

A close-up photograph of a person's hands holding a small green seedling in a terracotta pot. The seedling has several green leaves and a thin stem. A white tag is attached to the pot with a string. The background is blurred, showing more of the person's hands and the pot. The text "Sustainability Report FY 2023" is overlaid on the image.

# **Sustainability Report FY 2023**

**Multivista Global Private  
Limited – Printing Division**

# 1. About this Report

Multivista Global Private Limited - Printing Division (MGPL) recognizes the imperative to champion sustainability within the printing industry, aligning with its core values of social responsibility and accountability. As a sector leader, MGPL aspires to set a benchmark in sustainable practices, contributing to the broader goal of environmental stewardship within the region.

In its commitment to sector leadership, MGPL is unveiling its inaugural Environmental, Social, and Governance (ESG) report for the Financial Year April 2022 - March 2023, specifically tailored to the printing industry's unique challenges and opportunities. This report not only emphasizes MGPL's sustainability performance in its Indian operations but also underscores its role as a regional champion for sustainability in the printing sector.

In line with global best practices, MGPL has chosen to adopt the Global Reporting Initiative (GRI) Standards. This decision not only ensures transparency but also positions MGPL as a company dedicated to meeting international sustainability reporting norms, further solidifying its standing as a sector champion.

The scope of this report delves into the printing industry's sustainability challenges, addressing items like resource consumption, waste generation, and emissions. MGPL aims to integrate sustainable practices throughout its operations and supply chain, setting a precedent for responsible business conduct in the printing sector.

It is crucial to note that this report focuses solely on MGPL's print operations in India. The omission of subsidiaries or collaborators outside the country is intentional, emphasizing the report's relevance to the local context. All monetary values are presented in Indian Rupees (INR), reinforcing MGPL's commitment to transparency.

As MGPL positions itself as a sector champion in sustainability, this report signifies a pivotal step toward realizing its vision for a sustainable future within the dynamic landscape of the printing industry. Through transparent reporting and sector-specific initiatives, MGPL aims to inspire and lead a positive change in the regional printing sector, setting an example for others to follow. The operational boundary of this report encompasses the physical location of the Print Division, situated at 43, Vandalur Kelambakkam Road, Pudupakkam, Chennai, Tamil Nadu 603103.

## 1.1. External Assurance

MGPL has engaged the services of V4 Business Consulting Services LLP (VFBC) for third-party assurance for selected GRI indicators as per the ISAE 3000 standard. This strategic decision underscores MGPL's commitment to enhancing transparency and elevating the quality of its reports.

The partnership with VFBC aims to fortify MGPL's sustainability efforts by ensuring rigorous evaluation and verification processes are implemented. Through third-party



assurance, MGPL seeks to instil trust and confidence among stakeholders by providing independent validation of its sustainability performance and reporting practices.

One significant advantage of engaging for third-party assurance is the availability of assurance on demand. This enables MGPL to respond promptly to stakeholder inquiries and demonstrate its unwavering dedication to transparency and accountability.

Moreover, the collaboration with third party assurance facilitates continuous improvement in MGPL's processes and reporting frameworks. By leveraging third party assurance expertise and insights, MGPL can identify areas for enhancement and implement best practices to drive efficiency and effectiveness in its sustainability initiatives.

## 1.2. Contact Point

In alignment with our steadfast commitment to Environmental, Social, and Governance (ESG) principles, we are delighted to unveil the establishment of our dedicated expert team for sustainability. This specialized team serves as a testament to our proactive stance in confronting ESG challenges and underscores our unwavering determination to effect positive change. Their profound expertise and unwavering passion propel our sustainability initiatives, ensuring that we not only adhere to but surpass the most stringent standards in responsible business practices.

The formation of this dedicated team marks a pivotal moment in our sustainability journey, symbolizing our organizational ethos centred around making a meaningful impact on environmental and social fronts. Through a combination of astute leadership, innovation, and a profound commitment to ethical business conduct, our sustainability team is poised to drive transformative change within our organization and the broader community.

For any inquiries related to this report or further details on our sustainability initiatives, we invite you to reach out to [pnkrishna@multivistaglobal.com](mailto:pnkrishna@multivistaglobal.com). Your engagement is pivotal to our ongoing commitment to transparency, and we welcome the opportunity to share insights and foster dialogue around our ESG endeavours. Together, let us advance the cause of sustainable business practices and contribute to a more resilient and responsible global future.

## 2. Message from the Director

Dear Stakeholders, and Colleagues,

I am thrilled to share the outstanding achievements and advancements in sustainability as outlined in our latest Sustainability Report. Our commitment to Environmental, Social, and Governance (ESG) principles continues to drive transformative change within our organization, and I am particularly proud to announce a significant external recognition – we have been honoured as the PrintWeek “Green Company of the Year”.

This prestigious accolade is a testament to our unwavering dedication to sustainability and our position as a leader in environmentally responsible practices within the print industry. It reinforces our commitment to redefining industry norms and showcases our continuous efforts to integrate sustainable practices into every aspect of our operations.

One noteworthy accomplishment highlighted in the report is that renewable energy now constitutes a remarkable 80% of our energy consumption. This significant milestone aligns with our pledge to reduce our carbon footprint and transition to a more sustainable energy model. Our Greenhouse Gas (GHG) reduction goal is not only on target but exemplifies our proactive stance in combating climate change.

In our quest for operational excellence, we have implemented cutting-edge initiatives such as the installation of an Effluent Treatment Plant (ETP), a pivotal step toward achieving our goal of becoming a Zero Liquid Discharge organization. Additionally, our investments in high-energy-efficient, automated print, and finishing equipment underscore our commitment to adopting sustainable technologies and reducing our overall environmental impact.

The use of Forest Stewardship Council (FSC) certified paper and eco-friendly inks further solidifies our dedication to responsible sourcing and environmentally conscious production processes. These efforts, coupled with our continuous engagement with stakeholders, exemplify our holistic approach to sustainability and responsible business practices.

Moreover, we focus on all pillars of ESG both inside and outside the organization. We have embarked on a journey of partnership with our suppliers to enhance ESG practices and are implementing ISO 20400 - sustainable procurement guidelines to ensure sustainability throughout our supply chain.

Our commitment to employee engagement, health & safety, and well-being is evident in our recognition as a "Great Place to Work". This accolade showcases our dedication to fostering a supportive and inclusive workplace culture that prioritizes the well-being and growth of our employees.

As we celebrate being named the PrintWeek Green Company of the Year and our achievements across all facets of sustainability, I extend my appreciation to each member of our team for their unwavering dedication to our shared sustainability vision. This recognition is a collective achievement, and it motivates us to further elevate our commitment to positive change.

Thank you for your ongoing support, and together, let us continue to lead the way in sustainable business practices and make a lasting impact on the print industry and beyond.

Sincerely,

**Karthik Narayan Ravi**

Director

### 3. Introduction | About MGPL

MGPL stands as a beacon of innovation and excellence in the print industry, operating as a leading Printing house in India with cutting-edge facilities and state-of-the-art Printing and Binding machines. Specializing in the art of printing and manufacturing books, our journey is a testament to our unwavering commitment to quality, sustainability, and community impact.

#### **Our Vision**

At Multivista, our vision is not just about meeting expectations; it's about exceeding them. We aim to be more than a print provider – we aspire to be a professionally managed, profitable organization that thrives on core values and ethics, where every stakeholder, from customers to employees and business partners, experiences the exceptional.

#### **Our Mission**

In our Print Solutions business unit, our mission is to redefine excellence as a quality-driven, cost-effective print partner for global book publishers. Our commitment is to offer bespoke solutions that not only meet but surpass the unique needs and challenges of our clients.

#### **Who Are We**

Multivista Global operates from a state-of-the-art Integrated Printing Unit headquartered in Chennai, India. Beyond being a print provider, we are a community of over 200 dedicated professionals, united by a shared commitment to redefine industry standards and deliver outstanding print solutions.

#### **Initiation & Focus**

Established in 1976, Multivista Global's journey began as a modest letterpress unit. Today, we stand as a fully integrated print house specializing in the printing and manufacturing of soft and hardcover books. Our focus is on delivering not just products, but world-class print solutions with an unwavering commitment to quality and customer satisfaction.

### **Clientele & Certifications**

Our reputation precedes us as we proudly serve leading publishing houses globally. The stamp of quality is reinforced by our ISO 9001:2015 and ISO 14001:2015 certifications, reflecting our commitment to excellence, environmental stewardship, and ethical business practices. Additionally, our FSC: COC certification ensures responsible sourcing of materials.



*Figure 1: Global Markets We Serve*

### **Awards and Recognitions**

Multivista Global is honoured to have received multiple awards and recognitions for our outstanding contributions to the printing industry. These accolades stand as a testament to our commitment to excellence, innovation, and pushing the boundaries of what is achievable in the print domain.

### **CSR and Community Engagement**

CSR is not an obligation; it's ingrained in our DNA. Multivista Global actively supports various CSR initiatives, considering our responsibility to contribute positively to the communities in which we operate. Our commitment extends beyond the realm of business, aiming to make a meaningful and lasting impact on society through sustainable and socially responsible practices.

