



Emirates Printing Press L.L.C

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Corporate Sustainability Report

For the Period of 1st January 2025 to 31st December 2025

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Your Sustainable Printing Company

Sustainability comes from a deep respect for all living beings. Sustainability is about caring for others, especially those who will come after us. That's why we put so much work into our sustainable printing solutions. We use carbon-free electricity and we go through the most rigorous audits for the best accreditations. Let's build a better future together.

CEO' Message on Corporate Sustainability Report

CEO 'Message on Sustainability Report

At Emirates Printing Press L.L.C., we are proud to present our Sustainability Report, which reflects our unwavering commitment to creating a positive and lasting impact on our environment, society, and economy. As a leader in the processing, printing, and finishing industry, we recognize the importance of integrating Environmental, Social, and Governance (ESG) principles into every facet of our operations. Sustainability is not just a responsibility; it is an opportunity to innovate, grow, and contribute to a better world.

In today's dynamic and interconnected world, businesses play a pivotal role in addressing global challenges such as climate change, resource scarcity, and social inequality. At Emirates Printing Press, we embrace this responsibility wholeheartedly. Our approach to sustainability is built on the pillars of environmental stewardship, social responsibility, and robust governance practices. We aim to minimize our ecological footprint, enhance the well-being of our stakeholders, and uphold the highest standards of integrity and transparency.

Environmental Stewardship

The printing and packaging industry has traditionally been resource-intensive, but we are determined to redefine this narrative. Through the adoption of cutting-edge technologies and eco-friendly practices, we have significantly reduced our energy consumption, water usage, and waste generation. From sourcing sustainable materials to investing in renewable energy, we continually strive to lower our carbon footprint and contribute to the global transition towards a low-carbon economy.



One of our key achievements has been the implementation of a circular economy model in our operations. By recycling waste materials and optimizing production processes, we have created a closed-loop system that reduces environmental impact and drives cost efficiency. Our commitment to environmental sustainability extends beyond compliance; it is a core value that drives innovation and inspires progress.

Social Responsibility

Our people are our greatest asset, and their well-being is central to our success. We are committed to fostering a workplace culture that values diversity, inclusion, and professional development. By providing fair wages, safe working conditions, and opportunities for growth, we empower our employees to thrive and contribute meaningfully to our shared vision.

Beyond our organization, we engage with our communities to promote education, health, and social equity. Through partnerships with local organizations, we support initiatives that uplift marginalized groups and create pathways for sustainable development. We believe that by investing in people, we invest in a brighter future for all.

Governance and Transparency

Strong governance is the foundation of sustainable growth. At Emirates Printing Press, we adhere to the highest standards of ethical conduct, ensuring that our business practices align with international norms and stakeholder expectations. Our governance framework is designed to promote accountability, risk management, and continuous improvement.

We understand the importance of transparent reporting and actively communicate our sustainability performance to stakeholders. This report is a testament to our efforts, highlighting both our achievements and areas for improvement. It serves as a roadmap for our journey towards greater sustainability.

Looking Ahead

As we navigate the evolving landscape of sustainability, we remain steadfast in our commitment to innovation, collaboration, and resilience. Emirates Printing Press is not just a company; it is a force for positive change. Together with our employees, customers, and partners, we will continue to advance our ESG goals and contribute to a sustainable future.



INTRODUCTION TO SUSTAINABILITY REPORT



Introduction to Sustainability Report



EPP is committed to integrating sustainability into its business operations, decision-making, and long-term growth strategy. As a UAE-based company engaged in the processing, printing, finishing, and supply of high-quality magazines and packaging products, EPP recognizes the importance of balancing operational excellence with environmental responsibility, social well-being, and strong corporate governance.

This Sustainability Report presents EPP's approach, initiatives, performance, and progress across Environmental, Social, and Governance (ESG) areas. It highlights the company's efforts to improve resource efficiency, manage energy and material consumption, reduce environmental impacts, promote responsible waste management, and support sustainable practices throughout its operations and supply chain.

The report also outlines EPP's commitment to employee health and safety, fair employment practices, skills development, human rights, ethical business conduct, compliance, and stakeholder engagement. Through continuous improvement, transparent monitoring, and responsible decision-making, EPP aims to create long-term value for employees, customers, suppliers, communities, and other stakeholders while supporting a more sustainable future.

SUSTAINABLE PRINTING AND PACKAGING SOLUTIONS AT EPP DUBAI





Statement of Use (GRI 1- 5)

This report is prepared in accordance with GRI standards (2021) for the reporting Period 01st January 2025 to 31st December 2025



Sustainable Development Goal





About the Report

Oasis Investment Company LLC (OIC), the holding company of the Al Shirawi Group of Companies, was founded in Dubai in 1971, by two visionary leaders – Abdulla Al Shirawi and Mohan Valrani. From its humble beginnings as a trading and contracting company, the Group has grown into one of the largest private business conglomerates in the UAE. The reigns have now been successfully passed on to the second generation of leaders.

Today, the Al Shirawi Group has more than 34 companies in diverse business sectors. Each company is an independent profit centre, able to draw on the unrivalled in-house resources and technical expertise of the Group's complementary businesses for its success. With an annual turnover of USD 1 Billion, Al Shirawi has earned its place as a global player.



About Us

Welcome to Emirates Printing Press, Dubai's leading high-quality press and provider of tailor-made solutions for Packaging Folding Cartons & Rigid Set-up Boxes, Flexible Laminates & Pouches, Self-adhesive & Wrap-around Labels, Commercial and Digital Printing.

Emirates Printing Press LLC (EPP) is one of more than 30 companies that make up the Al Shirawi Group and its holding company, Oasis Investments Co LLC. EPP has been in operation for more than four decades, from 1974 it is specially designed, one-stop, 'all-under-one-roof' premises in Dubai, United Arab Emirates.

EPP maintains international standards of business excellence and human resources. Its accreditations include ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 22000:2018, ISO/IEC 27001:2013, ISO 14298:2013, HACCP, BRC Packaging; it is a member of SEDEX and holds FSC® (FSC-C021406) and PEFC (PEFC/01-31-83) chain of custody certification, PSO (Process Standard Offset) certification from FOGRA / BVDM based on ISO 12647-2 standards.

Our dedicated UK and European Sales and service offices provide a focal point of information and customer support.



OUR MISSION

Committed to inspiring customers with innovation, quality products, process and on-time delivery through continuous improvement in talent and technology.



OUR VISION

To be the leading printing and packaging solution provider in the industry.



OUR VALUES

We are committed to delivering high-quality printing solutions without compromising our social, environmental and ethical business responsibility. Quality and responsibility extend throughout everything we deliver and everything we do. We focus on constant improvements and at the same time actively support initiatives promoting business ethics, environmental protection, labour and human rights, and on time delivery through continuous improvement in talent and technology

Our Products and Services

Carton G Luxury Packaging

Since its inception in 1974, Emirates Printing Press (EPP) has emerged as a leading global packaging converter, renowned for its responsible approach to creating high-quality and innovative folding carton packaging products. We cater to various industries, including personal and home care, food and beverage, pharmaceuticals and FMCG packaging, rigid set-up boxes, litho-laminated corrugated boxes, ensuring comprehensive packaging solutions for our clients.



Commercial Printing Services

Operating since 1974, the award-winning Emirates Printing Press is the leading commercial (sheet / web offset) printer of the region.

EPP has five plants covering more than 750,000 square feet, making us the largest printing company in the UAE.

We pride ourselves on our global client base and strive to provide modern in-house facilities for our customers.

Pre-press, press and post-press are contained under one roof and comprise the latest technologies in printing and finishing.



Flexible Packaging Solutions

Emirates Printing Press (EPP) – Flexible Packaging is part of the reputed Oa: Investment Company LLC, which has grown to more than 30 companies since 1974.

EPP – Flexible Packaging has one of the largest production facilities in the UAE, with a built-up area of over 250,000 square feet, located in Dubai Industrial City (DIC Dubai).

It is a state-of-the art plant, with the best European equipment, including high-speed rotogravure printing machines and converting equipment from Germany, Italy, France, Switzerland and UK

Production is carried out in a hygienic clean room environment, which is essential for food products packaging.

The unit is BRC certified; its well-equipped quality control laboratory and efficient quality management system assure consistent quality. EPP - Flexible Packaging offers tailor-made packaging solutions for a large range of FMCG products, personal and home care products, pharmaceuticals, tobacco, pet food and pet care etc.

Products offered include multilayer films and laminates in rolls, preformed pouches, labels & shrink sleeves and lidding foil.



Digital Printing Services

Our advanced digital printing and finishing capabilities enable us to fulfil short-run and specialist print requirements with speed, flexibility and quality.

