

Creative Graphics Group

Environment, Social, and Governance Policy

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1. Purpose & Scope

Creative Graphics Solutions India Limited (hereinafter referred to as "the Company") recognises that sustainable and responsible business practices are essential to long-term value creation. This Policy outlines the Company's commitment to integrating Environmental, Social, and Governance (ESG) principles into its business operations, ensuring ethical conduct, environmental stewardship, and social responsibility.

This Policy applies to all employees, business partners, and other stakeholders involved in the Company's operations. Through this Policy, the Company aims to foster a culture of sustainability that supports long-term value creation while minimising environmental impacts and creating positive social outcomes.

2. Definitions

- **“The Company”** refers to Creative Graphics.
- **“Stakeholder”** refers to any individual, group, or entity that affects, or is affected by, the Company's operations, including employees, customers, suppliers, business partners, and the communities in which the Company operates.
- **“Corporate Social Responsibility (CSR)”** refers to the Company's initiatives and programs aimed at contributing positively to education, health, well-being, and the broader community.
- **“Code of Conduct”** refers to the set of principles and standards that guide the ethical behaviour and decision-making of the Company's directors, and senior management.
- **“Whistle Blower Policy”** refers to the policy that provides a secure and confidential mechanism for employees and stakeholders to report unethical, illegal, or non-compliant practices without fear of retaliation.
- **“Extended Producer Responsibility (EPR)”** A regulatory approach under which producers are responsible for the environmentally sound collection, recycling, and disposal of applicable products and packaging at the end of their life cycle, in accordance with applicable regulations.

3. Objectives

Through this policy, the Company aims to:

- Minimize its environmental footprint by promoting resource efficiency, responsible waste management, and sustainable use of materials and energy.
- Build an inclusive, safe, and equitable workplace that supports the well-being and development of all employees.
- Uphold the highest standards of ethics, integrity, and governance across all business operations.
- Strengthen engagement with employees, customers, and communities to create shared and lasting value.
- Embed continuous improvement into its ESG practices, ensuring alignment with evolving regulatory requirements and industry standards.

4. Commitment to Sustainability

The Company strives to balance business growth with environmental responsibility and social well-being. Through technological advancements, resource efficiency, and responsible waste management, it works to minimize its environmental impact while fostering a workplace culture based on innovation, accountability, and transparency.

By embedding sustainable practices into its operations, the Company ensures that its business remains resilient, future-ready, and aligned with relevant sustainability standards.

5. ESG Approach and Strategy

The Company's ESG commitments span across all its business verticals. It integrates sustainability into its processes to enhance efficiency and minimize environmental impact while maintaining high production standards. The Company drives ESG excellence through board oversight that formulates and implements ESG strategies, ensuring alignment with global best practices and industry standards.

The Company's approach to ESG includes:

- Reducing its environmental footprint through sustainable materials, energy-efficient processes, and waste reduction initiatives.
- Fostering an inclusive and diverse workplace culture, promoting equal opportunities for all employees.
- Ensuring ethical governance and strict compliance with applicable laws and regulations.
- Engaging with stakeholders to continuously refine and improve its ESG strategies.

6. Environmental Responsibility

6.1 Sustainable Manufacturing

The Company ensures responsible chemical waste management through recycling processes, supported by in-house recycling capabilities that minimize its environmental impact. It also ensures compliance with regulatory and sustainability standards in manufacturing, and implements innovative packaging solutions that enhance product safety and environmental responsibility, including for pharma packaging, where it prioritizes eco-friendly materials and optimizes packaging design to reduce waste.

6.2 Energy Efficiency

The Company implements energy-efficient technologies, such as UV LED lamps, and integrates other energy-efficient solutions to minimize operational energy consumption. It prioritizes reducing energy consumption to lower operational impact while enhancing manufacturing efficiency and maintaining product quality. Its energy management practices align with its long-term sustainability goals.

6.3 Waste Management & Recycling

The Company's approach includes responsible waste segregation and structured disposal methods, supported by recycling initiatives and partnerships. It focuses on minimizing packaging waste and optimizing raw material usage, and supporting Extended Producer Responsibility (EPR), where applicable, in compliance with regulatory requirements.

6.4 Flexographic Printing & Sustainability

Flexographic printing enables the use of recyclable substrates and eco-friendly packaging. The Company focuses on the proper recycling of materials to minimize landfill waste.

7. Social Responsibility

7.1 Diversity, Equity, and Inclusion

The Company fosters diverse leadership, with women in key roles, and encourages equal opportunities and inclusivity across all levels. The Company also has a [DE&I Policy](#) in place to promote diversity, inclusivity, and fairness, including in decision-making and in opportunities for growth and performance enhancement.

