, and supports our commitment to circular economy principles and environmental sustainability.

MPIPL prioritizes sustainability by incorporating recycled wood and wood-based materials in our products. In the reporting year, 8% of the wood used in production was sourced from recycled materials, reflecting our commitment to reducing waste, conserving resources, and supporting circular economy practices as part of our ESG goals.

MPIPL is committed to responsible sourcing and sustainability in its manufacturing processes. In the financial year 2023-2024, 8% of the total wood or wood-based products and materials used in our production were sourced from recycled materials. This initiative aligns with our ESG commitment to reducing environmental impact and promoting circular economy practices. By integrating recycled wood into our printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase (POP) materials, we aim to minimize deforestation and the depletion of natural resources. Our responsible procurement strategy prioritizes sustainable raw materials while maintaining high-quality standards and ensuring compliance with environmental regulations. We actively collaborate with suppliers to enhance the availability of recycled materials and continuously explore innovative alternatives to increase this percentage in the coming years. Additionally, we encourage waste reduction and resource efficiency throughout our operations, reinforcing our commitment to sustainable production. Moving forward, MPIPL will focus on expanding its use of certified and recycled wood-based materials, investing in eco-friendly solutions, and engaging with stakeholders to promote responsible material sourcing. This ongoing effort not only strengthens our environmental stewardship but also supports our customers' sustainability goals by offering products that contribute to a greener supply chain. Through our ESG-driven approach, we strive to improve our material sourcing practices and further enhance the sustainability of our packaging and printing solutions while balancing economic, environmental, and social considerations.



MPIPL is committed to sourcing sustainable materials. In the reporting year, 20% of the wood and wood-based products used were certified by recognized standards such as FSC or PEFC. This supports our ESG goals by promoting responsible sourcing, environmental conservation, and ensuring traceability in our supply chain.

MPIPL is committed to responsible sourcing and sustainable material usage as part of its ESG integration. In the financial year 2023-2024, 20% of the wood or wood-based products and materials used in our production were certified, demonstrating our commitment to environmental stewardship. By prioritizing certified wood, we support sustainable forestry practices that help conserve biodiversity, reduce deforestation, and promote ethical sourcing. Our procurement strategy ensures compliance with global sustainability standards, reinforcing our dedication to responsible supply chain management. We continuously engage with certified suppliers to increase the share of sustainable materials in our products, aligning with our long-term goal of minimizing environmental impact. As a key player in the printing and packaging industry, we recognize the importance of reducing our ecological footprint by integrating responsible material sourcing into our operations. Moving forward, we aim to further enhance the percentage of certified wood in our product range by working closely with stakeholders, educating suppliers, and exploring innovative sustainable alternatives. Our approach not only supports environmental conservation but also strengthens our market positioning by catering to the growing demand for eco-friendly packaging solutions. Through these efforts, MPIPL reaffirms its commitment to sustainability, responsible procurement, and compliance with evolving ESG expectations, ensuring that our operations contribute positively to the environment and the broader industry standards.

## Recycled and Eco-friendly Materials

GRI 301-3

MPIPL incorporates eco-friendly and bio-based materials, such as recycled paper and biodegradable inks, in the production of packaging and printed products. This sustainable approach reduces environmental impact, supports resource conservation, and aligns with our commitment to environmentally responsible manufacturing practices and circular economy principles.

## Energy

GRI 302

MPIPL, committed to sustainability, reduces energy consumption and GHG emissions by adopting energy-efficient technologies and optimizing production processes. Solar energy powers 20% of operations, and we monitor emissions regularly, achieving a 10% reduction in Scope 1 and Scope 2 GHGs over three years, promoting environmental stewardship.

## Energy Consumption within the Organization

GRI 302-1

MPIPL conducts regular training sessions on energy conservation and climate action, ensuring employees understand sustainable practices. The company promotes energy-efficient operations and climate-positive actions, empowering employees to reduce their environmental impact and contribute to a low-carbon future. This training is an essential part of our ESG strategy.

MPIPL conducts regular energy and carbon audits to assess energy use across its operations. The findings drive initiatives to optimize energy consumption, reduce carbon emissions, and implement sustainable practices, contributing to our commitment to environmental responsibility and compliance with international energy efficiency standards.

MPIPL integrates waste heat recovery systems and combined heat and power (CHP) units to enhance energy efficiency in manufacturing processes. By capturing and reusing waste heat, we reduce energy consumption and lower our carbon footprint, aligning with our commitment to sustainable production and minimizing environmental impact.

MPIPL monitors its total energy consumption across manufacturing and operations, focusing on optimizing energy usage and reducing dependency on non-renewable sources. The company is committed to enhancing energy efficiency through technological advancements and implementing renewable energy solutions, aligning with its ESG goals for sustainable production processes.

MPIPL, a design and manufacturing company specializing in printed products, cartons, rigid gift boxes, labels, and other packaging materials, actively integrates Environmental, Social, and Governance (ESG) practices into its operations. The company's total energy consumption for the year, measured in kilowatt-hours (kWh), is carefully monitored to ensure energy efficiency and sustainability.





In April, MPIPL consumed 25,487 kWh, which increased to 35,199 kWh in May, reflecting a notable rise. Energy consumption continued to rise in June to 38,699 kWh before dropping to 27,412 kWh in July, followed by a slight increase to 28,162 kWh in August. In September, energy use fell to 26,537 kWh, and in October, it increased to 30,724 kWh, maintaining a relatively stable pattern. November saw a slight dip to 30,374 kWh, and December's consumption was recorded at 29,274 kWh. In the beginning of the new year, January's energy consumption was at 32,184 kWh, followed by a decrease to 28,161 kWh in February. Finally, March saw a slight uptick to 28,974 kWh. MPIPL consistently monitors its energy usage to identify areas for improvement and strives to reduce energy consumption, contributing to its overarching sustainability goals. This data highlights MPIPL's commitment to managing its energy consumption efficiently while contributing to reducing the overall environmental impact.

MPIPL prioritizes sustainability by purchasing renewable energy and generating clean energy through solar installations at our facilities. In 2024, renewable energy accounted for 40% of our total energy consumption, reducing our carbon footprint and aligning with global climate goals. We continue to invest in green energy initiatives for environmental stewardship.

## Energy Consumption within the Organization, Direct (Scope 1) GHG Emissions

GRI 302-1, GRI 305-1

MPIPL monitors its energy consumption and greenhouse gas (GHG) emissions from direct operations, focusing on reducing carbon emissions through energy-efficient practices and the use of renewable energy sources. The company is committed to minimizing its environmental impact by implementing sustainable technologies and supporting its broader ESG objectives.

MPIPL has made notable progress in energy consumption and GHG management throughout the year, integrating sustainable practices into its operations. In April, energy consumption was 25,487 kWh, rising to 35,199 kWh in May. June saw a peak at 38,699 kWh, followed by a decrease to 27,412 kWh in July. August and September maintained steady consumption levels, with 28,162 kWh and 26,537 kWh, respectively. October recorded an increase to 30,724 kWh, while November was slightly lower at 30,374 kWh. In December, energy use decreased to 29,274 kWh, followed by a rise to 32,184 kWh in January. February saw a reduction back to 28,161 kWh, and March closed the fiscal year at 28,974 kWh. These figures reflect fluctuations in energy needs, which MPIPL continuously monitors to optimize its energy efficiency and reduce greenhouse gas emissions. Through ongoing initiatives, the company strives to reduce its carbon footprint and increase sustainability in line with ESG objectives.





## Energy Consumption Outside of the Organization

GRI 302-2

MPIPL tracks its total renewable energy consumption across operations, utilizing solar and other sustainable energy sources to reduce environmental impact. The company is focused on increasing its renewable energy share, aiming to enhance sustainability and contribute to global efforts in mitigating climate change through cleaner energy practices.

MPIPL, India, has demonstrated a consistent commitment to renewable energy consumption throughout the year, aligning with its ESG goals. In April, the company consumed 124 kWh, followed by a decrease in May to 56 kWh. June saw a rebound with 89 kWh, and July recorded 101 kWh. August experienced a dip to 44 kWh, likely due to seasonal variations, but the consumption picked up again in September with 152 kWh. The trend continued upwards in October, reaching 148 kWh, and November saw the highest consumption at 160 kWh. December recorded a consumption of 124 kWh, while January's consumption increased to 132 kWh. February also saw a rise to 142 kWh, before March closed the year with 75 kWh. This fluctuating pattern in renewable energy consumption reflects the company's evolving efforts in optimizing energy usage and integrating sustainability practices into daily operations. The monthly variation is indicative of operational adjustments, including seasonal changes and energy efficiency measures. MPIPL's renewable energy consumption is a testament to their dedication to reducing their environmental footprint, reinforcing the company's overall sustainability objectives.

## Reduction of Energy Consumption

GRI 302-4

MPIPL has implemented various technology upgrades and equipment improvements to enhance energy efficiency across its operations. These measures include the adoption of energy-efficient machinery, automation systems, and advanced lighting technologies, resulting in significant reductions in energy consumption and supporting the company's sustainability goals.

MPIPL has implemented a fuel switch initiative, transitioning from traditional fuels to cleaner alternatives, enhancing energy efficiency and reducing carbon emission intensity. This initiative supports our commitment to lowering environmental impacts, contributing to our sustainability goals, and fostering responsible energy management across operations.

## Water and Effluents

GRI 303

MPIPL prioritizes water conservation through efficient usage and recycling initiatives. We ensure compliance with local water quality standards, monitor water withdrawals, and reduce wastewater discharge. By integrating water stewardship into operations, MPIPL supports sustainable development and minimizes its environmental footprint, contributing to the long-term availability of water resources.

MPIPL ensures sustainable water use by implementing water-efficient technologies in production. The company monitors and reduces water consumption through recycling and reusing treated water, minimizing wastewater generation. Efforts are in place to prevent water pollution and enhance water stewardship, ensuring responsible water management across operations.

