



# MOSCO PRINTS INDIA PRIVATE LIMITED

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

## CORPORATE SUSTAINABILITY REPORT

For the Period: 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025

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# 1. 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

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## 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.





## Offset and digital printing solution

Welcome to Mosco Prints Bangalore; we've been serving the printing needs of our clients' from varied industries from the last 18 years and developed a niche place in printing business by offering wide spectrum of innovative packaging solutions & effective communication materials. At Mosco Prints, we have possessed with one of the sophisticated printing machines in the world; Heidelberg and Komori, so we are assured, we can meet & satisfy every demand of our esteemed clients'. We are obsessed with frequent technology upgradations. Print technology is very dynamic and we're happy to say that we keep on top of it. Mosco Prints is one of the leading offset printing and packaging industry in Bengaluru.

## 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.



## Our products

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.



### P.O.P. / Advertisement





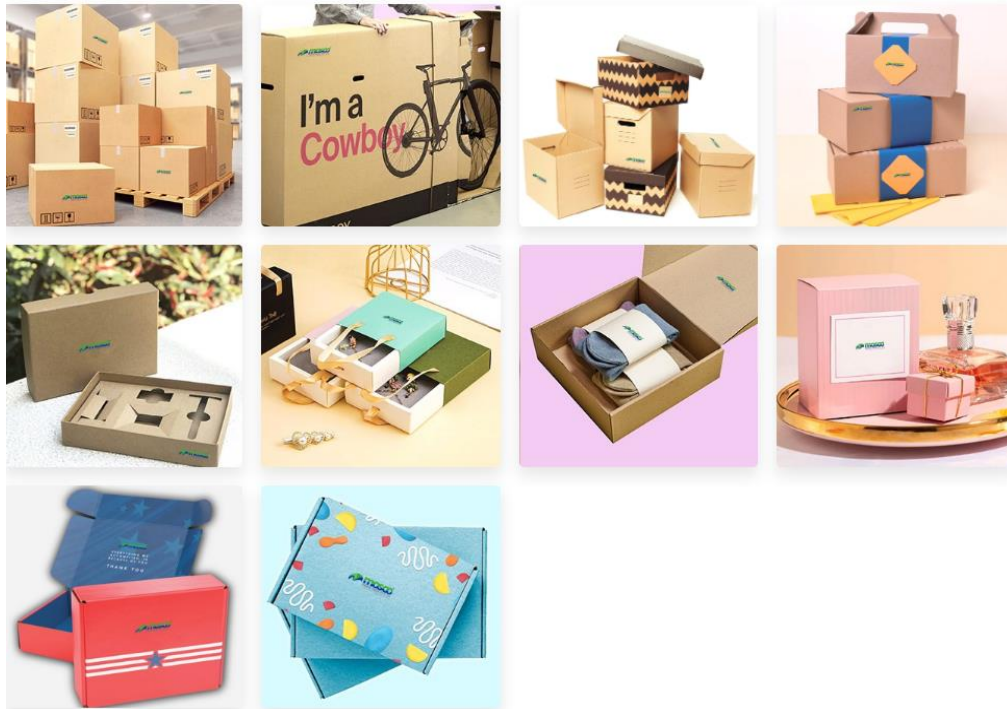
### Rigid Box



### Mono Carton



### Flute & Shipper Box



### Digital Foiling





# Infrasructure

## 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.

## Highly skilled manpower to work round the clock.

Complementing the recently attained printing machinery, Mosco Prints possesses a Press section, where highly skilled manpower to work around the clock to implement the client's impression and aspirations using the latest techniques available in the printing industry. In this department, all our major machines were acquired imported from Germany and Japan which highlights our quality aspect.



### 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 enough for us to address your priority

Our team and infrastructure is equipped to address your requirements via phone or email. We are constantly looking for ways to improve our brand value. If you have any feedback, please click on "Contact Us" and submit your comments. Ready to make your mark? Contact Mosco Prints today for a personalized consultation and a quote tailored to your specific needs. Let's embark on a journey of creativity and excellence together! Explore our diverse range of services, from high-quality offset printing to cutting-edge digital solutions. Our dedicated team ensures every detail is perfected, delivering results that speak volumes.

## contact information



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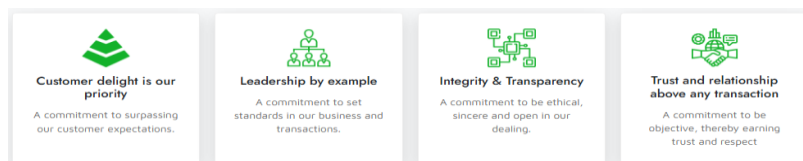


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### Mosco Prints business model of sustainability





## 2. Introduction

MOSCO PRINTS INDIA PRIVATE LIMITED (MPIPL) is a Bengaluru-based printing and packaging manufacturer integrating Environmental, Social, and Governance (ESG) principles into core operations. FY 2024–25 marks its formal carbon baseline year under ISO 14064 standards. The company demonstrates measurable progress in emissions reduction, resource efficiency, responsible sourcing, and ethical governance.



