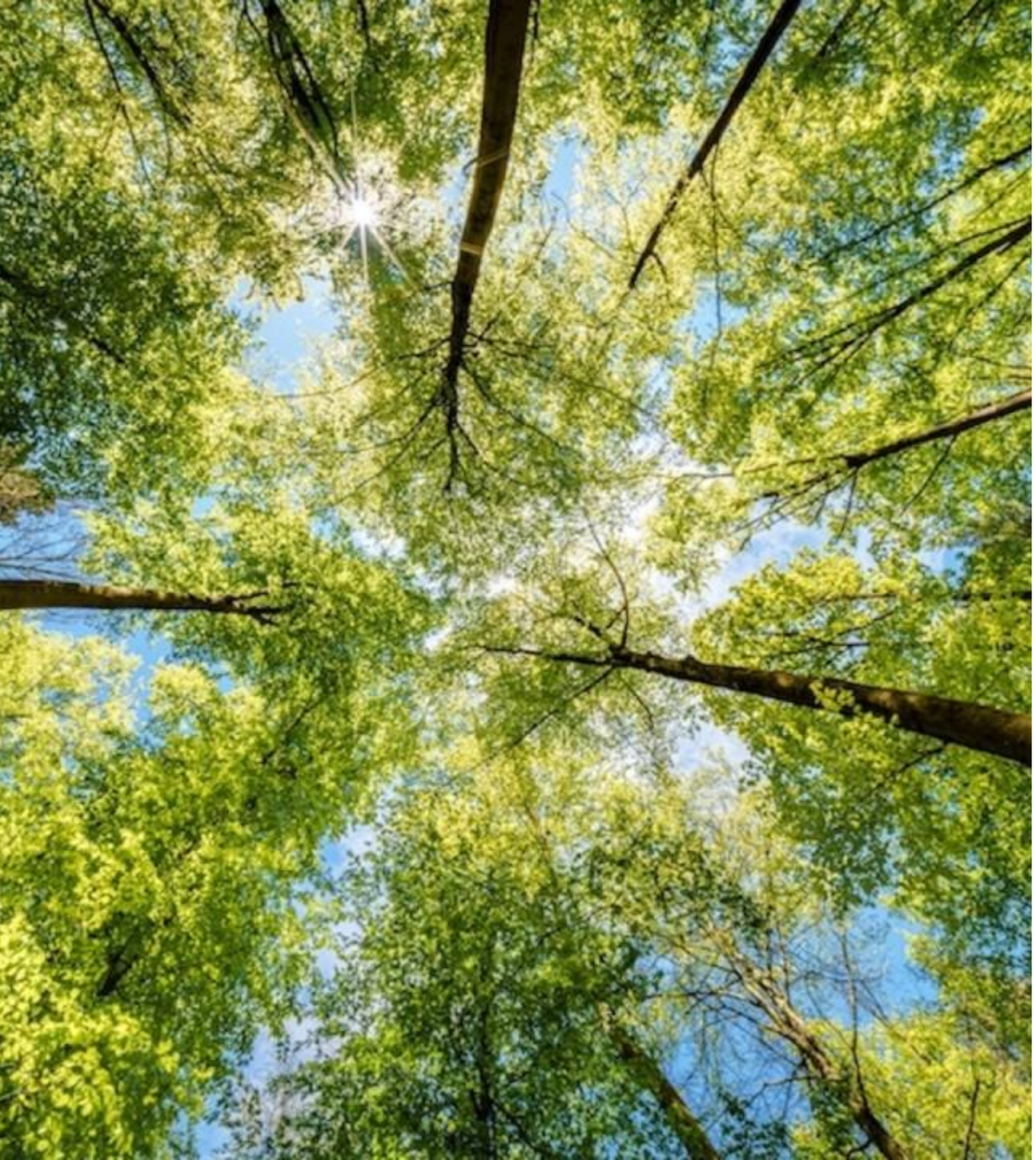

iTek Packz

No. 11 & 12, Sir M. Vishweshwaraiah Industrial Layout, Avalahalli Village, Anjanapura, Kanakapura Road, Bengaluru – 560 062. Karnataka, India.

CORPORATE SUSTAINABILITY REPORT

For the Period: 1st April 2024 to 31st March 2025

Doc No : **INFOPLUS/ESG/070**

Issue No : **01**

Rev No : **00**

Date : **25th April, 2025**

iTEK PACKZ
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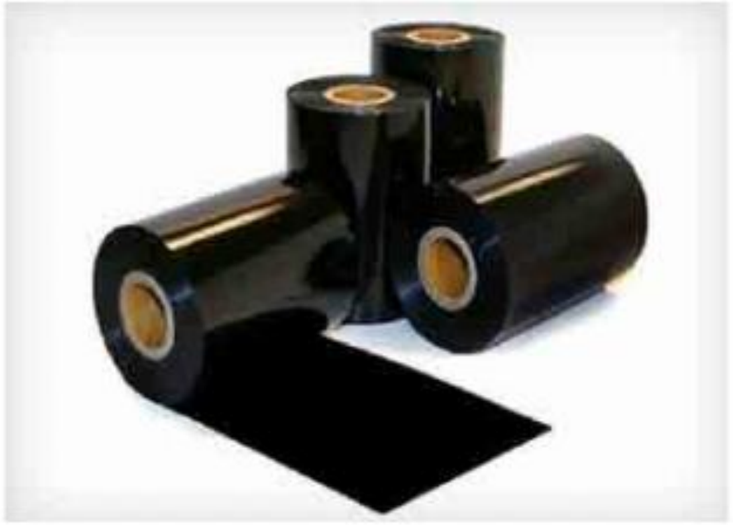
About Itek packz

iTek Packz is an innovative technology-driven packaging solutions provider, delivering smart, sustainable, and efficient packaging systems for modern businesses. Our mission is to bridge the gap between technology and packaging by offering intelligent automation, analytics, and digital integration that streamline operations and reduce costs.With a strong focus on quality, reliability, and customer experience, iTekPackz enables enterprises to optimize their packaging workflows, enhance product safety, and accelerate time-to-market. Backed by advanced tools and a dedicated support team, we help organizations transform traditional packaging into a smarter, data-driven process.