MPIPL actively monitors and manages water pollution as part of its ESG commitments. In the reporting period, the company recorded varying levels of water pollution, reflecting ongoing efforts toward sustainability. In April, water pollution stood at 47,485 liters, rising to 57,376 liters in May, followed by a significant reduction to 35,355 liters in June. July saw an increase to 45,498 liters, while August and September recorded 43,254 liters and 43,654 liters, respectively. A notable decline occurred in October, with pollution levels dropping to 34,514 liters, followed by 36,245 liters in November and 34,541 liters in December. The downward trend continued in January at 36,254 liters, with further reductions in February at 31,245 liters and March at 32,541 liters. These fluctuations highlight MPIPL's continuous efforts in optimizing production processes, implementing wastewater treatment solutions, and enhancing water conservation initiatives. The company's strategies focus on minimizing water pollution through efficient resource utilization, process improvements, and compliance with regulatory standards. The overall trend demonstrates a commitment to sustainable water management, with key interventions resulting in reductions in water pollution levels over specific months. Moving forward, MPIPL aims to reinforce its water stewardship practices by adopting innovative treatment technologies, improving recycling and reuse mechanisms, and enhancing monitoring frameworks to further reduce its environmental impact. By integrating sustainability-driven solutions, MPIPL strives to minimize its water footprint while maintaining operational efficiency, ensuring compliance, and supporting broader ESG goals.



## Water Withdrawal by Source

GRI 303-1

MPIPL conducts regular water risk assessments to evaluate potential environmental, operational, and supply chain risks related to water use. These assessments help identify vulnerable areas, ensuring proactive measures are implemented to mitigate risks, conserve water resources, and maintain sustainable water management practices across our operations.

MPIPL tracks its total water consumption across manufacturing processes, focusing on efficient water use and minimizing waste. The company is committed to water conservation initiatives, implementing technologies to reduce water usage and ensuring sustainable practices to support both operational efficiency and environmental stewardship.

MPIPL, a leader in the design, manufacturing, and supply of printed products, integrates Environmental, Social, and Governance (ESG) principles into its operations. The company monitors and reports its water consumption, ensuring effective resource management throughout the year. In April, the total water consumption recorded was 251 m<sup>3</sup>, followed by a slight increase to 254 m<sup>3</sup> in May. June saw a further rise to 256 m<sup>3</sup>, and water consumption stabilized at 251 m<sup>3</sup> in July. In August, consumption was recorded at 253 m<sup>3</sup>, maintaining a steady usage trend. September's water consumption increased marginally to 254 m<sup>3</sup>, while October saw a slight peak of 258 m<sup>3</sup>. November brought consumption back to 251 m<sup>3</sup>, reflecting a recurring pattern of moderate fluctuations. In December, the consumption remained steady at 254 m<sup>3</sup> similar to May and November. January's consumption was recorded at 2,53 m<sup>3</sup>, reflecting consistency in the usage pattern. In February, the consumption again reached 2,54 m<sup>3</sup>, maintaining the trend of regular water use. March saw a return to 258m<sup>3</sup>, matching October's consumption. Over the course of the year, MPIPL's water usage reflects a controlled and consistent approach to resource management, supporting the company's commitment to sustainability and environmental stewardship as part of its broader ESG strategy.

## Water Sources

GRI 303-2

MPIPL has implemented a rainwater harvesting system to capture and store rainwater for non-potable uses in our manufacturing processes. This initiative reduces dependency on freshwater sources, supports sustainable water management, and contributes to our broader environmental goals of water conservation and efficient resource utilization.



## Water Recycling and Reuse

GRI 303-3

MPIPL focuses on recycling and reusing water in its manufacturing processes to minimize waste and reduce environmental impact. The company has implemented water treatment systems that enable the recycling of water, ensuring sustainable practices are followed and contributing to its ESG commitment to resource conservation and waste reduction.

MPIPL in India demonstrates a strong commitment to water conservation by consistently recycling and reusing water throughout the year. The total amount of water recycled and reused varied slightly each month, showcasing the company's steady efforts in maintaining water efficiency. In April, the company recycled 629 liters of water, followed by a marginal increase to 635 liters in May. June saw a slight rise to 641 liters, which remained relatively steady in July at 629 liters. August recorded 634 liters, and in September, it reached 637 liters. October witnessed the highest recycling figure of the year at 647 liters, while November and December saw a slight drop to 629 and 635 liters, respectively. The year ended on a consistent note with 634 liters in January and 635 liters in February. March matched October's performance, reaching 647 liters again, indicating a return to higher levels of recycling. Throughout the year, MPIPL has demonstrated a commitment to not only conserving water but also improving the overall sustainability of its operations, which is vital for the environment and aligns with its broader ESG goals.



MPIPL employs advanced technologies to recycle and reuse water across our manufacturing processes. By implementing water treatment systems and efficient recycling practices, we reduce freshwater consumption, minimize wastewater discharge, and support sustainable water management, ensuring a positive environmental impact while maintaining operational efficiency.

## Water Discharge

GRI 303-4

MPIPL has implemented additional measures to improve water efficiency and wastewater discharge, including optimizing water usage in production, recycling wastewater, and enhancing treatment processes. These actions help reduce environmental impact, improve resource management, and ensure sustainable water practices across our operations.

## Water Consumption

GRI 303-5

MPIPL conducts regular water audits to assess consumption patterns and identify opportunities for reducing water usage. These audits help optimize water efficiency, reduce waste, and promote sustainable practices across our operations, aligning with our commitment to responsible water management and environmental sustainability.

## Biodiversity

GRI 304

MPIPL is committed to protecting biodiversity by minimizing its impact on local ecosystems. The company adopts sustainable practices in sourcing raw materials, ensures the conservation of natural habitats, and promotes biodiversity through responsible waste management. Regular assessments are conducted to reduce adverse effects on biodiversity in surrounding areas.

MPIPL is committed to biodiversity conservation as part of its ESG strategy. In 2023–2024, the company maintained 9% green coverage across its operational sites, reinforcing its dedication to sustainable land use. By integrating green spaces into its facilities, MPIPL enhances local ecosystems, supports biodiversity, and contributes to environmental well-being. These green areas serve as natural carbon sinks, improve air quality, and promote ecological balance. MPIPL actively engages in afforestation, landscaping, and sustainable land management practices to mitigate its environmental impact. Additionally, the company raises awareness among employees and stakeholders on biodiversity preservation, encouraging responsible environmental stewardship. Moving forward, MPIPL aims to expand its green coverage through targeted initiatives such as tree plantations, vertical gardens, and green roofing, aligning with national and global sustainability goals. By prioritizing biodiversity within its operations, MPIPL strengthens its long-term environmental resilience while fostering a greener, healthier future.





## Emissions

GRI 305

MPIPL actively works to minimize air pollution by reducing emissions from production processes. The company implements energy-efficient technologies, utilizes cleaner production methods, and ensures regular monitoring of air quality. Emission reduction targets are set, and efforts are focused on minimizing the environmental impact of its operations.

MPIPL is committed to monitoring and managing air quality as part of our ESG initiatives. In the fiscal year 2023-2024, our operations recorded an Air Quality Index (AQI) rating of Grade Yellow, indicating moderate air pollution levels. While this classification suggests that air quality is generally acceptable, certain pollutants may pose concerns for sensitive groups. We continuously strive to minimize our environmental footprint by implementing air pollution control measures, optimizing energy efficiency, and reducing emissions from our manufacturing processes. Our focus includes adopting cleaner production technologies, enhancing ventilation systems, and ensuring compliance with regulatory standards to mitigate airborne pollutants. Additionally, we engage in periodic air quality assessments to track improvements and identify areas for further action. To strengthen our sustainability efforts, we promote employee awareness and training on air quality management while exploring sustainable packaging solutions with lower emissions. Looking ahead, MPIPL aims to improve air quality by integrating advanced filtration systems and transitioning to greener energy sources, reinforcing our commitment to environmental responsibility. Through these initiatives, we seek to contribute to healthier air quality for our workforce and the communities in which we operate, aligning our business growth with sustainable environmental practices.





MPIPL is committed to reducing its direct (Scope 1) greenhouse gas emissions by setting absolute reduction targets. By adopting energy-efficient technologies, optimizing operations, and transitioning to cleaner energy sources, MPIPL actively minimizes its carbon footprint and contributes to global climate action, ensuring sustainable and environmentally responsible manufacturing practices.

MPIPL is dedicated to reducing indirect (Scope 2) greenhouse gas emissions by setting absolute reduction targets. The company prioritizes energy efficiency, transitions to renewable energy sources, and implements sustainable procurement practices. These efforts demonstrate MPIPL's commitment to minimizing its environmental impact and supporting global sustainability initiatives.

MPIPL is committed to reducing value chain (Scope 3) greenhouse gas emissions through absolute reduction targets. The company collaborates with suppliers to optimize raw material sourcing, minimizes emissions during product distribution, and promotes sustainable practices among stakeholders. These actions align with MPIPL's vision of driving holistic environmental responsibility.

MPIPL has set an intensity reduction target to decrease greenhouse gas emissions per unit of production. By improving operational efficiency, adopting renewable energy, and optimizing resource use, the company ensures sustained environmental performance while meeting production goals. This commitment reflects MPIPL's dedication to achieving measurable progress in sustainability.

MPIPL maintains a comprehensive GHG inventory at the corporate level, aligned with the GHG Protocol and recognized accounting standards. The inventory includes Scope 1, 2, and 3 emissions, enabling accurate tracking and reporting. This approach ensures transparency, supports reduction strategies, and reinforces MPIPL's commitment to mitigating climate change impacts.

MPIPL collects and analyzes GHG emissions data at the product level in alignment with the GHG Protocol and other recognized accounting standards. This ensures precise tracking of carbon footprints across the product lifecycle, enabling informed decisions for reducing environmental impacts and advancing MPIPL's commitment to sustainable product design and manufacturing.

MPIPL updates its GHG inventory annually, ensuring accurate and up-to-date data on emissions across all scopes. This ongoing process supports transparency, enables effective emission reduction strategies, and aligns with global reporting standards. Regular updates reflect MPIPL's commitment to monitoring and improving its environmental performance year over year.

MPIPL monitors greenhouse gas emissions across all scopes (1, 2, and 3) to ensure comprehensive environmental management. By tracking direct, indirect, and value chain emissions, the company identifies reduction opportunities and supports sustainable practices, demonstrating its commitment to reducing the overall carbon footprint of its operations and products.

MPIPL monitors greenhouse gas emissions with a focus on significant exclusions, ensuring transparency in reporting. While certain minor sources may not be included, the company actively tracks major emissions from its operations and supply chain. This approach helps prioritize the most impactful areas for emission reduction efforts.

MPIPL's latest ESG review revealed that the company is falling behind on its greenhouse gas reduction targets. Recognizing this, we are taking immediate corrective actions, including optimizing energy use, improving resource efficiency, and enhancing collaboration with suppliers, to get back on track and meet our sustainability goals.

