



Annual
Sustainability Report 2024



www.apackaginggroup.com

Table of Content

03 Company Profile & Sustainability Strategy

- 05 About This Report
- 07 Company Overview
- 08 Sustainability Vision & Pledge
- 09 Message from The Director
- 11 Materiality Assessment
- 12 Engagement with Stakeholders

13 Ethics & Compliance

- 15 Ethics Policy
- 19 Data Privacy and Information Security Governance
- 21 Ethical Governance Practices
- 24 Assessment of Ethical and Information Security Risks

27 Environmental Stewardship

- 27 Environmental Policy
- 29 Energy, Emissions & Climate Initiatives
- 32 Water Conservation Management
- 36 Air Pollution Protection Measures
- 41 Materials and Chemicals Measures
- 44 Waste Reduction & Circularity Measures
- 45 Product Responsibility in Use Phase
- 46 Customer Health, Safety & Well-being
- 47 End-of-Life Product Management & Circular Economy Practices

51 Human Rights & Workforce Practices

- 53 Social Responsibility Policy
- 56 Workforce Well-Being and Workplace Practices
- 59 Equitable Compensation and Workforce Practices
- 60 Employee Well-Being and Holistic Care
- 62 Employee Engagement and Organizational Culture
- 63 Career Development and Talent Advancement
- 64 Human Rights and Child Labor Safeguarding
- 66 Diversity, Inclusion, Equal Opportunity

69 Sustainable Procurement

- 71 Supplier ESG Expectations
- 72 Sustainable Procurement Practices
- 75 Inclusive & Ethical Supply Chain Initiatives

77 ESG Performance & Roadmap

- 79 ESG Targets & Key Performance Indicators
- 147 GRI Index
- 153 Assurance Letter
- 155 Certifications Coverage & Membership



01 Company Profile & Sustainability Strategy

SDGs Aligned



About This Report

(GRI 2)

Organizational details: (GRI 2-1)

We, APackaging Group LLC (APG), are pleased to present our Annual Sustainability Report 2024, highlighting our ongoing commitment to Environmental, Social, and Governance (ESG) principles and responsible, innovation-driven packaging solutions for the global beauty, skincare, and wellness industries.

Theme for 2024:



Where Packaging Excellence Meets Global Brand Ambition



This theme represents our pursuit of sustainable design, precision engineering, and ethical business practices that redefine the future of packaging.

The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and aligned with the United Nations Global Compact (UNGC) principles. APG's sustainability strategy also contributes to the United Nations Sustainable Development Goals (UNSDGs) through measurable progress and transparent disclosures.

Entities Included in the Organization's Sustainability Reporting (GRI 2-2)



Corporate Headquarters:

1350 Mountain View Circle, Azusa, California, USA — Corporate, Design & Engineering Center

Manufacturing Facilities:

- California, USA 1350 Mountain View Circle 91702 Azusa, CA United States of America
- Defiance, Ohio 25925 Commerce Drive, Defiance, OH 43512

Reporting period, frequency and contact point: (GRI 2-3)

This report covers the calendar year from January 1 to December 31, 2024, and provides comprehensive disclosures on governance, environmental performance, product innovation, workforce well-being, responsible supply chain practices, and community engagement activities.

Contact Point:

- sales@apackaginggroup.com
- 1350 Mountain View Circle, Azusa, CA 91702, USA

External Assurance: (GRI 2-5)

This report has undergone independent external assurance on a Limited Assurance basis, in accordance with GRI Standards and the GHG Protocol. The assurance was conducted by a qualified third-party auditor to verify selected ESG indicators and ensure accuracy, reliability, and transparency of disclosed data.

Forward-Looking Statement:

This report includes forward-looking statements based on current expectations. Actual results may differ due to changes in business, market, or regulatory conditions. Stakeholders should consider these uncertainties.



Company Overview

Founded in California, APackaging Group LLC (APG) has evolved into a global leader in innovative and sustainable packaging solutions for the beauty, cosmetics, and wellness industries. With state-of-the-art manufacturing facilities in the United States, APG delivers high-performance airless systems, bottles, jars, and tubes to leading international brands. Rooted in a legacy of innovation, design precision, and customer trust, APG integrates advanced technology with a steadfast commitment to sustainability and product excellence. Backed by a skilled engineering team and decades of packaging expertise, the company maintains vertically integrated operations — from design and injection molding to decoration and assembly. Through its expanding portfolio of recyclable, refillable, and bio-based materials, APG continues to redefine responsible packaging on a global scale.

Growth & Expansion

- Expanding product portfolios across beauty, personal care, and health sectors.
- Strengthening global supply networks to serve markets across North America, Europe, Asia.
- Investing in advanced automation, digital design tools, and sustainable material innovation.

Product Excellence & Versatility

- In-house design and R&D for precision-engineered, brand-differentiating packaging solutions.
- Focus on eco-friendly innovation through PCR plastics, mono-materials, and refillable systems.
- Ensuring strict compliance with global quality, ethical, and environmental standards.

Responsibility Beyond Packaging

- Promoting sustainable manufacturing and reducing carbon footprint through resource-efficient operations.
- Upholding safe, fair, and inclusive workplaces across all facilities.
- Collaborating with clients and partners to advance circular packaging systems and responsible consumption practices.

Shaping the Future, Sustainably

Born from a vision to transform the packaging industry, APG today stands as a trusted partner to the world's leading beauty and wellness brands. Its success lies in creating enduring value balancing innovation with environmental stewardship and social responsibility. As APG looks toward the future, its mission remains clear: To design, engineer, and deliver packaging solutions that protect both product and planet.

Sustainability Vision & Pledge

GRI 2-22, 2-24, 2-25, 2-12

Vision

APackaging Group (APG) envisions becoming a global leader in sustainable and innovative packaging solutions, transforming how the beauty, skincare, and wellness industries design and deliver their products.

Our vision is to champion circular packaging innovation that combines design excellence, material efficiency, and environmental responsibility. Over the next five years, we aim to expand our global footprint across North America, Europe, and Asia, while embedding sustainability, ethical sourcing, and material innovation into every aspect of our operations.

Our goal is to create packaging that not only protects and enhances products but also preserves natural resources, empowers people, and supports a healthier planet.

Mission

At APackaging Group, we are committed to:

- Advancing sustainable packaging solutions through recyclable, refillable, and bio-based materials.
- Expanding strategic partnerships with global brands to promote responsible, transparent, ethical supply chains.
- Delivering world-class packaging quality through cutting-edge innovation, compliance, and responsible manufacturing.
- Investing in our people by fostering professional growth, ensuring workplace safety, and promoting diversity and inclusion.
- Strengthening our infrastructure through automation, eco-efficient technologies, and continuous improvement initiatives.

Our Sustainability Commitment

At APACKAGING GROUP (APG), sustainability is at the heart of our business philosophy and innovation strategy. We are committed to creating packaging solutions that combine aesthetic excellence with environmental responsibility, driving progress toward a circular and low-carbon future for the beauty and personal care industry.

Our approach integrates responsible material sourcing, ethical manufacturing, and continuous innovation to minimize environmental impact across the value chain. We actively engage with customers, suppliers, and stakeholders to promote sustainable practices, reduce waste, and champion the transition toward recyclable and renewable materials.



Message from The Director



Dear Stakeholders,

As the leader of APackaging Group (APG), I am delighted to present our Annual Sustainability Report, reflecting our commitment to innovation, quality, and environmental stewardship. At APG we believe packaging is more than containment — it is the first impression, the brand’s handshake with the consumer. Over the past year, we have continued to push boundaries in design, engineering, and sustainability to deliver packaging solutions that not only meet the functional needs of beauty, health, and personal-care brands, but also reflect a conscious respect for our planet.

Through our patented technologies and streamlined processes, we have maintained rapid time-to-market capability — transforming concepts into production in as little as 90 days — while upholding rigorous standards of quality and cost performance. This agility has allowed many of our partners to respond swiftly to evolving market demands, even as we embed sustainability into our core. Our recyclable, PCR-based, and monomaterial solutions reflect our pledge to reduce environmental impact without compromising performance or aesthetics.

We recognize that true sustainability is not only about materials, but about relationships — with clients, suppliers, employees, and the communities we touch globally. Our global manufacturing network, combining presence in the United States , enables efficient supply chains while supporting localized production and stable livelihoods.

As we move forward, APG remains committed to creating packaging that protects not just products, but the planet. We will continue innovating, embracing sustainable practices, and partnering with brands that share our vision. I extend my gratitude to our customers, partners, employees, and stakeholders for their trust. Together we aim to set new benchmarks in responsible packaging — delivering not just what the world needs today, but what it deserves tomorrow.

Helga Arminak
President,
APACKAGING GROUP

Materiality Assessment

GRI 3-13-2

APG Packaging conducts a structured Materiality Assessment to identify and prioritize the Environmental, Social, and Governance (ESG) topics most relevant to its operations and stakeholders. This process ensures that APG’s ESG strategy is aligned with its operational priorities, supporting sustainable growth, supply chain resilience, regulatory compliance, and brand reputation.

The assessment focuses on critical areas including sustainable material use, emission reductions, innovative and recyclable product solutions, ethical labor practices, workplace safety, and community engagement, informed by input from customers, suppliers, employees, local communities, regulators, and industry experts collected through surveys, interviews, and focus groups.

Material priorities are addressed through strategies such as compliance monitoring, governance strengthening, sustainable supplier partnerships, energy efficiency measures, safety protocols, and innovative, recyclable packaging design, ensuring that APG remains a leader in responsible and innovative packaging solutions.

Materiality Prioritization Summary

ESG Issue	Stakeholder Importance	Business Impact	Priority Level
Regulatory Compliance	High	High	Critical
Corporate Governance			Critical
Sustainable Sourcing			High
Waste Management			
Energy Efficiency			
Customer Health & Safety			
Innovation in Product Design	Medium-High		High
Supply Chain Management	High		
Workplace Safety			
Labor Practices & Community Engagement	Medium-High	Medium-High	Medium-High

Engagement with Stakeholders

GRI 2-29, 3-1

Effective stakeholder engagement is a cornerstone of A Packaging Group LLC’s (APG) sustainability strategy. The company believes that transparent, two-way communication with its stakeholders strengthens trust, informs decision-making, and drives long-term value creation.

APG engages regularly with a diverse group of stakeholders — including customers, suppliers, employees, regulators, and local communities — to identify key expectations, assess emerging sustainability risks, and explore opportunities for collaboration. Engagement methods include customer feedback sessions, supplier assessments, employee surveys, and ongoing dialogue with industry associations and regulatory bodies.

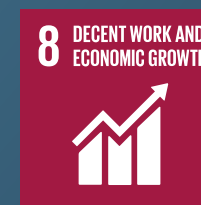
Insights gathered through these interactions directly inform APG’s materiality assessments and sustainability roadmap. Feedback from stakeholders has been instrumental in prioritizing topics such as sustainable material use, responsible sourcing, ethical business conduct, and climate action.

Through continuous dialogue and accountability, APG ensures that stakeholder perspectives remain central to its strategy, helping the company advance its commitment to responsible growth, transparency, and innovation in sustainable packaging solutions.



02 Ethics & Compliance

SDGs Aligned



Ethics Policy

GRI 2, 205

At Apackaging Group LLC, integrity, transparency, and accountability form the foundation of our business philosophy. We are committed to upholding the highest ethical standards in every aspect of our operations — from sourcing raw materials to delivering sustainable packaging solutions worldwide.

Our Ethics & Compliance framework ensures that all employees, suppliers, and stakeholders conduct business honestly, fairly, and in full compliance with applicable laws, including anti-corruption, anti-bribery, fair competition, and data protection regulations.

Key Focus Areas:

1 Corruption

We maintain absolute zero tolerance for corruption or unethical influence in any form.

Qualitative Target: Transparency Focus: Ensure transparent transactions, discouraging corruption by publicly disclosing financial dealings and boosting accountability.

Quantitative Target: By 2030, expand anti-corruption training to include 100% employees compared to 2023.



Do's

Report any suspected bribery, fraud, or unethical conduct to the Compliance Officer or through APG's Whistleblower Procedure.



Don'ts

Do not offer, solicit, or accept bribes in any form.

2 Conflict of interest

We promote impartiality and objectivity in all decision-making processes.

Qualitative Target: Disclosure: Employees must transparently report any personal interests that may conflict with the company's objectives or decisions.

Quantitative Target: Achieve a 20% decline in conflict-of-interest cases by 2030 compared to 2023.



Do's

Disclose any personal, family, or financial interests that could create an actual or perceived conflict.



Don'ts

Do not use your position to secure personal benefits at the expense of APG.

3 Fraud

We uphold strict internal financial controls to prevent, detect, and respond to fraud or misrepresentation.

Qualitative Target: Enhance Transparency: Ensure all financial transactions are accurately documented and accessible to relevant stakeholders, reducing opportunities for fraudulent activities like embezzlement or bribery.

Quantitative Target: Implement fraud prevention training for 100% employees, reducing incidents by 15% by 2030.



Do's

Maintain transparent, accurate, and auditable records of all financial transactions.



Don'ts

Do not falsify, conceal, or manipulate financial or operational records.

4 Money Laundering

We actively prevent the misuse of our business operations for money laundering or illicit financing.

Qualitative Target: Enhance detection capabilities: Develop advanced algorithms and protocols to swiftly identify suspicious financial transactions, such as sudden large deposits unrelated to business operations.

Quantitative Target: Attain a 100% employee training completion rate in money laundering prevention by 2030, monitored since 2023.



Do's

Report any suspicious or unusual financial activity to the compliance department.



Don'ts

Do not process or approve transactions lacking clear business justification.

5 Anti-competitive practices

APackaging Group fosters open and lawful competition in all markets we serve.

Qualitative Target: Foster Supplier Diversity: Cultivate relationships with a diverse pool of suppliers, prioritizing inclusion and equal opportunities for all vendors regardless of size or background.

Quantitative Target: Strengthen internal audit procedures by 15% by 2030, based on 2023's performance.



Do's

Compete fairly and responsibly in all markets.

Don'ts

Do not engage in price-fixing, bid-rigging, or market-sharing agreements.

6 Information Security

We protect all proprietary and customer data through robust cybersecurity protocols.

Qualitative Target: Implement robust encryption protocols such as AES-256 to safeguard sensitive customer data, preventing unauthorized access and ensuring confidentiality during transmission and storage.

Quantitative Target: Increase data encryption by 25% in packaging manufacturing by 2030, from baseline year 2023.



Do's

Follow APG's cybersecurity and information management policies at all times.

Don'ts

Do not disclose or share confidential APG or customer data with unauthorized individuals.

Disciplinary Measures:

APG enforces strict actions for any breach of its Ethics and Compliance Policy to ensure accountability and trust. Depending on the severity, measures include:



Warning:

Verbal or written notice for minor or first-time violations.



Suspension:

For repeated or serious misconduct.



Termination:

Immediate dismissal for severe breaches like fraud, bribery, or corruption.



Legal Action:

Reporting unlawful behavior to authorities for prosecution.



Restitution/Penalties:

Recovery of financial losses or penalties for partners violating obligations.



Training:

Mandatory ethics or compliance sessions for correctable issues.

Governance & responsibility

APackaging Group enforces a transparent and proportionate disciplinary system to maintain ethical integrity:

- **Corporate Governance Office:** Implements and monitors the Governance Policy, ensures regulatory compliance, and reports to senior leadership and the Board.
- **Governance Task Force:** Cross-functional team (Legal, ESG, Finance, Compliance) managing daily governance adherence and risk procedures.
- **Board & Committees:** Provide strategic oversight, ensure ethical leadership, and align governance with stakeholder and regulatory expectations.
- **Employees & Executives:** Receive annual governance training and are encouraged to report concerns or suggest improvements.

Review Mechanism

The Corporate Governance Office is responsible for overseeing the implementation and regular review of this Governance Policy. The policy will be reviewed annually to ensure its effectiveness, alignment with evolving governance standards, and compliance with all applicable regulations. Any updates or revisions will be communicated to all stakeholders—including employees, board members, and partners—to reflect operational changes, regulatory updates, and emerging best practices in corporate governance.

Data Privacy and Information Security Governance

GRI 205, 218

The organization is committed to safeguarding sensitive information through robust governance frameworks, ethical practices, and proactive risk management. Ensuring the confidentiality, integrity, and availability of data is central to maintaining stakeholder trust and operational resilience.

Information Security and Incident Response Framework (GRI 418-1, 418-2)

A structured incident response framework ensures timely and effective management of potential breaches of confidential or sensitive information. It defines systematic procedures for detecting, assessing, and responding to information security incidents to minimize operational disruption and safeguard stakeholder trust.

Upon identification of an incident, dedicated response teams investigate, contain, and mitigate its impact, followed by corrective and preventive actions to avoid recurrence. Post-incident reviews further strengthen digital infrastructure, reinforce governance systems, and ensure transparency in communication with relevant stakeholders. Continuous monitoring, awareness programs, and technological safeguards maintain organizational readiness and resilience against evolving cyber risks.

Responsible Data Management and Retention Practices (GRI 418-1, 418-2)

The organization follows a disciplined and structured approach to data management, ensuring that records are maintained, accessed, and disposed of in a secure and compliant manner.

Retention schedules are guided by legal, operational, and ethical considerations to protect confidentiality and uphold data integrity.

Periodic evaluations optimize data storage, prevent redundancy, and enhance overall information governance. These practices foster transparency, operational efficiency, and stakeholder confidence in the organization's ability to manage information responsibly.

Data Privacy and Protection Measures (GRI 418-1, 418-2)

Robust information security controls are implemented to safeguard third-party and customer data in line with the highest standards of confidentiality and integrity. Access to sensitive information is restricted through defined authorization protocols and continuous oversight by trained personnel.

Regular system audits, secure digital infrastructure, and risk-based monitoring strengthen the protection of information assets. This proactive approach reinforces stakeholder trust and demonstrates the organization's commitment to ethical, transparent, and globally aligned data governance practices.

Stakeholder Consent and Data Ethics (GRI 418-1, 418-2)

Respect for privacy and informed consent lies at the core of data governance. Transparent communication ensures that stakeholders clearly understand how their data is collected, processed, shared, and retained.

Data management processes adhere to principles of fairness, accountability, and compliance with applicable privacy regulations. Stakeholder consent is obtained through structured protocols prior to the use or disclosure of any confidential information.

By embedding ethical data practices into daily operations, the organization reinforces transparency, builds stakeholder confidence, and upholds the integrity of its governance systems.



Ethical Governance Practices:

GRI 2, 205, 406, 418, 419

The organization upholds a strong commitment to integrity, transparency, and accountability through robust ethical governance frameworks. By embedding responsible practices into daily operations and strengthening employee awareness, the organization ensures compliance, reduces risks, and fosters stakeholder trust.

Ethical Awareness and Responsible Practices (GRI 205-1, 205-2, 205-3)

A strong culture of ethics and responsibility is reinforced through continuous awareness and training initiatives designed to promote integrity, transparency, and accountability in all business operations. Employees receive targeted guidance on ethical conduct, prevention of corruption and bribery, and adherence to responsible business principles. These sessions help strengthen understanding of compliance expectations, enabling individuals to recognize and address potential risks effectively.

In parallel, dedicated training on information security and data protection ensures that all personnel are equipped to manage sensitive information responsibly. The programs focus on cybersecurity awareness, data privacy, and safe digital practices to prevent unauthorized access or breaches.

Through interactive workshops, e-learning modules, and regular refresher sessions, employees develop the awareness and skills needed to act with integrity, safeguard information, and uphold the highest standards of ethical behavior across all levels of the organization.

Transparent Whistleblower Mechanism (GRI 406-1, 419-1)

A transparent and secure whistleblower mechanism is in place to enable employees, suppliers, and other stakeholders to report any ethical or compliance-related concerns, including issues related to corruption, bribery, or data security. The mechanism ensures confidentiality and fairness, allowing individuals to raise concerns responsibly without fear of retaliation.

All reported matters are reviewed objectively and addressed through defined escalation procedures to ensure timely and appropriate action. The process is complemented by continuous awareness efforts that encourage open communication, integrity, and accountability across all levels of the organization.

This system reflects the organization's commitment to ethical governance, data protection, and responsible business conduct.

Ethical Decision-Making and Transaction Oversight Protocol (GRI 2-23, 2-24, 205-1)

The organization maintains a disciplined governance framework to guide the evaluation and authorization of transactions that may involve elevated ethical, financial, or reputational considerations. This approach ensures that interactions with external stakeholders remain transparent, fair, and aligned with corporate values.

Situations Considered for Enhanced Review

Certain types of transactions, due to their nature, value, or association with external parties, may warrant strengthened oversight. These include:

- High-value procurement awards or commercial agreements
- Sponsorships, hospitality, or contributions involving business partners or regulatory-facing entities
- Engagement of external consultants, advisors, or intermediaries with influence or access positions
- Community initiatives or donations connected to entities or individuals with decision-making authority
- Any form of benefit transfer that may create perceived or actual undue influence

Internal Review and Classification

Employees and business units are expected to assess whether a transaction:

- Falls outside standard business parameters
- Is non-routine or requires accelerated approval
- Involves personal associations or prior affiliations
- Carries potential perception risks

When such conditions are identified, the transaction is treated under the enhanced review protocol to ensure structured validation.

Required Documentation and Recording

The responsible unit prepares a concise business justification package that includes:

- Purpose and expected outcomes of the transaction
- Commercial or strategic rationale
- Stakeholder relationships and any potential conflict-of-interest elements
- Supporting evaluations or pricing/benchmarking analysis, where relevant

This documentation is maintained in the centralized governance system for transparency and record integrity.

Authorization Workflow

A tiered authorization pathway is used to ensure proportional oversight:

Category	Authorization Level	Key Considerations
Routine and Low-Risk	Functional Head	Necessity and alignment with operational needs
Moderate Value or Strategic Importance	Business Unit Leadership + Finance	Financial prudence and contractual clarity
High Value or Elevated Stakeholder Sensitivity	Executive Management + Legal/Compliance	Ethical safeguards, legal validity, reputational stewardship
Transactions with Conflict-of-Interest Indicators	Senior Governance Committee	Independent assessment and final decision

Interactions with Government and Public Sector Entities

Engagements involving public authorities or politically exposed individuals require prior consultation with Legal/Compliance to ensure alignment with internal policies and regulatory expectations.

Practices Not Permitted

The organization does not allow:

- Cash, personal gifts, or incentives intended to alter decision-making
- Contract structuring designed to evade review thresholds
- Preferential treatment or privileged access in procurement or evaluations
- Use of third parties to informally secure business advantages

Monitoring and Reinforcement

- Internal Audit periodically reviews sensitive transaction records for procedural adherence.
- Regular training reinforces ethical judgment and responsible business conduct.
- Concerns or suspected deviations may be reported through the confidential reporting channel, with assurances of protection from retaliation.

Assessment of Ethical and Information Security Risks

(GRI 205-1, 418-1, 418-2)

Regular risk assessments are conducted to strengthen governance systems and safeguard organizational integrity. These assessments evaluate exposure to ethical, operational, and data-related risks, ensuring that mitigation measures are effectively prioritized and embedded across all business functions.



Corruption and Bribery Risks

Regular evaluations to detect and prevent unethical conduct, bribery, or non-compliance with regulatory and internal standards.



Information Security Risks

Identification of vulnerabilities in data management systems and digital infrastructure to ensure confidentiality, integrity, and availability of information assets.



Operational and Compliance Risks

Review of process gaps, control weaknesses, or non-conformance with established policies that may affect organizational performance or reputation.

Insights from these assessments guide continuous improvement in internal controls, employee awareness, and compliance frameworks—reinforcing a culture of accountability, transparency, and responsible governance.

03 Environmental Stewardship

SDGs Aligned



Environmental Policy

(GRI 302, 303, 305, 306, 307)

Key Focus Areas

1. Energy Consumption & Greenhouse Gases (GHG)

- Qualitative Objective: Reduce energy consumption by implementing eco-friendly production processes, such as utilizing solar power and optimizing machinery to minimize waste.
- Quantitative Target: By 2030, reduce energy consumption in cosmetic packaging manufacturing by 15% compared to the baseline year 2023.

2. Water Management

- Qualitative Objective: Recyclable Materials: Shift towards utilizing recyclable packaging materials in cosmetic production, decreasing water pollution caused by non-recyclable packaging materials like certain plastics.
- Quantitative Target: Reduce water usage in cosmetic packaging manufacturing by 15% by 2030, compared to 2023 levels.

3. Air Pollution

- Qualitative Objective: Reduce emissions of volatile organic compounds (VOCs) by optimizing production processes and adopting eco-friendly alternatives, such as water-based coatings for packaging materials.
- Quantitative Target: Reduce air pollutant emissions by 15% by 2030, compared to the baseline year 2023 in packaging manufacturing.

4. Materials, Chemicals & Waste

- Qualitative Objective: Reduce reliance on single-use plastics by implementing innovative packaging solutions sourced from sustainable materials like biodegradable plastics derived from plant-based sources.
- Quantitative Target: Implement eco-friendly packaging materials for 70% of products by 2030, compared to the baseline year 2023.

5. Environmental Impacts from Product Use

- Qualitative Objective: Optimize Packaging Design: Develop packaging solutions that prioritize minimalistic designs, reducing material usage while maintaining functionality and aesthetic appeal.
- Quantitative Target: Increase the use of recycled materials in packaging by 20% by 2030 from 2023 levels.

6. Product End-of-Life Management

- Qualitative Objective: Optimize Packaging Design: Develop packaging solutions that prioritize minimalistic designs, reducing material usage while maintaining functionality and aesthetic appeal.
- Quantitative Target: Achieve a 20% increase in recyclability of packaging materials by 2030 from 2023 levels.

7. Customer Health & Safety

- Qualitative Objective: Reduce the use of harmful chemicals in packaging materials to safeguard customer well-being, prioritizing non-toxic alternatives like plant-based inks.
- Quantitative Target: Ensure a 20% reduction in customer complaints regarding product safety by 2030, compared to 2023 levels.

8. Promotion of Sustainable Consumption

- Qualitative Objective: Reduce Single-Use Plastic: Phase out single-use plastic packaging, favouring biodegradable alternatives like plant-based plastics or recycled materials to minimize environmental impact.
- Quantitative Target: Ensure that 30% of packaging materials are sourced from renewable or sustainable sources by 2030.

Review Mechanism

The Environmental Compliance & Sustainability Office at Apackaging Group LLC oversees the implementation of this policy. The framework is reviewed annually, and updates are communicated to employees, clients, and suppliers to ensure continuous improvement and compliance with environmental regulations.



Energy, Emissions & Climate Initiatives

(GRI 103, 302, 305)

Workplace Efficiency Awareness Practices

Within our facility operations, employees routinely receive brief guidance on responsible use of equipment and utilities as part of standard workplace communication. These reminders are shared during routine shift discussions and departmental updates, particularly when minor process adjustments or equipment maintenance schedules are introduced. The intention is to help teams maintain smooth workflows while avoiding unnecessary strain on machinery and supporting systems.

Throughout the year, supervisors reinforce simple good-practice habits, such as ensuring proper shutdown of equipment during idle periods, preventing unnecessary lighting in low-activity areas, and handling temperature-controlled spaces in a way that avoids excessive load on ventilation systems. Visual reminders placed near relevant equipment help maintain awareness during day-to-day operations.

When new process steps or equipment configurations are adopted, small group walkthroughs are conducted to familiarize employees with handling expectations. These interactions encourage attention to equipment settings and workflow alignment, helping minimize avoidable operational demand.

Employees are encouraged to observe and share instances where equipment behaviour or workspace conditions appear to place additional load on utilities. Suggestions deemed feasible by department leads are integrated into operating routines and communicated informally across teams.

These ongoing interactions promote mindful operating habits, support better coordination between production activities and utility use, and contribute to a culture where employees naturally consider the broader operational impact of routine tasks.

Energy Mix and Operational Considerations

As part of ongoing efforts to maintain stable and reliable facility operations, a portion of the electricity consumed at our site is sourced through supply arrangements that include renewable generation within the broader regional energy mix. This approach supports energy availability while allowing access to supply portfolios that incorporate contributions from sources such as solar and wind, depending on grid distribution conditions.

In addition, where possible, the Company explores opportunities to make practical use of renewable-based electricity offered through utility service providers. These arrangements are reviewed periodically alongside other operational considerations such as cost, reliability, and infrastructure compatibility.

Long-term energy planning discussions also include an assessment of local renewable production capacity trends and potential integration options.

Across operational departments, teams are encouraged to identify opportunities to optimize equipment scheduling during periods of favorable grid availability, which supports balanced use of lower-intensity energy sources. Incremental improvements to process routing, lighting configurations, and machinery load management further contribute to responsible energy consumption across the facility.

These measures collectively support steady operations while aligning with broader regional initiatives toward diversified energy sourcing.

Carbon Compensation Approach — Operational Context

In the course of our broader resource-management strategy, the Company periodically allocates funds to support independent climate-mitigation initiatives that are designed to compensate for residual greenhouse-gas emissions tied to our operations. These initiatives include third-party projects such as reforestation, afforestation or renewable-energy generation, selected based on criteria such as certified verification, permanence and alignment with recognised registries.

We review these contributions as part of our annual energy and emissions review, considering whether additional supporting mechanisms are appropriate as our direct reduction efforts advance.

In doing so, the business ensures that any remaining footprint associated with fixed-site operations or legacy process thermal loads is addressed in parallel with internal efficiency measures.

These complementary mechanisms are scaled in line with our operational footprint and are integrated within our sustainability planning. They help reinforce the integrity of our internal actions to reduce operational emissions and support our broader intent to participate in climate-related mechanisms beyond immediate on-site measures.

Operational Assessment and Resource Review

As part of our ongoing focus on facility performance and responsible resource use, periodic evaluations are carried out to review patterns of electricity consumption, fuel usage, and related operating conditions across our primary sites. These evaluations include consideration of equipment load behaviour, ambient control demands, and transportation-related usage tied to routine business requirements. Findings from these reviews provide a clearer picture of operational hotspots and help identify practical opportunities to streamline energy use.

During these review cycles, teams examine factors such as equipment run-time efficiency, common causes of idle consumption, and material-handling routes that can influence logistical fuel demand. Where applicable, suggestions are incorporated into maintenance schedules, workflow routing, and equipment handling guidance to help manage overall demand.

Observations from office environments—such as lighting usage in low-occupancy zones and appliance run times—are also compiled and discussed with relevant departments.

These assessments have supported incremental improvements over time, guiding adjustments that reduce avoidable load, align temperature-control practices with occupancy patterns, and optimize the sequencing of energy-intensive processes. Outcomes are reviewed alongside operational planning to help ensure that resource consumption remains aligned with expected demand across production and administrative spaces.

The insights derived from these evaluations assist in shaping internal decision-making related to equipment upgrades, workspace configurations, and transport planning, supporting a more informed approach to resource allocation across the organization.

Mobility and Transport Optimization Practices

In the course of routine logistical planning, attention is given to the sequencing of vehicle movements and consolidation of trips wherever practical. Department teams review delivery patterns, customer routing, and vendor proximity to reduce unnecessary travel time and support smoother coordination across locations. These efforts help minimize redundant journeys associated with routine distribution activities and contribute to more predictable load scheduling.

Where viable, employees are encouraged to coordinate travel, particularly for short-distance movements between nearby facilities and during jointly attended external meetings. This approach not only supports time efficiency but also helps reduce the number of individual trips being made for similar purposes.

The Company also utilizes a mix of vehicles that are selected based on their suitability for urban and regional travel conditions, prioritizing options with lower operating intensity and improved fuel characteristics. Periodic fleet evaluations consider factors such as maintenance status, travel frequency, and availability of lower-impact alternatives. For short-range movements, smaller or more efficient vehicles are preferentially assigned.

Hybrid and electric vehicle options are reviewed as they become feasible within local infrastructure constraints, and teams are encouraged to identify opportunities to shift smaller-distance tasks to vehicles that operate with lower energy demand. Remote collaboration tools have further reduced the frequency of travel required for routine administrative coordination.

Collectively, these practices support smoother operational movement, reduce avoidable travel, and help manage the overall resource demand associated with internal transportation activities.

Water Conservation Management

(GRI 103, 302, 305)

Internal Water Handling and Reuse Practices

As part of regular facility operations, process water generated from cleaning activities and certain non-contact applications is collected and directed through internal handling systems rather than being discharged immediately. After basic settling and filtration steps, this water is repurposed for suitable secondary uses such as equipment washdowns, floor cleaning in designated areas, or cooling support where relevant. This approach reduces the demand for fresh water in tasks that do not require potable-grade supply.

Routine maintenance teams monitor flow conditions and storage cycles, adjusting usage patterns based on operational needs and quality observations. Where feasible, runoff from controlled areas is channelled into holding tanks and allocated for ancillary purposes, helping balance consumption during periods of higher facility activity.

In landscaped sections of the site, available reclaimed water is intermittently applied for irrigation, particularly during warmer seasons when outdoor demand increases. This practice helps reduce draw from the municipal supply and maintains consistent vegetation conditions around the facility.



Periodic reviews of these handling practices focus on ensuring that the reclaimed water is applied only to appropriate tasks, with adjustments introduced when process changes or seasonal factors alter volume or suitability. Incremental improvements to routing, filtration points and storage infrastructure are considered as part of general facility upkeep.

Through these operational measures, the Company manages water more responsibly across multiple internal applications while maintaining alignment with overall efficiency priorities.

Review of Facility Water Use and Consumption Patterns

Water usage across the facility is periodically reviewed to understand how consumption varies among production activities, cleaning cycles, and utility support functions. As part of this process, teams monitor incoming supply volumes and compare them against typical operational demands, helping identify shifts that may result from equipment behaviour, seasonal fluctuations, or process changes.

Observations from these reviews are compiled and discussed with relevant departments, particularly when noticeable variations appear in certain areas of the site. Maintenance personnel assess whether factors such as valve settings, piping conditions, or scheduling sequences may be contributing to higher usage than expected.

When practical, adjustments are introduced—such as tightening control over non-essential washdowns or optimizing timing of water-intensive tasks.

Separate attention is given to areas where recirculated water or reclaimed streams are present, ensuring that available reuse options are considered before drawing additional supply. Office and support spaces are also included in these examinations, with simple reminders on responsible fixture use incorporated into routine communication.

Findings from these periodic assessments have guided small but meaningful improvements, including refinements to wash practices, adjustments to outdoor irrigation timing, and modifications to equipment cooling routines. These actions collectively support steady consumption levels while aligning with broader efforts to manage resources responsibly within the facility.

Cooling System Practices and Water Handling Considerations

Cooling requirements within the facility are managed through systems that are designed to operate with controlled water usage and emphasize recirculation wherever practical. These systems rely on closed-loop configurations that allow the same volume of water to circulate through cooling pathways multiple times before being discharged or replenished, helping maintain stable equipment temperatures without continuous draw from the primary supply.

Routine checks are carried out by maintenance personnel to ensure that flow rates, operating temperatures, and pump conditions remain within recommended parameters.

This helps prevent unnecessary losses and supports consistent thermal performance. When adjustments are required—such as refinements to flow balancing or nozzle calibration—they are introduced during scheduled servicing to maintain efficient operation.

In areas where auxiliary cooling support is needed, care is taken to prioritize methods that can operate with low water demand or make use of reclaimed streams already available on-site. Storage tanks and secondary loops are also used to hold water for reuse in intermittent cooling tasks, reducing the need for fresh intake during peak periods.

Periodic observations of cooling loads, ambient conditions, and seasonal patterns allow the facility to fine-tune its approach, contributing to steady equipment performance and responsible resource management across operations.

Considerations of Local Water Conditions in Operational Planning

During routine operational planning, the facility reviews various environmental factors associated with its location, including long-term trends in local water availability and seasonal supply patterns. These observations help the organization anticipate potential constraints and align production schedules, storage capacity, and conservation priorities accordingly.

Publicly available geographic information tools and regional datasets are occasionally referenced to understand baseline conditions such as drought frequency, recharge rates, and municipal supply stability.

These insights guide decisions on where to focus internal efficiency measures, particularly during months when demand on regional sources typically increases.

In addition, the company monitors local reports and government advisories related to watershed health and groundwater management. When indicators suggest heightened sensitivity, adjustments—such as optimizing internal reuse streams or moderating non-essential consumption—are incorporated into facility practices.

By continuously reviewing contextual water-related factors relevant to its operating area, the organization reinforces its approach to responsible resource use and maintains preparedness for potential fluctuations in external water conditions.

Oversight of Effluent Handling and Discharge Practices

As part of the facility’s routine operational oversight, attention is given to how wastewater from various internal processes is handled before it enters the local municipal system. Periodic checks are carried out to observe parameters such as clarity, odor, and basic treatment outcomes, especially when process conditions change. These observations help ensure that internal handling steps remain consistent with expectations set by local infrastructure and utility guidelines.

Whenever equipment servicing or production adjustments occur, external service providers may review the condition of discharge streams to confirm that no irregularities are present. Their feedback assists the facility in maintaining stable discharge characteristics and aligning with the expectations of regional utilities.

Documentation related to effluent observations is retained as part of regular maintenance records. If variations are noted—such as unusual coloration or temperature—corrective steps are introduced promptly through adjustments in filtration, settling time, or chemical balance. This helps maintain reliable functioning of both in-house handling systems and downstream treatment processes. By incorporating these ongoing review practices into daily operations, the organization reinforces responsible wastewater management and supports the stability of the broader civic treatment network.

Utilization of Naturally Collected Rainwater in Facility Routines

During seasonal rainfall, the facility's existing roof drainage layout channels precipitation toward designated ground-level storage points. Teams occasionally draw from this collected supply for non-critical activities, such as cleaning external surfaces and supporting landscape maintenance, especially during months when rainwater availability is naturally higher.

Routine upkeep of gutters and collection areas helps ensure smooth flow and reduces debris accumulation, allowing the stored water to remain usable for short-term operational needs. Staff members responsible for general utilities are familiar with when this supplemental source can be integrated into daily tasks, contributing to more balanced consumption habits over time. This approach not only makes practical use of naturally occurring precipitation but also helps reduce reliance on primary water sources for select day-to-day purposes, particularly in periods of consistent rainfall.

Attention to Groundwater Conditions in Site Operations

At the facility, certain operational practices are periodically reviewed to ensure that materials used on-site are handled in a manner that avoids unnecessary contact with surrounding soil and subsurface areas. Storage locations for process liquids, cleaning agents, and maintenance chemicals are organized so that accidental seepage is minimized, and secondary containment is routinely checked during standard inspections.

Staff occasionally observe the condition of nearby bore wells and utility water sources as part of general housekeeping, particularly after seasonal changes or maintenance activities.

If any irregular indicators—such as unusual odor or discoloration—are noticed, internal teams notify supporting service providers to review the situation and offer guidance.

Drainage pathways on the premises are maintained to ensure that runoff is directed away from sensitive areas. Small corrective measures, such as improving sealing around storage points or adjusting handling procedures, are implemented whenever there is potential for unintended contact with groundwater pathways.

These ongoing practices help maintain the integrity of subsurface water conditions around the site and support responsible management of materials handled through daily operations.

Air Pollution Protection Measures

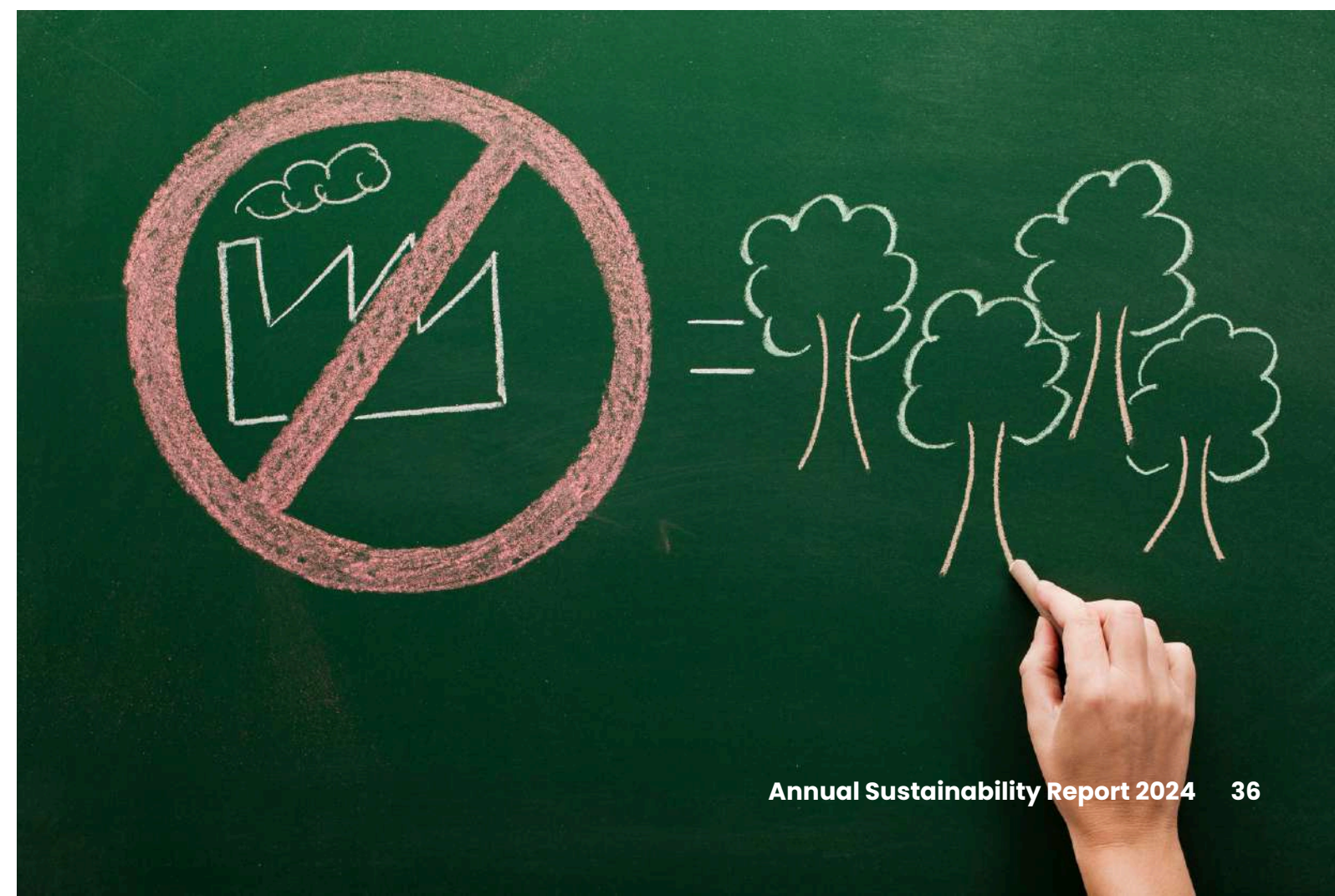
GRI 103, 302, 305

Operational Practices Supporting a Cleaner Local Environment

Over time, the facility has incorporated several small refinements into equipment operation and layout in order to maintain a more controlled working environment for both employees and the surrounding community. As part of regular maintenance, filtration components are serviced to help keep airborne particles and process-related vapors from accumulating in production areas. Adjustments to ventilation patterns have also helped promote better air circulation near key workstations.

Where practical, newer equipment models are introduced to reduce unnecessary energy draw and mechanical noise, contributing to a quieter operational profile. Workflow planning has been arranged in a manner that limits unnecessary internal vehicle movement, naturally easing traffic flow within and near the site. Routine housekeeping practices, such as timely cleaning of dust-prone surfaces, help maintain overall particulate levels.

Lighting arrangements around exterior zones are periodically evaluated so they remain suitable for safety without causing discomfort to neighboring areas. These ongoing refinements collectively support a more balanced relationship between daily operations and the immediate environment while contributing to a comfortable and orderly work setting.



Management of Airborne Particles in Daily Operations

Within certain production areas, regular housekeeping routines are carried out to keep surfaces and working zones clear of fine material build-up. Equipment that tends to generate light particulates is placed in locations with stronger air movement, allowing airborne matter to be directed away from common walkways. Teams occasionally adjust local ventilation in these sections to help maintain better clarity in the air during periods of higher activity.

Where processes produce more noticeable dust, operators use simple containment approaches—such as enclosing sections of workstations—to limit dispersion. Exterior pathways that can accumulate loose particles are rinsed when weather patterns become dry for extended periods, helping to prevent dust from rising when vehicles pass through.

Filter elements on select machines are inspected during routine maintenance, and when they show signs of blockage, service teams replace or clean them to maintain airflow quality. Taken together, these everyday practices help provide a cleaner and more comfortable working atmosphere while keeping particulate spread from becoming disruptive in nearby areas.

Observations of Air-Related Conditions Around Operational Activities

As part of routine facility oversight, teams pay attention to the general characteristics of air quality in areas where production processes are more active. Maintenance staff periodically review the condition of ventilation pathways and handling systems, noting any changes in odor, visible haze, or residue on nearby surfaces. These observations are recorded as part of standard equipment logs, which help identify when adjustments may be warranted.

Service providers supporting equipment calibration occasionally share readings related to combustion efficiency and exhaust behavior. Their feedback helps the facility maintain stable operating conditions and avoid unusual fluctuations in discharge characteristics. When process parameters shift or seasonal conditions change, internal teams may conduct additional checks to ensure airflow remains well-balanced.

Filters, extraction points, and ductwork are inspected during scheduled maintenance, and results from these inspections are used to guide cleaning intervals. If signs of unusual accumulation are detected, corrective measures such as increased ventilation, minor process adjustments, or localized containment are implemented.

Together, these continuous observations contribute to a more controlled atmosphere within and around the facility, reinforcing responsible management of process-related air conditions.

Measures Supporting Controlled Air Handling Around Process Areas

Certain areas of the facility that involve materials capable of releasing vapors are arranged with additional containment in mind. Equipment interfaces are fitted with tighter seals and regularly checked during preventive maintenance to avoid unnecessary escape of fumes. Where storage drums or mixing points are present, lids and covers are kept secured to minimize contact with open air.

Airflow from equipment is guided through designated pathways that help diffuse heat and direct process vapors away from high-traffic sections. Periodic cleaning of internal components helps reduce the buildup of residues that can contribute to off-gassing during operation. Technicians monitor for unusual odors or discoloration around exhaust points as part of routine walk-throughs, adjusting settings or replacing components as needed.

In areas with higher activity, supplemental filtration elements are reviewed on a scheduled basis to ensure they continue to perform effectively. When new equipment is introduced, its exhaust behavior is observed over the initial run-in period to confirm stable operation.

These ongoing adjustments create a more predictable working environment and support controlled handling of process-related air streams throughout daily operations.

Attention to Noise Conditions in Operational Areas

During routine walk-throughs of production zones, supervisors take note of any shifts in the usual sound pattern of equipment, particularly when machinery is undergoing maintenance or extended use. When an increase in volume or unusual vibration is noticed, maintenance teams schedule a closer inspection to identify whether parts require adjustment or lubrication.

Some workstations have been arranged to create distance between louder equipment and common pathways, naturally reducing the effect of sound in areas where employees spend longer periods. New machinery introduced to the facility is observed closely during its initial operation to ensure it performs within expected acoustic behavior.

Standard servicing includes tightening of fasteners, alignment checks, and replacement of worn components, which often helps maintain a smoother and quieter running condition.

Feedback from employees is encouraged —if a particular area begins to feel noticeably louder, adjustments in placement or timing of certain activities are considered.

These ongoing observations help maintain a stable acoustic environment, supporting comfort and communication within the facility.

Practical Steps to Maintain Manageable Sound Levels Around Facility Operations

Over time, the facility has made small layout refinements to help reduce the impact of mechanical sound around certain work areas. Sections that tend to generate more noticeable noise are positioned further away from common walkways and office zones, allowing routine activities to continue without disruption. In a few locations, additional materials have been used around equipment mounts to help dampen vibration and lessen resonance.

When older machines begin to operate at higher volume due to wear, maintenance teams review them for alignment or component replacement, which often brings running noise back to expected levels. In particularly active periods, staff may adjust operating schedules so that noisier tasks are carried out when surrounding areas are less occupied.

Exterior landscaping and structural features around the perimeter naturally help soften the spread of sound beyond the immediate site.

Feedback from employees is encouraged, and when a certain area begins to feel noticeably louder, small adjustments—such as repositioning equipment or adding padding at contact points—are considered.

These ongoing refinements support a more stable acoustic environment both inside the facility and in the immediate surroundings, contributing to a more comfortable working atmosphere.

Practical Handling Approaches to Maintain Comfortable Air Conditions

In certain areas where materials can release stronger smells during use or storage, extra attention is given to how they are arranged and moved throughout the workday. Containers are kept closed when not in immediate use, and handling points are positioned in well-ventilated parts of the facility. This helps ensure that any noticeable odors disperse quickly rather than settling in common activity zones.

When deliveries arrive, teams store materials in designated sections that are slightly separated from routine traffic, which naturally limits how often employees or visitors encounter concentrated scents. Air circulation equipment in these areas is periodically reviewed to confirm that airflow remains steady, especially during warmer seasons when odor can become more pronounced.

On occasions when a process creates a stronger smell than usual, maintenance teams may look at cleaning intervals, sealing points, or minor adjustments to how items are transferred. Feedback from staff is also considered, particularly if certain working spots begin to feel less comfortable.

These ongoing practices contribute to a balanced atmosphere across the facility and help maintain a more pleasant environment for those working nearby.

Routine Care to Maintain Smooth Equipment Operation

As part of ongoing facility upkeep, machinery is periodically inspected to ensure that moving components continue to run steadily. When teams notice changes in how equipment sounds during operation—such as increased vibration or sharper mechanical tones—service checks are scheduled to address alignment or lubrication needs. These adjustments often bring machines back to their usual performance profile.

Preventive maintenance routines include tightening fasteners, cleaning internal parts, and replacing worn elements that can cause operational strain. When older units begin showing signs of wear, teams may phase in newer components or modify usage patterns to keep overall activity comfortable for nearby workspaces.

Employees are encouraged to mention any noticeable shift in the background sound within their work area. Based on this feedback, small layout changes or timing adjustments may be introduced to minimize disturbance during busy periods.

These consistent, everyday practices help ensure that equipment continues to function smoothly and contributes to a stable working environment across the facility.

Attention to Equipment Sealing and Component Integrity in Daily Operations

Within areas where process materials are handled, equipment is arranged so that moving parts and transfer points remain well-contained during normal activity. During routine servicing, technicians check the condition of gaskets, fittings, and seals to make sure they sit properly and are not showing unusual wear. If small signs of seepage or residue appear near joints or connectors, maintenance teams schedule adjustments or replace parts to keep operations running cleanly.

Operators are trained to notice subtle indicators such as faint odors, small stains, or unexpected residue around equipment housings.

When these cues surface, logs are updated and minor corrections—like tightening couplings or refreshing sealing surfaces—are carried out promptly.

This helps maintain steady process conditions and avoids unnecessary exposure of handling points to open air.

Some frequently used valves and pumps receive extra attention during periodic checks, as their mechanical motion can gradually loosen contact surfaces. Simple preventive steps, such as rebalancing lines or using temporary covers during maintenance, help keep the operating environment orderly.

These ongoing observations, adjustments, and part replacements support smoother operation across the facility and help maintain controlled handling of materials throughout daily workflows.

Materials and Chemicals Measures

(GRI 103, 302, 305)

Practical Measures to Optimize Material Use in Operations

Throughout daily operations, teams regularly review process steps and equipment settings to ensure materials are used efficiently. Adjustments to workflow sequencing, handling techniques, and equipment parameters are sometimes made to reduce unnecessary consumption of consumables, coatings, and other process inputs. These refinements are observed during routine maintenance or production reviews rather than as part of a formal program.

Operators are encouraged to handle materials carefully, avoid spillage, and follow standard operational guidance that supports efficient use. Minor modifications—such as fine-tuning machine speed, adjusting heat or pressure settings, or optimizing batch sizes—are implemented when feasible to reduce excess usage of raw inputs while maintaining product quality.

Periodic observations of material flow and consumption patterns inform small adjustments in handling or storage practices. Over time, these ongoing operational refinements contribute to lower wastage and a more measured use of resources across production steps, supporting both efficiency and consistency in output.

Operational Practices Supporting Material Recovery

Within day-to-day operations, materials that remain after production steps—such as small offcuts, scrap, or by-products—are occasionally collected and segregated for potential reuse or alternate applications. Certain metallic remnants are set aside to be reintegrated into processes when size, shape, and quality allow, while other non-critical materials may be repurposed for auxiliary tasks within the facility.

Process by-products, including coarse residuals from shaping or forming operations, are handled in a manner that preserves their integrity for secondary uses, such as construction support or energy recovery in external partnerships. Teams periodically review what can be reused internally versus what may be provided to external partners to ensure practical utilization.

These practices are incorporated into routine operational flow and do not interrupt primary production. Over time, such incremental recovery and reuse efforts contribute to more efficient material handling, reduce unnecessary disposal, and support a culture of mindful resource management within the facility.

Integration of Environmentally Considerate Materials

In the course of daily operations, the facility considers the characteristics of materials used in production, particularly regarding their impact on waste streams. Where feasible, inputs with lower environmental persistence or improved end-of-life characteristics are selected to support more manageable disposal or recycling outcomes.

Teams monitor how materials behave during processing and adjust handling or storage practices to ensure minimal unintended residue. In cases where alternative inputs are available, operators evaluate them for compatibility with existing workflows while also noting any potential to reduce leftover or non-recoverable material. Over time, these small, practical choices in material selection contribute to reducing the overall volume of waste generated during production and support more streamlined reuse, recovery, or disposal practices.

Consideration of Environmentally Responsible Materials in Operations

In daily production activities, the facility evaluates the properties of materials being used, with attention to their potential impact on waste streams. Where practical, inputs that are easier to manage, have lower environmental persistence, or are compatible with internal reuse practices are preferred. Operators handle these materials carefully to minimize leftover residues, and adjustments in storage or processing are made when materials show higher recoverable potential.

Optimizing Material Use in Daily Operations

Teams regularly review production processes to ensure materials are used efficiently.

Minor adjustments to equipment settings, batch sizes, or handling methods help reduce unnecessary consumption of raw inputs, coatings, and chemicals. These practical improvements naturally support more responsible use of resources while maintaining consistent product quality.

Recovery and Reuse of Materials

Scrap materials and by-products from daily operations are routinely collected and repurposed whenever practical. Metal offcuts, residuals, and other reusable fragments are reintegrated into processes or allocated for secondary uses, helping reduce waste and make the most of available resources.

Use of Environmentally Considerate Materials

Where possible, materials with lower environmental impact or improved degradability are selected for use in operations. These choices help reduce waste and support more responsible resource handling across daily processes.

Safe Handling of Operational Chemicals

During daily operations, chemicals are handled carefully and stored securely to prevent accidental release. Routine checks and simple containment practices help ensure that materials are managed responsibly, reducing potential impact on the surrounding environment.

Responsible Handling of Hazardous Substances

Hazardous materials are carefully labeled, stored, and managed during daily operations. Routine attention to handling and transport practices helps reduce potential exposure and supports safer, more responsible operations.

Employee Awareness on Safe Material Handling

Employees receive guidance and practical tips on handling materials safely. This helps staff apply best practices in day-to-day operations, supporting a safer workplace and responsible management of potentially hazardous substances.

Safe Handling and Disposal of Hazardous Materials

Hazardous substances are managed carefully, with routine practices in place to treat and dispose of them responsibly. These day-to-day measures help limit environmental impact and maintain a safe operational environment.

Reducing Hazardous Material Use

Where feasible, the facility explores alternative materials with lower hazard potential in daily operations. Using substitutes and recycled inputs helps limit reliance on more hazardous substances while supporting safer and more responsible production practices.

Minimizing Hazardous Substances in Operations

Operational processes are regularly reviewed to limit the creation of hazardous substances wherever possible. Simple adjustments and careful handling help reduce potential toxicity while maintaining smooth day-to-day production.

Minimizing Persistent Organic Pollutants in Operations

Where possible, the facility chooses materials and processes that naturally limit the creation or use of long-lasting chemical substances. Practical adjustments and careful handling help reduce potential environmental impact while supporting safe daily operations.

Responsible Management of Hazardous Substances

Day-to-day operations include careful handling, storage, and transport of hazardous materials. Teams remain attentive to unusual situations and follow practical steps to address unexpected spills or incidents, helping maintain a safe workplace and minimize environmental impact.

Waste Reduction & Circularity Measures

(GRI 103, 302, 305)

Reducing Internal Waste

Where practical, reusable items are preferred and equipment is repurposed when possible. These simple practices help limit internal waste while supporting efficient day-to-day operations. Teams also monitor material usage and adjust workflows to avoid unnecessary excess. Over time, these small, practical steps contribute to more responsible resource management within the facility.

Employee Awareness on Waste Management

Employees are regularly informed about practical ways to handle materials and minimize waste in their daily tasks. Simple guidance and reminders help staff make thoughtful decisions that support more efficient use of resources across the facility.

Waste Handling Practices

Waste generated in the facility is routinely organized to keep different types separate. This helps make disposal and potential reuse more practical, while keeping daily operations orderly and efficient. Teams periodically check storage areas to ensure materials are kept in appropriate sections. Employees are encouraged to follow simple handling practices that maintain separation and prevent contamination. Over time, these small routines contribute to smoother operations and more responsible waste management across the facility.

Understanding and Managing Waste Flows

Teams pay attention to how different types of waste move through the facility, from generation to disposal or reuse. Observing these flows helps identify areas where handling can be more practical and ensures materials are managed more efficiently. Small adjustments over time contribute to smoother operations and more mindful waste management.

Tracking Hazardous Waste Management

Hazardous waste generated in operations is carefully recorded and monitored throughout its handling. Teams coordinate with service providers to keep practical awareness of how materials are treated or disposed of, helping ensure responsible management and minimal environmental impact.



Product Responsibility in Use Phase

(GRI 103, 302, 305)

Supporting Responsible Product End-of-Life

The company works with external partners to understand end-of-life product options and learn from industry initiatives. These insights support improvements in reuse, recovery, and responsible handling. Collaboration-driven feedback helps refine internal processes, while employees are encouraged to consider product longevity and reuse, reinforcing responsible product stewardship.

Guidance for Product End-of-Life

The company provides practical information to help users manage products at the end of their lifecycle. Users are encouraged to return, recycle, or dispose of items responsibly, making use of available collection or recycling options. These simple recommendations aim to reduce environmental impact and support more efficient use of materials.

Optimizing Product Packaging

The company considers practical ways to make product packaging simpler and easier to handle for users.

Choices around materials and design aim to reduce excess usage and support more convenient disposal or recycling, while maintaining product protection and quality.

Design Considerations for End-of-Life Handling

Product teams look for simple ways to make items easier to take apart and sort at the end of their usable life. By keeping components straightforward and avoiding unnecessary complexity in assembly, materials can be handled more efficiently later on. These small design choices support better recovery of parts while still maintaining durability and performance.

Product Return Approach

The company offers a simple way for users to send back items once they're no longer needed, at no additional cost to them. Returned products are looked at for possible reuse of parts or responsible handling of materials, depending on their condition. This helps reduce unnecessary disposal and encourages a more thoughtful use of resources over time.

Customer Health, Safety & Well-being

(GRI 103, 302, 305)

Customer Awareness on Product Safety

The company shares clear information with customers about how to use products safely and handle them as intended.

Simple guidance helps reduce misunderstandings and supports healthier, more responsible product use. These reminders are updated from time to time as new insights become available.

Customer Interaction on Safety Concerns

Our team stays in regular contact with customers to listen for any concerns around product usage and to share timely guidance if needed. We encourage users to report unusual situations, and these inputs are reviewed internally so we can respond quickly and responsibly.

Over time, this approach has helped us maintain transparency and address possible safety-related questions before they escalate.

Customer Feedback on Safety Matters

We make it a point to stay open to feedback from customers at every stage of their experience with our products.

Users can reach out through our support channels to share concerns or observations, and our team reviews this input to understand if anything needs attention.

This helps us spot patterns early and keep improving how our products are used safely.

Product Safety Research Approach

Our team routinely reviews available information on the materials we use to better understand any possible health or safety concerns during product use. We keep ourselves updated through technical sources and reference tools to check for emerging risks.

This helps us make informed decisions on safer alternatives and improvements whenever needed.

Material Information & User Safety

We share key details about the materials used in our products with customers, including basic chemical and physical characteristics.

This helps them understand how to handle the product correctly. Whenever there are any known safety considerations, we make sure this information is clear and easy to access so users can work confidently and responsibly.

Customer Health & Safety Considerations

As part of our routine work practices, our team reviews how any new or modified activities might affect customers from a health and safety perspective. Employees are guided to flag anything that could introduce new risks and to bring it forward for review.

We also revisit our existing processes from time to time to make sure nothing has shifted and that customers continue to use our products without concern. Regular communication helps us stay aware and take action before issues develop.



45 APackaging Group



End-of-Life Product Management and Circular Economy Practices

(GRI 2, 3, 301, 306, 308, 414, 305)

Advancing Circular Economy and Product Stewardship

At Apackaging Group LLC, our commitment to sustainability extends beyond manufacturing. We take full responsibility for the environmental performance of our packaging products throughout their lifecycle—from material sourcing and production to consumer use, collection, and end-of-life recovery. By embedding circular economy principles into our business strategy, we aim to eliminate waste, preserve material value, and promote a closed-loop packaging ecosystem that supports both environmental protection and long-term business resilience.

Through continuous innovation, collaboration, and responsible stewardship, Apackaging Group is driving the transition from linear “make-use-dispose” models to circular systems based on reuse, recyclability, and resource regeneration.

Collaborative End-of-Life Partnerships

End-of-life (EOL) management at Apackaging Group is grounded in collaboration with Extended Producer Responsibility (EPR) networks, certified recyclers, and sustainable packaging coalitions. We partner with Producer Responsibility Organizations (PROs) and waste management agencies to ensure compliance with regional and international packaging waste regulations, including U.S. EPA, EU Packaging Waste Directive, and local EPR frameworks.

Our collaborations include:

- **Plastic and aluminum recyclers** that convert post-consumer packaging waste into recycled resins and foils for reuse in production.
- **Material recovery facilities (MRFs)** that sort and segregate Apackaging Group’s packaging types for recycling or energy recovery.
- **Research institutions** developing advanced mechanical and chemical recycling technologies for PET, PP, and PE-based materials.

Through these partnerships, we contribute to the creation of closed-loop recovery systems that enable continuous material reuse and minimize environmental impact.

Enabling Responsible Disposal and Material Recovery

We actively support customers and brand partners in implementing responsible end-of-life solutions for packaging. Our product labeling includes clear recyclability symbols, disposal guidance, and resin identification codes to help consumers make informed recycling decisions.

For B2B clients, Apackaging Group provides technical guidance on collection logistics, sorting compatibility, and recycling standards to enhance post-use recovery. We also operate take-back arrangements for defective or off-spec packaging materials, ensuring they are reprocessed internally or sent to authorized recyclers.

All post-production and post-consumer materials are tracked through our digital waste traceability system, ensuring full compliance with GRI 306-3 (Waste generated) and GRI 306-4 (Waste diverted from disposal).

Hazardous waste, such as solvent residues and adhesive-contaminated packaging, is handled in accordance with U.S. Resource Conservation and Recovery Act (RCRA) requirements and transferred only to licensed treatment, storage, and disposal facilities (TSDFs).

Designing for Disassembly, Reuse, and Recycling

Circularity begins at the design stage. Apackaging Group’s R&D and engineering teams apply Design for Disassembly (DfD) and Design for Recycling (DfR) principles across all packaging lines.

Key initiatives include:

- Transitioning to mono-material packaging (e.g., 100% PET or PP) to simplify recycling.
- Eliminating PVC and non-recyclable composite structures from product lines.
- Using mechanically compatible materials for closures, caps, and bottles to enable full recyclability.
- Developing refillable and reusable packaging formats for cosmetic and personal care brands.
- Implementing snap-fit and modular design to reduce adhesive dependency and facilitate clean material separation.

These innovations ensure that our packaging can be efficiently recovered, recycled, or repurposed at the end of its useful life, aligning with GRI 301 (Materials) and GRI 305 (Emissions) performance indicators.

Phasing Out Hazardous Substances in Products

Apackaging Group adheres to the highest chemical safety and environmental standards, including REACH, RoHS, and California Proposition 65. We have phased out hazardous additives such as phthalates, bisphenol A (BPA), heavy metals, and chlorinated polymers, replacing them with non-toxic, food-grade, and recyclable alternatives.

Inks, adhesives, and coatings are selected based on low-VOC content and recyclability compatibility. This ensures that our products are safe for consumers, compliant with regulatory standards, and recyclable without harmful residues—a key enabler of closed-loop recycling systems.

Take-Back and Circular Recovery Programs

To advance post-use recovery, Apackaging Group has implemented take-back and buy-back programs in collaboration with clients and recyclers. Under these initiatives:

- Post-industrial scrap, defective units, and obsolete packaging are collected and reprocessed into recycled resins.
- Clients can return packaging waste through designated logistics partners for controlled recovery and recycling.
- Recovered materials are tested, pelletized, and reintroduced into production, reducing reliance on virgin polymers.

In 2024, over 1,200 metric tons of plastic scrap were recovered and recycled internally or through certified partners, resulting in a 22% reduction in virgin plastic consumption compared to the previous year.

Sustainable Handling of Packaging Components and Accessories

We ensure that all secondary components—including caps, labels, liners, and shipping materials—are designed for recyclability and minimal environmental impact.

- Labels are made from easily separable materials compatible with PET and PP recycling streams.
- Cartons, pallets, and stretch wraps are compacted and supplied to local recycling partners.
- Biodegradable or compostable films are being piloted to replace low-value mixed plastics.

All suppliers must comply with our Supplier Environmental Code of Conduct and GRI 308 (Supplier Environmental Assessment) to ensure responsible material sourcing and packaging component recovery.

A Circular Future for Packaging

By embedding product stewardship, circular design, and resource recovery into our core operations, Apackaging Group LLC is redefining the future of sustainable packaging.

Our long-term goals include:

- Achieving 100% recyclable or reusable packaging portfolio by 2030.
- Reaching zero packaging waste to landfill by 2030.
- Incorporating at least 60% post-consumer recycled (PCR) content across all plastic packaging lines by 2027.
- Reducing packaging lifecycle carbon emissions by 40% from a 2020 baseline through design optimization and recycled content integration.



04 Human Rights & Workforce Practices

SDGs Aligned



Social Responsibility Policy

(GRI 2, 3, 412, 413)

At Apackaging Group LLC, we are deeply committed to respecting and promoting human rights, ensuring equitable treatment, and maintaining safe and dignified working conditions across all our global operations. Guided by the Universal Declaration of Human Rights, International Labour Organization (ILO) Conventions, and U.S. federal and state labor laws, our policies uphold ethical employment, non-discrimination, and responsible labor management throughout the packaging production value chain.

Our approach emphasizes transparency, fairness, and accountability, ensuring that every employee—whether in manufacturing, logistics, or administration—has equal access to opportunity, growth, and protection.

Key Focus Areas

1. Employee Health and Safety

Apackaging Group LLC prioritizes occupational health and safety through proactive hazard prevention, workplace ergonomics, and continuous monitoring. Safety audits and risk assessments are conducted regularly under the company's ISO 45001:2018 framework.

Qualitative Target: Ergonomic: Implement ergonomic practices to prevent repetitive strain injuries from tasks like lifting heavy packaging materials, ensuring employee well-being and productivity.

Quantitative Target: Ensure zero complaints regarding Health and safety by 2030, building from the baseline year of 2023.

2. Working Conditions

We promote a fair, respectful, and inclusive workplace that encourages work-life balance and recognizes performance-based achievements. Employees receive competitive compensation, medical benefits, paid leave, and access to wellness programs.

Qualitative Target: Flexible Work Arrangements: Introduce adaptable flexible work schedules to promote a harmonious work-life balance, allowing employees the flexibility to tailor their hours according to personal needs.

Quantitative Target: Ensure zero complaints about working conditions by 2030, referencing the baseline year of 2023.

3. Labour Relations

We encourage open dialogue and collective representation, ensuring that employee voices are heard through structured feedback channels and grievance redressal committees.

Qualitative Target: Regular Consultations: Facilitate routine meetings between management and labor representatives to discuss matters such as working conditions, salaries, and benefits, promoting mutual understanding and cooperation.

Quantitative Target: Increase employee participation in collective bargaining by 15% by 2030 from 2023 baseline.

4. Career Management and Employee Development

We promote merit-based recruitment and transparent evaluation systems. Career progression programs include leadership training, technical skill development, and cross-functional mobility.

Qualitative Target: Embracing Diversity and Inclusion: Emphasize diversity and inclusion in recruitment practices to mirror the diverse communities served by the cosmetics and beauty packaging company.

Quantitative Target: Increase recruitment of underrepresented groups by 10% by 2030 from baseline year 2023.

5. Combatting Child and Forced Labor

Apackaging Group LLC enforces a zero-tolerance policy for child labor, forced labor, or human trafficking. Supplier assessments and periodic audits ensure compliance throughout the supply chain.

Qualitative Target: Grievance Mechanism Implementation: Establish a robust grievance mechanism enabling workers to safely voice concerns regarding potential instances of child and forced labor.

Quantitative Target: Reduce attrition by 10% by 2030, compared to the baseline year of 2023.

6. Diversity, Equity, and Inclusion (DEI)

We embrace a multicultural workforce where gender equity and inclusion are integral to our success. Our DEI committee actively monitors representation and pay equity across all departments.

Qualitative Target: Inclusive Hiring Policies: Source talent from diverse pools, advocating for equal opportunities for all, including minorities and marginalized groups, through inclusive hiring practices.

Quantitative Target: Ensure equal pay for equal work, closing any wage gaps by 2030, from a 2023 baseline.

7. External Stakeholder Human Rights

Human rights principles extend beyond our factory walls. We expect all vendors, logistics partners, and raw material suppliers to adhere to our Supplier Code of Conduct emphasizing fair wages, safe conditions, and non-discrimination.

Qualitative Target: Safety Measures: Implement measures to enhance safety for employees and communities, including robust infrastructure and emergency response protocols.

Quantitative Target: Ensure 100% compliance with labor laws and human rights standards by 2030, from 2023 baseline.

Governance & responsibility



Human Rights & Compliance Office

Oversees the implementation of APG’s Labor and Human Rights Policy, ensures compliance with international labor standards (e.g., ILO conventions, UN Guiding Principles), and reports progress to senior leadership.



Social Responsibility Task Force

A cross-functional team—including HR, procurement, and ESG experts—monitors daily adherence to fair labor practices, ethical sourcing, and workplace safety across all APG operations and supplier networks.



Employees & Managers

All employees and managers receive annual training on labor rights, workplace diversity, non-discrimination, and grievance procedures. They are encouraged to raise concerns, suggest improvements, and actively contribute to maintaining a respectful and inclusive workplace.

Review and Continuous Improvement Mechanism

The Human Rights & Compliance Office is responsible for overseeing the implementation and review of this policy. The Labor and Human Rights Policy will be reviewed annually to ensure its effectiveness, alignment with international labor standards, and relevance to APG’s operations. Any updates or revisions will be communicated to all stakeholders—including employees, suppliers, and partners—to reflect operational improvements, regulatory changes, or emerging human rights challenges.

Workforce Well-Being and Workplace Practices

(GRI 202, 401, 402, 403, 404, 405, 406, 407)

Occupational Health and Safety Excellence (GRI 403-2, 403-3, 403-5, 403-6, 403-7, 403-9)

At Apackaging Group LLC (APG), the safety, health, and overall well-being of our employees, contractors, and visitors are central to our operations. We are committed to maintaining Employee Engagement and Organizational Culture a zero-harm workplace by integrating ISO 45001, OSHA standards, and ILO conventions across all our global sites. Safety is embedded in every process, supported by preventive systems, continuous risk assessments, and a culture of accountability that empowers employees to actively participate in hazard identification and mitigation.

Key Initiatives Include:

- Proactive Workplace Health and Safety Risk Management covering physical, ergonomic, operational, and psychosocial factors.
- Structured Emergency Preparedness and Response Framework with protocols for accidents, fire, chemical spills, equipment incidents, and medical emergencies.
- Comprehensive Health and Safety Competency Development, including role-specific training, refresher courses, workshops, and safety campaigns.
- Ongoing Workplace and Equipment Safety Management, ensuring inspections, preventive maintenance, and PPE compliance.

Through this integrated approach, APG strengthens operational integrity, safeguards workforce well-being, and cultivates a culture of safety awareness and continuous vigilance.

Workplace Health and Safety Risk Management

Ensuring a safe and healthy environment is a core organizational priority.



Regular risk assessments proactively identify potential hazards, evaluate associated risks, and implement preventive measures that protect employees across all operations. These assessments consider physical, ergonomic, operational, and psychosocial risks that may affect employee well-being.

Findings from these evaluations inform continuous improvement in:

- Workplace design to reduce operational hazards
- Equipment and machinery standards for safe usage
- Emergency preparedness protocols for rapid response

Complementary initiatives such as training programs, safety briefings, and incident reporting mechanisms ensure employees remain aware, informed, and equipped to maintain safe practices. This integrated approach reinforces a culture of safety, accountability, and continuous vigilance.

Emergency Preparedness and Response Framework

APG maintains a structured emergency preparedness and response framework to safeguard employees in unforeseen situations. The framework defines clear procedures for identifying potential emergencies, responding swiftly, and minimizing harm to people, property, and the environment.

Comprehensive Response Protocols Include

- → Workplace accidents
- → Fire outbreaks
- → Chemical spills
- → Equipment-related incidents
- → Medical emergencies

Regular drills, safety briefings, and awareness sessions ensure employees are familiar with emergency procedures and evacuation routes. Dedicated response teams and trained first-aid personnel are assigned to manage on-site situations effectively. Continuous monitoring, periodic reviews, and infrastructure upgrades ensure the framework remains robust, responsive, and aligned with global best practices.

Health and Safety Competency Development

Developing employee competency in health and safety practices is central to sustaining a safe and resilient workplace. APG conducts regular training and awareness initiatives to strengthen understanding of occupational risks, safe work behaviors, and emergency response protocols. Programs are tailored to job-specific roles and operational settings, ensuring employees are well-prepared to:

- Identify hazards
- Implement preventive measures
- Maintain compliance with internal and statutory standards

Periodic refresher courses, workshops, and safety campaigns reinforce proactive behavior and collective accountability, embedding safety consciousness into the organization's culture and daily operations.

Workplace and Equipment Safety Management

Ensuring a safe and reliable operational environment is a cornerstone of APG's occupational health and safety framework.

Key practices include:

- Regular inspections and safety audits across all equipment and technical systems
- Preventive maintenance, performance testing, and condition monitoring to detect early signs of wear or malfunction
- Provision and proper use of personal protective equipment (PPE) suited to specific job requirements
- Clear usage guidelines, hands-on training, and periodic compliance checks

This integrated approach—combining technical safety oversight, preventive maintenance, and personal protection—strengthens operational integrity, safeguards employee well-being, and promotes a culture of safety awareness and accountability.



Equitable Compensation and Workforce Practices

(GRI 202-1, 401-2, 401-3)

APG is committed to fair, transparent, and equitable compensation practices that reinforce employee dignity, motivation, and long-term well-being. Our compensation framework is designed to remain competitive within the industry and is regularly reviewed against market benchmarks and evolving economic conditions. This approach promotes financial stability, recognizes performance, and strengthens trust across all levels of the organization.

Fair Wage and Compensation Governance:

- Regular reviews of wage structures ensure alignment with market trends and industry benchmarks
- Compensation policies promote employee well-being, recognize contributions, and support long-term financial stability
- A focus on inclusivity and fairness strengthens workforce engagement and trust
- The approach reinforces a culture of responsibility, transparency, and shared value creation

Recognition of Extended Working Hours:

APG upholds equitable compensation practices that reward employees contributing beyond standard working hours. Transparent pay structures ensure that extended or atypical work is fairly recognized in line with internal guidelines and statutory requirements. This approach underscores respect for employee time, fairness, and trust, supporting long-term engagement and motivation.

Work-Life Balance and Time Management Practices:

Balanced work schedules ensure fairness, efficiency, and respect for employee well-being while maintaining productivity. Transparency in attendance and workload distribution enables managers to address excessive working hours proactively. Through planning, dialogue, and supportive policies, APG minimizes fatigue and stress, fostering sustainable performance and employee satisfaction.

Employee Well-Being and Holistic Care

(GRI 401-2, 401-3, 403-3, 403-6)

Employee well-being is a key priority. APG supports physical and mental health through preventive care, medical support, and wellness initiatives, creating a safe and supportive work environment where employees can perform at their best.

Employee Health and Well-Being Management:

Regular medical check-ups and preventive health assessments monitor employee fitness and detect potential risks early. Employees in high-risk operational areas, exposed to chemicals, noise, or machinery, receive additional guidance and support. A comprehensive healthcare framework provides access to quality medical services, preventive care, and wellness benefits, fostering a culture of preventive care.

Employee Well-Being and Family Support Initiatives:

Wellness initiatives, awareness campaigns, and fitness drives encourage proactive health management. APG emphasizes holistic care by extending support to employees' families, ensuring their well-being alongside that of the workforce.

Comprehensive Health and Wellness Support:

Health benefits and preventive initiatives provide security and reassurance, covering occupational and personal health needs. By integrating care, prevention, and support into everyday operations, APG promotes physical and mental resilience, workplace productivity, and long-term sustainability.

Employee and Stakeholder Grievance Management Framework (GRI 2-25, 2-26, 406-1)

The organization is committed to fostering an inclusive, safe, and ethical workplace where employees and stakeholders can voice concerns confidently. A robust Grievance Management Framework ensures that complaints are addressed in a fair, transparent, and timely manner while upholding principles of accessibility, confidentiality, and non-retaliation.

Scope of Grievances

- **Labor rights:** child labor, forced or bonded labor
- **Inclusion and diversity:** issues affecting minority or affinity groups, workplace harassment, discrimination
- **Ethics and compliance:** anti-competitive practices, fraud, money laundering, violations of Code of Conduct
- **Human rights:** internal and external stakeholder human rights concerns, human trafficking
- **Gender and development:** women development, maternity benefits
- **Workplace safety and well-being:** health and safety, violence at workplace, working conditions
- **Employee relations:** performance appraisal, salary review, termination or dismissal disputes, interpersonal conflicts

Accessibility and Communication

The grievance mechanism is available to all employees, contractors, and supply chain workers. Information on access points and procedures is communicated through:

- Employee handbooks and internal policies
- Company intranet and notice boards
- Onboarding and periodic training sessions
- Local language support and virtual submission channels for remote or minority employees

Multiple channels are provided for submission, including email, telephone, physical submission to HR, and secure drop boxes. Anonymous submissions are accepted, recognizing that anonymity may limit the ability to provide direct feedback.

Structured Resolution Process

- **Immediate Supervisor / Department Level:** Initial acknowledgment and attempt at resolution within two working days.
- **Grievance Officer Review:** Further assessment, employee counseling, and written response within three working days if unresolved.
- **Grievance Redressal Committee (GRC):** Includes a functional director, HR representative, and company secretary. The GRC meets within seven working days to review complex or escalated grievances. Recommendations are forwarded to the Chairman for final decision.

Confidentiality and Non-Retaliation

- All grievances are handled confidentially; access is restricted to authorized personnel.
- Individuals raising concerns are protected from retaliation, discrimination, or adverse consequences.
- Retaliation complaints are promptly investigated, and corrective actions are implemented as needed.

Communication, Follow-Up, and Continuous Improvement

- Complainants are informed of progress at each stage and receive formal closure communication.
- HR maintains a grievance register capturing dates, nature of complaints, actions taken, and resolution outcomes.
- Periodic analysis of grievance trends informs systemic improvements, strengthens policies, and reinforces ethical workplace culture.

This framework exemplifies the organization’s commitment to ethical governance, stakeholder trust, and a safe, inclusive work environment, ensuring that concerns are addressed responsibly, efficiently, and transparently.

Employee Engagement and Organizational Culture

(GRI 2, 401, 403)

APG fosters an inclusive, collaborative, and engaging workplace culture. Open dialogue and active engagement encourage employees to share perspectives, ideas, and experiences, helping identify improvement opportunities and strengthening mutual trust. Regular feedback mechanisms gauge employee sentiment and inform people-centered initiatives that enhance morale, collaboration, and long-term commitment. By valuing every voice and promoting transparency, APG nurtures a sense of belonging, engagement, and continuous organizational progress.

Workplace Training and Awareness Programs:

APG conducts regular training sessions on occupational health and safety, harassment prevention, and ethical workplace behavior. Employees are educated on hazard identification, risk mitigation, reporting mechanisms, and respectful workplace practices. These programs reinforce accountability, foster a safe and inclusive culture, and ensure employees are equipped to uphold company standards.

Employee Feedback and Satisfaction Management:

To systematically capture employee perspectives, APG conducts regular Employee Engagement Assessments. These assessments evaluate overall engagement, job satisfaction, workplace well-being, and organizational culture.

Assessment Frequency & Coverage

Conducted annually (or bi-annually) across all departments and levels to ensure inclusivity.

Focus Areas

- Work-life balance
- Compensation fairness
- Career growth opportunities
- Workplace safety perception
- Well-being initiatives
- Leadership effectiveness

Anonymity and Transparency

Assessments are anonymous, and results are shared with employees along with actionable steps.

Actionable Insights

Findings inform initiatives such as:

- Enhancing health and safety programs based on employee perceptions
- Improving training, development, and competency-building initiatives
- Optimizing workload distribution and work-life balance strategies
- Strengthening recognition and reward frameworks

Organizational Benefit

Formal Employee Engagement Assessments reinforce APG’s commitment to employee well-being, engagement, and organizational excellence, aligning with global best practices.

Career Development and Talent Advancement

(GRI 401, 404)

At APG, nurturing employee growth, enhancing skills, and enabling clear career progression are integral to our workforce strategy. We recognize that investing in our employees' development not only strengthens individual capabilities but also drives organizational performance, engagement, and long-term sustainability.

Structured Skills Development Programs (GRI 404-2)

APG offers comprehensive training programs tailored to both role-specific requirements and broader career advancement. Employees participate in in-person, on-the-job, and online learning initiatives designed to:

- Strengthen technical and operational expertise relevant to their roles.
- Enhance leadership, problem-solving, and cross-functional skills.
- Equip employees with knowledge to adapt to evolving industry trends and technological advancements.

Continuous Performance Evaluation (GRI 404-3)

Regular assessments of individual performance are conducted to support professional growth and identify development opportunities. This process ensures employees receive timely feedback, guidance, and recognition for achievements. Evaluations are designed to:

- Measure performance against clearly defined objectives.
- Highlight areas for improvement and recommend targeted development interventions.
- Recognize and reward high-performing individuals, fostering motivation and retention.

Career Discussions and Mentoring (GRI 404-3)

Managers engage employees in formal career development discussions to align personal aspirations with organizational opportunities. These dialogues allow employees to explore potential growth paths, leverage strengths, address skill gaps, and prepare for future roles within APG.

Internal Mobility and Career Pathways

APG actively promotes internal mobility to maximize employee potential and retain talent. Opportunities for career progression may include:

- Vertical advancement within the current function or department.
- Lateral movement across departments to develop diverse skill sets.
- Geographical transfers to support organizational needs and broaden experience.
- Cross-functional projects to enhance exposure and build holistic business understanding.

Human Rights and Child Labor Safeguarding

(GRI 403, 406, 408, 409, 410)

At APG, upholding human rights across our operations is a core organizational commitment. We recognize that ensuring the protection of young and vulnerable workers is fundamental to ethical business conduct and long-term sustainability.

Rigorous Age Verification and Responsible Recruitment (GRI 408-1, 409-1)

APG implements strict age verification procedures during recruitment to ensure compliance with legal minimum working ages and international labor standards. These measures prevent the hiring of underage workers while ensuring that all employees meet the company's ethical and legal employment criteria.

Protection of Young Workers (GRI 408-1, 403-6)

Where young workers are employed, APG ensures their safety, development, and well-being through targeted programs. Measures include:

- Orientation and onboarding sessions highlighting safe work practices and rights.
- Clear communication on permissible working hours and conditions.
- Ongoing health and safety monitoring tailored to the needs of younger employees.
- Hazard identification and risk assessments designed to maintain a safe and supportive work environment.

Human Rights Impact Assessments (GRI 408-1, 409-1)

Regular assessments are conducted to identify and evaluate potential risks related to child labor, forced labor, and human trafficking within our operations. These assessments:

- Analyze operations and supply chains for potential or actual adverse human rights impacts.
- Identify the severity of potential risks and prioritize mitigation actions.
- Inform the development of policies, procedures, and training programs to prevent violations.

Monitoring and Continuous Improvement (GRI 403-9)

APG maintains robust internal controls to monitor the effectiveness of its human rights safeguards. Continuous monitoring ensures that corrective actions are implemented promptly, and performance is evaluated regularly to strengthen compliance, accountability, and ethical practices.

Workforce Grievance and Protection Mechanisms (GRI 406-1, 408-1, 409-1)

At APG, we prioritize the safety, rights, and well-being of all employees. To uphold this commitment, the company has established accessible and confidential channels for reporting concerns related to child labor, forced labor, human trafficking, and workplace harassment. These mechanisms ensure that all reports are handled seriously, promptly, and with discretion.

Key Elements:

- **Accessibility:** Employees and stakeholders are informed about available reporting channels, ensuring that everyone can raise concerns regardless of location or language.
- **Protection from Retaliation:** Individuals reporting grievances are safeguarded, fostering an environment where concerns can be raised without fear.
- **Confidentiality:** Reports are managed with strict confidentiality, protecting the privacy of all involved.

Operational Approach:

Reports are reviewed and investigated by trained personnel, following established protocols to ensure timely resolution. Corrective measures are implemented where necessary, and ongoing monitoring ensures the system remains effective and responsive.

Impact:

By maintaining robust grievance mechanisms, APG reinforces its commitment to ethical practices and workforce protection. These channels support a safe, respectful, and inclusive workplace while promoting accountability and trust across the organization.

Organizational Benefit

By integrating comprehensive human rights safeguards into recruitment, operations, and monitoring practices, APG fosters a safe, equitable, and responsible workplace. This commitment aligns with global standards and best practices, ensuring respect for human rights and ethical conduct across the organization.

Diversity, Inclusion, Equal Opportunity

(GRI 401, 405, 406)

At APG, our employees are the cornerstone of our success. We are committed to cultivating a workplace where every individual is respected, valued, and empowered to succeed. Diversity, equity, and inclusion are integral to our organizational culture and are key drivers of innovation, collaboration, and long-term performance.

Equitable Recruitment and Hiring Practices (GRI 401-1, 401-2, 406-1)

APG maintains a transparent, merit-based recruitment process that ensures fair evaluation of all candidates. By actively eliminating bias and promoting diversity in hiring, we provide equal opportunities to internal and external applicants, building a workforce that reflects a range of perspectives, experiences, and talents.

Empowering Employees with Disabilities (GRI 405-1, 406-1)

We provide accessible infrastructure, adaptive technologies, and targeted training to support employees with diverse abilities. These measures ensure that all individuals can perform their roles confidently, fully participate in organizational activities, and contribute meaningfully to APG's objectives.



Fostering a Safe and Respectful Workplace (GRI 403-1, 403-2, 403-3, 406)

A safe, respectful, and inclusive workplace is fundamental to our culture. APG implements proactive measures to prevent harassment, discrimination, and inappropriate conduct. Through awareness programs, continuous guidance, and monitoring mechanisms, we ensure employees operate in an environment free from intimidation, fostering trust, accountability, and well-being.

Promoting an Inclusive and Collaborative Culture (GRI 405-1, 406-1)

Inclusion at APG extends beyond policy. Employee resource groups, diversity councils, and professional development initiatives create opportunities for dialogue, amplify diverse perspectives, and foster a sense of belonging across all levels of the organization.

These programs support collaboration, innovation, and shared organizational success.

Equal Pay, Career Advancement, and Talent Development (GRI 401-2, 404-2)

APG systematically monitors compensation practices to ensure equity and eliminate disparities. Career development programs, mentoring, and internal mobility opportunities strengthen professional growth for all employees, particularly those from underrepresented groups. By fostering skills development and supporting individual career aspirations, we reinforce engagement, retention, and long-term workforce resilience.

Organizational Impact (GRI 401-2, 405-1, 406-1)

By integrating diversity, inclusion, anti-discrimination practices, and career development into everyday operations, APG strengthens employee engagement, drives performance, and reinforces its reputation as an employer of choice. This holistic approach ensures equitable treatment, promotes sustainable workforce growth, and aligns with global best practices in human capital management.



05 Sustainable Procurement

SDGs Aligned



Sustainable Procurement Policy

(GRI 308, 414)

At A Packaging Group LLC, we advance sustainable procurement through responsible sourcing, ethical labor practices, and innovation to minimize environmental and social impacts while creating long-term stakeholder value.

Environmental Responsibility – Raw Material Sourcing

We collaborate with suppliers who uphold sustainable and certified practices (e.g., ISO 14001) to reduce environmental impacts across extraction, transport, and processing. By 2027, at least 90% of suppliers will meet defined sustainability criteria.

- **Qualitative:** Promote eco-friendly sourcing using biodegradable and plant-based materials in packaging.
- **Quantitative:** Increase recyclable material procurement by 20% by 2030 (vs. 2023 baseline).

Labor Practices & Human Rights

We ensure fair wages, safe workplaces, and respect for human rights throughout our supply chain. By 2027, 100% of suppliers are expected to comply with APG's ethical and labor standards, overseen by the Chief Compliance Officer.

- **Qualitative:** Partner with suppliers to uphold ethical labor and transparency in sourcing.
- **Quantitative:** Reduce labor rights violations by 20% by 2030 (vs. 2023 baseline).

Sustainable Procurement Practices

(GRI 308, 414)

A structured approach to sustainable procurement ensures a responsible and resilient supply chain that upholds ethical, social, and environmental standards. By embedding principles of integrity, accountability, and long-term partnership across supplier operations, procurement decisions support sustainable growth, stakeholder trust, and positive social and environmental impact. This approach integrates structured risk assessments, supplier evaluations, capacity-building initiatives, and ongoing oversight to maintain transparency, strengthen resilience, and align with global sustainability expectations.

Responsible and Sustainable Supply Chain Practices (GRI 308-1, 308-2, 414-1, 414-2)

The organization is committed to fostering a responsible and sustainable supply chain that reflects its core values of integrity, accountability, and long-term partnership. All suppliers and business associates are encouraged to align with the organization's sustainability principles, embedding ethical, social, and environmental responsibility within their operations.

Expectations are centered around:

- Respect for human rights and promotion of ethical business conduct
- Ensuring fair labor conditions and equal opportunities for all workers
- Upholding strong principles of environmental stewardship and resource efficiency
- Maintaining occupational health and safety across all supplier operations
- Enforcing zero tolerance for corruption, bribery, or unethical behavior

To reinforce these expectations, social and environmental clauses are integrated into supplier contracts, ensuring that sustainability commitments are embedded within formal business relationships. These provisions encourage responsible sourcing, fair labor practices, and environmental compliance, while also strengthening due diligence across the supply chain.

Collaborative engagement, regular performance reviews, and capacity-building programs help suppliers align with these standards and continuously enhance their sustainability practices. Through this integrated approach, the organization builds a transparent, resilient, and ethical supply network that creates shared value and long-term positive impact.

Supply Chain Sustainability Risk Assessment (GRI 308-1, 308-2, 414-1, 414-2)

A structured risk assessment process is embedded within the organization's supply chain management framework to identify and mitigate potential sustainability-related impacts. This proactive approach helps evaluate the social, environmental, and ethical dimensions of supplier operations, ensuring that responsible practices are consistently upheld across the value chain.



The assessment process considers a range of potential risks, including:

- **Labor rights violations** – risks related to fair wages, working conditions, and freedom of association
- **Environmental non-compliance** – impacts arising from resource use, emissions, waste, or pollution across supplier operations
- **Occupational health and safety concerns** – ensuring safe working environments and minimizing workplace hazards
- **Corruption and unethical practices** – exposure to bribery, fraud, or other forms of misconduct within the value chain
- **Community impacts** – adverse effects on local communities, including social disruption or loss of livelihood opportunities

Each of these risks is evaluated based on severity, likelihood, and potential impact on stakeholders and the organization's reputation, helping to prioritize areas for action and continuous improvement.

Engagement with suppliers, employees, and external stakeholders provides valuable insights that inform these evaluations, enabling a more comprehensive understanding of both actual and potential impacts. The organization prioritizes high-risk areas for deeper review and supports suppliers in implementing corrective measures and improving performance through collaboration and monitoring.

Through this integrated and forward-looking approach, the organization enhances transparency, strengthens resilience, and ensures that sustainability remains at the core of its supply chain governance.

Supplier Evaluation on Environmental and Social Practices (GRI 308, 414)

Regular evaluations of supplier sustainability performance form an integral part of responsible supply chain governance. The assessment process is designed to ensure that suppliers operate in alignment with ethical, environmental, and social standards expected across the value chain.

Structured questionnaires and performance reviews enable the identification of key sustainability practices implemented by suppliers, such as energy efficiency, waste management, labor welfare, occupational health and safety, and community engagement. Insights gained through this process help monitor progress, recognize best practices, and address potential areas for improvement.

Collaborative engagement with suppliers ensures that sustainability commitments are continuously strengthened, fostering transparency, accountability, and long-term partnerships built on shared environmental and social responsibility.

Capacity Building for Procurement Teams on Sustainability (GRI 414-1, 414-2)

Empowering procurement professionals with the knowledge and skills to make responsible sourcing decisions is an essential component of sustainable supply chain management. Dedicated training programs are designed to enhance awareness of social and environmental considerations across the procurement process, ensuring that purchasing decisions align with ethical and sustainability principles.

Through structured workshops, e-learning modules, and expert-led sessions, procurement teams gain insights into key sustainability topics such as labor rights, resource efficiency, environmental impact mitigation, and supplier due diligence. These initiatives strengthen the ability of buyers to identify and manage potential risks, promote responsible supplier engagement, and integrate sustainability into everyday purchasing practices.

By embedding sustainability competence within procurement functions, the organization fosters a culture of accountability, transparency, and continuous improvement across its entire supply chain.

Responsible Supply Chain Oversight (GRI 308-1, 308-2, 414-1, 414-2)

Regular on-site and virtual audits are conducted to evaluate supplier adherence to sustainability standards. These reviews—both announced and unannounced—assess labor conditions, workplace safety, environmental performance, and ethical conduct. Findings help identify non-conformances and guide corrective actions to strengthen compliance and continuous improvement.

The process emphasizes fair labor, safe operations, responsible resource use, and integrity in business practices. Through active monitoring and engagement, suppliers are supported in aligning with sustainability expectations, ensuring accountability and long-term partnership growth across the supply chain.

Inclusive & Ethical Supply Chain Initiatives

(GRI 308, 414)

Integration of Sustainability in Buyer Performance Evaluation (GRI 308-1, 308-2, 414-1, 414-2)

Sustainability is a key component of procurement performance management, ensuring that buyers are evaluated not only on financial efficiency but also on their contribution to responsible sourcing practices. Performance reviews incorporate sustainability criteria such as supplier compliance with environmental and social standards, ethical purchasing behavior, and engagement in sustainable procurement initiatives.

This integration encourages buyers to make decisions that balance cost-effectiveness with long-term environmental and social value, fostering a culture of accountability and responsible supply chain management.

Responsible and Inclusive Supply Chain Management (GRI 308-1, 308-2, 414-1, 414-2)

The organization embeds sustainability and inclusivity principles into its procurement framework, ensuring that social, environmental, and ethical considerations guide all sourcing decisions.

Buyer performance evaluations integrate sustainability objectives, reinforcing accountability and responsible decision-making across procurement functions.

To strengthen supplier engagement, capacity-building initiatives are implemented to enhance understanding of environmental stewardship, labor standards, and ethical business practices. These programs encourage continuous improvement and motivate suppliers to adopt more sustainable operational models.

In parallel, inclusive sourcing practices promote fairness and diversity by providing equal opportunities to both local and global suppliers. Transparent and non-discriminatory selection processes help foster innovation, strengthen community ties, and contribute to shared value creation throughout the supply chain.

Supporting Fair and Respectful Workplaces in the Supply Chain

A Packaging Group LLC promotes ethical conduct across its supply chain by training suppliers on key labor and human rights topics. The sessions cover fair labor practices, career development, and the prevention of discrimination and harassment. Through this support, the company helps suppliers build safer, more respectful, and inclusive workplaces for their employees.



06

ESG


Performance & Roadmap


SDGs Aligned





ESG Targets & Key Performance Indicators


(3-5 YEAR OUTLOOK)


ENVIRONMENTAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprintor intensity)	Scope 1 GHG (tCO2eq) 11.56	Scope 1 GHG (tCO2eq) 355.37	Scope 1 GHG (tCO2eq) 3% Reduction (Target / Actual) 347/ 24.60	Scope 1 GHG (tCO2eq) 5% Reduction (Target / Actual) 338/ 51.20	Scope 1 GHG (tCO2eq) 20% Reduction (Target / Actual) 285/	
	Scope 2 GHG (tCO2eq) 0.00	Scope 2 GHG (tCO2eq) 0.00	Scope 2 GHG (tCO2eq) 3% Reduction (Target / Actual) 0.05/ 0.01	Scope 2 GHG (tCO2eq) 5% Reduction (Target / Actual) 0.04/ 0.02	Scope 2 GHG (tCO2eq) 20% Reduction (Target / Actual) 0.01/	
	Scope 3 GHG (tCO2eq) 100.15	Scope 3 GHG (tCO2eq) 3,035.94	Scope 3 GHG (tCO2eq) 3% Reduction (Target / Actual) 2960/ 3,050.29	Scope 3 GHG (tCO2eq) 5% Reduction (Target / Actual) 2885/ 3,016.90	Scope 3 GHG (tCO2eq) 20% Reduction (Target / Actual) 2429/	
	Scope 3 Upstream GHG Emission (tCO2eq) 20.84	Scope 3 Upstream GHG Emission (tCO2eq) 1340.82	Scope 3 Upstream GHG Emission (tCO2eq) 3% Reduction (Target / Actual) 1307/ 1,212.06	Scope 3 Upstream GHG Emission(tCO2eq) 5% Reduction (Target / Actual) 1274 / 1,309.64	Scope 3 Upstream GHG Emission(tCO2eq) 20% Reduction (Target / Actual) 1073/	
	Scope 3 Downstream GHG Emission (tCO2eq) 48.02	Scope 3 Downstream GHG Emission (tCO2eq) 1556.24	Scope 3 Downstream GHG Emission (tCO2eq) 3% Reduction (Target / Actual) 1518/ 1,789.68	Scope 3 Downstream GHG Emission (tCO2eq) 5% Reduction (Target / Actual) 1479 / 1,521.22	Scope 3 Downstream GHG Emission(tCO2eq) 20% Reduction (Target / Actual) 1245/	
	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Million USD.) 0.165	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Million USD.) 4.18	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Million USD.) 4 / 0.246	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Million USD.) 3/	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Million USD.) 1/	


ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN - SDGs
Energy	Total energy Consumption in (KWH) 1,12,800	Total energy Consumption in (KWH) 17,68,800	Total energy consumption (in KWH) (Target / Actual) 17,24,580 / 13,96,825	Total energy consumption (in KWH) (Target / Actual) 16,80,360 / 10,24,850	Total energy consumption (in KWH) (Target / Actual) 14,15,040 /	
	Renewable Electricity Consumption (KWH/Year) 1,12,800	Renewable Electricity Consumption (KWH/Year) 17,68,800	Renewable Electricity Consumption (KWH/Year) (Target / Actual) 17,24,580 / 13,96,825	Renewable Electricity Consumption (KWH/Year) (Target / Actual) 16,80,360 / 10,24,850	Renewable Electricity Consumption (KWH/Year) (Target / Actual) 14,15,040 /	
	Energy Intensity (GJ/Revenue (in Million USD)) 1,611.43	Energy Intensity (GJ/Revenue (in Million USD)) 20,809.41	Energy Intensity (KWH/Revenue (in Million USD.) (Target / Actual) 20,290 / 13,968.25	Energy Intensity (KWH/Revenue (in Million USD.) (Target / Actual) 19,769 /	Energy Intensity (KWH/Revenue (in Million USD.) (Target / Actual) 16,647.53 /	
	Renewable Energy against Total Energy (%) 100%	Renewable Energy against Total Energy (%) 100% / 100%	Renewable Energy against Total Energy (%) 100% / 99%	Renewable Energy against Total Energy (%) 100% / 99%	Renewable Energy against Total Energy (%) 100% /	
	% People Trained on Energy Efficiency (Manhours) 100%	% People Trained on Energy Efficiency (Manhours) (Target / Actual) 100% / 100%	% People Trained on Energy Efficiency (Manhours) (Target / Actual) 100% / 100%	% People Trained on Energy Efficiency (Manhours) (Target / Actual) 100% / 100%	% People Trained on Energy Efficiency (Manhours) (Target / Actual) 100%	
Water	Total Water consumption (in Kilo Litres / Year) 7.66	Total Water consumption (in Kilo Litres / Year) 33.87	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 31.50/30.66	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 29.75 / 32.55	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 24.50 /	

ENVIRONMENTAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN - SDGs
Water	Total Water recycled and reused (in Kilo Litres / Year) 1840	Total Water recycled and reused (in Kilo Litres / Year) 1876	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual) 2000 / 2278	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual) 2500 / 2996	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual) 3500 /	
	Total Rain Water Harvested (in Kilo Litres / Year) 0.5	Total Rain Water Harvested (in Kilo Litres / Year) 1 / 0.8	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual) 2 / 2.2	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual) 3 / 2.9	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual) 8 /	
	Total water consumption per employee (in Litres / Employee) 102	Total water consumption per employee Reduction of 5%(in Litres / Employee) (Target / Actual) 810.35 / 731	Total water consumption per employee (in Litres / Employee) Reduction of 10% (Target / Actual) 767.70 / 766.84	Total water consumption per employee (in Litres / Employee) Reduction of 15% (Target / Actual) 725.05 / 724.987	Total water consumption per employee (in Litres / Employee) Reduction of 30% (Target / Actual) 597.10	
	Total Water Treated (In % of Total Water consumption) 0%	Total Water Treated (In % of Total Water consumption) (Target / Actual) 0% / 0%	Total Water Treated (In % of Total Water consumption) (Target / Actual) 100 % / 0%	Total Water Treated (In % of Total Water consumption) (Target / Actual) 100 % / 0%	Total Water Treated (In % of Total Water consumption) (Target / Actual) 100 %	


ENVIRONMENTAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Water	Water Intensity (Water consumed / Revenue (in Mn USD) 0.0714	Water Intensity (Water consumed / Revenue (in Mn USD) 0.361	Water Intensity (Water consumed / Revenue (in Mn USD)) 0.35/ 0.313	Water Intensity (Water consumed / Revenue (in Mn USD)) 3.4/	Water Intensity (Water consumed / Revenue (in Mn USD)) 3/	
	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50 / 15	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50 / 13	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50 / 12	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50 / 13	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50 /	
	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 150 / 48	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 150 / 44	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 150 / 41	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 150 / 42	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 150 /	
	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 / 18	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 / 18	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 / 17	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 / 17	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 /	
	% People Trained on Water Efficiency (Manhours) 100%/100%	People Trained on Water Efficiency (Manhours) 100%/100%	People Trained on Water Efficiency (Manhours) (Target / Actual) 100 %/100 %	People Trained on Water Efficiency (Manhours) (Target / Actual) 100 %/100 %	People Trained on Water Efficiency (Manhours) (Target / Actual) 50/	


ENVIRONMENTAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN - SDGs
Air Pollution	SOx (Micro /m3) (Limit /Result) 80 / 45	SOx (Micro /m3) (Limit /Result) 80 / 55	SOx (Micro /m3) (Limit /Result) 80 / 48	SOx (Micro /m3) (Limit /Result) 80 / 49	SOx (Micro /m3) (Limit /Result) 80 /	
	Total weight of air pollutants in workplace 11.06/≤200	Total weight of air pollutants in workplace (Actual /Target) 11.08/≤200	Total weight of air pollutants in workplace (Actual /Target) 11.07/≤200	Total weight of air pollutants in workplace (Actual /Target) 11.07/≤200	Total weight of air pollutants in workplace (Target) 200	
	NOx (Micro /m3) (Limit /Result) 80 / 23	NOx (Micro /m3) (Limit /Result) 80 / 19	NOx (Micro /m3) (Limit /Result) 80 / 20	NOx (Micro /m3) (Limit /Result) 80 / 22	NOx (Micro /m3) (Limit /Result) 80 /	
	PM10 (mg/M3) (Limit /Result) 100 / 35.68	PM10 (mg/M3) (Limit /Result) 100 / 34.12	PM10 (mg/M3) (Limit /Result) 100 / 36.33	PM10 (mg/M3) (Limit /Result) 100 / 35.29	PM10 (mg/M3) (Limit /Result) 100 /	
	PM2.5 (mg/M3) (Limit /Result) 60 / 38	PM2.5 (mg/M3) (Limit /Result) 60 / 30	PM2.5 (mg/M3) (Limit /Result) 60 / 33	PM2.5 (mg/M3) (Limit /Result) 60 / 34	PM2.5 (mg/M3) (Limit /Result) 60 /	
	Ammonia (mg/M3) (Limit /Result) ≤400 / 48.75	Ammonia (mg/M3) (Limit /Result) ≤400 / 49.65	Ammonia (mg/M3) (Limit /Result) ≤400 / 48.96	Ammonia (mg/M3) (Limit /Result) ≤400 / 48.16	Ammonia (mg/M3) (Limit /Result) ≤400 /	
	Lead (mg/M3) (Actual /Limit) BDL/≤1.0	Lead (mg/M3) (Actual /Limit) BDL/≤1.0	Lead (mg/M3) (Actual /Limit) BDL/≤1.0	Lead (mg/M3) (Actual /Limit) BDL/1.0	Lead (mg/M3) (Actual /Limit) /1.0	
	Ozone (mg/M3) (Actual /Limit) 10.5 / 100	Ozone (mg/M3) (Actual /Limit) 10.5 / 100	Ozone (mg/M3) (Actual /Limit) 10.1 / 100	Ozone (mg/M3) (Actual /Limit) 10.3 / 100	Ozone (mg/M3) (Actual /Limit) / 100	


ENVIRONMENTAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Light	Cases of Non-Compliance of IS – 3646 Standard Part – III 0	Cases of Non-Compliance of IS – 3646 Standard Part – III 0 / 0	Cases of Non-Compliance of IS – 3646 Standard Part – III 0 / 0	Cases of Non-Compliance of IS – 3646 Standard Part – III 0 / 0	Cases of Non-Compliance of IS – 3646 Standard Part – III 0 /	
Noise	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 70 / 75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 70 / 75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 70 / 75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 70 / 75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) / 75	
	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 65 / 70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 66 / 70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 64 / 70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 66 / 70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 70	
Biodiversity Conservation	Number of native species supported (Target / Actual) 100	Number of native species supported (Target / Actual) 150 / 185	Number of native species supported (Target / Actual) 200 / 202	Number of native species supported (Target / Actual) 250 / 212	Number of native species supported (Target / Actual) 300 /	
	% of total workforce received training on Biodiversity conservation 100%	% of total workforce received training on Biodiversity conservation 100%/100%	% of total workforce received training on Biodiversity conservation 100%/100%	% of total workforce received training on Biodiversity conservation 100% / 100%	% of total workforce received training on Biodiversity conservation 100%	
	% of total department covered in Internal risk assessment Biodiversity 100%	% of total department covered in Internal risk assessment Biodiversity 100%/100%	% of total department covered in Internal risk assessment Biodiversity 100%/100%	% of total department covered in Internal risk assessment Biodiversity 100% / 100%	% of total department covered in Internal risk assessment Biodiversity 100%	
	Number of Awareness session conducted on Biodiversity conservation 1	Number of Awareness session conducted on Biodiversity conservation 1/2	Number of Awareness session conducted on Biodiversity conservation 1/3	Number of Awareness session conducted on Biodiversity conservation 1 / 2	Number of Awareness session conducted on Biodiversity conservation 1	



ENVIRONMENTAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Biodiversity Conservation	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0	
Waste Generation	Total Waste Generated (in Metric Tonnes) 9	Total Waste Generated (in Metric Tonnes) 50	Total Waste Generated (in Metric Tonnes) 48/57.50	Total Waste Generated (in Metric Tonnes) (Target / Actual) 45/48.88	Total Waste Generated (in Metric Tonnes) (Target / Actual) 30/	
	Total Hazardous Waste Generation (in Metric Tonnes) 00	Total Hazardous Waste Generation (in Metric Tonnes) 00/00	Total Hazardous Waste Generation (in Metric Tonnes) 00/00	Total Hazardous Waste Generation (in Metric Tonnes) 00/ 00	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 00/	
	Total non-Hazardous Waste Generation (in Metric Tonnes) 9	Total non-Hazardous Waste Generation (in Metric Tonnes) 50	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 40/57.50	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 38/48.88	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 31/	

ENVIRONMENTAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN - SDGs
Waste Generation	Total Waste recycled in a year (in Metric Tonnes) 0	Total Waste recycled in a year (in Metric Tonnes) 10	Total Waste recycled in a year (in Metric Tonnes) 20/21	Total Waste recycled in a year (in Metric Tonnes) 30/30	Total Waste recycled in a year (in Metric Tonnes) 50 /	
Product Use	Number of customer complaints received regarding product performance or consistency 0	Number of customer complaints received regarding product performance or consistency (Target / Actual) 0 / 0	Number of customer complaints received regarding product performance or consistency (Target / Actual) 0 / 0	Number of customer complaints received regarding product performance or consistency (Target / Actual) 0/ 0	Number of customer complaints received regarding product performance or consistency (Target / Actual) 0/	
	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers 100 %	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Target / Actual) 100% / 100 %	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Target / Actual) 100 % / 100 %	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Target / Actual) 100%/ 100 %	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Target / Actual) 100%	

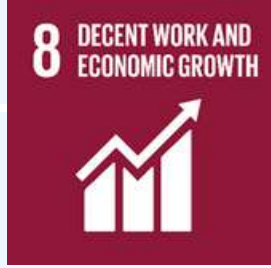
ENVIRONMENTAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Product Use	% of returned product batches due to quality defects or performance issues 0	% of returned product batches due to quality defects or performance issues (Target / Actual) 0 / 0	% of returned product batches due to quality defects or performance issues (Target / Actual) 0 / 0	% of returned product batches due to quality defects or performance issues (Target / Actual) 0 / 0	% of returned product batches due to quality defects or performance issues (Target / Actual) 0 /	
	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) 100 %	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual) 100% / 100 %	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual) 100 % / 100 %	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual) 100% / 100%	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual) 100%	
Product End of Life	% of industrial minerals & additives recycled after product use 0 %	% of industrial minerals & additives recycled after product use (Target / Actual) 0%	% of industrial minerals & additives recycled after product use (Target / Actual) 1% / 0.6 %	% of industrial minerals & additives recycled after product use (Target / Actual) 2% / 2.1%	% of industrial minerals & additives recycled after product use (Target / Actual) 5% /	
	% of specialty chemicals safely disposed or repurposed at end of life 0 %	% of specialty chemicals safely disposed or repurposed at end of life (Target / Actual) 0.4 %	% of specialty chemicals safely disposed or repurposed at end of life (Target / Actual) 3% / 1.6%	% of specialty chemicals safely disposed or repurposed at end of life (Target / Actual) 4% / 3.2%	% of specialty chemicals safely disposed or repurposed at end of life (Target / Actual) 10 %/	

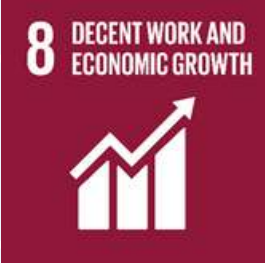
ENVIRONMENTAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Product End of Life	% of product packaging made from sustainable or recyclable materials 62%	% of product packaging made from sustainable or recyclable materials (Target / Actual) 62 % / 64%	% of product packaging made from sustainable or recyclable materials (Target / Actual) 65 % / 68%	% of product packaging made from sustainable or recyclable materials (Target / Actual) 70% /72%	% of product packaging made from sustainable or recyclable materials (Target / Actual) 90% /	
	% of raw material recovery from expired or returned products 0%	% of raw material recovery from expired or returned products (Target / Actual) 1% /0%	% of raw material recovery from expired or returned products (Target / Actual) 1% /0.3%	% of raw material recovery from expired or returned products (Target / Actual) 1% /0.9%	% of raw material recovery from expired or returned products life (Target / Actual) 1% /	
	% of product lines with end-of-life guidance or disposal instructions available to customers 100%	% of product lines with end-of-life guidance or disposal instructions available to customers (Target / Actual) 100% / 100%	% of product lines with end-of-life guidance or disposal instructions available to customers (Target / Actual) 100% / 100%	% of product lines with end-of-life guidance or disposal instructions available to customers (Target / Actual) 100% / 100%	% of product lines with end-of-life guidance or disposal instructions available to customers (Target / Actual) 100%	
	Number of take-back or recovery programs for mineral-based or polymeric products 0	Number of take-back or recovery programs for mineral-based or polymeric products (Target / Actual) 1 / 0	Number of take-back or recovery programs for mineral-based or polymeric products (Target / Actual) 1 / 0	Number of take-back or recovery programs for mineral-based or polymeric products (Target / Actual) 2 / 0	Number of take-back or recovery programs for mineral-based or polymeric products (Target / Actual) 5 /	


ENVIRONMENTAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Sustainable Consumption	Percentage of recycled input material out of total materials consumed 4.5%	Percentage of recycled input material out of total materials consumed 10% / 6.8%	Percentage of recycled input material out of total materials consumed 15% / 10.7%	Percentage of recycled input material out of total materials consumed 20% / 13.9%	Percentage of recycled input material out of total materials consumed 30% /	
Sustainable Sourcing	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 15%	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 50% / 55%	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 50% / 70%	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 60 %/ 75%	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 100 %/	
	% of Sustainable Sourcing of Raw material (Target / Actual) 5%	% of Sustainable Sourcing of Raw material (Target / Actual) 10% / 12%	% of Sustainable Sourcing of Raw material (Target / Actual) 50% / 6.5%	% of Sustainable Sourcing of Raw material (Target / Actual) 65%/8.9%	% of Sustainable Sourcing of Raw material (Target / Actual) 100%/	
Environmental Certificate	Percentage of operational sites with an environmental certification, such as ISO 14001 0%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target / Actual) 100%/100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target / Actual) 100% / 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target / Actual) 100% / 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target / Actual) 100% /	
	Percentage of operational sites with an environmental certification, such as ISO 50001 100%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual) 100% / 0%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual) 100% / 0%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual) 100% / 0%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual) 100%	


ENVIRONMENTAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN - SDGs
Environmental service and advocacy	Number of workshops/training sessions held to educate consumers on sustainability. 1	Number of workshops/training sessions held to educate consumers on sustainability. (Target / Actual) 1 / 2	Number of workshops/training sessions held to educate consumers on sustainability. (Target / Actual) 1 / 3	Number of workshops/training sessions held to educate consumers on sustainability. (Target / Actual) 1 / 2	Number of workshops/training sessions held to educate consumers on sustainability. (Target / Actual) 2 /	
	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations) 2	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations) 2 / 3	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations) 3 / 5	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations) 5 / 7	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations) 5 /	
	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 50%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Target / Actual) 20% / 60%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Target / Actual) 20% / 70%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Target / Actual) 20% / 60%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Target / Actual) 20%	
	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness 1	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Target / Actual) 2 / 2	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Target / Actual) 3 / 3	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Target / Actual) 4 / 4	Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Target / Actual) 10 /	


ENVIRONMENTAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Environmental service and advocacy	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders 1	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders (Target / Actual) 2 / 2	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders (Target / Actual) 2 / 2	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders (Target / Actual) 2 / 2	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders (Target / Actual) 5 /	
Training	% of buyers across all locations who have received training on sustainable procurement 50%	% of buyers across all locations who have received training on sustainable procurement (Target / Actual) 100% / 60%	% of buyers across all locations who have received training on sustainable procurement (Target / Actual) 100% / 70%	% of buyers across all locations who have received training on sustainable procurement (Target / Actual) 100%/100%	% of buyers across all locations who have received training on sustainable procurement (Target / Actual) 100%	
	% of total workforce received training on environmental issues 75%	% of total workforce received training on environmental issues (Target / Actual) 100% / 100%	% of total workforce received training on environmental issues (Target / Actual) 100% / 100%	% of total workforce received training on environmental issues (Target / Actual) 100%/ 75%	% of total workforce received training on environmental issues (Target / Actual) 100%	


SOCIAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Employment	Child Labour (%) (Target / Actual) 0	Child Labour (%) (Target / Actual) 0 / 0	Child Labour (%) (Target / Actual) 0 / 0	Child Labour (%) (Target / Actual) 0 / 0	Child Labour (%) (Target / Actual) 0 /	
	Force Labour (%) (Target / Actual) 0	Force Labour (%) (Target / Actual) 0 / 0	Force Labour (%) (Target / Actual) 0 / 0	Force Labour (%) (Target / Actual) 0 / 0	Force Labour (%) (Target / Actual) 0 /	
	Human Trafficking (%) (Target / Actual) 0	Human Trafficking (%) (Target / Actual) 0 / 0	Human Trafficking (%) (Target / Actual) 0 / 0	Human Trafficking (%) (Target / Actual) 0 / 0	Human Trafficking (%) (Target / Actual) 0 /	
	Attrition Ratio (%) (Target / Actual) 0	Attrition Ratio (%) (Target / Actual) 0 / 10	Attrition Ratio (%) (Target / Actual) 0 /	Attrition Ratio (%) (Target / Actual) 0 / 0	Attrition Ratio (%) (Target / Actual) 0 /	
	Total Training Hours of employees (Target / Actual) 41	Total Training Hours of employees (Target / Actual) 50 / 41	Total Training Hours of employees (Target / Actual) 50 / 52	Total Training Hours of employees (Target / Actual) 50 / 60	Total Training Hours of employees (Target / Actual) 50 /	
	Total Training Hours per employee (Target / Actual) 115.48	Total Training Hours per employee (Target / Actual) 122.5/ 122.45	Total Training Hours per employee (Target / Actual) 135/137	Total Training Hours per employee (Target / Actual) 160/172	Total Training Hours per employee (Target / Actual) 250/	
	Average Salary above Minimum Wages (Dollar.) 15,000	Average Salary above Minimum Wages (Dollar.) 16,100/17,564	Average Salary above Minimum Wages (Dollar.) 18,150/19,564	Average Salary above Minimum Wages (Dollar.) 19,210 /21,564	Average Salary above Minimum Wages (Dollar.) 30,000 /	
	Pay ratio between the highest-paid person and the median employee (%) 3.2 :1	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual) 4:1/ 3.0 :1	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual) 4:1/ 2.8 :1	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual) 4:1 /2.6 :1	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual) 4:1 /	


SOCIAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Employment	Employees Above Living wage rules 100 %	Employees Above Living wage rules 100% /100%	Employees Above Living wage rules 100% /100 %	Employees Above Living wage rules 100% / 100 %	Employees Above Living wage rules 100% /	
	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100 %	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100% / 100 %	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100% / 100 %	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100% / 100 %	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	
	Hiring of Local People (%) 80 %	Hiring of Local People (%) 90 % / 90 %	Hiring of Local People (%) 90% / 90%	Hiring of Local People (%) 90% / 90%	Hiring of Local People (%) 90% /	
	Hiring of People with Disability (%) 0%	Hiring of People with Disability (%) 4% / 5%	Hiring of People with Disability (%) 4% / 5%	Hiring of People with Disability (%) 4% / 5%	Hiring of People with Disability (%) 4% /	
	Hiring of Vulnerable / Marginalized People at Top Management level (%) 0%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 1% / 1%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 1% / 1%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 1% / 1%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 1% /	
	Hiring of Vulnerable / Marginalized People in company (%) 0%	Hiring of Vulnerable / Marginalized People in company (%) 5% / 0%	Hiring of Vulnerable / Marginalized People in company (%) 5%/0%	Hiring of Vulnerable / Marginalized People in company (%) 5% / 0%	Hiring of Vulnerable / Marginalized People in company (%) 5% /	
	% of your employees with disabilities feel included and supported in the workplace? 100%	% of your employees with disabilities feel included and supported in the workplace? 100% / 100%	% of your employees with disabilities feel included and supported in the workplace? 100% / 100%	% of your employees with disabilities feel included and supported in the workplace? 100% / 100%	% of your employees with disabilities feel included and supported in the workplace? 0.5%	


SOCIAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN - SDGs
Health & Safety Incidents / Accidents	Lost time injury (LTI) frequency rate for Employees 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00 / 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00 / 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00 / 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00 /	
	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00 /	
	Lost time Severity (LTI) frequency rate for Employees 0.00	Lost time Severity (LTI) frequency rate for Employees 0.00 / 0.00	Lost time Severity (LTI) frequency rate for Employees 0.00 / 0.00	Lost time Severity (LTI) frequency rate for Employees 0.00 / 0.00	Lost time Severity (LTI) frequency rate for Employees 0.00 /	
	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00	
	# of Work-related Incidents 0	# of Work-related Incidents 0 / 0	# of Work-related Incidents 0 /	# of Work-related Incidents 0 / 0	# of Work-related Incidents 0 /	
	# of Fatal Incidents 0	# of Fatal Incidents 0 / 0	# of Fatal Incidents 0 / 0	# of Fatal Incidents 0 / 0	# of Fatal Incidents 0 /	
	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health 0 / 0	Number of days lost to work-related injuries, fatalities and ill health 0 / 0	Number of days lost to work-related injuries, fatalities and ill health 0 / 0	Number of days lost to work-related injuries, fatalities and ill health 0 /	

SOCIAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Health & Safety Incidents / Accidents	% of operational sites an employee health & safety risk assessment has been conducted 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100% / 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100% / 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100% / 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100% /	
	% of the total workforce across all locations represented in formal joint management-worker health & safety committees 100%	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target / Actual) 100% / 100%	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target / Actual) 100% / 100%	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target / Actual) 100% / 100%	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target / Actual) 100%	
	% People Trained on Health & Safety (in Manhours) 100%	% People Trained on Health & Safety (in Manhours) (Target / Actual) 100% / 100%	% People Trained on Health & Safety (in Manhours) (Target / Actual) 100% / 100%	% People Trained on Health & Safety (in Manhours) (Target / Actual) 100% / 100%	% People Trained on Health & Safety (in Manhours) (Target / Actual) 100% /	
Human Rights	% of direct employees covered by a living wage benchmarking analysis 100%	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100% / 100%	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100% / 100%	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100% / 100%	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100% /	

SOCIAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Human Rights	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual) 0% / 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual) 0% / 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual) 0% / 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual) 0% /	
	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0% / 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0% / 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0% / 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0% /	
	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 % / 100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %/100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 % / 100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 % /	
	% of the total workforce covered by formally-elected employee representatives 100%	% of the total workforce covered by formally-elected employee representatives (target / Actual) 100%/100%	% of the total workforce covered by formally-elected employee representatives (target / Actual) 100%/100%	% of the total workforce covered by formally-elected employee representatives (target / Actual) 100% / 100%	% of the total workforce covered by formally-elected employee representatives (target / Actual) 100% /	



SOCIAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Human Rights	% of the total workforce across all locations who received regular performance and career development reviews 100%	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual) 100% / 100%	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual) 100% / 100%	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual) 100% / 100%	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual) 100% /	
	# of Complaints reported on Child Labour / Human Trafficking 0	# of Complaints reported on Child Labour / Human Trafficking 0 / 0	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual) 0 / 0	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual) 0 / 0	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual) 0 /	
	# of Complaints reported on Data Privacy / Security (Internal) 0	# of Complaints reported on Data Privacy / Security (Internal) 0/0	# of Complaints reported on Data Privacy / Security (Internal) 0/0	# of Complaints reported on Data Privacy / Security (Internal) 0 / 0	# of Complaints reported on Data Privacy / Security (Internal) 0/	<div>10 REDUCED INEQUALITIES</div> 
	# of Complaints reported on Data Privacy / Security by Suppliers 0	# of Complaints reported on Data Privacy / Security by Suppliers 0/0	# of Complaints reported on Data Privacy / Security by Suppliers 0 / 0	# of Complaints reported on Data Privacy / Security by Suppliers 0 / 0	# of Complaints reported on Data Privacy / Security by Suppliers 0 /	
	# of Complaints reported on Data Privacy / Security by Customers 0	# of Complaints reported on Data Privacy / Security by Customers 0/0	# of Complaints reported on Data Privacy / Security by Customers 0 / 0	# of Complaints reported on Data Privacy / Security by Customers 0 / 0	# of Complaints reported on Data Privacy / Security by Customers 0 /	
	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0/0	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0 / 0	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0 / 0	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0 /	


SOCIAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Human Rights	% of operational sites assessed for human rights risks 100 %	% of operational sites assessed for human rights risks 100 % / 100%	% of operational sites assessed for human rights risks 100 % / 100%	% of operational sites assessed for human rights risks 100 % / 100%	% of operational sites assessed for human rights risks 100 % /	
	% of all operational sites that have been subject to human rights reviews or human rights impact assessments 100 %	% of all operational sites that have been subject to human rights reviews or human rights impact assessments 100 % / 100%	% of all operational sites that have been subject to human rights reviews or human rights impact assessments 100 % / 100%	% of all operational sites that have been subject to human rights reviews or human rights impact assessments 100 % / 100%	% of all operational sites that have been subject to human rights reviews or human rights impact assessments 100 % /	
	External Stakeholder Human Rights Impact Reporting Compliance Count (%) 100 %	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual) 100 % / 100%	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual) 100 % / 100%	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual) 100 % / 100%	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual) 100 % /	
	% of people Trained on Human Rights 90 %	% of people Trained on Human Rights (Target / Actual) 100 % / 100%	% of people Trained on Human Rights (Target / Actual) 100 % / 100%	% of people Trained on Human Rights (Target / Actual) 100 % / 100%	% of people Trained on Human Rights (Target / Actual) 100 %	

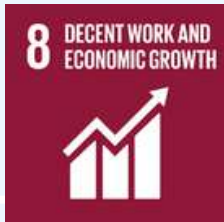
SOCIAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Career Management & Training	% of the total workforce across all locations who received career- or skills-related training 100 %	% of the total workforce across all locations who received career- or skills-related training (Target / Actual) 100 % / 100%	% of the total workforce across all locations who received career- or skills-related training (Target / Actual) 100 % / 100%	% of the total workforce across all locations who received career- or skills-related training (Target / Actual) 100 % / 100%	% of the total workforce across all locations who received career- or skills-related training (Target / Actual) 100 %	
	People Trained on overall Career Management and Skill Development\ (Manhours) 41	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) 50/41	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) 50/50	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) 50/50	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) 50/	
	Awareness Session conducted on Career Management 1	Awareness Session conducted on Career Management (Target / Actual) 1 / 1	Awareness Session conducted on Career Management (Target / Actual) 2 / 2	Awareness Session conducted on Career Management (Target / Actual) 2 / 1	Awareness Session conducted on Career Management (Target / Actual) 5 /	
Gender Equality	Gender balance at Worker level (Women to Men %) 23	Gender balance at Worker level (Women to Men %) (Target / Actual) 25 / 20	Gender balance at Worker level (Women to Men %) (Target / Actual) 30/24	Gender balance at Worker level (Women to Men %) (Target / Actual) 40/29	Gender balance at Worker level (Women to Men %) (Target / Actual) 50	

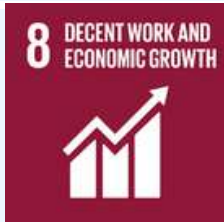

SOCIAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Gender Equality	Gender balance at Executive level (Women to Men %) 5	Gender balance at Executive level (Women to Men %) (Target / Actual) 5/5.0	Gender balance at Executive level (Women to Men %) (Target / Actual) 5/ 6	Gender balance at Executive level (Women to Men %) (Target / Actual) 5/ 8	Gender balance at Executive level (Women to Men %) (Target / Actual) 5/	
	Gender balance at Top / Key Manager level (Women to Men %) 5	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual) 7 / 5	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual) 9 / 14	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual) 11/18	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual) 12 /	
	Gender balance of Employees ((Women to Men %) 20	Gender balance of Employees ((Women to Men %) (Target / Actual) 20 / 29	Gender balance of Employees ((Women to Men %) (Target / Actual) 24/26	Gender balance of Employees ((Women to Men %) (Target / Actual) 26/29	Gender balance of Employees ((Women to Men %) (Target / Actual) 30 /	
	Gender balance within the organization's board (Women to Men) (%) 20	Gender balance within the organization's board (Women to Men) (%) (Target / Actual) 25/20	Gender balance within the organization's board (Women to Men) (%) (Target / Actual) 30/40	Gender balance within the organization's board (Women to Men) (%) (Target / Actual) 35 /40	Gender balance within the organization's board (Women to Men) (%) (Target / Actual) 40 /	



SOCIAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Gender Equality	Average unadjusted gender pay gap (Woman to man %) 0	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) 0/0	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) 0/0	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) 0 / 0	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) 0 /	
	% People Trained on Gender Equality (Manhours) 100 %	% People Trained on Gender Equality (Manhours) (Target / Actual) 100% / 100 %	% People Trained on Gender Equality (Manhours) (Target / Actual) 100% / 100 %	% People Trained on Gender Equality (Manhours) (Target / Actual) 100% / 80 %	% People Trained on Gender Equality (Manhours) (Target / Actual) 100% /	
Working Conditions	# of Hours Worked (Manhours) 1,05,165	# of Hours Worked (Manhours) 1,08,165	# # of Hours Worked (Manhours) 1,15,682	# of Hours Worked (Manhours) 1,19,682	# of Hours Worked (Manhours)	
	% of your plants and offices that were assessed 100%	% of your plants and offices that were assessed 100% / 100%	% of your plants and offices that were assessed 100%/100%	% of your plants and offices that were assessed 100% / 100%	% of your plants and offices that were assessed 100% /	

SOCIAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Working Conditions	Incident of non-potable drinking water identification 0	Incident of non-potable drinking water identification 0 / 0	Incident of non-potable drinking water identification 0 / 0	Incident of non-potable drinking water identification 0 / 0	Incident of non-potable drinking water identification 0 /	
	% of the total workforce trained on Diversity, Equity & Inclusion 100%	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual) 100% / 100%	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual) 100% / 100%	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual) 100% / 100%	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual) 100% /	
	% employees covered in awareness program 100%	% employees covered in awareness program 100% / 100%	% employees covered in awareness program 100% / 100%	% employees covered in awareness program 100% / 100%	% employees covered in awareness program 100% /	
	Incident of non-compliance of working conditions principles 0	Incident of non-compliance of working conditions principles 0 / 0	Incident of non-compliance of working conditions principles 0 / 0	Incident of non-compliance of working conditions principles 0 / 0	Incident of non-compliance of working conditions principles 0 /	


SOCIAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Discrimination & Harassment	# of Complaints reported on Sexual Harassment 0	# of Complaints reported on Sexual Harassment 0 / 0	# of Complaints reported on Sexual Harassment (Target / Actual) 0 / 0	# of Complaints reported on Sexual Harassment (Target / Actual) 0 / 0	# of Complaints reported on Sexual Harassment (Target / Actual) 0 /	
	# of Complaints reported on Discrimination (Internal) 0	# of Complaints reported on Discrimination (Internal) (Target / Actual) 0 / 0	# of Complaints reported on Discrimination (Internal) (Target / Actual) 0/0	# of Complaints reported on Discrimination (Internal) (Target / Actual) 0 / 0	# of Complaints reported on Discrimination (Internal) (Target / Actual) 0 /	
	# of Complaints reported on Discrimination by Suppliers 0	# of Complaints reported on Discrimination by Suppliers (Target / Actual) 0 / 0	# of Complaints reported on Discrimination by Suppliers (Target / Actual) 0/0	# of Complaints reported on Discrimination by Suppliers (Target / Actual) 0 / 0	# of Complaints reported on Discrimination by Suppliers (Target / Actual) 0 /	
	# of Complaints reported on Discrimination by Customers 0	# of Complaints reported on Discrimination by Customers (Target / Actual) 0 / 0	# of Complaints reported on Discrimination by Customers (Target / Actual) 0/0	# of Complaints reported on Discrimination by Customers (Target / Actual) 0 / 0	# of Complaints reported on Discrimination by Customers (Target / Actual) 0 /	

SOCIAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Discrimination & Harassment	# of Complaints reported on Discrimination by Other Stakeholders 0	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) 0/0	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) 0/0	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) 0 / 0	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) 0 /	
	% of the total workforce trained on discrimination and harassment 100%	% of the total workforce trained on discrimination and harassment (Target / Actual) 100% / 100%	% of the total workforce trained on discrimination and harassment (Target / Actual) 100% / 100%	% of the total workforce trained on discrimination and harassment (Target / Actual) 100% / 100%	% of the total workforce trained on discrimination and harassment (Target / Actual) 100% /	
Certification	Percentage of operational facilities that are certified ISO 45001 (%) 0%	Percentage of operational facilities that are certified ISO 45001(target s/Actual) (%) 0% / 0%	Percentage of operational facilities that are certified ISO 45001(target / Actual) (%) 0% / 0%	Percentage of operational facilities that are certified ISO 45001(target / Actual) (%) 0% / 0%	Percentage of operational facilities that are certified ISO 45001(target / Actual) (%) 100% /	
	Percentage of operational facilities that are certified SA8000 (%) 0%	Percentage of operational facilities that are certified SA8000 (target / Actual) (%) 0%/0%	Percentage of operational facilities that are certified SA8000 (target / Actual) (%) 0%/0%	Percentage of operational facilities that are certified SA8000 (target / Actual)(%) 0% / 0%	Percentage of operational facilities that are certified SA8000 (target / Actual) (%) 100%	
	SMETA Certification 0%	SMETA Certification 0%/0%	SMETA Certification 0%/0%	SMETA Certification 0%/0%	SMETA Certification 100% /	

SOCIAL						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Corporate Social Responsibility	Amount Spent on CSR (In Mn USD) 0.5	Amount Spent on CSR (In Mn USD) 1 / 0.5	Amount Spent on CSR (In Mn USD) 1 / 0.5	Amount Spent on CSR (In Mn USD) 1 / 0.5	Amount Spent on CSR (In Mn USD) 2 /	
	# of social initiatives at National and Local level 1	# of social initiatives at National and Local level 1/2	# of Social initiatives at National and Local level 1/2	# of Social initiatives at National and Local level 1/2	# of Social initiatives at National and Local level 3/	
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery 0	# of Complaints reported on Corruption & Bribery 0 / 0	# of Complaints reported on Corruption & Bribery 0 / 0	# of Complaints reported on Corruption & Bribery 0 / 0	# of Complaints reported on Corruption & Bribery 0 /	
	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100% / 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100% / 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100% / 100%	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) 100% /	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	% People Trained on Anti-Corruption & Bribery 100 %	% People Trained on Anti-Corruption & Bribery (in Manhours) 100% / 100%	People Trained on Anti-Corruption & Bribery (in Manhours) 100% / 100%	People Trained on Anti-Corruption & Bribery (in Manhours) 100% / 100%	People Trained on Anti-Corruption & Bribery (in Manhours) 100% /	
	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) 0	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) 0 / 0	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) 0 / 0	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) 0 / 0	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) 100%/	


GOVERNANCE						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN - SDGs
Information Management	Percentage of operational sites certified with anti- information security management system (ISO 27001) (%) 0	Percentage of operational sites certified with anti- information security management system (ISO 27001) (%) (Target /Actual) 0 / 0	Percentage of operational sites certified with anti- information security management system (ISO 27001) (%) (Target /Actual) 0 / 0	Percentage of operational sites certified with anti- information security management system (ISO 27001) (%) (Target /Actual) 0 / 0	Percentage of operational sites certified with anti- information security management system (ISO 27001) (%) (Target /Actual) 100% /	
	Data Breach Incidents: 0	Data Breach Incidents: 0 / 0	Data Breach Incidents: 0 / 0	Data Breach Incidents: 0 / 0	Data Breach Incidents: 0 /	
	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100% / 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100% / 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100% / 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100% /	
	Data Retention Compliance: 100%	Data Retention Compliance: 100% / 100%	Data Retention Compliance: 100% / 100%	Data Retention Compliance: 100% / 100%	Data Retention Compliance: 100% /	
	User Complaints: 0	User Complaints: 0 / 0	User Complaints: 0 / 0	User Complaints: 0 / 0	User Complaints: 0 /	


GOVERNANCE						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Value Chain	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)	
	0	100 % / 45 %	100 % / 40%	100 % / 100%	100 % /	
	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)	
	0	25% / 25 %	40 % / 40%	75 % / 60%	100 % /	
	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	
	20%	25 % / 30 %	40 % / 50%	75 % / 80%	75 % /	
	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	
	0	0 / 0	0 / 0	0 / 0	0 /	

GOVERNANCE						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN - SDGs
Value Chain	Integration of sustainability clauses in supplier contracts 100 %	Integration of sustainability clauses in supplier contracts 100 % / 87 %	Integration of sustainability clauses in supplier contracts 100 % / 100%	Integration of sustainability clauses in supplier contracts 100 % / 100%	Integration of sustainability clauses in supplier contracts 100 % /	
	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0 / 0	Avg Number of Corrective Actions taken / Supplier 0 / 0	Avg Number of Corrective Actions taken / Supplier 0 / 0	Avg Number of Corrective Actions taken / Supplier 0 /	
	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building 0%	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual) 0% / 0%	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual) 50% / 75%	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual) 65% / 75%	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual) 100% /	

GOVERNANCE						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN – SDGs
Value Chain	Suppliers in Agreement with company Policies (in %) 100 %	Suppliers in Agreement with company Policies (in %) 100% / 100%	Suppliers in Agreement with company Policies (in %) 100 % / 100%	Suppliers in Agreement with company Policies (in %) 100 % / 100%	Suppliers in Agreement with company Policies (in %) 100 %	
	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100% / 100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 % / 100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 % / 100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %	
	Avg Number of Non-Conformities Found per supplier 0	Avg Number of Non-Conformities Found per supplier 0 / 0	Avg Number of Non-Conformities Found per supplier 0/0	Avg Number of Non-Conformities Found per supplier 0 / 0	Avg Number of Non-Conformities Found per supplier 0 /	
Anti-Competitive Practice	Incident of Deceptive Advertising: 0	Incident of Deceptive Advertising: 0 / 0	Incident of Deceptive Advertising: 0 / 0	Incident of Deceptive Advertising: 0 / 0	Incident of Deceptive Advertising: 0 /	



GOVERNANCE						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN - SDGs
Anti-Competitive Practice	% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit 100 % / 100%	% departments covered under Risk Assessment Internal Audit 100 % / 100%	% departments covered under Risk Assessment Internal Audit 100 % / 100%	% departments covered under Risk Assessment Internal Audit 100 % /	
Ethics	Percentage of total workforce trained on business ethics issues (%) 100%	Percentage of total workforce trained on business ethics issues (%) 100 % / 100%	Percentage of total workforce trained on business ethics issues (%) 100% / 100%	Percentage of total workforce trained on business ethics issues (%) 100% / 100%	Percentage of total workforce trained on business ethics issues (%) 100% /	<div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div> 
	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100% / 100%	Employee feedback on ethics training (satisfaction rate) 100% / 100%	Employee feedback on ethics training (satisfaction rate) 100% / 100%	Employee feedback on ethics training (satisfaction rate) 100% /	
	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100% / 100%	Employee feedback on ethics training (satisfaction rate) 100% / 100%	Employee feedback on ethics training (satisfaction rate) 100% / 100%	Employee feedback on ethics training (satisfaction rate) 100% /	

GOVERNANCE						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN - SDGs
Ethics	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100 %	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100% / 100%	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100 % / 100%	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100 % / 100%	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100 % /	
	Number of whistleblower reports received 0	Number of whistleblower reports received 0 / 0	Number of whistleblower reports received 0/0	Number of whistleblower reports received 0 / 0	Number of whistleblower reports received 0 /	
Customer Health and Safety	# complaints related to use of products 0/ 0	# complaints related to use of products (Target / Actual) 0 / 0	# complaints related to use of products (Target / Actual) 0 / 0	# complaints related to use of products (Target / Actual) 0 / 0	# complaints related to use of products (Target / Actual) 0 /	
	Conduct Customer safety training sessions of Customers 65%	Conduct Customer safety training sessions of Customers 100 % / 87 %	Conduct Customer safety training sessions of Customers 100 % / 100%	Conduct Customer safety training sessions of Customers 100 % / 100%	Conduct Customer safety training sessions of Customers 100 % /	

GOVERNANCE						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Target (Jan - Nov)	2030 Target	UN - SDGs
Social Dialogue	Customer Participation Rate in Sustainability Session / Meeting 65%	Customer Participation Rate in Sustainability Session / Meeting 100% / 70 %	Customer Participation Rate in Sustainability Session / Meeting 100 % / 72%	Customer Participation Rate in Sustainability Session / Meeting 100% / 60%	Customer Participation Rate in Sustainability Session / Meeting 100% /	
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 65%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100% / 70 %	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100 % / 82%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100% / 85%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100% /	
	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100% / 100%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100% / 100%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100% / 100%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions 100% /	
	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0 / 0	Complaints registered on the violation of Collective Bargaining Agreement 0 / 0	Complaints registered on the violation of Collective Bargaining Agreement 0 / 0	Complaints registered on the violation of Collective Bargaining Agreement 0 /	

GRI Index

GRI Standard	Discloser	Page no.
2-1	Organization Details	
2-2	Entities include in organization's sustainability report	
2-3	Reporting period	
2-4	Restatements of information	
2-5	External Assurance	
2-6	Activities, value chain and other business relationship	
2-7	Employee	
2-8	Workers who are not employees	
2-9	Governance structure and composition	
2-10	Nomination and selection of the highest governance body	
2-11	Chair of the highest governance body	
2-12	Role of the highest governance body in overseeing the management of impacts	
2-15	Conflicts of interest	
2-13	Delegation of responsibility for managing impacts	
2-14	Role of the highest governance body in sustainability reporting	
2-16	Communication of critical concerns	
2-17	Collective knowledge of the highest governance body	
2-18	Evaluation of the performance of the highest governance body	

GRI Standard	Discloser	Page no.
2-19	Remuneration policies	
2-20	Process to determine remuneration	
2-21	Annual total compensation ratio	
2-22	Statement on sustainable development strategy	
2-23	Policy commitments	
2-24	Embedding policy commitments	
2-25	Processes to remediate negative impacts	
2-26	Mechanisms for seeking advice and raising concerns	
2-27	Compliance with laws and regulations	
2-28	Membership associations	
2-29	Approach to stakeholder engagement	
2-30	Collective bargaining agreements	
3-1	Process to determine material topics	
3-2	List of material topics	
3-3	Management of material topics	
201-1	Direct economic value generated and distributed	
201-2	Financial implications and other risks and opportunities due to climate change	
201-3	Defined benefit plan obligations other retirement plans	
201-4	Financial assistance received from government	
202-1	Ratios Of Standard Entry Level Wage By Gender Compared To Local Minimum Wage	
202-2	Proportion of Senior Management Hired From The Local Community	

GRI Standard	Discloser	Page no.
203-1	Infrastructure Investments And Services Supported	
203-2	Significant Indirect Economic Impacts	
204-1	Proportion Of Spending On Local Suppliers	
205-1	Operations Assessed For Risks Related To Corruption	
205-2	Communication And Training About Anti-Corruption Policies And Procedures	
205-3	Confirmed Incidents Of Corruption And Actions Taken	
206-1	Legal Actions For Anti-Competitive Behaviour, Antitrust, And Monopoly Practices	
207-1	Approach To Tax	
207-2	Tax Governance, Control, And Risk Management	
207-3	Stakeholder Engagement And Management Of Concerns Related To Tax	
301-1	Materials Used By Weight Or Volume	
301-2	Recycled Input Materials Used	
301-3	Reclaimed Products And Their Packaging Materials	
302-1	Energy Consumption Within The Organization	
302-2	Energy Consumption Outside Of The Organization	
302-3	Energy Intensity	
302-4	Reduction Of Energy Consumption	
302-5	Reductions In Energy Requirements Of Products And Services	
303-1	Interactions With Water As A Shared Resource	
303-2	Management Of Water Discharge-Related Impacts	
303-3	Water Withdrawal	

GRI Standard	Discloser	Page no.
303-4	Water Discharge	
303-5	Water Consumption	
304-1	Operational Sites Owned, Leased, Managed In, Or Adjacent To, Protected Areas And Areas Of High Biodiversity Value Outside Protected Areas	
304-2	Significant Impacts Of Activities, Products And Services On Biodiversity	
304-3	Habitats Protected Or Restored	
304-4	IUCN Red List Species And National Conservation List Species With Habitats In Areas Affected By Operations	
305-1	Direct (Scope 1) GHG Emissions	
305-2	Energy Indirect (Scope 2) GHG Emissions	
305-3	Other Indirect (Scope 3) GHG Emissions	
305-4	GHG Emissions Intensity	
305-5	Reduction Of GHG Emissions	
305-6	Emissions Of Ozone-Depleting Substances (ODS)	
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	
306-1	Waste generation and significant waste-related impacts	
306-2	Management of significant waste-related impacts	
306-3	Waste generated	
306-4	Waste diverted from disposal	
306-5	Waste directed to disposal	
308-1	New suppliers that were screened using environmental criteria	
308-2	Negative environmental impacts in the supply chain and actions taken	
401-1	New employee hires and employee turnover	

GRI Standard	Discloser	Page no.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
401-3	Parental leave	
402-1	Minimum notice periods regarding operational changes	
403-1	Occupational health and safety management system	
403-2	Hazard identification, risk assessment, and incident investigation	
403-3	Occupational health services	
403-4	Worker participation, consultation, and communication on occupational health and safety	
403-5	Worker training on occupational health and safety	
403-6	Promotion of worker health	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
403-8	Workers covered by an occupational health and safety management system	
403-9	Work-related injuries	
403-10	Work-related ill health	
404-1	Average hours of training per year per employee	
404-2	Programs for upgrading employee skills and transition assistance programs	
404-3	Percentage of employees receiving regular performance and career development reviews	
405-1	Diversity of governance bodies and employees	
405-2	Ratio of basic salary and remuneration of women to men	
406-1	Incidents of discrimination and corrective actions taken	

GRI Standard	Discloser	Page no.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	
408-1	Operations and suppliers at significant risk for incidents of child labour	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	
410-1	Security personnel trained in human rights policies or procedures	
411-1	Incidents of violations involving rights of indigenous peoples	
413-1	Operations with local community engagement, impact assessments, and development programs	
413-2	Operations with significant actual and potential negative impacts on local communities	
414-1	New suppliers that were screened using social criteria	
414-2	Negative social impacts in the supply chain and actions taken	
415-1	Political contributions	
416-1	Assessment of the health and safety impacts of product and service categories	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	
417-1	Requirements for product and service information and labelling	
417-2	Incidents of non-compliance concerning product and service information and labelling	
417-3	Incidents of non-compliance concerning marketing communications	
418-1	Incidents of non-compliance concerning marketing communications	

Assurance Letter



Independent Assurance on verification of ESG Performance and Targets

Growlity/AR/222462

Reporting Period - January 2022 to December 2022
January 2023 to December 2023
January 2024 to December 2024
January 2025 to November 2025

The Management

APACKAGING GROUP LLC

Independent Assurance Report

Growlity, Inc. was appointed by **APACKAGING GROUP LLC** referred to as 'the Company') to conduct a limited assurance engagement on the ESG and sustainability information presented in the Company's **ESG KPI ROADMAP UPTO 2030 Report**. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the document along with the material topics identified by Materiality Assessment between their stake holders. The sustainability information provided within the report is in accordance to the Global Reporting Initiative's (GRI) Universal Standards 2021. The company has also followed guidelines of ISO 14064-1:2018 and Green House Gas Protocol standard, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Growlity, Inc. underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international standards for reporting on its environmental, social, and governance (ESG) efforts

Scope of Assurance and Methodology

The Scope of our work for this assurance engagement was limited to review of information pertaining to environmental, social and Governance performance such as Commitments / KPIs and Green House Gas (GHG) Emissions Inventory for the mentioned reporting period and to verify it in accordance with GRI universal standards 2021. We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic on inclusion / omission of necessary relevant information / data and this was limited to: Remote verification of

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data, on a selective test basis, for the following units / locations, through consultations with the site team and sustainability team.

Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;

Review of Company's plans, policies and practices, pertaining to their Social, Environmental and sustainable development, so as to be able to make comments on the fairness of sustainability reporting.

Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

Locations Covered

Covering the below locations to collect data and prepare the ESG KPI ROADMAP UPTO 2030 Report.

Sr. No.	Site	Address
1.	California, USA	1350 Mountain View Circle 91702 Azusa, CA United States of America
2.	Defiance, Ohio	25925 Commerce Drive, Defiance, OH 43512

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for the year 2023. The Company has prepared report having sustainability data in accordance with GRI universal standards 2021. The Report includes a description of the ESG Performance in terms of Key Performance Indicators (KPI) and verification of GHG Emissions of Scope 1, Scope 2 and Scope 3. There is further scope to strengthen data management system to ensure uniform and accurate reporting. Areas of further improvement wherever identified have been brought before the attention of the management of the company.

Conclusion

On the basis of our procedure for this limited assurance, nothing has come to our attention that causes us not to believe that the company has reported on material sustainability issues relevant to its business.

Dr. Nitin Dumasia
President & CEO
Date: 01st December 2025
Place: Surat

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Certifications Coverage

APackaging Group LLC follows globally recognized management standards that support consistent product quality, responsible environmental practices, and strong occupational health and safety performance across all operations. The company's integrated systems and procedures are applied throughout its facilities and workforce, reflecting a unified commitment to excellence, sustainability, and the well-being of every employee across the value chain.



APR Design®
Recyclability
Recognition



**SUSTAINABLE
PRODUCTS**
RecyClass



SUSTAINABLE PACKAGING
US Plastics PacT



Ecovadis Assessment
Platinum Medal



Women Owned
Certified by Women's
Business Enterprise
National Council (WBENC)



**Great Place to
Work**



ISO 9001:2015
Quality Management
Systems



ISO 14001:2015
Environmental
Management Systems




ISO 22716:2007
Cosmetics- Good
Manufacturing
Practices

Membership

UNGC Participation Overview:

Apackaging Group LLC is a committed participant in the United Nations Global Compact, integrating the Ten Principles on human rights, fair labor practices, environmental responsibility, and anti corruption into its operations and business strategy. The company's approach reflects a proactive commitment to responsible business conduct and global sustainability expectations.



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IN THIS SECTION

Company Information

Company

APG Ohio Inc.

www.apackgroup.com

Type: SME

Country: United States of America

Sector: General Industrials

Sub-sector: Containers and Packaging

Ownership: Privately Held





Global Compact Status: Active

Participant Since 07 March 2024

Letter of Commitment

Next Communication on Progress (COP) due on: 31 July 2026

Share Profile





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