## 3. Statement of Use

### GRI 1-5

This report is prepared in accordance with GRI standards.

## 4. ISO Certification

MPIPL is certified under ISO/IEC 27001:2013 for information security, ISO 37001:2016 for anti-bribery management, ISO 14001:2015 for environmental management, and ISO 45001:2018 for occupational health and safety. These certifications reinforce strong governance, regulatory compliance, risk management, data protection, environmental responsibility, and workplace safety across all operations.



## 5. Organizational Profile (GRI 2: General Disclosures 2021)

### GRI 2-1: Organizational Profile

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

**Address:** No. 25,23/1, 1st Cross, Yallakunte Village, Old Mangamana Palya, Bommanahalli, Bengaluru, Karnataka - 560 068, India.

MOSCO PRINTS INDIA PRIVATE LIMITED (MPIPL), based in Bengaluru, operates an integrated printing and packaging facility serving domestic and export markets. The company embeds ESG across operations. FY 2024–25 marks its ISO 14064-1 carbon baseline, with verified emissions of 1,068.80 tCO<sub>2</sub>e under structured sustainability governance.

### GRI 2-9: Governance Structure

MPIPL operates under Board-led governance, with the Managing Director overseeing ESG integration and the ESG Head managing GHG accounting and reporting. Department heads implement targets operationally. Monthly reviews and quarterly tracking ensure progress. Annual Board oversight, internal controls, and ISO 14064-3 assurance strengthen transparency, accountability, and long-term sustainability resilience.

### GRI 2-23: Policy Commitments

MPIPL upholds policies on environmental protection, occupational safety, human rights, anti-corruption, diversity, supplier responsibility, and data security. It targets 42% Scope 1 and 2 and 30% Scope 3 emission reductions by 2030. Renewable energy, waste minimization, responsible sourcing, ethics training, and Net Zero 2050 alignment guide governance.

### GRI 2-29: Stakeholder Engagement Approach

MPIPL engages employees, suppliers, customers, regulators, investors, and communities through structured communication, ESG assessments, audits, and feedback systems. Sustainability performance is shared annually. Supplier ESG coverage reached 100%. Stakeholder feedback informs materiality and risk management. Transparent GRI reporting and ISO assurance strengthen trust and collaborative sustainability progress.

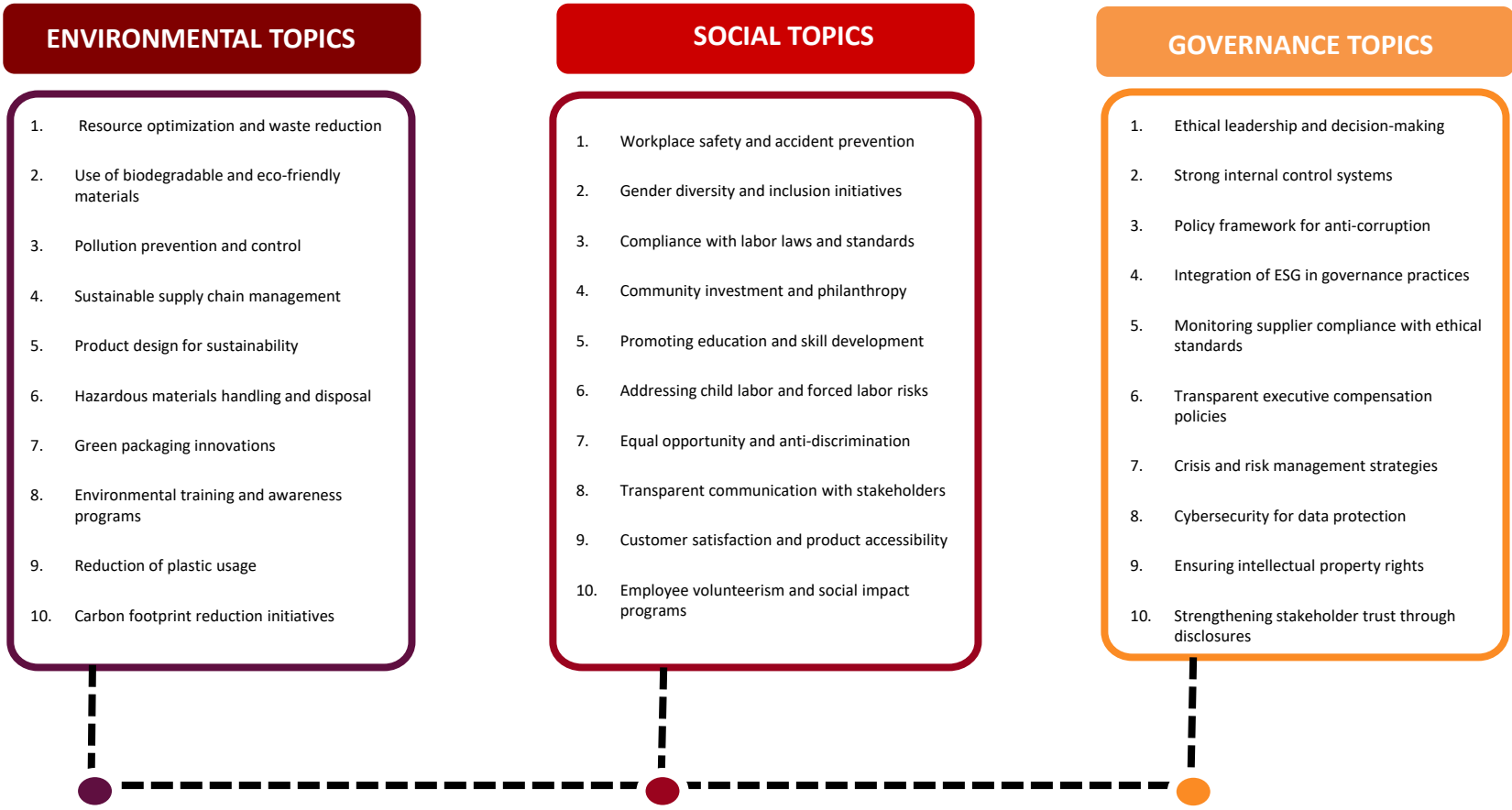
### GRI 3-1 – Process for Identifying Sustainability-Related Impacts