MPIPL's latest ESG review confirms that we are on track to meet our greenhouse gas reduction targets. Through continued improvements in energy efficiency, renewable energy adoption, and emissions monitoring, we are making significant progress toward our sustainability goals, reinforcing our commitment to reducing our environmental impact.



MPIPL's latest ESG review indicates that we are ahead of schedule in achieving our greenhouse gas reduction targets. Our proactive initiatives, such as adopting renewable energy, optimizing operations, and reducing emissions across the supply chain, have accelerated progress, demonstrating our commitment to environmental sustainability.

MPIPL shares greenhouse gas emissions data with internal stakeholders to foster transparency and drive collective action. By engaging employees across departments, the company ensures alignment on sustainability goals, encourages energy-efficient practices, and promotes a culture of responsibility toward reducing the overall carbon footprint of our operations.



MPIPL publishes its greenhouse gas (GHG) emissions report annually, making it publicly available to stakeholders. This commitment to transparency ensures accountability and provides insights into our emissions reduction efforts. By sharing this data, we demonstrate our dedication to reducing environmental impact and advancing sustainability in our operations.

MPIPL verifies its greenhouse gas (GHG) emissions through a third-party audit to ensure the accuracy and reliability of our reporting. This external verification enhances transparency, ensures compliance with global standards, and reinforces our commitment to reducing emissions and improving our environmental performance across all operations.

## Direct GHG Emissions (Scope 1)

GRI 305-1

MPIPL focuses on reducing air pollution by optimizing energy consumption and improving production processes. We implement air filtration systems to limit emissions and regularly monitor air quality. Our initiatives contribute to a healthier work environment and reduce our overall environmental impact.

MPIPL takes proactive measures to prevent emissions of atmospheric pollutants, including optimizing energy usage, implementing dust control systems, and adopting cleaner technologies in our manufacturing processes. These efforts reduce environmental nuisances, improve air quality, and align with our commitment to sustainable and responsible operations.

MPIPL actively monitors and reduces its Scope 1 GHG emissions, which result from direct operations like fuel combustion. Through energy-efficient practices and transitioning to cleaner energy sources, we aim to lower our carbon footprint and meet our sustainability targets. GHG emissions are regularly reviewed for continuous improvement.

In the financial year 2023-2024, MPIPL reported total Scope 1 greenhouse gas (GHG) emissions of 12.61 metric tons of CO<sub>2</sub> equivalent (MTCO<sub>2</sub>e). These direct emissions stemmed from fuel combustion in company-owned assets, such as manufacturing equipment and transport vehicles. As part of our commitment to environmental sustainability, we continuously monitor and manage our emissions to align with ESG principles. Our efforts include optimizing energy efficiency in production processes, adopting cleaner fuel alternatives, and implementing best practices to reduce carbon intensity. By integrating sustainable manufacturing practices, we aim to minimize our carbon footprint while maintaining high-quality standards in the design, manufacture, and supply of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase (POP) materials. Additionally, we assess emissions reduction opportunities through innovative technologies and process improvements to enhance our environmental performance. Moving forward, MPIPL remains dedicated to strengthening its decarbonization strategy by exploring renewable energy adoption, increasing operational efficiency, and engaging with stakeholders on climate-related initiatives. Our proactive approach to emissions management reflects our commitment to responsible business practices and aligns with national and global climate goals.



## Energy Indirect (Scope 2) GHG Emissions

GRI 305-2

MPIPL tracks and aims to reduce Scope 2 GHG emissions from purchased electricity, heating, and cooling. We are committed to sourcing renewable energy and improving energy efficiency in our operations, reducing the environmental impact and contributing to our sustainability goals. Emissions are consistently monitored for ongoing improvements

MPIPL is committed to reducing its environmental impact through responsible energy consumption and emissions management. In the financial year 2023-2024, our total Scope 2 greenhouse gas (GHG) emissions amounted to 281.927 metric tons of CO<sub>2</sub> equivalent (MTCO<sub>2</sub>e). These emissions result from purchased electricity used in our manufacturing and operational activities, contributing to our overall carbon footprint. As part of our sustainability strategy, we prioritize energy efficiency measures, renewable energy integration, and responsible sourcing to minimize indirect emissions. Our ongoing initiatives include optimizing production processes, upgrading to energy-efficient equipment, and exploring alternative energy sources to reduce dependence on conventional electricity. In alignment with our ESG commitments, we continuously assess and implement best practices to enhance energy efficiency and lower emissions intensity. Additionally, we engage with stakeholders, including suppliers and customers, to foster a culture of sustainability across our value chain. By monitoring and reporting our Scope 2 GHG emissions, we ensure transparency and accountability in our environmental performance. Moving forward, MPIPL aims to further reduce emissions by adopting innovative energy-saving technologies and increasing the share of renewable energy in our operations. These efforts not only support our commitment to climate action but also contribute to a more sustainable and responsible supply chain. Through strategic interventions and long-term sustainability goals, MPIPL remains dedicated to reducing its carbon footprint while delivering high-quality printed products and packaging solutions to its customers.

## Other Indirect (Scope 3) GHG Emissions

GRI 305-3

MPIPL assesses and works to reduce Scope 3 GHG emissions across our value chain, including emissions from suppliers, logistics, and product end-of-life. We actively collaborate with partners to minimize carbon footprints, enhance sustainability, and align with global environmental standards for a comprehensive emissions reduction approach.

MPIPL, a leading manufacturer of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and POP displays, is committed to sustainable practices and reducing its carbon footprint. For the fiscal year 2023-2024, the company has reported a total gross Scope 3 greenhouse gas (GHG) emissions of 20,336.259 MTCO<sub>2</sub>e. Scope 3 emissions include all indirect emissions that occur in the value chain of the company, both upstream and downstream, and are a critical element in understanding the environmental impact of MPIPL's operations beyond direct control. These emissions primarily arise from activities such as the production and transportation of raw materials, waste management, and the use of products by consumers. MPIPL recognizes that addressing Scope 3 emissions is vital in the broader context of climate change mitigation, as they often constitute a significant portion of a company's total carbon footprint. As part of its ESG strategy, MPIPL is actively working on strategies to measure, manage, and reduce these emissions across its supply chain. This includes collaborating with suppliers to ensure they adopt sustainable practices, optimizing transportation and logistics to lower fuel consumption, and improving waste management systems to minimize emissions associated with disposal. The company is also focused on increasing energy efficiency across its operations and promoting the use of renewable energy sources. By continually tracking and working to reduce its Scope 3 emissions, MPIPL is taking responsible steps towards a low-carbon future and ensuring alignment with global climate targets, contributing to its long-term sustainability goals.

MPIPL tracks and reports its total gross Scope 3 upstream GHG emissions, focusing on the carbon footprint from upstream activities, such as raw material sourcing and logistics. The company is committed to reducing these emissions by collaborating with suppliers to implement sustainable practices and improve supply chain efficiency.

MPIPL, a leading designer and manufacturer of printed products, cartons, rigid gift boxes, labels, stickers, and more, has actively worked on reducing its environmental impact in line with ESG principles. In the 2023-2024 period, MPIPL recorded a total gross of 17,535.413 MTCO<sub>2</sub>e in Scope 3 upstream GHG emissions. Scope 3 emissions encompass all indirect emissions that occur throughout the value chain, excluding those from the company's direct operations (Scope 1) and energy consumption (Scope 2). Upstream GHG emissions primarily arise from activities such as the production and transportation of raw materials, business travel, employee commuting, and waste disposal related to the supply chain. Recognizing the importance of addressing these emissions, MPIPL has implemented measures to engage suppliers in reducing their own emissions and is focused on optimizing its supply chain logistics. In line with this, the company has explored more sustainable sourcing options, including collaborating with suppliers who prioritize energy-efficient practices and low-carbon solutions. MPIPL remains committed to enhancing transparency and tracking its supply chain emissions, working toward setting reduction targets for future reporting periods.





The company continues to monitor and report Scope 3 emissions with the aim to reduce them through innovative practices and improved stakeholder collaboration, thereby reinforcing its dedication to environmental stewardship and contributing to global efforts to mitigate climate change.

## Downstream Indirect (Scope 3) GHG Emissions

GRI 305-4

MPIPL tracks and works to reduce Scope 3 downstream GHG emissions related to the transportation, distribution, and use of our products. We collaborate with downstream partners to identify emissions reduction opportunities, optimize logistics, and enhance product sustainability, contributing to our long-term environmental goals and reduced carbon footprint.

For MPIPL, the total gross Scope 3 downstream GHG emissions for the fiscal year 2023-2024 amounted to 2800.846 MTCO<sub>2</sub>e. These emissions are a part of the broader Scope 3 category, which encompasses indirect greenhouse gas emissions from the value chain, specifically downstream activities such as the distribution, use, and disposal of products. As part of MPIPL's commitment to sustainability and environmental responsibility, tracking these emissions is crucial in understanding the environmental impact beyond direct operations. The reported emissions reflect the company's ongoing efforts to evaluate and mitigate the carbon footprint associated with its supply chain and product lifecycle. MPIPL recognizes that Scope 3 emissions, which often represent the largest portion of an organization's carbon footprint, play a vital role in achieving its overall sustainability goals. In line with ESG initiatives, the company has integrated measures to monitor, reduce, and offset these emissions, collaborating with suppliers and stakeholders to foster a sustainable value chain.

Moving forward, MPIPL aims to continue enhancing its emissions reporting practices, ensuring greater transparency and setting more ambitious targets to reduce its downstream GHG emissions. This data underscores MPIPL's dedication to actively manage and reduce its environmental impact while maintaining its commitment to sustainable manufacturing practices, contributing to global efforts in mitigating climate change.

## Reduction of GHG Emissions

GRI 305-6

MPIPL has implemented additional measures to reduce energy consumption and greenhouse gas emissions, including optimizing production processes, upgrading to energy-efficient machinery, and enhancing waste management practices. These actions complement our broader sustainability efforts to minimize environmental impact and align with our carbon reduction objectives.

## Nitrogen Oxides (NOX), Sulphur Oxides (SOX), and Other Significant Air Emissions

GRI 305-7

MPIPL monitors and reports the total weight of air pollutants emitted during its production processes, including nitrogen oxides (NOX) and sulfur oxides (SOX). The company strives to reduce emissions through cleaner technologies, process optimization, and adherence to environmental regulations, supporting its ESG commitment to air quality improvement.

