



# CLASSIC PRINTING PRESS LLC.

P.O Box 2817, Double Cola Road, Industrial 5, Sharjah.

## CORPORATE SUSTAINABILITY REPORT

(1<sup>st</sup> January, 2024 to 31<sup>st</sup> December, 2024)

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ISSUED BY : MANAGING DIRECTOR



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# MANAGING DIRECTOR'S MESSAGE

At Classic Printing, we firmly believe that sustainability is not just an addition to our business—it is the foundation on which our long-term success is built. As we look back at the year 2024, I am proud to share how our organization has advanced on its Environmental, Social, and Governance (ESG) journey while continuing to deliver high-quality printing, packaging, publishing, large format printing, billboards, and corporate giveaway solutions to our valued clients.

Our commitment to governance is reflected in the way we engage with stakeholders, conduct materiality assessments, and align our operations with internationally recognized standards such as ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018. We have embedded ethical business practices, transparency, and compliance at every level of our organization to ensure that we operate responsibly and with integrity.

On the environmental front, we are taking significant steps to reduce our ecological footprint. From adopting energy-efficient equipment and LED lighting to using biodegradable and eco-friendly materials, we are actively working towards a greener future. Regular monitoring of wastewater, air, and noise emissions ensures that our operations remain aligned with regulatory requirements and sustainability goals.

Equally important are our social initiatives. Through extensive training programs and skill development opportunities, we continue to empower our workforce while promoting diversity, equity, and inclusion. We prioritize the health, safety, and well-being of our employees, conducting emergency drills and fostering a workplace culture built on respect, fairness, and growth.

Sustainability is a journey of continuous improvement. We recognize that there is still much to achieve, but together with our employees, customers, and partners, we remain committed to driving positive change. Our vision is to create lasting value for all stakeholders while contributing to a more sustainable and resilient future for the UAE and beyond.

Managing Director  
Classic Printing LLC

# ABOUT AS

Since 1994, Classic Printing has evolved from its origin as a leader in fine printing into a comprehensive solutions provider, now spanning signage, joinery, and strategic sourcing across the UAE, GCC, and MENA regions. Our three-decade journey is a testament to our relentless pursuit of crafting unparalleled solutions that truly stand out. At Classic Printing, we thrive on a culture of friendly cooperation and sustainable development. We seamlessly integrate operational flexibility with hands-on manufacturing and an unwavering dedication to continuous innovation. This approach ensures every project delivers a distinctive impact, reflecting our commitment to solidity, reliability, and efficiency. With 200 dedicated professionals, we're proud to deliver integrated solutions to manufacturers, the service sector, and SMEs alike

**Mission:**  
The company's goal is to be a leader in crafting "unparalleled solutions that truly stand out"

**Culture:**  
Classic Printing fosters a culture of friendly cooperation and sustainable development

**Approach:**  
The company integrates operational flexibility with hands-on manufacturing and is dedicated to continuous innovation.



**Industry:** Printing Services

**Company size:** 51-200 employees

**Headquarters:** Sharjah

**Type:** Privately Held

**Founded:** 1994

# ABOUT AS

Classic Printing is an established commercial printing company based in Sharjah, UAE, that has been in operation since 1994. The company has expanded its services beyond traditional printing to offer comprehensive solutions for printing, signage, and joinery.

## Overview of services

Classic Printing offers a wide range of products and services for various clients, including manufacturers, service-sector businesses, and SMEs. Their offerings include:

**Stationery:** Business cards, letterheads, invoices, delivery notes, and purchase orders.

**Promotional materials:** Catalogues, flyers, and brochures.

**Signage:** Flex boards, 3D boards, and acrylic boards.

**Custom printing:** PVC and paper stickers, wallpapers, and customized boxes.

**Gift items:** T-shirts, pens, mugs, and caps.

**Large format:** Banners, posters, and rollup stands.

**Events and office:** ID cards, diaries, calendars, notebooks, and name badges

## Company information

**Specialization:** The company is known for its high-quality printing.

**Expansion:** It has grown to serve the wider GCC and MENA regions.

**Team:** The company is supported by a team of 200 professionals.

**Sustainability:** Classic Printing emphasizes a culture of friendly cooperation and sustainable development.



## EXPANSION BEYOND FINE PRINTING

Originally focused on fine printing, the company now offers a broader range of solutions:



**Signage:**  
Designing and  
producing various  
types of signs.



**Joinery:**  
Providing  
woodworking  
and carpentry  
services.



**Strategic Sourcing:**  
Helping clients  
identify and procure  
materials and  
services efficiently.

## COMMITMENT TO CLIENTS

With a team of 200 dedicated professionals, Classic Printing aims for solidity, reliability, and efficiency in every project. It works with a diverse client base, including:

- Manufacturers
- Service sector businesses
- Small and medium-sized enterprises (SMEs)

# KEY HIGHLIGHTS

## Longevity:

With a history spanning over three decades, the company has established itself as a reliable printing and solutions provider.

## Quality:

Customers praise the company for its high-quality products.

## Versatility:

Its evolution from a fine printing house to a comprehensive solutions provider demonstrates its adaptability.



# INTRODUCTION TO SUSTAINABILITY REPORT

At Classic Printing, sustainability is at the heart of our business strategy. As one of the leading providers of printing, packaging, publishing, large format printing, billboards, and corporate giveaways in the UAE, we recognize that our role extends far beyond delivering quality products and services. We carry the responsibility of ensuring that our operations create positive value for our stakeholders, while safeguarding the environment and upholding the highest standards of governance and social responsibility.

This Sustainability Report for the year 2024 highlights the initiatives, actions, and progress we have made across the three core pillars of Environmental, Social, and Governance (ESG). It reflects our commitment to transparency, accountability, and continuous improvement in addressing material issues that matter most to our business and stakeholders.

In governance, we have strengthened our frameworks through stakeholder engagement, materiality assessment, international certifications, and robust internal audits. These actions ensure that ethical practices, compliance, and responsible decision-making remain central to our operations.

From an environmental perspective, we continue to reduce our ecological footprint by adopting energy-efficient technologies, transitioning to biodegradable and eco-friendly materials, and monitoring emissions and waste streams to minimize environmental impact.

On the social front, we have invested in extensive employee training, skill development, health and safety programs, and diversity and inclusion initiatives. We remain committed to providing a safe, fair, and empowering workplace that nurtures growth and well-being for all.

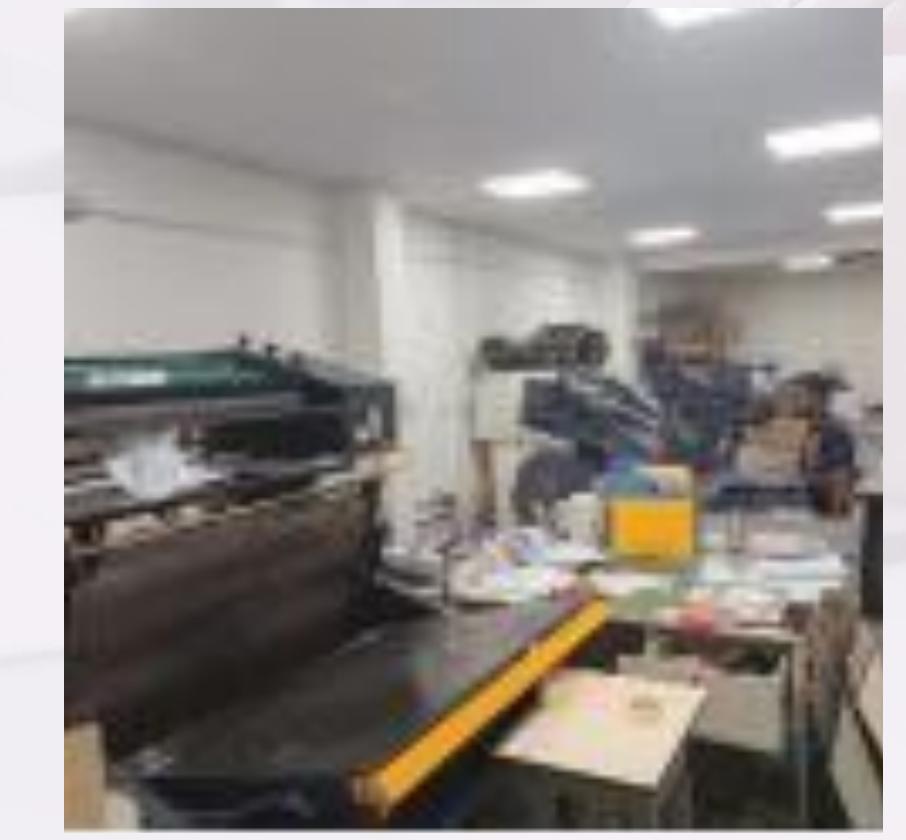
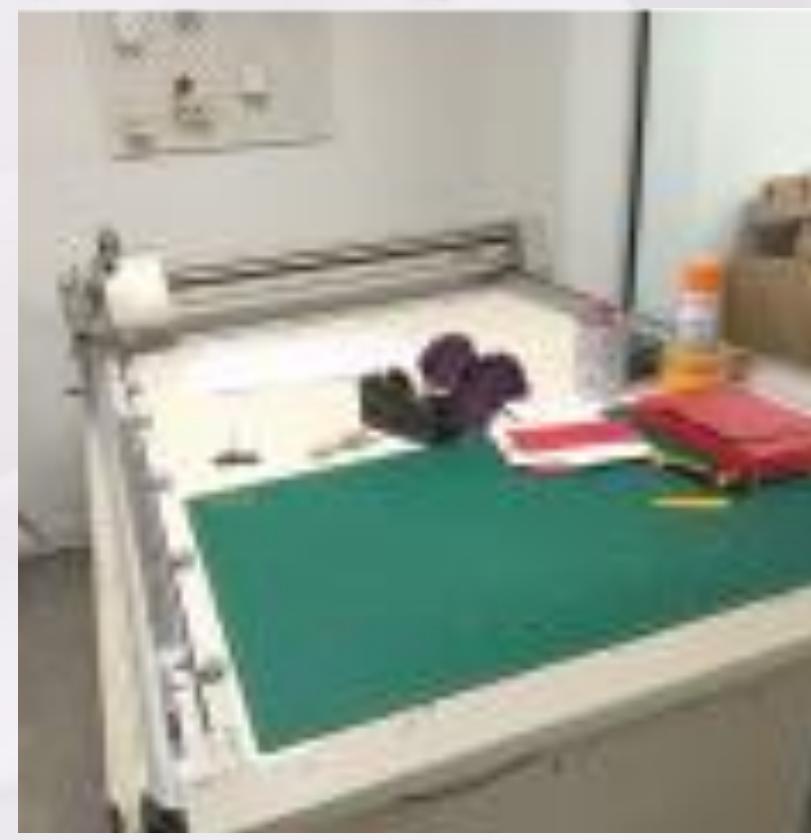
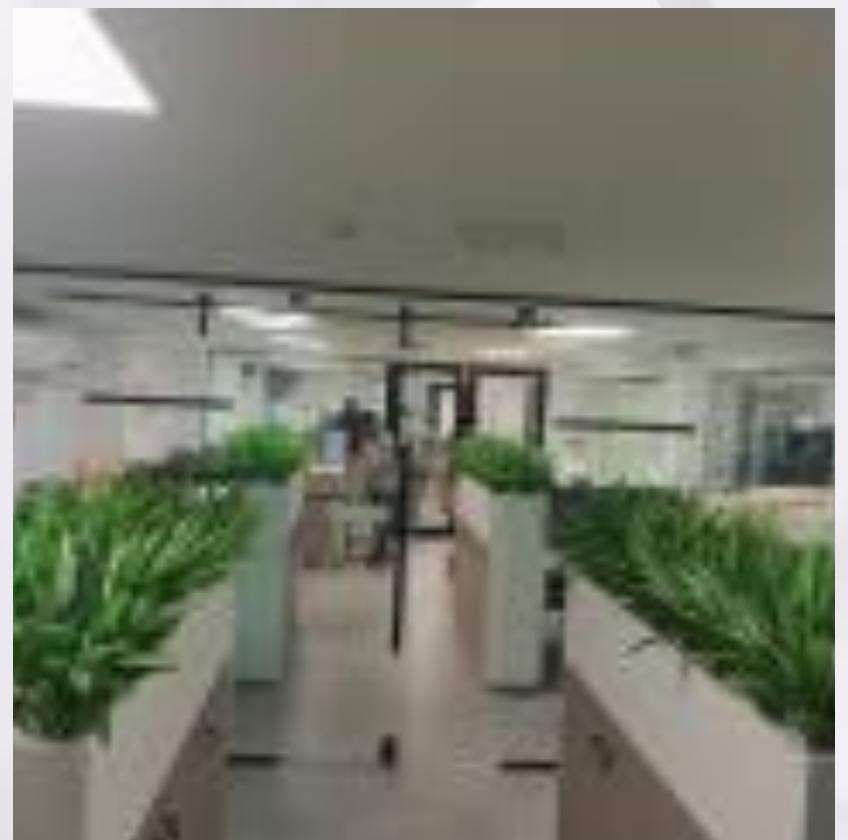
This report is aligned with Global Reporting Initiative (GRI) standards, ensuring that our disclosures are comprehensive and comparable to international benchmarks. As we move forward, we remain dedicated to driving innovation and sustainability in the printing and packaging industry, while contributing to the UAE's vision for a greener and more resilient future.