At EPP, We invest in machinery that produces small and medium quantities of printed work at good speed and with consistent quality.





Awards and ISO Certifications

EPP has not just earned goodwill and a reputation for quality over the last four decades. We have also been honoured by organisations representing our peers and our clients, both regionally and internationally, with a host of prestigious awards for excellence and innovation in printing and finishing.

Emirates Printing Press places great emphasis on achieving and maintaining international standards of business excellence and corporate responsibility.

EPP is the first [commercial printer](#) in the Middle East to achieve PSO (Process Standard Offset) certification from FOGRA/BVDM based on ISO 12647 standards. This certification assures a consistent level of quality via accurate matching of proofs and prints to FOGRA Standards.

EPP was one of the first printers in the Middle East to achieve full compliance with the global benchmarks for sustainable and ethical use of forest products. Receiving the FSC & PEFC (PEFC/01-31-83) Chain of Custody certification guarantees our clients not only the paper used in their publications and products comes from managed forests, but also the source can be identified through a transparent audit trail.

These two certifications stand alongside EPP's complement of business and human resources accreditations, including ISO 9001:2015 (Quality management), ISO 14001:2015 (Environmental management), ISO 45001:2018 (Occupational Health and safety management), ISO 22000:2018 (Food safety management system), ISO/IEC 27001:2013 (Information Security Management System), ISO 14298:2013 (Graphic Technology - Management of security Printing Process), HACCP and BRC Packaging.

EPP's plant is certified as a SEDEX compliant unit, based on SMETA 6.1 (Sedex Members Ethical Trade Audit) best practice guidelines.

EPP has invested in the Hunkeler Waste Management System through which production waste is taken directly from the machines to the fully automatic bailing press. Even the paper dust in the air is extracted and transformed into recyclable blocks, an environmentally friendly solution that creates a clean environment for employees.

Compliance to these standards underlines EPP's commitment to [sustainable quality](#) and ethical performance as it serves the global marketplace.



Awards and ISO Certifications



ISO Certifications

EPP maintains ISO 9001, ISO 14001, ISO 14298, ISO 22000, ISO 27001, and ISO 45001 certifications, demonstrating commitment to quality, environmental sustainability, security, food safety, information protection, and occupational health and safety.



AWARDS DETAILS



FLEXOGRAPHIC TECHNICAL ASSOCIATION (FTA), 2025

- 1 Gold Award: Narrow Web, Line, Metallized
- 1 Silver Award: Narrow Web, Line, Paperboard
- 1 Bronze Award: Narrow Web, Line, Paperboard

FLEXOGRAPHIC INDUSTRY ASSOCIATION - 2025

- 1 Gold Award
- 2 Silver Award
- 1 Bronze Award

FLEXIBLE PACKAGING ASSOCIATION (FPA) U.S.A AWARDS 2024

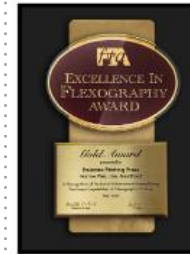
- 2 Gold Awards for Printing
- 2 Gold Award for Shelf Impact
- 1 Gold Award for Technical Innovation
- 1 Gold Award for Packaging Excellence
- 2 Silver Award for Printing
- 2 Silver Award for Shelf Impact
- 2 Silver Award for Shelf Innovation

FLEXOGRAPHIC TECHNICAL ASSOCIATION (FTA), U.S.A AWARDS 2023

- Silver award: Shelf Impact award in narrow web paperboard Line, 2023

EUROPEAN FLEXOGRAPHIC INDUSTRIES ASSOCIATION (EFIA), U.K AWARDS 2023

- Gold award: Flexo printed on paperboard, 2023
- Gold award: Flexo printed on flim, 2023
- Silver award: Flexo printed on paperboard, 2023
- Silver award: Flexo printed on flim, 2023
- Bronze Award: Flexo printed on Paperboard, 2023



OUR APPROACH TO SUSTAINABILITY

EPP's approach to sustainability is guided by three foundational pillars:

1. Environmental Responsibility:

We are committed to reducing the environmental impact of our operations by optimizing resource efficiency, adopting energy-saving technologies, and implementing waste reduction practices. Our initiatives include using eco-friendly raw materials, reducing carbon emissions, and ensuring responsible waste management, particularly in the recycling of paper and packaging materials.

2. Social Empowerment:

At EPP, we believe in creating value for our employees, customers, and communities. We foster a workplace culture that prioritizes diversity, inclusion, and professional growth. Our focus extends beyond our operations to empowering the local community through educational programs, partnerships with local suppliers, and initiatives to support sustainable livelihoods.

3. Governance Excellence:

Ethical practices and robust governance frameworks form the backbone of our operations. Transparency, accountability, and compliance with international standards are integral to our decision-making processes. By embedding ESG principles into our corporate policies, we aim to build trust with stakeholders and drive long-term value creation.

Highlights of This Report

This report provides a comprehensive overview of EPP's sustainability journey. Key highlights include:

- The steps we have taken to reduce energy consumption and greenhouse gas emissions in our production processes.
- Progress in our initiatives to promote the use of sustainable materials in packaging and printing.
- Details of our community engagement activities aimed at supporting education, health, and environmental awareness.
- Our efforts to maintain transparency and accountability through ESG reporting and adherence to industry standards.

Looking Ahead

While we are proud of the strides we have made, we remain focused on the journey ahead. Sustainability is not a destination but a continuous process of improvement and innovation. As we navigate the dynamic business landscape, EPP is committed to strengthening our ESG framework, setting ambitious goals, and collaborating with stakeholders to achieve a sustainable future.

Through this Sustainability Report, we invite you to explore our initiatives, celebrate our achievements, and join us in shaping a greener, fairer, and more sustainable world. Together, we can make a lasting difference for future generations.





CSR Sustainability Policy

We are committed to delivering high-quality printing solutions without compromising our social, environmental and ethical business responsibility. Quality and responsibility extend throughout everything we deliver and everything we do. We focus on constant improvements and at the same time actively support initiatives promoting business ethics, environmental protection, labour and human rights.

“While we strive to deliver high- quality products and services to our customers, we are committed to minimizing our ecological footprint and promoting sustainability across our value chain.”

Our Sustainability Priorities

At EPP, sustainability is deeply ingrained in our corporate philosophy and guides our decision-making processes. We understand that our actions today have far-reaching consequences for future generations and we are dedicated to adopting responsible practices that safeguard the environment, support our workforce and contribute to the well-being of the communities we serve. EPP's sustainability efforts are focused on four key areas:



Environmental Stewardship

We are committed to reducing our environmental impact by implementing eco-friendly practices, optimizing resource utilization and minimizing waste generation. Our efforts include investing in energy-efficient technologies, promoting the use of sustainable materials and adopting circular economy principles.

Social Responsibility

We believe that our success is intrinsically linked to the well-being of our employees and the communities in which we operate. We prioritize creating a safe and inclusive work environment, supporting employee development and engaging in initiatives that positively impact society.

Ethical Governance

EPP adheres to the highest standards of corporate governance and ethical business practices. We foster transparency, accountability and integrity in all our operations, ensuring compliance with relevant regulations and industry standards.

Operational Excellence

We continuously strive for operational excellence by embracing digitalization, enhancing customer experiences and ensuring safe and efficient processes. Our commitment to innovation and continuous improvement drives our pursuit of sustainable growth and long-term value creation.

Our Sustainability Journey

At EPP, sustainability is an ongoing journey and we are dedicated to continually improving our practices and performance. We collaborate with our stakeholders, including employees, customers, suppliers and industry partners, to identify and address material sustainability topics that are relevant to our business and the communities we serve.

Through our sustainability initiatives, we aim to contribute to the United Nations Sustainable Development Goals (SDGs) and support the UAE's vision for a diversified and sustainable economy. We believe that by integrating sustainability into our core business strategies, we can create shared value for our stakeholders while safeguarding the planet for future generations.





Our Materiality

At Emirates Printing Press (EPP), we recognize the importance of continuous stakeholder engagement in shaping our sustainability strategy and identifying material topics that are most relevant to our business and stakeholders. Through proactive dialogue and collaboration, we aim to gain valuable insights, address concerns and capitalize on opportunities for improvement.