MPIPL has made significant strides in managing air pollutants, with a recorded total weight of 1.42 metric tons of air pollutants emitted in the fiscal year 2023-2024. This data reflects the company's continued commitment to monitoring and reducing emissions in alignment with its environmental, social, and governance (ESG) objectives. By tracking and reporting on air pollutant levels, MPIPL can identify key areas for improvement and implement targeted strategies to further reduce emissions. These strategies may include the optimization of manufacturing processes, the adoption of cleaner technologies, and the implementation of effective pollution control measures. MPIPL's commitment to reducing air pollution is in line with global sustainability trends, recognizing the importance of minimizing environmental impacts to promote better air quality, public health, and a sustainable future. Furthermore, the company's transparency in reporting these emissions supports its corporate social responsibility initiatives, highlighting the significance of environmental stewardship within the manufacturing sector. As part of its long-term ESG strategy, MPIPL will continue to focus on innovative solutions to reduce its carbon footprint and air pollutant levels, ensuring that its operations not only comply with regulatory requirements but also contribute to broader environmental conservation goals.

MPIPL employs advanced filtration and dust control technologies to mitigate emissions of particulate matter during production. By optimizing work processes and utilizing cleaner equipment, we reduce air pollutants, ensuring healthier work environments and supporting our broader environmental goals of improving air quality and minimizing emissions.

MPIPL explores the use of carbon capture and storage (CCS) technology to mitigate CO<sub>2</sub> emissions from manufacturing processes. By adopting CCS, we aim to reduce our environmental footprint, contribute to global carbon reduction efforts, and enhance the sustainability of our operations.



MPIPL employs advanced technologies and work processes to reduce emissions of VOCs, SO<sub>2</sub>, NO<sub>x</sub>, and heavy metals. This includes using low-emission materials, optimizing production methods, and incorporating filtration systems, all contributing to cleaner air, reduced environmental impact, and our commitment to sustainable manufacturing practices.

## Air Quality

GRI 305-8

MPIPL conducts periodic analysis of major air pollutants and monitors ambient air quality to ensure compliance with environmental standards. This proactive approach helps us identify pollution sources, improve air quality management, and implement corrective actions to reduce emissions, supporting our sustainability and environmental stewardship efforts.

## Air Pollution

GRI 305-9

MPIPL takes additional steps to mitigate air pollution, such as using low-emission energy sources, optimizing production processes for minimal emissions, and maintaining equipment for peak efficiency. These efforts support air quality improvement, reduce environmental impact, and align with our commitment to sustainable and responsible operations.

## Water Discharge

GRI 306-1

MPIPL regularly conducts wastewater quality assessments to ensure compliance with environmental standards. By monitoring key parameters such as chemical oxygen demand (COD) and biological oxygen demand (BOD), we minimize pollution, treat wastewater efficiently, and ensure responsible discharge, supporting our commitment to environmental sustainability.

MPIPL has mapped all waste streams within our operations, categorizing waste into types such as paper, plastic, and metal. This process helps in identifying opportunities for reduction, recycling, and proper disposal, aligning with our commitment to responsible waste management and reducing our environmental impact.

## Waste by Type and Disposal Method

GRI 306-2

MPIPL prioritizes the use of alternative, less hazardous substances in our manufacturing processes, such as non-toxic inks and eco-friendly adhesives. This minimizes the environmental impact, reduces risks to health and safety, and aligns with our sustainability goals by transitioning towards safer and more sustainable materials.

MPIPL focuses on reducing internal waste by implementing material reuse, recovery, and repurposing strategies. We recycle scrap materials, repurpose excess packaging, and optimize production processes to minimize waste, supporting our sustainability goals and contributing to a circular economy by reducing our environmental footprint.

MPIPL ensures efficient internal sorting and disposal of waste by categorizing it according to specific waste streams. We segregate materials such as paper, plastic, and metals for recycling or proper disposal, reducing landfill contributions and optimizing resource recovery, contributing to our overall environmental sustainability goals.

MPIPL has implemented additional waste management actions, including employee awareness programs and collaborations with certified waste management partners. These initiatives enhance waste diversion from landfills, ensuring more sustainable disposal practices, further reinforcing our commitment to environmental responsibility and continuous waste reduction efforts in our operations.

MPIPL tracks the total weight of non-hazardous waste generated during its operations, focusing on minimizing waste through efficient production and recycling initiatives. The company is committed to sustainable waste management practices, ensuring the reduction, reuse, and recycling of non-hazardous materials to enhance its ESG performance and environmental responsibility.



MPIPL is committed to minimizing waste generation and improving resource efficiency as part of its ESG strategy. Over the reporting period, the total weight of non-hazardous waste generated varied monthly, reflecting our continuous efforts toward waste reduction. In April, the waste amounted to 0.054 tons, followed by a decrease in May to 0.042 tons and a further decline to 0.014 tons in June. July saw a slight increase to 0.032 tons, while August and September recorded 0.021 tons and 0.014 tons, respectively. In October, waste generation was 0.018 tons, which then rose to 0.045 tons in November and slightly decreased to 0.041 tons in December. The new year began with 0.051 tons in January, followed by 0.042 tons in February and 0.045 tons in March. These figures demonstrate our focus on sustainable waste management practices, such as optimizing material usage, reducing production scrap, and enhancing recycling initiatives. The observed fluctuations can be attributed to varying production volumes and seasonal demand. However, the overall trend reflects MPIPL's commitment to maintaining low non-hazardous waste generation through process improvements, employee awareness, and responsible disposal practices. By integrating sustainable production techniques, we aim to further reduce waste and enhance circularity in our operations. Our goal remains to continuously monitor and implement best practices that align with our sustainability commitments, ensuring responsible resource management while minimizing environmental impact. Moving forward, MPIPL will strengthen waste reduction strategies, improve segregation techniques, and explore innovative recycling opportunities to achieve long-term sustainability objectives.

## Waste Generated

GRI 306-3

MPIPL tracks and manages the total weight of hazardous waste generated during its manufacturing processes. The company is committed to reducing hazardous waste through waste minimization practices, recycling, and safe disposal methods, ensuring compliance with environmental regulations and enhancing its ESG focus on sustainable waste management.

MPIPL remains committed to responsible waste management by minimizing hazardous waste generation across its operations. In the reporting period, the total hazardous waste generated varied monthly, reflecting our ongoing efforts to optimize processes and reduce environmental impact. In April, hazardous waste generation stood at 0.042 tons, decreasing significantly to 0.014 tons in May before rising to 0.047 tons in June. July saw a reduction to 0.024 tons, followed by an increase to 0.054 tons in August, the highest recorded during the year. In September, the figure slightly declined to 0.052 tons, while October saw further reduction to 0.041 tons. A notable improvement was observed in November, with hazardous waste dropping to 0.012 tons, one of the lowest values recorded. December registered 0.032 tons, maintaining a steady trend. The new year started with a lower value of 0.021 tons in January, followed by an increase to 0.032 tons in February, and another decline to 0.012 tons in March. These fluctuations indicate our continuous monitoring and enhancement of waste reduction initiatives, including process efficiency improvements, responsible sourcing, and strict compliance with waste disposal regulations. MPIPL remains focused on reducing hazardous waste generation through sustainable production practices, ensuring that environmental risks are mitigated while adhering to ESG principles. Our commitment to waste reduction aligns with global sustainability goals, reinforcing our responsibility toward environmental stewardship and resource efficiency. Moving forward, we aim to further refine our waste management strategies to achieve even lower hazardous waste levels while maintaining high operational efficiency.





MPIPL has implemented processes to effectively remove absorbable organic halides (AOX) from wastewater. Through advanced treatment technologies, we ensure the reduction of harmful substances, minimizing environmental impact and aligning with our commitment to responsible wastewater management and environmental sustainability across our operations.

MPIPL implements additional safety measures for hazardous substances, including regular audits, proper labeling, and secure storage systems. We also conduct periodic reviews to ensure compliance with safety standards, enhancing overall risk management, and safeguarding both employee well-being and the environment in our operations.

## Waste Recovery

GRI 306-4

MPIPL monitors the total weight of waste recovered through recycling and reuse initiatives. The company focuses on maximizing recovery rates for materials such as paper, plastics, and cardboard, aligning with its ESG commitment to reduce environmental impact and promote sustainable waste management practices across its operations.

MPIPL remains committed to sustainable waste management by actively recovering waste throughout the year. In the reporting period, the total weight of waste recovered fluctuated due to production cycles and process efficiencies. In April, MPIPL recovered 0.042 tons of waste, followed by an increase to 0.063 tons in May. June saw a decline to 0.042 tons, while July recorded the lowest recovery at 0.0238 tons. August marked the highest recovery of the year at 0.089 tons, demonstrating an emphasis on waste reduction initiatives. September followed with 0.067 tons, showing sustained recovery efforts. However, October and November witnessed a sharp decline to 0.024 tons and 0.012 tons, respectively, reflecting variations in production activities and material optimization. December saw an improvement, with 0.056 tons recovered. In the new year, January's recovery remained consistent at 0.042 tons, and February recorded 0.052 tons, continuing the positive trend. March closed the period with a recovery of 0.047 tons. MPIPL's ongoing commitment to waste management aligns with its ESG strategy, ensuring that waste recovery remains a key focus area in reducing environmental impact. By implementing efficient material handling and recycling processes, MPIPL aims to enhance waste recovery rates and minimize landfill contributions. These efforts contribute to a circular economy, reinforcing sustainable practices within operations. Future initiatives will further optimize recovery processes, leveraging technological advancements and industry best practices to improve sustainability outcomes. MPIPL remains dedicated to fostering environmental responsibility while enhancing resource efficiency across all its manufacturing operations.

## Waste Disposal

GRI 306-5

MPIPL ensures the specialized treatment and safe disposal of hazardous substances by partnering with certified disposal agencies. We follow strict environmental protocols to minimize risk and ensure compliance with regulations, contributing to our commitment to environmental responsibility and sustainability in waste management practices.

## Environmental Compliance

GRI 307

MPIPL adheres to environmental compliance by ensuring its products and operations align with applicable regulations. We actively engage in environmental advocacy through sustainable practices such as waste reduction, responsible sourcing, and eco-friendly packaging solutions. Our commitment contributes to long-term environmental stewardship and regulatory adherence.