### **Our Machinery & Capabilities**

Equipped with highly sophisticated Heidelberg and Ryobi printing machines, along with Muller Martini and Kolbus online binding machines, Multivista Global possesses the capabilities to deliver not just print solutions but extraordinary experiences. Our investments in state-of-the-art machinery, coupled with our commitment to sourcing reliable and high-quality raw materials, enable us to maintain and enhance our reputation for excellence.

### **Location & Convenience**

Strategically located in Chennai, near Shipping and Airports, our proximity to transportation hubs ensures flexibility and choice in the mode of transport for our clients. This not only translates into quicker delivery of goods but also provides cost-effective freight solutions.

At Multivista Global, we believe in the power of innovation, quality, customer satisfaction, and responsible business practices. Our journey is defined by a relentless pursuit of excellence, and we look forward to continuing to exceed the expectations of our valued clients and partners worldwide, shaping the future of the print industry.

## **4. Sustainable Development in the Printing Industry**

The global printing industry is undergoing a profound transformation, aligning itself with the principles of sustainable development to address environmental challenges, foster economic growth, and contribute to societal well-being. This shift signifies a collective commitment to balance progress with responsibility, acknowledging the industry's impact on the planet and its role in shaping a sustainable future.

### **Environmental Considerations**

Sustainable development in the printing industry starts with conscientious environmental stewardship. The traditional print sector was often associated with resource-intensive processes, contributing to deforestation, excessive energy consumption, and significant waste generation. The contemporary industry, however, is steering away from such practices, adopting eco-friendly materials, energy-efficient technologies, and responsible manufacturing processes.

### **Adoption of Eco-Friendly Materials**

One of the primary pillars of sustainable development in printing is the adoption of eco-friendly materials. Printing companies globally are increasingly shifting towards recycled and responsibly sourced paper, minimizing the industry's impact on forests and promoting a circular economy. The use of inks with lower volatile organic compound (VOC) content is also gaining traction, reducing emissions and enhancing workplace safety.

### **Energy Efficiency and Renewable Energy Integration**

Printing companies worldwide are embracing energy-efficient technologies to reduce their carbon footprint. This includes the integration of advanced machinery that optimizes energy consumption and the adoption of renewable energy sources such as solar and wind power. These initiatives not only contribute to global efforts to combat climate change but also demonstrate the industry's commitment to sustainable practices.

### **Waste Reduction and Closed-Loop Systems**

Sustainable development in the print industry involves minimizing waste generation through innovative practices. Companies are implementing closed-loop recycling systems, ensuring that waste materials, such as paper and cardboard, are recycled and reused within the production cycle. This approach not only reduces environmental impact but also enhances resource efficiency.

### **Certifications and Industry Standards**

Global printing companies are actively seeking and adhering to certifications and industry standards that underscore their commitment to sustainability. Certifications like Forest Stewardship Council (FSC) and Sustainable Forestry Initiative (SFI) ensure responsible sourcing of materials, while compliance with ISO 14001 for environmental management further solidifies the industry's dedication to sustainable practices.

### **Community Engagement and Social Responsibility**

Sustainable development extends beyond environmental concerns to encompass social responsibility. Printing companies are engaging with local communities, supporting education initiatives, and contributing to social welfare programs. This holistic approach ensures a positive impact not only on the environment but also on the communities in which these companies operate.

### **Consumer Awareness and Demand for Sustainability**

A global shift in consumer preferences towards eco-friendly products is influencing the printing industry. Consumers are increasingly seeking sustainable print options, prompting companies to respond by offering transparency in their practices, providing eco-friendly choices, and aligning their production with responsible business values.

### **Multivista's Commitment as a Torch Bearer**

In this dynamic landscape, Multivista Global Print Solutions (MGPL) is keenly observing these global trends and positioning itself as a torchbearer of sustainable development in the printing industry. Our commitment to innovation, responsible practices, and community engagement aligns seamlessly with the evolving expectations of a world that prioritizes a harmonious balance between progress and sustainability. As we navigate the transformative journey towards a more sustainable



future, MGPL is dedicated to setting new benchmarks and leading the industry towards responsible and eco-conscious practices.

## 5. Our Sustainability Approach

The sustainability governance at MGPL is structured to ensure the seamless integration of responsible and sustainable practices into every aspect of our operations. The Board of Directors holds the ultimate responsibility for identifying and addressing critical environmental, social, and governance (ESG) issues, emphasizing sustainability as a cornerstone of our long-term strategic objectives. To facilitate effective oversight and strategic planning, the Board collaborates with the Sustainability Working Committee (SWC), a multi-departmental body comprised of team members from upstream, downstream, and corporate functions. The SWC meets regularly to strategize, plan, and review progress on MGPL's sustainability initiatives, conducting materiality assessments and internal examinations to stay proactive in addressing ESG concerns.

In addition to the SWC, MGPL has instituted an ESG Steering Committee (ESC) at the executive level to further bolster transparency and effectiveness in the implementation of sustainability initiatives. This committee, consisting of senior management, is dedicated to ensuring that sustainability commitments are seamlessly integrated across all levels of the organization. The ESC plays a crucial role in fostering a culture of sustainability, overseeing strategic alignment, and driving continuous improvement in our sustainable practices. Together, the SWC and ESC form the bedrock of our sustainability governance, ensuring that MGPL remains at the forefront of responsible and eco-conscious practices in the print industry.

### 5.1. Our Sustainability Strategy

#### 5.1.1. Our Sustainability Vision

At MGPL, we envision a future where sustainable print practices contribute to a thriving planet and resilient communities. Our sustainability vision is to be a trailblazer in the print industry, leading the way towards a regenerative and equitable print ecosystem. We aspire to set new standards for responsible printing, environmental stewardship, and social impact, envisioning a world where every print project symbolizes sustainability and well-being.

#### 5.1.2. Sustainability Mission

Our Sustainability mission at MGPL is to integrate sustainable practices into every facet of our printing operations, from concept to the hands of our clients. We are committed to environmental stewardship, social responsibility, innovation for impact, transparency and traceability, education and empowerment, and continuous improvement. Through our sustainability mission, we aim to create a positive legacy for future generations, where every print project not only meets high-quality

standards but also contributes to a healthier planet and more inclusive communities. MGPL is dedicated to being a torchbearer in the print industry's sustainable evolution, setting benchmarks for responsible and eco-conscious practices.

### 5.1.3. Our Sustainability Pillars

The strategic pillars of Environmental Conservation, Community Engagement, Ethical Governance, Pioneering Innovation and Research, Stakeholder Participation, and Risk Mitigation are derived from a comprehensive assessment of MGPL's sustainability objectives, industry best practices, and stakeholder expectations.

1. **Environmental Conservation:** Recognizing our impact on the environment, MGPL prioritizes conservation efforts to minimize ecological footprints, reduce waste, and preserve natural resources. This pillar underscores our commitment to sustainable practices and mitigating environmental harm.
2. **Community Engagement:** MGPL acknowledges the interconnectedness between our operations and the communities we serve. By actively engaging with local communities, we foster mutual understanding, support social initiatives, and contribute to the well-being of society, strengthening our social license to operate.
3. **Ethical Governance:** Upholding ethical principles and governance standards is integral to MGPL's sustainability journey. Ethical governance ensures transparency, accountability, and integrity in our operations, building trust among stakeholders and safeguarding against unethical practices.
4. **Pioneering Innovation and Research:** Innovation and research drive continuous improvement and sustainability advancements at MGPL. By pioneering innovative solutions and embracing research-driven practices, we enhance efficiency, reduce environmental impacts, and remain at the forefront of sustainable printing technologies.
5. **Stakeholder Participation:** MGPL recognizes the importance of engaging with diverse stakeholders, including customers, employees, suppliers, and regulatory bodies. Stakeholder participation facilitates collaboration, fosters dialogue, and ensures that sustainability initiatives align with stakeholder expectations and industry standards.
6. **Risk Mitigation:** Identifying and mitigating risks is essential for maintaining resilience and sustainability. By proactively assessing and addressing potential risks, MGPL safeguards against adverse impacts on the environment, society, and business continuity, enhancing our long-term sustainability performance.

These strategic pillars are crucial to MGPL's sustainability journey as they guide our actions, shape our corporate culture, and align our business practices with sustainability principles. By embracing these pillars, MGPL demonstrates its

commitment to responsible business conduct, environmental stewardship, and contributing positively to society and the planet.

Environmental Conservation

Community Engagement

Ethical Governance

Pioneering Innovation and Research

Stakeholder Participation

Risk Mitigation

Figure 2: Sustainability Pillars

#### 5.1.4. Sustainability Strategy Enablers

To ensure the successful implementation of its sustainability strategy, Multivista Global has strategically identified five key enablers, forming the foundation of its comprehensive strategic framework:

1. **Targets, KPIs, and Rewards:** Multivista Global is committed to integrating specific targets and key performance indicators (KPIs) aligned with its ESG strategy into the performance management process. This approach will incentivize and drive the effective execution of the sustainability strategy, ensuring that measurable goals are at the forefront of organizational efforts.
2. **Training and Upskilling:** Recognizing the significance of building internal capacity, Multivista Global has seamlessly integrated ESG topics into its training curriculum. This initiative aims to enhance competencies in critical roles throughout the organization, fostering a knowledgeable and skilled workforce capable of driving sustainability practices across the business.
3. **Stakeholder Management and Communications:** Multivista Global places a strong emphasis on proactive engagement with key stakeholders to understand their expectations. Regular communications about the company's ESG performance and progress on strategic ESG priorities are prioritized. This commitment to transparent and open communication reinforces trust and ensures alignment with stakeholder expectations.