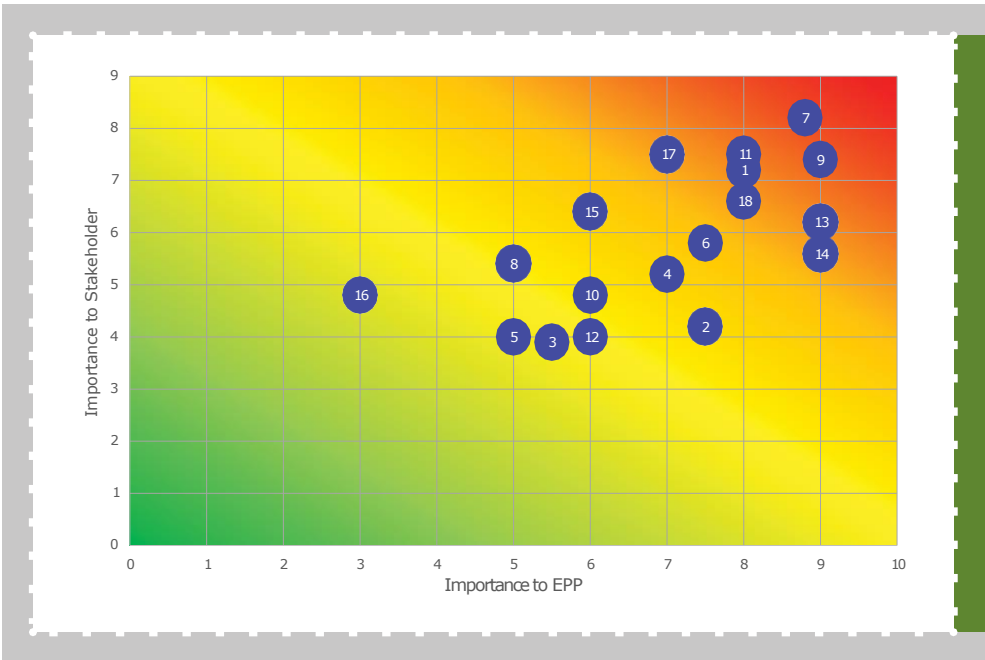
We interact with our stakeholders through various channels, including customer meetings, employee surveys, industry events, stakeholder consultations and social media platforms. These interactions provide us with a comprehensive understanding of our stakeholders' expectations and priorities, enabling us to align our sustainability efforts accordingly.

To prioritize sustainability topics and ensure the relevance of our reporting, EPP conducts regular materiality assessments. This process involves gathering perspectives and opinions from our key stakeholders, including employees, customers, investors, suppliers, regulatory bodies and local communities.

Our most recent materiality assessment for the year 2025 involved analyzing employee surveys, customer feedback reports, industry trends, benchmarks and the Global Reporting Initiative (GRI) Standards. Additionally, we conducted interviews with investors, management representatives and subject matter experts to gain deeper insights into their perspectives.

Based on the findings from these assessments and internal workshops, we have identified the following material sustainability focus areas for EPP in 2025:

- 1. Sustainable raw material sourcing
- 2. Energy consumption and efficiency
- 3. Water usage and wastewater management
- 4. Waste generation and management
- 5. Air emissions and pollution control
- 6. Climate change mitigation and adaptation
- 7. Labor practices and working conditions
- 8. Diversity and inclusion
- 9. Employee health and safety
- 10. Community engagement and development
- 11. Product safety and customer satisfaction
- 12. Responsible marketing and communication
- 13. Corporate governance and ethics
- 14. Risk management and sustainability integration
- 15. Transparency and reporting
- 16. Board of directors' oversight
- 17. Supplier management and engagement
- 18. Sustainability policies and commitments



These material topics will form the core of our sustainability reporting for 2025 and will be closely aligned with our sustainability vision, targets and strategic objectives for the year. By addressing these material topics, we aim to create long-term value for our stakeholders while minimizing our environmental impact and contributing to the sustainable development of the UAE and the broader region.

To ensure the continuous relevance of our sustainability strategy and reporting, we plan to update our materiality assessment regularly, typically every three years. This iterative process allows us to adapt to changing stakeholder expectations, industry dynamics and global sustainability trends, ensuring that our efforts remain focused on the most pressing and impactful areas.



Our Key Stakeholders

We actively engage with various stakeholders to understand their expectations, address their concerns and collaborate on initiatives that create shared value.

Our stakeholder engagement process is guided by the principles of transparency, inclusivity and responsiveness.

Stakeholder	Expectations	Method of Involvement
Employees	Fair remuneration, career development opportunities, safe working conditions, work-life balance	Employee surveys, training programs, performance reviews, grievance mechanisms
Customers	High-quality products, sustainable solutions, timely delivery, excellent customer service	Customer satisfaction surveys, product launches, trade shows, customer relationship management
Investors	Sustainable growth, responsible business practices, risk management, transparency	Annual reports, investor meetings, sustainability reports, corporate governance policies
Regulators	Compliance with laws and regulations, ethical conduct, environmental protection	Regular audits, regulatory filings, industry collaborations, stakeholder consultations
Suppliers	Fair procurement practices, long-term partnerships, capacity building	Supplier assessments, supplier training programs, code of conduct for suppliers
Local Community	Community development, environmental stewardship, employment opportunities	Community engagement programs, philanthropic initiatives, volunteering activities



Economic Performance



ORGANIZATIONAL BOUNDARY

Location Covered in our Organizational Boundary

DUBAI HEAD OFFICE

24B, Street 66 Al Quoz Industrial Area 2 Dubai,
P.O.Box 5106 Dubai, United Arab Emirates

EPP BRANCH 2 - DUBAI

Emirates Printing Press - Branch 1
PI No 364-0131 , Al Quoz Industrial 1, Dubai, UAE

EPP BRANCH 3 - DIC DUBAI

Emirates Printing Press - Branch 2
PI no 365-0125, Al Marabea St ,
Al Quoz Ind 2 , Dubai, UAE

EPP BRANCH 4 - DIC DUBAI

Emirates Printing Press LLC- Dic Branch 4
PI no 5315797 , Saih Shuaib 2 ,
Dubai Industrial City, Dubai, UAE.

EPP BRANCH 5 - DIC DUBAI

Emirates Printing Press LLC- Dic Branch 5
PI No 5310611 , Saih Shuaib 2 ,
Dubai Industrial City, Dubai, UAE.

Country of operation : UAE

Innovation and R&D



“At the heart of our innovation efforts lies a talented and knowledgeable workforce, dedicated to exploring new possibilities and creating tailored solutions for our clients.

We work closely with our clients, vendors and industry experts to stay ahead of market trends and leverage the latest technologies in printing, finishing and packaging.”

At Emirates Printing Press, innovation is deeply embedded in our DNA. We are committed to staying at the forefront of the printing and packaging industry, constantly pushing the boundaries of what's possible and delivering cutting-edge solutions that meet the evolving needs of our diverse customer base.

Our state-of-the-art facilities, spanning over 1 million square feet across five plants in Dubai, are home to some of the most advanced printing and finishing equipment in the industry. From high-speed offset presses to rotary flexo and gravure machines, our production setup is designed to offer a comprehensive range of services under one roof, ensuring efficiency and minimizing our environmental footprint.

Our innovation and development activities are focused on creating optimum flexible packaging solutions that not only meet but exceed our clients' expectations. We continuously invest in upgrading our equipment and expanding our capabilities to offer a wide range of innovative printing techniques, including conventional printing, UV printing and digital printing.

In the realm of finishing, we have established ourselves as industry leaders, offering advanced techniques such as special texture

varnishes, reflex emboss, scented varnish with scratch and sniff, edge gilding, cast and cure, gloss/matt UV and aqua varnishes, gloss/matt lamination, soft-touch/scratch-free lamination, hot and cold foiling, die- cutting, embossing and debossing.

Our digital printing and finishing capabilities further enhance our agility and flexibility, enabling us to fulfill short-run and specialist print requirements with speed, quality and consistency. From HP indigo digital presses for folding cartons, labels and flexible printing. With our

MGI ifoil for JET varnish 3D with inline embossing and hot foil stamping to digital foiling and clear varnish, we continually push the boundaries of what's possible.

At EPP, we understand that innovation is not a destination but a continuous journey. We are committed to investing in research and development, exploring new materials, technologies and processes that can drive sustainable growth and minimize our environmental impact. Through our unwavering pursuit of excellence and our dedication to innovation, we aim to inspire our customers and redefine the possibilities of printing and packaging solutions.



Circularity and New Opportunities

The circular economy represents a fundamental shift in the way we perceive and utilize resources. At EPP, we recognize the immense potential of circularity in reducing resource consumption, minimizing waste generation and mitigating climate change by promoting the efficient use of resources throughout their lifecycle.

Embracing circularity is not just an environmental imperative but a strategic imperative as well that enhances resilience, drives innovation and creates new opportunities for growth. By adopting a circular approach, we aim to contribute to a more sustainable future for all while unlocking tangible benefits for our business and stakeholders.