MPIPL actively promotes environmental stewardship through advocacy and compliance with environmental regulations. The company supports initiatives that enhance sustainability awareness, collaborates with stakeholders to improve eco-friendly practices, and ensures strict adherence to environmental laws. MPIPL's commitment drives positive environmental impacts across its operations and the wider community.

At MPIPL, our commitment to environmental stewardship is exemplified through our active engagement in environmental services and advocacy initiatives. Over the past year, we have undertaken a series of activities aimed at promoting sustainability and environmental responsibility. In April, we organized a community outreach program focusing on environmental education, which was well-received by local stakeholders. June saw our participation in a regional environmental conference, where we advocated for sustainable practices within the manufacturing sector. In October, we collaborated with a non-profit organization to support a tree-planting drive, contributing to local reforestation efforts. December marked our involvement in a waste management workshop, aimed at enhancing our internal processes and sharing best practices with industry peers. While there were no specific activities recorded in the other months, these targeted initiatives underscore our dedication to integrating environmental considerations into our operations and community engagements. We recognize the importance of continuous improvement in our environmental advocacy efforts and are committed to expanding our initiatives in the coming year to further our positive impact.



MPIPL has established environmental emergency measures, including spill containment protocols, waste management procedures, and response plans for potential environmental incidents. These measures ensure rapid mitigation of environmental risks, safeguard surrounding ecosystems, and demonstrate our commitment to maintaining compliance with environmental regulations and sustainability goals.

## New Suppliers That Were Screened Using Environmental Criteria

GRI 308-1

MPIPL's sustainable procurement policy emphasizes environmental stewardship by selecting suppliers based on adherence to eco-friendly practices. We prioritize partnerships that minimize environmental impact through resource efficiency and sustainable materials. This policy aligns with our ESG goals, fostering a responsible supply chain and supporting global sustainability initiatives.





## ENVIRONMENT PERFORMANCE DATA



**2865 Liters**

**Materials, chemicals, and waste  
(Waste and Chemical Usage)**

GRI 301



**1.2%**

**Product end-of-life  
(Take-back program participation rate)**

GRI 301



**8%**

**Percentage of recycled wood and wood-  
based products or materials**

GRI 301-2



**18.2%**

**Percentage of certified wood and wood-  
based products or materials**

GRI 301-2



## ENVIRONMENT PERFORMANCE DATA



**361187 kWh**

**Total energy consumption**

GRI 302-1



**1347 kWh**

**Total renewable energy consumption**

GRI 302-2



**477962 Liters**

**Water  
(Water Pollution)**

GRI 303



## ENVIRONMENT PERFORMANCE DATA



**3047 Cubic Meters**

**Total water consumption**

GRI 303-1



**7632 Liters**

**Total amount of water recycled and reused**

GRI 303-3



**9%**

**Biodiversity  
(Percentage of Green coverage)**

GRI 304



**Yellow Grade  
Air pollution  
(Air quality index)**

GRI 305





## ENVIRONMENT PERFORMANCE DATA



**12.61 MTCO<sub>2</sub>e**

**Total gross Scope 1 GHG emissions**

GRI 305-1



**281.927 MTCO<sub>2</sub>e**

**Total gross Scope 2 GHG emissions**

GRI 305-2



**20336.259 MTCO<sub>2</sub>e**

**Total gross Scope 3 GHG emissions**

GRI 305-3



**17535.413**

**Total gross Scope 3 Upstream GHG emissions**

GRI 305-3



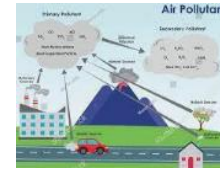
## ENVIRONMENT PERFORMANCE DATA



**2800.846 MTCO<sub>2</sub>e**

**Total gross Scope 3 Downstream GHG emissions**

GRI 305-4



**1.42 Metric Tons**

**Total weight of air pollutants**

GRI 305-7



**0.419 Tons**

**Total weight of non-hazardous waste**

GRI 306-2



**0.383 Tons**

**Total weight of hazardous waste**

GRI 306-3



## ENVIRONMENT PERFORMANCE DATA



**0.559 Tons**

**Total weight of waste recovered**

GRI 306-4



**4 Nos**

**Environmental services and advocacy  
(Participation Rate)**

GRI 305-7

**SOCIAL**





## Labor/Management Relations

GRI 402

MPIPL ensures fair and safe working conditions by adhering to labor laws and promoting respectful, inclusive practices. We offer competitive wages, benefits, and work-life balance initiatives. Regular training and open communication foster a positive work environment, enhancing employee satisfaction and overall organizational productivity.

MPIPL fosters social dialogue by maintaining open communication between management and employees. Regular meetings, feedback channels, and collaborative decision-making ensure mutual understanding and address workplace concerns. This approach strengthens relationships, promotes trust, and aligns efforts to enhance working conditions, driving organizational growth and employee satisfaction.

## Employment and labor relations

GRI 402-1

MPIPL is dedicated to providing fair and ethical working conditions for all employees. We ensure compliance with labor laws, offer competitive wages, and maintain a safe and respectful workplace. Regular training and grievance mechanisms are in place to support employee well-being, promoting a positive and productive work environment.

MPIPL demonstrates a strong commitment to ensuring optimal working conditions through comprehensive health insurance coverage for its employees. Across all months in the reporting period, from April through March, 100% of employees were provided with health insurance coverage, reflecting the company's dedication to employee welfare and well-being. This consistent provision of health insurance coverage highlights MPIPL's commitment to maintaining a safe and healthy work environment, ensuring that employees have access to necessary healthcare services. The company's unwavering support in this area is evident through the continuity of this benefit, which is crucial for maintaining a positive and productive workforce. By offering full health insurance coverage year-round, MPIPL not only meets essential workplace health standards but also fosters a culture of trust and responsibility, prioritizing employee health as a key aspect of its overall corporate sustainability strategy. The data from April to March, with no deviation from 100% coverage, underscores MPIPL's proactive approach to employee care, reinforcing its commitment to working conditions and its broader Environmental, Social, and Governance (ESG) objectives. This initiative contributes to a supportive work environment, enhancing employee satisfaction and productivity, and aligns with MPIPL's core values of integrity, employee-centric policies, and long-term sustainability.

## Management of labor relations

GRI 402-2

MPIPL fosters open social dialogue between management and employees, promoting transparency and mutual understanding. Regular consultations, feedback sessions, and grievance mechanisms empower employees to express concerns and contribute ideas. This collaborative approach strengthens trust, enhances workplace relationships, and ensures alignment with our commitment to fair labor practices and social responsibility.

MPIPL is committed to fostering an inclusive and engaging workplace by encouraging social dialogue among employees. In the financial year 2023-2024, a total of 15 employees actively participated in structured social dialogue initiatives, contributing to improved workplace relations and collective decision-making. Participation was recorded across different months, with one employee engaging in discussions in April, May, June, and July 2023, followed by an increase in August and September with two employees each. October and November saw one employee each participating, while December recorded no participation. The new year started with renewed engagement, as two employees participated in January 2024, followed by one in February and another in March. These dialogues covered essential workplace topics such as employee rights, working conditions, and grievance resolution, ensuring a collaborative and transparent environment. MPIPL remains committed to strengthening employee engagement by expanding social dialogue opportunities and fostering an open communication culture. The company recognizes that active participation in these dialogues enhances mutual understanding between management and employees, promoting workplace harmony and organizational growth. Future initiatives will focus on increasing participation rates and incorporating feedback mechanisms to further improve workplace policies and employee well-being. Through such efforts, MPIPL aims to create a more inclusive and sustainable work environment aligned with its ESG commitments.

## Occupational Health and Safety

GRI 403

MPIPL prioritizes employee health and safety through comprehensive management systems. Regular safety audits, risk assessments, and training programs are implemented to prevent accidents and injuries. We ensure a safe working environment, emphasizing employee well-being and fostering a culture of safety throughout our operations.



MPIPL fosters good working conditions through initiatives such as employee engagement programs, regular facility upgrades, comfortable break areas, flexible work schedules, and open communication channels. These actions contribute to a positive work culture, ensuring employees' physical and mental well-being and creating a productive and supportive workplace environment.

MPIPL tracks and reports the number of days lost to work-related injuries, fatalities, and ill health. The company has implemented health and safety protocols to reduce incidents and continuously improves training programs to enhance workplace safety, aiming to minimize work-related absences and ensure employee well-being.

For MPIPL, the number of days lost to work-related injuries, fatalities, and ill health in the 2023-2024 period totaled 3 days. This metric is crucial for understanding the impact of workplace safety and health on operations. It reflects the company's ongoing commitment to ensuring a safe working environment for its employees, consistent with the company's adherence to health and safety regulations and best practices. The data highlights that while the organization has made significant progress in mitigating workplace hazards, incidents still occurred that led to a small number of lost workdays. MPIPL recognizes the importance of maintaining and improving its safety protocols to reduce such incidents and minimize the associated impact on workforce productivity. The company is dedicated to continuously enhancing its occupational health and safety management systems, focusing on risk prevention strategies and effective emergency response measures. Additionally, MPIPL has been actively training employees on safety measures, promoting a culture of awareness, and providing necessary safety equipment to prevent injuries and illnesses. The relatively low number of days lost in 2023-2024 demonstrates the effectiveness of these efforts but also serves as a reminder of the ongoing need for vigilance in safeguarding employee well-being. MPIPL is committed to further reducing these figures in the coming years by fostering a proactive safety culture and maintaining a zero-tolerance approach to workplace accidents and health risks. This commitment is aligned with the company's overall ESG objectives of enhancing employee welfare and operational sustainability.

MPIPL closely monitors and reports the number of work-related accidents, prioritizing safety through regular training, hazard assessments, and robust safety protocols. The company is committed to reducing incidents by fostering a culture of awareness, providing appropriate safety equipment, and ensuring a safe working environment for all employees.



MPIPL takes a proactive approach to workplace safety, focusing on minimizing the number of work-related accidents within the organization. Over the course of the year, the company has maintained a relatively low incidence rate, showcasing its commitment to ensuring a safe working environment. In April, there were no reported accidents, while May saw one incident. The remaining months, from June to March, all recorded zero accidents, highlighting the effectiveness of safety measures implemented at MPIPL. The company continuously works towards enhancing safety protocols, providing regular safety training, and fostering a safety-conscious culture among employees. This consistent performance in accident reduction reflects MPIPL's dedication to maintaining a safe workplace, aligning with its overall ESG objectives and ensuring the well-being of its workforce. MPIPL will continue to monitor and improve safety measures in the upcoming year to uphold these positive results and strive for a zero-incident work environment.