4. **External Partnerships and Commitments:** Multivista Global is dedicated to continually reviewing and identifying external partners, alliances, charters, and commitments that align with and support its sustainability strategy. The company actively seeks collaborations that contribute to the United Nations Sustainable Development Goals (SDGs) and India's Nationally Determined Contributions (NDCs), fostering a network of like-minded organizations committed to shared sustainability objectives.
5. **Reporting and Disclosures:** Multivista Global is committed to upholding transparency by publicly disclosing its ESG performance in accordance with leading sustainability standards. By adhering to established reporting and disclosure frameworks, the company ensures accountability and provides stakeholders with comprehensive insights into its sustainability journey.

These strategic enablers underscore Multivista Global's commitment to embedding sustainability principles into its operations, fostering a culture of continuous improvement, and actively contributing to the broader global sustainability agenda.

## 5.2. Stakeholder Engagement

Stakeholder engagement lies at the heart of our approach at MGPL. To effectively tackle challenging projects and make a meaningful impact, we prioritize a deep understanding of all stakeholders and their expectations. Our overarching goal is to meet the needs of our key internal and external stakeholders.

We foster open channels of communication and consultation to facilitate the sharing of information and the development of consensus-driven approaches that benefit all parties involved. Moreover, our commitment extends beyond dialogue. We actively participate in a diverse range of CSR initiatives, community development projects, and environmentally sustainable endeavours to promote effective communication and enhance stakeholder participation.

In line with our commitment to ethical and transparent business practices, we have implemented a robust feedback mechanism to solicit input from a wide spectrum of stakeholders. This enables us to forge partnerships that deliver mutual benefits and drive positive outcomes for all involved parties. As part of this process, we maintain a comprehensive stakeholder engagement matrix, documenting the various stakeholders identified, their levels of involvement, and the frequency of engagement. This structured approach ensures that stakeholder voices are heard, valued, and integrated into our decision-making processes, fostering trust, collaboration, and sustainable relationships across our ecosystem.

*Table 1: Stakeholder Engagement*

Stakeholder Group	Engagement Mode
Employees	We engage with our employees through surveys (Employee Engagement Survey, Exit Surveys), town hall and small group



	meetings, focus groups, corporate communications (blogs, articles, emails, newsletters), online feedback tools, and other channels. Regular Senior Management Town Halls cover strategic topics, industry trends, and progress on key initiatives, allowing for open communication.
<b>Investors &amp; Shareholders</b>	Engaging with shareholders on critical matters such as corporate governance and sustainability is a priority. We maintain regular interactions to address queries and understand shareholder perspectives. Beyond established channels, we actively seek input, incorporating it into our procedures, policies, and strategic direction.
<b>Customers</b>	Customer input is vital, and we actively seek and respond to feedback on our goods, services, and overall organization. Engagements occur at our offices, through the website, customer care centre, and social media channels. Additionally, we conduct surveys, one-on-one meetings, roundtables, and participate in conferences to foster long-term partnerships.
<b>Suppliers &amp; Vendors</b>	Transparent communication with key suppliers is crucial for operational efficiency, risk management, and promoting diversity and inclusion. We maintain regular communication through business reviews, ad hoc meetings, phone, and email. Upholding high business conduct standards, we collaborate to positively impact the communities where we operate.
<b>Communities</b>	Our commitment to community development guides our engagement strategy. We participate in forums to understand and incorporate diverse viewpoints. The CSR team actively identifies and engages with relevant community members, NGOs, and other stakeholders for local engagement and two-way dialogue.
<b>Government &amp; Regulators</b>	We prioritize open and continuous dialogue with regulatory authorities and policymakers. Interactions are conducted as necessary for business operations, providing feedback on proposed regulatory changes that may impact our business.

### 5.3. Materiality Assessment

The Materiality Assessment is a pivotal process at MGPL, forming the cornerstone of our sustainability reporting. Recognizing its critical role in guiding our actions, we actively engage in identifying and prioritizing sustainability issues that truly matter. The foremost challenge involves discerning priorities among our diverse stakeholders, eliminating those deemed less crucial. 'Materiality' at MGPL refers to concerns that wield substantial impact on our bottom line, reputation, or how stakeholders perceive us.

To achieve this, our Materiality Assessment integrates inputs from stakeholders, industry benchmarks, and internal evaluations. We engage in a comprehensive dialogue with stakeholders, including employees, investors, customers, and community representatives, understanding their perspectives on what matters most to them and to MGPL.

This process also considers industry trends, regulatory requirements, and emerging sustainability challenges. The identified issues undergo a rigorous evaluation, weighing their potential impact on MGPL's financial performance, reputation, and overall sustainability goals. This meticulous approach ensures that our sustainability reporting focuses on issues that are not only significant to our stakeholders but also critical to MGPL's long-term success.

### 5.3.1. Materiality Assessment Approach

To ascertain the material aspects that significantly impact both our internal operations and external stakeholders, MGPL undertook a meticulous Materiality Assessment tailored to the specific dynamics of the print industry. The process unfolded as follows:

#### 1. Identification of Potential Material Topics (PMTs):

- PMTs were discerned through a comprehensive evaluation of subjects relevant to our sector and aligned with global sustainability trends specific to the print industry.

#### 2. Management Review and Finalization of PMTs:

- Following the initial identification, the PMTs underwent a thorough review by the management team at MGPL. The final selection was made after considering the strategic alignment with MGPL's goals and objectives.

#### 3. Stakeholder Engagement:

- Key internal and external stakeholders pivotal to MGPL's success were pinpointed for the subsequent stakeholder engagement phase.

#### 4. Online Survey Design:

- To gather comprehensive feedback from the identified stakeholders, an online survey questionnaire was meticulously crafted at MGPL. This survey aimed to capture diverse perspectives on the identified PMTs.

#### 5. Stakeholder Feedback Round:

- A total of 140 survey responses were consolidated, providing a rich dataset for analysis. Additionally, a consultation session with MGPL's senior management was conducted to gather their insights and expertise.

#### 6. Finalization of Material Topics:

- The consolidated survey responses and insights from senior management at MGPL were synergized to pinpoint the 11 topics deemed most material to MGPL within the context of the print industry.

This comprehensive Materiality Assessment ensures that MGPL's sustainability strategy is finely tuned to the industry's nuances, aligning our focus with the most pertinent issues for both internal optimization and stakeholder expectations in the dynamic landscape of the print industry.

### 5.3.2. Stakeholders feedback on Material issues and Key Risks

In our commitment to transparency and engaging with stakeholders within the print industry, MGPL conducted a thorough engagement survey to uncover insights into perceived risks affecting our business. Stakeholders highlighted key focus areas and risks relevant to MGPL's operations in the print industry. The identified areas include:

1. **Environmental Sustainability:**
  - Climate Resilience
  - Water Management
  - Sustainable Raw Materials (e.g., FSC Paper)
2. **Supply Chain Integrity:**
  - Supply Chain Transparency & Traceability
3. **Community-Centric Concerns:**
  - Community Engagement
  - Community Development
4. **Human Rights and Labor Practices:**
  - Labour & Human Rights
5. **Regulatory Landscape:**
  - Shifting Regulations & Compliance
6. **Ethical Business Practices:**
  - Business Ethics
7. **Customer Relations:**
  - Customer Experience & Retention
8. **Technological Advancements:**
  - Integration of Emerging Print Technologies
  - Data Security and Privacy

These identified issues encapsulate stakeholder perspectives, emphasizing the specific challenges and opportunities within the print industry. MGPL remains committed to proactively addressing and mitigating these risks, embedding

sustainability into our core business strategy, and ensuring alignment with stakeholder expectations in the ever-evolving landscape of the print industry.

### 5.3.3. Material Issues

The primary qualitative responses gathered during the stakeholder feedback session at MGPL were systematically transformed into secondary quantitative scores for each stakeholder category. Subsequently, a weighted average method was applied to calculate the ultimate average score for each potential material topic.

These scores were then translated into percentiles and grouped into different percentile categories. Following extensive discussions with senior management at MGPL, 12 topics most material to our business were singled out and plotted on an X-Y Cartesian plane, resulting in the development of the Materiality Matrix.

Post the stakeholder engagement and the subsequent mapping of material topics, in-depth one-on-one interviews were conducted with MGPL's senior management, including the Sustainability Working Committee. These interviews facilitated the collection of qualitative data, offering insights into the strategic perspectives of the company's management concerning MGPL's current approach to ESG and its future vision.

It's worth noting that a double materiality process was employed in this assessment. This approach ensured not only a thorough understanding of the external stakeholder landscape but also an in-depth exploration of MGPL's internal considerations, aligning with the principles of double materiality within the context of sustainability reporting in the print industry. Through this comprehensive process, the final list of material topics was refined and strategically mapped, emphasizing the dual perspective of MGPL's impact on the external environment and the influence of external factors on MGPL's sustainability performance.