This sustainability report is made in accordance with GRI standards.

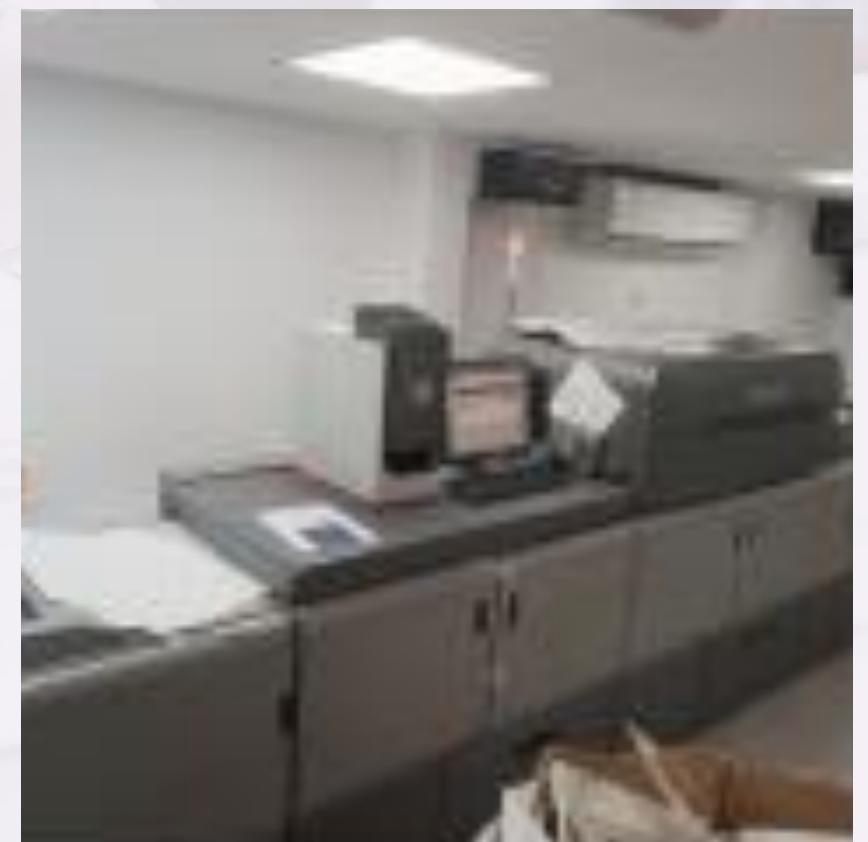
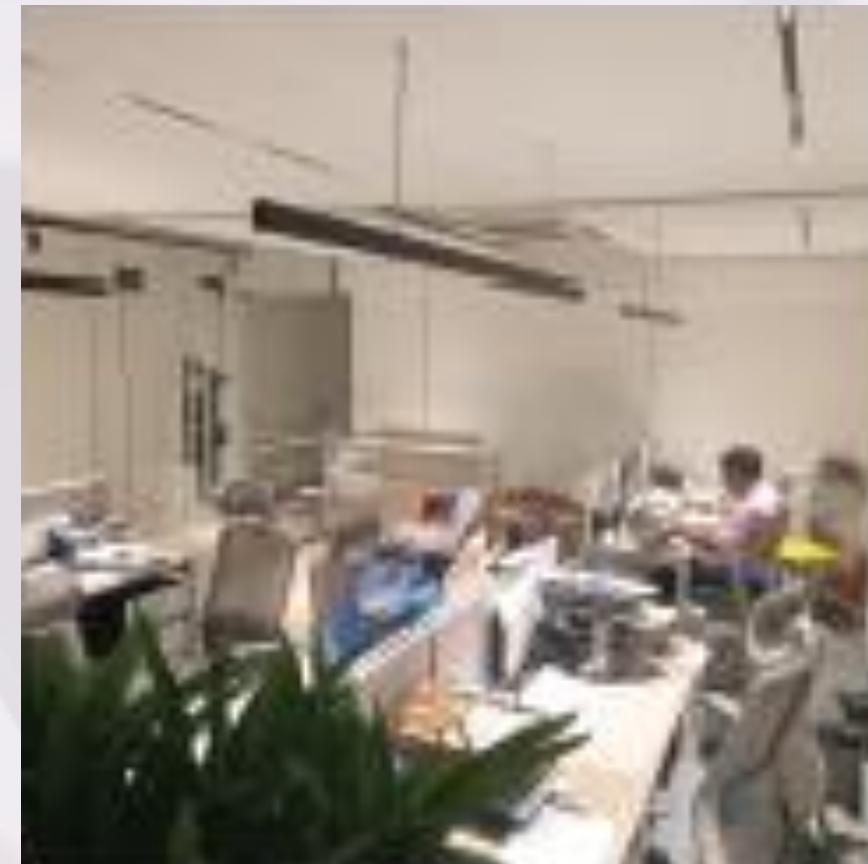
# OUR PRODUCTS



# OUR PRODUCTS



# OUR PRODUCTS



# ORGANIZATIONAL DETAILS:

## GRI 2-1

Legal Name: CLASSIC PRINTING PRESS LLC.

Nature of ownership and legal form: LLC

Location of its headquarters: P.O Box 2817, Double Cola Road, Industrial 5, Sharjah.

Countries of operation: United Arab Emirates

For the period: 01<sup>st</sup> January, 2024 to 31<sup>st</sup> December, 2024



[www.printtheclassicway.com](http://www.printtheclassicway.com)



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# GOVERNANCE



## APPROACH TO STAKEHOLDER ENGAGEMENT

### GRI 2-29

At Classic Printing, we view stakeholder engagement as a cornerstone of our sustainability journey. In 2024, we conducted structured engagement sessions with key stakeholders, including employees, customers, suppliers, regulators, and community partners. These interactions enabled us to better understand their expectations, identify potential risks, and recognize opportunities for collaboration. Insights gained through these dialogues have been integrated into our business strategy, ensuring that our operations remain responsible, transparent, and aligned with long-term sustainability goals. This inclusive approach strengthens trust, enhances decision-making, and supports the creation of shared value for all stakeholders.



# PROCESS TO DETERMINE MATERIAL TOPICS

## GRI 3-1

In 2024, Classic Printing conducted a comprehensive materiality assessment to identify and prioritize Environmental, Social, and Governance (ESG) issues most relevant to our stakeholders and business operations. Through this process, we evaluated potential risks, opportunities, and impacts across our value chain. Based on the findings, we developed and aligned key performance indicators (KPIs) to track progress and measure outcomes in critical areas such as energy efficiency, waste management, employee well-being, diversity, compliance, and ethical practices. These KPIs serve as guiding benchmarks, enabling us to monitor performance, improve accountability, and drive continuous sustainability improvement.



# LIST OF MATERIAL TOPICS

GRI 3-2

## ENVIRONMENTAL TOPICS

- Carbon footprint reduction in production and logistics
- Sustainable paper sourcing (FSC, PEFC certified materials)
- Reduction of single-use plastics in packaging and giveaways
- Renewable energy integration in printing facilities
- Lifecycle impact of printed products and packaging
- Pollution prevention from chemical and ink disposal
- Energy efficiency in printing machinery and equipment
- Eco-design of corporate giveaways and promotional items
- Supply chain sustainability for raw materials
- Climate change mitigation initiatives in printing operations

## SOCIAL TOPICS

- Worker safety in handling printing chemicals and equipment
- Employment stability and fair treatment of staff
- Human rights due diligence in supply chain partners
- Employee welfare benefits (medical, insurance, etc.)
- Child labor and forced labor prevention
- Skills training on new printing technologies
- Ethical business practices with customers and vendors
- Safe and fair working conditions in production sites
- Community engagement through educational/printing initiatives
- Transparent communication and grievance redressal

## GOVERNANCE TOPICS

- Regulatory compliance with UAE laws
- Fair procurement and supplier integrity
- Anti-money laundering and financial transparency
- Internal audit and accountability mechanisms
- Stakeholder engagement and trust building
- Intellectual property and copyright protection
- Responsible marketing and advertising practices
- Sustainable sourcing governance
- Business continuity and crisis management
- Diversity and inclusion in governance structures

# PROCESSES TO REMEDIATE NEGATIVE IMPACTS

## GRI 2-25

Classic Printing achieved ISO 9001:2015 certification, demonstrating our commitment to delivering consistent quality in printing, packaging, publishing, and large-format solutions. This certification reflects our structured approach to quality management through standardized processes, customer feedback mechanisms, and continuous improvement practices. By aligning with global quality benchmarks, we ensure that every product and service meets or exceeds client expectations. ISO 9001:2015 reinforces our customer-centric philosophy, strengthens operational efficiency, and builds trust with stakeholders. It also ensures accountability across all departments, enabling us to enhance performance, minimize errors, and create long-term value through reliable and high-quality output.

## Certificate of Registration



This is to certify that the Quality Management System of

### CLASSIC PRINTING PRESS LLC.

Abu Gazaleh Warehouse- 1,2,3,6, First Industrial Street, Industrial Area, Sharjah, United Arab Emirates, P.O. Box - 2814

is in accordance with the requirements of the following standard

## ISO 9001:2015

(Quality Management System)

### SCOPE

Providing Comprehensive Services Related to Printing, Packaging, Publishing, Large Format Printing, Billboards and Corporate Giveaways

(IAF Code: 09,08)

Certificate Number : 031024019712

Initial Registration Date : 03-Oct-2024  
1<sup>st</sup> Surveillance Date : 03-Sep-2025  
2<sup>nd</sup> Surveillance Date : 03-Sep-2026  
Certificate Expiry Date : 02-Oct-2027

**To verify certificate, visit at :**

[www.arscert.com](http://www.arscert.com)  
[www.uafaccreditation.org](http://www.uafaccreditation.org)  
[www.iafcertsearch.org](http://www.iafcertsearch.org)

Issued by ARS Assessment Private Limited

*Abhishek*  
Managing Director



UAF Address : 400, North Center Dr, STE 202, Norfolk, VA 23502, United States of America

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# PROCESSES TO REMEDIATE NEGATIVE IMPACTS

GRI 2-25

Classic Printing proudly holds ISO 14001:2015 certification, demonstrating our strong commitment to environmental management and sustainability. This achievement highlights our dedication to reducing environmental impact through energy efficiency, waste minimization, and the responsible use of biodegradable materials. ISO 14001:2015 provides us with a robust framework to identify, control, and continually improve our environmental performance across all operations. By monitoring emissions, wastewater, and noise levels, we ensure strict compliance with UAE environmental regulations while fostering sustainable innovation. This certification reaffirms our responsibility to safeguard natural resources and contribute to a cleaner, greener, and more sustainable future.