## Occupational health and safety management system

GRI 403-1

MPIPL prioritizes employee health and safety through a comprehensive occupational health and safety management system. We conduct regular risk assessments, safety training, and health check-ups, ensuring a safe working environment. With strict compliance to safety protocols, MPIPL fosters a culture of well-being, reducing incidents and promoting employee health and productivity.



MPIPL, a manufacturer and supplier of printed products and packaging solutions, places a strong emphasis on employee health and safety as part of its ESG strategy. Over the course of the year, the company has successfully maintained a safe working environment, with incidents being minimal. In April, there were no incidents recorded, setting the tone for a proactive approach to safety. However, in May, a single incident was reported, highlighting the importance of continuous vigilance in workplace safety. Following this, the months of June through March witnessed no further incidents, reflecting the effectiveness of the corrective actions and ongoing safety protocols implemented by the company. These protocols include regular safety training, equipment inspections, and hazard assessments, ensuring that all employees work in an environment that prioritizes their health and well-being. The company's dedication to fostering a safe workplace is also evident in the absence of incidents for the majority of the year, particularly in the months following the May occurrence. MPIPL's approach to health and safety aligns with its broader commitment to sustainability and the welfare of its workforce. The data clearly indicates that the company's safety measures are effective, contributing to an environment where employees are protected from harm, enabling them to perform their roles efficiently. Going forward, MPIPL will continue to monitor and improve its health and safety practices to maintain an incident-free environment.



## Worker Training on Health and Safety

GRI 403-5

MPIPL provides comprehensive training to employees on the safe handling and management of hazardous substances. This includes awareness programs, safety protocols, and emergency procedures, ensuring a safe working environment while reducing risks associated with hazardous materials, and supporting our commitment to employee health and safety.

## Training and Education

GRI 404

MPIPL invests in career management and training programs to support employee growth and development. We provide skill-building workshops, leadership training, and advancement opportunities, empowering employees to reach their full potential. This commitment enhances workforce competency, drives innovation, and contributes to long-term organizational success.

MPIPL promotes career management by offering personalized mentorship programs, leadership development opportunities, and cross-functional training. Employees are encouraged to pursue professional certifications, while the company supports attendance at industry seminars and workshops, ensuring continuous skill development and career progression within the organization.



## Average hours of training per year per employee

GRI 404-1

MPIPL fosters a culture of continuous learning, providing an average of 24 training hours per employee annually. Training encompasses technical skills, sustainability practices, and leadership development, enhancing workforce capabilities and ESG integration. This commitment ensures employee growth, operational excellence, and alignment with sustainability goals, benefiting both individuals and organizational performance.

MPIPL, a leader in the design, manufacture, and supply of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and POP, has made substantial efforts to enhance employee skills through consistent training. In the reporting period, the average hours of training provided per employee varied monthly to address evolving needs. In April, employees received an average of 8 hours of training, with a significant increase in May to 16 hours. The training hours fluctuated throughout the year, with several months maintaining a steady 8 hours (June, July, August, September, November, January, and March). In contrast, October and December saw another boost to 16 hours. Similarly, February also saw an increase to 16 hours of training per employee. The strategic variation in training hours reflects MPIPL's commitment to maintaining a skilled workforce while balancing production requirements. The consistent training approach, with an average of 10.6 hours per employee across the year, ensures that employees are continually developed, which aligns with the company's broader commitment to sustainability, including talent development and operational excellence. These training hours are a key part of MPIPL's ESG practices, ensuring that employees are empowered to thrive in a dynamic and evolving industry. This commitment to continuous improvement through training helps foster a culture of innovation and operational efficiency, contributing positively to both employee growth and the company's overall sustainability goals.

## Programs for upgrading employee skills and transition assistance programs

GRI 404-2

MPIPL is committed to career management and employee development through continuous training programs. We offer skill enhancement opportunities, workshops, and leadership development initiatives, ensuring that employees grow professionally. Our focus on career progression and personal development fosters a motivated workforce, aligning individual goals with the company's objectives for sustained growth.

MPIPL is committed to enhancing employee career management and training, fostering continuous growth and development. In the reporting period, the company focused on providing training opportunities to employees to strengthen their skills. In April, the company provided training to 1 employee, followed by 2 employees in May, indicating a gradual increase in opportunities. The training count remained steady in June with 1 employee, and continued similarly through July and August, with 1 and 2 employees respectively receiving training. September saw an uptick with 2 employees trained, maintaining the same count through October and November. December mirrored this trend with 2 employees participating in training sessions, while January started the new year with 1 employee undergoing training. In February, the company ramped up its efforts again, training 2 employees, and concluded the year with 1 employee benefiting from career management and training in March. Throughout the year, MPIPL remained dedicated to providing consistent and effective career development programs, aligning with its long-term ESG goals of employee engagement and skill enhancement. The total number of employees trained during the year reflects the company's commitment to maintaining a well-equipped workforce, contributing to both individual and organizational growth. This continued focus on career management and training underscores MPIPL's commitment to employee empowerment and fostering a culture of continuous improvement.





MPIPL conducts regular training programs to raise employee awareness on waste reduction and sorting. We educate our workforce on sustainable practices, proper waste segregation, and efficient recycling techniques. This empowers employees to actively participate in waste management initiatives, fostering a culture of sustainability within the company.

## Diversity and Equal Opportunity

GRI 405

MPIPL promotes diversity, equity, and inclusion within the workplace by fostering a culture of respect and fairness. We ensure equal opportunities for all employees, regardless of gender, race, or background, and actively support diverse hiring practices, training, and employee resource groups to cultivate an inclusive environment.

MPIPL promotes diversity, equity, and inclusion by organizing awareness programs and workshops. The company supports employee resource groups and fosters an inclusive work environment through mentorship opportunities. Additionally, MPIPL has set diversity targets in hiring and ensures equal opportunities for all employees regardless of background.

## Diversity of governance bodies and employees

GRI 405-1

MPIPL promotes workplace diversity by actively increasing female representation across all levels. Women constitute 28% of the total workforce, reflecting our commitment to gender equality. Through targeted recruitment and retention strategies, MPIPL fosters an inclusive culture, supporting women in leadership and operational roles to drive organizational growth.

MPIPL is committed to fostering an inclusive work environment that values diversity and gender equality. In the fiscal year 2023-2024, the company employed 28% women across its entire workforce, reflecting a strong dedication to enhancing female representation in all operational areas. This percentage highlights MPIPL's ongoing efforts to create an equal opportunity workplace where women have access to various roles, from manufacturing and production to administrative and managerial positions. The company recognizes that gender diversity not only aligns with its corporate social responsibility goals but also enhances organizational performance by bringing diverse perspectives and innovative solutions. MPIPL is dedicated to implementing policies that promote the recruitment, retention, and development of women employees, providing opportunities for career growth through skill-building programs, mentorship, and leadership development initiatives. The company also ensures equal pay for equal work, reinforcing its commitment to eliminating gender biases in compensation and advancement. By tracking and reporting these figures, MPIPL demonstrates transparency in its diversity initiatives and emphasizes its long-term goal of achieving gender parity at all levels of the organization. Through continuous improvement of its diversity and inclusion practices, MPIPL aims to further increase the percentage of women in the workforce, creating a balanced and equitable workplace that reflects the broader values of sustainability and social responsibility. This effort is a crucial aspect of MPIPL's ESG strategy, aligning with global standards and contributing to the development of a fair and just society.

MPIPL is committed to fostering an inclusive workplace. Employees from minority or vulnerable groups represent % of our total workforce. By implementing equitable hiring practices and offering supportive programs, we ensure equal opportunities, enhance diversity, and promote a culture of respect and collaboration throughout the organization.

In the fiscal year 2023-2024, MPIPL has made significant strides in fostering a diverse and inclusive work environment by ensuring that 14% of our total workforce comprises individuals from minority and/or vulnerable groups. This commitment is a key aspect of our corporate sustainability efforts, reflecting our dedication to equal opportunities and social responsibility. We recognize the value that diverse perspectives bring to the workplace, and our initiatives have been designed to provide a safe and empowering environment for all employees, regardless of their background. Through targeted recruitment strategies, partnerships with community organizations, and training programs focused on diversity and inclusion, we have worked diligently to create a workforce that mirrors the diverse nature of the society in which we operate. In addition, our company continues to monitor and assess the effectiveness of these initiatives, aiming to increase the representation of these groups further in the coming years. This aligns with our broader ESG goals of promoting social equity, fairness, and inclusion, ensuring that all employees have access to equal opportunities for growth and development.



By integrating these principles into our business practices, MPIPL not only contributes to a more inclusive workforce but also strengthens our commitment to sustainable business practices that prioritize people, planet, and profit. This percentage demonstrates our ongoing efforts and our recognition of the importance of diversity and inclusion as a core element of our long-term business strategy.

MPIPL is committed to fostering a diverse, equitable, and inclusive workplace. We promote equal opportunities for all employees, irrespective of gender, ethnicity, or background. Through targeted recruitment, training, and support programs, we ensure a culture of respect and belonging, empowering individuals to thrive and contribute to the company's success.

MPIPL is committed to fostering Diversity, Equity, and Inclusion (DEI) within its workforce. However, for the reporting period from April 2023 to March 2024, the DEI-related count remained at zero across all months, indicating no recorded diversity hires, equity-driven initiatives, or inclusion-specific programs during this timeframe. While this data reflects the current state, MPIPL recognizes the importance of building a diverse and inclusive workplace. The company is actively evaluating strategies to enhance DEI efforts, including initiatives to improve representation, equitable opportunities, and an inclusive work environment. Moving forward, MPIPL aims to implement structured DEI policies, set measurable goals, and track progress to ensure continuous improvement in fostering an equitable and diverse workforce.

## Freedom of Association and Collective Bargaining

GRI 407-1

MPIPL is committed to advancing diversity in our supply chain through initiatives that go beyond hiring practices. We engage with suppliers to provide training on diversity, equity, and inclusion, and encourage the development of diverse leadership teams. This strengthens our ESG strategy and promotes a more inclusive supply chain.

## Child Labor

GRI 408

MPIPL upholds strict policies against child labor, forced labor, and human trafficking in our operations. We ensure compliance with labor laws and ethical sourcing practices, conducting regular audits to maintain a safe, fair, and respectful work environment for all employees, free from exploitation and abuse.