Recognizing the value of waste as a valuable resource, we continue to invest in advanced recycling technologies, working closely with our partners to explore innovative solutions. Through our collaboration with Windmoller E Holscher, Borouge and Siegwerk, we have been able to create a diverse range of high-quality products using 100% recyclable materials.

Currently, we are actively exploring ways to further integrate circular principles into our processes, products and services, with the aim of minimizing our environmental footprint and maximizing value creation.

Our approach to circularity encompasses the entire lifecycle of our offerings, from responsible sourcing to end-of-life management. We prioritize the use of sustainable and renewable raw materials, including our commitment to FSC® and PEFC chain of custody certifications, ensuring responsible forestry practices and sustainable forest management.

Within our operations, we continuously optimize resource efficiency, minimizing waste and maximizing material utilization. Our state-of-the-art facilities are designed to reduce energy consumption and greenhouse gas emissions, while our advanced waste management systems ensure that any byproducts are properly sorted, recycled, or repurposed.

Furthermore, we actively collaborate with our stakeholders, including customers, suppliers and industry partners, to explore opportunities for closed-loop systems and product take-back programs. By working together, we aim to create a virtuous cycle where materials are continuously

ously repurposed and reused, minimizing the need for virgin resources and reducing our environmental impact.

At the forefront of our circular economy efforts is the development of sustainable packaging solutions. Our research and development team is dedicated to exploring innovative materials and designs that prioritize recyclability, compostability and biodegradability. We are actively investigating the use of bioplastics, renewable fibers and other eco-friendly alternatives to traditional packaging materials, ensuring that our products meet the highest quality standards while contributing to more sustainable solutions.

100%

Flexible printed waste: Recycled

Recycling Innovation: Closing the Loop

“At EPP, we are dedicated to closing the loop and promoting circularity within our operations. Our state-of-the-art Recycling Machine has enabled us to recycle all possible printed waste materials from our flexible printing processes. This innovative technology converts the waste into high-quality pellets and granules, which can be reused as input materials. With a remarkable capacity to recycle up to 876 tons of flexible printed waste per year, this solution has significantly reduced our environmental footprint while unlocking new value streams for our business. The Recycling Machine exemplifies our commitment to embracing circularity and driving sustainable growth.”



From print waste



To recycled granules



Driving Sustainable Business Growth

At Emirates Printing Press, we recognize that sustainable growth is not just a moral imperative but a strategic necessity for long-term success. We are committed to integrating sustainability principles into every aspect of our operations, fostering a culture of continuous improvement and creating value for all our stakeholders.

Our approach to sustainable business growth is multifaceted, encompassing environmental stewardship, social responsibility and economic prosperity. We firmly believe that by addressing these pillars holistically, we can drive positive change, mitigate risks and unlock new opportunities for growth and innovation.

At the core of our sustainable business growth strategy lies a strong governance framework that ensures transparency, accountability and ethical conduct across all our operations. We adhere to the highest standards of corporate governance, promoting responsible decision-making and effective risk management practices.

Through our unwavering commitment to sustainability, we are not only future-proofing our business but also contributing to the broader global efforts towards achieving the United Nations Sustainable Development Goals (SDGs). We actively align our initiatives and targets with relevant SDGs, leveraging our expertise and resources to drive positive change on a larger scale.

As we look towards the future, we remain steadfast in our pursuit of sustainable business growth. By continuously innovating, collaborating with our stakeholders and embracing sustainability as a core value, we aim to create a lasting positive impact on the environment, society and the economy, while ensuring the long-term success and resilience of our organization.

Environmental Stewardship

We are dedicated to minimizing our environmental footprint through responsible resource management, energy efficiency initiatives and the adoption of cleaner technologies. Our state-of-the-art facilities are designed to optimize resource utilization, reduce waste and minimize greenhouse gas emissions. Additionally, we actively explore opportunities for circularity, such as our pioneering recycling initiatives that repurpose waste materials into valuable resources.

Social Responsibility

We understand that our success is inextricably linked to the well-being of our employees, communities and society at large. We prioritize creating a safe, inclusive and supportive work environment that fosters personal and professional growth. Furthermore, we actively engage with local communities, supporting initiatives that promote education, skill development and economic empowerment.

Economic Prosperity

We strive to deliver long-term value for our shareholders and stakeholders by adopting sustainable business practices that drive operational efficiency, cost optimization and revenue growth. Our commitment to innovation, quality and customer satisfaction enables us to stay ahead of market trends and capture new opportunities in the rapidly evolving printing and packaging industry.



Corporate Governance





Sustainable Governance

We are committed to embedding sustainability into our daily decision-making processes and engaging transparently with stakeholders across our value chain to ensure a fair and inclusive business approach.

Our policies, standards and management systems guide our operations, helping us address risks and opportunities while measuring our performance against our sustainability commitments.





Governance Structure and Composition (GRI 2-9)

EPP has established a governance framework to ensure ethical leadership, transparency, accountability, and sustainability oversight. ESG responsibilities are managed through top management, sustainability functions, EHS, operations, procurement, HR, and support teams. The governance system supports risk management, compliance monitoring, stakeholder engagement, and responsible business decisions

Nomination and Selection of the Highest Governance Body (GRI 2-10)

EPP follows structured management practices for leadership responsibilities, role assignment, and decision-making authority. Governance responsibilities are allocated based on organizational requirements, competence, experience, and sustainability objectives. The company promotes effective leadership through defined responsibilities, accountability mechanisms, and continuous improvement practices supporting responsible corporate governance.

Chair of the Highest Governance Body (GRI 2-11)

EPP maintains clear leadership accountability through defined governance roles and management responsibilities. Senior leadership provides direction for business operations, ESG implementation, compliance, and sustainability performance. Governance practices ensure appropriate oversight, transparency, and accountability while supporting responsible decision-making across environmental, social, and operational areas.

Role of the Highest Governance Body in Overseeing the Management of Impacts (GRI 2-12)

EPP's leadership oversees sustainability impacts through ESG initiatives, environmental programs, social responsibility activities, governance controls, and performance monitoring. Management reviews sustainability risks, compliance requirements, operational improvements, and stakeholder expectations. This approach ensures ESG considerations are integrated into business planning and long-term value creation.

Delegation of Responsibility for Managing Impacts (GRI 2-13)

EPP delegates sustainability responsibilities across relevant departments including management, ESG teams, EHS, production, procurement, logistics, HR, and administrative functions. Each function contributes to sustainability performance through data management, operational controls, risk reduction, employee programs, and improvement initiatives. This integrated approach supports effective ESG implementation.





Role of the Highest Governance Body in Sustainability Reporting (GRI 2-14)

EPP's governance structure supports sustainability reporting through collection, review, monitoring, and communication of ESG performance information. Management oversight ensures sustainability disclosures reflect environmental initiatives, social programs, governance practices, certifications, and performance indicators. The reporting process supports transparency, accountability, and continuous improvement.

Conflicts of Interest (GRI 2-15)

EPP promotes ethical decision-making through governance controls, transparency practices, and responsible business conduct principles. Employees and management are expected to maintain professional integrity and avoid conflicts affecting business decisions. The company supports accountability through appropriate reporting channels, management oversight, and ethical workplace practices.

Policy Commitments (GRI 2-23)

EPP is committed to responsible business practices through sustainability policies addressing environmental protection, ethical conduct, labour rights, human rights, and continuous improvement. The company integrates ESG principles into operations and supports business ethics, environmental responsibility, employee welfare, and stakeholder trust through documented policies and management systems.

Embedding Policy Commitments (GRI 2-24)

EPP integrates sustainability commitments through operational procedures, employee awareness, supplier expectations, audits, certifications, and monitoring systems. ESG principles are embedded into environmental management, workplace safety, ethical sourcing, and governance activities. Continuous reviews and improvement actions ensure policies remain effective and aligned with responsible business objectives.





Mechanisms for Seeking Advice and Raising Concerns (GRI 2-26)

EPP provides mechanisms for employees and stakeholders to communicate concerns, seek guidance, and report issues related to workplace practices, ethics, safety, and responsible conduct. During 2025, grievance handling processes supported transparent communication, corrective actions, and continuous improvement. The company encourages reporting without compromising confidentiality and fairness.

Compliance with Laws and Regulations (GRI 2-27)

EPP maintains compliance with applicable environmental, labour, safety, quality, and business regulations through management systems, certifications, audits, monitoring activities, and corrective actions. During the 2025 reporting period, 0 significant compliance violations were identified in reviewed sustainability records. The company continues strengthening compliance culture through governance oversight and operational controls.