Plain Self Adhesive Labels & Ribbons



We can manufacture plain labels and supply them to you on rolls suitable for any label printer or applicator.

iTekPackz manufactures and supplies widest range of Plain Labels. With our extensive knowledge of labelling applications we can provide plain and blank labels tailored to the specification of the customer. We operate some of the most sophisticated and fastest presses available today and as a result we supply both plain labels and blank labels to some of India's biggest producers.

We can offer Thermal Ribbons for multiple sizes of printers and labels in different grades such as Wax, Wax Resin and Resin, depending on the label material and application. Choosing the right Ribbon Type is important. As experts in Labels and Labelling, we are experienced in matching the right ribbon for your circumstance.

QC Testing Lab

Lab

Edale FL5-Flexo Press
(Folding Carton & Self Adhesive Labels)

2017 – Edale FL5 Installed
Instead of a five-step sheetfed set process for folding carton production, the cartons can now be printed in a roll-to-sheet form in one-pass

2021 – Installed Second 100% Label Inspection System

Edale Flat bed Die Cutter
(Folding Carton)

2018 – The Edale FDC-510 Installed
is a flatbed die-cutter used inline for die punching with the FL5 Press
Bobst Folder Gluer Installed

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No. 11 & 12, Sir M. Vishweshwaraiah Industrial Layout, Avalahalli Village, Anjanapura, Kanakapura Road, Bengaluru – 560 062. Karnataka, India.

Introduction

iTek is an India-based printing and packaging organization specializing in mono cartons, labels, sleeves, and customized printed solutions for FMCG, pharmaceutical, and allied industries. Operating from its manufacturing facility in Bengaluru, iTek integrates Environmental, Social, and Governance (ESG) principles into its operations to support sustainable growth, regulatory compliance, and long-term stakeholder value. The organization monitors key environmental impacts, including energy consumption, greenhouse gas emissions, water usage, and waste generation, while emphasizing employee health and safety, ethical business conduct, and responsible supply chain practices. This Sustainability Report covers activities under iTek's operational control for the financial year April 2024 to March 2025 and aligns with GRI 2021 standards. It presents material topics, management approaches, performance indicators, and improvement initiatives, demonstrating iTek's commitment to transparency, continuous improvement, and responsible corporate citizenship.

Statement of Use

GRI 1-5

This report is prepared in accordance with GRI standards.

ISO Certification

iTek operates in compliance with internationally recognized standards, holding certifications that demonstrate its commitment to quality, environmental management, and occupational health and safety. The organization is ISO 9001 certified for quality management, ensuring consistent product quality, process efficiency, and customer satisfaction. ISO 14001 certification reflects iTek's environmental management system, focusing on energy efficiency, emissions reduction, waste management, and regulatory compliance. Additionally, ISO 45001 certification covers occupational health and safety, providing structured processes for hazard identification, risk mitigation, employee training, and continuous improvement. These certifications reinforce iTek's dedication to operational excellence, sustainability, and stakeholder confidence.

ISO 14001:2015

iTek is certified under **ISO 14001:2015**, the international standard for Environmental Management Systems (EMS), demonstrating its commitment to systematic environmental responsibility. The certification ensures that iTek identifies and manages environmental aspects, including energy consumption, emissions, water usage, and waste generation, in a structured and compliant manner. Continuous monitoring, risk assessments, and improvement initiatives are embedded in operations to minimize environmental impacts. ISO 14001:2015 certification also promotes regulatory compliance, resource efficiency, and sustainable practices across the value chain. This framework supports iTek's long-term goal of reducing its environmental footprint while enhancing operational efficiency and stakeholder confidence.

ISO 45001:2018

iTek is certified under **ISO 45001:2018**, the international standard for Occupational Health and Safety Management Systems (OHSMS), reflecting its commitment to providing a safe and healthy workplace. The certification ensures systematic identification, assessment, and mitigation of workplace hazards across printing, finishing, utilities, and administrative operations. Risk controls, employee training, emergency preparedness, and continuous monitoring are integral components of the system. ISO 45001:2018 certification helps prevent work-related injuries and illnesses, promotes a proactive safety culture, and ensures compliance with applicable labor and safety regulations. It reinforces iTek's dedication to employee well-being and operational excellence.

ISO 28000:2022

iTek is aligned with **ISO 28000:2022**, the international standard for Security Management Systems for the Supply Chain. This certification ensures a systematic approach to identifying, assessing, and managing risks associated with the storage, handling, and transportation of materials and finished products. By implementing ISO 28000:2022 requirements, iTek enhances supply chain security, safeguards assets, and minimizes disruptions from theft, loss, or contamination. The standard also promotes continuous monitoring, risk mitigation, and collaboration with logistics partners. Compliance demonstrates iTek's commitment to secure, reliable, and resilient operations while maintaining stakeholder trust and operational integrity.

Organizational Profile (GRI 2: General Disclosures 2021)

GRI 2-1: Organizational Profile

Company Name: iTek Packz

Address: No. 11 & 12, Sir M. Vishweshwaraiah Industrial Layout, Avalahalli Village, Anjanapura, Kanakapura Road, Bengaluru – 560 062. Karnataka, India.

iTek Packz was founded in 2013 and is one of the leading suppliers of self-adhesive labels and converters of printed cartons in Bengaluru, India.
Lorem Ipsum is simply dummy text of the printing and typesetting industry. Lorem Ipsum has been the industry's standard dummy text ever since the 1500s,

GRI 2-9: Governance Structure

iTek is governed by its Partners and Top Management, who provide strategic direction, oversight, and accountability for business performance and sustainability integration. Day-to-day operational management is supported by functional heads overseeing production, quality, maintenance, procurement, human resources, and finance. Sustainability and ESG responsibilities are coordinated through the Quality and ESG function, supported by cross-functional teams. An internal ESG Committee reviews compliance, environmental performance, occupational health and safety, and ethical conduct. This governance structure ensures effective decision-making, regulatory compliance, risk management, and alignment of sustainability objectives with business strategy.