Figure 3: Material Issues

## 6. Our Corporate Governance

At MGPL, we view corporate governance as the linchpin of our commitment to sustainability, integral in shaping our organizational culture, ensuring regulatory compliance, fostering stakeholder relationships, and upholding transparency. Our governance structure is central to our decision-making processes, aligning choices with ethical standards to contribute to the long-term growth of our business.

Safeguarding the interests of our customers, clients, employees, shareholders, and communities is our paramount concern. Our robust corporate governance practices, anchored by MGPL's Business Principles, provide a comprehensive framework for enduring strength, security, and expansion across all product lines and operational regions.

The explicit definition of roles and responsibilities for decision-makers at various organizational levels, starting from the Board of Directors, reinforces our commitment to transparent and accountable governance. The Board, as the custodian of our long-term objectives, ensures the allocation of resources, oversees daily operations, and upholds the interests of our shareholders, guided by legal statutes, regulatory rules, and the voices of our shareholders expressed through annual votes.

In addition to these foundational elements, MGPL goes a step further in its sustainability journey by establishing specialized committees. The ESG Steering Committee and the Sustainability Working Committee play pivotal roles in advancing our Environmental, Social, and Governance (ESG) initiatives. These committees operate at the intersection of corporate governance and sustainability, ensuring that our business practices not only adhere to ethical standards but also contribute positively to the environment, society, and governance aspects.

The ESG Steering Committee focuses on setting strategic directions for ESG integration into our business operations. Meanwhile, the Sustainability Working Committee actively engages in implementing sustainability practices across various facets of our organization, promoting innovation, and ensuring that we stay at the forefront of responsible business practices in the print industry.

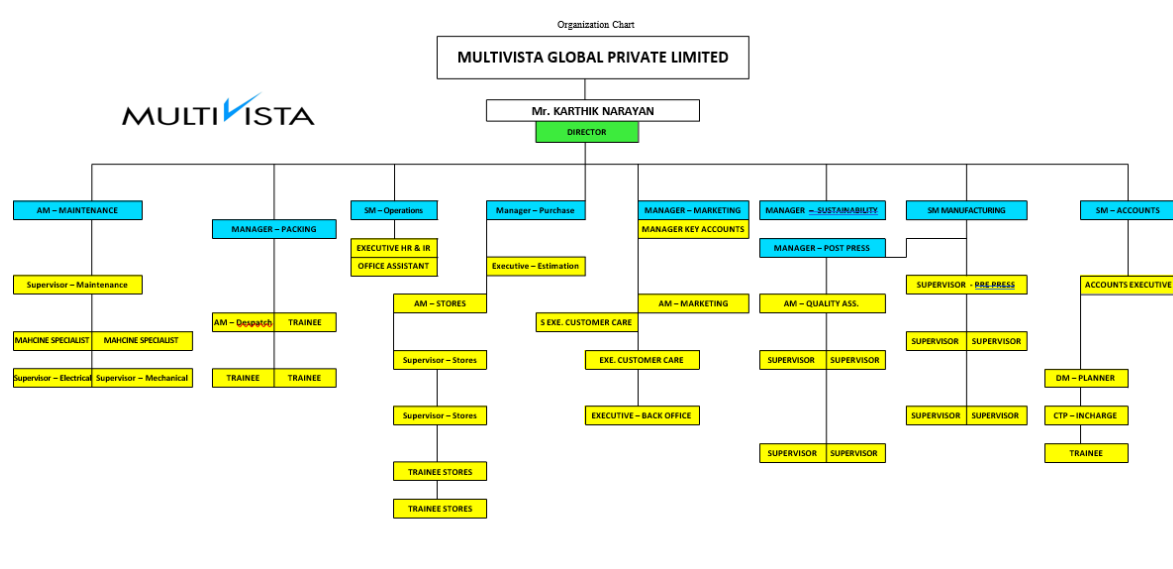


Figure 4: Organisation Chart - Print Division

In essence, our governance approach at MGPL transcends mere compliance; it embodies a holistic commitment to transparency, accountability, and the long-term well-being of our stakeholders and the planet. As we navigate the complexities of the print industry, our governance philosophy remains a compass guiding us towards a sustainable future where our business thrives in harmony with our environment and society.

Table 2: Corporate Governance

Aspect	Description
<b>Corporate Governance Philosophy</b>	Corporate governance at MGPL serves as a dynamic force influencing organizational culture, stakeholder interactions, and operational transparency. It acts as a compass, guiding decisions towards sustainable practices and responsible corporate citizenship.
<b>Decision-Making Framework</b>	MGPL's governance structure is integral to decision-making, ensuring choices align with ethical standards and contribute to the long-term growth and resilience of the business.
<b>Stakeholder Safeguarding</b>	A paramount concern, MGPL safeguards the interests of customers, clients, employees, shareholders, and communities. Business Principles provide a comprehensive framework, permeating across all product lines and operational regions.
<b>Roles and Responsibilities</b>	Explicitly defined roles, starting from the Board of Directors, reinforce transparent and accountable governance. The

	Board guides long-term objectives, resource allocation, daily operations oversight, and upholds shareholder interests, governed by legal statutes, regulatory rules, and annual shareholder votes.
<b>ESG Steering Committee</b>	Sets strategic directions for Environmental, Social, and Governance (ESG) integration into business operations. Focuses on aligning business practices with ethical and sustainable standards.
<b>Sustainability Working Committee</b>	Actively implements sustainability practices across the organization, promoting innovation and ensuring MGPL stays at the forefront of responsible business practices in the print industry. Engages in the practical application of sustainability initiatives outlined by the ESG Steering Committee.
<b>Holistic Governance Approach</b>	MGPL's governance approach transcends compliance, embodying a commitment to transparency, accountability, and the long-term well-being of stakeholders and the environment. It serves as a compass guiding the company towards a sustainable future, thriving in harmony with the complexities of the print industry.

This comprehensive narrative, along with the table, encapsulates MGPL's dedication to integrating sustainability into its corporate governance framework, ensuring alignment with ethical standards and long-term value creation.

## 6.1. Corporate Governance Approach

We firmly believe that sustainable growth is inseparable from robust corporate governance. Our commitment to ethical conduct, transparency, and stakeholder value serves as the foundation upon which our company stands. Our Corporate Governance approach is as below.

**Mission and Leadership:** Our mission in the print industry is guided by a leadership team with diverse expertise, including professionals in printing technology, business management, and sustainability. The leadership is dedicated to steering the company towards responsible practices and long-term success. Regular strategic planning sessions ensure alignment with our core values and mission in the context of the print industry.

**Principles of Ethical Conduct:** In the print industry, we uphold the highest standards of ethical conduct. Our Code of Conduct reflects our commitment to integrity in all business dealings, from interactions with clients and suppliers to engagements with employees and the communities we operate in. We prioritize transparency and fairness in every aspect of our operations.

**Transparency and Accountability:** Transparency is fundamental to our MGPL approach in the print industry. We provide stakeholders with regular updates through comprehensive reports, adhering to industry standards. These reports cover financial performance, sustainability initiatives, and governance matters. Shareholders and stakeholders in the print industry can rely on us for clear communication.

**Stakeholder Engagement:** Recognizing the interconnectedness of our business in the print industry, we actively engage with clients, suppliers, employees, and local communities. Regular feedback sessions, surveys, and community outreach programs ensure that their voices are heard, and their interests are considered in decision-making processes. We aim to build lasting relationships that benefit all stakeholders.

**Risk Management:** In the dynamic print industry, a proactive approach to risk management is integral to our governance framework. We continuously assess and mitigate risks associated with technological advancements, market fluctuations, and environmental impacts. This risk-aware culture allows us to adapt to challenges and seize opportunities in the ever-evolving print landscape.

**Sustainability Integration:** Sustainability is woven into the fabric of our MGPL approach in the print industry. The leadership oversees sustainability strategies, ensuring that our printing processes are environmentally friendly, our supply chain is transparent, and our social impact is positive. We are committed to continuous improvement, guided by ESG principles specific to the print industry.

**Innovation and Adaptability:** Innovation is paramount in the print industry, and our leadership encourages a culture of innovation. We embrace new printing technologies and methodologies that enhance efficiency, reduce environmental impact, and position our company as a leader in the evolving print industry.

**Compliance with Regulations:** We adhere rigorously to local and international regulations governing the print industry. Regular audits and legal reviews ensure that our operations align with the highest legal and ethical standards, providing confidence to stakeholders and contributing to the overall governance structure of the print industry.

In our commitment to MGPL, we recognize that corporate governance in the print industry is not merely a set of guidelines; it is our compass, guiding us through the dynamic landscape of printing. By upholding the principles of Mission, Governance, Principles, and Leadership, we not only nurture the growth of our company but also contribute to the well-being of the planet and its communities through responsible corporate governance in the print industry.

## 6.2. Business Ethics - Nurturing Integrity in the Print Industry

At our organization, ethical conduct is not just a corporate value; it is the essence of who we are and how we operate. Our commitment to business ethics extends from our interactions with stakeholders across the print industry. Here's an overview of our business ethics framework, practices, and ongoing initiatives:

1. **Code of Conduct:** Our Code of Conduct serves as the ethical compass guiding the behaviour of every team member. Aligned with international standards, it outlines expectations regarding integrity, honesty, respect, and



compliance with all applicable laws and regulations. The Code is disseminated across the organization and integral to our induction and ongoing training programs.