## Certificate of Registration



This is to certify that the Environmental Management System of

**CLASSIC PRINTING PRESS LLC.**

Abu Gazaleh Warehouse- 1,2,3,6, First Industrial Street, Industrial Area, Sharjah, United Arab Emirates, P.O. Box - 2814

is in accordance with the requirements of the following standard

**ISO 14001:2015**

(Environmental Management System)

### SCOPE

Providing Comprehensive Services Related to Printing, Packaging, Publishing, Large Format Printing, Billboards and Corporate Giveaways

(IAF Code: 09,08)

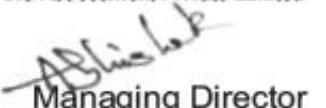
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Initial Registration Date : 03-Oct-2024  
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2<sup>nd</sup> Surveillance Date : 03-Sep-2026  
Certificate Expiry Date : 02-Oct-2027

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Managing Director



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# PROCESSES TO REMEDIATE NEGATIVE IMPACTS

GRI 2-25

Classic Printing secured ISO 45001:2018 certification, emphasizing our strong focus on employee health, safety, and well-being. This standard equips us with a robust framework to proactively identify risks, implement preventive measures, and foster a safe and healthy workplace. We conduct regular safety trainings, emergency mock drills, and occupational hazard assessments to safeguard both employees and contractors. ISO 45001:2018 reflects our dedication to compliance, accident prevention, and continuous improvement in occupational health and safety management. By integrating this system into daily operations, we enhance employee morale, reduce workplace risks, and ensure a culture of safety excellence across our organization.

## Certificate of Registration



This is to certify that the Occupational Health and Safety Management System of

**CLASSIC PRINTING PRESS LLC.**

Abu Gazaleh Warehouse-1,2,3,6, First Industrial Street, Industrial Area, Sharjah, United Arab Emirates, P.O. Box - 2814

is in accordance with the requirements of the following standard

**ISO 45001:2018**

(Occupational Health and Safety Management System)

### SCOPE

Providing Comprehensive Services Related to Printing, Packaging, Publishing, Large Format Printing, Billboards and Corporate Giveaways

(IAF Code: 09,08)

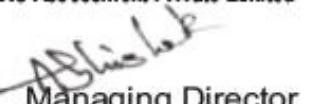
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# OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION

## GRI 205-1

The Anti-Corruption Audit evaluates the company's compliance with anti-corruption policies, procedures, and preventive measures. The audit reviews operational areas for potential corruption risks, including bribery, conflicts of interest, and unethical practices. Employees' adherence to ethical standards and corporate governance protocols is assessed, and any gaps are identified for corrective action. The process strengthens internal controls, ensures transparency, and fosters a culture of integrity throughout the organization. By conducting regular audits, the company mitigates financial and reputational risks, aligns with international anti-corruption standards, and demonstrates accountability to stakeholders, reinforcing trust in its governance framework.



# COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES

## GRI 205-2

At Classic Printing, we uphold the highest standards of integrity and ethical business conduct. In 2024, we organized Anti-Corruption Training to build awareness among employees about identifying, preventing, and addressing risks related to corruption and bribery. The program focused on practical scenarios, regulatory requirements, and company policies that promote transparency and accountability. Employees were trained on reporting mechanisms, conflict of interest management, and ethical decision-making in daily operations. This initiative reinforces our zero-tolerance stance on corruption, strengthens governance practices, and ensures that all business dealings are conducted fairly, responsibly, and in compliance with international best practices.

In 2024, Classic Printing ensured that 100% of employees received structured training on business ethics, anti-corruption, and compliance policies. This initiative strengthened our governance culture, promoted integrity across all operations, and reinforced our zero-tolerance approach toward unethical practices, corruption, and misconduct in business activities.



## CONFIRMED INCIDENTS OF CORRUPTION AND CORRECTIVE ACTIONS TAKEN

## GRI 205-3

Classic Printing conducted comprehensive Business Ethics Training to strengthen a culture of integrity, transparency, and responsible conduct. Employees were trained on ethical decision-making, conflict of interest prevention, and adherence to corporate policies and UAE laws. The program emphasized accountability, anti-bribery measures, and fair business practices across all operations, including interactions with clients, suppliers, and stakeholders. Case studies and real-life scenarios were used to reinforce learning and encourage ethical behavior in daily tasks. This initiative ensures that employees understand their role in upholding the company's reputation, fostering trust, and promoting sustainable and responsible business practices.

In 2024, Classic Printing reported 0 confirmed incidents of corruption, reinforcing our strict zero-tolerance policy. This reflects the effectiveness of our anti-corruption measures, employee ethics training, and robust internal controls, ensuring transparent operations, responsible business practices, and full compliance with regulatory and ethical standards.



# RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE

## GRI 202-1

The Living Wage Gap Awareness training educates employees and managers about wage fairness, equal pay principles, and strategies to close gender and role-based pay gaps. It highlights the importance of aligning entry-level wages with local minimum requirements while ensuring equitable compensation practices across departments. Employees are trained to recognize pay disparity risks and support transparent wage policies. The program also strengthens the company's commitment to social sustainability by promoting economic equity within the workforce. By addressing the wage gap, the organization enhances trust, employee motivation, and compliance with fair labor practices.

The Fair Wage Audit evaluates compliance with fair wage standards, including adherence to local minimum wages and living wage practices. The audit reviews payroll records, employee benefits, and compensation policies to ensure equitable remuneration across all roles. Findings are used to implement corrective measures and maintain consistent wage standards. Employees are trained on wage fairness, legal obligations, and grievance reporting. By conducting this audit, the company ensures ethical labor practices, strengthens employee trust and satisfaction, mitigates financial and reputational risks, and aligns operations with ESG principles promoting fair treatment and social responsibility within the workforce.



# RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE

## GRI: 202-1

In 2024, Classic Printing conducted a comprehensive living wage benchmarking analysis, covering 96% of direct employees. This ensures fair compensation practices aligned with local standards, promotes financial security, and strengthens employee well-being, demonstrating our commitment to equity, responsible labor practices, and sustainable human resource management.

## GRI: 202-1

In 2024, Classic Printing achieved a 0% wage gap for direct employees, meaning none were paid below the living wage benchmark. This achievement reflects our commitment to fair pay, equality, and sustainable employment practices, ensuring every employee receives wages sufficient for a decent standard of living.

## GRI: 202-1

Classic Printing achieved 0% overall wage gap in 2024, with no direct employees or non-employee workers receiving wages below the living wage. This demonstrates our strong governance standards, ethical labor practices, and focus on inclusivity by ensuring fairness and equity across our extended workforce.

## GRI: 202-1

In 2024, the average wage gap for direct employees compared to the living wage benchmark stood at 0%. This milestone reinforces our dedication to fair wage practices, equitable treatment, and sustainable labor management, ensuring that all employees benefit from dignified pay aligned with responsible employment standards.

**GRI 2-26**

## MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS

Classic Printing recorded zero whistleblower reports in 2024, reflecting our proactive commitment to ethical conduct and transparent governance. Our whistleblower mechanism (GRI 2-26) provides confidential channels for employees and stakeholders to seek advice or report concerns. The zero count demonstrates a strong culture of integrity and compliance.

**GRI 2-21**

## ANNUAL COMPENSATION RATIO

Classic Printing reports a compensation gap ratio of 0.5, indicating that the highest-paid individual earns 0.5 times the median annual total compensation of all employees. This metric (GRI 2-21) reflects equitable pay practices and a fair, transparent approach to employee remuneration across the organization.

**GRI 205-3**

## CONFIRMED INCIDENTS OF CORRUPTION

Classic Printing recorded zero reported incidents in 2024, highlighting our strong commitment to ethical behavior and a discrimination-free workplace. This includes misconduct, harassment, or bias-related events. Reporting aligns with GRI 205-3 demonstrating effective governance, robust policies, and a culture of integrity and respect across the organization.

## GOVERNANCE PERFORMANCE DATA

GRI  
205-3**0 NOS****CORRUPTION CASE COUNT**

Number of Incidents of Confirmed Corruption  
Cases

GRI  
205-3**0 NOS****REPORTED INCIDENT COUNT**GRI  
2-26**0 NOS****WHISTLEBLOWER REPORT COUNT**

Number of reports related to whistleblower  
procedure

GRI  
205-2**100%****PERCENTAGE OF EMPLOYEES  
TRAINED ON BUSINESS ETHICS**

Increase the percentage of employees trained  
on business ethics

## GOVERNANCE PERFORMANCE DATA

GRI  
2-21**0.5 RATIO****COMPENSATION GAP RATIO**

Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees

GRI  
202-1**96%****LIVING WAGE COVERAGE**

Percentage of direct employees covered by a living wage benchmarking analysis

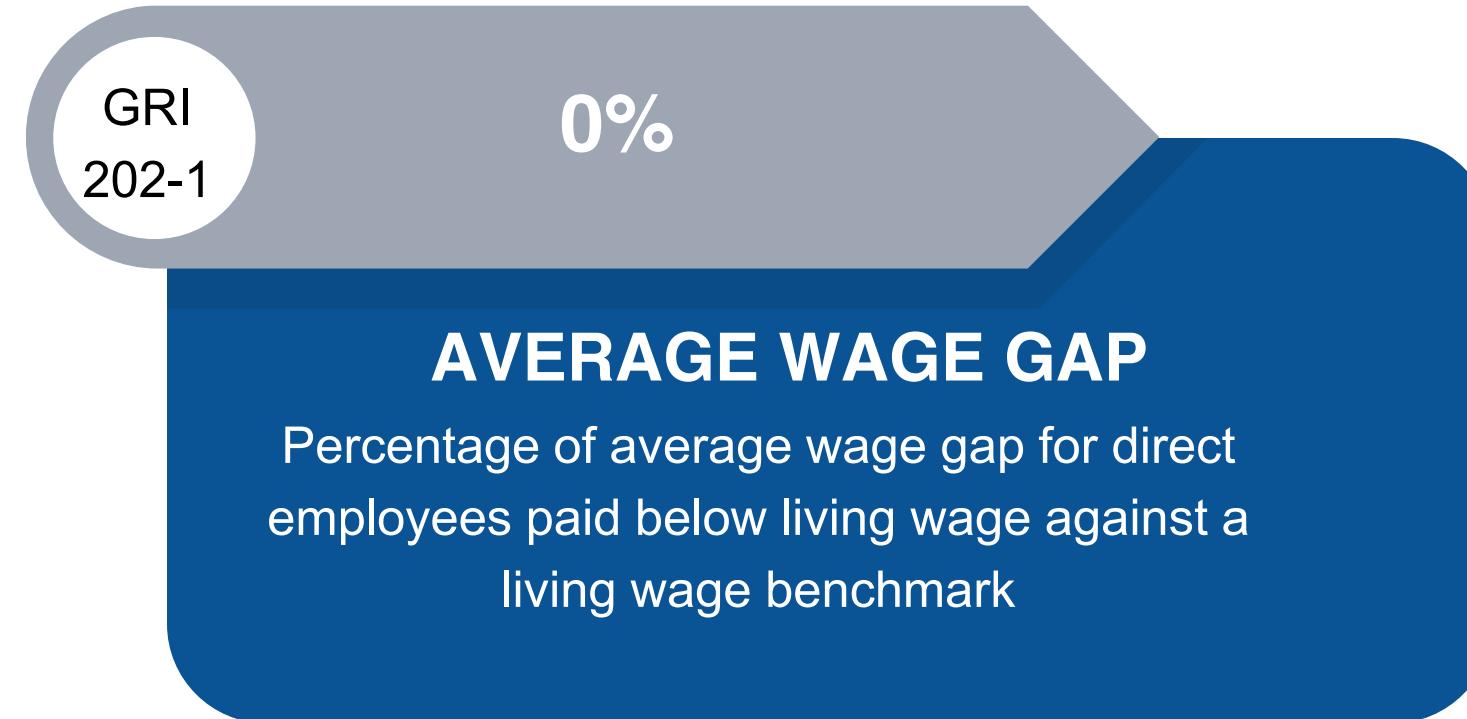
GRI  
202-1**0%****WAGE GAP EMPLOYEES**

Percentage of direct employees paid below living wage

GRI  
202-1**0%****OVERALL WAGE GAP**

Percentage of all employees paid below living wage, including direct employees and non-employee workers

## GOVERNANCE PERFORMANCE DATA





# ENVIRONMENT



# WASTE GENERATED

## GRI 306-3

The Hazardous Substances Training equips employees with knowledge and practical skills for the safe handling, storage, and disposal of hazardous printing materials. Participants learned about chemical risks, proper labeling, personal protective equipment, and emergency response procedures to prevent workplace incidents. The training also emphasized compliance with UAE environmental regulations and internal safety protocols. By applying these practices, employees help minimize environmental pollution, reduce waste-related risks, and ensure safe operations across printing and packaging processes. This program strengthens operational safety and reinforces the company's commitment to responsible waste management and occupational health.