GRI 2-23: Policy Commitments

iTek is committed to responsible business conduct through formal policies covering environmental protection, occupational health and safety, labor practices, ethics, anti-corruption, data protection, and supplier responsibility. These policies align with applicable Indian regulations and recognized sustainability standards. Management demonstrates commitment by integrating policy requirements into operational procedures, training programs, and performance monitoring. Employees and relevant stakeholders are informed of policy expectations through inductions, awareness sessions, and internal communications. Continuous review ensures policies remain relevant to evolving regulatory, environmental, and social expectations, reinforcing iTek's commitment to ethical operations and sustainable value creation.

GRI 2-29: Stakeholder Engagement Approach

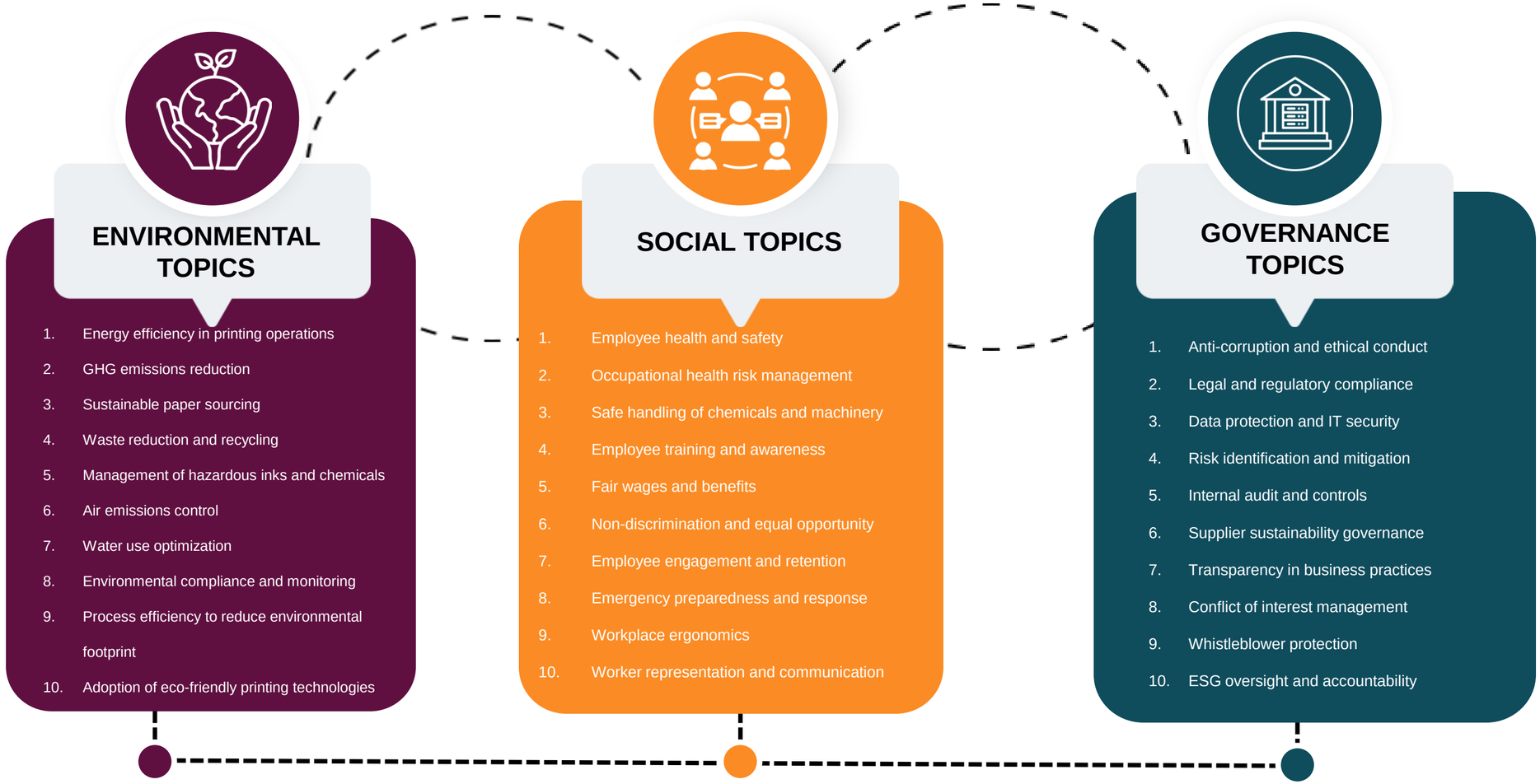
iTek engages with stakeholders including employees, customers, suppliers, regulators, and the local community to understand expectations and address sustainability-related concerns. Engagement methods include employee meetings, training sessions, supplier interactions, customer communications, audits, and regulatory inspections. Feedback received is considered in decision-making, risk management, and improvement initiatives. Stakeholder engagement supports transparency, trust, and long-term relationships while helping identify material sustainability impacts. This structured approach enables iTek to align operational practices with stakeholder priorities, enhance ESG performance, and continuously improve environmental, social, and governance outcomes across its value chain.

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

iTek identifies sustainability-related impacts through internal assessments of operational activities, regulatory requirements, industry risks, and stakeholder expectations. Management reviews environmental impacts such as energy use, emissions, water consumption, and waste generation, along with social aspects including health and safety, labor practices, and employee well-being. Governance risks such as ethics, compliance, and data protection are also evaluated. Inputs from audits, inspections, incident records, and performance data support impact identification. This systematic process ensures significant actual and potential impacts are identified, prioritized, and addressed through appropriate policies, controls, and improvement initiatives.

