



Environment, Health, Safety and Social (EHSS) Policy

1. EHSS policy statement

We (“Printmann Offset Private Limited” hereinafter referred to as “Printmann”, “the Company” or “We” or “Us”) have been operating in the printing and packaging industry since 1987. We cater to the demands of both Pharmaceutical and Commercial printing & packaging segments.

“We are committed to maintaining the highest standards in environmental stewardship, health and safety, and social responsibility. Our EHSS policy integrates these principles to ensure that our operations protect the environment, safeguard the health and safety of our employees and communities, and uphold ethical and socially responsible practices. We are dedicated to continuous improvement in these areas and to complying with all applicable laws and regulations.”

Through this policy, we aim to take recognition of the environment, health, Safety & social aspects and strive to include sustainable business practices by identifying, assessing and monitoring EHSS risks within our business operations to reduce any adverse impact and create value for our stakeholders. This policy is to be read in conjunction with other policy(s) of the Company.

2. Applicability

This policy is applicable to all our employees, vendors, contractors, sub-contractors and business partners across the operations.

3. Purpose

The Policy aims to establish a foundation for sustainable business on the strong pillars of EHSS considerations. The Policy acts as a guiding document to help Printmann embed EHSS aspects into its value chain and maximize positive impact by keeping its stakeholders at the core.

4. Printmann’ s EHSS Policy Principles:

- **A Zero-Harm Culture:** Our Zero-Harm Culture means that every single person goes home from work every day in the same condition in which they arrived. This approach includes fostering safe and healthy working conditions that aim to prevent work-related injuries or health problems.



- **Engaged and Empowered Employees:** We train regularly on our life-saving principles, including stop work authority, which empowers each employee, contractor, or customer with the responsibility to stop any unsafe work without question.
- **Compliance and Standards:** We comply with all local, state, and federal regulations. We also uphold both our own and our customers' high standards for compliance and reporting.
- **Key Performance Indicators (KPIs):** We establish and actively measure our performance against key EHSS performance indicators. As part of our KPI monitoring, we examine root causes for incidents that impact our established metrics with the goal of preventing incidents and reducing impacts.
- **Continuous Improvement:** We seek to continually improve our EHSS practices and processes, mitigating risks and identifying opportunities to further improve performance, reduce emissions and waste, and conserve and protect natural resources.

5. EHSS Core Areas

At Printmann, we aim to conduct business operations in harmony with our surroundings. We are aware of our obligations to environment health, safety & sustainability and hence, we strive to reduce our footprint and commit to focus on major core areas:

- **Environment**

Our commitment includes:

- **Energy Consumption:** Use of clean technologies and green initiatives in our operations to minimize our carbon footprint. To innovate and stay ahead of the technology curve to reduce energy consumption by services, equipment uses, and office premises. Promote use of software, ecofriendly technologies and products which leave least carbon footprint.
- **Office Space:** Efficient use of office space, with energy efficient devices and pro-active approach to use and adopt conventional sourced energy with green energy
- **Water Consumption:** Manage the wastewater generated from our business offices, manufacturing facilities and warehouse according to the principles of reduce, re-use and recycle.
- **Waste Management:** Pledge to eliminate single use plastic and reduce non-bio-degradable waste generation. Follow immaculate e-waste disposal processes to reduce the harm to environment. Reduction in the quantities of industrial hazardous wastes by using eco-friendly printing solutions (e.g., Reduce paper, use a document management system, recycle ink cartridges etc.)
- **Employee Alignment:** Communicating the importance of environmental issues to our employees and motivating them to embed environmental responsibility in our work culture.



- **Influence Across Value Chain:** To be a strong influence through our vendor assessment checklist by including and encouraging our vendors and partners to embed environmental and social sustainability in their businesses.

- **Health and Safety:**

The Company will manage its units & operations in a manner that protects the health & safety of its employees, customers, contractors and the public, while fully complying with applicable laws, regulations and standards.

Our commitment includes:

- Prevent accidents and cases of work-related ill health.
- Manage health and safety risks in our workplace.
- Provide clear instructions and information, and adequate training, to ensure employees are competent to do their work.
- Provide personal protective equipment.
- Consult with our employees on matters affecting their health and safety.
- Provide and maintain safe plant and equipment.
- Ensure safe handling and use of substances.
- Maintain safe and healthy working conditions.
- Implement emergency procedures, including evacuation in case of fire or other significant incident.

Arrangements for health and safety:

1. Risk assessment

- We will complete relevant risk assessments and take action.
- We will review risk assessments when working habits or conditions change.

2. Training

- We will give staff and subcontractors health and safety induction and provide appropriate training (including chemical safety, electrical safety, health and safety awareness)
- We will provide personal protective equipment.

3. Consultation

- We will consult staff routinely on health and safety matters as they arise and formally when we review health and safety.

4. Evacuation

- We will make sure escape routes are well signed and kept clear at all times.
- Evacuation plans are tested time to time and update if necessary.



- **Social**

Our people are the foundation of our business, we focus to provide a holistic development to our employees and communities. We take pride in being an equal opportunity employer – through our commitment towards Diversity & Inclusion, Ethics and Code of Conduct ensuring to empower our employees.

Our commitment includes:

- **Diversity & Inclusion at workplace:**
Fostering a diverse and inclusive workplace to channel the best synergies between employees and the organization.
- **Training to employees:**
Empower the employees with holistic training and development opportunities and provide them with opportunities for growth. Promoting sustainability training for employees and suppliers
- **Health & Safety:**
Focus on health and safety management practices within the organization.
- **Effective engagement with Employees:**
Engage and obtain the feedback from our employees to strengthen our focus on transparency and integrity. Review & management of employee performance and appraisals
- **Human rights at workplace:**
Promoting and safeguarding human rights and implementing ethical practices at workplace. Avoidance of/ protection from sexual harassment is extended to all employees and sub-contractors and not just women
- **Stakeholder Engagement:**
Engage with stakeholders on a periodic basis for continuous feedback, improvement, and grievance redress.

6. EHSS Policy Governance

At Printmann, we have constituted an ESMS Committee with an aim to build and embed EHSS aspects across our business function. The oversight at the company level is as below:

- **Board level:** The Board of directors will have an oversight on the company's EHSS commitments and would be annually updated on the amendments/modification, developments by the ESMS Committee with respect to the policy and its implementation. The Board further reserves the right to approve the amendments as required.



- **Management level:** The ESMS Manager shall be responsible to build and embed EHSS related requirements and its implementation across our business function. Also, the committee shall oversee compliance of the policy and report any discrepancies to the Board of directors.

7. EHSS Policy Training & Communication

- All employees, all subsidiaries and associates shall adopt and imbibe the Company's objective of reducing any risk and impacts by implementation of this policy.
- All employees would receive a mandatory training regarding the implementation and adherence to the policy as a part of their new-hire induction program as well as annual refresher trainings as part of EHSS awareness to understand the impact of their activities on the environment & social.
- The policy shall be easily accessible on company's website.
- It shall also be communicated to other relevant stakeholders, such as investors, shareholders, business partners, primary suppliers as relevant.

8. EHSS Policy Review and Updation

The Company reserves the right to regularly review and make any necessary modifications to this Policy. The ESMS Committee shall review the policy annually and any amendments to the same shall be approved by the Board of Directors.

We all are committed at all time to use effective systems, metrics and achieve goals towards constant improvements in EHSS commitments.

Effective Date This policy is effective from 01st August, 2024.

Director