Membership Associations (GRI 2-28)

EPP participates in responsible business initiatives and maintains external certifications supporting quality, environmental management, occupational health and safety, information security, food safety, and responsible sourcing. During 2025, the company maintained certifications including ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 22000:2018, ISO/IEC 27001:2013, FSC®, PEFC, and SEDEX membership.

Approach to Stakeholder Engagement (GRI 2-29)

EPP engages stakeholders including employees, customers, suppliers, business partners, auditors, regulators, and communities through communication channels, feedback processes, sustainability programs, and operational interactions. During 2025, stakeholder engagement supported ESG improvement, customer satisfaction, supplier responsibility, employee welfare, and transparent business practices aligned with sustainability objectives.





Anti-Corruption Risk Assessment (GRI 205-1)

EPP maintains governance practices focused on integrity, transparency, accountability, and ethical business conduct. Anti-corruption risks are managed through internal controls, compliance monitoring, responsible decision-making, and management oversight. The company promotes ethical relationships with employees, customers, suppliers, and stakeholders while maintaining responsible corporate governance practices.

Anti-Corruption Communication and Training (GRI 205-2)

EPP promotes awareness of ethical business practices through governance communication, employee awareness programs, compliance practices, and responsible decision-making processes. Employees are encouraged to follow integrity principles, prevent unethical conduct, and maintain transparency in business activities. The company supports a culture of accountability and ethical corporate behaviour.

Confirmed Incidents of Corruption and Actions Taken (GRI 205-3)

EPP maintains ethical business practices through governance controls, transparency mechanisms, compliance monitoring, and responsible decision-making processes. During the 2025 reporting period, 0 confirmed corruption incidents were identified in reviewed sustainability records. The company continues strengthening anti-corruption awareness, internal controls, ethical conduct, and accountability across business operations.

Anti-Competitive Behaviour (GRI 206-1)

EPP conducts business based on fair competition, ethical practices, transparency, and compliance with applicable laws. During 2025, 0 legal cases related to anti-competitive behaviour, anti-trust violations, or monopoly practices were identified in reviewed records. The company promotes responsible market conduct and professional relationships with customers and suppliers.



- Design for recyclability
- Manufactured with State-Of-The-Art Technology



EMIRATES PRINTING PRESS (L.L.C.)

The leading printing & packaging solution provider

Since 1974



GOVERNANCE PERFORMANCE DATA



Percentage of employees trained on business ethics

(Percentage of employees trained in business ethics) **100%**



Percentage of all sites assessed or audited internally on a specific business ethics issue

(Percentage of all sites assessed or audited internally on a specific business ethics issue) **100%**

Percentage of risky trading partners covered by a due diligence process on corruption or information security

(Percentage of risky trading partners covered by a due diligence process on corruption or information security) **100%**



Number of confirmed information security incidents

(Number of confirmed information security incidents)

Count-0

Number of reports related to whistleblower procedure

(Number of reports related to whistleblower procedure)

Count-0



Percentage of all sites with an ethics certification, such as ISO 27001 or ISO 37001

(Percentage of all sites with an ethics certification, such as ISO 27001 or ISO 37001)

100%



Number of confirmed corruption incidents

Number of Incidents of confirmed corruption cases

Count-0





Environment





Sustainable Resources

At Emirates Printing Press, we are committed to minimizing our environmental footprint and promoting sustainable practices that preserve the world's natural resources and biodiversity. As a leading provider of printing and packaging solutions, we recognize our responsibility to adopt eco-friendly materials and processes that contribute to a more sustainable future.

Eco-Friendly Bio-Based Inks

EPP has implemented the use of eco-friendly bio-based inks in our printing processes. These inks are derived from renewable sources, such as vegetable oils and offer a more sustainable alternative to traditional petroleum-based inks. By using bio-based inks, we reduce our dependence on non-renewable resources and contribute to the development of a more circular economy.



Recycled Materials and Eco-Friendly Packaging

We are committed to incorporating recycled materials into our packaging solutions whenever possible. By utilizing recycled paper, plastics and other materials, we divert waste from landfills and reduce the demand for virgin resources. Additionally, EPP offers eco-friendly packaging options, such as compostable and biodegradable materials, providing our customers with sustainable choices that align with their environmental values.

FSC® and PEFC Certifications

To uphold our commitment to sustainable forestry, EPP has obtained the prestigious Forest Stewardship Council® (FSC®) and the Programme for the Endorsement of Forest Certification (PEFC) chain of custody certifications. These globally recognized certifications ensure that the forest products we procure can be traced back to their origin, guaranteeing that they have been sourced from responsibly managed forests that adhere to stringent environmental, social and economic standards.



Minimizing Environmental Impact

Our commitment to sustainability extends beyond responsible sourcing and eco-friendly materials. EPP upholds sustainability by implementing comprehensive measures, including ISO 14001 certification to minimize our environmental impact throughout our operations. We prioritize resource efficiency, waste minimization and effective waste management systems, ensuring that any hazardous materials or by-products are properly disposed of through approved recyclers in accordance with strict environmental regulations.

Raising Awareness and Collaboration

At EPP, we recognize that promoting sustainable practices and biodiversity conservation is a collective effort that requires collaboration among businesses, governments and communities. We actively engage with our stakeholders, including customers, suppliers and industry partners, to raise awareness about the importance of sustainable resource management and eco-friendly solutions.

Through partnerships and knowledge-sharing initiatives, we aim to inspire others to join us in this crucial endeavor, fostering a more sustainable future for our planet's natural resources and the countless species that depend on them.

By integrating sustainable resource management and biodiversity conservation into our core business strategies, EPP is not only contributing to the United Arab Emirates' vision for environmental protection and the establishment of a green economy but also supporting global efforts to combat resource depletion, reduce waste and preserve our planet's rich natural heritage.



Emirates Printing Press has long recognised the importance of sustainability in where we source raw materials and how we run our business.

We were one of the first printers in the Middle East more than two decades ago to embrace the global benchmarks for sustainable and ethical use of forest products. We have also adopted bio-based ink.

Today we are leaders in the ongoing transformation of the printing and packaging industry toward a circular economy. We work to reduce, redesign and recycle the materials we use in all our processes.

We believe climate action starts at home. Maintaining a healthy environment in our plant with clean energy and air is not only good for our people, but good for the planet.



Achieving and maintaining compliance to international standards underlines EPP's commitment to sustainable quality and ethical performance as it serves the global marketplace.

FSC & PEFC Chain of Custody – EPP was one of the first printers in the Middle East to achieve full compliance with the global benchmarks for sustainable and ethical use of forest products.

The forest products we use and how we use them are subject to rigorous audits to ensure our operations remain compliant with the certifications we hold.

Press chemicals and hazardous wastes are disposed of through Dubai Municipality approved recyclers.

The quest for energy sustainability led us to install 62,000m² of solar panels at our four sites in Dubai. Through our Solar Rooftop Project, we produce 10.6GWh clean energy a year – 35 per cent of our total electricity consumption – and a saving of more than 8,000 metric tonnes of CO₂ emissions from hydrocarbon power generation. All our facilities are installed with energy efficient LED lights. Positive actions such as these demonstrate our commitment to environmental management enshrined in our ISO 14001:2015 certification





Energy efficiency & Emissions reduction

“At Emirates Printing Press, our commitment to sustainability extends to our energy practices and emissions reduction strategies. Through innovative initiatives and conscientious efforts, we strive to minimize our environmental footprint while contributing to global efforts to combat climate change.”





Materials Used (GRI 301-1)

EPP is committed to responsible materials and waste management across its printing and packaging operations. KPI Value: 18,792 litres of waste sent to landfill during the reporting period. EPP continues to improve material efficiency, reduce waste generation, increase responsible material use, and strengthen recycling and recovery practices to minimize environmental impacts.

Recycled Input Materials Used (GRI 301-2)

EPP encourages the use of recycled input materials to reduce environmental impacts associated with raw material consumption. During 2025, recycled wood and wood-based material utilization reached 18%, with a future target of 20% by 2026. The initiative supports sustainable sourcing, waste reduction, resource efficiency, and responsible production practices.

Reclaimed Products and Packaging Materials (GRI 301-3)

EPP integrates lifecycle thinking into product development by improving recyclability and sustainable design practices. During 2025, 55% of products were designed for recyclability, supporting material recovery and reducing waste generation. The company continues enhancing sustainable product design approaches to achieve the 60% recyclability target by 2026.

Solar energy (GRI 302-2)

The company actively utilizes solar energy through on-site photovoltaic systems to support renewable energy adoption and reduce reliance on grid electricity. During 2025, the solar installation generated 865,135.88 kWh of clean electricity, contributing to lower greenhouse gas emissions, improved energy efficiency, and enhanced environmental sustainability across operations. The initiative demonstrates the company's commitment to responsible energy management and climate action.