2. **Fair Labor Practices:** We recognize that success in the print industry is intertwined with the well-being of all stakeholders involved. Our commitment to fair labour practices ensures that workers across our supply chain receive fair wages, work in safe conditions, and are treated with dignity and respect. Regular audits and assessments help us uphold these standards.
3. **Supplier Code of Conduct:** Our relationships with suppliers are based on mutual trust and ethical principles. Our Supplier Code of Conduct outlines expectations for ethical sourcing practices, environmental responsibility, and compliance with labour standards. We actively engage with suppliers to ensure alignment with these principles.
4. **Environmental Responsibility:** As stewards of the environment, we understand the impact of print industry operations. We are committed to sustainable practices that minimize our ecological footprint, conserve resources, and preserve biodiversity. We invest in research and innovation to continually improve our environmental performance.
5. **Transparency and Communication:** Transparency is fundamental to our ethical communication practices. We strive to provide clear and honest information to all stakeholders, fostering trust and understanding. Regular updates through reports, newsletters, and other channels ensure stakeholders are informed.
6. **Community Engagement:** We actively engage with local communities where we operate, contributing to community development, supporting education, and participating in local initiatives. Community feedback is sought and considered in our decision-making processes.
7. **Anti-Corruption Measures:** We have zero tolerance for corruption in any form. Employees are educated on the risks and consequences of corruption, and robust measures are in place to prevent and detect corrupt practices.
8. **Continuous Improvement:** Ethics is a journey, not a destination. We continually assess our practices, seeking areas for improvement and refinement. Feedback from stakeholders, regular audits, and industry initiatives contribute to our commitment to continuous improvement.

In conclusion, our commitment to business ethics is integral to our identity in the print industry. By upholding the highest ethical standards, we ensure the success of our business and contribute positively to the well-being of our stakeholders and the sustainability of the print industry. Together, we sow seeds of ethical excellence, nurturing a harvest that sustains communities and the planet.

***As we reflect on our journey, we affirm our unwavering commitment to ethics and integrity. Throughout the reporting period, no business ethics violations or cases of corruption have been recorded within our organization.***

This achievement is a testament to the ethical culture cultivated by every member of our team. As we look ahead, we remain dedicated to fostering a culture of transparency, trust, and ethical excellence in the print industry.

## 7. Advancing Environmental Sustainability

At MGPL, our dedication to environmental stewardship is not just a commitment; it's a transformative journey embedded in every facet of our operations in the Indian print industry. In this sustainability report, we spotlight the proactive strategies and sustainable practices that underscore our steadfast commitment to a responsible and eco-conscious approach.

### 7.1. Principles and Leadership

#### **Sustainable Printing Practices:**

- Embracing cutting-edge eco-friendly printing technologies and materials in alignment with international standards.
- Actively participating in the Science-Based Targets initiative (SBTi), demonstrating our commitment to setting and achieving ambitious emission reduction targets to combat climate change.

#### **Energy Efficiency:**

- Prioritizing energy efficiency in our Indian print operations through the use of advanced equipment and processes.
- Initiating a transition to renewable energy sources to further minimize our carbon footprint and contribute to the development of a sustainable energy grid.

#### **Water Efficiency:**

- Implementing water-efficient technologies to ensure responsible and efficient water usage throughout our print processes.
- Regularly monitoring and optimizing water consumption to contribute to water conservation efforts.

#### **Waste Reduction:**

- Pioneering a zero-waste approach by focusing on extensive recycling and reuse of materials.

- Collaborating closely with our supply chain partners to minimize waste generation and align with international waste reduction initiatives.
- Implementing state-of-the-art waste management systems to enhance recycling and reduce the overall environmental impact.

#### **Technological Innovation:**

- Embracing new technologies to enhance the efficiency and sustainability of our print processes.
- Investing in innovative solutions that align with global sustainability goals, positioning MGPL as a leader in environmentally conscious business practices.

#### **Impact Beyond Compliance**

Our commitment to environmental stewardship goes beyond mere compliance, creating a positive impact on local ecosystems, communities, and global consumer choices. Certifications such as ISO 14001, Forest Stewardship Council (FSC), and associations like United Nations Global Compact (UNGC), Science Based Target initiative (SBTi) serve as tangible evidence of MGPL's adherence to high environmental standards, bolstering our brand reputation and consumer trust on a global scale.

In essence, MGPL's journey in environmental stewardship aligns productivity with ecological health, meeting and exceeding stringent global standards. As we continue to embrace and advance these sustainable practices, we position ourselves not only as ethically responsible but as pioneers in a world where environmental consciousness is integral for global business resilience and relevance.

Our commitment to SBTi, renewable energy usage, water efficiency, waste reduction, and the integration of new technologies reaffirms MGPL's role as a leader in sustainable practices within the Indian print industry.

## **7.2. Key Environmental Metrics**

Some of our Key Environmental Metrics are provided as below.

### **7.2.1. GHG Emissions**

MGPL, at the forefront of environmental consciousness, meticulously measures its greenhouse gas (GHG) emissions, underscoring a resolute commitment to sustainability. Establishing the base year in Fiscal Year (FY) 2019, MGPL has embarked on a comprehensive journey to monitor and disclose its emissions. As of the current reporting period in FY 2023, the company persists in exemplifying transparency and accountability in its assessment of environmental impact. This initiative not only underscores MGPL's dedication to reducing its carbon footprint but

also positions the company as a conscientious leader in corporate environmental stewardship.

Table 3: GHG Emissions

Scope	Tons Co2e/annum (2019) base year	Tons Co2e/annum (2023) reporting year
Scope 1 Emission (tons Co2e/annum)	255	287
Scope 2 Emission (tons Co2e/annum) market-based approach	1502	271
Total Emissions (Scope 1 + Scope 2) (tons Co2e/annum)	1756	558

MGPL's commitment to greenhouse gas (GHG) reduction is exemplified through its active participation in the Science-Based Targets initiative (SBTi). Through initiatives focused on renewable energy utilization, resource optimization, and other strategic measures, MGPL has achieved a remarkable 68% reduction in total emissions in 2023 compared to the base year of 2019. A significant portion of this reduction is attributed to the optimization of Scope 2 emissions, achieved through the adoption of renewable energy sources. However, it is noteworthy that Scope 1 emissions have experienced a slight increase, primarily due to fugitive emissions. This holistic approach to emissions management positions MGPL as a forward-thinking industry leader, contributing substantially to global climate action.

Table 4: GHG Emission Comparison

Year	Scope 1 emissions Tons Co2e	Scope 2 emissions Tons Co2e	Total emissions Tons Co2e
2019	255	1,502	1756
2023	287	271	558
Reductions in emissions	-13%	82%	68%

Given the correlation between absolute numbers and productivity, it is prudent to gauge the intensity of energy and carbon emissions per ton of paper/board produced. The table below illustrates the carbon intensity per book for both the base year (FY 2019) and the current reporting year (FY 2023).

Table 5: Carbon Intensity

Financial Year	Carbon Intensity/per ton of paper & board	Carbon Intensity/per book
Base year - 2019	0.56	0.18
Reporting year - 2023	0.13	0.06



reduction in intensity	77%	67%
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**In a noteworthy achievement, MGPL has successfully reduced its carbon intensity per ton of paper/board produced by an impressive 77% in FY 2023 compared to the baseline of FY 2019.**

This significant reduction reflects MGPL's commitment to sustainable practices and efficient resource utilization. Similarly, the carbon intensity per book produced has seen a commendable reduction of 67% in the reporting year compared to the base year, showcasing the company's dedication to significantly lowering its environmental impact relative to its paper and board production. These metrics underscore MGPL's strides toward environmental responsibility and align with its broader sustainability goals.

### 7.2.2. Energy Consumption

MGPL is unwavering in its commitment to energy management, employing a comprehensive strategy to optimize efficiency and reduce environmental impact. The company conducts regular energy audits, leveraging the insights gained to implement targeted initiatives aimed at enhancing operational efficiency.

Technological updates and continuous training programs further contribute to the overall improvement in energy performance. Notably, MGPL places a significant emphasis on sustainable practices by increasing the share of renewable energy in its total electricity consumption. As of now, an impressive 79% of MGPL's electricity is sourced from renewable energy, and the company is dedicated to pushing this figure towards 100% in the near future. This dual focus on energy conservation measures and clean energy initiatives serves as instrumental tools in realizing MGPL's commitment to achieving net-zero carbon status, reflecting the company's dedication to responsible and sustainable business practices.

*Table 6: Energy Management*

Energy Consumption (Grid) KWH	Energy Consumption (renewable) KWH	Total Energy Consumption KWH
3,32,597	12,81,399	16,13,996

### 7.2.3. Water Management

Water management is a key focal point for MGPL, reflecting a dedicated approach to sustainability and responsible resource utilization. The company is actively engaged in initiatives aimed at reducing water consumption, combining awareness programs with effective water management practices.

As part of their commitment to environmental stewardship, MGPL has implemented rainwater harvesting systems within the factory premises, harnessing natural resources to supplement water needs. To address the responsible treatment of wastewater, MGPL has installed state-of-the-art Sewage Treatment Plants (STP) and Effluent Treatment Plants (ETP).