7.2 Employee Well-being and Development

The Company upholds fair wages and safe working conditions, and prioritizes employee health benefits and engagement initiatives to enhance employee satisfaction. Employees are considered the Company's most valuable asset, and it invests in their professional development through training programs, mentorship, and career advancement opportunities. The Company promotes a safe and healthy workplace through its Occupational Health & Safety (OHS) Policy and supports employee well-being and work-life balance.

7.3 Collaboration and Teamwork

The Company fosters a culture of collaboration and teamwork to drive success, encouraging open communication, knowledge sharing, and mutual respect.

7.4 Human Rights

The Company aligns with global human rights principles through its Human Rights Policy and emphasizes ethical labour practices to ensure fair treatment for all stakeholders, and provides induction programmes to familiarize employees with these principles and the Company's expectations.

7.5 Customer Data Privacy and Commitment

The Company upholds data privacy and information security through its Cybersecurity and Data Privacy Policy, ensuring confidentiality, security, and regulatory compliance. It develops customized solutions that meet client-specific requirements, ensures product quality, reliability, and regulatory compliance, and maintains strong customer relationships through innovation and service excellence.

7.6 Community Development

The Company's CSR initiatives support education, health, and well-being, and it engages in sustainability initiatives that support environmental and community well-being. A dedicated CSR committee and CSR policy oversee community engagement, ensuring alignment with its sustainability goals.

8. Governance & Ethical Practices

8.1 Policies & Compliance

Policies and procedures are periodically reviewed to ensure adherence to evolving regulatory and sustainability requirements. A [Code of Conduct](#) is in place for directors and senior management, guiding ethical decision-making and professional integrity. The Company adheres to certified industry standards for quality, environment, and occupational health and safety, and implements stringent quality control measures, ensuring compliance with global and local regulatory requirements.

8.2 Board and Leadership Diversity

The Company recognizes that leadership diversity strengthens governance and decision-making. It fosters leadership diversity to enhance decision-making by incorporating a broad range of perspectives and expertise, and ensures fair representation of diverse perspectives in strategic planning.

8.3 Risk Management

The Company safeguards business continuity through proactive risk assessments. A comprehensive [Risk Management Policy](#) is in place to identify, evaluate, and mitigate potential risks effectively, including risks across product development and operations, to ensure resilience in operations.

8.4 Anti-bribery and Anti-corruption Practices

The Company is committed to preventing bribery and corruption through its [Anti-Bribery and Anti-Corruption \(ABAC\) Policy](#). A [Whistle Blower Policy](#) is established to provide a secure and confidential platform for reporting unethical practices, ensuring accountability and integrity.

8.5 Transparency and Disclosure

The Company upholds the highest standards of regulatory compliance, ensuring transparency and accountability in all business operations. Transparency in governance is maintained through relevant policies and frameworks, and the Company aligns its business operations with ethical leadership and responsible practices. Regular updates on ESG progress and initiatives are shared with stakeholders to foster transparency and engagement.

8.6 Ethical Business Practices

The Company ensures compliance with regulatory and industry-specific standards. Ethical business practices are upheld through relevant policies that promote transparency and accountability.

9. Implementation, Monitoring and Review

9.1 Implementation and Responsibilities

The Company shall implement this Policy through the integration of ESG considerations into relevant business processes and decision-making. Senior Management shall oversee the implementation of the Policy within their respective areas of responsibility and promote alignment with the Company's sustainability objectives. Employees are expected to support the effective implementation of this Policy by adhering to its principles and participating in sustainability initiatives, where applicable.

9.2 Monitoring

The Company shall periodically monitor its ESG performance through appropriate performance indicators, internal reviews, and management oversight to evaluate progress against its sustainability objectives. The findings from these reviews may be used to identify opportunities for improvement and strengthen ESG performance across the organisation.

9.3 Review and Continuous Improvement

This Policy shall be reviewed periodically, or as required, to ensure its continued relevance, effectiveness, and alignment with applicable legal and regulatory requirements, evolving stakeholder expectations, and recognised ESG best practices. The Company shall endeavour to strengthen its ESG performance through continual improvement, innovation, and ongoing engagement with relevant stakeholders.

10. Way Forward

The Company upholds high production standards that align with its sustainability goals. It focuses on responsible operations that create long-term value while balancing environmental and business priorities. Innovation and sustainable practices are integrated into its processes to drive continuous improvement and efficiency.