MPIPL enforces strict policies prohibiting child labor, forced labor, and human trafficking. The company conducts regular audits of its supply chain to ensure compliance with these policies. Additionally, MPIPL collaborates with local NGOs to raise awareness and provides training for employees and suppliers on ethical labor practices.

## Operations and suppliers at significant risk for incidents of child labor, Operations and suppliers at significant risk for incidents of forced or compulsory labor

GRI 408-1, 409-1

MPIPL strictly prohibits child labor, forced labor, and human trafficking in all its operations and supply chains. We adhere to national labor laws and international standards, conducting regular audits and ensuring that all employees work voluntarily and are of legal working age, maintaining a safe and ethical working environment.

MPIPL upholds a strong commitment to human rights by ensuring a zero-tolerance policy towards child labor, forced labor, and human trafficking across all operations. From April 2023 to March 2024, MPIPL recorded zero cases of such violations each month, reaffirming its dedication to ethical labor practices. The company maintains strict compliance with national and international labor laws, conducting regular audits and employee awareness programs to prevent exploitative labor practices. Throughout the year, MPIPL reinforced its due diligence mechanisms, ensuring all workers, including contractual and supply chain employees, operate under fair working conditions. Monthly assessments confirmed zero incidents in April, May, June, July, August, September, October, November, December 2023, and January, February, and March 2024. These results reflect MPIPL's continuous efforts to foster a responsible and transparent supply chain, free from any form of modern slavery. The company collaborates with stakeholders, including suppliers and regulatory bodies, to strengthen labor rights and ethical sourcing. Employee training and grievance mechanisms are in place to promptly identify and address any concerns. By integrating ESG principles into its core operations, MPIPL ensures a safe, fair, and compliant work environment while reinforcing its commitment to social responsibility. Through proactive monitoring and stakeholder engagement, MPIPL remains steadfast in eliminating risks associated with child labor, forced labor, and human trafficking, contributing to a more sustainable and ethical business landscape.



## Human Rights Assessment

GRI 412

MPIPL upholds human rights by ensuring fair treatment and protection for external stakeholders, including suppliers and contractors. We evaluate human rights risks in our supply chain, address potential violations, and work with partners to ensure compliance with ethical standards, fostering a positive impact on local communities and stakeholders.

MPIPL upholds human rights across its supply chain and operations, ensuring ethical practices in dealing with external stakeholders. The company conducts regular assessments, engages with suppliers to promote fair labor practices, and addresses human rights risks proactively. MPIPL is committed to fostering respect, equality, and dignity for all stakeholders.

MPIPL is committed to upholding human rights principles in all aspects of its operations, including its interactions with external stakeholders. For the fiscal year 2023-2024 (April to March), MPIPL reports zero instances of human rights violations or related issues in its external stakeholder engagements. This includes suppliers, customers, partners, and any other external parties with whom the company interacts. MPIPL ensures that all external stakeholders adhere to human rights standards, emphasizing the prevention of forced labor, child labor, discrimination, and violations of workers' rights. Through its robust due diligence processes, MPIPL actively evaluates and monitors the human rights practices of its suppliers and business partners to ensure alignment with international human rights frameworks and principles. In line with its ESG commitments, the company fosters open communication channels for stakeholders to report any concerns related to human rights, offering a transparent and accountable approach to addressing potential issues. MPIPL's policy also includes a thorough review of contractual obligations and ensures that any third-party agreements reflect the company's human rights standards. While no incidents were reported in 2023-2024, MPIPL remains vigilant in promoting the protection of human rights and will continue to monitor and assess any potential risks, ensuring the integrity and ethical conduct of its external relationships. This ongoing commitment to human rights supports MPIPL's broader ESG strategy, reinforcing its role as a responsible corporate entity in India's business landscape.

## Local Community Engagement

GRI 413-1

MPIPL has implemented measures to avoid road congestion, including optimizing delivery schedules, promoting off-peak transport hours, and coordinating with logistics partners for efficient routing. These actions reduce traffic impact, minimize emissions, and support sustainable transportation practices, benefiting both the community and the environment.

MPIPL actively supports local environmental initiatives and advocacy efforts. We collaborate with environmental NGOs, participate in tree planting drives, and sponsor clean-up campaigns. These actions contribute to community awareness and foster environmental responsibility, demonstrating our commitment to environmental sustainability beyond operational practices.

## Noise Pollution

GRI 413-2

MPIPL conducts regular noise measuring campaigns at site boundaries to monitor and manage noise pollution. These measurements ensure compliance with environmental regulations, minimize noise disruptions to the surrounding community, and help implement corrective actions to maintain a quiet and sustainable operational environment.

MPIPL has implemented various work processes and technologies to mitigate noise, including the installation of soundproofing materials, machinery maintenance for quieter operations, and the use of noise barriers around high-noise areas. These measures reduce operational noise, ensuring compliance with regulations and minimizing environmental impact.

## Supplier Social Assessment

GRI 414

MPIPL actively supports diversity in its supply chain by collaborating with women-owned businesses. Through targeted procurement strategies, we enhance economic opportunities for women entrepreneurs, promote inclusivity, and strengthen local communities. This initiative aligns with our ESG commitment to fostering equitable growth and sustainable development across our value chain.



MPIPL emphasizes responsible sourcing through its Sustainable Procurement Policy, ensuring suppliers adhere to ethical labor practices and respect human rights. Our policy prioritizes fair wages, safe working conditions, and freedom from discrimination or forced labor, fostering partnerships that align with our ESG values and contribute to sustainable development goals.

MPIPL collaborates with minority-owned and vulnerable group businesses in its supply chain, fostering diversity and inclusion. By prioritizing partnerships with these enterprises, we aim to empower underrepresented communities, enhance economic equity, and promote sustainable growth across our supply chain, aligning with our ESG commitments to responsible procurement practices.

## New Suppliers That Were Screened Using Social Criteria

GRI 414-1

MPIPL promotes diversity, equity, and inclusion in its supplier workforce by prioritizing partnerships with suppliers that embrace inclusive hiring practices. We encourage equitable opportunities for underrepresented groups, fostering fair treatment and diversity. This initiative strengthens our ESG commitment and contributes to building a more inclusive and sustainable supply chain.

MPIPL tracks additional CSR KPIs for suppliers, focusing on areas such as ethical labor practices, community engagement, and environmental impact. We prioritize suppliers who demonstrate strong performance in these areas, fostering a responsible supply chain. This approach supports our ESG goals and promotes sustainable, ethical business practices.

## Negative Social Impacts in the Supply Chain and Actions Taken

GRI 414-2

MPIPL upholds high ethical standards by requiring targeted suppliers to sign our Supplier Code of Conduct. In the reporting year, 100% of our key suppliers signed the code, ensuring compliance with our ESG principles, including labor rights, environmental protection, and ethical business practices throughout the supply chain.

In the financial year 2023-2024, MPIPL continued its commitment to responsible sourcing and supplier accountability by ensuring that 100% of its targeted suppliers signed the Supplier Code of Conduct. This initiative aligns with our Environmental, Social, and Governance (ESG) objectives, reinforcing ethical business practices, labor rights, environmental protection, and anti-corruption measures across our supply chain. By integrating sustainability principles into supplier engagement, we aim to foster transparency, mitigate supply chain risks, and enhance long-term partnerships with responsible vendors. The Supplier Code of Conduct outlines clear expectations regarding compliance with local and international regulations, ethical labor standards, resource efficiency, and waste management. To strengthen adherence, MPIPL conducted awareness sessions and follow-ups, encouraging suppliers to align with our corporate sustainability goals. By setting a strong foundation for ethical procurement, we strive to increase supplier participation in the coming years, ensuring a higher percentage of compliance with sustainability commitments. Our proactive approach not only enhances operational integrity but also contributes to a more sustainable and responsible supply chain ecosystem, reinforcing MPIPL's leadership in ethical manufacturing and responsible business practices.

MPIPL ensures that our supplier contracts include clauses addressing environmental, labor, and human rights standards. In the reporting year, 100% of targeted suppliers had contracts incorporating these essential requirements, reinforcing our commitment to ethical sourcing and aligning with our ESG principles for a responsible and sustainable supply chain.

In the financial year 2023-2024, MPIPL has taken significant strides in integrating sustainability and ethical governance into its supply chain. Acknowledging the critical role of suppliers in upholding ESG principles, 100% of our targeted suppliers have contracts that explicitly incorporate environmental, labor, and human rights requirements. This initiative ensures compliance with responsible business practices, reinforcing our commitment to sustainability beyond our direct operations. By embedding these clauses into supplier agreements, we foster accountability, mitigate risks related to labor rights violations, and promote environmental stewardship across the value chain. Our approach aligns with global standards, enhancing transparency and encouraging suppliers to adopt best practices in ethical labor conditions, resource efficiency, and regulatory adherence. Additionally, we actively engage with suppliers through audits, training sessions, and continuous dialogue to ensure effective implementation of these contractual obligations. The 60% coverage represents our ongoing progress, and we aim to expand this percentage further in the coming years. Strengthening supplier compliance with ESG criteria not only fortifies our sustainability goals but also aligns with stakeholder expectations, regulatory requirements, and industry benchmarks. Through this strategic supplier engagement, MPIPL reinforces its vision of responsible business conduct while fostering a sustainable and resilient supply network.



MPIPL conducts CSR assessments to ensure our suppliers align with our sustainability and ethical standards. In the reporting year, 100% of our targeted suppliers underwent CSR assessments, evaluating their performance on environmental, social, and governance criteria. This supports our ESG commitment to responsible sourcing and sustainable practices.

In the 2023-2024 period, MPIPL, a leader in the design, manufacturing, and supply of printed products and packaging solutions, continued its commitment to corporate sustainability through the active integration of Environmental, Social, and Governance (ESG) principles. One key aspect of our ESG strategy involved evaluating the sustainability performance of our suppliers, with a specific focus on Corporate Social Responsibility (CSR) assessments. This year, MPIPL successfully covered 100% of its targeted suppliers in a thorough CSR assessment process, a significant step towards ensuring responsible sourcing practices across our supply chain. The CSR assessments focused on key areas such as environmental impact, ethical labor practices, and fair business operations. By evaluating the CSR compliance of our suppliers, MPIPL aims to mitigate risks, enhance the sustainability of the products we offer, and foster long-term relationships with suppliers who align with our core values of responsibility, transparency, and sustainability. This initiative underscores our commitment to maintaining a supply chain that not only meets high-quality standards but also adheres to ethical practices that support the well-being of our communities and environment. As part of our ongoing efforts, we plan to expand this coverage in the coming years, driving further improvements in sustainability across our operations and contributing to our broader ESG goals. The 60% target represents a solid foundation for future enhancements in supplier responsibility, contributing to MPIPL's mission of promoting sustainable growth and corporate responsibility.