Energy Consumption Within the Organization (GRI 302-1)

EPP monitors energy consumption through operational controls, efficiency programs, and renewable energy initiatives. During 2025, total energy consumption was recorded at 1,141,388 kWh, while renewable energy consumption reached 5,219,458 kWh. These initiatives support reduced dependency on conventional energy sources, improved energy performance, and greenhouse gas reduction objectives

Energy Intensity (GRI 302-3)

EPP monitors energy intensity performance to identify efficiency improvement opportunities across operations. During 2025, energy intensity reduction achieved 2% through energy conservation initiatives, operational improvements, and monitoring systems. These measures support optimized energy utilization, improved production efficiency, and continuous improvement of environmental performance while contributing toward long-term carbon reduction objectives.



Reduction of Energy Consumption

(GRI 302-4)



EPP implements energy-efficiency measures through technology upgrades, operational optimization, and equipment improvements. KPI Value: 1,141,388 kWh of energy consumption was recorded during 2025. These initiatives support efficient resource utilization, improved operational performance, reduced environmental impacts, and continued progress toward EPP's sustainability and energy-management objectives.

Interaction with Water as Shared Resource (GRI 303-1)



EPP recognizes water as an important shared resource and implements monitoring and conservation practices. During 2025, total water consumption was 64,332.92 cubic meters. The company continues improving water efficiency through awareness programs, operational controls, audits, and conservation initiatives to reduce water-related environmental impacts and support sustainable resource management



Water Withdrawal (GRI 303-3)



EPP monitors water withdrawal across its operations and promotes responsible water management to support resource conservation. KPI Value: 3,793 m³ of water withdrawn during 2025. EPP continues to implement water-efficiency practices, monitor consumption, prevent unnecessary usage, and improve resource management to reduce environmental impacts and support its sustainability objectives.

Water Consumption (GRI 303-5)

EPP promotes water conservation through recycling, reuse, and efficiency improvement initiatives. During 2025, operational water recycling achieved 45%, while treated wastewater reuse reached 45%. These programs reduce freshwater dependency, improve resource efficiency, and support sustainable water management practices across operations while contributing toward future conservation objectives.

GHG EMISSIONS



Scope 1 GHG Emissions (GRI 305-1)

EPP monitors direct greenhouse gas emissions from operational activities and controlled sources. During 2025, Scope 1 emissions were recorded at 3,943.83 MTCO₂e. The company continues implementing fuel efficiency measures, operational improvements, and emission reduction programs to minimize environmental impacts and support climate change mitigation objectives.

Scope 2 GHG Emissions(GRI 305-2)

EPP manages indirect greenhouse gas emissions associated with purchased energy consumption. During 2025, Scope 2 emissions were reported at 14,146.06 MTCO₂e. Renewable energy adoption, energy efficiency programs, and operational improvements support reduction of electricity-related emissions and contribute toward achieving long-term carbon management objectives.

Scope 3 GHG Emissions (GRI 305-3)

EPP evaluates value-chain greenhouse gas emissions to identify reduction opportunities. During 2025, Scope 3 emissions were measured at 118,236.99 MTCO₂e. The company focuses on sustainable procurement, supplier engagement, logistics optimization, and responsible operational practices to reduce indirect emissions and strengthen climate change management.



WASTE



Hazardous Waste(GRI 306-3)

EPP manages hazardous waste through controlled handling, storage, segregation, and authorized disposal practices. During 2025, hazardous waste generation was recorded at 79.62 tons. The company implements waste reduction initiatives, safe chemical management practices, and monitoring systems to reduce environmental risks and improve responsible waste management performance.

Non-Hazardous Waste(GRI 306-3)

EPP manages non-hazardous waste through segregation, recycling, recovery, and responsible disposal processes. During 2025, non-hazardous waste generation was 98.32 tons. The company continues improving waste reduction programs, resource recovery initiatives, and circular economy practices to minimize landfill dependency and enhance environmental sustainability performance.

Waste Diverted from Disposal (GRI 306-4)

EPP promotes waste diversion through recycling, recovery, and resource optimization initiatives. During 2025, total waste recovered reached 175.45 tons, demonstrating improved waste management performance. These initiatives support circular economy principles, reduce disposal requirements, improve material recovery, and contribute toward achieving environmental sustainability objectives.



Air pollution (GRI 305-7)



EPP recorded an air pollution index of 35.6, in accordance with. This index measures the concentration of air pollutants in the surrounding environment, reflecting our commitment to monitoring and managing air quality. The value indicates moderate air pollution, and we continuously assess the impact of our operations on air quality. To reduce emissions, we are implementing strategies such as optimizing energy efficiency, utilizing cleaner technologies, and investing in emission control measures. Regular monitoring ensures compliance with environmental standards, and our ongoing efforts aim to reduce the air pollution index, contributing to a healthier environment and sustainable future.

New Suppliers Screened Using Environmental Criteria (GRI 308-1)

EPP integrates environmental criteria into supplier evaluation and procurement processes to improve sustainability performance across the value chain. During 2025, KPI Value: 100% of targeted suppliers were assessed for environmental criteria, focusing on responsible sourcing, environmental compliance, and sustainable materials. EPP promotes supplier engagement to reduce environmental impacts and strengthen responsible procurement practices.



Environmental Compliance

Non-Compliance with Environmental Laws and Regulations (GRI 307-1)

EPP maintains strong environmental compliance through ISO 14001:2015 certification, regulatory monitoring, environmental audits, and operational controls. During 2025, the company recorded 0 environmental non-compliance incidents, demonstrating effective environmental governance. Continuous improvement programs, compliance evaluations, and preventive actions support responsible operations and reduction of environmental risks.

Negative Environmental Impacts in Supply Chain (GRI 308-2)

EPP evaluates environmental risks associated with suppliers through sustainable procurement practices, supplier engagement, and environmental criteria assessment. During 2025, 0 significant negative supplier environmental impacts were identified. The company continues collaborating with suppliers to improve resource efficiency, responsible sourcing, environmental compliance, and sustainability performance throughout the supply chain.

ENVIRONMENTAL PERFORMANCE DATA



Energy Consumption & GHGs

((Total Energy Consumption & GHGs)

kWH - 1141388



Product Use

(Percentage of Recycled paper use)

15%

Water

(Quantity of Water Pollution)

Cubic Meters-3793



Product End-of-Life

(No of persons given training on product End-of-Life)

Count-25

Customer Health & Safety

Count of reported customer health and safety incidents

Count-0



Environmental Services & Advocacy

(Percentage of Activities in Environmental Services & Advocacy)

Count-85



Total gross Scope 1 GHG emissions

(Reduction target for Scope 1 emissions)

MTCO2e- 3943.83



Materials, Chemicals & Waste

((Waste to landfill)

Liters-1



Biodiversity

(Percentage of green landscape)

25%

Air Pollution

(Air quality Index)

Index-35.6



ENVIRONMENTAL PERFORMANCE DATA



Total gross Scope 2 GHG emissions
(Reduction target for Scope 2 emissions)
MTCO₂e- 14146.06



Total renewable energy consumption
(Total renewable energy consumption)
kWh-5219458

Total gross Scope 3 GHG emissions
(Reduction target for Scope 3 emissions)
MTCO₂e- 118236.99



Total water consumption
Cubic Meters- 64332.92

Total gross Scope 3 Downstream GHG emissions
(Reduction target for Scope 3 Downstream emissions)
MTCO₂e- 2153



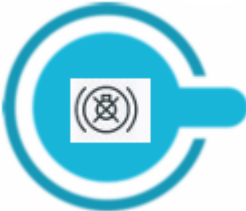
Total amount of water recycled and reused
Percentage of water recycled and reused
Liters- 1499.46

Total gross Scope 3 Upstream GHG emissions
(Reduction target for Scope 3 Upstream emissions)
MTCO₂e- 116083.99



Total weight of hazardous waste
(Reduce the weight of hazardous waste in Tons)
Tons-79.62

Total energy consumption
(Total Energy Consumption)
kWh-1141388



Total weight of non-hazardous waste
(Reduce the weight of non-hazardous waste in Tons)
Tons-98.32



ENVIRONMENTAL PERFORMANCE DATA



Total weight of air pollutants
Metric Tons-1.452

100%



Percentage of operational sites with an environmental certification, such as ISO 14001, EMAS, ISO 50001

(Percentage of operational sites with an environmental certification, such as ISO 14001, EMAS, ISO 50001)
100%



Total weight of waste recovered

(Increase the total weight of waste recovered)
Tons- 175.45



Percentage of total waste from company operations diverted from landfills

(Percentage of total waste from company operations diverted from landfills)



Percentage of employees trained on specific environmental issues

(Percentage of employees trained on specific environmental issues)
100%



Percentage of operational sites assessed on specific environmental risks

(Percentage of operational sites assessed on specific environmental risks)
100%



Total energy consumption

((Total Energy Consumption)
kWh-1141388



Total weight of non-hazardous waste

(Reduce the weight of non-hazardous waste in Tons)
Tons-98.32





Social



52th National Day Celebration

Employees honored the rich culture and traditions of the UAE on this patriotic occasion.