These facilities play a pivotal role in managing wastewater and reducing its disposal to the ground, aligning with MGPL's broader goals of minimizing environmental impact. Furthermore, the company is continuously enhancing its water management strategies, exploring innovative technologies and industry best practices to further optimize water usage and reinforce its commitment to sustainable business practices. Through these initiatives, MGPL strives not only to meet regulatory requirements but to exceed them, setting a benchmark for responsible water stewardship in the industry.

Table 7: Water management

Water Consumption in KL	Water Disposal in KL	Waste Water Treatment in STP and ETP In KL
XXX	XXX	XX

#### 7.2.4.Waste Management

Waste management is a paramount focus for MGPL, reflecting a comprehensive and responsible approach to sustainable business practices. The company is actively engaged in an array of initiatives aimed at reducing waste generation through the implementation of automation, continuous process improvement, and comprehensive training programs for its workforce.

MGPL places significant emphasis on the proper segregation of waste, differentiating between hazardous and non-hazardous materials. This meticulous approach ensures that waste is handled with precision, adhering to stringent guidelines for both safety and environmental impact.

Particularly, hazardous waste undergoes disposal through government-authorized vendors, guaranteeing compliance with regulatory standards. MGPL's commitment to waste reduction extends beyond mere compliance, incorporating cutting-edge technologies and industry best practices. By fostering a culture of waste consciousness and innovation, MGPL not only contributes to a cleaner environment but also sets a benchmark for waste management excellence within the industry.

Table 8: Waste Management

Type of waste	Quantity	Disposal method
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<b>Food Waste</b>	819 Kg	Animal Feed and compost
<b>Paper &amp; Cardboard waste</b>	215340 Kg	Recycled
<b>Hazardous Waste</b>	XXX Kg	Disposed through government authorized vendor

### 7.2.5. Product Stewardship

MGPL's dedication to product stewardship goes beyond mere recommendations, actively shaping a roadmap for customers towards sustainable choices. The company is deeply committed to advising customers on the utilization of FSC-certified paper, eco-friendly inks, and steering away from plastic packaging. Additionally, MGPL promotes the adoption of aqueous coating, a water-based alternative that aligns with eco-conscious practices. Through continuous engagement and open communication channels, MGPL ensures that customers are not only aware of environmentally friendly alternatives but are also empowered to make informed decisions in favor of sustainable materials.

The benefits of MGPL's proactive approach to product stewardship extend beyond environmental conservation. Embracing eco-friendly materials and practices enhances the overall quality and appeal of the products, catering to a growing market demand for sustainability. Customers increasingly value companies that prioritize environmental responsibility, leading to increased brand loyalty and positive consumer perception.

Moreover, product stewardship aligns with regulatory compliance, mitigating risks associated with environmental impact and contributing to the long-term resilience of the business. MGPL's dedication to sustainable product choices not only reflects a commitment to ethical business practices but also positions the company as an industry leader, paving the way for a future where sustainability is a fundamental aspect of product development and consumption.

Table 9: Product Stewardship

Product Stewardship Initiative	Status update
<b>FSC Paper</b>	X% of paper & board are FSC certified
<b>Plastic reduction</b>	XXX
<b>Aqueous coating</b>	XXX
<b>Other initiatives</b>	XXX

## 8. People – Our Greatest Asset

At MGPL, we proudly recognize our employees as the heartbeat of our organization, serving as catalysts for our collective success and sustainability. Our commitment to considering employees as our most significant asset is deeply ingrained in our organizational culture, characterized by a holistic approach to their well-being, professional development, and active participation in our shared mission.

**Cultivating a Culture of Inclusion and Respect:** The foundation of our employee-centric approach lies in fostering a culture of inclusion and respect. MGPL prioritizes creating an environment where diversity isn't merely acknowledged but actively celebrated. This commitment ensures a vibrant work atmosphere, encouraging a plethora of perspectives that drive innovation and elevate our collective capabilities.

**Investing in Professional Growth:** Recognizing the dynamic nature of our employees, MGPL invests significantly in comprehensive training and development programs. These initiatives empower our team to continually enhance their skills, stay abreast of industry trends, and contribute meaningfully to the company's growth. By prioritizing professional growth, we ensure our workforce remains adaptive, positioning MGPL as an industry leader.

**Transparent Communication and Feedback:** Open and transparent communication is at the core of our employee-centric philosophy. MGPL places great emphasis on ensuring that each employee's voice is not only heard but valued. Our commitment to a feedback-driven culture fosters continuous improvement, enabling us to adapt swiftly to evolving challenges. This transparent approach cultivates a sense of belonging, making our employees feel truly invested in the company's success.

**Employee Engagement Beyond Conventional Measures:** At MGPL, employee engagement goes beyond traditional initiatives. Actively involving our employees in our sustainability journey, we encourage their participation in environmental and community initiatives. Our engagement programs are thoughtfully designed to instill a sense of purpose and connect our workforce with our broader sustainability goals. Whether through tree-planting initiatives, community outreach, or local projects, engaged employees are pivotal to achieving holistic sustainability.

**Recognition for Excellence:** With immense pride, we announce that MGPL has been honoured as a "Great Place to Work" for the second consecutive year. This prestigious recognition underscores our unwavering commitment to creating a workplace where employees not only thrive but also feel genuinely valued. The acknowledgment further reflects our dedication to fostering a positive work culture, where every individual's contributions play a crucial role in our collective success.

**Prioritizing Health and Safety with OHSAS Standards:** The well-being of our employees is a top priority at MGPL. Adhering to the Occupational Health and Safety

Assessment Series (OHSAS) standards, we ensure a secure and healthy work environment. This commitment underscores our dedication to safeguarding the physical and mental health of our employees, promoting a workplace where safety is paramount.

**Work-Life Balance and Wellness Initiatives:** Recognizing the importance of work-life balance, MGPL offers flexible work arrangements and wellness programs that prioritize the health and happiness of our employees. These initiatives address both professional and personal needs, creating an environment where employees not only thrive within the workplace but lead fulfilling lives outside it. Our commitment to holistic well-being extends beyond traditional benefits, ensuring our employees are empowered in all aspects of their lives.

In essence, our philosophy at MGPL considers employees not just as contributors but as our greatest asset. By embracing a comprehensive and holistic approach to their well-being and engagement, we create a workplace where every individual thrives, contributing not only to our immediate success but also to our long-term sustainability goals. As we continue to grow together, our employees remain central to our success, propelling us towards new heights in the pursuit of a sustainable and prosperous future.

MGPL takes pride in fostering a collaborative and inclusive workplace, and one integral aspect of this commitment is the presence of a structured workers union within our organization. The establishment of a worker's union is a testament to MGPL's dedication to ensuring a fair and transparent relationship between the management and our valued workforce. This structured union provides a platform for open communication, enabling constructive dialogue on matters related to labour, workplace conditions, and employee welfare. MGPL recognizes the importance of collective bargaining and values the role of the workers union in representing the interests of our employees. By actively engaging with the union, we aim to create an environment where the concerns and aspirations of our workforce are heard and addressed collaboratively, fostering a harmonious and mutually beneficial relationship between the management and our dedicated employees.

## 8.1. Strength in Diversity

At MGPL, our greatest asset is undeniably our diverse and resilient workforce, which stands as a testament to the strength that comes from embracing differences. With a team comprising individuals from various backgrounds, experiences, and perspectives, our organization thrives on the unique strengths that each employee brings to the table.

Our employee strength is not just in numbers but in the wealth of skills and talents that collectively drive our success. The diversity within our team, spanning different disciplines, cultures, and generations, fosters an environment of creativity and innovation. MGPL is proud to be home to individuals with varied experiences,



ranging from seasoned professionals to those who have dedicated years of service to our organization, contributing to a rich tapestry of skills and institutional knowledge.

*Table 10: Employee Details*

Number of Male Employees	
Number of Female Employees	
Number of Staff	
Number of Workers	
Number of Employees with 10+ years of service at MGPL	
Number of Employees with age < 30	
Number of Employees with age between 30 - 50	
Number of Employees with age > 50	

A cornerstone of our workplace culture is our commitment to recognizing and honouring long-service employees who have been integral to the company's growth. Their dedication and loyalty have played a pivotal role in shaping MGPL's journey, and we celebrate their enduring contributions. As we continue to grow and evolve, our commitment to diversity, inclusion, and recognizing the value of each team member remains unwavering, ensuring that MGPL remains a dynamic and inclusive workplace where every individual's unique story adds to the narrative of our success.

### **Employee Performance Review: A Commitment to Continuous Growth**

At MGPL, we recognize that the performance of our employees is integral to the overall success of our organization. To ensure that our workforce is consistently aligned with our goals and growing professionally, we conduct regular and comprehensive employee performance reviews. These reviews are not just a formality, but a dedicated process designed to provide constructive feedback, recognize achievements, and identify areas for improvement.

**We are proud to share that our commitment to employee development is reflected in our practice of conducting performance appraisals for 100% of our employees.** This ensures that every individual within our organization has the opportunity to receive valuable insights into their work, fostering a culture of continuous growth, learning, and excellence. Through these regular assessments, we aim to empower our employees to reach their full potential and contribute meaningfully to the success of MGPL.