MPIPL ensures that our suppliers meet CSR standards through on-site audits. In the reporting year, 100% of our targeted suppliers underwent a comprehensive CSR audit, evaluating their practices related to environmental, social, and governance issues. This action strengthens our ESG commitment and promotes sustainable supply chain management.

MPIPL has made significant strides in enhancing its sustainability practices by implementing comprehensive corporate social responsibility (CSR) measures, particularly in its supplier network. In the 2023-2024 period, 100% of the company's targeted suppliers underwent an on-site CSR audit, underscoring MPIPL's commitment to ensuring that its suppliers adhere to the highest standards of ethical, social, and environmental responsibility. These on-site audits are a vital part of MPIPL's strategy to foster long-term partnerships with suppliers who prioritize sustainable practices, human rights, fair labor conditions, and environmental stewardship. By conducting these audits, MPIPL ensures that suppliers are not only meeting regulatory requirements but are also actively working to improve their ESG performance. The company's approach aligns with its broader ESG goals, ensuring supply chain transparency and fostering collaboration for continuous improvement. This proactive auditing process allows MPIPL to identify potential areas of concern, provide guidance to suppliers on best practices, and work together to address any challenges. Through such efforts, MPIPL reinforces its role as an ESG leader within the industry, driving positive change across its supply chain. With a clear focus on monitoring and enhancing the CSR standards of its suppliers, MPIPL is laying a strong foundation for sustainable growth, contributing to both local and global sustainability goals, and creating a more responsible supply chain ecosystem.

The company aims to expand the percentage of suppliers covered by such audits in the coming years, reinforcing its commitment to responsible sourcing and ethical business practices.

MPIPL actively collaborates with suppliers to address sustainability issues. In the reporting year, 100% of audited suppliers engaged in corrective actions or capacity-building initiatives, focusing on improving their environmental and social performance. This supports our ESG objectives by fostering continuous improvement and promoting responsible supply chain practices.

MPIPL is committed to maintaining a robust supply chain that adheres to the highest sustainability standards. In the fiscal year 2023-2024, 100% of our suppliers underwent audits and assessments aimed at identifying areas for improvement in their environmental, social, and governance (ESG) practices. As part of our ongoing commitment to enhancing supplier performance, we worked closely with these suppliers to implement corrective actions and capacity-building initiatives. This proactive approach ensures that our suppliers align with MPIPL's values and adhere to best practices in sustainability, ethical conduct, and operational efficiency. By providing guidance and support, we help our suppliers improve their processes, reduce their environmental footprint, and enhance their social responsibility efforts. The collaborative nature of this process allows MPIPL to foster a strong, sustainable, and transparent supply chain, contributing to the overall achievement of our ESG goals. Additionally, our commitment to continuous improvement ensures that we not only meet regulatory requirements but also support the long-term sustainability of our business and the communities in which we operate.

This effort reflects our dedication to maintaining a supply chain that upholds the principles of ethical business practices, environmental stewardship, and social responsibility, ultimately creating value for all stakeholders and reinforcing MPIPL's position as a leader in responsible manufacturing.



## Customer Health and Safety

GRI 416

MPIPL prioritizes customer health and safety by ensuring its products meet stringent quality and safety standards. The company uses non-toxic materials, implements rigorous testing, and adheres to regulatory compliance. By providing safe and sustainable products, MPIPL fosters trust and promotes the well-being of its customers and end-users.

MPIPL is committed to ensuring the highest standards of customer health and safety across all our printed products, including cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and point-of-purchase materials. For the reporting period of April 2023 to March 2024, MPIPL recorded zero incidents related to customer health and safety, demonstrating our strong compliance with regulatory requirements and adherence to industry best practices. Our commitment to product safety is reinforced through rigorous quality control measures, material compliance checks, and process optimizations that mitigate risks associated with harmful substances, printing defects, and structural integrity. We follow stringent safety protocols, including compliance with global packaging and labeling regulations, to ensure that our products meet high safety standards for consumer use. Our proactive approach includes regular risk assessments, product testing, and supplier audits to maintain the safety and reliability of our offerings. Additionally, employee training programs focus on enhancing awareness and responsibility in quality control and safety compliance. Customer feedback mechanisms and complaint resolution processes further strengthen our commitment to continuous improvement. With a zero-incident record for 2023-2024, MPIPL reaffirms its dedication to delivering safe, high-quality printed products that align with our ESG commitments and customer expectations. Our unwavering focus on customer health and safety underscores our responsibility as a sustainable and responsible manufacturer, ensuring that every product we design, manufacture, and supply meets the highest standards of safety and reliability.

MPIPL ensures the safe use of its products by adhering to quality standards and regulations. The company focuses on producing non-toxic, environmentally-friendly packaging and printed materials. It provides clear usage instructions and safety guidelines, promoting consumer well-being while minimizing the environmental impact during the product's use phase.

MPIPL, a leading manufacturer and supplier of printed products, cartons, rigid gift boxes, shipper boxes, labels, stickers, books, and POP materials, remains committed to sustainable product use as part of its ESG strategy. In the financial year 2023-2024, MPIPL achieved a product usage rate of 75%, reflecting the company's dedication to resource efficiency and responsible consumption. This percentage signifies the proportion of materials utilized effectively within the production cycle, minimizing waste and optimizing raw material usage. By implementing advanced design techniques, process optimizations, and material innovations, MPIPL has enhanced its product lifecycle management, ensuring minimal environmental impact while maintaining high-quality standards. The company actively collaborates with suppliers to source sustainable materials and integrates eco-friendly production methods to align with global sustainability goals. Moreover, MPIPL promotes circular economy principles by encouraging the reuse and recyclability of its products, supporting its customers in reducing packaging waste. Through continuous improvement initiatives and investment in sustainable technology, MPIPL is committed to further enhancing its product usage efficiency in the coming years. These efforts reinforce the company's role in fostering environmental stewardship and responsible manufacturing practices, demonstrating its commitment to ESG principles while delivering innovative and sustainable packaging solutions to its clients.

## Assessment of the health and safety impacts of product and service categories

GRI 416-1

MPIPL ensures that its printed products and packaging meet stringent safety standards. We conduct regular assessments of product designs and materials, ensuring they are safe for consumer use. Our commitment to quality and safety underpins customer health, with no reported incidents related to our products.

## Customer Privacy

GRI 418

MPIPL prioritizes information security through stringent data protection measures and compliance with global standards. Our cybersecurity framework includes regular audits, employee training, and robust encryption protocols to safeguard sensitive information. These efforts reflect our commitment to maintaining trust, protecting stakeholder data, and ensuring the integrity of our digital and operational systems.



MPIPL implements robust information security measures, including advanced encryption, regular system audits, and employee training programs. We deploy incident response protocols and conduct periodic risk assessments to safeguard customer data. Our proactive approach aligns with ESG principles, ensuring privacy and minimizing risks associated with unauthorized access or data breaches.

## Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data

GRI 418-1

MPIPL prioritizes information security and data privacy through stringent protocols and employee training. In the reporting year, no confirmed information security incidents were recorded. This reflects our commitment to safeguarding sensitive information, maintaining client trust, and upholding the highest standards of data protection as part of our ESG.

MPIPL prioritizes information security, ensuring robust measures to prevent breaches and safeguard data integrity. From April 2023 to March 2024, the company reported zero confirmed information security incidents, reflecting the effectiveness of its cybersecurity protocols. Throughout the year, MPIPL maintained zero incidents each month, reinforcing its commitment to data protection. Rigorous security policies, continuous employee training, and advanced cybersecurity systems contributed to this achievement. April, May, June, July, August, September, October, November, December, January, February, and March all recorded zero incidents, showcasing a consistent track record of secure operations. Regular audits, compliance with industry standards, and proactive risk management have fortified MPIPL's resilience against potential threats. The company's zero-incident record highlights its commitment to protecting customer data, intellectual property, and operational integrity. Going forward, MPIPL will continue to enhance its cybersecurity framework through technological advancements, regular monitoring, and strengthened awareness programs. This proactive approach ensures the ongoing security of information assets while aligning with ESG principles of responsible governance and risk mitigation.





## SOCIAL PERFORMANCE DATA



100%

Working conditions  
(Health Insurance Coverage)

GRI 402-1



15 Nos

Social dialogue  
(Number of Employees Participated in  
Social Dialogue)

GRI 402-2



3 Nos

Number of days lost to work-related  
injuries, fatalities and ill health

GRI 403



1 Nos

Number of work-related accidents

GRI 403





## SOCIAL PERFORMANCE DATA



**1 Nos**

**Employee health and safety  
(No. of Incidents)**

GRI 403-1



**10.6 Hours**

**Average hours of training per employee**

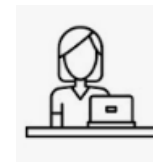
GRI 404-1



**18 Nos**

**Career management and training  
(No. of Trainings)**

GRI 404-2



**28**

**Percentage of women employed in the  
whole organization**

GRI 405-1



## SOCIAL PERFORMANCE DATA



**14%**

**Percentage of employees from a minority or vulnerable group in the whole organization**

GRI 405-1



**Nil**

**Diversity, equity, and inclusion  
(No. of Incidents)**

GRI 405-1



**Nil**

**Child labor, forced labor, and human trafficking  
(No. of Incidents)**

GRI 408-1, 409-1



**Nil**

**External stakeholder human rights  
(No. of Incidents)**

GRI 412



## SOCIAL PERFORMANCE DATA



**100%**

Percentage of targeted suppliers who have signed the supplier code of conduct

GRI 414-2



**100%**

Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements

GRI 414-2



**100%**

Percentage of targeted suppliers covered by a CSR assessment

GRI 414-2



**100%**

Percentage of targeted suppliers covered by a CSR on-site audit

GRI 414-2



## SOCIAL PERFORMANCE DATA



**100%**

Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building

GRI 414-2



**Nil**

Customer health and safety (No. of Incidents)

GRI 416



**75%**

Product use (Product Usage Rate)

GRI 416



**Nil**

Number of confirmed information security incidents

GRI 418-1