Annual Cricket Match - 2023

Employees battled it out on the cricket pitch in a competitive yet fun tournament.



Our Football Hereos

A friendly football game allowed our employees to showcase their athletic skills and team spirit.



Christmas Celebration

The festive Christmas party brought employees together to celebrate the holiday season.



Fun Run 2023

Employees participated in an energetic marathon to promote physical fitness.



New Employee Hires and Employee Turnover (GRI 401-1)

EPP manages workforce planning, recruitment, and employee retention through structured HR processes. During 2025, the company employed 1,270 employees across printing, processing, finishing, packaging, and support functions. Employee hiring and turnover performance are monitored through HR systems to strengthen workforce stability, employee engagement, competency development, and sustainable employment practices.

Benefits Provided to Full-Time Employees (GRI 401-2)

EPP supports employee welfare through health insurance coverage, employee health check-ups, workplace safety programs, and well-being initiatives. During 2025, KPI Value: 100% of eligible full-time employees received applicable employee welfare benefits. These initiatives support workforce health, safety, satisfaction, responsible employment practices, employee retention, and a positive workplace environment.



Occupational Health and Safety Management System (GRI 403-1)

EPP maintains an Occupational Health and Safety Management System certified to ISO 45001:2018. During 2025, safety management activities included workplace inspections, hazard identification, risk assessments, employee training, PPE controls, toolbox meetings, incident investigation, and corrective actions. The system supports prevention of injuries and continuous workplace safety improvement.

Hazard Identification, Risk Assessment and Incident Investigation (GRI 403-2)

EPP manages workplace hazards through risk assessments, safety inspections, toolbox meetings, and incident investigations. During 2025, accident investigation processes included root cause analysis, corrective action assignment, closure verification, and management review. These practices strengthen safety culture, reduce workplace risks, and support continuous occupational health and safety improvement.



Workers Covered by Occupational Health and Safety Management System (GRI 403-8)

EPP applies occupational health and safety practices across its workforce of 1,270 employees during 2025. Employees are covered through safety procedures, workplace inspections, training programs, PPE requirements, risk assessments, and incident monitoring systems. The OH&S framework supports employee protection, legal compliance, and improvement of workplace safety performance.

Work-Related Injuries (GRI 403-9)

EPP maintains an Occupational Health and Safety Management System certified to ISO 45001:2018. During 2025, safety management activities included workplace inspections, hazard identification, risk assessments, employee training, PPE controls, toolbox meetings, incident investigation, and corrective actions. The system supports prevention of injuries and continuous workplace safety improvement.





Average Hours of Training per Employee (GRI 404-1)

EPP supports continuous employee development through structured training and learning programs. During 2025, employees received an average of 30 average training hours per employee. These initiatives strengthen employee skills, improve job performance, promote professional development, and support organizational capability while contributing to EPP's commitment to responsible workforce development and long-term sustainability.

Diversity and Equal Opportunity (GRI 405-1)

EPP promotes diversity, inclusion, and equal opportunity among its 1,270 employees during 2025. Recruitment, training, and career development decisions are based on qualifications, skills, and organizational requirements. The company maintains inclusive workplace practices supporting employee respect, fair treatment, and opportunities for professional growth.

Non-Discrimination(GRI 406-1)

EPP promotes a workplace free from discrimination and unequal treatment, supporting fair and respectful employment practices. During 2025, KPI Value: 0 incidents of discrimination were reported or identified. EPP maintains appropriate grievance mechanisms, awareness initiatives, and workplace practices to prevent discrimination and promote equality, dignity, inclusion, and respect for all employees.

Child Labour (GRI 408-1)

EPP prohibits child labour through responsible recruitment procedures, age verification practices, labour compliance contr, and supplier expectations. During 2025, 0 child labour cases were identified in reviewed operations. The company continues promoting ethical employment practices and olsprotecting human rights throughout its operations and supply chain.

Forced Labour (GRI 409-1)

EPP supports prevention of forced labour through ethical recruitment, employee rights protection, responsible sourcing, and supplier sustainability requirements. During 2025, 0 forced labour incidents were identified in reviewed records. The company promotes voluntary employment, fair working conditions, human rights protection, and responsible labour practices.

Internal audits (GRI 408-1, 409-1, 406-1)

EPP Our company conducted internal audits on child labor, forced labor, human trafficking, fair recruitment, and workplace harassment, in accordance with ESG policy and ESG objectives. These audits aimed to assess our compliance with ethical labor practices and identify any risks or areas of improvement within our operations and supply chain. We closely examined recruitment processes, working conditions, and employee rights to ensure fair treatment and the absence of exploitation. Findings from these audits were used to strengthen policies, implement corrective actions, and reinforce our commitment to maintaining a safe, equitable, and transparent workplace for all employees

Employee Training on Human Rights Policies (GRI 412-2)

EPP promotes awareness of human rights through employee training and awareness programs. KPI Value: 100% of employees trained on human rights policies during the reporting period. Training covers fundamental human rights principles, non-discrimination, prevention of forced and child labor, respectful workplace practices, and employee responsibilities, supporting ethical and responsible business conduct.

Human Rights Assessment (GRI 412-1)

EPP conducts regular human rights assessments across its operations to identify, prevent, and mitigate potential risks related to labor practices, discrimination, workplace conditions, and stakeholder rights. In 2025, the company reported 0 human rights incidents and achieved 100% human rights compliance across operations, demonstrating its commitment to ethical business practices and respect for human rights.



Human Rights Clauses in Agreements (GRI 412-3)

EPP incorporates responsible business expectations into supplier relationships through ethical sourcing requirements, sustainability evaluations, and responsible procurement practices. During 2025, supplier engagement included ESG requirements, ethical sourcing documentation, and sustainability expectations. These practices support protection of labour rights, human rights principles, and responsible conduct throughout the supply chain.

Local Community Engagement (GRI 413-1)

EPP contributes to community sustainability through environmental awareness activities, stakeholder engagement, and social responsibility initiatives. During 2025, community initiatives included tree plantation activities and local cleanup drives. These programs encourage employee participation, environmental protection, community involvement, and responsible corporate citizenship aligned with sustainability objectives.

Significant Impacts on Local Communities (GRI 413-2)

EPP evaluates operational impacts through environmental monitoring, compliance reviews, risk assessments, and stakeholder engagement. During 2025, 0 significant negative community impacts were identified in reviewed sustainability records. The company continues implementing responsible waste management, emission controls, and environmental improvement initiatives to minimize potential impacts on surrounding communities.

New Suppliers Screened Using Social Criteria (GRI 414-1)

EPP promotes responsible supply-chain management through supplier evaluation, ethical sourcing practices, sustainability expectations, and social responsibility criteria. During 2025, supplier engagement included ESG considerations, ethical sourcing documentation, and responsible business requirements. These practices support labour rights protection, human rights compliance, and improved social performance across the supply chain.

Negative Social Impacts in Supply Chain (GRI 414-2)

EPP monitors supply-chain social risks through supplier assessments, responsible sourcing requirements, and sustainability engagement. During 2025, 0 significant negative supplier social impacts were identified in reviewed records. The company continues encouraging suppliers to follow ethical labour practices, human rights principles, workplace safety requirements, and responsible business standards.

Customer Health and Safety Assessment (GRI 416-1)

EPP evaluates customer health and safety requirements through quality management systems, product controls, customer specifications, and regulatory compliance processes. During 2025, product safety assurance was supported through certifications including ISO 9001:2015, ISO 22000:2018, HACCP, and BRC Packaging. These systems ensure product quality, safety, and customer confidence.





Product Health and Safety Non-Compliance (GRI 412-2)

EPP maintains quality assurance procedures, product inspection controls, customer feedback systems, and certification-based management practices. During 2025, 0 significant product health and safety non-compliance incidents were identified in reviewed records. The company continues monitoring product quality, customer requirements, and regulatory expectations to maintain safe and reliable products.

Customer Privacy and Data Protection

(GRI 418)

EPP protects customer and stakeholder information through information security controls, confidentiality practices, access management, and cybersecurity procedures. During 2025, 0 confirmed customer privacy breach complaints were identified. The company maintains information security practices supported by ISO/IEC 27001:2013 certification to strengthen data protection and information governance.

Socio economic Compliance (GRI 419-1)

EPP maintains compliance with applicable labour, social, economic, and regulatory requirements through governance systems, employee policies, audits, and monitoring processes. During 2025, 0 significant socioeconomic non-compliance cases were identified in reviewed sustainability records. The company continues promoting ethical business practices, regulatory compliance, and responsible corporate governance.





Community engagement activities conducted



- 6th Labour sports Football tournament 2024
- Clean up Drive 2024
- Sports Month Finale



- The Spirit of Giving (Iftar meal distribution) 2024
- UAE 53rd National Day Celebration
- Smart Idol Audition 2024

This report demonstrates EPP's commitment to sustainable practices, governance integrity, environmental responsibility, and social well-being, aligning with globally recognized GRI standards.



SOCIAL PERFORMANCE DATA



Employee Health & Safety

(Number of reportable incidents)

Count-0

Working Conditions

(Percentage of Employees Cover Under Health Insurance)

100%

Social Dialogue

Number of Employees Participated in Social Dialogue

Count-15

Career management/Training

Percentage of employees participating in career development programs

100%

Child Labor, Forced Labor and Trafficking (If applicable)

Number of labour / human rights incidents

Count-0

Discrimination and Harassment

Count-0

(Discrimination and Harassment)

Diversity, Equity & Inclusion

No of Reported incidents of Diversity, Equity & Inclusion

Count-0

External Stakeholder Human Rights

Number of Incidents

Count-0.

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

Percentage of supplier signed the code of conduct

100%

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

100%

Percentage or number of targeted suppliers covered by a CSR assessment

(Percentage of suppliers covered by CSR Assessment)

100%.



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SOCIAL PERFORMANCE DATA

Percentage or number of targeted suppliers covered by a CSR on-site audit
100%



Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees
(Ratio=
Median Annual Total Compensation of All Employees
Annual Total Compensation of Highest Paid Individual)
Ratio-0.9



Percentage of buyers across all locations who have received training on sustainable procurement

(Percentage of buyers received education / training on sustainable procurement)
100%



Average Hours of Training Per Employee
(Average Number of Hours of Training Per Employee)
Hours-30



Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building
100%



Percentage of direct employees covered by a living wage benchmarking analysis
Number of Direct Employees Receiving a Living Wage/Total Number of Direct Employees × 100%
100%



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

Count-0



Percentage of direct employees paid below living wage

(Number of Direct Employees Paid Below Living Wage/Total Number of Direct Employees × 100%)
0%



Number of work-related accidents

Count-0



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

(Number of Employees Paid Below Living Wage/Total Number of All Employees × 100%)
0%.





Percentage of average wage gap for
direct employees paid below living
wage against a living wage
benchmark

(Average Wage Gap/Living Wage
Benchmark)

0%



SOCIAL PERFORMANCE DATA

Percentage of women employed in the
whole organization

(Gender Diversity in the Workforce)

20%



Percentage of women at top
management level

(Gender Diversity in the top
management level)

0%



Percentage of women within the
organization's board

(Gender Diversity in the within the
organization's board)

0%



Average unadjusted gender pay gap

(Average Salary For Men - Average Salary For
Women x 100)

0%



51



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

(Diversity Representation in the Whole
Organization)

12%



Percentage of employees from a minority
and/or vulnerable group at top
management level

Diversity Representation in the Whole
Organization

0%



Percentage of recycled wood or wood-
based products/materials

18%



Percentage of certified wood or wood-
based products/materials

100%.





SOCIAL PERFORMANCE DATA

Percentage of employees covered by formally-elected employee representatives or collective agreements

(Percentage of employees covered by formally-elected employee representatives or collective agreements) **100%**



Percentage of employees trained on discrimination and harassment

(Percentage of employees trained on discrimination and harassment) **100%**



Percentage of employees who received regular performance and career development reviews

(Percentage of employees who received regular performance and career development reviews) **100%**



Percentage of operational sites with a labor and human rights certification, such as ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC

(Percentage of operational sites with a labor and human rights certification, such as ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) **100%**



Percentage of employees who received skills-related training

(Percentage of employees who received skills-related training) **100%**



Percentage of operational sites assessed for human rights impact or risks

(Percentage of operational sites assessed for human rights impact or risks) **100%**



Number of identified discrimination or harassment incidents or corrective actions

Number of identified discrimination or harassment incidents or corrective actions
Count = 0



Percentage of operational sites for which an employee health and safety risk assessment has been conducted

Percentage of operational sites for which an employee health and safety risk assessment has been conducted **100%**





GRI INDEX

This report is prepared in accordance with GRI standards (2021).

GRI NO	CONTENT	PAGE NO
GRI 1-5	Foundational Standards	2-6
GRI 1-5	Statement of Use	7
	General Disclosures	
GRI 2	ORGANIZATIONAL BOUNDARY	20
GRI 2-9	Governance Structure and Composition	25
GRI 2-10	Nomination and Selection of the Highest Governance Body	25
GRI 2-11	Chair of the Highest Governance Body	25
GRI 2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	25
GRI 2-13	Delegation of Responsibility for Managing Impacts	25
GRI 2-14	Role of the Highest Governance Body in Sustainability Reporting	26
GRI 2-15	Conflicts of Interest	26
GRI 2-23	Policy Commitments	26
GRI 2-24	Embedding Policy Commitments	26
GRI 2-26	Mechanisms for Seeking Advice and Raising Concerns	27
GRI 2-27	Compliance with Laws and Regulations	27
GRI 2-28	Membership Associations	27
GRI 2-29	Approach to Stakeholder Engagement	27
GRI 205-1	Anti-Corruption Risk Assessment	28

GRI NO	CONTENT	PAGE NO
GRI 205-2	Anti-Corruption Communication and Training	28
GRI 205-3	Confirmed Incidents of Corruption and Actions Taken	28
GRI 206-1	Anti-Competitive Behaviour	28
GRI 301-1	Materials Used by Weight or Volume	34
GRI 301-2	Recycled Input Materials Used	34
GRI 301-3	Reclaimed Products and Packaging Materials	34
GRI 302-1	Energy Consumption Within the Organization	34
GRI 302-2	Solar energy	34
GRI 302-3	Energy Intensity	34
GRI 302-4	Reduction of Energy Consumption	35
GRI 303-1	Interaction with Water as Shared Resource	35
GRI 303-3	Water Withdrawal	35
GRI 303-5	Water Consumption	35
GRI 305-1	Scope 1 GHG Emissions	36
GRI 305-2	Scope 2 GHG Emissions	36
GRI 305-3	Scope 3 GHG Emissions	36
GRI 306-3	Hazardous Waste, Non-Hazardous Waste	36
GRI 306-4	Waste Diverted from Disposal	36
GRI 305-7	Air Pollution	37



GRI INDEX

This report is prepared in accordance with GRI standards(2021).

GRI NO	CONTENT	PAGE NO
GRI 308-1	New Suppliers Screened Using Environmental Criteria	37
GRI 308-2	Negative Environmental Impacts in Supply Chain	37
GRI 401-1	New Employee Hires and Employee Turnover	43
GRI 401-2	Benefits Provided to Full-Time Employees	43
GRI 403-1	Occupational Health and Safety Management System	43
GRI 403-2	Hazard Identification, Risk Assessment and Incident Investigation	43
GRI 403-8	Workers Covered by Occupational Health and Safety Management System	43
GRI 403-9	Work-Related Injuries	43
GRI 404-1	Average Hours of Training per Employee	44
GRI 405-1	Diversity and Equal Opportunity{	44
GRI 406-1)	Non-Discrimination	44
GRI 408-1	Child Labour	44
GRI 409-1	Forced Labour	44
GRI 412-1	Human Rights Assessment	44

GRI NO	CONTENT	PAGE NO
GRI 408	Internal audits	44
GRI 412-2	Employee Training on Human Rights Policies	44
GRI 412-3	Human Rights Clauses in Agreements	45
GRI 413-1	Local Community Engagement	45
GRI 413-2	Significant Impacts on Local Communities	45
GRI 414-1	New Suppliers Screened Using Social Criteria	45
GRI 414-2	Negative Social Impacts in Supply Chain	45
GRI 416-1	Customer Health and Safety Assessment	45
GRI 412-2	Product Health and Safety Non-Compliance	46
GRI 418	Customer Privacy and Data Protection	46
GRI 419-1	Socioeconomic Compliance	46

INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance 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 : AA1000AS v3, ISO 17029:2019 and GRI.
Type of Assurance : Type 2
Web URL : www.bmqrassurance.com



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