Classic Printing generated 5.8 tons of hazardous waste in 2024 (GRI 306-3). Through systematic segregation, handling, and disposal processes, we minimized environmental impact. Our adherence to regulatory requirements and internal safety protocols ensures responsible management of chemicals and hazardous materials, supporting sustainability and workplace safety across all operations.

In 2024, Classic Printing produced 38.91 tons of non-hazardous waste (GRI 306-3). We prioritize recycling, recovery, and waste reduction initiatives, diverting materials from landfill wherever possible. Proper segregation, reuse, and eco-conscious operational practices reduce environmental footprint while promoting circular economy principles and sustainable resource management throughout our business activities.



# REDUCTION OF ENERGY CONSUMPTION

## GRI 302-4

The Energy Conservation Training focuses on promoting energy-efficient practices within printing, packaging, and operational processes. Employees were trained to monitor energy consumption, optimize machine usage, implement energy-saving techniques, and identify areas for efficiency improvements. The program emphasized the environmental and financial benefits of reducing electricity usage, including lowering greenhouse gas emissions. By fostering a culture of energy awareness, employees contribute to sustainable operations and support the company's environmental objectives. This training ensures that energy efficiency becomes an integral part of daily operations, aligning with international standards and the company's commitment to minimizing its carbon footprint.

Classic Printing conducted noise pollution testing to measure sound levels generated during printing, packaging, and large-format production processes. The initiative ensures compliance with regulatory standards, protects employee hearing, and minimizes disturbance to surrounding communities. Data from noise assessments informs mitigation measures such as installing acoustic insulation, using quieter equipment, and implementing operational controls. By monitoring and managing noise levels, the company reduces occupational health risks, enhances workplace safety, and demonstrates environmental responsibility. This initiative aligns with ESG commitments to create a safe, healthy, and sustainable work environment while mitigating negative impacts on local communities.



# NEW SUPPLIERS SCREENED USING ENVIRONMENTAL CRITERIA

## GRI 308-1

The Sustainable Procurement Training is designed to guide employees in adopting eco-friendly sourcing practices for inks, packaging, paper, and other materials. Participants learned to assess supplier sustainability, identify environmentally responsible options, and integrate ESG criteria into procurement decisions. The training highlighted reducing environmental impacts across the supply chain, promoting recycled or low-impact materials, and collaborating with suppliers committed to sustainability. By strengthening procurement decisions with environmental considerations, the company reduces its ecological footprint while ensuring compliance with regulations and stakeholder expectations. This initiative promotes responsible supply chain management and supports long-term sustainable business practices.

Classic Printing ensures that 100% of targeted suppliers' contracts include explicit clauses covering environmental responsibility, labor standards, and human rights compliance (GRI 308-1). This approach strengthens ethical supply chain management, mitigates ESG risks, and promotes sustainable practices across all vendor partnerships, reinforcing accountability and corporate responsibility.

Classic Printing conducted sustainability assessments covering 90% of targeted suppliers in 2024. These assessments evaluate environmental practices, labor standards, and human rights compliance, ensuring suppliers align with our ESG commitments. This proactive approach strengthens supply chain accountability, encourages continuous improvement, and supports responsible, sustainable business operations across all partnerships.



# MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS

## GRI 306-2

The Waste Reduction Training educates employees on strategies to minimize paper, ink, and packaging waste across operations. The program emphasizes practical steps such as optimizing print layouts, recycling materials, reusing packaging, and adopting digital workflows where possible. Employees are encouraged to identify waste hotspots and implement continuous improvement measures to reduce environmental impacts. By fostering awareness and accountability, this training strengthens resource efficiency, enhances operational sustainability, and reduces the company's overall environmental footprint. It also ensures compliance with local waste management regulations while promoting a culture of responsible consumption and disposal throughout the organization.



# ENERGY CONSUMPTION WITHIN THE ORGANIZATION



Classic Printing recorded a total energy consumption of 1,012,987 kWh in 2024. We continuously monitor and manage our energy use through efficiency measures, advanced printing technologies, and employee awareness. These actions aim to lower operational emissions, reduce costs, and support the UAE's clean energy transition.

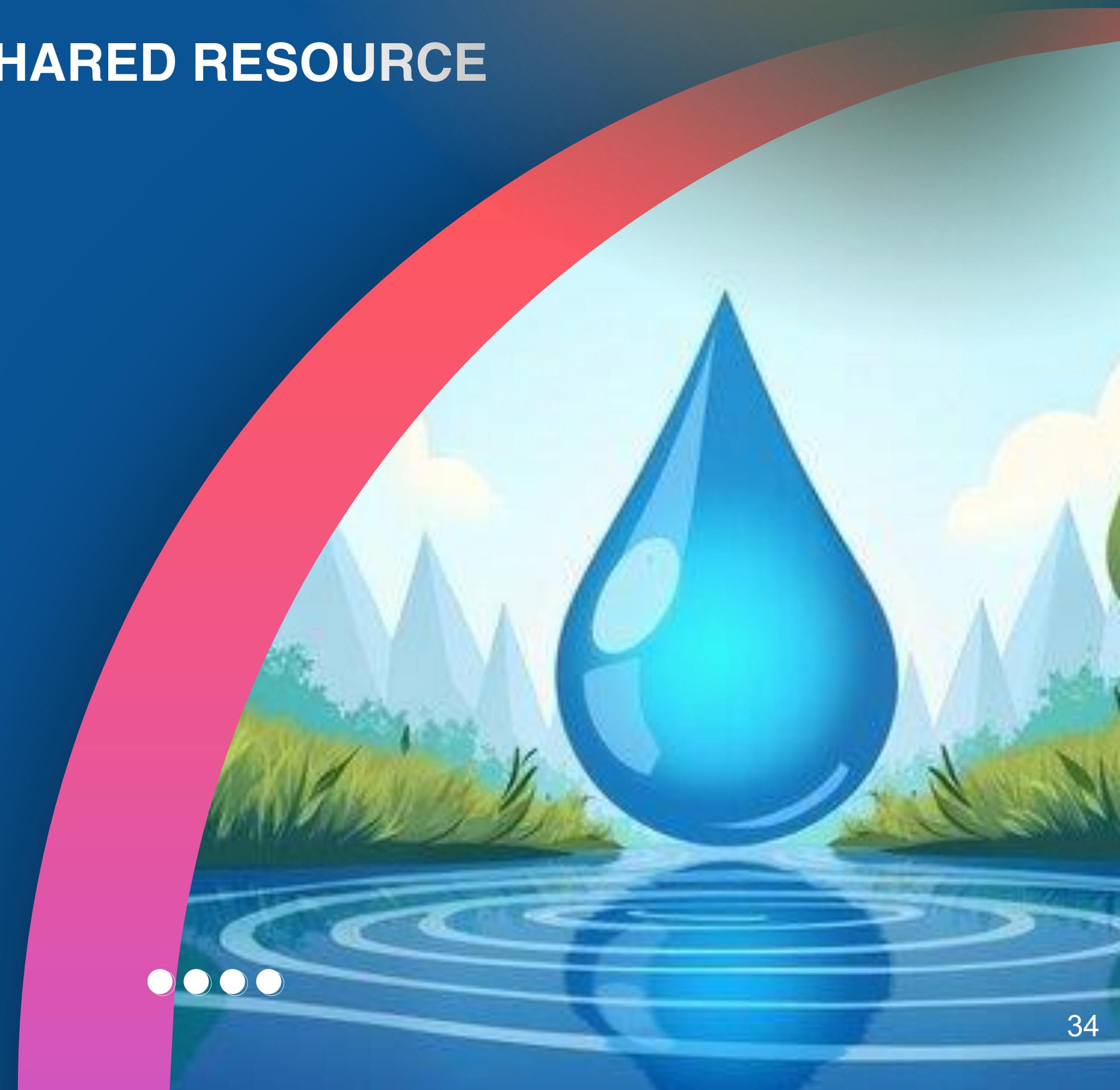
During 2024, Classic Printing purchased and installed energy-efficient printing machinery and LED lighting across its facilities to optimize energy consumption and reduce environmental impact. The initiative involved replacing outdated equipment with high-efficiency alternatives, implementing energy-saving operational practices, and monitoring usage to identify further efficiency opportunities. Employees were trained to operate machinery efficiently and maximize the benefits of the new systems. This investment reduces greenhouse gas emissions, lowers electricity costs, and supports the company's broader sustainability objectives. By adopting energy-efficient technologies, the organization demonstrates its commitment to responsible resource management and environmental stewardship.

The Energy Audit evaluates the company's energy consumption across operations to identify efficiency opportunities and reduce environmental impact. The audit involves analyzing electricity, fuel, and other energy sources used in printing, packaging, and facility operations. Employees and management are guided to implement energy-saving measures, optimize equipment performance, and monitor energy use regularly. Findings from the audit inform strategies for reducing greenhouse gas emissions, operational costs, and environmental footprint. By conducting systematic energy audits, the company strengthens sustainability practices, enhances resource efficiency, and aligns with ESG objectives and UAE regulations on energy management and climate responsibility.

# INTERACTIONS WITH WATER AS A SHARED RESOURCE

## GRI 303-1

Classic Printing conducted systematic wastewater testing across its facilities to monitor water quality, identify contaminants, and ensure compliance with UAE environmental regulations. The testing evaluates chemical, biological, and physical parameters to detect pollutants from printing and packaging processes. Results guide corrective actions, including treatment and recycling measures, to minimize environmental impact. Regular monitoring also ensures safe discharge practices and protects local water bodies. By implementing wastewater testing, the company demonstrates its commitment to responsible water management, pollution prevention, and environmental stewardship, aligning with ESG objectives and sustainable operational practices.



# WATER CONSUMPTION

## GRI 303-5



The Water Management Audit assesses the company's water use, recycling practices, and conservation measures to minimize environmental impact. The audit reviews operational water consumption, wastewater generation, and efficiency of water-related systems. Employees are trained to implement water-saving techniques, reuse and recycle water where feasible, and ensure compliance with environmental regulations. Findings inform strategies to reduce water footprint, mitigate risks to shared water resources, and improve sustainability performance. By systematically auditing water management, the company enhances environmental stewardship, promotes responsible resource use, and demonstrates commitment to ESG principles related to water conservation and sustainable operations.

Classic Printing used 3,947.85 cubic meters of water in 2024. Through careful monitoring, efficient processes, and conservation measures, the company minimized unnecessary water use while supporting operational needs. This proactive approach reflects our commitment to sustainable resource management, environmental responsibility, and reducing the overall water footprint of our operations.

# NITROGEN OXIDES (NOx), SULFUR OXIDES (SOx), AND OTHER SIGNIFICANT AIR EMISSIONS

TClassic Printing implemented air pollution testing to monitor emissions from printing processes, machinery, and chemical usage. The testing evaluates particulate matter, volatile organic compounds (VOCs), and other pollutants to ensure compliance with environmental standards. Results support the implementation of emission control measures, ventilation improvements, and sustainable operational practices. Regular air quality assessments protect employee health, reduce environmental impact, and ensure a safe work environment. By proactively managing air emissions, the company demonstrates commitment to environmental stewardship, ESG compliance, and sustainable production practices, contributing to cleaner air and a healthier community surrounding its operations.



Classic Printing emitted 11.326 metric tons of air pollutants in 2024. Through energy-efficient operations, cleaner technologies, and process optimization, we actively minimized emissions, aligning with environmental regulations. Monitoring and reporting ensure accountability, demonstrating our commitment to air quality protection, workplace safety, and the broader sustainability goals of our organization.

In 2024, Classic Printing maintained an air quality index (AQI) of 30, reflecting low levels of pollution in operational areas. Continuous monitoring, emission reduction strategies, and adoption of cleaner technologies contribute to healthy air conditions, ensuring employee safety, environmental compliance, and alignment with sustainable operational practices across all facilities.

# RECYCLED INPUT MATERIALS USED

## GRI 301-2

In 2024, Classic Printing transitioned to biodegradable and eco-friendly materials across printing, packaging, and corporate giveaways to reduce environmental impact. Sustainable inks, recycled papers, and eco-friendly packaging materials were adopted to minimize reliance on non-renewable resources and reduce waste generation. Employees and suppliers were trained on proper handling, usage, and disposal of these materials. This initiative supports circular economy practices, decreases the company's ecological footprint, and enhances the sustainability of products delivered to clients. By integrating eco-friendly materials, the organization demonstrates its commitment to environmental stewardship, responsible resource management, and alignment with ESG principles.