GRI 3-2: List of Material Topics

Based on its materiality assessment, iTek has identified key material topics relevant to its printing operations and stakeholder expectations. These include energy consumption and efficiency, greenhouse gas emissions, waste and hazardous materials management, water and effluent management, environmental compliance, occupational health and safety, employee training and well-being, ethical conduct, data security, and responsible supply chain management. These topics represent areas with significant environmental, social, or economic impacts and are integrated into business planning, operational controls, and performance monitoring. Addressing these material topics supports regulatory compliance, risk mitigation, and long-term sustainability.



GRI 3-3: Management Approach for Material Topics

iTek manages its material sustainability topics through a structured and integrated management approach designed to ensure effective control, continuous improvement, and alignment with overall business objectives. This approach is supported by clearly defined policies, documented operational procedures, systematic monitoring mechanisms, and regular management oversight. Responsibilities for managing sustainability impacts are allocated across relevant functional departments, including production, maintenance, quality, procurement, human resources, and logistics, ensuring accountability and cross-functional collaboration.

Environmental material topics are managed through focused initiatives addressing energy consumption, greenhouse gas emissions, waste management, water use, and regulatory compliance. Energy management practices include monitoring electricity and fuel usage, preventive maintenance of equipment, and implementation of efficiency improvement measures. Emissions are tracked in alignment with recognized standards to support reduction planning and performance evaluation. Waste management emphasizes segregation at source, recycling through authorized vendors, and responsible disposal of hazardous materials. Compliance monitoring ensures adherence to applicable environmental laws and permit conditions.

Social material topics are addressed through a robust occupational health and safety management system, employee training programs, and engagement initiatives. Workplace hazards are identified through risk assessments, with controls implemented to prevent injuries and occupational ill health. Regular safety training, toolbox talks, and awareness programs strengthen employee competence and safety culture. Human resource practices support fair labor conditions, employee well-being, and skill development, while grievance mechanisms enable transparent resolution of concerns.

Governance-related material topics are managed through ethical policies, internal controls, audits, and management reviews. Anti-corruption measures, data protection controls, and compliance processes support transparency and integrity in business operations. Performance against material topics is reviewed periodically through internal audits, inspections, and management meetings. Corrective and preventive actions are implemented where gaps are identified, ensuring continual improvement. This comprehensive management approach enables iTek to effectively manage sustainability risks and opportunities while supporting long-term value creation.

GOVERNANCE

GRI 201: Economic Performance Disclosures

iTek contributes to economic performance through stable operations, responsible financial management, and value creation for stakeholders. Economic impacts include employment generation, supplier payments, statutory taxes, and local procurement. Sustainability initiatives such as energy efficiency, waste reduction, and process optimization also contribute to cost control and long-term financial resilience. The organization manages financial risks through compliance, internal controls, and prudent resource utilization. By integrating ESG considerations into decision-making, iTek supports sustainable economic growth while maintaining operational efficiency, regulatory compliance, and long-term business continuity in a competitive printing industry environment.

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

iTek ensures that wages paid to employees meet or exceed applicable local minimum wage requirements as prescribed under Indian labor laws. Entry-level wages are determined based on skill requirements, job roles, statutory obligations, and industry benchmarks. Compensation structures are periodically reviewed to ensure fairness, compliance, and competitiveness. This approach supports employee well-being, motivation, and retention while ensuring legal compliance. By maintaining wage levels above statutory minimums, iTek demonstrates its commitment to fair labor practices, social responsibility, and providing dignified employment opportunities within the local community.

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

iTek prioritizes hiring from local communities, including for supervisory and senior management positions, wherever feasible. This approach supports local employment, knowledge retention, and community development. Local hiring reduces commuting impacts, enhances workforce stability, and strengthens relationships with surrounding communities. Management positions are filled based on competence, experience, and alignment with organizational values, while encouraging internal growth and local talent development. Through local recruitment and skill development, iTek contributes to indirect economic impacts by supporting livelihoods, enhancing local capabilities, and fostering long-term socio-economic development in the region.

GRI 203 Indirect Economic Impacts

iTek generates indirect economic impacts through local procurement, employment, skill development, and responsible business operations. The company supports authorized local suppliers, service providers, and logistics partners, contributing to regional economic activity. Employee training enhances skill development and long-term employability. Environmental and efficiency initiatives reduce resource consumption and operational costs, indirectly benefiting customers and stakeholders. Compliance with regulations and ethical practices strengthens trust and stability in the local business environment. These indirect impacts contribute to sustainable economic development while reinforcing iTek's role as a responsible corporate citizen within its operating region.

GRI 204: Procurement Practices

iTek follows responsible procurement practices emphasizing quality, compliance, cost efficiency, and sustainability. Suppliers are selected based on technical capability, regulatory compliance, ethical conduct, and reliability. Preference is given to authorized and local suppliers where feasible to support local economies and reduce logistical impacts. Procurement processes incorporate sustainability considerations such as material efficiency, waste reduction, and environmental compliance. Supplier performance is periodically reviewed to ensure alignment with iTek's ESG expectations. These practices help manage supply chain risks, improve operational efficiency, and support responsible sourcing across printing and packaging operations.

GRI 205: Anti-Corruption

iTek maintains a zero-tolerance approach to corruption, bribery, and unethical business practices. Anti-corruption principles are communicated through internal policies, employee training, and management oversight. Employees are required to adhere to ethical standards in dealings with customers, suppliers, and authorities. Approval controls, documentation requirements, and internal audits help prevent corrupt practices. Whistleblower mechanisms enable employees to report concerns without fear of retaliation. These measures reinforce transparency, accountability, and integrity, ensuring business decisions are made ethically and in compliance with applicable laws and corporate governance standards.