MPIPL identifies sustainability impacts through risk assessments, stakeholder engagement, ESG reviews, regulatory mapping, and ISO 14064-1 carbon analysis. Key areas include energy, emissions, water, waste, safety, supplier practices, and governance risks. Board oversight and external assurance validate findings, guiding targets, operational controls, and Net Zero 2050 strategy alignment.



### GRI 3-2: List of Material Topics

MPIPL's material topics include GHG emissions (Scope 1, 2, and 3), energy efficiency, renewable energy transition, water stewardship, waste management, occupational health and safety, diversity and equal opportunity, employee training, supplier ESG assessment, anti-corruption, data security, and regulatory compliance. Emissions total 1,068.80 tCO<sub>2</sub>e, representing primary environmental impact. Scope 3 accounts for 51% of total emissions. Zero workplace fatalities and zero corruption cases were reported. These topics were prioritized based on operational significance, stakeholder expectations, regulatory requirements, and long-term climate risk considerations aligned with science-based targets and Net Zero ambition.



### GRI 3-3: Management Approach for Material Topics

Each material topic is governed by structured policies, measurable targets, and monitoring mechanisms. Climate management follows ISO 14064 standards with validated science-based reduction targets. Energy and emissions are tracked monthly; suppliers undergo ESG assessments; safety audits ensure zero harm. Waste and water performance are monitored against reduction goals. HR oversees diversity and training metrics. Governance ensures 100% ethics training coverage and whistleblower protection. Performance data is reviewed monthly and reported annually. Independent assurance strengthens credibility. Continuous improvement plans align operational controls, capital investment, and stakeholder engagement toward long-term sustainability performance.



# GOVERNANCE



## GRI 201: Economic Performance Disclosures

MPIPL maintains stable financial performance to support renewable energy investments, energy-efficient technologies, workforce development, and ESG systems. Economic value generated sustains wages, suppliers, and community contributions while funding operational improvements. Climate risk management, transparent reporting, and efficiency measures reduce costs, enhance resilience, ensure compliance, and align long-term growth with emission reduction and sustainability goals.

### GRI 202-1: Ratios of Standard Entry-Level Wage to Local Minimum Wage



MPIPL ensures entry-level wages exceed Karnataka minimum standards, with annual benchmarking, full health insurance, equal pay practices, transparent payroll systems, and regular audits, reinforcing legal compliance, fair employment, and responsible workforce management.

### GRI 202-2: Proportion of Senior Management Hired from Local Communities



MPIPL prioritizes local hiring in Karnataka, strengthening community development, reducing commuting emissions, supporting regional suppliers, enhancing workforce skills, generating stable employment, and contributing to economic growth, tax revenues, and long-term stakeholder relationships.

### GRI 203: Indirect Economic Impacts



MPIPL drives regional economic development through local employment, sustainable supplier partnerships, renewable energy investments, ESG compliance, community engagement, and green initiatives, strengthening economic resilience while supporting climate goals and responsible industrial growth.

## GRI 204: Procurement Practices

MPIPL integrates ESG criteria into procurement processes. 100% targeted suppliers signed the Supplier Code of Conduct and completed ESG assessments. Contracts include environmental, labor, and human rights clauses. Procurement prioritizes recycled materials and sustainable suppliers to reduce Scope 3 emissions. Buyers receive 100% sustainability training coverage. Local sourcing is encouraged to reduce logistics emissions and strengthen community economies. Supplier carbon disclosure integration is underway to improve data accuracy. Procurement decisions consider quality, compliance, cost efficiency, and sustainability performance to ensure responsible value-chain management and long-term supplier partnerships.