Classic Printingsuccessfully recovered 28.746 tons of materials in 2024 through structured recycling and reuse initiatives. By prioritizing paper, plastics, and packaging recovery, we reduce environmental burden, conserve resources, and support circular economy goals. These efforts demonstrate our strong commitment to sustainable material management and waste minimization.



# WASTE DIVERTED FROM DISPOSAL

## GRI 306-4

In 2024, Classic Printing implemented a comprehensive hazardous waste management program to safely label, sort, store, and dispose of printing- and chemical-related wastes. Employees were trained on proper handling procedures, segregation of waste types, use of personal protective equipment, and regulatory compliance requirements. Hazardous materials were systematically categorized to ensure safe storage and prevent environmental contamination. Waste diversion strategies, including recycling, treatment, or neutralization, were applied wherever feasible. This initiative minimizes health risks, protects the environment, and ensures regulatory compliance. By managing hazardous waste responsibly, the company reinforces ESG commitments and demonstrates corporate responsibility toward sustainable operations.

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# Direct (Scope 1) GHG emissions

## GRI 305-1

In 2024, Classic Printing monitored and managed direct greenhouse gas (GHG) emissions arising from on-site fuel combustion in printing machinery, generators, and company vehicles. The company implemented energy-efficient equipment, optimized operational schedules, and trained employees to reduce fuel consumption. Regular measurement and reporting of Scope 1 emissions ensured transparency and compliance with environmental regulations. By identifying emission sources and implementing mitigation strategies, the company reduced its carbon footprint, minimized environmental impact, and contributed to climate action goals. This proactive management reinforces the organization's commitment to sustainable operations and ESG-aligned environmental stewardship.

Classic Printing achieved a reduction of 285 MTCO<sub>2</sub>e in Scope 1 emissions in 2024. By optimizing fuel usage, adopting energy-efficient equipment, and monitoring direct emissions from owned or controlled sources, we actively minimized our carbon footprint, supporting sustainability goals, regulatory compliance, and responsible environmental stewardship across operations.



In 2024, Classic Printing actively monitored and managed indirect greenhouse gas (GHG) emissions resulting from purchased electricity, steam, and other energy consumed in operations. The company implemented energy-efficient practices, including LED lighting, optimized machinery usage, and regular maintenance to reduce electricity demand. Data on electricity consumption was collected, analyzed, and reported to track Scope 2 emissions accurately. By reducing energy use and sourcing efficient power solutions, the company minimized its carbon footprint, enhanced operational sustainability, and demonstrated accountability. This initiative aligns with ESG commitments and global climate action objectives for responsible energy management.

Classic Printing achieved a reduction of 390 MTCO<sub>2</sub>e in Scope 2 emissions in 2024. By improving energy efficiency, using renewable electricity where possible, and optimizing operational practices, we reduced indirect emissions from purchased electricity. This demonstrates our commitment to climate action and sustainable energy management across all facilities.



## SCOPE 1

Emissions from



## SCOPE 2

Emissions from



## SCOPE 3

Emissions of the supply

# OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

## GRI 305-3

In 2024, Classic Printing measured and managed the intensity of greenhouse gas (GHG) emissions relative to production output across its operations. This involves calculating emissions per unit of printed material, packaging, or energy consumed, enabling the company to track efficiency improvements over time. By implementing energy-efficient equipment, LED lighting, and optimized operational practices, the organization reduced emissions intensity while maintaining productivity. Continuous monitoring and reporting of GHG intensity ensure transparency, facilitate targeted mitigation strategies, and support ESG commitments. This initiative demonstrates the company's dedication to climate action, sustainable operations, and responsible environmental stewardship.



Classic Printing reduced Scope 3 emissions by 59.5 MTCO<sub>2</sub>e in 2024. This includes indirect emissions from supply chain activities, transportation, and product lifecycle. By engaging suppliers, optimizing logistics, and promoting sustainable practices, we effectively lowered our overall carbon footprint, advancing our climate action goals and ESG commitments.

# WASTE DIRECTED TO DISPOSAL

## GRI 306-5

Classic Printing generated 15,672 liters of waste sent to landfill in 2024. We are committed to reducing this impact through waste segregation, recycling partnerships, and resource recovery initiatives. Continuous monitoring and employee awareness programs support our long-term goal of minimizing landfill dependency and promoting circular economy practices.

Classic Printing recorded 428.5 m<sup>3</sup> of water pollution in 2024. We actively monitor wastewater quality and ensure treatment before discharge to meet regulatory standards. Through process optimization and eco-friendly inks, we strive to minimize effluents, safeguard ecosystems, and strengthen our commitment.



# RECLAIMED PRODUCTS AND THEIR PACKAGING MATERIALS

GRI 301-3

Classic Printing ensured that 68.42% of its product packaging in 2024 was made from recyclable, biodegradable, or minimal materials. By prioritizing sustainable packaging, we reduce waste, prevent microplastics pollution, and support circular economy principles while meeting customer demand for eco-friendly solutions.

Classic Printing provided product end-of-life training to 15 employees in 2024. The program educates staff on sustainable disposal, recycling practices, and circular economy principles, ensuring that products are managed responsibly, environmental impacts are minimized, and customers receive accurate guidance on proper end-of-life handling.

# HABITATS PROTECTED OR RESTORED

## GRI 304-3

Classic Printing maintained 15% of its operational sites as green landscape in 2024. These areas support biodiversity, improve air quality, and enhance employee well-being. By preserving and managing green spaces, we actively contribute to ecosystem protection, climate resilience, and sustainable land-use practices across our facilities.



# SIGNIFICANT IMPACTS OF ACTIVITIES ON BIODIVERSITY

## GRI 304-2

Classic Printing conducted five environmental services and advocacy activities in 2024. These initiatives included awareness campaigns, community engagement, and sustainability programs. By promoting environmental responsibility internally and externally, we foster eco-conscious practices, support biodiversity, and strengthen our commitment to sustainable development and ESG objectives.



### GRI 305-3

## OTHER INDIRECT GHG EMISSIONS

Classic Printing achieved a reduction of 40 MTCO<sub>2</sub>e in downstream Scope 3 emissions in 2024. By optimizing product distribution, encouraging centralized deliveries, and collaborating with low-carbon logistics partners, we minimized emissions associated with transportation, use, and end-of-life of products, supporting sustainable supply chains and responsible customer engagement.

### GRI 305-3

## OTHER INDIRECT GHG EMISSIONS

Classic Printing reduced upstream Scope 3 emissions by 19.5 MTCO<sub>2</sub>e in 2024. This achievement was driven by sustainable sourcing, supplier sustainability audits, and the use of certified recycled materials. By strengthening supplier engagement, we lowered emissions from raw material extraction, transport, and production, contributing to greener value chains.

### GRI 308-2

## NEGATIVE ENVIRONMENTAL IMPACTS IN SUPPLY CHAIN

Classic Printing ensured that 100% of its buyers received training on sustainable procurement in 2024. The program emphasized supplier responsibility, ethical sourcing, and integration of ESG principles. This initiative strengthened accountability across the value chain, ensuring that procurement decisions actively supported environmental protection, labor rights, and human rights.

### GRI 303-3

## WATER RECYCLED AND REUSED

Classic Printingsuccessfully recycled and reused 561.894 m<sup>3</sup> of water in 2024. By implementing efficient water management systems, we conserve natural resources, reduce wastewater generation, and support circular water practices. This initiative aligns with our sustainability goals and strengthens our contribution to responsible resource stewardship.

### GRI 301-2

## RECYCLED INPUT MATERIALS USED

Classic Printingachieved 100% usage of recycled wood and wood-based materials in 2024. By sourcing exclusively from recycled inputs, we actively reduce deforestation, conserve biodiversity, and support a circular economy. This practice aligns with our ESG commitments and demonstrates responsible material sourcing across our value chain.

### GRI 301-1

## MATERIALS USED

Classic Printingsured 100% of its wood and wood-based products were sourced from certified origins in 2024. This guarantees sustainable forestry practices, reduces biodiversity loss, and strengthens supply chain responsibility. Our certification-based sourcing demonstrates compliance, transparency, and commitment to protecting ecosystems while promoting sustainable material use.

## ENVIRONMENT PERFORMANCE DATA

GRI  
308-1

100%

PERCENTAGE OF TARGETED SUPPLIERS WITH  
CONTRACTS THAT INCLUDE CLAUSES ON  
ENVIRONMENTAL, LABOR, AND HUMAN RIGHTS  
REQUIREMENTS

GRI  
308-1

90%

PERCENTAGE OR NUMBER OF TARGETED  
SUPPLIERS COVERED BY A SUSTAINABILITY  
ASSESSMENT

GRI  
306-3

5.8 TONS

HAZARDOUS WASTE GENERATED

Reduce the Weight of Hazardous Waste in Tons

GRI  
306-3

38.91 TONS

NON-HAZARDOUS WASTE GENERATED

Reduce the weight of Non-Hazardous waste in Tons

# ENVIRONMENT PERFORMANCE DATA

GRI  
301-2

15672 LITERS

MATERIALS, CHEMICALS, AND WASTE

Waste to Landfill

GRI  
301-2

28.746 TONS

RECOVERED MATERIAL WEIGHT

Increase the total weight of waste recovered

GRI  
301-2

100%

PERCENTAGE OF RECYCLED WOOD  
AND WOOD-BASED PRODUCTS OR  
MATERIALS

GRI  
301-1

100%

PERCENTAGE OF CERTIFIED WOOD AND  
WOOD-BASED PRODUCTS OR MATERIALS

Increase the percentage of certified wood and wood-based products or materials

# ENVIRONMENT PERFORMANCE DATA

GRI  
305-1

**285 MTCO2E**

## SCOPE 1 EMISSIONS

Reduction target for Scope 1 Emission

GRI  
305-2

**390 MTCO2E**

## SCOPE 2 EMISSIONS

Reduction target for Scope 2 Emission

GRI  
305-3

**59.5 MTCO2E**

## SCOPE 3 EMISSIONS

Reduction target for Scope 3 Emission

GRI  
305-3

**40 MTCO2E**

## DOWNSTREAM SCOPE EMISSIONS

Reduction target for Scope 3 Downstream Emission

## ENVIRONMENT PERFORMANCE DATA

GRI  
305-3**19.5 MTCO2E****UPSTREAM SCOPE EMISSIONS**

Reduction target for Scope 3 Upstream Emission

GRI  
305-7**11.326 METRIC  
TONS****AIR POLLUTANT EMISSIONS**

Total weight of air pollutants

GRI  
305-7**30 INDEX****AIR POLLUTION**

Air Quality Index

GRI  
302-1**1012987  
KWH****ENERGY CONSUMPTION AND GHGS**

Total Energy Consumption &amp; GHGs

# ENVIRONMENT PERFORMANCE DATA

GRI  
303-5

**3947.85 CUBIC  
METERS**

**TOTAL WATER CONSUMPTION**

GRI  
303-3

**561.894 CUBIC  
METERS**

**TOTAL AMOUNT OF WATER  
RECYCLED AND REUSED**

Quantity of water recycled and reused

GRI  
306-5

**428.5 CUBIC  
METERS**

**WATER**

Quantity of water pollution

GRI  
301-3

**68.42%**

**PRODUCT USE**

Percentage of product packaging made from  
recyclable, biodegradable, or minimal packaging  
materials

# ENVIRONMENT PERFORMANCE DATA

GRI  
304-3

15%

## BIODIVERSITY

Percentage of Green Landscape

GRI  
304-2

5

## ENVIRONMENTAL SERVICES AND ADVOCACY

Number of Activities in Environmental Services &  
Advocacy

GRI  
301-3

15

## PRODUCT END-OF-LIFE

Number of Persons given training on Product end-of-  
life

# SOCIAL



# NEW SUPPLIERS SCREENED USING SOCIAL CRITERIA

## GRI 414-1

Classic Printing conducted Supplier Risk Capacity Training to enhance awareness of governance, compliance, and ESG-related risks in the supply chain. Employees and procurement teams were trained to identify potential supplier risks, including labor rights violations, environmental non-compliance, and ethical concerns. The program included assessment tools, risk mitigation strategies, and monitoring mechanisms to ensure suppliers adhere to contractual, legal, and sustainability standards. By strengthening supplier risk management, the training supports responsible sourcing, reduces operational and reputational risks, and fosters collaboration with suppliers committed to ethical, safe, and environmentally sustainable practices, aligning with the company's corporate sustainability goals.