GRI 206: Anti-Competitive Behaviour

iTek conducts its business in compliance with applicable competition laws and fair trade practices. The organization avoids anti-competitive behavior such as price-fixing, collusion, or unfair market practices. Employees involved in sales, procurement, and management are expected to act ethically and independently in commercial decisions. Internal controls and management oversight help ensure compliance with legal and ethical requirements. No incidents of anti-competitive behavior or related legal actions were identified during the reporting period. These practices support fair competition, customer trust, and a transparent business environment.


ENVIRONMENT

GRI 301: Materials

iTek uses paper, inks, chemicals, adhesives, and packaging materials as primary inputs in its printing operations. Material selection focuses on quality, regulatory compliance, and process efficiency. Where feasible, materials with improved environmental performance are preferred. Inventory management and process controls minimize material wastage and support efficient resource use. Material usage is monitored to identify opportunities for reduction, recycling, and substitution. These practices support cost efficiency, waste reduction, and responsible resource management aligned with sustainability objectives within the printing and packaging industry.

GRI 301-1: Materials Used by Weight or Volume

iTek tracks material consumption including paper, inks, chemicals, and packaging inputs through procurement and production records. Monitoring material usage by weight or volume enables effective inventory control, waste reduction, and process optimization. Paper constitutes the largest material input due to the nature of printing operations. Data tracking supports identification of inefficiencies and opportunities for improved material utilization. By monitoring material consumption systematically, iTek enhances operational efficiency, reduces environmental impact, and supports transparent sustainability reporting aligned with recognized standards.

GRI 301-2: Recycled Input Materials Used

iTek promotes the use of recycled materials where technically and commercially feasible, particularly in paper and packaging inputs. Supplier engagement encourages the availability of recycled-content materials that meet quality and regulatory requirements. The use of recycled inputs helps reduce demand for virgin resources and lowers environmental impacts associated with raw material extraction. While recycled content availability depends on customer specifications and market conditions, iTek continues to explore opportunities to increase recycled material usage. These efforts support circular economy principles and responsible material sourcing within printing operations.

GRI 301-3: Reclaimed Products and Packaging

iTek supports material reclamation primarily through recycling of paper scrap and packaging waste generated during operations. Production offcuts and rejected prints are segregated and sent to authorized recyclers for recovery. Packaging materials such as cartons and pallets are reused or recycled where possible. While product take-back programs are limited due to the nature of printing services, waste reclamation within operations reduces landfill disposal and supports resource efficiency. These practices contribute to circular material flows and reduced environmental footprint across printing and packaging activities.

GRI 302: Energy

Energy consumption at iTek is primarily associated with electricity used in printing machines, finishing equipment, lighting, and utilities. Energy management focuses on efficiency, monitoring, and reduction initiatives. Preventive maintenance, efficient machinery, and employee awareness programs help optimize energy use. Energy performance is tracked through utility bills and internal records to identify trends and improvement opportunities. Planned initiatives such as renewable energy adoption further support decarbonization goals. Effective energy management reduces operational costs, lowers emissions, and supports iTek's commitment to environmental sustainability.

GRI 302-1: Energy Consumption Within the Organization

iTek's internal energy consumption is dominated by purchased electricity used for production machinery, auxiliary equipment, and facility operations. Energy data is collected through electricity bills and operational records to ensure accurate tracking. Diesel usage is limited to backup power through DG sets. Energy consumption trends are reviewed periodically to identify efficiency opportunities. This monitoring supports targeted actions such as equipment upgrades, maintenance improvements, and behavioral energy savings. Effective internal energy management contributes to reduced environmental impact and improved operational efficiency.

GRI 302-2: Energy Consumption Outside the Organization

Energy consumption outside iTek's organizational boundaries primarily relates to logistics, transportation of raw materials and finished goods, and supplier operations. These indirect energy impacts are reflected within Scope 3 emissions. While direct control is limited, iTek engages with logistics partners and suppliers to encourage efficient transportation practices and responsible energy use. Route optimization, load planning, and supplier ESG engagement help reduce external energy consumption. Addressing energy use beyond operational boundaries supports value-chain sustainability and contributes to overall emissions reduction efforts.

GRI 302-3: Energy Intensity

iTek monitors energy intensity by relating total energy consumption to production output and operational activity levels. Energy intensity metrics help assess efficiency improvements over time and benchmark performance. Continuous monitoring supports identification of high-energy-consuming processes and opportunities for optimization. Reduction in energy intensity is pursued through efficient machinery, maintenance practices, and employee awareness. Improving energy intensity contributes to cost savings, reduced emissions, and enhanced competitiveness. These metrics support informed decision-making and continuous improvement in energy performance across printing operations.

GRI 302-4: Reductions in Energy Consumption

iTek has implemented energy reduction initiatives including energy-efficient equipment, LED lighting, preventive maintenance, and operational controls to reduce idle energy use. Employee awareness programs promote responsible energy behavior. Energy audits help identify inefficiencies and improvement opportunities. Feasibility studies for rooftop solar installation are underway to further reduce grid electricity dependence. These actions collectively contribute to reduced energy consumption and lower emissions. Continuous monitoring ensures progress toward energy reduction targets aligned with iTek's sustainability strategy and long-term decarbonization objectives.

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

iTek reduces energy requirements of its printing services through process optimization, efficient machinery, and improved production planning. Advanced equipment enables faster setup times, reduced rework, and lower energy consumption per unit output. Preventive maintenance ensures machines operate at optimal efficiency. Operator training further enhances efficient equipment use. These measures reduce the overall energy footprint of printed products and services delivered to customers. Lower energy intensity supports cost efficiency, environmental responsibility, and alignment with customer sustainability expectations.