## GRI 205: Anti-Corruption

MPIPL maintains zero tolerance for corruption. All employees completed annual ethics training, achieving 100% coverage. A whistleblower mechanism ensures confidentiality, non-retaliation, acknowledgment within seven days, and resolution within 30–60 days. No confirmed corruption cases were reported in FY 2024–25. Anti-corruption policies extend to suppliers through contractual clauses. Regular internal audits monitor compliance. Governance oversight ensures transparency in procurement, financial transactions, and stakeholder interactions. Strong ethical culture supports regulatory compliance and stakeholder trust. Continuous awareness programs reinforce integrity and accountability across all operational and managerial levels.

## GRI 206: Anti-Competitive Behaviour

MPIPL complies with competition laws and maintains fair business practices. No legal actions related to anti-competitive behavior, anti-trust, or monopoly practices were recorded during FY 2024–25. Policies prohibit price-fixing, market allocation, or unfair trade conduct. Employees receive compliance guidance through ethics training programs. Transparent procurement and sales procedures ensure competitive integrity. Legal and finance departments monitor contractual compliance. Governance oversight reinforces adherence to national regulations. Responsible business conduct strengthens customer trust, supplier relationships, and long-term market credibility while preventing reputational and financial risks.



# ENVIRONMENT

## GRI 301: Materials

MPIPL uses paperboard, kraft paper, duplex board, inks, and adhesives, prioritizing recyclability and reduced environmental impact. Recycled-content sourcing lowers Scope 3 emissions, while ESG-screened suppliers ensure responsible forestry compliance. Material efficiency initiatives minimize waste and offcuts. Continuous monitoring supports cost optimization and circular economy practices across packaging operations and the value chain.

### GRI 301-1: Materials Used by Weight or Volume

MPIPL monitors raw material consumption by weight, focusing on paperboard and kraft substrates, reducing scrap, increasing recycled content, supporting emission reduction goals, improving GRI and ISO reporting accuracy, and enhancing resource efficiency and cost control.

### GRI 301-2: Recycled Input Materials Used

MPIPL increases recycled paperboard use to reduce Scope 3 emissions and promote circularity. Certified suppliers ensure responsible sourcing. Recycled inputs lower embodied carbon and conserve resources. Monitoring recycled content percentages strengthens resource efficiency, reduces upstream impacts, and supports long-term climate and packaging sustainability commitments.

### GRI 301-3: Reclaimed Products and Packaging

MPIPL segregates and recycles paper waste through authorized recyclers, optimizes packaging to reduce material use, promotes lightweight designs, trains employees on segregation, and advances circular economy goals while lowering landfill volumes and lifecycle environmental impacts.



## GRI 302: Energy

Energy management is central to MPIPL's climate strategy, with FY 2024–25 consumption at 318,792.77 kWh across presses, die-cutting, compressors, and lighting. LED retrofits, maintenance, and optimized scheduling improved efficiency. Renewable use reached 1,262 kWh, with rooftop solar planned. Monitoring supports reduced Scope 2 emissions and a 42% reduction target by 2030.

### GRI 302-1: Energy Consumption Within the Organization

MPIPL consumed 318,792.77 kWh in FY 2024–25, mainly grid electricity, with diesel for DG sets. Efficiency upgrades reduced usage year-on-year. Renewable energy reached 1,262 kWh, with a planned 300 kW rooftop solar installation. Monthly monitoring, audits, and optimization lower operational intensity, supporting emission reduction targets and national climate commitments.

### GRI 302-2: Energy Consumption Outside the Organization

Energy use beyond MPIPL's operations includes upstream material production, supplier activities, logistics, and downstream distribution, contributing 544.18 tCO<sub>2</sub>e under Scope 3. ESG-based procurement, recycled material sourcing, and supplier collaboration address embedded energy intensity. Route optimization reduces fuel consumption. Monitoring Scope 3 categories improves transparency, reduction planning, and strengthens climate strategy across the value chain.

## GRI 302-3: Energy Intensity

MPIPL tracks energy and emission intensity per production output, currently 0.43 tCO<sub>2</sub>e per metric ton, targeting 0.30 by 2030. Metrics per employee and unit enable benchmarking despite volume changes. LED upgrades, optimized utilization, and renewable adoption drive improvements, supporting informed investments and science-based emission reduction commitments.

### GRI 302-4: Reductions in Energy Consumption

MPIPL reduced energy use from 331,937 kWh in FY 2022–23 to 318,792 kWh in FY 2024–25 through LED retrofits, preventive maintenance, optimized scheduling, and equipment upgrades. Awareness programs supported conservation. Monthly monitoring tracks trends. These measures lowered Scope 2 emissions and costs, supporting the 42% Scope 1 and 2 reduction target by 2030.

### GRI 302-5: Reductions in Energy Requirements of Products/Services

MPIPL develops lightweight packaging, optimizing die layouts and printing efficiency to lower manufacturing energy use. Increased recycled board reduces embodied energy. Customer collaboration ensures functional yet sustainable designs. These initiatives cut transport emissions, lower life-cycle energy intensity, and support climate-aligned, innovative product development.



## GRI 303: Water and Effluents

MPIPL consumed 60,324 liters of water in FY 2024–25 across printing and sanitation processes, recycling 15,081 liters. Monthly monitoring, leak detection, and process optimization reduce wastage. Targets include 20% consumption reduction and 30% recycling within three years. Compliant effluent management ensures environmental protection and responsible water stewardship.

## GRI 304: Biodiversity

MPIPL operates outside protected or ecologically sensitive areas and reported no significant biodiversity impacts in FY 2024–25. Green landscaping, waste reduction, and emission controls minimize ecological footprint. Responsible sourcing and supplier ESG assessments address indirect impacts. Annual reviews and environmental awareness initiatives reinforce ecosystem protection and sustainable industrial practices.

## GRI 305: Emissions

MPIPL reported 1,068.80 tCO<sub>2</sub>e emissions in FY 2024–25 across Scopes 1, 2, and 3, with Scope 3 representing 51%. Verified under ISO 14064-1 and 14064-3, the company targets 42% Scope 1 and 2 and 30% Scope 3 reductions by 2030, supporting Net Zero 2050 through renewables and supplier engagement.





### GRI 305-1 – Direct (Scope 1) Emissions

Scope 1 emissions totaled 434.13 tCO<sub>2</sub>e in FY 2024–25, primarily from diesel used in DG sets and company vehicles, with minor refrigerant leakage. Diesel combustion remains the largest direct source. Monthly monitoring tracks fuel consumption using recognized emission factors. Preventive maintenance improves efficiency. Plans include hybrid or gas-based DG replacement and phased EV fleet adoption by FY 2028, supporting the 42% combined Scope 1 and 2 reduction target by 2030.

### GRI 305-2: Indirect (scope) Emissions

Scope 2 emissions totaled 90.49 tCO<sub>2</sub>e in FY 2024–25 from grid electricity using CEA emission factors. Energy efficiency upgrades and LED retrofits reduced consumption year-on-year. Renewable usage reached 1,262 kWh, with a planned 300 kW rooftop solar project targeting a 35% renewable share by FY 2027. Ongoing green power evaluation and monthly monitoring support the 42% combined emission reduction commitment.

### GRI 305-3: Other Indirect (Scope) Emissions

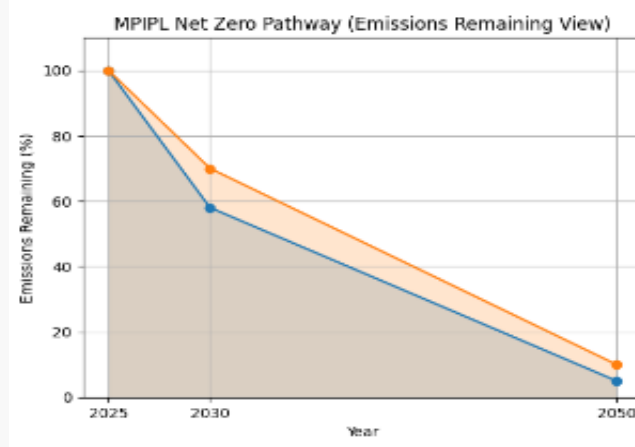
Scope 3 emissions totaled 544.18 tCO<sub>2</sub>e, representing 51% of overall emissions, with 256.76 tCO<sub>2</sub>e upstream and 287.42 tCO<sub>2</sub>e downstream. Key sources include raw materials, logistics, commuting, and waste. Increased recycled board use lowers embodied carbon. Full supplier ESG assessment coverage, logistics optimization, and supplier carbon disclosure integration support MPIPL’s 30% Scope 3 reduction target by 2030.

### Emissions Baseline Summary (2025)

Scope	CURRENT YEAR APRIL 2024 – MARCH 2025
Scope 1	434.13
Scope 2	90.49
Scope 3	544.18
Scope 3 Upstream	256.76
Scope 3 Downstream	287.42
Total	1068.80

### Upstream (GRI 305-3)

MPIPL’s upstream Scope 3 emissions include purchased raw materials (paperboard, inks, adhesives), supplier energy consumption, inbound logistics, fuel- and energy-related activities, waste generated in operations, and capital goods. Emissions are quantified using supplier data, emission factors, and spend-based methodologies aligned with ISO 14064-1. Supplier ESG assessments ensure 100% coverage, promoting responsible sourcing, renewable energy adoption, and lower-carbon material alternatives to reduce value chain impacts.



### Downstream (GRI 305-3)

MPIPL’s downstream Scope 3 emissions include product distribution, third-party transportation, customer use-phase impacts (where applicable), and end-of-life treatment of packaging products. Emissions are estimated using logistics data and waste disposal factors. The company promotes recyclable materials, lightweight packaging design, and customer awareness initiatives to reduce lifecycle emissions and support circular economy objectives.

### SBTi-Aligned GHG Reduction Targets

Year	Target Emissions (tCO <sub>2</sub> e)
2025 (Base)	524.62
2026	502
2027	446
2028	405
2029	355
2030	304

### GRI 305-4: GHG Emissions Intensity

MPIPL reports emission intensity of 0.43 tCO<sub>2</sub>e per metric ton and 8.91 tCO<sub>2</sub>e per employee, enabling performance comparison independent of growth. Efficiency measures, renewable energy, and material optimization drive improvements. The company targets 0.30 tCO<sub>2</sub>e per ton by 2030, supporting science-based goals, operational efficiency, informed investment decisions, and long-term competitiveness.

### GRI 305-5: Reduction of GHG Emissions

Emission reductions were achieved through energy efficiency upgrades, LED retrofits, optimized scheduling, renewable adoption, and recycled material sourcing. Supplier engagement strengthened Scope 3 control. MPIPL targets 42% Scope 1 and 2 and 30% Scope 3 reduction by 2030. ISO 14064-3 limited assurance verifies performance, supporting Net Zero 2050 progress.

### GRI 305-6: Emissions of Ozone-Depleting Substances

MPIPL does not manufacture or intentionally release ozone-depleting substances. Limited refrigerant use in air-conditioning systems is monitored to prevent leakage through preventive maintenance. No significant ODS emissions occurred in FY 2024–25. Environmentally compliant refrigerants are procured. Regulatory compliance, documentation, and monitoring ensure traceability, reflecting responsible facility management and atmospheric protection commitment.





### GRI 305-7: NO<sub>x</sub>, SO<sub>x</sub>, and Other Air Emissions

Air emissions primarily arise from diesel combustion in DG sets and vehicle operations. Preventive maintenance and fuel efficiency monitoring reduce NO<sub>x</sub> and SO<sub>x</sub> emissions. No regulatory exceedances were reported during FY 2024–25. Compliance with applicable environmental standards is maintained. Operational controls minimize particulate matter and combustion-related pollutants. Transition toward renewable energy and potential hybrid DG systems will further reduce air emissions. Continuous tracking ensures adherence to legal requirements. Air emission management supports improved local air quality and environmental responsibility within manufacturing operations.



### GRI 306 – Waste

MPIPL generated 0.569 kg of hazardous waste and 59.75 kg of non-hazardous waste during FY 2024–25. Waste-to-landfill decreased compared to prior years, reflecting improved segregation and recycling practices. Production scrap paper is sent to authorized recyclers. Chemical usage optimization reduced hazardous waste generation. Employees receive training on source segregation and safe handling. Waste data is tracked monthly and reviewed during ESG meetings. The company targets 85% waste recovery within three years. Compliance with regulatory disposal standards is maintained. Continuous improvement initiatives support circular economy practices and minimize environmental impact across operations.

### GRI 307 – Environmental Compliance

MPIPL reported zero environmental non-compliance incidents, fines, or penalties during FY 2024–25. Operations adhere to applicable environmental laws governing air emissions, water usage, effluent management, and waste disposal. Monitoring systems ensure regulatory thresholds are not exceeded. Periodic internal audits verify compliance and documentation accuracy. External validation under ISO frameworks strengthens credibility. Environmental permits and licenses are maintained and renewed as required. Compliance performance is reviewed at management level. The company's proactive risk management approach prevents violations and reinforces accountability. Strong compliance culture supports operational continuity and stakeholder confidence in environmental governance practices.

### GRI 308 – Supplier Environmental Assessment

MPIPL achieved 100% ESG assessment coverage for targeted suppliers. Supplier evaluations include environmental compliance, waste management practices, energy use, and labor standards. Contracts incorporate sustainability clauses and corrective action requirements. High-risk suppliers undergo follow-up reviews to ensure improvement. Increased recycled board sourcing reduces upstream environmental impact. Supplier carbon disclosure integration is in progress to strengthen Scope 3 accuracy. Procurement teams receive sustainability training to enforce environmental criteria. Continuous engagement supports responsible sourcing and long-term supplier partnerships. Supplier environmental assessment enhances value-chain transparency and aligns procurement practices with climate and sustainability objectives.



# SOCIAL





### GRI 401: Employment

MPIPL provides stable employment with wages above statutory minimums and 100% health insurance coverage. Equal opportunity recruitment supports diversity, with women representation reaching 18%. Zero labor violations were reported in FY 2024–25. Transparent contracts, safe workplaces, skill development, and performance systems promote decent work, employee well-being, and long-term organizational resilience.



### GRI 402: Labor/Management Relations

MPIPL fosters transparent communication through regular meetings, feedback channels, and performance reviews. Employees receive advance notice of key changes. Confidential grievance mechanisms and rights awareness training support compliance and dialogue. No major disputes occurred in FY 2024–25, strengthening trust, morale, productivity, and smooth sustainability implementation.

### GRI 403-2 – Non-Hazardous Waste

MPIPL generated 59.75 kg of non-hazardous waste in FY 2024–25, mainly paper scrap and packaging. Segregation enables recycling through authorized vendors, reducing landfill volumes. Process optimization and employee awareness lower scrap generation. Monthly monitoring supports an 85% recovery target, advancing circular economy objectives and minimizing environmental footprint.

### GRI 403-8 – Workers Covered by Occupational Health & Safety (OH&S) System

All MPIPL employees, including permanent and contractual staff, are covered under a structured Occupational Health and Safety management system. Regular audits, hazard assessments, training, and emergency drills ensure compliance. Incident reporting enables corrective action. Full health insurance coverage and management oversight reinforce consistent safety performance and the company’s zero-harm commitment.

### GRI 403-9 – Work-Related Injuries

MPIPL recorded zero fatalities and reportable injuries in FY 2024–25, with LTIFR improving to 10.78. Safety audits, preventive maintenance, training, and incident reporting strengthen risk control. Monthly reviews and strong leadership commitment reinforce a zero-harm culture and sustained operational reliability.



### GRI 403-10 – Work-Related Ill Health

No work-related ill health cases were reported in FY 2024–25. MPIPL implements ergonomic assessments, ventilation monitoring, and safe chemical handling practices. Employees receive health insurance and medical access. PPE training, inspections, regulatory compliance, and continuous risk monitoring safeguard well-being and maintain safe manufacturing conditions.

### GRI 404 – Training and Education

MPIPL delivered an average of 127 training hours per employee in FY 2024–25, covering ESG, safety, ethics, technical skills, leadership, and sustainable procurement. All employees participated in growth plans, with 100% ethics training completion. Performance reviews include sustainability goals, strengthening engagement, innovation, compliance, and long-term organizational resilience.

### GRI 405 – Diversity and Equal Opportunity

MPIPL promotes inclusive, merit-based hiring with equal pay and fair treatment. Women representation rose from 12% to 18%, targeting 20% next year, while minority representation reached 18%. Diversity metrics are monitored annually, with no discrimination cases reported. Inclusive practices strengthen innovation, culture, stakeholder trust, and long-term human capital development.



### GRI 406 – Non-Discrimination

MPIPL enforces zero tolerance for discrimination, ensuring equal opportunity in hiring, pay, promotion, and training. No incidents occurred in FY 2024–25. Confidential grievance systems, awareness training, and regular management reviews uphold compliance, merit-based decisions, ethical governance, and an inclusive, productive workplace culture.

### GRI 408 – Child Labor and Forced Labor

MPIPL prohibits child and forced labor across operations and supply chains, complying with national laws and international human rights standards. Age verification and Supplier Code clauses ensure compliance, with 100% ESG assessment coverage. No violations occurred in FY 2024–25, reinforcing ethical labor practices and accountability.



### GRI 414 – Supplier Social Assessment

MPIPL achieved 100% ESG assessment coverage among targeted suppliers. Social criteria include labor practices, health and safety compliance, human rights adherence, and ethical conduct. Suppliers must sign the Code of Conduct and agree to corrective action procedures if required. Procurement teams receive sustainability training to enforce compliance. High-risk suppliers are monitored through follow-up evaluations. Integration of supplier carbon disclosure enhances Scope 3 transparency. Responsible supplier engagement strengthens sustainable value chains. Continuous monitoring ensures alignment with social standards and reduces reputational and operational risks.

### GRI 412 – Human Rights Assessment

Human rights considerations are integrated into MPIPL’s governance and supplier management systems. Internal policies ensure non-discrimination, fair wages, safe working conditions, and grievance redressal. Supplier ESG assessments evaluate compliance with labor and human rights standards. 100% targeted suppliers signed the Code of Conduct. No human rights violations were identified during FY 2024–25. Risk assessments are conducted periodically to identify potential concerns. Training reinforces awareness among employees and procurement teams. Commitment to human rights strengthens ethical supply chains and aligns operations with international sustainability principles and stakeholder expectations.

### GRI 413 – Local Communities

MPIPL contributes to local communities through employment generation, supplier partnerships, and responsible environmental management. A significant proportion of employees and senior management are hired locally, supporting regional economic growth. Operations comply with environmental regulations to prevent community impact. Waste reduction, emission control, and water conservation initiatives minimize environmental footprint. No community grievances were reported during FY 2024–25. Engagement with local stakeholders supports transparency and trust. Indirect economic contributions include local procurement and logistics partnerships. Responsible operations enhance community well-being and long-term socio-economic development.



### GRI 416 – Customer Health and Safety

MPIPL ensures product safety through quality control systems and regulatory compliance. Zero product-related safety incidents were reported during FY 2024–25. Packaging materials meet labeling and environmental standards. Sustainable packaging adoption reached 86%, targeting 90%. Quality checks are conducted throughout production to prevent defects. Customer feedback mechanisms enable continuous improvement. Compliance with safety regulations protects end users and reduces liability risks. Commitment to safe and sustainable packaging enhances customer trust and market reputation. Continuous innovation supports responsible product stewardship across life cycles.

### GRI 418 – Information Security

MPIPL maintains comprehensive information security controls, achieving zero confirmed incidents in FY 2024–25. Cybersecurity measures include role-based access controls, strong password protocols, secure servers, firewalls, and continuous system monitoring. Defined incident response procedures ensure swift investigation and resolution. Employee training promotes responsible data handling. Compliance with data protection regulations and periodic IT audits verify system integrity. Robust data governance safeguards business continuity, stakeholder confidence, and resilience against evolving cybersecurity threats.

### GRI 419 – Social and Economic Compliance

MPIPL recorded zero incidents of non-compliance with social or economic regulations in FY 2024–25. Operations comply with labor, taxation, environmental, and corporate governance requirements. Internal audits, management reviews, and transparent documentation support regulatory adherence. Ethical conduct policies and whistleblower mechanisms enhance accountability. Continuous compliance monitoring reduces legal and reputational risks, reinforcing stakeholder trust, operational stability, and sustainable long-term business performance.



## SUSTAINABILITY PERFORMANCE DATA (01<sup>st</sup> April 2024 TO 31<sup>st</sup> March 2025)



Sl. No	KPI	Unit	Measure
1	Percentage of women employed in the whole organization	Percentage	18
2	Employee health and safety	Count	0
3	External stakeholder human rights	Count	0
4	Product use	Percentage	86
5	Total gross Scope 1 GHG emissions	MT of CO2e	434.13
6	Total gross Scope 2 GHG emissions (market or location based)	MT of CO2e	90.49
7	Total gross Scope 3 GHG emissions	MT of CO2e	544.18
8	Total gross Scope 3 Downstream GHG emissions	MT of CO2e	287.42
9	Total gross Scope 3 Upstream GHG emissions	MT of CO2e	256.76
10	Total water consumption	Liters	60.324
11	Percentage of employees trained on business ethics	Percentage	100
12	Percentage or number of targeted suppliers covered by a sustainability assessment	Percentage	100
13	Number of days lost to work-related injuries, fatalities, and ill health	Count	0
14	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	18
15	Career management and training	Percentage	100
16	Biodiversity	Percentage	7
17	Environmental services and advocacy	Count	7
18	Total energy consumption	kWh	318792.77
19	Total weight of hazardous waste	Kgs	0.569
20	Number of confirmed information security incidents	Count	0
21	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage	100
22	Materials, chemicals, and waste	Liters	3040
23	Average hours of training per employee	Hours	127
24	Energy consumption and GHGs	kWh	318792.77
25	Total renewable energy consumption	kWh	1262
26	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage	100

Sl. No	KPI	Unit	Measure
27	Working conditions	Percentage	100
28	Discrimination and Harassment	Count	0
29	Air pollution	Index	37.6
30	Customer health and safety	Count	0
31	Total amount of water recycled and reused	Liters	15.081
32	Number of reports related to whistleblower procedure	Count	0
33	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
34	Percentage of certified wood and wood-based products or materials	Percentage	100
35	Percentage or number of all buyers who received training on sustainable procurement	Percentage	100
36	Number of hours worked	Hours	282048
37	Number of work-related accidents	Count	0
38	Social dialogue	Count	15
39	Child labor, forced labor, and human trafficking	Count	0
40	Water	Liters	595737
41	Product end-of-life	Count	16
42	Total weight of air pollutants	Metric Tons	1.72
43	Percentage of recycled wood and wood-based products or materials	Percentage	100
44	Lost time injury (LTI) frequency rate for direct workforce - (total number of lost time injury events) x 1,000,000 / total hours worked company wide	Percentage	10.78
45	Total weight of waste recovered	Kgs	7.899
46	Number of confirmed corruption incidents	Count	0
47	Total weight of non-hazardous waste	Kgs	59.75
48	Lost time injury (LTI) severity rate for direct workforce - (number of days lost due to injuries) x 1,000 / total hours worked	Percentage	0.01
49	Percentage of targeted suppliers who have signed the supplier code of conduct	Percentage	100

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THIS REPORT IS PREPARED IN ACCORDANCE WITH GRI STANDARDS (2021)

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## INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with ISO 17029:2019. The assurance engagement covered a Type 2 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** : ISO 17029:2019 and GRI.  
**Type of Assurance** : Type 2  
**Web URL** : [www.bmqrassurance.com](http://www.bmqrassurance.com)

### Authorized Representative (Assurer):

**Name** : S. Elango  
**Designation** : Associate Certified Sustainability Assurance Practitioner  
**Date** : 24<sup>th</sup> April, 2025  
**Certificate No** : AA1000 (ACSAP) C.N: A09122401  
**Signature** :