Classic Printing achieved 100% compliance, with all targeted suppliers signing our Supplier Code of Conduct in 2024. This ensures adherence to ethical business practices, environmental stewardship, and labor rights standards, strengthening supply chain accountability and aligning supplier operations with our ESG commitments and sustainability goals.



# PROGRAMS FOR UPGRADING EMPLOYEE SKILLS

## GRI 404-2



The Career Management Training supports employees in enhancing their professional growth and upgrading their skills. The program covers topics such as career planning, training pathways, mentorship, and reskilling opportunities in line with evolving printing and packaging technologies. Employees are encouraged to set career goals, access learning resources, and pursue certifications that add value to their roles. This initiative strengthens employee engagement, reduces turnover, and ensures the workforce remains competitive in a dynamic industry. By investing in continuous development, the company demonstrates its commitment to nurturing talent and aligning individual aspirations with long-term organizational success.

The Large Format Printing Operations Skill-Development training provides technical knowledge and hands-on practice for employees involved in large format printing. Participants learn about equipment operation, print quality optimization, color management, and troubleshooting techniques. The program ensures employees gain the necessary competencies to improve productivity, maintain high-quality standards, and minimize material wastage. By upgrading technical skills, the company enhances operational efficiency, reduces errors, and fosters innovation in printing processes. This initiative aligns with ESG commitments by promoting workforce capability, reducing resource consumption, and ensuring high-quality deliverables for clients in a sustainable and responsible manner.



# PROGRAMS FOR UPGRADING EMPLOYEE SKILLS

## GRI 404-2

The Corporate Giveaway Product Customization Skill-Development training focuses on enhancing employees' ability to design and personalize promotional products. The program covers customization techniques, material selection, finishing processes, and quality assurance practices. Employees gain hands-on experience to meet client specifications while maintaining efficiency and creativity. This initiative strengthens service quality, boosts customer satisfaction, and supports innovation in product offerings. By investing in skill development, the company ensures that its workforce remains competitive, adaptable, and capable of delivering sustainable and client-focused solutions, aligning with organizational growth and ESG objectives in social responsibility and workforce development.

The Binding & Finishing Techniques Skill-Development training equips employees with specialized knowledge in bookbinding, packaging finishing, and post-print processing. Participants learn proper handling of materials, finishing technologies, quality control, and safety procedures. The program enhances precision, reduces material waste, and improves final product quality. By strengthening technical expertise in finishing and binding, employees contribute to operational efficiency, customer satisfaction, and sustainable resource management. This initiative supports career growth, builds workforce capability, and reinforces ESG principles by promoting skill development, occupational safety, and high-quality service delivery across printing and packaging operations.

Classic Printing achieved 100% employee participation in career development programs in 2024. These initiatives include training, mentoring, and skill enhancement opportunities, fostering professional growth, employee engagement, and retention. By investing in workforce development, we strengthen organizational capability and support long-term career progression aligned with ESG goals.



# DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

## GRI 405-1

The Disability Inclusion Promotion training raises awareness about the importance of workplace inclusion and equitable opportunities for differently-abled employees. It provides practical guidance on workplace adjustments, accessible infrastructure, and fostering inclusive communication. The program also encourages employees to embrace diversity, eliminate stigma, and ensure fair treatment of all team members. By promoting an inclusive work environment, the company strengthens its culture of equality and ensures compliance with global diversity standards. This initiative reflects a broader commitment to ESG principles, ensuring that every employee, regardless of ability, has the tools and support needed to thrive professionally.

The Anti-Discrimination Promotion Training focuses on building a workplace free from bias, prejudice, and unequal treatment. Employees are educated on policies promoting equality, diversity, and inclusion, along with practical steps to prevent discrimination in recruitment, promotions, and daily interactions. The training encourages reporting of violations, proactive support for affected colleagues, and reinforcement of inclusive practices. By fostering a culture of respect, fairness, and equal opportunity, the company ensures compliance with UAE labor laws and international human rights standards. This initiative strengthens workforce cohesion, promotes diversity, and aligns with ESG principles of social equity and responsible employment.



# DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

## GRI 405-1

Classic Printingreports that women make up 6.8% of the total workforce in 2024. We are committed to promoting gender diversity through equitable hiring, career development, and inclusive workplace initiatives, fostering equal opportunities and enhancing representation across all levels of the organization.

Classic Printingreports that 10% of top management positions are held by women in 2024. We actively promote gender equity through leadership development, mentoring, and inclusive policies, fostering diverse perspectives, empowering female talent, and strengthening organizational governance and decision-making processes.

Classic Printingreports that 6.8% of board members are women in 2024. By promoting gender diversity at the governance level, we ensure inclusive decision-making, equitable representation, and strategic leadership, aligning with ESG principles and fostering a culture of equality and accountability across the organization.

Classic Printingreports that 10% of its workforce comprises employees from minority or vulnerable groups in 2024. By fostering inclusive hiring, equitable career opportunities, and supportive workplace policies, we promote diversity, social equity, and empowerment, strengthening organizational resilience and ESG commitments across all operations.

Classic Printingreports that 5% of top management positions are held by employees from minority or vulnerable groups in 2024. By promoting inclusive leadership, equitable opportunities, and representation, we strengthen governance diversity, empower underrepresented talent, and align organizational practices with ESG and social responsibility objectives.

# BENEFITS PROVIDED TO FULL-TIME EMPLOYEES

## GRI 401-2

The Family-Friendly Programs training emphasizes the importance of employee well-being and work-life balance. Employees are introduced to supportive policies such as flexible working arrangements, parental leave, childcare support, and wellness programs. The initiative aims to improve job satisfaction, retention, and productivity by enabling employees to balance personal and professional responsibilities effectively. Through this training, staff members gain awareness of available resources and are encouraged to utilize them for better well-being. By embedding family-friendly practices into the workplace, the company strengthens its reputation as a responsible employer and enhances overall organizational resilience.

The Working Conditions Improvement Training equips employees and managers with strategies to enhance workplace conditions, fair wages, and equitable treatment. The program covers occupational health and safety, compliance with labor standards, ergonomic practices, and transparent communication regarding benefits and grievance mechanisms. Employees are encouraged to identify improvement opportunities, promote well-being, and ensure compliance with UAE regulations. By prioritizing safe, fair, and supportive working conditions, the company enhances productivity, employee satisfaction, and retention. This initiative demonstrates the company's commitment to workforce welfare and aligns with ESG principles of social responsibility, labor rights, and sustainable human resource management.



# INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

The Workplace Harassment Audit reviews company culture, policies, and grievance mechanisms to prevent harassment and discrimination. The audit examines incident reports, complaint handling procedures, and employee awareness programs. Training on harassment prevention and reporting is provided to staff and management. Findings are used to strengthen policies, implement corrective actions, and ensure a safe work environment. By conducting this audit, the company reinforces a respectful, inclusive workplace, promotes employee well-being, ensures legal compliance, and upholds ESG commitments related to social responsibility and human rights in the workplace.

The Workplace Harassment Prevention training addresses the importance of creating a respectful and safe work environment. Employees are educated about the forms of harassment, reporting procedures, grievance mechanisms, and corrective actions. Role-playing and case studies are used to demonstrate practical ways of preventing and responding to inappropriate behavior. The training fosters zero tolerance toward harassment, ensuring compliance with both UAE labor law and international standards. This initiative also promotes transparency and accountability by protecting employees from discrimination and abuse. Ultimately, the program reinforces a workplace culture rooted in respect, dignity, and fairness.

## Discrimination & Harassment Prevention Training

The Discrimination & Harassment Prevention Training educates employees on recognizing, preventing, and addressing workplace discrimination and harassment. Participants learn about respectful communication, diversity, reporting mechanisms, and corrective actions to ensure a safe and inclusive environment. The program emphasizes zero tolerance for harassment, equal opportunities, and adherence to UAE labor laws and international human rights standards. By reinforcing awareness and accountability, the company fosters a positive workplace culture where all employees feel valued, protected, and empowered. This initiative strengthens employee trust, improves morale, and aligns with the company's commitment to social responsibility and workplace inclusivity.



# REQUIREMENTS FOR PRODUCT AND SERVICE INFORMATION AND LABELING

GRI 417-1



The Buyer Sustainability Training focuses on educating clients and customers about eco-friendly printing solutions. It covers topics such as biodegradable materials, energy-efficient production methods, reduced packaging waste, and responsible product labeling. Customers are encouraged to make sustainable choices that align with environmental conservation and responsible consumption. By empowering clients with knowledge, the company strengthens partnerships and builds awareness of sustainable practices in the wider value chain. This initiative also demonstrates transparency in product and service information, meeting global sustainability expectations while promoting responsible consumer behavior in the UAE printing and packaging market.

# SECURITY PERSONNEL TRAINED IN HUMAN RIGHTS POLICIES OR PROCEDURES

GRI 410-1

The Security Force Misuse Training educates both security personnel and employees on human rights responsibilities and the ethical use of security resources. Training modules emphasize non-violent conflict resolution, respect for individual rights, and avoidance of misuse of authority. By ensuring security staff act responsibly, the company prevents incidents of abuse, discrimination, or intimidation within the workplace. Employees are also made aware of reporting mechanisms to flag any misuse promptly. This program strengthens the organization's human rights framework and ensures compliance with international best practices on workplace safety and dignity.



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# WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

## GRI 403-5

The Health & Safety Training equips employees with essential knowledge to prevent accidents and safeguard their well-being in the workplace. Key topics include personal protective equipment, safe use of machinery, fire prevention, emergency response, and first aid. Employees are trained to identify hazards, report unsafe conditions, and adhere to occupational safety standards. This initiative strengthens the company's safety culture while ensuring compliance with legal and ESG health standards. By investing in preventive training, the company reduces risks of injuries, promotes employee confidence, and fosters a safe, resilient, and productive workplace environment.

Classic Printing conducted heavy machinery safety drills to ensure safe operation and emergency preparedness. Employees practiced procedures for equipment malfunction, entrapment, and operational hazards. Training included lockout/tagout protocols, emergency stops, and reporting incidents. The drill reinforces proper handling, reduces accident risks, and ensures compliance with occupational health and safety regulations. By preparing employees for machinery-related emergencies, the company enhances workforce safety, minimizes operational disruptions, and mitigates injury risks. This initiative strengthens the safety culture, demonstrates responsibility toward employee well-being, and aligns with ESG objectives related to occupational health, safety, and risk management in industrial operations.



# WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

GRI 403-5

The explosion injury response drill prepares employees for potential blast-related incidents in printing and packaging areas. The exercise trains staff to evacuate safely, administer first aid, use protective equipment, and coordinate with emergency response teams. Employees learn to assess hazards, contain affected zones, and prevent secondary injuries. Conducting such drills ensures readiness for high-risk scenarios, minimizes human and property damage, and reinforces compliance with UAE safety standards. This proactive approach strengthens emergency preparedness, protects employees, and aligns with ESG principles by prioritizing workplace health, safety, and risk mitigation in hazardous operational environments.

The falls prevention and response drill educates employees on avoiding and responding to slips, trips, and falls in the workplace. Training includes safe movement practices, use of protective equipment, and emergency response procedures for fall-related injuries. Employees practice first aid, reporting, and incident documentation. The drill reduces workplace accidents, enhances awareness of potential hazards, and ensures compliance with occupational safety regulations. By simulating fall scenarios, the company protects employee health, minimizes operational disruption, and demonstrates commitment to a safe work environment. This initiative aligns with ESG principles of occupational health, safety, and employee well-being.