GRI 303 – Water and Effluents

Water is used at iTek primarily for cleaning, process support, and domestic purposes. Water management focuses on responsible usage, monitoring, and compliance with discharge standards. Consumption is tracked through internal records, and conservation measures are implemented to minimize freshwater use. Effluent quality is monitored through authorized testing to ensure compliance with regulatory limits. Responsible water and effluent management reduces environmental impact, supports regulatory compliance, and demonstrates iTek's commitment to sustainable resource stewardship.

GRI 304 – Biodiversity

iTek's operations are located in an industrial area and do not directly impact protected or biodiversity-sensitive areas. The organization does not conduct activities such as land conversion, resource extraction, or habitat disturbance. Environmental management practices focus on pollution prevention, waste management, and regulatory compliance to minimize indirect impacts. Responsible handling of chemicals, waste, and emissions helps protect surrounding ecosystems. While biodiversity impacts are limited, iTek remains committed to minimizing environmental footprint and complying with environmental regulations that support ecosystem protection.

GRI 305 – Emissions

iTek monitors greenhouse gas emissions across Scope 1, Scope 2, and Scope 3 categories in alignment with recognized standards. Emissions primarily arise from purchased electricity and value-chain activities. Emissions data supports identification of reduction opportunities and progress tracking against decarbonization goals. Reduction strategies include energy efficiency, renewable energy adoption, logistics optimization, and supplier engagement. Managing emissions supports climate responsibility, regulatory preparedness, and alignment with customer sustainability expectations.

GRI 305-1 – Direct (Scope 1) Emissions

Scope 1 emissions at iTek arise from diesel consumption in DG sets, company-owned vehicles, and refrigerant leakage from air-conditioning systems. These emissions represent a small proportion of the overall carbon footprint. Fuel usage and refrigerant inventories are monitored to ensure accurate reporting. Reduction measures include efficient DG operation, vehicle maintenance, and responsible refrigerant management. Continuous monitoring helps minimize direct emissions and supports compliance with environmental regulations and climate commitments.

GRI 305-2 – Indirect (Scope 2) Emissions

Scope 2 emissions result from purchased grid electricity used in printing and facility operations. Electricity consumption represents a significant portion of iTek's emissions profile. Emissions are calculated using applicable grid emission factors. Reduction initiatives focus on energy efficiency, equipment upgrades, and planned renewable energy adoption. Monitoring Scope 2 emissions supports informed decision-making and progress toward decarbonization targets aligned with long-term sustainability goals.

GRI 305-3 – Other Indirect (Scope 3) Emissions

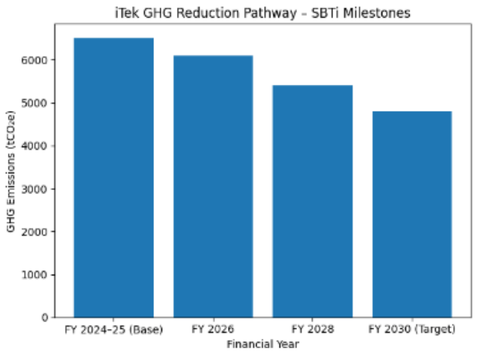
Scope 3 emissions at iTek arise from raw material procurement, transportation, waste management, employee commuting, and downstream logistics. These emissions represent the largest share of the organization's carbon footprint. While direct control is limited, iTek engages suppliers and logistics partners to encourage emission reduction. Improved data collection, route optimization, waste recycling, and responsible sourcing support Scope 3 management. Addressing these emissions is a key priority for climate impact reduction.

Emissions Baseline Summary (2025)

Scope	Emissions (tCO_2e)
Scope 1	3.27
Scope 2	618.13
Scope 3 Upstream	106.236
Scope 3 Downstream	5784.388
Scope 3	5,890.62
Total	6,512.024

Upstream (GRI 305-3)

Upstream Scope 3 emissions at iTek arise primarily from the procurement of raw materials such as paper, inks, chemicals, adhesives, and packaging materials, as well as upstream transportation and supplier operations. Paper procurement represents the most significant upstream emission source due to energy- and resource-intensive manufacturing processes. Additional emissions are associated with inbound logistics, supplier energy use, and outsourced services. iTek addresses upstream emissions through responsible sourcing, preference for compliant and efficient suppliers, and engagement on sustainability practices. Supplier assessments and data improvement initiatives support better visibility and progressive reduction of upstream greenhouse gas emissions.



Downstream (GRI 305-3)

Downstream Scope 3 emissions at iTek primarily arise from the distribution of finished printed products, third-party logistics and transportation to customers, and end-of-life treatment of packaging and printed materials. Emissions are influenced by transport distances, vehicle types, fuel usage, and delivery frequency. Additional downstream impacts may occur from product handling and disposal after customer use. iTek addresses downstream emissions by optimizing logistics routes, consolidating shipments, engaging efficient transport partners, and promoting recyclable packaging solutions. Improving coordination with logistics providers and enhancing data collection remain key priorities for managing and reducing downstream greenhouse gas emissions.

SBTi-Aligned GHG Reduction Targets

Emission Scope	Base Year Emissions (tCO_2e)	Reduction Target	Target Year	SBTi Alignment
Scope 1	3.27	42% absolute reduction	FY 2030	1.5°C aligned
Scope 2	618.13	42% absolute reduction	FY 2030	1.5°C aligned
Scope 1+2 (Combined)	621.40	42% reduction	FY 2030	SBTi Near-term
Scope 3	5,890.62	25% reduction	FY 2030	SBTi minimum requirement
Emission Intensity	Baseline	≥4.2% YoY reduction	Ongoing	SBTi pathway

GRI 305-4: GHG Emissions Intensity

iTek evaluates GHG emissions intensity by relating total emissions to production output and operational activity. Intensity metrics help track efficiency improvements and decoupling of emissions from growth. Continuous monitoring supports identification of high-impact processes and targeted reduction measures. Lower emissions intensity reflects improved energy efficiency, optimized logistics, and responsible material use. These indicators support transparency, performance benchmarking, and progress toward climate targets.