## **8.2. Occupational Health & Safety**

At MGPL, the Occupational Health and Safety Assessment Series (OHSAS) forms the cornerstone of our commitment to ensuring a secure and healthy work environment. Our comprehensive approach to occupational health and safety is manifested through a well-structured safety framework that encompasses a

dedicated safety committee, rigorous training programs, robust safety policies, and regular safety visits. The safety committee, comprised of representatives from various departments, actively collaborates to identify potential hazards, assess risks, and implement preventive measures. Our commitment to safety extends beyond compliance; it is embedded in our organizational culture.

We prioritize the well-being of our employees through regular safety training programs that equip them with the knowledge and skills necessary to identify and mitigate potential risks. Our safety policies are designed in alignment with industry standards and regulatory requirements, providing a clear roadmap for adherence to best practices. Furthermore, safety visits are conducted regularly to assess the effectiveness of implemented safety measures and to identify areas for continuous improvement.

**The collective efforts of our safety initiatives have resulted in an exemplary record of zero accidents reported within our organization.** This outstanding achievement reflects our unwavering commitment to creating a workplace where every employee feels secure and protected. As we move forward, our dedication to maintaining a proactive and vigilant approach to occupational health and safety remains steadfast, ensuring the well-being of our workforce and reinforcing MGPL's commitment to excellence in safety standards.

This Hazard Identification and Risk Assessment (HIRA) table outlines various potential hazards within MGPL's print industry, categorizing them by type, assessing their risk levels, and proposing control measures to mitigate those risks. The proactive identification and management of these hazards are crucial for maintaining a safe and secure working environment for MGPL's employees. Regular reviews and updates of this HIRA table ensure ongoing effectiveness in the company's risk management strategies.

Table 11: Hazard Identification and Risk Assessment (HIRA)

S. No.	Hazard Type	Risk Level	Control Measures
1	Machinery	High	Regular maintenance, training, and protective equipment.
2	Chemical Exposure	Medium	Strict adherence to safety protocols, use of personal protective equipment (PPE), and regular monitoring.
3	Ergonomic Strain	Medium	Ergonomic assessments, regular breaks, and employee training on proper workstation setup.
4	Fire Hazards	High	Adequate fire suppression systems, regular drills, and fire safety training for employees.

S. No.	Hazard Type	Risk Level	Control Measures
5	Electrical Hazards	Medium	Routine electrical inspections, proper equipment grounding, and employee training on electrical safety.
6	Noise Exposure	Medium	Use of hearing protection, noise barriers, and periodic health check-ups for employees exposed to high noise levels.
7	Manual Handling	Medium	Training on proper lifting techniques, use of mechanical aids, and regular ergonomic assessments.
8	Slip, Trip, and Fall	Low	Regular housekeeping, non-slip flooring, and employee awareness programs.
9	Confined Spaces	Low	Strict adherence to entry procedures, continuous monitoring, and proper ventilation.
10	Biological Hazards	Low	Use of personal protective equipment, proper waste disposal, and employee training on infection control.

### 8.3. Learning and Development (L&D)

At MGPL, we recognize that the success of our organization is intrinsically tied to the continuous growth and development of our employees. Our Learning and Development (L&D) initiatives go beyond conventional training programs, embracing a holistic approach to nurture a skilled, motivated, and adaptable workforce.

**Customized Training Programs:** Our L&D framework is tailored to the specific needs of the print industry, encompassing diverse aspects from technical skills to soft skills. From mastering the latest printing technologies to enhancing communication and leadership abilities, our training programs are carefully curated to align with both individual and organizational goals.

**Technological Proficiency:** In a rapidly advancing industry, technological prowess is crucial. MGPL's L&D initiatives prioritize technological advancements, providing our employees with the tools and knowledge needed to leverage cutting-edge printing technologies, automation, and digital platforms. This ensures our team remains at the forefront of innovation.

**Leadership Development Programs:** MGPL recognizes the pivotal role of effective leadership in driving sustainable growth. Our L&D efforts extend to leadership development programs aimed at fostering strategic thinking, decision-making skills, and effective team management. Investing in leadership potential ensures a robust foundation for the future success of our organization.

**Continuous Improvement Philosophy:** We instil a culture of continuous improvement within our L&D framework. Regular assessments, feedback sessions, and benchmarking against industry standards allow us to adapt and refine our training programs. This commitment to ongoing improvement ensures that our workforce is equipped with the latest knowledge and skills, enhancing overall organizational effectiveness.

**Employee Engagement through Learning:** Learning at MGPL is not confined to a classroom; it's an engaging journey woven into the fabric of our corporate culture. We encourage employees to actively participate in various learning forums, workshops, and collaborative projects. This participatory approach fosters a community of knowledge-sharing and mutual growth.

**Measurable Impact and Progress Tracking:** To measure the effectiveness of our L&D efforts, we utilize key performance indicators and feedback mechanisms. We track the application of acquired skills in real-world scenarios, ensuring that our investment in learning translates into tangible improvements in productivity, quality, and employee satisfaction.

**Training Hours: As part of our commitment to continuous learning, MGPL ensures that employees receive an average of 40 hours of training annually.** This extensive training covers not only technical and professional skills but also emphasizes sustainability practices. We believe that an environmentally conscious workforce is essential for meeting our corporate sustainability goals.

In conclusion, MGPL's Learning and Development initiatives are comprehensive, designed to empower our employees with the skills needed to thrive in a dynamic print industry. By fostering a culture of continuous learning, adaptability, and sustainability, we are investing in the long-term success of our workforce and the organization as a whole.

## 8.4. Human Rights

At MGPL, we firmly believe that the respect and protection of human rights are non-negotiable principles that underpin our corporate values. Our commitment to upholding human rights extends across every facet of our operations, ensuring a workplace that fosters dignity, equality, and fair treatment for all.

**Elimination of Child Labour and Forced Labour:** MGPL staunchly adheres to a zero-tolerance policy regarding child labour and forced labour. We recognize the vulnerability of children and the severe impact of forced labour on individuals and communities. Our comprehensive policies and stringent monitoring systems ensure that every individual in our workforce, including suppliers and contractors, is above the legal working age and engages in employment willingly and without coercion.

**Fair and Ethical Employment Practices:** Our employment practices are rooted in fairness, ensuring that every employee is treated equitably regardless of gender,

race, religion, or any other characteristic. MGPL promotes a workplace culture that values diversity and inclusivity, fostering an environment where everyone feels respected and valued for their unique contributions.

**Grievance Mechanism for Reporting Issues:** A robust grievance mechanism is in place at MGPL to provide employees with a confidential and accessible channel for reporting any concerns related to human rights violations, workplace harassment, or discrimination. This mechanism empowers our workforce to voice their concerns without fear of retaliation, fostering transparency and accountability within the organization.

**Ethical Supply Chain Management:** Recognizing our responsibility beyond our immediate workforce, MGPL extends its commitment to human rights to the entirety of our supply chain. We engage with suppliers and partners who share our dedication to ethical practices, conducting regular assessments to ensure compliance with human rights standards. This proactive approach ensures that our commitment to human rights is not confined within our organization but extends throughout our entire business ecosystem.

**Continuous Education and Training:** To further embed human rights principles within our organizational culture, MGPL conducts regular education and training programs. These initiatives aim to raise awareness among employees about their rights, responsibilities, and the importance of maintaining a workplace that upholds the highest ethical standards. This proactive approach empowers employees with the knowledge needed to identify and address potential human rights issues.

**Partnerships and Collaborations:** MGPL actively seeks partnerships and collaborations with human rights organizations and initiatives. By engaging with external stakeholders, we enhance our understanding of evolving human rights challenges, stay abreast of best practices, and contribute to collective efforts aimed at advancing human rights globally.

In conclusion, at MGPL, our commitment to human rights is not merely a legal obligation but a fundamental aspect of our corporate identity. By fostering a workplace that values and protects the rights of every individual, we contribute to a culture of dignity, fairness, and equality. Our ongoing efforts in this realm reflect our dedication to being a responsible corporate citizen and a beacon of ethical business practices in the print industry.

## 8.5. Non-Discrimination

At MGPL, our commitment to non-discrimination is a cornerstone of our corporate culture, reflecting our belief in creating an inclusive and diverse workplace. As equal opportunity employers, we are dedicated to providing a work environment where every individual, regardless of their background, identity, or characteristics, is treated with fairness, dignity, and respect.



**Equal Opportunity Employment:** MGPL upholds the principle of equal opportunity employment, ensuring that all hiring decisions and employment practices are based on merit, skills, and qualifications. We actively seek to create a diverse workforce that represents a variety of perspectives, experiences, and talents. This commitment extends from recruitment and hiring to promotions, training opportunities, and every aspect of professional development.

**Clear Career Management Plans:** As part of our dedication to non-discrimination, MGPL provides clear and transparent career management plans to all employees. These plans outline a structured path for career advancement, helping employees set and achieve their professional goals within the organization. We believe in fostering an environment where every individual has the opportunity to realize their full potential and pursue a rewarding and fulfilling career journey.

**Inclusive Policies and Practices:** MGPL has implemented inclusive policies and practices that prohibit discrimination based on race, gender, religion, age, sexual orientation, or any other characteristic. Our commitment to non-discrimination is embedded in every aspect of our operations, creating a workplace where diversity is not only accepted but celebrated. We actively promote an environment that values and leverages the unique contributions of each employee.

**Training and Awareness Programs:** To reinforce our commitment to non-discrimination, MGPL conducts regular training and awareness programs. These initiatives aim to educate employees about the importance of diversity and inclusion, fostering a culture of understanding and respect. By raising awareness and providing resources, we empower our workforce to contribute to a workplace that embraces differences and promotes unity.

**Grievance Mechanism:** MGPL has established a robust grievance mechanism to address any concerns related to discrimination. This confidential and accessible system allows employees to report instances of discrimination without fear of reprisal. Our commitment to resolving such issues promptly underscores our dedication to maintaining a workplace free from discrimination.

**External Partnerships:** Recognizing that promoting non-discrimination goes beyond our organization, MGPL actively seeks partnerships with external organizations and initiatives that share our commitment to diversity and inclusion. By engaging with external stakeholders, we contribute to broader efforts aimed at advancing non-discrimination in the workplace and society.

In conclusion, at MGPL, non-discrimination is not just a policy; it is a fundamental value that shapes our organizational identity. By fostering inclusivity, providing equal opportunities, and actively addressing any concerns, we create a workplace where every employee can thrive, contribute, and succeed, regardless of their background or characteristics. Our commitment to non-discrimination is a testament to our belief in the power of diversity to drive innovation, creativity, and sustained success.

## 9. Positive Community Engagement

MGPL understands the profound impact of community engagement and is deeply committed to uplifting lives through a variety of meaningful initiatives. The company believes in giving back to society by actively participating in corporate social responsibility (CSR) programs, focusing on diverse projects that address crucial needs within the community.

One of the key pillars of MGPL's community engagement strategy is supporting non-governmental organizations (NGOs) dedicated to various social causes. The company partners with organizations such as Shishu Shakthi, Aashraya, Child Health and Hospital for Children, Chennai Vision Charitable Trust, Dreamz Foundation Trust, Cancer Institute, Pragatee Foundation, and others. Each partnership is carefully curated to contribute to specific social causes, ranging from healthcare and education to infrastructure development and skills enhancement.

The table below outlines some of MGPL's notable CSR initiatives:

Table 12: CSR Initiatives

Sl.No.	NGO	Purpose
1	Shishu Shakthi, Chennai	Building a fence around the learning center at Perumbakkam, OMR, Chennai, and supporting the daily expenses of elderly individuals with no support.
2	Aashraya (project of Sarada Foundations), Chennai	Extending dialysis support for underprivileged elders.
3	Pragatee Foundation (Enabling Leadership), Mumbai	Inculcating soft skills and leadership skills among children through experiential mediums such as football, music, and LEGO-type building blocks.
4	Child Health and Hospital for Children (Govt Baby Hospital), Chennai	Supporting the purchase of a Nerve Conduction Machine used to test the cause of paralysis in children.
5	Chennai Vision Charitable Trust (Rajan Eye Care), Chennai	Facilitating cataract surgery for individuals in need.
6	Dreamz Foundation Trust, Chennai	Installing Solar Digital Education Infrastructure at P.U Primary School, Vadakkuppattu Village.
7	Cancer Institute (WIA), Chennai	Contributing to the purchase of an ERCP Table for the Endoscopy Department.
8	Shishu Shakthi, Chennai	Supplying free breast prosthesis to women in India who have undergone mastectomy.
9	Chennai Vision Charitable Trust (Rajan Eye Care), Chennai	Further supporting cataract surgery initiatives.
10	Dreamz Foundation Trust, Chennai	Repair and renovation of school infrastructure at Adi Dravidar Welfare Primary School, Pudupakkam.
11	Aashraya (project of Sarada Foundations), Chennai	Providing shelter and support to elderly citizens in need.

12	Shishu Shakthi, Chennai	Contributing towards electrical work for a newly constructed hostel for children.
13	Green Earth Trust, Bangalore	Planting trees and promoting environmental conservation initiatives in local communities.
14	Hope Foundation, Kolkata	Providing education and healthcare support to underprivileged children and families.

These initiatives not only reflect MGPL's commitment to making a positive impact but also underscore the company's dedication to being a responsible corporate citizen. Through community engagement, MGPL strives to create lasting changes, improve lives, and build a more sustainable and inclusive society.

## 10. Sustainable Procurement

MGPL is unwavering in its commitment to sustainable procurement, aligning with international standards such as ISO 20400. Recognizing the pivotal role that suppliers play in our sustainability journey, we have implemented a robust framework to ensure that our supply chain reflects our values and commitment to responsible business practices.

**Sustainable Procurement Code of Conduct:** At the heart of our sustainable procurement strategy is the adoption of a comprehensive Sustainable Procurement Code of Conduct. This document outlines the ethical, social, and environmental standards that MGPL expects from its suppliers. All suppliers, including major ones, have willingly signed and are committed to adhering to this code. This reinforces our shared commitment to sustainability and ensures that ethical practices are embedded in our supply chain.

**Supplier Awareness Training by Third-Party Experts:** Recognizing the significance of supplier engagement, MGPL has taken a proactive approach by organizing awareness training programs for our suppliers. These sessions are conducted by sustainability third-party experts, providing valuable insights into sustainable practices, environmental impact reduction, and social responsibility. The active participation of major suppliers in these training sessions signifies their dedication to understanding and implementing sustainable principles in their operations.

**Supplier Audits and Performance Assessment:** As part of our commitment to transparency and accountability, MGPL has initiated supplier audits, with a particular focus on our major suppliers. These audits assess suppliers' adherence to our Sustainable Procurement Code of Conduct and overall sustainability performance. Continuous assessments of supplier performance are integral to our strategy, allowing us to identify areas for improvement and celebrate successes.

**Challenges with Top Suppliers:** While we remain dedicated to fostering sustainability across our supply chain, we acknowledge the challenges posed by our top suppliers, often large corporations with their own established practices. MGPL

recognizes that our scope of influence on these partners might be limited, given their size and established processes. Despite these challenges, we are committed to engaging in constructive dialogues with our top suppliers, advocating for sustainability best practices, and influencing positive change within our sphere of influence.

**Continuous Improvement and Collaboration:** MGPL views sustainable procurement as an ongoing journey of improvement. We actively collaborate with our suppliers, sharing best practices, conducting joint initiatives, and exploring innovative solutions to collectively enhance our sustainability performance. Our goal is not only to meet current standards but to drive positive change in collaboration with our suppliers, creating a more sustainable and responsible supply chain.

**Future Roadmap:** Looking ahead, MGPL remains committed to advancing its sustainable procurement initiatives. We aim to extend our audit processes to a broader supplier base, ensuring that sustainability practices are embedded throughout our supply chain. Additionally, we will explore avenues for collaboration with industry partners, seek innovative solutions, and actively participate in sustainability initiatives that transcend organizational boundaries.

In conclusion, MGPL's sustainable procurement practices are anchored in principles of responsibility, transparency, and collaboration. The active participation of all suppliers, including major ones, in signing our Code of Conduct and attending training sessions conducted by third-party experts underscores our collective dedication to building a more sustainable and ethical supply chain.

## 11. Way Forward

As MGPL pioneers' sustainability within the intricate landscape of the print industry, our unwavering commitment to responsible practices takes on even greater significance. Rooted in the unique challenges and opportunities inherent to printing, our mission extends beyond industry standards to redefine the very essence of sustainable print practices.

In the specific context of the print sector, MGPL proudly stands at the forefront of transformative endeavours. Our strategic focus on renewable energy, waste reduction, and relentless innovation positions us as vanguards in environmentally conscious business practices. Beyond mere regulatory adherence, we actively contribute to the global sustainability agenda, setting new benchmarks for responsible operations within the print industry.

Embracing cutting-edge technologies and methodologies, we aspire to lead the print industry towards an unequivocally sustainable future. Initiatives such as the adoption of renewable energy, implementation of efficient waste management systems, and ongoing efforts to minimize our ecological footprint underscore our commitment to responsible business practices. Aligned with international standards and engaged

with global sustainability initiatives, we are steadfast in our mission to not only meet but exceed expectations for sustainable operations within the print sector.

Integral to our sustainability pledge is our commitment to Science-Based Targets initiative (SBTi) and membership in the United Nations Global Compact (UNGC). These initiatives serve as guiding frameworks, propelling us to achieve meaningful reductions in greenhouse gas emissions while upholding the principles of responsible business conduct as outlined by the UNGC.

In this dynamic landscape, MGPL recognizes the profound impact of collective action and stakeholder engagement. We extend an open invitation to our customers, suppliers, employees, and the wider community to actively participate in our sustainability journey. Your insights, suggestions, and collaboration are pivotal in shaping not only our ongoing initiatives but also influencing the trajectory of our future endeavours.

This is a resounding call to action, an invitation to join forces. We seek your partnership in fostering a culture of innovation, transparency, and environmental stewardship within the print industry. As stakeholders in sustainability, your active involvement is instrumental in steering the course towards a more sustainable and responsible future.

We welcome your detailed feedback, insights, and collaboration as we navigate the intricacies of sustainability within the print industry. Together, let's redefine the standards of responsible business and collaboratively shape the future of sustainable printing practices. Join MGPL in this shared commitment to sustainability, leaving an indelible impact on the print industry and the broader global community.