# OPERATIONS AND SUPPLIERS WHERE RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE AT RISK

## GRI 407-1

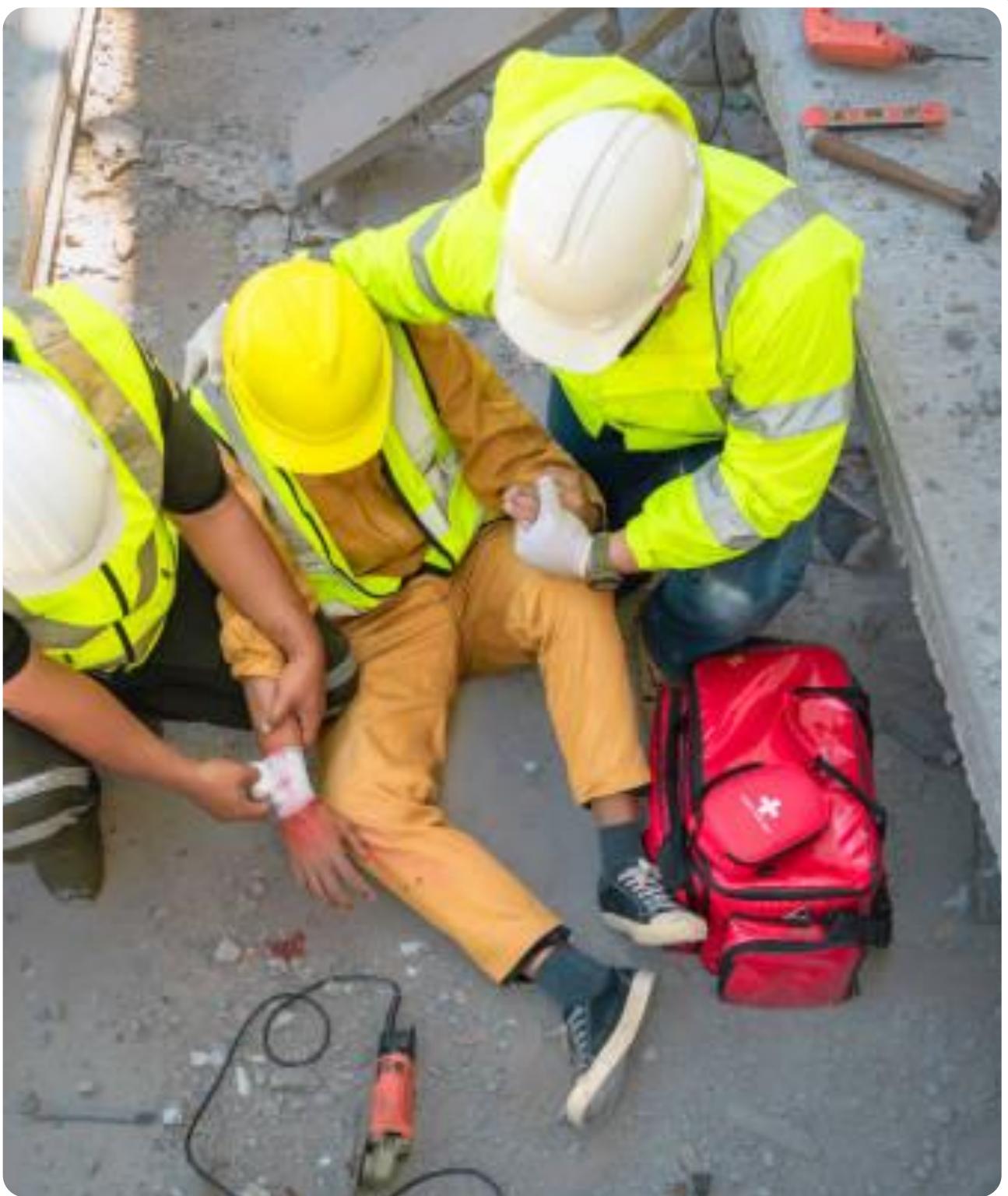
The Collective Bargaining Agreement Training informs employees about their rights to organize, form associations, and participate in negotiations for fair employment terms. The training covers international labor standards, UAE legal frameworks, and the company's policy on respecting employee representation. Employees gain clarity on the mechanisms available for dialogue with management and the importance of constructive engagement in resolving workplace issues. This initiative ensures employees understand and exercise their rights responsibly, thereby strengthening trust and collaboration. The training also aligns with global human rights and labor standards, supporting a culture of fairness and mutual respect.





GRI 403-9

## WORK-RELATED INJURIES



The Non-Employee Safety Training addresses health and safety measures for contractors, suppliers, and visitors who interact with the workplace. It includes orientation on emergency exits, restricted areas, personal protective equipment, and safe work practices. The training also educates third-party personnel about site-specific hazards and reporting procedures for incidents or near misses. By extending safety awareness beyond employees, the company ensures a secure environment for all stakeholders entering its premises. This initiative reflects a proactive approach to risk management and strengthens the organization's reputation as a responsible and safety-conscious enterprise.

The OHS Audit evaluates the company's occupational health and safety measures across facilities and operations. The audit examines hazard identification, risk assessments, safety procedures, emergency preparedness, and compliance with UAE regulations. Employees receive training on safe work practices, proper equipment use, and reporting unsafe conditions. Findings are used to implement preventive measures, reduce work-related injuries, and continuously improve safety performance. By conducting OHS audits, the company enhances employee well-being, ensures regulatory compliance, minimizes operational risks, and demonstrates ESG commitment to providing a safe and healthy work environment for all employees, contractors, and visitors.

## WORK-RELATED INJURIES

Classic Printing reported zero lost workdays due to injuries in 2024. Robust health and safety programs, risk assessments, and preventive measures ensure a safe workplace. Employee training and strict compliance with occupational safety standards reinforce our commitment to protecting workforce well-being and maintaining operational excellence.

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GRI 403-9



Classic Printing recorded zero workplace accidents in 2024. This achievement reflects our strong safety culture, proactive risk management, and adherence to occupational health standards. Through continuous training, hazard prevention, and employee engagement, we maintain a safe work environment that prioritizes well-being and operational sustainability.

Classic Printing recorded zero reportable workplace incidents in 2024. This outcome reflects our strong focus on occupational health and safety, proactive monitoring, and preventive action plans. Regular training, compliance with safety standards, and employee awareness programs ensure a secure and resilient workplace environment for all staff.

# NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

GRI 414-2

The Supplier Harassment Prevention Training raises awareness of harassment risks within the company's supply chain. Employees and procurement teams are trained to identify, prevent, and respond to harassment incidents involving suppliers, subcontractors, and partners. The program promotes ethical supplier conduct, adherence to human rights, and compliance with contractual and legal obligations. Through training, participants learn to monitor supplier behavior, implement corrective measures, and maintain transparent communication channels. This initiative helps minimize social risks in the supply chain, supports fair labor practices, and strengthens partnerships with responsible suppliers committed to safe, respectful, and inclusive work environments.



The Child Labour, Forced Labour, and Human Trafficking Audit ensures compliance with labor rights and human rights standards across operations and the supply chain. The audit examines recruitment practices, employment records, and supplier contracts to detect any instances of child labor, forced labor, or human trafficking. Employees and suppliers are trained to recognize and report violations. Findings are addressed through corrective actions and preventive measures. By conducting this audit, the company upholds ethical employment practices, protects vulnerable workers, strengthens its social responsibility commitments, and ensures adherence to international labor standards and UAE regulations.

The Child Labor Training raises awareness among employees and supply chain teams about the risks of child labor in operations and sourcing. Participants learn to identify potential violations, implement monitoring systems, and enforce strict compliance with UAE labor laws and international standards. The program also highlights ethical sourcing, reporting mechanisms, and preventive measures to protect vulnerable groups. By fostering vigilance and accountability, the training ensures that both internal operations and supplier networks remain free from child labor. This initiative supports human rights, promotes social responsibility, and safeguards the company's reputation as an ethical and sustainable business.

Classic Printing recorded zero cases of child labor, forced labor, or human trafficking in 2024. Through strict supplier audits, social compliance screenings, and ethical labor practices, we safeguard human rights, uphold international standards, and ensure a responsible supply chain aligned with ESG commitments.

## OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOR. FORCED OR COMPULSORY LABOR

GRI 408-1, 409-1



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:::

# PARENTAL LEAVE

GRI 401-3



The Flexible Work Organization Training supports employees in adapting to remote work, flexible schedules, and work-life balance programs. Participants learn about policy frameworks, performance management for flexible arrangements, parental leave, and equitable remuneration practices. The program emphasizes inclusivity, gender equality, and productivity while ensuring that employees can manage personal and professional responsibilities effectively. By enabling flexible work, the company enhances job satisfaction, reduces turnover, and supports employee well-being. This initiative strengthens workforce resilience, promotes diversity and inclusion, and aligns with ESG goals related to fair labor practices, gender equity, and employee engagement.

# AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

## GRI 404-1

The Training Hours Average Reporting program focuses on monitoring and evaluating employee development through the measurement of average training hours. It enables management to track participation, assess training effectiveness, and identify areas requiring additional skill development. Employees receive guidance on utilizing training resources effectively, while supervisors monitor learning outcomes to ensure alignment with organizational objectives. By systematically reporting average training hours, the company ensures transparency, promotes continuous professional development, and demonstrates commitment to workforce growth. This approach supports informed decision-making for future learning initiatives and strengthens the company's culture of ongoing learning and capacity building.

Classic Printing delivered an average of six hours of training per employee in 2024. These programs focused on professional development, sustainability practices, safety, and technical skills, fostering continuous learning, workforce engagement, and enhanced capabilities aligned with organizational growth and long-term ESG objectives.



# SUBSTANTIATED COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA

GRI 418-1

At Classic Printing, safeguarding data privacy, IT systems, and client confidentiality is a top priority. In 2024, we conducted specialized Information Security Training to equip employees with knowledge on secure data handling, cyber risk awareness, phishing prevention, and proper use of digital platforms. The program emphasized the importance of protecting sensitive client and business information, ensuring compliance with data protection regulations, and maintaining stakeholder trust. By strengthening employee awareness and skills, we reduce risks of breaches and enhance resilience against evolving cyber threats, reinforcing our commitment to responsible governance and information security management.

The ISMS Audit evaluates the company's data protection, privacy, and cybersecurity controls to safeguard sensitive information. It assesses compliance with internal policies, regulatory requirements, and industry standards for managing digital assets. The audit identifies potential vulnerabilities, tests system resilience, and ensures appropriate measures for data access, storage, and transmission are in place. By conducting these audits, the company strengthens cybersecurity, prevents breaches, and protects customer and employee data. This initiative also promotes operational reliability, builds stakeholder confidence, and demonstrates the organization's commitment to responsible information management and risk mitigation in line with ESG principles.

Classic Printing recorded zero confirmed information security breaches in 2024. Strong cybersecurity protocols, data protection policies, and continuous monitoring safeguard sensitive information. Employee awareness training and compliance with international data security standards reinforce customer trust and demonstrate our commitment to responsible and secure business practices.



# NEW EMPLOYEE HIRES AND TURNOVER

## GRI 401-1

The Fair Recruitment Audit evaluates recruitment processes to ensure fairness, non-discrimination, and compliance with labor laws. The audit reviews job postings, hiring criteria, selection processes, and interview practices to eliminate bias and promote equal opportunities. Recruitment records are analyzed to verify adherence to company policies and legal standards. Employees involved in hiring are trained on ethical recruitment and diversity awareness. By conducting this audit, the company strengthens transparency in hiring, promotes workforce diversity, ensures equitable treatment of candidates, and mitigates reputational and compliance risks while aligning with ESG principles of fair labor practices.



# RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

## GRI 405-2



The Fair Promotion Audit reviews internal promotion practices to ensure merit-based advancement and equal opportunity. The audit evaluates performance appraisals, promotion criteria, and decision-making processes for bias related to gender, age, or background. Employees and managers are trained on equitable promotion policies and transparent evaluation methods. Findings are used to improve fairness and strengthen governance in human resource management. By conducting this audit, the company ensures that promotions reward performance and skills, enhances workforce motivation, fosters inclusion and diversity, and aligns with ESG commitments to social equity and employee development within all organizational levels.

The Pay Gap Audit assesses wage equity across roles, departments, and gender to identify and address disparities. The audit reviews salaries, benefits, and bonus structures to ensure compliance with fair wage policies and local labor laws. Findings inform corrective actions and policy adjustments to close pay gaps. Employees and HR personnel are trained to understand pay equity principles and reporting procedures. By conducting this audit, the company promotes fairness, transparency, and equal compensation practices. The initiative supports gender equality, employee satisfaction, and ESG commitments while demonstrating accountability to stakeholders and adherence to global labor standards.

Classic Printing reported a 0% average unadjusted gender pay gap in 2024. Equal pay for equal work is strictly maintained across all roles, reflecting our commitment to fairness, gender equity, and inclusion. This practice ensures transparency, employee trust, and compliance with international labor standards.



# WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OHS

## GRI 403-4

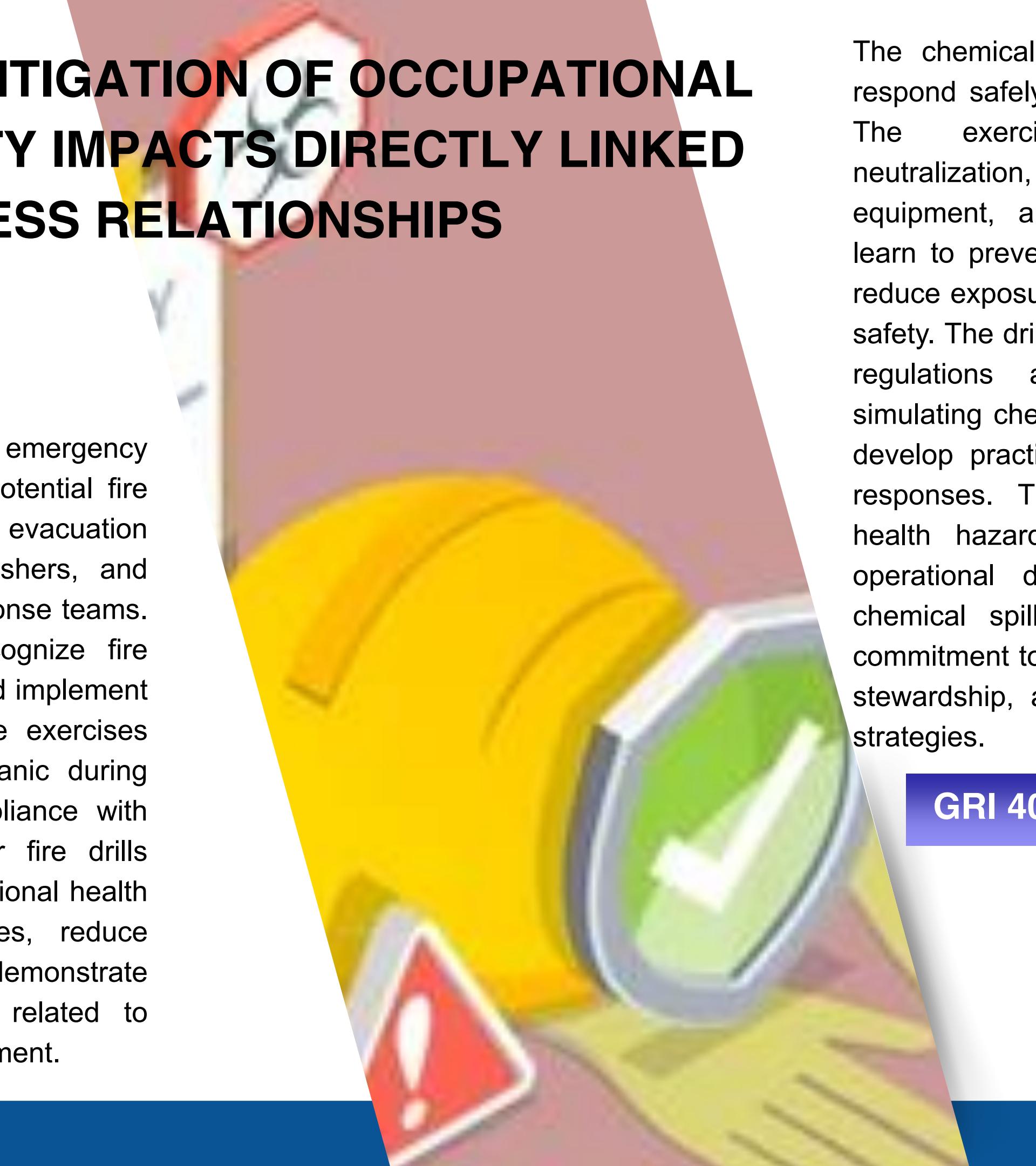
The Working Hours Audit assesses compliance with legal and ethical standards regarding employee working hours, overtime, and rest periods. The audit reviews timekeeping records, schedules, and attendance data to ensure fair treatment and prevent overwork. Employees and supervisors are trained on labor laws, policies on work hours, and reporting procedures. Findings inform adjustments to schedules, workload distribution, and operational planning to maintain work-life balance. By conducting this audit, the company ensures legal compliance, protects employee well-being, promotes a healthy workplace culture, and demonstrates its commitment to ESG principles concerning labor rights, fair treatment, and occupational health.



# PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIPS

## GRI 403-7

Classic Printing conducted fire emergency drills to prepare employees for potential fire incidents. The drill included evacuation procedures, use of fire extinguishers, and coordination with emergency response teams. Employees were trained to recognize fire hazards, follow alarm systems, and implement safe evacuation protocols. These exercises enhance awareness, minimize panic during real incidents, and ensure compliance with UAE safety regulations. Regular fire drills strengthen the company's occupational health and safety culture, protect lives, reduce potential damage to assets, and demonstrate commitment to ESG principles related to workplace safety and risk management.



The chemical spill drill trains employees to respond safely to hazardous substance leaks. The exercise includes containment, neutralization, use of personal protective equipment, and reporting procedures. Staff learn to prevent environmental contamination, reduce exposure risks, and maintain workplace safety. The drill ensures compliance with safety regulations and company protocols. By simulating chemical spill scenarios, employees develop practical skills for rapid, coordinated responses. This initiative reduces potential health hazards, environmental impact, and operational disruptions. Conducting regular chemical spill drills reflects the company's commitment to employee safety, environmental stewardship, and ESG-aligned risk mitigation strategies.

## GRI 403-7

# NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN



Classic Printing achieved 100% coverage of targeted suppliers through sustainability on-site audits in 2024. These audits assess compliance with environmental, labor, and human rights standards, ensuring responsible sourcing. Corrective actions and continuous improvement initiatives further strengthen supplier accountability and alignment with our ESG and sustainability objectives.



Classic Printing ensured 100% of audited suppliers engaged in corrective actions or capacity-building initiatives in 2024. This process strengthens compliance with environmental, labor, and human rights standards, driving continuous improvement, responsible sourcing, and alignment of supplier practices with our ESG commitments and sustainability objectives.

# INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN



In 2024, Classic Printing recorded 0 incidents of bias misconduct. Our workplace culture emphasizes fairness, equity, and inclusion through clear policies, awareness training, and open communication. Continuous monitoring and grievance mechanisms ensure employees feel respected, valued, and protected from discrimination or unequal treatment.



## BENEFITS PROVIDED TO FULL-TIME EMPLOYEES



In 2024, Classic Printing ensured 100% employee coverage under comprehensive health insurance. This commitment safeguards employee well-being, providing medical care access, financial security, and peace of mind. The company's inclusive approach demonstrates responsibility toward workforce health, supporting productivity, retention, and a positive work environment.

## MINIMUM NOTICE PERIODS FOR OPERATIONAL CHANGES / LABOR RELATIONS



In 2024, ten employees actively participated in structured social dialogue forums at Classic Printing LLC. This engagement ensured open communication between management and staff, strengthening mutual trust, addressing workplace concerns, and fostering cooperative labor relations aligned with company values and international standards for fair labor practices.

## NEW SUPPLIERS SCREENED USING SOCIAL CRITERIA



All buyers (100%) received comprehensive training on sustainable procurement practices, ensuring ethical sourcing, environmental responsibility, and supplier compliance with ESG standards. This initiative strengthens accountability across the supply chain, promotes responsible purchasing, and supports long-term sustainability goals.



## INCIDENTS OF NON-COMPLIANCE CONCERNING THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES



In 2024, Classic Printing recorded zero customer health and safety incidents. Rigorous quality control, compliance with international standards, and strict product safety protocols ensured safe printing, packaging, and related services, protecting customer wellbeing and reinforcing the company's reputation for responsible and reliable operations.

## OPERATIONS ASSESSED FOR HUMAN RIGHTS IMPACTS



In 2024, Classic Printing reported zero human rights incidents involving external stakeholders. The company actively promotes respect, ethical engagement, and transparent practices across all stakeholder relationships, ensuring operations remain aligned with international human rights principles and reinforcing trust and accountability throughout its value chain.

## SOCIAL PERFORMANCE DATA

GRI  
406-1

0 NOS

**BIAS MISCONDUCT ISSUES**

Number of Reported incidents of  
Discrimination and Harassment

GRI  
414-1

100%

**PERCENTAGE OF TARGETED  
SUPPLIERS WHO HAVE SIGNED  
THE SUPPLIER CODE OF CONDUCT**GRI  
414-2

100%

**PERCENTAGE OR NUMBER OF  
AUDITED OR ASSESSED SUPPLIERS  
ENGAGED IN CORRECTIVE ACTIONS  
OR CAPACITY BUILDING**GRI  
414-2

100%

**PERCENTAGE OR NUMBER OF  
TARGETED SUPPLIERS COVERED BY  
A SUSTAINABILITY ON-SITE AUDIT**

# SOCIAL PERFORMANCE DATA

GRI  
418-1**0 NOS**

## SECURITY BREACH COUNT

Number of confirmed information security incidents

GRI  
401-2**100%**

## WORKING CONDITIONS

Percentage of Employees Covered Under Health Insurance

GRI  
404-1**6 HOURS**

## EMPLOYEE TRAINING HOURS

Percentage of Employees Covered Under Health Insurance

GRI  
404-2**100%**

## CAREER MANAGEMENT AND TRAINING

Percentage of employees participating in career development programs

# SOCIAL PERFORMANCE DATA

GRI  
402-1

10

## LABOR RELATIONS DISCUSSION

Number of Employees Participated in Social  
Dialogue

GRI  
405-2

0 NOS

## AVERAGE UNADJUSTED GENDER PAY GAP

Average Salary For Men - Average Salary For  
Women

GRI  
405-1

6.8%

## PERCENTAGE OF WOMEN EMPLOYED IN THE WHOLE ORGANIZATION

Increase the percentage of women employed  
in the whole organization

GRI  
405-1

10%

## PERCENTAGE OF WOMEN AT TOP MANAGEMENT LEVEL

# SOCIAL PERFORMANCE DATA

GRI  
405-1

6.8%

PERCENTAGE OF WOMEN WITHIN  
THE ORGANIZATION'S BOARD

GRI  
405-1

10%

PERCENTAGE OF EMPLOYEES  
FROM A MINORITY OR  
VULNERABLE GROUP IN THE  
WHOLE ORGANIZATION

GRI  
405-1

5%

PERCENTAGE OF EMPLOYEES  
FROM A MINORITY OR VULNERABLE  
GROUP AT TOP MANAGEMENT  
LEVEL

GRI  
416-2

0 NOS

CUSTOMER HEALTH AND SAFETY

Count of reported customer health and safety  
incidents

# SOCIAL PERFORMANCE DATA

GRI  
403-9**0 NOS**

## LOST WORKDAYS INJURIES

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

GRI  
403-9**0 NOS**

## WORKPLACE ACCIDENT COUNT

Number of work-related accidents

GRI  
403-9**0 NOS**

## WORKPLACE SAFETY HEALTH

Number of reportable incidents

GRI  
414-1**100%**

## PERCENTAGE OR NUMBER OF ALL BUYERS WHO RECEIVED TRAINING ON SUSTAINABLE PROCUREMENT

## SOCIAL PERFORMANCE DATA

GRI  
403-9

0 NOS

**EXTERNAL STAKEHOLDER HUMAN  
RIGHTS**

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

GRI 408-1,  
409-1

0 NOS

**CHILD LABOR, FORCED LABOR AND  
HUMAN TRAFFICKING**

Number of labour/human rights incidents



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# INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with AA1000AS v3. The assurance engagement covered a limited assurance of the information and data disclosed within this report.

The scope of the assurance included verifying the accuracy, completeness, and reliability of the disclosures made under all relevant sections of the GRI Standards. The assurance provider conducted the engagement based on applicable assurance principles and issued an assurance statement confirming the integrity of the disclosed information.

**Name of Assurance Provider :** BMQR Certifications Pvt Ltd,

**Standard Used** : AA1000AS v3, ISO 17029:2019 and GRI.

**Type of Assurance** : Type 1

**Limited Date of Assurance** : 23<sup>rd</sup> April, 2025

**Web URL** : [www.bmqrassurance.com](http://www.bmqrassurance.com)

**Authorized Representative (Assurer):**

**Name** : S. Elango

**Designation** : Associate Certified Sustainability Assurance Practitioner (AA 1000)

**Certificate No** : AA1000 (ACSAP) C.N: A09122401

**Signature** :