GRI 305-5: Reduction of GHG Emissions

iTek has established a structured approach to reduce greenhouse gas emissions across operational and value-chain activities. Key initiatives include energy efficiency improvements, renewable energy feasibility, logistics optimization, waste reduction, and supplier engagement. Employee awareness programs support behavioral change. Progress is reviewed annually through emissions monitoring and management review. These actions support long-term decarbonization, regulatory preparedness, and alignment with science-based climate pathways.

GRI 305-6: Emissions of Ozone-Depleting Substances

iTek minimizes emissions of ozone-depleting substances by managing refrigerants used in air-conditioning systems responsibly. Equipment maintenance and leak prevention measures are implemented to reduce refrigerant losses. The organization complies with applicable regulations governing refrigerant use and handling. No significant emissions of ozone-depleting substances were identified during the reporting period. Responsible refrigerant management supports environmental protection and regulatory compliance.

GRI 305-7: NOx, SOx, and Other Air Emissions

Air emissions at iTek are minimal and are mainly linked to the operation of diesel generator (DG) sets used as backup power sources during electricity outages. The primary emissions identified include nitrogen oxides (NOx) and sulfur oxides (SOx). These emissions are effectively controlled through regular preventive maintenance, timely servicing of DG sets, and restricted usage only during emergencies. iTek does not have any significant process-related air emissions, as its operations are largely service-oriented. Compliance with applicable air quality and environmental regulations is consistently maintained through adherence to statutory requirements and internal controls. Periodic monitoring, proper fuel handling, and equipment upkeep further support emission reduction efforts. Through these measures, iTek ensures that air emissions remain within permissible limits and that potential impacts on local air quality and the surrounding environment are effectively minimized.

GRI 306 – Waste

Waste management at iTek is systematically managed with a strong focus on segregation, recycling, and environmentally responsible disposal practices. The key waste streams generated include paper scrap, packaging materials, ink residues from printing activities, and a small quantity of hazardous waste. Waste is segregated at the source to ensure proper handling and maximize recycling potential. iTek maintains internal records to track waste generation and disposal, supported by documentation from authorized waste recyclers and disposal agencies to ensure regulatory compliance. Recycling is given priority to minimize the volume of waste sent to landfills and to promote resource efficiency. Hazardous waste, where generated, is stored, handled, and disposed of in accordance with applicable environmental regulations. Continuous improvement initiatives are implemented to strengthen waste segregation practices, raise employee awareness, and reduce waste generation at the source, thereby supporting overall environmental sustainability objectives.

GRI 307 – Environmental Compliance

iTek complies with all applicable environmental laws and regulations related to air emissions, waste management, water usage, and hazardous materials handling. Compliance is ensured through valid permits, routine monitoring, periodic inspections, and proper maintenance of statutory records and documentation. During the reporting period, no significant environmental fines, penalties, or instances of non-compliance were reported. Regular internal reviews and audits are conducted to verify adherence to legal requirements and to identify opportunities for continual improvement. This structured approach to environmental compliance supports uninterrupted operations, minimizes environmental risks, and demonstrates iTek's commitment to responsible and sustainable business practices.

GRI 308 – Supplier Environmental Assessment

iTek progressively evaluates its suppliers based on environmental compliance and sustainability practices as part of responsible supply chain management. Supplier selection and evaluation criteria include adherence to applicable environmental regulations, quality of materials, and responsible operational practices. iTek engages with key suppliers to encourage improved environmental performance, transparency, and the sharing of relevant environmental data. These engagement initiatives help identify and manage environmental risks within the supply chain while supporting efforts to reduce Scope 3 emissions. Continuous improvement in supplier assessment processes strengthens value-chain sustainability, enhances collaboration, and aligns supplier performance with iTek's environmental and sustainability objectives.

iTek Packz
Packaging Solutions

SOCIAL

GRI 401: Employment

iTek provides stable employment opportunities with fair labor practices, statutory benefits, and safe working conditions. Employment policies comply with Indian labor laws and support employee well-being. Workforce management emphasizes skill development, engagement, and retention. Transparent communication and grievance mechanisms support positive labor relations. Responsible employment practices contribute to operational stability and social sustainability.

GRI 402: Labor/Management Relations

iTek maintains constructive labor-management relations through open communication, compliance with labor laws, and employee engagement. Changes affecting employees are communicated through meetings and notices. Grievance mechanisms enable resolution of concerns. This collaborative approach supports trust, workforce stability, and operational efficiency.

GRI 403-2 – Hazardous Waste

Hazardous waste at iTek includes limited quantities of ink residues and chemical containers. Such waste is segregated, stored safely, and disposed of through authorized vendors in compliance with regulations. Documentation ensures traceability and accountability.

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

All employees and contract workers at iTek are covered under the occupational health and safety management system. Safety procedures, training, and monitoring apply across operations, ensuring comprehensive protection.

GRI 403-10 – Work-Related Ill Health

iTek manages occupational health risks through effective hazard identification, engineering and administrative controls, and appropriate use of PPE. Regular health awareness programs promote employee well-being. Continuous monitoring ensures early risk mitigation, and no significant cases of work-related ill health were recorded during the reporting period.

GRI 403 – Occupational Health and Safety

iTek maintains an occupational health and safety management system covering hazard identification, risk assessment, training, and emergency preparedness. Safety measures include machine guarding, PPE, inspections, and drills. Regular monitoring supports a safe working environment and continuous improvement.

GRI 403-2 – Non-Hazardous Waste

Non-hazardous waste mainly consists of paper scrap and packaging materials. iTek emphasizes waste segregation at source and promotes recycling to minimize landfill disposal. All recyclable waste is handed over to authorized recyclers, ensuring environmentally responsible handling and compliance with applicable waste management regulations.

