

Sustainability at Creative Graphics

At **Creative Graphics Group**, sustainability is embedded in the way we think, design, and deliver. As pioneers in flexographic printing, packaging design, and premedia solutions, we are committed to creating long-term value for our clients, communities, and the planet through responsible environmental, social, and governance (ESG) practices.

True leadership is about accountability. By integrating sustainability into our core operations, we're building a resilient, inclusive, and future-ready organisation.

Environmental Responsibility

Minimizing Impact, Maximizing Innovation

We are committed to minimising our environmental impact through strategic innovation, sustainable production, and circular design principles. Our key environmental initiatives include:

- **Monolayer Packaging Advocacy**
Flexographic printing plays a crucial role in driving sustainable packaging by enabling printing on mono-layer materials, an easily recyclable alternative to multi-layer formats. At Creative Graphics, we partner with leading brands, including Tata Salt and HUL (Surf Excel), to help them transition to more environmentally responsible packaging solutions.
- **Waste & Chemical Management**
Over **80% of solvents** used in production are recycled internally. All non-hazardous waste is properly segregated and sold to authorised recyclers. Our manufacturing process ensures **zero hazardous waste** discharge.
- **Energy Efficiency & Carbon Reduction**
Through the adoption of UV LED lighting, energy audits, and process optimisations, we continue to increase energy efficiency and lower our overall carbon footprint across facilities.
- **Water Stewardship**
Our operations maintain a **zero liquid discharge** approach, ensuring no wastewater is released into the environment. Enabling us to minimise our water footprint and prevent contamination of natural water bodies.

Social Responsibility

Empowering People, Enriching Communities

We strive to create a safe, inclusive, and empowering environment for our workforce and communities. Our social focus areas include:

- **Diversity, Equity & Inclusion (DEI)**

We are an equal opportunity employer that upholds inclusive hiring practices across all levels of our organisation. Our current workforce has a **male-to-female ratio of 87:13**, and we continue to build initiatives that strengthen gender sensitisation through measures such as **POSH training**. We also celebrate occasions like **International Women's Day and Teej** to encourage inclusivity and recognition of women at the workplace.

- **Employee Well-being**

Our people are at the centre of our success. We invest in **occupational health & safety**, provide **maternity benefits**, and conduct regular **EHS training** to ensure holistic well-being. To foster engagement and belonging, we organise initiatives such as **in-house sports tournaments** (e.g., carrom), monthly "Best Employee" awards, and birthday celebrations with cake and refreshments.

Governance & Compliance

Built on Ethics. Driven by Accountability.

Good governance is the core of sustainable business. At Creative Graphics, our governance model is marked by transparency, responsibility, and stakeholder engagement:

- **Ethical Business Conduct**

Our operations are governed by a strict [Code of Conduct](#), [Related-Party](#) transactions, [POSH](#), [Vigil Mechanism and Whistleblower policy](#), ensuring ethical decision-making at all levels.

- **Certifications**

We are certified with:

- ISO 9001:2015 – Quality Management
- ISO 14001:2015 – Environmental Management
- ISO 45001:2018 – Occupational Health & Safety

- SEDEX-compliant practices in ethical sourcing
- **Board Oversight**
ESG performance is overseen by our [Board of Directors](#) and [Audit & Risk Committee](#), ensuring strategic alignment with long-term business goals.
- **Corporate Governance:** Strong leadership supported by an experienced independent Board and professional management team

Our ESG Progress & Vision Forward

Our sustainability journey is guided by **material topics** identified through a formal assessment. Key focus areas include:

Product Safety and Quality
Occupational Health and Safety
Risk and Compliance Management
Labour Relations
Business Ethics
GHG Emissions
Waste Management
Privacy and Data Security
Energy Efficiency
Supply chain management

Downloads & Resources

- ESG Policy
 - [CSR Policy](#)
 - [Code of Conduct](#)
 - Sustainability Section of Annual Report
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Let's Create the Future, Responsibly

We invite you to join us on our journey toward a more **sustainable, inclusive**, and **transparent** packaging future. For more information or collaboration opportunities

[Contact Us]