GRI 403-9 – Work-Related Injuries

iTek monitors work-related injuries through a structured incident reporting and investigation process. All incidents are analyzed to identify root causes and implement corrective actions. Regular safety training and preventive measures help reduce risks, and no major work-related injuries were reported during the period.

GRI 404 – Training and Education

iTek provides regular training on technical skills, workplace safety, ESG awareness, and ethical conduct. These programs strengthen employee competence, promote responsible behavior, and improve operational performance. Continuous learning initiatives support professional development, compliance with standards, and a culture of ongoing improvement across the organization.

GRI 405 – Diversity and Equal Opportunity

iTek promotes equal opportunity and non-discrimination across all recruitment, employment, and workplace practices. Clear policies ensure fair treatment, diversity, and inclusion regardless of gender, age, or background. These measures foster a respectful work environment and support ethical, merit-based human resource management.

GRI 408 & 409 – Child Labor and Forced Labor

iTek strictly prohibits child labor and forced labor across its operations and supply chain. The company complies with all applicable Indian labor laws and ethical standards, conducts due diligence where required, and promotes responsible employment practices to protect human rights and worker dignity.

GRI 413 – Local Communities

iTek operates responsibly within the local community by complying with applicable laws and regulations, generating local employment opportunities, and minimizing environmental impacts. The company supports sustainable operations, promotes responsible business practices, and maintains positive relationships with stakeholders to contribute to long-term community well-being.

GRI 416 – Customer Health and Safety

iTek ensures all printed products meet customer specifications and safety requirements through robust quality control processes. Standardized checks, process monitoring, and final inspections are implemented to maintain consistency, product safety, and customer satisfaction across all printing operations.

GRI 419 – Social and Economic Compliance

iTek complies with all applicable social and economic laws, ensuring transparency, accountability, and ethical operations. Robust governance practices support legal compliance, fair business conduct, and responsible decision-making, reinforcing stakeholder trust and long-term organizational sustainability.

GRI 406 – Non-Discrimination

iTek maintains a zero-tolerance approach toward discrimination in any form. Clear policies and a formal grievance mechanism enable employees to report concerns confidentially and without retaliation. All complaints are investigated promptly to ensure fair resolution and to uphold a respectful, inclusive workplace culture.

GRI 412 – Human Rights Assessment

Human rights considerations are integrated into iTek's employment practices, supplier engagement, and compliance processes. Policies align with legal and ethical standards, promoting fair treatment, safe working conditions, and respect for dignity. Ongoing monitoring and awareness help prevent violations and strengthen responsible business conduct.

GRI 414 – Supplier Social Assessment

iTek encourages its suppliers to follow ethical labor practices and social compliance standards. Supplier expectations emphasize respect for human rights, fair wages, safe working conditions, and legal compliance, helping strengthen responsible sourcing and promote sustainability across the supply chain.

GRI 418 – Information Security

iTek has implemented data protection controls to safeguard customer and business information from unauthorized access or misuse. Security measures include access controls and secure handling practices. During the reporting period, no data breaches or information security incidents were reported.

SUSTAINABILITY PERFORMANCE DATA (01st April 2024 TO 31st March 2025)

Sl. No	KPI	Unit	Measure
1	Energy consumption and GHGs	kWh	602723
2	Water	Cubic Meters	1816
3	Biodiversity	Percentage	16
4	Air pollution	Index	37.6
5	Materials, chemicals, and waste	Liters	18224
6	Customer health and safety	Count	0
7	Product use	Kgs	86.7
8	Product end-of-life	Count	43.7
9	Environmental services and advocacy	Count	7
10	Total gross Scope 1 GHG emissions	MT of CO2e	3.27
11	Total gross Scope 2 GHG emissions (market or location based)	MT of CO2e	618.13
12	Total gross Scope 3 GHG emissions	MT of CO2e	5890.624
13	Reduction target for Scope 3 Downstream emissions	MT of CO2e	5784.388
14	Reduction target for Scope 3 Upstream emissions	MT of CO2e	106.236
15	Total energy consumption	kWh	602723
16	Total renewable energy consumption	kWh	0
17	Total water consumption	Liters	1787.09
18	Total amount of water recycled and reused	Liters	1778
19	Total weight of hazardous waste	Kgs	3204
20	Total weight of non-hazardous waste	Kgs	72509
21	Total weight of waste recovered	Kgs	14825
22	Employee health and safety	Count	0
23	Working conditions	Percentage	100
24	Social dialogue	Count	6

Sl. No	KPI	Unit	Measure
25	Career management and training	Percentage	100
26	Child labor, forced labor, and human trafficking	Count	0
27	Discrimination and Harassment	Count	0
28	External stakeholder human rights	Count	0
29	Number of hours worked	Hours	195840
30	Number of days lost to work-related injuries, fatalities and ill health	Count	0
31	Number of work-related accidents	Count	0
32	Average hours of training per employee	Hours	13.24
33	Percentage of women employed in the whole organization	Percentage	6
34	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	13
35	Percentage of employees trained on business ethics	Percentage	100
36	Number of reports related to whistleblower procedure	Count	0
37	Number of confirmed corruption incidents	Count	0
38	Number of confirmed information security incidents	Count	0
39	Percentage of targeted suppliers who have signed the supplier code of conduct	Percentage	100
40	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
41	Percentage or number of targeted suppliers covered by a sustainability assessment	Percentage	100
42	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage	100
43	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage	100
44	Percentage of all buyers who received training on sustainable procurement	Percentage	100
45	Percentage of recycled wood and wood-based products or materials	Percentage	100
46	Percentage of certified wood and wood-based products or materials	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

Authorized Representative (Assurer):

Name	: S. Elango
Designation	: Associate Certified Sustainability Assurance Practitioner
Date	: 25th April, 2025
Certificate No	: AA1000 (ACSAP) C.N: A09122401
Signature	: