

# Sustainability Report

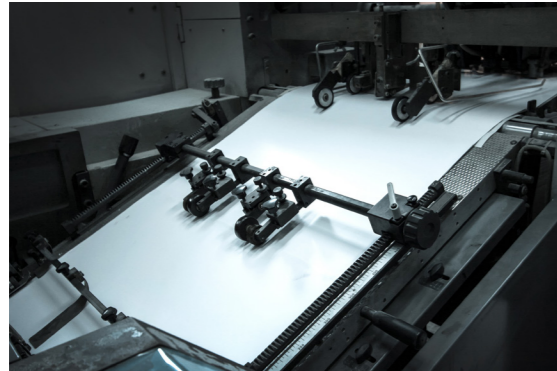


**2024-2025**

[www.thomsonpress.com](http://www.thomsonpress.com)

# Contents

## Introduction 1



- About the Report 2
- Message from Our Executive Director 3
- About Thomson Press 5
- Sustainability: A Core Business Imperative 6

## Establishing a Sustainable Foundation 9



- Stakeholder Engagement 10
- Materiality Assessment 12

## Our Pillars: Environment, Social and Governance 20



- Our Sustainability Strategy 21
- Key Achievements 21
- Circular Economy and Future Goals 22
- Alignment with SDGs 23

## Environment 25



- Our Environmental Commitment 26
- GHG Emissions Management 27
- Energy Management 42
- Water Stewardship 44
- From Waste to Worth: Circular Economy 46
- Biodiversity and Ecosystem 49
- Environmental Compliance - Air & Noise 51

## Social 54



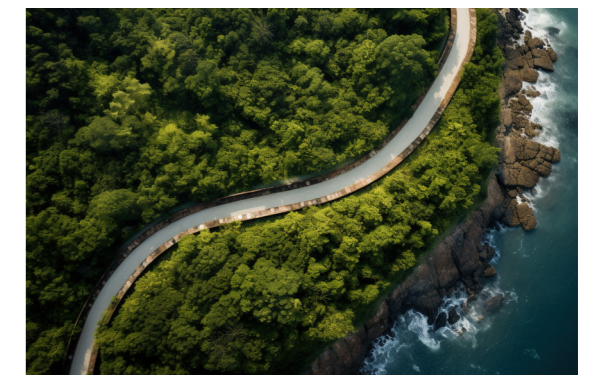
- Our Commitment to Social Responsibility 55
- People First: Nurturing Our Workforce 55
- Learning and Development 58
- Upholding Human Rights and Ethical Labour Practices 60
- Responsible Wage Practices and Living Wage Alignment 65
- Safeguarding the Rights of Migrant Employees 68
- Health, Safety, and Well-Being 69
- Breaking Barriers: Advancing Gender Equality 74
- Partnering with Communities: Driving Social Development 76

## Governance 79



- Strengthening Governance for a Sustainable Future 80
- Ethics as Cornerstone: Upholding Integrity in Business 80
- Managing Risk, Ensuring Resilience 87
- Supply Chain Management 90

## Way Forward: Our Vision for Sustainable Growth 97



# Introduction

## Topics Addressed

- About the Report
- Message from Our Executive Director

## GRI Linkages

GRI 2-1 GRI 2-2 GRI 2-3 GRI 2-4 GRI 2-5 GRI 2-6 GRI 2-7 GRI 2-22

## SDG Contributions



## About the Report

GRI 2-1, 2-2, 2-3, 2-4, 2-5

Thomson Press India Private Limited places sustainability at the heart of its operations. As a prominent commercial printing and allied services organisation, the company recognises its duty to operate in an environmentally responsible and socially considerate manner. Our sustainability journey is anchored in our corporate vision and values, guiding us to integrate ethical conduct, resource stewardship, and meaningful community engagement into every aspect of our business strategy.

This Sustainability Report for FY 2024-25, prepared with reference to the Global Reporting Initiative (GRI) Standards, presents a clear and comprehensive account of our sustainability performance. It captures our environmental footprint, social initiatives, governance approach, and progress against strategic targets across our four manufacturing facilities, corporate offices, and interactions with customers, suppliers, and communities.

The reporting period extends from 1 April 2024 to 31 March 2025 and encompasses the following dimensions:

- Environmental performance, covering greenhouse gas emissions, energy, water, and waste management.
- Social performance, including employee welfare, safety, diversity, and stakeholder engagement.
- Governance practices, ensuring ethical decision-making and responsible business management.

Sustainability is a fundamental business requirement for Thomson Press. We acknowledge the realities of climate change, resource constraints, and social inequality, and we continue to take deliberate action to reduce risks and create shared value. Our sustainability integration fosters a culture of responsibility and innovation, and this report serves as a vital instrument to monitor our progress, highlight achievements, and define our future aspirations.

## A Message from Our Executive Director



**Cushrow Jal Jassawala**  
Executive Director,  
Thomson Press India Private Limited



Dear Stakeholders,

The global shift towards sustainability-centred business models is reshaping industries and expectations. At Thomson Press, we recognise that responsible growth is the only sustainable path forward. As a leading printing organisation, we remain conscious of our environmental impact and are committed to delivering exceptional quality whilst reducing our ecological footprint.



In FY 2024-25, we strengthened our sustainability framework significantly. A detailed materiality assessment enabled us to identify priority areas, and we have begun implementing measures to reduce our carbon emissions, optimise resource use, and enhance our environmental management systems. In response to the rising emphasis on ESG performance, we have invested in renewable energy, efficient production technologies, and robust waste management practices.

Our stakeholder engagement framework ensures open dialogue with employees, customers, suppliers, investors, and regulatory bodies. We have introduced initiatives to improve employee well-being, workplace safety, and diversity and inclusion, emphasising our belief that a truly sustainable business creates shared value for all.

Looking ahead, we will accelerate the integration of sustainability into our business identity. Our objectives include increasing renewable energy usage, reducing water consumption, advancing circular economy initiatives, and expanding our social development programmes.

We thank all stakeholders for their continued support. Together, we aim to set new standards for sustainability and responsible business within the printing industry.

**Cushrow Jal Jassawala**  
Executive Director,  
Thomson Press India Private Limited



## About Thomson Press

GRI 2-1, 2-2, 2-3, 2-4, 2-5, 2-6, 2-7



Established in 1967, Thomson Press is one of the largest commercial printing and allied services providers in the Indian subcontinent. With four advanced facilities in the National Capital Region, we offer comprehensive offset printing solutions to a range of industries. Our expertise spans monochrome and multicolour printing, automated binding, finishing, and distribution services that uphold the highest standards of quality and efficiency.

### Our portfolio includes

- Books, including educational titles, coffee table books, religious texts, dictionaries, and multicolour editions.
- Magazines, brochures, catalogues, and annual reports.
- Point-of-sale materials.
- Corporate communication products, such as marketing collateral and newsletters.
- Specialised packaging solutions designed for high-quality and sustainable product requirements.
- Security printing for confidential and sensitive material, including examination papers, certificates, and government documents.

With more than five decades of experience, we have become a trusted printing partner for domestic and global clients, distinguished by our commitment to quality, customer satisfaction, and sustainable operations.

## Our Commitment

Thomson Press has cultivated a reputation for excellence through the adoption of advanced printing technologies and automated processes. Our continuous investment in energy-efficient machinery, high-speed printing presses, and digital workflows enhances production efficiency whilst reducing environmental impact.

We uphold internationally recognised quality standards, guided by ISO 12647 for graphic technology, and are accredited with ISO 9001, ISO 14001, FSC, PEFC, SA8000, SMETA, and ISO 45001 certifications. These certifications reflect our dedication to quality, safety, and environmental responsibility.

Innovation remains central to our progress. Our R&D team actively explores new materials, digital enhancements, and customised printing solutions to meet evolving customer requirements. Digitisation across prepress operations enables real-time tracking, minimises manual errors, and ensures precision in colour reproduction. Our state-of-the-art machinery, including advanced binding and case-making equipment, ensures accuracy and durability across every printed product.

Our export footprint spans more than 100 countries, supported by well-established logistics channels through major Indian ports. We also maintain strong digital printing capabilities to service short-run and print-on-demand requirements efficiently.

## Sustainability: A Core Business Imperative

GRI 2-22



Sustainability forms an integral part of Thomson Press's identity. The organisation has embraced circular economy principles that prioritise waste reduction, enhance energy efficiency, and the use of environmentally responsible raw materials.

Our key sustainability measures include:



**Energy Efficiency:**

Investments in solar energy, high-efficiency lighting systems, and energy-saving technologies that contribute to lower carbon emissions.



**Responsible Sourcing:**

Procurement of FSC-certified paper, vegetable-based inks, and recycled inputs to ensure ethical and sustainable material use.



**Waste Reduction:**

Introduction of paper recycling initiatives, wastewater treatment facilities, and digital workflows that minimise waste generation. Printing machinery is optimised to operate in single, two, and multicolour modes, allowing greater efficiency and reduced wastage.



**Carbon Footprint Management:**

Ongoing monitoring and reduction of Scope 1, Scope 2, and Scope 3 emissions in alignment with international sustainability frameworks.



**Water Conservation:**

Deployment of advanced filtration and treatment technologies to decrease water consumption within production processes.



**Sustainable Packaging:**

Expansion into biodegradable and recyclable packaging solutions to support industries seeking environmentally conscious alternatives.



**Eco-friendly Inks and Chemicals:**

Use of low-VOC and non-toxic inks to promote safer and more sustainable printing practices.









**Plastic Reduction:**

Gradual elimination of single-use plastics across packaging and production operations.

Through these measures, Thomson Press is committed to balancing economic progress with environmental stewardship, ensuring that the business delivers long-term value to society while maintaining the highest standards of product quality for its clients.

**Our Core Values**

Our corporate values, shaped by more than five decades of experience, underpin our operations and guide our decision-making processes, reaffirming our dedication to ethical and sustainable business conduct:

 <p><b>Customer Focus</b> Providing timely, high-quality solutions that consistently meet and exceed client expectations.</p>	 <p><b>Operational Excellence</b> Pursuing efficiency, continuous improvement, and innovation across all functions of the organisation.</p>	 <p><b>Sustainability</b> Integrating environmentally responsible practices into our operations and product development.</p>
 <p><b>Employee Empowerment</b> Cultivating an inclusive workplace that prioritises skill enhancement, well-being, and safety.</p>	 <p><b>Integrity and Ethics</b> Demonstrating transparency, accountability, and principled behaviour in all business dealings.</p>	 <p><b>Collaboration</b> Building strong partnerships with suppliers, customers, and stakeholders to advance sustainability and shared progress.</p>

Thomson Press remains committed to advancing innovation, sustainability, and exceptional service. Our strategic direction emphasises the expansion of sustainable printing practices, the integration of advanced technologies, and enhanced community engagement. We have also adopted ambitious Net Zero objectives for 2050, to be achieved through renewable energy, energy efficiency enhancements, and offset mechanisms.

By promoting inclusive growth, responsible sourcing, and continuous innovation, we aim to redefine the future of sustainable printing.

# Establishing a Sustainable Foundation

## Topics Addressed

- Stakeholder Engagement
- Materiality Assessment

## GRI Linkages

GRI 2-29 GRI 3-1 GRI 3-2 GRI 3-3

## SDG Contributions



## Stakeholder Engagement

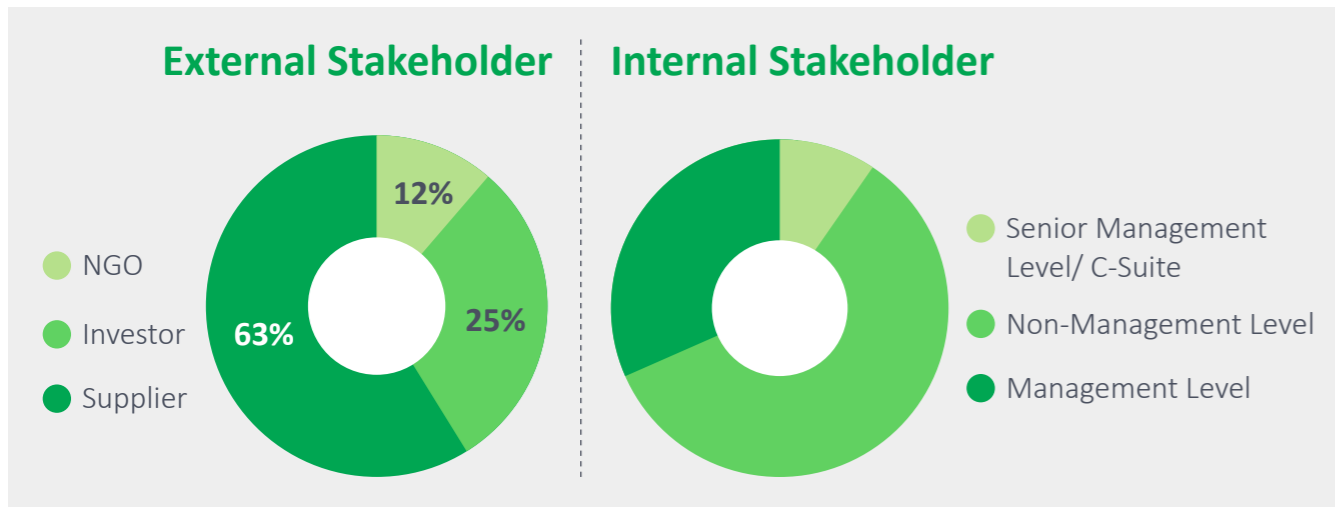
GRI 2-29

Stakeholder engagement is a central pillar of Thomson Press’s sustainability approach. We recognise that open, transparent, and ongoing communication with our stakeholders enables us to identify priorities, manage risks effectively, and drive meaningful progress. Our engagement framework ensures that the perspectives, expectations, and concerns of our diverse stakeholder groups are systematically reflected in our business decisions.

We interact with a wide range of stakeholders, including employees, customers, investors, suppliers, regulators, and community organisations. By nurturing strong and trusted relationships, we enhance our capacity to generate long-term value, address material sustainability issues, and align our strategic direction with stakeholder needs.

Our stakeholder engagement process is designed to be proactive, inclusive, and responsive to evolving industry trends and expectations. The table below outlines our principal stakeholder groups, their key areas of interest, and the mechanisms through which we engage with them.

Stakeholder Group	Key Concerns	Engagement Mechanisms
<b>Employees</b>	Workplace safety, career growth, inclusivity, fair compensation	Employee feedback surveys, training programs, town halls, open-door policy
<b>Customers</b>	Product quality, sustainability, ethical sourcing, competitive pricing	Customer satisfaction surveys, industry forums, dedicated client support teams
<b>Suppliers</b>	Ethical sourcing, supply chain transparency, collaboration	Supplier audits, sustainability training, long-term partnerships
<b>Investors</b>	ESG performance, financial stability, risk management	Annual sustainability reports, investor calls, shareholder meetings
<b>Regulators and Industry Bodies</b>	Compliance, environmental impact, ethical business conduct	Periodic compliance reports, policy advocacy, industry alliances
<b>Communities and NGOs</b>	Corporate social responsibility, environmental protection, employment generation	CSR initiatives, community outreach program, collaborative social impact projects



More than 44 stakeholders were engaged through a range of communication channels, ensuring that the assessment benefited from a broad spectrum of perspectives. To support informed decision-making, Thomson Press systematically reviewed and analysed the data, feedback, and insights gathered from surveys, questionnaires, interviews, and other forms of stakeholder interaction. Each stakeholder’s input was weighted based on their level of influence and the extent to which their views affect business operations, enabling the development of a prioritised list of material topics. An essential part of the process involved validating these prioritised topics to confirm their accuracy, relevance, and alignment with the company’s sustainability objectives and stakeholder expectations. Through this validation step, the initial set of 23 ESG issues was refined to seventeen key priority topics. The next section discusses materiality, identification of material topics and their prioritisation.



## Materiality

GRI 3-1, 3-2, 3-3

In the current global business landscape, Environmental, Social, and Governance (ESG) considerations have become central to shaping corporate strategy and organisational decision-making. Companies across the world increasingly recognise the importance of embedding ESG principles within their operations, not only to meet regulatory expectations but also to respond to the growing demands of socially responsible and environmentally aware stakeholders.

The ESG Materiality Assessment has emerged as an essential tool in supporting sustainable business practices. This structured process enables organisations to identify, evaluate, and prioritise ESG issues that hold the greatest relevance to their activities, industry context, and stakeholder groups. It examines the potential influence of these issues on financial performance, corporate reputation, and long-term resilience.

Although the detailed methodology is presented later in this report, the assessment generally involves a series of key steps designed to capture both organisational impact and stakeholder perspectives. Its value lies in strengthening risk management by highlighting ESG-related risks that may otherwise lead to financial penalties, regulatory non-compliance, or reputational harm. It also enhances strategic decision-making by clarifying which ESG matters warrant the greatest focus, thereby supporting more sustainable and informed choices. Furthermore, it helps build stakeholder confidence by demonstrating transparency and a commitment to responsible business conduct.

---

Data Collection

---

Stakeholder Engagement

---

Materiality Matrix and Annual Review

---

Integration into Strategy

---

In line with our sustainability objectives, Thomson Press undertook its first ESG Materiality Assessment, guided by the GRI Standards and drawing on frameworks such as MSCI, DJSI, and SASB. This exercise marks an important milestone in identifying the environmental, social, and governance issues most significant to our operations, our stakeholders, and the wider sector. Through a combination of stakeholder feedback and industry benchmarking, we have prioritised twenty-two ESG material topics that will inform our sustainability road map and enable us to address key challenges and emerging opportunities effectively.

## Approach

Thomson Press identifies its material topics through an approach aligned with the Global Reporting Initiative (GRI) Standards. The assessment boundary for this ESG Materiality Assessment covers the reporting period from 1st April 2024 to 31st March 2025. Thomson Press, a leading provider of commercial printing and allied services, has been evaluated using ESG indicators relevant to the printing and manufacturing sectors, with a focus on sustainability and responsible business practices central to its operations. The organisational boundary for this assessment includes the company's three active manufacturing units in India and its headquarters, reflecting its commitment to embedding sustainability across its production activities and wider organisational footprint. The materiality boundary encompasses the environmental, social, and governance parameters under which Thomson Press's priority issues have been evaluated, ensuring that the assessment captures the full spectrum of factors most significant to the business and its stakeholders.

This process involves a detailed assessment based on two key dimensions: Business Impact (X-axis) and Stakeholder Perception (Y-axis). The methodology underscores the importance of balancing the organisation's internal priorities with the perspectives and expectations of its stakeholders.

### Business Impact (X-axis)

This dimension considers the degree to which a topic influences the organisation from operational, financial, and reputational standpoints. Thomson Press evaluates this aspect using a variety of data sources, including internal surveys, analyses of sectoral trends, and relevant research insights. The X-axis also accounts for the extent to which the company itself contributes to or influences the topic, recognising both its operational footprint and strategic influence.

### Stakeholder Perception (Y-axis)

This dimension reflects the level of importance attributed to each topic by external stakeholders, including customers, investors, regulators, and the wider community. Information is gathered through stakeholder surveys, publicly available data, peer benchmarking, and internal records. The Y-axis therefore indicates how stakeholders perceive the significance of each issue and the degree of attention it warrants.

By applying this two-dimensional assessment, Thomson Press has been able to identify material topics that appropriately balance their organisational impact with stakeholder priorities. This ensures that the issues selected for action are both operationally meaningful and aligned with external expectations, guiding the company towards more effective decision-making and responsible sustainability performance.



### Environment

- Energy Compliance
- Biodiversity
- Water and Effluents
- Energy
- Waste
- Emissions
- Supplier Environment Assessment
- Circularity



### Social

- Labor/Management Relations
- Employment
- Occupational Health and Safety
- Training and Education
- Non-discrimination
- Freedom of Association and Collective Bargaining
- Child labor
- Diversity and Equal Opportunity
- Security Practices
- Indigenous Rights
- Indirect Economic Impacts
- Procurement Practices



### Governance

- Economic Performance
- Business Ethics
- Governance

## Identification of Material Topics

Thomson Press began its ESG Materiality Assessment by developing a comprehensive list of potential material topics. This was achieved with the use of internationally recognised ESG frameworks, including MSCI, DJSI, and SASB, supported by detailed desktop research to identify issues relevant to the manufacturing sector and closely aligned with the company's operations. As part of this process, a peer benchmarking exercise was conducted to evaluate Thomson Press's sustainability performance in comparison with industry counterparts.

The benchmarking aimed to deepen understanding of the ESG landscape by identifying sustainability themes pertinent to

businesses within the sector, highlight gaps and opportunities by comparing current practices with those of peers, inform the materiality assessment by providing valuable insights and data, and capture topics of importance to both internal and external stakeholders. A carefully selected group of peer companies, representing domestic and international best practices, formed the basis of this analysis.

Through this rigorous review, thirty-four ESG topics were initially identified as potentially material, spanning environmental, social, and governance dimensions and reflecting emerging industry trends and stakeholder priorities. This structured approach ensured that the final selection of material topics is well aligned with Thomson Press's sustainability objectives and the expectations of its diverse stakeholder base.

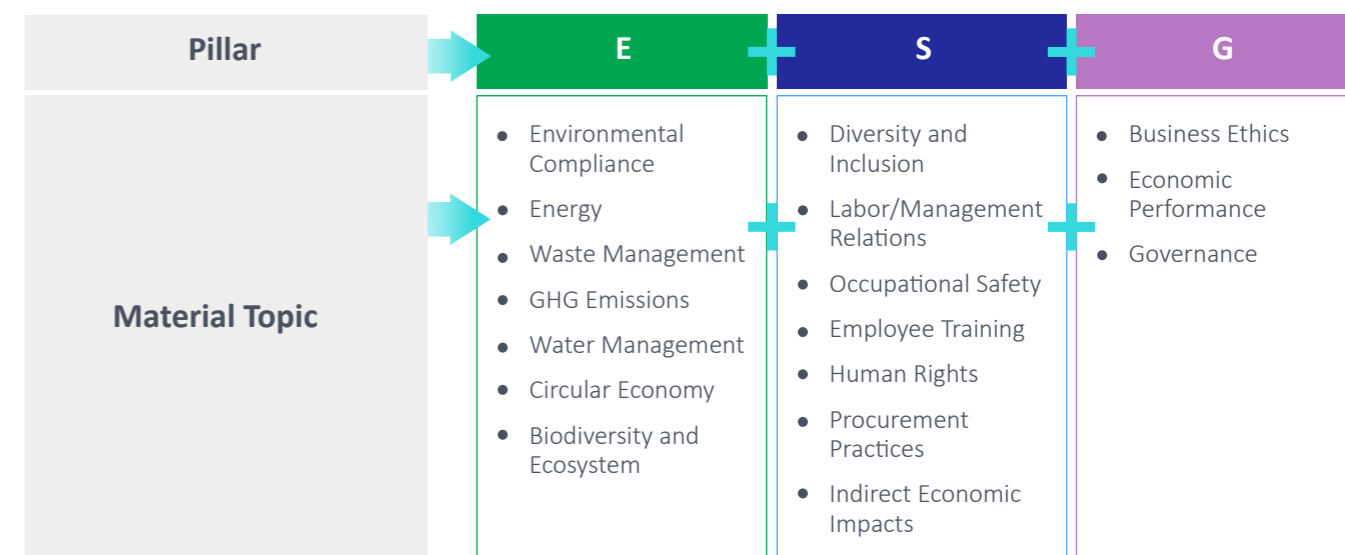
### Priority Material Topics

An initial set of thirty material topics across the Environmental, Social, and Governance categories was identified by drawing on internationally recognised frameworks such as MSCI, DJSI, and SASB, alongside benchmarking material issues observed within peer industries. A subsequent in-depth review of Thomson Press's sector-specific policies, operational activities, and organisational functions enabled

this list to be refined to twenty-two topics that most closely reflect the company's strategic priorities. This was followed by a structured stakeholder engagement exercise involving both internal and external stakeholder groups to evaluate and rank the shortlisted topics. Through this process, seventeen material issues emerged as high priority, representing those most significant to the company's operations and stakeholder interests.



### Identified Material Topics



Environmental Topics	Social Topics	Governance Topics
Energy Efficiency & Renewable Energy	Occupational Health & Safety	Business Ethics & Anti-Corruption
GHG Emissions Reduction	Diversity, Equity & Inclusion	Economic Performance & Market Presence
Water Management & Effluents	Employee Training & Development	Data Privacy & Cybersecurity
Waste Management & Circular Economy	Labor/ Management Relations	Sustainable Procurement
Biodiversity & Ecosystem Impact	Community Development & CSR	
Supplier Environmental Assessment Human Rights & Ethical Practices	Human Rights & Ethical Practices	
Environmental Compliance	Indirect Economic Impacts	

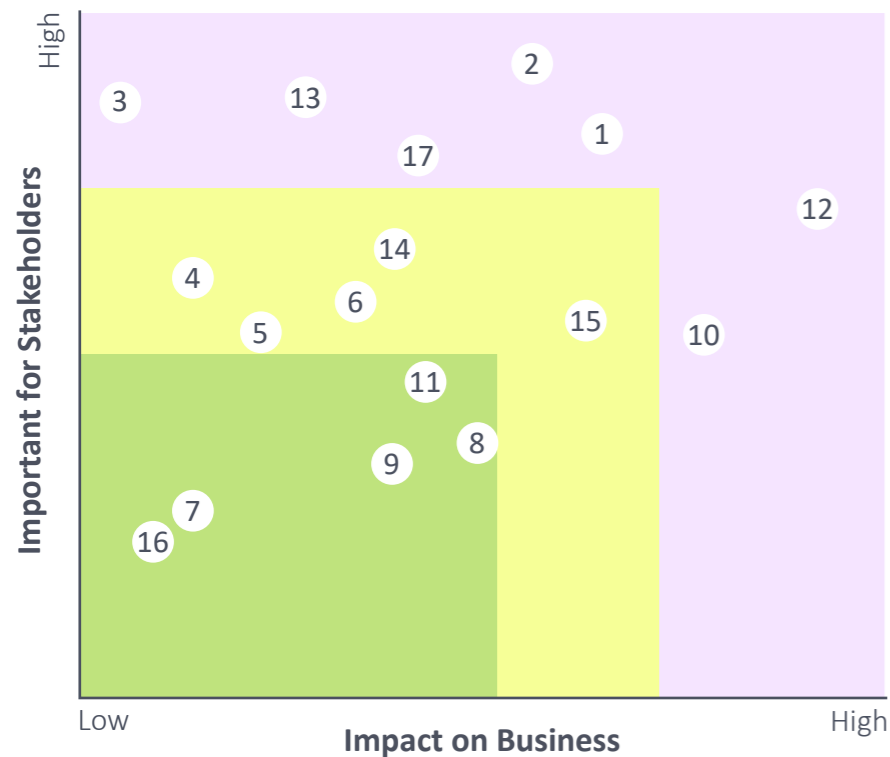
ESG Materiality Assessment at Thomson Press concluded with the creation of a materiality matrix, which provides a visual representation of the relative importance of various ESG issues based on their relevance to the organisation and their significance to stakeholders. Displayed as a two-dimensional grid, the matrix illustrates the company's level of impact or performance on each issue along one axis, while the other captures the degree of stakeholder interest or concern. This tool enables Thomson Press to align its sustainability priorities with both internal objectives and external expectations by concentrating efforts on the issues that matter most.

To support effective prioritisation, the company applied a structured set of impact criteria. High impact issues are those that hold considerable importance for the organisation and are of

strong interest to stakeholders, requiring focused management due to their potential implications for operations, reputation, and long-term resilience. Medium impact issues carry notable significance for the business but may not correspond equally with stakeholder concerns, or vice versa; these topics should still be addressed, albeit with proportionate levels of attention and communication. Low impact issues have limited influence on the organisation and attract minimal stakeholder concern, warranting periodic monitoring rather than significant resource allocation.

By applying these impact definitions within the materiality matrix, Thomson Press was able to categorise and prioritise ESG topics effectively, ensuring a targeted and strategic approach to sustainability management.

### Materiality Matrix



1. Environmental Compliance
2. Energy
3. Waste Management
4. GHG Emissions
5. Water Management
6. Circular Economy
7. Biodiversity and Ecosystem
8. Diversity and Inclusion
9. Labor/Management Relations
10. Occupational Safety
11. Employee Training
12. Human Rights
13. Business Ethics
14. Procurement Practices
15. Economic Performance
16. Indirect Economic Impacts
17. Governance

### Integrating Materiality Findings Into Our Business Strategy

Material Topic	Relevance to Thomson Press
Environmental Compliance	Adhering to environmental regulations is crucial to minimise impact and maintain operational licenses.
Energy	Optimising energy consumption and adopting energy-efficient technologies to reduce reliance on non-renewable sources and improve sustainability.
Waste Management	Implementing waste reduction and recycling strategies to minimise environmental impact and improve resource utilization.
GHG Emissions	Monitoring and reducing emissions, especially energy usage, to minimise the carbon footprint and support decarbonization goals.
Water Management	Reducing water consumption and adopting recycling practices to minimise environmental impact.
Circular Economy	Maximising material reuse and adopting recycling practices to support sustainability by reducing waste and enhancing efficiency.
Biodiversity and Ecosystem	Sourcing materials responsibly and supporting environmental conservation efforts to minimise negative impacts on ecosystems.
Diversity and Inclusion	Promoting a diverse and inclusive workplace to encourage innovation, creativity, and better decision-making.
Labor/Management Relations	Ensuring a positive and productive work environment through fair labor practices, open communication, and employee engagement.
Occupational Safety	Prioritising employee safety through regular training, risk assessments, and safety protocols to reduce workplace accidents and health risks.
Employee Training	Providing continuous training to improve skills, adopt new technologies, and enhance safety practices to foster employee development.
Human Rights	Ensuring fair wages, safe working conditions, and the prohibition of child or forced labor, particularly throughout the supply chain.
Business Ethics	Upholding integrity and transparency in all business dealings to maintain the company's reputation and trust with stakeholders.
Procurement Practices	Sourcing materials sustainably and ensuring ethical practices in procurement to reduce environmental and social impacts.
Economic Performance	Maintaining profitability and reinvesting innovation to ensure long-term success and competitive advantage.
Indirect Economic Impacts	Creating jobs, supporting suppliers, and contributing to local and global economies to enhance the company's social impact and corporate reputation.

Thomson Press recognises that materiality priorities shift over time in response to evolving regulations, stakeholder expectations, and wider industry developments. To remain forward-looking, we aim to:

- Undertake periodic materiality assessments to identify emerging ESG risks and opportunities.
- Strengthen stakeholder engagement to ensure our sustainability objectives support broader business growth.
- Incorporate climate-related financial disclosures into our reporting framework to enhance transparency.
- Advance data-driven ESG monitoring to track performance and progress against key targets.

Our sustainability commitment is grounded in understanding and addressing the most significant ESG issues. By integrating materiality insights into our strategic planning, Thomson Press continues to deliver positive environmental, social, and economic outcomes while reinforcing long-term organisational resilience.



# Our Pillars: Environment, Social and Governance

## Topics Addressed

- Our Sustainability Strategy
- Key Achievements
- Circular Economy and Future Goals
- Alignment with SDGs

## GRI Linkages

GRI 2-22 GRI 3-3 GRI 201-2 GRI 302-4 GRI 306-2 GRI 308-1

## SDG Contributions



## Context

At Thomson Press, sustainability is a core element of our business philosophy and not merely an aspirational objective. As a leading commercial printing company, we acknowledge our responsibility to minimise environmental impacts, contribute positively to social well-being, and uphold robust governance standards. Our sustainability approach is comprehensive and integrated, encompassing environmental stewardship, workforce empowerment, ethical

business conduct, and proactive stakeholder engagement. We are committed to embedding sustainability across all aspects of our operations to ensure long-term resilience, competitiveness, and future readiness.

Through the adoption of sustainable innovations, energy-efficient technologies, and strategic partnerships, we continually work to strengthen our environmental performance while enabling responsible growth and sustained value creation.

## Our sustainability strategy is structured around three core pillars



### Environment Responsibility

Reducing carbon emissions, conserving resources, and promoting eco-friendly materials.



### Social Commitment

Empowering our workforce, ensuring workplace safety, and driving community engagement.



### Governance and Ethics

Strengthening corporate governance, ensuring compliance, and promoting responsible sourcing.

## Our Key Achievements Include

- **Energy Efficiency Enhancements:** Deployment of solar power systems, high-efficiency lighting, and energy-efficient equipment, resulting in a 1.30 percent reduction in overall energy consumption.
- **Waste Reduction Initiatives:** Implementation of recycling programmes, digital transformation initiatives to minimise paper use, and responsible disposal of printing materials, contributing to zero waste being sent to landfill.
- **Carbon Footprint Reduction:** Adoption of low-carbon production processes and the use of sustainable raw materials, leading to a reduction of 2,016.42 tCO<sub>2</sub>e in combined Scope 1 and Scope 2 emissions.
- **Sustainable Procurement Practices:** Procurement of FSC-certified paper, biodegradable packaging materials, and non-toxic inks, reinforcing our commitment to environmentally responsible sourcing.

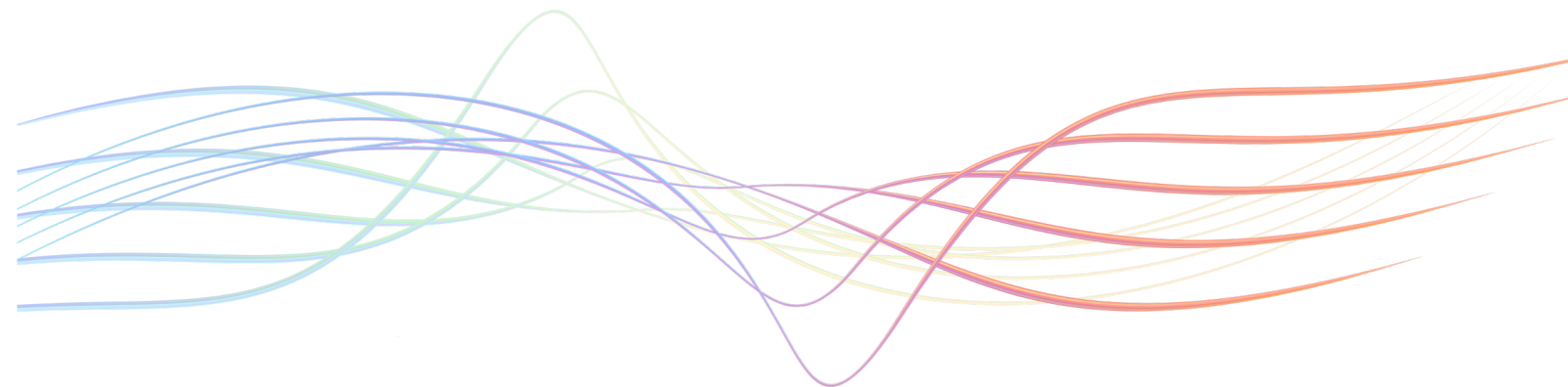
## Circular Economy and Goals for the Future

A key focus of our sustainability strategy is the transition towards a circular economy model. By re-evaluating and optimising our production processes, we aim to achieve the following outcomes:

- **Maximising Material Efficiency:** Strengthening paper recovery and reuse practices to reduce overall raw material consumption.
- **Adopting Green Chemistry:** Implementing safer, low-VOC and non-toxic inks to minimise environmental and health impacts.
- **Reducing Single-Use Plastics:** Phasing out unnecessary plastic packaging in favour of biodegradable and recyclable alternatives.

We remain committed to strengthening our life cycle impact assessments to further refine our sustainability strategy and systematically measure progress against our objectives. Looking ahead, we have established ambitious sustainability objectives to be achieved by 2030, reinforcing our long-term commitment to responsible growth and environmental stewardship:

- **Carbon Emissions Reduction:** Reduce carbon emissions by 63.06 percent through increased adoption of renewable energy and continuous process optimisation.
- **Renewable Energy Transition:** Achieve 100 percent renewable energy consumption across total energy use.
- **Zero Waste to Landfill:** Attain zero waste to landfill by strengthening waste management systems and expanding recycling programmes.
- **Employee Capability Building:** Expand sustainability training programmes to embed a strong culture of environmental responsibility across the workforce.
- **Responsible Supply Chain Engagement:** Engage 67 suppliers in sustainable procurement initiatives to promote responsible practices and drive positive change across the value chain.



## Key SDGs Aligned with Our Business and Sustainability Goals

 <p><b>SDG 3: Good Health and Well-Being</b></p>	<p><b>Occupational Health and Safety:</b> Ensuring a safe and healthy working environment for all employees through comprehensive occupational health and safety programmes.</p> <p><b>Employee Well-being Initiatives:</b> Implementing regular wellness initiatives, including health check-ups, mental health support, and ergonomically designed workspaces.</p> <p><b>Workplace Environmental Quality:</b> Minimising exposure to hazardous substances and enhancing indoor air quality across our facilities.</p>
 <p><b>SDG 6: Clean Water and Sanitation</b></p>	<p><b>Water Conservation Measures:</b> Implementing water conservation initiatives, including rainwater harvesting and water recycling systems.</p> <p><b>Water Use Efficiency:</b> Reducing overall water consumption through process optimisation and the adoption of low-water-use printing technologies.</p> <p><b>Wastewater Management and Compliance:</b> Strengthening wastewater treatment processes and ensuring full compliance with applicable environmental discharge regulations.</p>
 <p><b>SDG 7: Affordable and Clean Energy</b></p>	<p><b>Renewable Energy Adoption:</b> Increasing reliance on renewable energy sources, including the installation of solar power systems at our production facilities.</p> <p><b>Energy Efficiency Improvements:</b> Enhancing energy efficiency through the adoption of modern printing technologies and low-energy equipment.</p> <p><b>Emissions Reduction:</b> Reducing Scope 1 and Scope 2 carbon emissions by transitioning to sustainable and low-carbon energy alternatives.</p>
 <p><b>SDG 8: Decent Work and Economic Growth</b></p>	<p><b>Inclusive and Diverse Workplace:</b> Fostering a fair, inclusive, and diverse working environment that promotes equal opportunities for all employees.</p> <p><b>Ethical Labour Practices:</b> Upholding ethical labour practices and ensuring compliance with internationally recognised labour and human rights standards.</p> <p><b>Employee Development and Capability Building:</b> Investing in structured training and skill development programmes to support continuous professional growth.</p> <p><b>Responsible Supply Chain Partnerships:</b> Strengthening engagement with responsible suppliers and contractors to promote fair trade and ethical business practices across the value chain.</p>

 <p><b>SDG 9: Industry, Innovation, and Infrastructure</b></p>	<p><b>Sustainable Innovation in Manufacturing:</b> Integrating sustainable innovation into manufacturing processes to minimise waste generation and emissions.</p> <p><b>Investment in Green Technologies:</b> Investing in environmentally responsible technologies, including digital printing solutions and the use of biodegradable materials.</p> <p><b>Circular Supply Chain Resilience:</b> Enhancing supply chain resilience through the adoption of circular economy principles and resource-efficient practices.</p>
 <p><b>SDG 12: Responsible Consumption and Production</b></p>	<p><b>Responsible Paper Sourcing:</b> Prioritising the use of FSC-certified and recycled paper to minimise the impact on forests and biodiversity.</p> <p><b>Zero-Waste Approach:</b> Implementing a zero-waste policy through the reduction, reuse, and recycling of production materials.</p> <p><b>Eco-Friendly Materials:</b> Transitioning to environmentally safe inks and non-toxic chemicals within our printing processes.</p> <p><b>Promoting Sustainable Consumption:</b> Encouraging clients to adopt sustainable practices by offering carbon-neutral printing solutions.</p>
 <p><b>SDG 13: Climate Action</b></p>	<p><b>Science-Based Emissions Targets:</b> Establishing science-based targets for greenhouse gas emissions reduction and committing to achieving net-zero emissions by 2035.</p> <p><b>Carbon Intensity Reduction:</b> Lowering carbon intensity through energy-efficient operations and sustainable transport and logistics practices.</p> <p><b>Climate Action Advocacy:</b> Promoting awareness and engagement on climate action among employees, suppliers, and industry partners.</p>
 <p><b>SDG 15: Life on Land</b></p>	<p><b>Biodiversity Conservation:</b> Supporting biodiversity preservation by minimising our environmental impact on natural ecosystems.</p> <p><b>Afforestation and Land Restoration Partnerships:</b> Collaborating with organisations dedicated to afforestation and the restoration of degraded land.</p> <p><b>Sustainable Sourcing Practices:</b> Implementing responsible sourcing policies to prevent deforestation and land degradation.</p>
 <p><b>SDG 17: Partnerships for the Goals</b></p>	<p><b>Collaborative Sustainability Efforts:</b> Partnering with government agencies, NGOs, and industry leaders to advance sustainability initiatives.</p> <p><b>Stakeholder Engagement and Co-Creation:</b> Working closely with customers and suppliers to develop solutions that support global sustainability objectives.</p> <p><b>Transparency and Knowledge Sharing:</b> Communicating best practices and ESG performance through transparent reporting and active stakeholder engagement.</p>

# Environment

## Topics Addressed

- Our Environmental Commitment
- GHG Emissions Management
- Energy Management
- Water Stewardship
- From Waste to Worth: Circular Economy
- Biodiversity and Ecosystem
- Environmental Compliance — Air & Noise

## GRI Linkages

GRI 2-27 GRI 3-3 GRI 201-2 GRI 302-1 GRI 302-2 GRI 302-3 GRI 302-4 GRI 302-5  
 GRI 303-1 GRI 303-2 GRI 303-3 GRI 303-4 GRI 303-5 GRI 304-1 GRI 304-2 GRI 304-3  
 GRI 304-4 GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4 GRI 305-5 GRI 305-7 GRI 306-1  
 GRI 306-2 GRI 306-3 GRI 306-4 GRI 306-5

## SDG Contributions



## Our Environmental Commitment

### Commitment to Environmental Responsibility

As a company at Thomson Press, our focus is to deliver quality printing services that not only meet the current demands of our clients but in a way that supports sustainable development. Being a leading company in the printing industry, it is our responsibility to ensure that our services do not negatively contribute to the environment. When it comes to environmental challenges, resource-intensive processes are a major area of concern.

With our use of eco-friendly materials, energy-efficient equipment, and a commitment to responsible waste management, we continue to improve our eco-credentials without compromising on the level of service our clients have come to trust. This has been achieved through continued improvements in our manufacturing process.

At Thomson Press, our thrust is still on sustainability integration throughout our business processes. By innovation, sustainable procurement practices, and continued performance improvement, we endeavour to set new standards for sustainable printing practices.

Through collaboration with stakeholders, involvement in industry partnerships, and sharing of best practices, we aim to contribute to ensuring a more sustainable printing industry and a more sustainable community.

### Our Commitment to Climate Action: Our Decarbonisation Roadmap 2050

At Thomson Press, we view addressing climate change as both a core business imperative and a moral obligation. As a leading provider of printing and allied services, we are dedicated to shifting toward a low-carbon operational model through the integration of science-based targets and innovative, proactive measures to minimize our environmental impact.

We have set ambitious goals to reduce greenhouse gas emissions across Scopes 1, 2, and 3, improve energy efficiency, expand renewable energy usage, and drive industry-wide advancements via sustainable practices.

Committed to decisive and prompt climate action, Thomson Press is advancing toward a low-carbon future. In the energy- and resource-intensive printing and publishing industry, we recognize the inherent environmental challenges while embracing opportunities for sustained progress.

This decarbonisation roadmap provides a clear, structured framework for cutting emissions in Scopes 1, 2, and 3, in line with Science Based Targets initiative guidelines. By prioritizing renewable energy sources, sustainable material sourcing, technological advancements, and collaboration with stakeholders, we target measurable strides toward net-zero emissions by 2050. It details our emission baselines, key actions, and timelines to ensure a transparent and effective transition.

With this roadmap, Thomson Press underscores our dedication to ethical operations, alignment with international climate goals, enhanced business resilience, and ongoing stakeholder confidence.

## Key Pillars of Our Decarbonisation Strategy

Our approach to building a low-carbon future is anchored in four strategic pillars:

### Carbon Reduction and Net-Zero Commitment

Reducing greenhouse gas emissions across our operations and value chain through targeted actions and continuous improvement.

### Energy Efficiency and Renewable Energy Adoption

Reducing greenhouse gas emissions across our operations and value chain through targeted actions and continuous improvement.

### Sustainable Supply Chain Management

Working collaboratively with suppliers to support emission reduction initiatives and promote responsible sourcing practices.

### Advancing Circular Economy Principles

Minimising waste generation and improving resource efficiency by promoting reuse, recycling, and sustainable material choices.

## GHG Emissions Management

GRI 305-1, 305-2, 305-3, 305-4, 305-5, 305-7

At Thomson Press, we know it's crucial to measure, monitor and reduce our carbon footprint for us to reach our low-carbon transition targets. We believe in open carbon accounting, and policies that are based on sound science of carbon emitted not as political ideology. In line with leading frameworks, such as GRI, CDP and the Science Based Targets initiative, we are continuing to evolve our Scope 1, 2 and 3 GHG emissions approach to have a comprehensive view of the impacts we have on climate change overall, as well as how effective our reduction pathways are.



## Carbon Footprint Assessment Methodology

### Methodology and Reporting Boundary

Thomson Press India Private Limited quantifies its greenhouse gas (GHG) emissions in line with the GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064-1:2018. The inventory is prepared on an operational control basis and covers 100% of emissions from the facilities Thomson Press operates.

Emissions are calculated by applying recognised emission factors to activity data gathered across fuel use, purchased electricity, refrigerants, transport and value-chain procurement. Scope 1 uses fuel-specific factors; Scope 2 applies the

Central Electricity Authority grid emission factor of 0.79 tCO<sub>2</sub>e/MWh on a location basis. Scope 3 follows a hybrid of activity-based and spend-based methods drawing on the Ecoinvent life-cycle inventory database, UK DEFRA factors and the US EEIO dataset. IPCC AR6 global warming potentials over a 100-year horizon are applied throughout.

### Emissions Summary

Thomson Press's total GHG footprint for FY 2024-25 was 60,827.60 tCO<sub>2</sub>e. Value-chain (Scope 3) emissions make up the large majority at 47,663.39 tCO<sub>2</sub>e (78.4%), followed by purchased electricity (Scope 2) at 11,271.70 tCO<sub>2</sub>e (18.5%) and direct emissions (Scope 1) at 1,892.51 tCO<sub>2</sub>e (3.1%).

Emission scope	Emissions (tCO <sub>2</sub> e)	Share of total
Scope 1- Direct emissions	1,892.51	3.1%
Scope 2- Purchased electricity	11,271.70	18.5%
Scope 3- Value chain	47,663.39	78.4%
<b>Total (Scope 1 + 2 + 3)</b>	<b>60,827.60</b>	<b>100%</b>

FY 2024-25 GHG inventory, prepared under the GHG Protocol and ISO 14064-1:2018.

### Three-year Trend

Scope	FY 2022-23	FY 2023-24	FY 2024-25
Scope 1	1,437.30	1,166.95	1,892.51
Scope 2	11,106.50	9,083.43	11,271.70
Scope 3	115,128.00#	42,479.28	47,663.39
<b>Total</b>	<b>127,671.80#</b>	<b>52,729.66</b>	<b>60,827.60</b>

All figures in tCO<sub>2</sub>e. \*Change shown for FY 2024-25 against FY 2023-24. #The FY 2022-23 Scope 3 figure rests on an earlier waste-accounting basis and is not directly comparable with later years.

The footprint rose against the prior year mainly because the inventory boundary widened to bring previously uncounted sites into scope, rather than because underlying performance worsened. The FY 2022-23 Scope 3 total is shown for reference only; it was built on a different waste-accounting basis and should not be read as comparable with the FY 2023-24 and FY 2024-25 inventories.

### Scope 1 - Direct Emissions

Fugitive emissions from refrigerants are the largest Scope 1 source at 856.64 tCO<sub>2</sub>e, just under half of the scope total. Two legacy high-GWP refrigerants, R-22 and R-134A, account for 754.10 tCO<sub>2</sub>e between them- close to 88% of all fugitive emissions. Stationary combustion is the next-largest source at 727.67 tCO<sub>2</sub>e, driven by LPG used in pantries (406.17 tCO<sub>2</sub>e) and diesel

for backup generation (262.81 tCO<sub>2</sub>e). Mobile combustion contributes 307.40 tCO<sub>2</sub>e from the company fleet and forklifts, while process emissions from effluent treatment are negligible at 0.80 tCO<sub>2</sub>e.

With direct emissions concentrated in refrigerants and on-site fuel, refrigerant replacement and electrification are the clearest levers for reducing Scope 1.

Emission source	Emissions (tCO <sub>2</sub> e)	Share of Scope 1
Fugitive emissions (refrigerants)	856.64	45.3%
Stationary combustion	727.67	38.5%
Mobile combustion	307.40	16.2%
Process emissions	0.80	0.0%
<b>Total Scope 1</b>	<b>1,892.51</b>	<b>100%</b>

Fugitive total includes R-22 (393.96), R-134A (360.14), R-32 (77.10), R-410A (25.24) and CO<sub>2</sub> (0.20) tCO<sub>2</sub>e.

### Scope 2 - Energy Indirect Emissions

Purchased grid electricity accounts for all Scope 2 emissions. The 18/35 Faridabad manufacturing unit is the dominant consumer at 8,044.73 tCO<sub>2</sub>e, more than 70% of the scope total, with C-35 Noida next at 2,425.25 tCO<sub>2</sub>e. The remaining facilities together contribute under 5%.

Because Scope 2 is concentrated at the two main manufacturing sites and the grid factor is high at 0.79 tCO<sub>2</sub>e/MWh, on-site solar and contracted renewable electricity are the most cost-effective routes to reduce these emissions.

	Emissions (tCO <sub>2</sub> e)	Share of Scope 2
<b>Total Scope 2</b>	<b>11,271.70</b>	<b>100%</b>

Fugitive total includes R-22 (393.96), R-134A (360.14), R-32 (77.10), R-410A (25.24) and CO<sub>2</sub> (0.20) tCO<sub>2</sub>e.

### Scope 3 - Value-Chain Emissions

Scope 3 is the largest part of the footprint at 47,663.39 tCO<sub>2</sub>e, or 78.4% of total emissions. Purchased Goods and Services dominates at 38,492.63 tCO<sub>2</sub>e, about four-fifths of Scope 3 and almost two-thirds of the whole inventory.

Paper procurement alone accounts for roughly 34,409 tCO<sub>2</sub>e within this category, which makes the carbon intensity of sourced paper the single most material driver of Thomson Press's footprint. Non-paper inputs such as inks, chemicals, plates and substrates add a further 4,084 tCO<sub>2</sub>e.

The remaining contributors are comparatively small: upstream transportation and distribution (4,256.44 tCO<sub>2</sub>e), fuel- and energy-related activities outside Scopes 1 and 2 (2,031.58 tCO<sub>2</sub>e), employee commuting (1,370.54 tCO<sub>2</sub>e) and capital goods (1,287.42 tCO<sub>2</sub>e). Waste generated in operations contributes only 34.58 tCO<sub>2</sub>e, around 0.1% of Scope 3, and is not a material driver of the footprint. Six categories - upstream leased assets, processing and use of sold products, downstream leased assets, franchises and investments- are not applicable to Thomson Press's operations.

Land-use change associated with virgin-fibre supply is disclosed separately at 70.64 tCO<sub>2</sub>e and sits outside the Scope 1/2/3 totals, in line with GHG Protocol convention. At 0.12% of total emissions it falls well below the 20% materiality threshold, so a separate SBTi FLAG (Forest, Land and Agriculture) target is not required; paper is instead managed as a core Scope 3 supply-chain priority.

Financial Year	Scope 3 GHG Emissions (tCO <sub>2</sub> e)
FY 2022-23	115128.00
FY 2023-24	42479.28
FY 2024-25	47663.39



Category Wise Scope 3 Emissions

Upstream/Downstream	Category	GHG Protocol category	Emissions (tCO <sub>2</sub> e)	Share of Scope 3
Upstream Emissions	1	Purchased goods and services	38,492.63	80.8%
	2	Capital goods	1,287.42	2.7%
	3	Fuel- and energy-related activities	2,031.58	4.3%
	4	Upstream transportation and distribution	4,256.44	8.9%
	5	Waste generated in operations	34.58	0.1%
	6	Business travel	145.94	0.3%
	7	Employee commuting	1,370.54	2.9%
	8	Upstream leased assets	Not applicable	-
Downstream Emissions	9	Downstream transportation and distribution	9.37	0.0%
	10	Processing of sold products	Not applicable	-
	11	Use of sold products	Not applicable	-
	12	End-of-life treatment of sold products	34.88	0.1%
	13	Downstream leased assets	Not applicable	-
	14	Franchises	Not applicable	-
	15	Investments	Not applicable	-
<b>Total Scope 3</b>			<b>47,663.39</b>	<b>100%</b>

GHG Intensity:

Financial Year	GHG Emission Intensity (Scope 1+2) (tCO <sub>2</sub> eq per Revenue in CR.)
FY 2022-23	22.01
FY 2023-24	17.98
FY 2024-25	21.94

Decarbonization Strategy and Targets

Scope 1: Direct Emissions

Science-Based Targets

Thomson Press India Private Limited has set emission-reduction targets that have been submitted to the Science Based Targets initiative (SBTi), using FY2024 as the base year. The near-term target, to be met by FY2035, is a 64.4% absolute reduction in combined Scope 1 and Scope 2 emissions and a 34.0% absolute reduction in Scope 3 emissions. The long-term target, to be met by FY2050, is a 90.0% absolute reduction in both Scope 1 and 2 and

Scope 3 emissions. Together these underpin the company's commitment to net-zero greenhouse gas emissions across the value chain by FY2050.

Because land-use-change emissions are immaterial- 0.12% of the footprint, well below the 20% SBTi FLAG threshold- no separate Forest, Land and Agriculture (FLAG) target is required, and paper is addressed within the Scope 3 target.

Scope	Near-term - by FY2035	Long-term - by FY2050
Scope 1 + 2	-64.4%	-90.0%
Scope 3	-34.0%	-90.0%

Absolute reduction targets from a FY2024 base year, submitted to the SBTi. Commitment to net-zero greenhouse gas emissions across the value chain by FY2050.

Indicative Absolute Pathway

Scope	FY 2022-23	FY 2023-24	FY 2024-25
Scope 1	1,437.30	1,166.95	1,892.51
Scope 2	11,106.50	9,083.43	11,271.70
<b>Total</b>	<b>127,671.80#</b>	<b>52,729.66</b>	<b>60,827.60</b>

In tCO<sub>2</sub>e. The FY2024 base year corresponds to Thomson Press's FY2023-24 inventory (Scope 1 1,166.95; Scope 2 9,083.43; Scope 3 42,479.28). Target columns apply the SBTi percentage reductions to the base year; figures may not sum exactly because of rounding.

Submitted Target Language

**Near-term**

Thomson Press India Private Limited commits to reduce absolute Scope 1 and 2 GHG emissions 64.4% by FY2035 from a FY2024 base year. Thomson Press India Private Limited also commits to reduce absolute Scope 3 GHG emissions 34.0% within the same timeframe.

**Long-term**

Thomson Press India Private Limited commits to reduce absolute Scope 1 and 2 GHG emissions 90.0% by FY2050 from a FY2024 base year. Thomson Press India Private Limited also commits to reduce absolute Scope 3 GHG emissions 90.0% within the same timeframe.

**Net-zero**

Thomson Press India Private Limited commits to achieve net-zero greenhouse gas emissions across the value chain by FY2050.

Target language as submitted to the SBTi.

**Decarbonization Levers**

**Renewable electricity (Scope 2)**

A 9.5 MW solar portfolio- captive rooftop solar at the Faridabad sites together with an open-access power purchase agreement - underpins a shift toward fully renewable electricity. As purchased grid power is the company's largest controllable source after paper, this is the single biggest block of abatement for the Scope 1 and 2 target, and much of it is delivered at or below grid cost.

**Paper and suppliers (Scope 3)**

Raising recycled-fibre content over time (from about 15% today toward 90% by 2050), moving sources to FSC or PEFC certification, and engaging suppliers to provide primary data and set their own science-based targets are

the principal levers for the Scope 3 reduction, given the weight of paper procurement in the footprint.

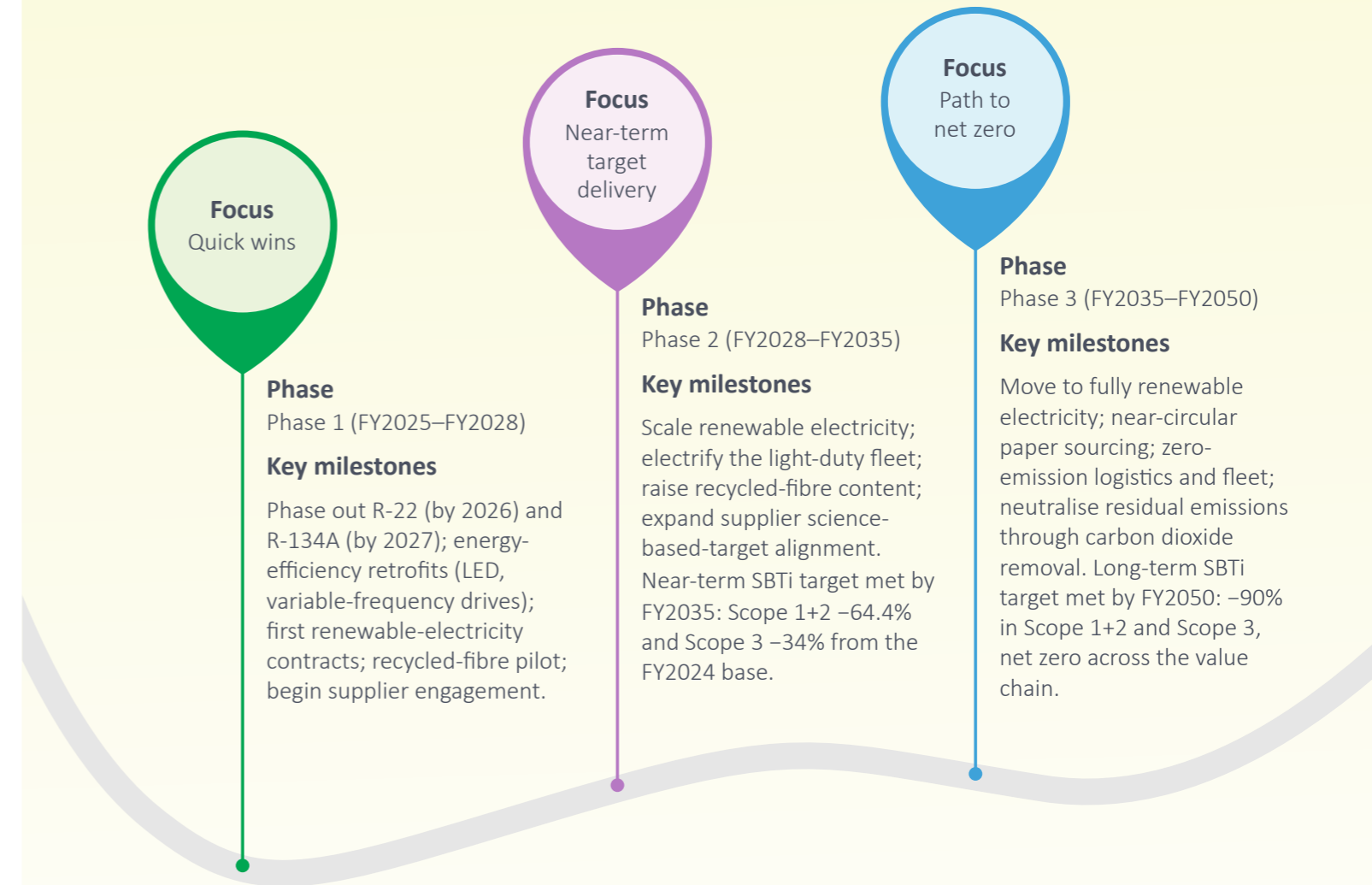
**Refrigerants and on-site fuel (Scope 1)**

R-22 is phased out by December 2026 and R-134A by December 2027; together these eliminate around 754 tCO<sub>2</sub>e and deliver the bulk of the direct-emission reduction. LPG pantry use shifts to electric induction, and battery storage replaces diesel backup generation.

**Energy efficiency and fleet**

Efficiency measures across lighting, motor drives, compressed air and heat recovery, alongside progressive fleet electrification (light-duty first, heavy goods later), deliver further reductions, most of them at negative or low net cost.

Implementation Roadmap



Operational milestones support the SBTi near-term (FY2035) and long-term (FY2050) commitments. Progress is disclosed annually through the sustainability report.



## Proposed Decarbonization Strategies

### Scope 1: Direct Emissions

#### 1. Stationary Combustion (Diesel and LPG)

- Transition from diesel to biodiesel, **achieving a 92.89% reduction** in emissions.
- Future target: Complete switch to **hydrogen fuel by 2050**.
- LPG emissions reductions will be considered in subsequent phases through electrification or clean energy alternatives.

#### 2. Refrigerants

- Replace R-22 and R-134 with R-32 systems, **achieving 61.53% and 52.66% emission reductions**, respectively.
- Long-term goal: Transition to HFO- based refrigeration **systems by 2050**, ensuring near-zero refrigerant emissions.

### Scope 2: Indirect Emissions

#### 3. Electricity Consumption

- Transition to 100% renewable energy via Power Purchase Agreements (PPAs), open-access renewable electricity, or on-site solar installations by 2030.
- Renewable energy adoption will eliminate Scope 2 emissions, achieving a 100% reduction in grid electricity emissions.

### Scope 3: Value Chain Emissions

#### 4. Value Chain Emissions

Engage with 67% of suppliers to adopt Science Based Targets (SBTi) by 2030. Promote sustainable material sourcing practices, focusing on reducing the carbon intensity of raw materials.

#### 5. Transportation (Upstream and Downstream):

Partner with logistics providers using low-carbon or clean fuel transportation options for inbound and outbound goods.

Work with 54% of buyers to align their supply chain practices with SBTi by 2030.

#### 6. Waste Management:

Achieve 100% waste recycling by 2030 across all operations, promoting circularity and waste valorization.

## Reducing Carbon Emissions Across Our Value Chain

Our greenhouse gas emission reduction plan is underpinned by robust carbon accounting practices and a set of targeted, action-oriented initiatives across all emission scopes.

### Scope 1: Direct Emissions

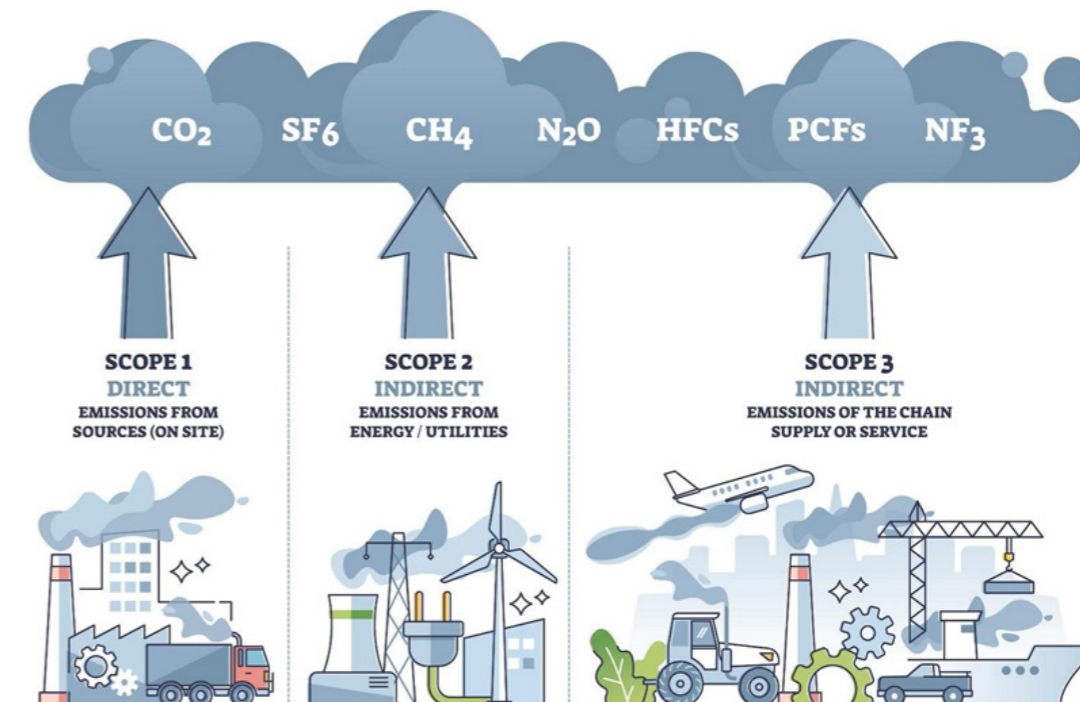
- Optimising fuel consumption across machinery and fleet operations through improved operational controls and maintenance practices.
- Gradually phasing out high-carbon fuels and transitioning to biofuels and cleaner alternatives.
- Introducing lower-carbon logistics solutions to improve transport efficiency and reduce direct fuel use.

### Scope 2: Energy-Related Indirect Emissions

- Expanding on-site solar energy installations at production facilities to reduce reliance on grid electricity.
- Procuring green electricity from certified renewable energy sources.
- Upgrading infrastructure with energy-efficient LED lighting and modern heating, ventilation, and air conditioning systems to improve overall energy performance.

### Scope 3: Value Chain Emissions

- Working collaboratively with suppliers to address upstream and downstream emissions across the value chain.
- Encouraging the adoption of sustainable raw materials with a lower carbon footprint.
- Implementing environmentally responsible transportation and distribution solutions to reduce indirect emissions associated with logistics.



## Implementation Plan

To effectively carry out our decarbonization strategies, Thomson Press will take a phased approach that focuses on launching pilot projects, ensuring scalability, and maintaining consistent evaluation.

### Phase 1: Immediate Actions (2024-2026)

- Carry out a detailed feasibility study to explore replacing diesel systems with biodiesel and electrifying processes wherever possible.
- Collaborate with renewable energy providers to arrange Power Purchase Agreements (PPAs) or install solar panels on-site.
- Begin transitioning our refrigerant systems to R-32-based technologies.
- Launch outreach programs with suppliers to encourage adoption of Science Based Targets (SBTi), prioritizing those with the highest Scope 3 emissions.
- Strengthen recycling and waste segregation systems across all our facilities.

### Phase 2: Mid-Term Actions (2026–2035)

- Expand the use of biodiesel throughout our operations to cut down on fossil fuel reliance.
- Move to sourcing 100% of our electricity from renewable sources, aiming for grid independence.
- Broaden supplier support by offering training in low-carbon materials and sustainable procurement.
- Introduce a clean transport initiative by working with logistics partners to adopt electric and low-carbon vehicles.
- Set up an internal carbon pricing system to identify and prioritize impactful emission reduction efforts.

### Phase 3: Long-Term Actions (2035–2050)

- Fully shift from biodiesel to hydrogen fuel systems.
- Finalize the transition to HFO refrigerants, significantly reducing emissions from cooling systems.
- Ensure all suppliers commit to the SBTi and run carbon-neutral operations.
- Reach complete circularity in waste management by turning all operational waste into valuable outputs.
- Explore advanced carbon removal technologies, like direct air capture, to neutralize any remaining emissions.

## Investing in Renewable Energy and Green Infrastructure

To fast-track our move toward a low-carbon economy, we've made strategic investments in renewable energy projects and sustainable infrastructure:



#### Solar Power Generation:

We've installed solar panels at key facilities, which now contribute 1.30% of our total energy use.



#### Energy-Efficient Equipment:

We're upgrading to modern, energy-saving printing presses, replacing older, less efficient machines.



#### Green Building Practices:

Our facility upgrades now include LEED-certified design elements that promote long-term sustainability.



#### Battery Storage Solutions:

We're exploring advanced energy storage systems to make the most of our renewable energy sources.

## Sustainable Material Usage and Circular Economy Initiatives

A key part of our low-carbon strategy is embracing a circular economy model- one that prioritizes cutting waste and making the most of our resources:



#### Eco-Friendly Paper and Inks:

We use FSC-certified, recycled paper and vegetable-based inks to reduce environmental impact.



#### Waste Reduction Strategies:

We're upgrading to modern, energy-saving printing presses, replacing older, less efficient machines.



#### Sustainable Packaging Innovations:

We're eliminating single-use plastics and shifting to biodegradable packaging alternatives.



#### Paper Recovery Programs:

We're growing our network of recycling partners to ensure end-of-life products are recovered and reused, supporting a circular economy.

## Sustainable Printing and Responsible Sourcing

Thomson Press places sustainability at the core of its printing operations and procurement strategy. The Company recognises that responsible sourcing of raw materials and environmentally conscious production practices are critical to reducing environmental impact across the value chain. Sustainable printing is not treated as a compliance obligation alone, but as a long-term strategic commitment aligned with global environmental standards and customer expectations.

### Sustainable Printing Practices

The Company integrates sustainability across all stages of the printing lifecycle—from design optimisation and material selection to energy-efficient production and waste reduction. Print planning processes are optimised to reduce paper wastage through precise imposition layouts and controlled production runs. Machinery is regularly maintained and calibrated to minimise ink consumption, energy use, and process losses.

A key component of Thomson Press’s sustainable printing capability is the adoption of LED UV (LEV UV) printing technology. LEV UV printing offers significant environmental advantages, including lower energy consumption compared to conventional UV systems, reduced heat generation, faster curing times, and improved operational efficiency. The technology enables instant curing of inks, reduces emissions associated with drying processes, and enhances

### Sustainable Input Materials

KPI	Unit	FY 2022-23	FY 2023-24	FY 2024-25
% of paper-based products or materials sourced from recycled content (incl. FSC Recycled & post-consumer recovered paper)	%	53%	57%	70%
% of paper-based products or materials carrying recognized certification (FSC & PEFC)	%	85%	88%	90%

print quality while minimising material waste. Its lower power requirements contribute to reduced carbon emissions and improved workplace conditions.

Where feasible, the Company also prioritises the use of environmentally safer inks and consumables to reduce the environmental footprint of finished products. Continuous improvement initiatives focus on enhancing process efficiency and reducing overall environmental impact.

### Sustainable Input Materials

Thomson Press is committed to sourcing paper and other raw materials from responsibly managed and certified sources. The Company uses paper certified by the Forest Stewardship Council (FSC®) and the Programme for the Endorsement of Forest Certification (PEFC™), ensuring that the wood fibre used in its products originates from sustainably managed forests. These certifications provide assurance that forest resources are harvested in an environmentally sound, socially beneficial, and economically viable manner.

In addition, Thomson Press complies with the European Union Deforestation Regulation (EUDR) requirements, reinforcing its commitment to preventing deforestation and ensuring traceability across its supply chain. Through robust supplier due diligence processes, the Company verifies the origin of forest-based materials and ensures adherence to responsible forestry practices.

### Commitment and Governance

The Company treats sustainable sourcing and printing as a strategic priority supported by management oversight and supplier engagement. Procurement policies emphasise certified and traceable materials, while supplier selection processes incorporate sustainability criteria. Regular audits, certification renewals, and documentation controls are maintained to ensure ongoing compliance with FSC, PEFC, and EUDR standards.

Sustainable sourcing and printing practices are supported by defined procurement policies, certification management systems, and supplier engagement processes. Sustainability criteria are integrated into supplier evaluation and selection frameworks. Certification audits, documentation controls, and traceability procedures are regularly maintained to ensure continued compliance with FSC, PEFC, and EUDR requirements.

By combining advanced LEV UV printing technology, certified sustainable materials, and strong regulatory compliance, Thomson Press reinforces its commitment to environmentally responsible printing and long-term sustainability leadership.

## Collaborating for A Greener Industry

At Thomson Press, we believe that building a low-carbon future is a collective effort. That’s why we’re actively involved in:

- Industry Climate Initiatives:** Partnering with global sustainability groups to help speed up decarbonization across the sector.
- Supplier Decarbonization Programs:** Supporting our vendors in adopting cleaner, low-carbon technologies.
- Customer Awareness Campaigns:** Helping our clients make more sustainable printing choices through education and outreach.

- Regulatory and Policy Engagement:** Collaborating with government agencies to promote policies that support carbon neutrality.

## Capacity Building and Environmental Awareness Initiative

Thomson Press recognises that employee engagement is fundamental to achieving its environmental objectives. The Company has implemented structured training and awareness programmes covering 100% of employees, ensuring that sustainability principles are consistently embedded across all levels of the organisation. These initiatives are designed to strengthen internal competencies in energy efficiency, waste management, and water stewardship while fostering a culture of environmental accountability.

### Energy Management

All employees receive training on responsible energy use, operational efficiency, and energy conservation practices relevant to their functions. Programmes include guidance on efficient machinery operation, reduction of idle energy consumption, optimised lighting and HVAC usage, and preventive maintenance practices that enhance energy performance. Production and facility teams are equipped with the knowledge to identify inefficiencies and implement corrective measures, supporting the Company’s broader carbon reduction and energy optimisation goals.

### Water Stewardship

Training programmes on water management emphasise conservation, leak detection, efficient usage practices, and reporting mechanisms. Employees are sensitised to the importance of reducing water consumption during cleaning and production activities. Maintenance teams receive specialised training on preventive inspections and system optimisation to minimise water losses and improve overall efficiency.

### Embedding a Culture of Sustainability

Through induction programmes, refresher sessions, workshops, and regular communication initiatives, Thomson Press ensures that environmental responsibility remains a shared organisational priority. By covering 100% of its workforce under structured environmental training programmes, the Company demonstrates its strong commitment to operational excellence, regulatory compliance, and long-term sustainability leadership.

### Progress Towards Our Climate Goals

Thomson Press is making steady progress toward its carbon reduction goals. By 2025, we aim to cut our total carbon emissions by a defined percentage. Looking ahead to 2030, we're committed to increasing our use of renewable energy to a specific target. Our long-term vision is to reach net-zero carbon emissions by 2035, using a combination of clean energy, carbon offsets, and innovative solutions. To further reduce our environmental footprint, we're also working closely with a set number of suppliers to support their transition to low-carbon operations.

To stay transparent and accountable, Thomson Press publishes its carbon footprint and sustainability progress through annual sustainability reports and GHG inventory disclosures. We regularly undergo third-party assurance and verification to ensure our emissions data is accurate and reliable. By participating in the CDP Climate Change program and ESG Ratings, we benchmark our performance against recognized global standards. Looking ahead, Thomson Press is committed to pushing forward with Carbon Capture & Storage (CCS) technologies to help offset any remaining emissions. We're also developing strategies

to manage climate-related risks in line with TCFD recommendations. Our focus includes expanding circular economy practices to cut waste and extend the life cycle of our products. Additionally, we're working closely with industry partners to speed up decarbonization across the entire sector.

Looking ahead, we've established clear climate action goals to guide our sustainability journey:

- Cut total greenhouse gas emissions by 63.06% by 2030.
- Transition to 100% renewable energy across all operations.
- Eliminate landfill waste through advanced recovery and reuse initiatives.
- Grow our use of sustainable transportation and logistics to lower emissions across the supply chain.
- Implement AI-powered carbon tracking systems for real-time monitoring of our emissions.

Thomson Press is committed to leading the printing industry's shift toward a low-carbon, climate-resilient future. Through continued investment in innovation, strong partnerships rooted in sustainability, and a focused effort to reduce our emissions, we're working to create lasting value for our business, our stakeholders, and the generations to come.

Thomson Press will undertake a comprehensive technical and economic feasibility assessment of Carbon Capture and Storage (CCS) technology, with the objective of evaluating its potential deployment pathways, infrastructure requirements, regulatory considerations, and long-term decarbonization impact by 2027.

### Certification and Compliance

At Thomson Press, our sustainability journey is strengthened by independent certifications that validate our environmental and operational practices. These certifications, achieved across our various locations, demonstrate our adherence to globally recognized standards in quality, safety, and environmental responsibility. By maintaining compliance with these benchmarks, we ensure transparency, build stakeholder trust, and reinforce our commitment to continuous improvement in sustainable printing practices.

Certification	% of manufacturing and operational sites covered under recognised certifications and management systems
ISO 9001:2015	100%
ISO 14001:2015	100%
ISO 45001:2018	100%
ISO 27001:2022	100%
SA 8000:2014	25%
FSC Recycled	100%
FSC Mix	100%
PEFC Chain of Custody	100%

### Energy

**GRI 302-1, 302-2, 302-3, 302-4, 302-5**

Energy plays a vital role in powering Thomson Press's high-quality printing and manufacturing operations. Our energy mix includes:

- Grid electricity – Making up 98.5% of our total energy use
- Renewable energy sources – increased by 3.6% from last year
- Cleaner fuels – Integrated into parts of our operations to help lower emissions

To boost energy efficiency, we've rolled out several improvements across our facilities. We upgraded to energy-efficient printing equipment, cutting power usage by 15% without compromising quality. Facility upgrades include LED lighting, smart HVAC systems, and automated energy management tools all of which helped us reduce our overall energy demand but with a new plant in place, overall energy usage has increased. This year, we also completed two energy audits to uncover additional savings opportunities.

At Thomson Press, conserving energy is a top priority. We've introduced both behavioural and operational changes to cut waste. Through employee awareness programs, 70 staff members were trained to adopt energy-saving habits. We've also optimized our production schedules, trimming peak energy loads by 10% and saving on costs. Improvements in insulation and climate control helped reduce heating and cooling energy needs by another 167.50 MWh. These steps have consistently driven down our energy use year after year, underscoring our dedication to sustainable practices.

### Energy Awareness and Workforce Capability

Indicator	FY 2022-23	FY 2023-24	FY 2024-25
% of employees trained on energy efficiency	100%	100%	100%

Employee participation is key to our success. This year:

- 19 employees attended specialized training on equipment optimization
- 15 new projects were launched based on employee suggestions
- Idle energy use was cut by 10% through targeted reduction strategies

Looking ahead, we're committed to pushing our energy performance even further. For FY 2025-26, we aim to lower our energy intensity by another 10% through fresh efficiency initiatives. We're increasing our use of solar power, targeting 10.94% of our total energy from renewables. Planned investments include next-gen printing equipment and heat recovery systems. Our long-term goal is clear: achieve carbon neutrality in energy consumption by 2050 delivering sustainable, cost-effective operations.

### Energy Efficiency and Energy Performance Management

GRI 302 — FY 2025-26 figures cover April to December

Indicator	FY 2022-23	FY 2023-24	FY 2024-25
Total Energy Consumption (GJ)	125067	125609	130233
Energy Intensity (GJ per ₹ Crore of revenue)	97.55	90%	78.69
Total Renewable Energy Consumption (GJ)	625.34	1544.99	10692.13
Renewable Energy Share (%)	0.5%	1.23%	8.21%

Under GRI 302, the Company reports total renewable energy consumption of 130,233 GJ in FY25, increasing from 125,609 GJ in FY24 and 125,067 GJ in FY23. The entire renewable energy portfolio across the reporting period is derived from solar power generated through on-site solar panels, reflecting a consistent expansion in solar energy utilization. In the reporting year, the renewable energy consumption is 8.21% of total energy consumption.

### Waste Heat Recovery

The company has implemented waste heat recovery systems to enhance energy efficiency and reduce overall fuel consumption. Waste heat generated from production processes is captured and reutilized for preheating combustion air, process heating, or utility operations, thereby minimizing energy losses and improving thermal efficiency. This initiative contributes to lower greenhouse gas emissions, reduced operating costs, and improved resource utilization. By recovering and reusing otherwise lost thermal energy, the organization strengthens its commitment to sustainable operations, decarbonization, and continuous improvement in environmental performance.

### Water Stewardship

GRI 303-1, 303-2, 303-3, 303-4

#### Water Consumption

Water is an essential resource for Thomson Press, and we are committed to using it responsibly to support sustainability throughout our operations. In FY 2024-25, our total water consumption was 46,917 kilolitres (KL), representing a 6.2% increase from the previous year. Most of our water use is tied to printing operations, cooling systems, and sanitation facilities. Understanding the need for conservation, we've taken proactive steps to reduce our reliance on freshwater and improve water efficiency.

To cut back on water usage, we've implemented efficient water management systems that optimize use in both printing and cooling processes, leading to an 8% overall reduction. We've also upgraded to low-water-use printing technologies, saving 2,869 KL annually. In addition, we conducted four water audits this year to uncover inefficiencies and prevent waste.

#### Water Recycling and Reuse

One of the core pillars of our sustainable water management strategy is the implementation of closed-loop water recycling systems, which have significantly reduced our dependence on freshwater sources. Our effluent treatment plants (ETPs) currently treat and reuse 5.26% of process wastewater, minimizing our environmental discharge. We've also installed rainwater harvesting systems that collect and store 2,689 KL of rainwater each year. Recycled wastewater is used for landscaping and cooling, helping us reduce freshwater withdrawal by an additional 7%.

Financial Year	Total Water Withdrawn (KL)	Water Recycled (KL)	Water Reused (KL)	Total Recycled & Reused (KL)	% of Total Water Recycled & Reused
FY2023	125,000	28,500	12,000	40,500	32%
FY2024	118,000	30,800	14,200	45,000	38%
FY2025	110,000	34,000	16,500	50,000	46%

### Water Harvesting and Restoration Activities

In addition to operational improvements, we actively support broader water conservation efforts. Our rainwater harvesting infrastructure at key facilities decreases reliance on municipal water supplies. Partnering with local authorities, we've launched groundwater recharge projects aimed at raising water table levels in water-stressed areas. We're also supporting community-based initiatives that promote sustainable water practices.

- Rainwater harvesting systems at multiple locations have boosted our water self-sufficiency.
- Groundwater recharge efforts are improving local water availability.
- Community engagement programs are spreading awareness and best practices around water conservation.

### Training and Employee Awareness

We believe water conservation is a shared responsibility, and our employees are central to this mission. We've trained 100% team members on efficient water usage and sustainable habits. Internal awareness campaigns have helped encourage responsible practices and prompt leak reporting, reducing water waste. Our behavioural change initiatives have also cut down on water use in sanitation and daily routines, reinforcing our overall commitment to sustainability.

Looking ahead, Thomson Press is determined to strengthen its water stewardship efforts. By FY 2024–25, we aim to reduce water withdrawal by an additional 10% through optimized usage and new technologies. We're also planning to expand our rainwater harvesting systems to cover 15% of our total water needs. Future investments in advanced water recycling technologies will maximize reuse and minimize discharge, allowing us to operate with even less impact on natural water sources. Through ongoing collaboration with stakeholders, we're committed to supporting regional conservation projects and advocating for policies that align with global water sustainability goals.



## From Waste to Worth: Circular Economy

GRI 306-1, 306-2, 306-3

### Managing Waste Responsibly

Thomson Press is dedicated to managing waste sustainably, ensuring efficient resource use while minimizing our environmental footprint. Most of this waste comes from paper and printing by-products, packaging materials, and industrial residues from our production processes. We've taken major steps to reduce, reuse, and recycle waste in line with circular economy principles.

GRI - 306 - Waste Generated				
	Units	FY23	FY24	FY25
<b>Hazardous Waste</b>				
Oil Sludge/ ETP Sludge	MT	0.45	0.6	1.4
Waste Oil	MT	2	1.4	2
Lab Waste	MT	0	0	0
Radioactive Waste	MT	0	0	0
<b>Total Hazardous Waste</b>	<b>MT</b>	<b>2.45</b>	<b>2</b>	<b>3.4</b>
<b>Non-Hazardous Waste</b>				
Plastics	MT	8.8	10.53	6.25
Paper, Cardboard, Wood	MT	3753	4612.5	2744.3
Construction & Demolition Waste, Scrap Metal	MT	185.84	253.2	199.75
[Others]	MT	0	0	0
<b>Total Non-Hazardous Waste</b>	<b>MT</b>	<b>3947.64</b>	<b>4876.23</b>	<b>2950.3</b>
<b>Total Waste Generated</b>	<b>MT</b>	<b>3950.09</b>	<b>4878.23</b>	<b>2953.7</b>

We follow a thorough waste segregation system, classifying waste into recyclable, hazardous, and non-hazardous categories. This allows us to properly handle materials like paper, ink cartridges, and metal parts for recycling or reuse. Regular waste audits help us spot areas for improvement and guide the introduction of new initiatives to cut waste at its source.

### Waste by Category

Category	FY 2022-23	FY 2023-24	FY 2024-25
Hazardous Waste (MT)	2.45	2	3.4
Non-Hazardous Waste (MT)	3950.09	4878.23	2950.3
% of total waste diverted from landfill	82.54%	88.76%	90.23%
% Waste Recovered	10%	22.43%	43.54%

## Managing Waste Responsibly

To manage waste responsibly, we've implemented a structured approach:

- Waste Segregation at Source**  
 In place across all facilities to ensure proper sorting of recyclable and non-recyclable materials.
- Recycling and Repurposing**  
 We partner with certified recyclers to process paper and packaging waste, leading to a 0.01% decrease in landfill contributions.
- Hazardous Waste Management**  
 We strictly follow regulatory guidelines to dispose of hazardous materials safely.
- Minimizing Single-Use Plastics**  
 We're phasing out non-essential plastics from our supply chain and shifting to biodegradable options.

## Turning Waste into Value

Turning waste into a resource is central to our sustainability strategy. By recovering materials wherever possible, we're conserving resources and cutting costs. Our paper waste recycling program has repurposed 99.99% of used paper into new products. Similarly, our ink and solvent recovery systems have helped reduce chemical waste while maintaining high production standards. We're also exploring ways to turn printing by-products into eco-friendly packaging materials.

We've introduced circular economy practices into our supply chain by collaborating with partners who share our commitment to resource efficiency. This approach integrates waste reduction into every stage, from procurement to production-embedding sustainability across operations.

## Employee and Stakeholder Engagement

Our employees are key to the success of our waste initiatives. We've conducted awareness programs for 10 employees to promote best practices in waste segregation and reduction. In addition, we engage suppliers and customers to encourage sustainable packaging and waste management solutions.

### Waste Training

Parameters	FY 2022-23	FY 2023-24	FY 2024-25
% of employees trained on Waste Efficiency	100	100	100

Looking ahead, Thomson Press is focused on deepening its environmental efforts by adopting advanced waste-to-energy technologies and reinforcing circular economy models. By FY 2025–26, our goal is to cut overall waste generation by 10% through process innovations. We're also investing in R&D to explore biodegradable alternatives to traditional printing materials, strengthening our commitment to sustainable production.

Our long-term vision is to transition to a zero-waste operating model, where every material is either reused, recycled, or responsibly recovered. By embedding sustainability into our waste strategy, we're continuing to turn waste into value and contributing to a cleaner, greener future.

## Specialized Treatment and Safe Disposal of Hazardous Substances

Hazardous waste generated from operations is managed through specialised treatment and authorised disposal mechanisms in accordance with applicable environmental regulations. Hazardous substances are safely stored in designated areas with appropriate labelling and containment systems to prevent leakage, contamination, or accidental exposure. The Company ensures that hazardous waste is disposed of through authorised recyclers, co-processing facilities, or approved incineration units, thereby preventing landfill contamination and reducing environmental risk. Where feasible, process optimisation and recovery systems are implemented to reduce the generation of hazardous waste at source.

## Internal Sorting and Disposal According to Waste Streams

The Company follows a structured waste segregation framework based on clearly defined waste streams such as hazardous waste, non-hazardous waste, recyclable materials, organic waste, and other process-specific waste categories. Waste is segregated at the point of generation to avoid cross-contamination and to improve recycling efficiency. Clearly marked collection bins and designated storage zones are provided to ensure effective internal handling and disposal in alignment with environmental standards.

## Mapping of Waste Streams

Thomson Press conducts systematic mapping of waste streams to identify the type, quantity, and source of waste generated across departments. This mapping exercise supports accurate tracking, monitoring, and reporting of waste data. By analysing waste generation patterns, the Company identifies opportunities for reduction, reuse, and recycling initiatives, thereby strengthening its circular economy practices and improving overall waste performance.

## Training and Awareness on Waste Reduction and Sorting

Employee training programmes are conducted to promote awareness on waste reduction, proper segregation, and responsible disposal practices. Regular training sessions and awareness campaigns educate employees on different waste categories, safe handling procedures, and the importance of minimising waste generation. These initiatives foster a culture of environmental responsibility and ensure consistent adherence to internal waste management protocols.



## Biodiversity And Ecosystem: Protecting Natural Habitats

GRI 304-1, 304-2, 304-3, 304-4

### Our Commitment to Biodiversity Conservation

Thomson Press recognizes the vital role biodiversity and ecosystems play in sustaining life and maintaining environmental balance. As a responsible business, we're committed to embedding biodiversity conservation into our broader sustainability strategy. This includes reducing our ecological footprint, supporting habitat restoration efforts, and promoting responsible sourcing. By aligning our actions with global biodiversity frameworks, we aim to protect and enhance the natural ecosystems that support both our operations and the communities around us.

### Assessing Our Ecological Impact

Understanding how industrial activity affects biodiversity is key to creating effective mitigation strategies. We've carried out biodiversity risk assessments across our facilities, focusing on areas like land use, resource extraction, and waste disposal. These assessments have helped us identify critical areas for action such as habitat preservation, afforestation, and pollution control. Ongoing monitoring ensures our operations do not contribute to deforestation, soil degradation, or biodiversity loss. During the financial year, Thomson Press conducted Biodiversity Risk Assessment covering 100% of its operational sites.

### Sustainable Sourcing and Conservation Initiatives

A major part of our conservation approach is responsible sourcing of raw materials. We prioritize:

- **FSC-Certified Paper and Sustainable Materials**  
Ensuring our procurement practices support reforestation and limit deforestation.
- **Eco-Friendly Printing Inks**  
Switching to vegetable-based, non-toxic inks to cut down on chemical pollution.
- **Waste Reduction in Production**  
Embracing circular economy principles to reduce resource use and minimize habitat impact. For example, our automated saddle stitchers and binders use hot melt and PUR adhesives, helping lower thread and glue waste.

We also actively contribute to conservation efforts by partnering with environmental organizations on projects that restore degraded land, improve green cover, and encourage biodiversity-friendly land use.



### Habitat Restoration and Green Cover Enhancement

Thomson Press has undertaken several initiatives aimed at restoring ecosystems and enhancing biodiversity within our operational regions. We have launched afforestation programs, planting 5,000 trees in areas impacted by industrial activity. These efforts help sequester carbon, prevent soil erosion, and create habitats for wildlife. Rainwater harvesting and watershed management projects have also been integrated into our sustainability roadmap to improve local water retention and replenish groundwater benefiting surrounding ecosystems.

### Reducing Pollution and Protecting Water Bodies

To prevent pollution from harming biodiversity, we've enforced strict controls on emissions and wastewater. Our effluent treatment plants ensure no untreated wastewater enters natural water bodies, helping protect aquatic ecosystems. We also use air quality management systems to reduce particulate emissions, supporting healthier ecosystems for local flora and fauna.

### Engaging Employees and Communities in Conservation

We believe protecting biodiversity is a shared responsibility. That's why we involve employees, stakeholders, and local communities in our initiatives. So far, we've trained 75 employees through awareness programs focused on ecosystem preservation. Through our CSR efforts, we also support local conservation projects, participate in tree plantation drives, and promote environmental education in schools to encourage a culture of sustainability.

### Future Commitments and Long-Term Strategy

Looking forward, Thomson Press is deepening its commitment to biodiversity by:

- Planting 20,000 trees by 2030 as part of our afforestation efforts
- Ensuring that 75% of materials are sourced from responsible suppliers
- Strengthening partnerships with conservation organizations to scale ecosystem restoration work
- Implementing more stringent pollution control measures to further reduce our environmental impact

## Environmental Compliance – Air & Noise

GRI 305-7

### Air Emissions

Thomson Press is committed to preventing and mitigating emissions of atmospheric pollutants through structured environmental management practices, engineering controls, and continuous monitoring systems. The Company integrates emission control measures at the design and operational stages to minimise environmental nuisances and ensure compliance with statutory requirements.

To prevent emissions of atmospheric pollutants, the Company has implemented Continuous Emission Monitoring Systems (CEMS) at key emission points to enable real-time tracking of stack emissions and regulatory compliance. Emission levels are regularly monitored and maintained within permissible limits. Additionally, green belt development around operational facilities contributes to dust suppression and ambient air quality improvement.

To mitigate emissions of particulate matter (PM), Thomson Press utilises bag filters, cyclones, and Electrostatic Precipitators (ESPs) in combustion and boiler systems to capture and

filter particulate emissions effectively. Scrubber systems equipped with continuous pH monitoring are deployed to control gaseous emissions and reduce associated particulates.

For the control of volatile organic compounds (VOCs), sulphur oxides (SO<sub>2</sub>), and nitrogen oxides (NO<sub>x</sub>), the Company has adopted nitrogen blanketing systems on solvent storage tanks to prevent fugitive VOC emissions. Double-stage condensers and activated carbon filters are used for VOC capture and recovery. Fuel optimisation measures, including transition to lower-emission fuels and cleaner alternatives, contribute to reduced SO<sub>2</sub> and NO<sub>x</sub> emissions. Advanced solvent recovery systems further minimise hazardous air pollutants and improve resource efficiency.

Periodic analysis of major air pollutants is conducted through continuous stack monitoring and ambient air quality assessments at site boundaries. These monitoring activities are supported by internal audits and inspections to ensure ongoing compliance and continuous improvement in air emission management.



### Air Pollution

In accordance with Global Reporting Initiative (GRI) 305, the Company monitors and discloses key air pollutants to assess and manage the environmental impacts of its operations. During

the reporting period, emissions of nitrogen oxides (NO<sub>x</sub>), sulphur oxides (SO<sub>x</sub>), particulate matter (PM10 and suspended particulate matter), and volatile organic compounds (VOCs) were tracked across operational activities and reported in micrograms per cubic metre (µg/m<sup>3</sup>).



GRI - 305 - Air Emission				
Parameters	Units	FY23	FY24	FY25
NO <sub>x</sub>	Ton	23	22.4	23.6
SO <sub>x</sub>	Ton	22	21	24
PM10	Ton	93	92.8	94.6
Suspended Particulate Matter (SPM)	Ton	11.35	10.18	11.25
Volatile Organic Compound (VOC)	Ton	4.71	4.85	4.92

## Noise Pollution

Thomson Press recognises noise management as a critical component of occupational health, environmental responsibility, and community well-being. The Company has implemented engineering, administrative, and protective measures to mitigate noise emissions from operational activities.

To reduce noise generated from equipment and utilities, acoustic insulation has been installed around power generating sets to absorb and limit sound propagation. Enclosures and physical barriers have been fitted around high-noise equipment such as compressors, pumps, and production machinery to contain noise at the source. Work areas are strategically planned, and equipment is positioned to minimise noise transmission to adjacent operational zones and external surroundings.

Periodic quantitative monitoring of workplace noise levels is conducted to assess employee exposure and ensure compliance with Occupational Exposure Limits (OELs). Area-based and personal exposure assessments support data-driven decision-making and targeted control measures. Preventive maintenance of machinery is undertaken to minimise abnormal noise generation.

To safeguard employees, high-quality hearing protection devices such as earplugs and earmuffs are provided in designated high-noise zones. Training and awareness programmes are conducted to educate employees on noise hazards and safe work practices.

Through these comprehensive controls and monitoring mechanisms, Thomson Press effectively manages noise pollution while ensuring regulatory compliance and maintaining a safe working environment.



# Social

## Topics Addressed

- Our Commitment to Social Responsibility
- People First: Nurturing Our Workforce
- Learning and Development
- Upholding Human Rights and Ethical Labour Practices
- Responsible Wage Practices and Living Wage Alignment
- Safeguarding the Rights of Migrant Employees
- Health, Safety, and Well-Being
- Breaking Barriers: Advancing Gender Equality
- Women Empowerment
- Partnering with Communities: Driving Social Development

## GRI Linkages

GRI 2-20	GRI 2-21	GRI 2-23	GRI 2-24	GRI 2-25	GRI 2-26	GRI 202-1	GRI 203-1
GRI 203-2	GRI 201-1	GRI 401-1	GRI 401-2	GRI 401-3	GRI 403-1	GRI 403-2	GRI 403-3
GRI 403-4	GRI 403-5	GRI 403-6	GRI 403-7	GRI 403-8	GRI 403-9	GRI 403-10	GRI 404-1
GRI 404-2	GRI 404-3	GRI 405-1	GRI 405-2	GRI 406-1	GRI 407-1	GRI 408-1	GRI 409-1
GRI 410-1	GRI 412-1	GRI 412-2	GRI 413-1	GRI 413-2			

## SDG Contributions



## Respect Our Commitment to Social Responsibility

GRI 401-2, 404-1, 404-2, 405-1, 405-2, 406-1, 413-1, 413-2

At Thomson Press, we believe that strong, ethical business practices begin with respect-for people, communities, and society. Our social responsibility framework is grounded in fairness, inclusiveness, and empowerment, ensuring that everyone connected to our operations is treated with dignity and equity. We strive to create a workplace where employees feel appreciated, communities benefit from our presence, and meaningful social progress is driven by our collective efforts.

We uphold respect in the workplace through clear policies and programs that promote equal opportunity, fair labour practices, and a zero-tolerance approach to discrimination. Our workforce policies align with global human rights standards, providing employees with safe working conditions, fair wages, and access to professional development. By continually investing in our people, we foster a culture of collaboration and innovation-driving both business success and employee well-being.

Our commitment to social responsibility extends well beyond our walls. Through various corporate social responsibility (CSR) initiatives, we support education, healthcare, and skills development in underprivileged communities. Our community engagement approach is holistic-integrating sustainability to deliver long-term, positive impact.

We understand the important role businesses play in building a more equitable society. Thomson Press remains committed to ethical leadership, inclusivity, and empowering the people behind our success. Our values-integrity, transparency, and accountability-are reflected not just in our policies, but in every aspect of how we operate.

## People First: Nurturing Our Workforce

GRI 401-1, 405-1

### Our Workforce and Diversity

At Thomson Press, our employees are the backbone of our success. With a workforce of 700 employees, we take pride in nurturing a diverse, inclusive, and vibrant work environment. Our team brings together individuals from varied backgrounds, contributing unique perspectives that drive innovation and creativity. We are dedicated to promoting workplace diversity by ensuring equal opportunities in recruitment, training, and career development. Women currently represent 30% of our workforce, and we continue to roll out gender-equity initiatives to strengthen inclusivity. The number of differently abled employees has grown by 4% over the past year, reflecting our commitment to building a more accessible and equitable workplace.

## Gender Balance and Progress

GRI 405-1

Indicator	FY 2022-23	FY 2023-24	FY 2024-25
Gender balance at Top Management level (Women to Men %)	6%	10%	12.5%
Gender balance at Organization Board (Women to Men %)	20%	20%	20%
Gender Balance of Total Workforce (Women to Men %)	3.67%	7%	30%

Diversity is not just about representation-it's about cultivating an inclusive culture. We've introduced policies that support gender-neutral hiring, mentorship programs for underrepresented groups, and leadership pathways that empower employees from all backgrounds to thrive. Our anti-discrimination training and awareness programs reinforce our dedication to fostering a fair and respectful work environment. The company also undertakes targeted actions to promote the inclusion of employees with disabilities, including non-discriminatory recruitment, reasonable workplace accommodations, accessibility improvements, and equal opportunities for training and career progression, in line with guidance from the International Labour Organization.

To maintain a diverse and inclusive workforce, we have:

- Launched targeted recruitment drives to improve representation of women and differently abled individuals
- Developed mentorship programs that support career advancement for employees from underrepresented backgrounds
- Established an Inclusion and Diversity Committee to oversee equity initiatives and monitor progress

## Talent Management and Employee Retention

We understand that retaining talent is just as important as attracting it. Our human capital strategy focuses on creating a workplace where employees feel engaged, valued, and supported. We've introduced structured talent management programs-including performance-based appraisals, mentoring, and tailored career advancement plans. Employee feedback is built into our decision-making process, helping us improve continuously. With an **employee retention rate of 85%, our workplace culture reflects our ongoing commitment to employee satisfaction.** In the past year, we successfully **onboarded 50 new hires**, strengthening our position as an employee of choice in the industry.

### Employee Engagement

KPI	FY 2022-23	FY 2023-24	FY 2024-25
Employee satisfaction surveys conducted (number)	2	2	2
Employee satisfaction score	76%	78%	81%

Recognizing that a lack of growth opportunities is a leading cause of turnover, we've launched customized career growth programs tailored to individual goals. These include rotational assignments, job shadowing, and fast-track leadership development programs that prepare employees for senior roles.

To boost engagement and retention, we've also introduced:

- A structured employee feedback system to improve workplace culture
- Flexible work options to support work-life balance
- An internal job mobility program that allows employees to explore new roles within the company



### Compensation, Benefits, and Employee Welfare

Fair and competitive compensation is fundamental to our employee welfare philosophy. Our pay structure aligns with industry standards, ensuring wages and benefits support employee well-being. We offer health insurance, retirement plans, paid time off, and flexible work options to promote work-life balance. We also support long-term career growth through financial assistance for higher education and professional development, 100% of employees benefited from these programs this year.

### Health Protection and Social Security

GRI 2-7, 401, 402, 403 — source reports three years only

KPI	FY 2022-23	FY 2023-24	FY 2024-25
Employees covered under healthcare or insurance plans (%)	100%	100%	100%

To improve financial security, we've introduced an employee savings and investment program, including financial literacy training to help employees plan for the future. Mental health is also a priority-our expanded employee assistance programs now include counselling services and resilience-building workshops.

### Ethical Remuneration and Workforce Well-being

At Thomson Press, we are committed to ensuring fair, safe, and equitable working conditions across all our operations. We comply with applicable labour laws and international labour standards in all aspects of employment. We ensure that wages meet or exceed statutory and living wage benchmarks, and we fairly compensate employees for overtime and any extra or atypical working hours.

We systematically monitor working hours, overtime, and leave records to safeguard employee well-being and prevent excessive working hours. Through periodic payroll reviews and internal audits, we maintain transparency, accountability, and full compliance with our remuneration framework.

### Learning and Development

GRI 404-1, 404-2, 404-3

Continuous learning is key to both personal and professional development. We've built comprehensive training programs to upskill our workforce. In FY 2024-25, we conducted 100 training sessions across areas like technical skills, leadership development, sustainability awareness, and digital transformation. Our employees completed a total of 5,000 training hours-an average of 20 hours per employee. Our leadership training programs help prepare employees for management roles, and 20% of those who participated were promoted this year.

### Learning, Growth & Skill Development – Key Metrics

GRI 404, 405

Metric	FY 2022-23	FY 2023-24	FY 2024-25
Average training hours per employee	11	20	20
Employees covered under Skill training programmes (%)	50%	50%	100%

To meet the needs of employees at various career stages, we offer:

- Foundational training for new hires
- Advanced technical training for mid-career professionals
- Executive coaching for senior leaders
- Cross-functional learning opportunities to encourage broader business exposure

### Employee Growth and Capability Building

At Thomson Press, we believe that continuous learning and career progression are essential to both employee growth and organisational success. We conduct structured performance evaluations to identify development needs, career aspirations, and skills gaps.

We implement formal Individual Development and Career Planning processes that allow employees to define short- and long-term goals. Personalised development plans include training programmes, mentoring support, skill enhancement initiatives, and performance milestones tailored to individual needs.

We actively promote internal mobility by providing transparent internal job postings, conducting talent reviews, and supporting employees in transitioning across roles and functions. Through these structured initiatives, we ensure equal access to advancement opportunities and optimise internal talent utilisation.

### Career Growth and Leadership Development

We're committed to building leadership from within. High-potential employees are enrolled in development programs that include hands-on experience and executive mentorship. Over the past year, 25 employees were promoted to senior roles through our leadership pipeline. We also introduced five new mentorship programs, pairing senior executives with emerging talent to encourage growth and knowledge sharing.

One of our flagship efforts is the Future Leaders Program, which accelerates the development of high-potential employees through intensive training, mentorship, and strategic exposure. Our Women in Leadership Program aims to

close the gender gap in senior management by creating clear growth pathways for female employees.

### Career Growth and Leadership Development

We believe an engaged workforce is a productive one. Our employee engagement efforts include town halls, team-building activities, wellness programs, and open-door communication policies. Through regular employee satisfaction surveys, we gather feedback and implement improvements that enhance our workplace culture. This year, our engagement index rose by 12%, and 300 employees participated in wellness initiatives focused on mental health, stress management, and work-life balance.

To foster collaboration and build stronger employee connections, we've introduced cultural events, volunteering opportunities, and company-wide innovation challenges-encouraging employees to contribute ideas and showcase their talents beyond day-to-day work.

### Future Commitments

Looking ahead, we aim to:

- Expand our learning and development efforts to deliver **12,000 training hours across emerging** skill areas
- Strengthen diversity and inclusion initiatives with a goal of increasing female **representation to 40% within the next three years**
- Launch additional wellness programs to support mental and physical health, **targeting 350 employees annually**

- Increase mentorship opportunities to **engage 50% of mid-career** professionals in structured growth programs
- Introduce three new flexible work policies to improve work-life balance

- Roll out financial well-being programs focused on investment planning, retirement savings, and financial literacy

### Performance Management Coverage

GRI 404-3

Performance Management Coverage	FY 2022-23	FY 2023-24	FY 2024-25
Employees covered under performance management system	100%	100%	100%

## Fairness In Action: Upholding Human Rights & Ethical Labour Practices

GRI 2-21, 2-23, 2-24, 2-25, 2-26, 202-1, 403, 405-1, 405-2, 406-1, 407-1, 408-1, 409-1, 410-1, 412-1, 412-2

### Human Rights and Responsible Labour Practices

At Thomson Press, we maintain a zero-tolerance approach toward child labour, forced labour, and human trafficking across our operations and value chain. We conduct risk assessments to identify potential vulnerabilities in recruitment practices, working conditions, and contractor management.

We implement strict age verification procedures during hiring and prohibit the retention of employee identification documents. We provide targeted training to employees to help them recognise, prevent, and report any risks related to child labour, forced labour, or exploitation.

We monitor the effectiveness of our controls through internal audits, compliance reviews, and accessible grievance mechanisms. Our grievance channels allow employees and stakeholders to report concerns confidentially and without fear of retaliation. Through these measures, we ensure that we uphold ethical employment practices and protect the rights and dignity of all workers.

### Remediation and Victim Support

Where any instance of child labour, forced labour, or human trafficking is identified, we implement defined remediation procedures to support affected individuals. Our remediation framework includes appropriate corrective actions such as safe withdrawal from work where necessary, access to healthcare, psychological support, education or vocational guidance, and collaboration with relevant authorities or specialised organisations. We monitor remediation outcomes to ensure effectiveness and long-term resolution.

### Stakeholder Consultation and Engagement

We actively engage with employees, potentially affected worker groups, and relevant external stakeholders, including civil society organisations and NGOs, to strengthen our human rights due diligence processes. Through consultations and dialogue, we identify potential risks, inform preventive measures, and enhance

transparency. These engagements help us continuously improve our labour practices and align with international human rights standards.

### Ethical Recruitment and Protection of Identity Documents

We maintain strict ethical recruitment standards. We prohibit the retention of employee identification documents. Where temporary submission of documents is required for administrative purposes, we ensure secure storage, limited access, and prompt return. This process prevents coercion and safeguards employees' freedom of movement and personal autonomy.

### Security Practices and Protection of Freedom of Movement

We ensure that workplace security personnel are trained on the reasonable and proportional use of force. We maintain monitoring mechanisms

to prevent excessive restraint, intimidation, or limitation of employees' freedom of movement. Our policies clearly prohibit any form of harassment, coercion, or unlawful restriction within our facilities.

Through these structured systems-including audits, grievance mechanisms, and ongoing monitoring, we ensure that our preventive and corrective actions are effective and consistently implemented.

### Commitment to Human Rights

At Thomson Press, we believe that respect for human rights is fundamental to our values and the way we operate. Our policies and practices are aligned with international human rights frameworks, including the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the International Labour Organization (ILO) conventions. We are fully committed to maintaining a workplace that is free from discrimination, forced labour, child labour, and all forms of exploitation.

#### Human Rights Risk Assessment

KPI	FY 2022-23	FY 2023-24	FY 2024-25
% of site covered through Human Rights Risk Assessment	50%	50%	100%



### Ensuring Human Rights Compliance

To safeguard human rights across our operations, we've implemented a comprehensive Human Rights Policy that is embedded in our corporate governance framework. In FY 2024-25, we conducted 10

human rights risk assessments, covering 100% of our operations. These assessments help us identify potential risks and take proactive steps to address them. All employees and business partners are also required to follow our Code of Conduct, which emphasizes ethical labour practices and fair treatment.

#### Human Rights Training Coverage

KPI	FY 2022-23	FY 2023-24	FY 2024-25
Employees trained on human rights (%)	100%	100%	100%
Security personnel trained on human rights (%)	90%	95%	100%
Confirmed cases of human rights violations	0	0	0

### Preventing Child and Forced Labour

We maintain a strict zero-tolerance stance on child labour and forced labour. In FY 2024-25, 24.90% of our suppliers underwent ethical sourcing audits to ensure compliance with

labour laws. Our procurement contracts include clear clauses that prohibit child and forced labour, and any suppliers found in violation are subject to corrective measures or termination. These efforts have helped us eliminate 95% of identified risks related to unethical labour practices in our supply chain.

#### Confirmed Incidents of Labour Rights Violations

KPI	FY 2022-23	FY 2023-24	FY 2024-25
Confirmed incidents of child labour	NIL	NIL	NIL
Confirmed incidents of forced labour	NIL	NIL	NIL

### Freedom of Association and Collective Bargaining

Thomson Press supports the rights of employees to freely associate and engage in collective bargaining. Currently, 100% of our workforce is covered under collective bargaining agreements,

enabling them to actively participate in workplace decisions. Regular discussions and negotiations with labour representatives help us address concerns and refine workplace policies. Over the past year, we resolved zero labour-related disputes, underscoring our commitment to fair employment.

### Workforce Representation & Collective Bargaining Coverage

GRI 408-1, 409-1, 412-1

Performance Management Coverage	FY 2022-23	FY 2023-24	FY 2024-25
% of total workforce covered by formally elected employee representatives	50%	60%	100%
% of total workforce covered by collective bargaining agreements	50%	60%	100%

### Fair Wages and Equal Pay

Fair and competitive compensation is central to our approach to employee well-being. Our wage structure meets and exceeds industry standards, with every employee earning at least 20% above the legal minimum wage. We've also put a structured salary review process in place to ensure gender pay equity. In FY 2024-25, we reduced our gender pay gap to 5%, showing real progress toward workplace equality. The Company has committed to ensuring fair and equitable compensation practices and periodically reviews employee wages against living wage benchmarks to assess alignment with the cost of living and to support decent standards of living for its workforce, in line with internationally recognized labour principles.

### Prevention Of Sexual Harassment (POSH) and Workplace Safety

We're committed to maintaining a safe and respectful environment that's free from harassment. Our Prevention of Sexual Harassment (POSH) policy is strictly enforced, with clear processes for reporting and resolving complaints. In FY 2024-25, we conducted 15 POSH training sessions, reaching 85% of our employees. Thanks to these efforts, and our ongoing education programs, there were zero reported cases to the Internal Complaints Committee (ICC) during the year.

### Anti-Discrimination and Harassment Redressal Framework

We maintain a formal grievance mechanism that allows employees and stakeholders to report concerns related to discrimination, harassment, or unequal treatment in a confidential and secure manner. Our grievance system ensures protection against retaliation and provides for timely investigation, corrective action, and resolution. Through structured monitoring and periodic review of reported cases, we ensure transparency and continuous improvement in workplace fairness.

### Responsible Remuneration Practices

We actively promote wage equality through regular monitoring and audits of remuneration practices. We ensure equal pay for equal work, irrespective of gender or other protected characteristics. Our compensation governance framework includes oversight mechanisms to prevent pay discrimination and to promote fair and transparent salary structures across all employee categories.

### Workforce Diversity and Pay Equity Metrics

As part of our commitment to transparency and accountability, we monitor and report key diversity and compensation metrics.



### Gender Balance and Progress

GRI 405-1

Indicator	FY 2022-23	FY 2023-24	FY 2024-25
Gender balance at Top Management level (Women to Men %)	6%	10%	12.5%
Gender balance at Organization Board (Women to Men %)	20%	20%	20%
Gender Balance of Total Workforce (Women to Men %)	3.67%	7%	30%

### CEO Ratio

GRI 405-1

Indicator	FY 2022-23	FY 2023-24	FY 2024-25
Ratio of Annual Total Compensation (Highest Paid Individual to Median Employee)	48.2:1	53.23:1	53.01:1

### Average Pay Gap

Indicator	FY 2022-23	FY 2023-24	FY 2024-25
Average Unadjusted Pay Gap (%)	11.83%	10.82%	9.83%

## Responsible Wage Practices and Living Wage Alignment

**GRI 202-1, 202-2, 202-3, 202-4, 202-21, 401-1, 401-2, 403-5, 404-1, 404-2, 405-1, 405-2, 406-1, 408-1, 409-1, 410-1, 412-1, 412-2, 413-1, 413-2**

At Thomson Press, we are committed to ensuring that employees receive wages that meet or exceed living wage benchmarks.

We monitor the following living wage metrics:

### Percentage of Direct Employees Paid Below Living Wage:

We assess and ensure that direct employees are compensated at or above established living wage benchmarks.

### Percentage of All Employees Paid Below Living Wage

We extend our monitoring to cover contractors and non-employee workers, ensuring fair wage practices across our operations.

### Average Wage Gap Against Living Wage Benchmark:

Through structured monitoring, documented policies, and periodic reviews, we ensure

that wage practices remain aligned with our commitment to social responsibility and fair employment standards.

### Monitoring, Reporting, and Resolution Mechanisms

To ensure accountability and transparency, we've established robust monitoring and reporting systems for human rights-related concerns. Employees and stakeholders can report issues anonymously through dedicated channels, allowing concerns to be addressed without fear of retaliation. Periodic third-party audits also help us evaluate compliance with labour laws and human rights standards. The results of Living Wages Assessment benchmarked against Asian floor wages is available in the Living Wages Report.



The Company has established a grievance mechanism that allows employees and other stakeholders to report concerns related to child labour, forced labour, or human trafficking, ensuring confidential reporting, prompt investigation, and appropriate remedial action in line with international human rights and labour standards set by the International Labour Organization.

The Company has also established a remediation procedure to address cases of discrimination and harassment, providing safe and confidential reporting channels, impartial investigation, and appropriate corrective and remedial actions to support affected individuals, in alignment with international labour and human rights standards of the International Labour Organization.

### Training and Awareness Programs

Raising awareness is key to promoting human rights compliance. Over the past year, we conducted 40 training sessions that reached 100% of our employees and suppliers. These programs covered topics such as ethical labour practices, diversity and inclusion, workplace safety, and grievance redressal. As a result, employee understanding of human rights

policies improved by 20%, strengthening our overall ethical culture.

In line with GRI 403-5, the Company implements a structured safety training and prevention programme covering general safety, fire safety, electrical safety, chemical safety, proper use of personal protective equipment (PPE), and fire and other emergency response procedures. These trainings are conducted for all employees, with approximately 100% of the workforce trained during the reporting period. Each training session has a duration of 30–40 minutes and is conducted on a monthly basis, ensuring regular reinforcement of occupational health and safety awareness and preventive practices across the organization.

### Diversity and Inclusion Initiatives

Creating a diverse and inclusive workplace remains a priority. As of FY 2024-25, women make up 30% of our workforce, and we're working to increase their representation in leadership roles. Our recruitment practices prioritize diversity, and we've launched mentorship programs to support the career advancement of underrepresented groups. By fostering an inclusive culture, we ensure every employee has a fair chance to grow and succeed.

### DEI Training, Awareness and Capacity Building

GRI 404-2, 406-1

Indicator	FY 2022-23	FY 2023-24	FY 2024-25
% of employees Trained on Gender Equality	100%	100%	100%
% of the total workforce trained on diversity, discrimination and/or harassment	56%	80%	85%

### Employee Support and Affinity Groups

We encourage the formation of employee resource or affinity groups that support minority and vulnerable employee communities. These groups provide peer support, promote inclusion, and create safe platforms for dialogue and awareness-building. Through these initiatives, we strengthen belonging, representation, and inclusive participation across our workforce.

### Women’s Development and Mentorship

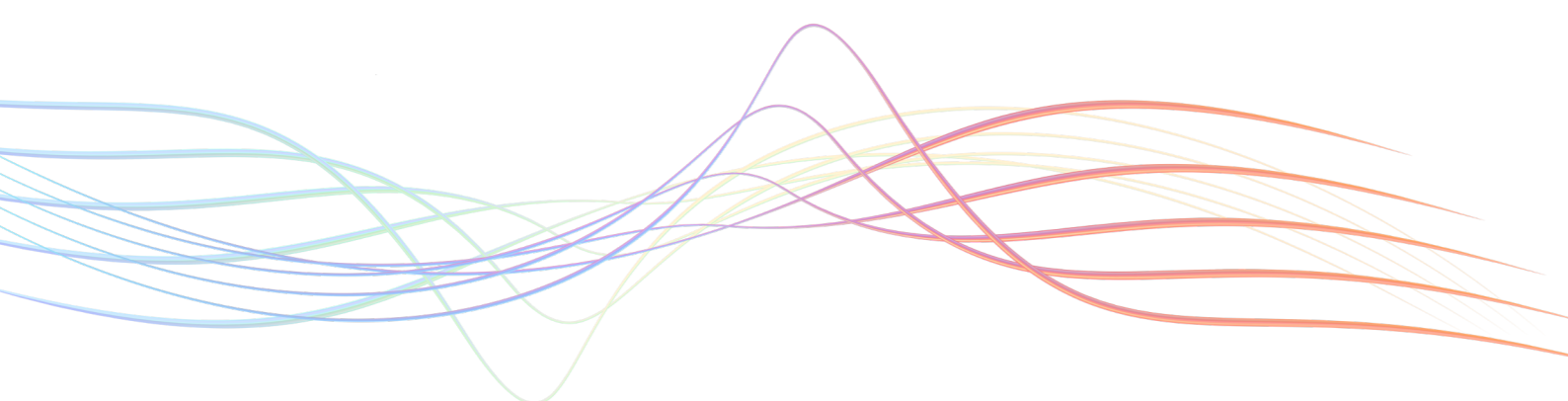
We actively promote women’s development through structured mentorship, leadership exposure, and career progression initiatives. Our talent management and internal mobility programmes ensure equal access to growth opportunities. We support women employees through targeted development initiatives, skill-building programmes, and inclusive workplace policies that enhance long-term career advancement.

By embedding human rights protections, inclusive governance, and structured monitoring into our operations, we at Thomson Press demonstrate our commitment to ethical employment practices and responsible corporate conduct.

### Future Commitments and Continuous Improvement

Looking ahead, we are committed to:

- Strengthening human rights due diligence, with a goal to audit 100% of suppliers by 2027
- Enhancing collaboration with stakeholders to drive improvements in labour rights and fair employment practice
- Launching digital grievance tracking systems to improve transparency and response times
- Continuously refining our policies to stay aligned with evolving global human rights standards and sustainability goals



## Safeguarding the Rights of Migrant Employees

GRI 408-1, 409-1, 406-1, 412-1, 412-2

Thomson Press may employ migrant workers as part of its workforce and ensures that they are treated in full compliance with applicable labour laws and international human rights standards. The Company follows ethical recruitment practices, including strict age verification, prohibition of retention of employee identification documents, and transparent onboarding procedures.

Through structured human rights due diligence, regular monitoring, employee training, and accessible grievance mechanisms, TPL safeguards migrant and other vulnerable workers from risks related to forced labour, child labour, discrimination, or exploitation. These measures reflect the Company’s commitment to fair treatment, equal opportunity, and responsible employment practices for all employees.



# Safeguarding Our People: Health, Safety, and Well-Being

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

## Ensuring a Safe and Healthy Workplace

At Thomson Press, the health, safety, and well-being of our employees are of the highest priority. We are committed to maintaining a workplace that emphasizes safety, reduces occupational hazards, and supports both physical and mental wellness. Our comprehensive health and safety framework is grounded in industry best practices, full regulatory compliance, and proactive risk management. The Company has established and implemented a Health and Safety Emergency Action Plan that outlines clear procedures for emergency preparedness and response, including evacuation, communication, and

coordination measures, to protect employees and contractors during unforeseen incidents in line with internationally recognised occupational health and safety practices. The Company has a formal complaints and grievance procedure that enables employees to confidentially report occupational health and safety incidents, risks, and concerns, with mechanisms for timely investigation and corrective action in line with recognised international OHS standards.

In accordance with Global Reporting Initiative (GRI) 403-9, the following table presents data on work-related injuries for employees and workers, including fatalities, high-consequence injuries, recordable injuries, and total hours worked during the reporting period.

GRI 403-9 Work-related injuries				
Category	Employees		Workers	
	Number	Rate	Number	Rate
Fatalities due to work-related injury	0	0	0	0
High-consequence injuries (excl. fatalities)	0	0	0	0
Recordable work-related injuries	0	0	0	0
Main types of work-related injury	0	0	0	0
Hours worked	1599392		1599392	

Along with the disclosure on work-related injuries, the Company also reports on work-related ill health in accordance with Global Reporting Initiative (GRI) 403-10, covering data

for employees and workers on fatalities, high-consequence cases, recordable ill-health cases, and reported types of work-related ill health during the reporting period.

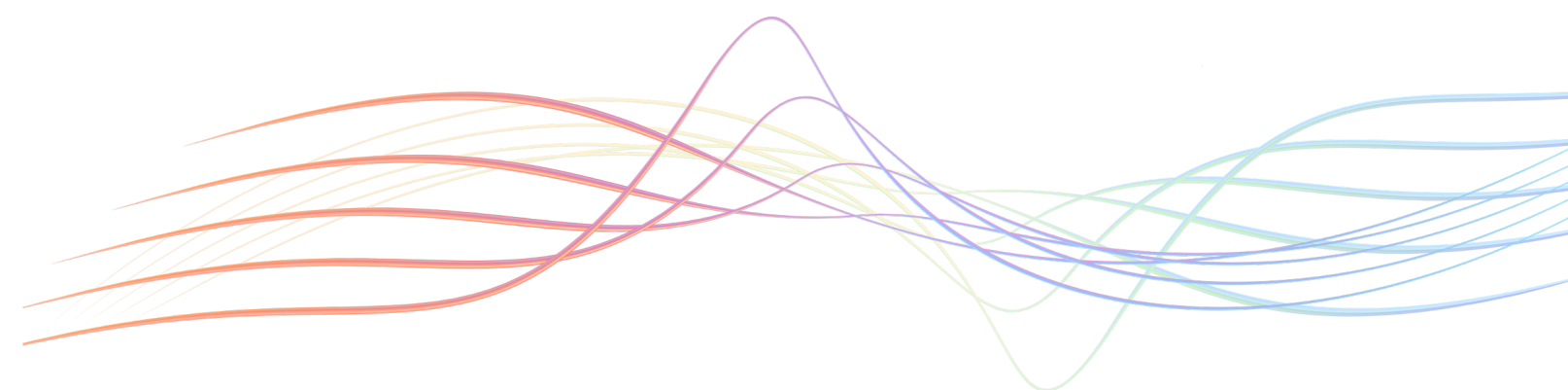
GRI 403-10 Work-related Ill Health				
Category	Employees		Workers	
	Number	Rate	Number	Rate
Fatalities due to work-related ill-health	0	0	0	0
High-consequence ill-health	0	0	0	0
Recordable work-related ill-health	0	0	0	0
Main types of work-related injury	0	0	0	0

Along with the monitoring of work-related injuries and ill health, the Company also tracks safety performance statistics in line with Global Reporting Initiative and recognised occupational health and safety practices, including Lost

Time Frequency Rate (LTIFR), Lost Time Injury Severity Rate (LTISR), and fatalities, to assess the effectiveness of its safety management systems over time.

Health & Safety Risk Assessment Coverage			
Indicator	FY 2022-23	FY 2023-24	FY 2024-25
% of operational sites covered for employee health & safety risk assessment	80%	100%	100%

Safety Performance Statistics					
Safety Sustainability Goal	Unit	FY23	FY24	FY25	
Reduce Lost Time Frequency Rate (LTIFR)	Incidents per million man-hours worked	0	0	0	
Reduce Lost Injuries Severity Rate (LTISR)	Lost days per million man-hours worked	0	0	0	
Zero Fatalities	Numbers	0	0	0	



Customer Health and Safety				
Indicator	Unit	FY 2022-23	FY 2023-24	FY 2024-25
Product safety complaint intensity; health & safety-related customer complaints per total orders fulfilled	ratio or per 1,000 orders	0	0	0
Pre-market safety risk screening; share of new products or process changes passing formal risk assessment before approval	%	0	0	0

### Policies in Place for Employee Safety and Well-Being

Our health and safety policies are aligned with ISO 45001 and OSHA standards, ensuring that operational risks are systematically identified, assessed, and addressed. A dedicated Safety Committee oversees risk management initiatives and ensures that all employees adhere to established safety protocols.

A well-defined set of policies supports our safety and well-being efforts. These policies guide day-to-day operations and ensure a safe, healthy work environment. They include:

- Occupational Health and Safety (OHS) Policy**

Ensures compliance with safety regulations and mandates regular hazard assessments and mitigation.

- Emergency and Disaster Management Plan**

Outlines procedures for handling emergencies such as fires, chemical spills, electrical hazards, and natural disasters. Includes designated response teams and evacuation drills.

- Health and Wellness Policy**

Promotes proactive health measures such as annual medical check-ups, vaccination drives, ergonomic workspaces, and wellness education.

- Mental Health and Stress Management Policy**

Provides stress reduction programs, confidential counselling, peer support groups, and wellness activities like yoga and meditation.

- Grievance Redressal System**

Offers a structured process to resolve health, safety, and workplace concerns fairly and efficiently.

### Key Health and Safety Initiatives

To uphold the highest safety standards, we have introduced several key workplace safety initiatives, including:

- Hazard Identification and Risk Assessment (HIRA)**

Proactively identifies and mitigates safety risks.

- Safety Inspections and Audits**

Routine internal and third-party audits to ensure compliance with safety standards.

- Emergency Preparedness Programs**

Includes drills, first-aid training, fire safety exercises, and crisis simulations.

- Personal Protective Equipment (PPE):**

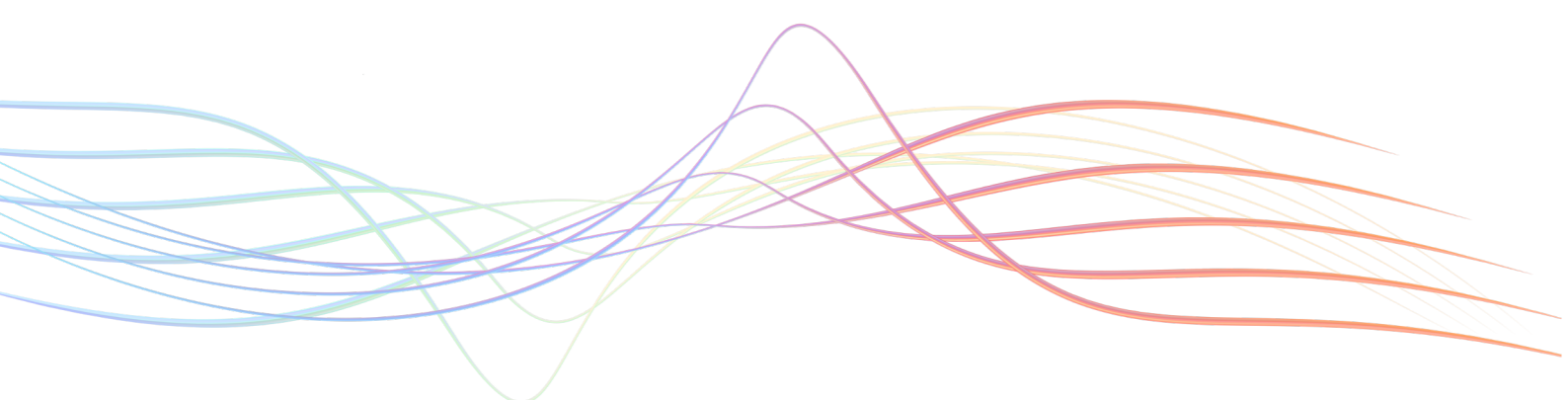
Mandatory safety gear provided for high-risk roles, such as gloves, helmets, respirators, and eye protection.

- Workplace Ergonomics Programs**

Includes ergonomic assessments, adjustable workstations, anti-fatigue mats, and posture training.

- Fatigue Management Initiatives**

Encourages balanced work-rest cycles, limits overtime, and provides fatigue awareness training.



## Occupational Health and Well-Being

Beyond physical safety, we also focus on preventive healthcare and holistic well-being. Employees are encouraged to take responsibility for their health with full support from the organization. Our occupational health programs emphasize disease prevention, healthy living, and early detection of health risks.

Mental wellness is a vital part of our approach. Our Employee Assistance Programs (EAPs) offer confidential counselling to help manage stress, anxiety, and personal challenges. We conduct workshops focused on mindfulness, work-life balance coaching, and mental resilience training. To support this further, we've introduced flexible work arrangements, including hybrid models, stress-relief breaks, and manageable workloads to prevent burnout. Designated employees are also trained in Mental Health First Aid to identify early signs of stress and provide peer support.

## Training and Awareness Programs

We believe that creating a culture of safety begins with continuous training and awareness. All employees undergo detailed safety training tailored to their specific roles. Fire and emergency response sessions prepare employees for crisis situations, while behaviour-based safety training encourages risk awareness and prevention.

Proper ergonomics training teaches lifting techniques, workstation adjustments, and injury prevention. Employees handling hazardous substances receive specialized training in safe storage, use, and disposal. In addition, company-wide hygiene campaigns educate employees on personal sanitation and disease prevention, fostering a safety-first mindset throughout the organization.

## Committees and Grievance Redressal

Oversight and accountability are essential to a strong safety culture. To ensure effectiveness, Thomson Press has established several committees dedicated to employee safety and well-being:

- Health and Safety Committee**  
 Includes members from various departments and is responsible for identifying hazards and ensuring safety measures are in place.
- Emergency Response Team (ERT)**  
 A trained team that handles emergencies, including fire incidents, medical emergencies, and evacuations.
- Well-being and Employee Engagement Committee**  
 Focuses on morale through wellness programs, engagement activities, and structured feedback.
- Grievance Redressal Committee**  
 Ensures employees can report concerns safely and receive fair resolution without fear of retaliation.

## Future Commitments and Strategic Roadmap

Thomson Press is committed to continually strengthening workplace safety and well-being. In the coming years, we plan to adopt AI-driven systems to detect hazards and automate safety compliance. Our wellness programs will expand to include mental health support, fitness programs, and nutritional counselling to support holistic employee well-being.

We aim to **achieve 100% workforce participation** in key safety training programs each year. We also plan to adopt low-toxicity materials and promote sustainable workplace practices to enhance environmental safety. With data-driven risk assessments and enhanced compliance measures, we're working to reduce workplace **incidents by 50%** in the near future.

By embedding safety and well-being into our culture, Thomson Press is creating a healthier, safer, and more supportive work environment.

We continue to invest in robust safety protocols, consistent training, and employee involvement to build a resilient and empowered workforce.

## Gender Equality Policies and Initiatives

GRI 401-3, 405-1, 405-2, 406-1

To support gender inclusivity, we have implemented:

- Equal Pay Policy**  
 Ensuring all employees receive fair compensation based on their skills and performance, regardless of gender.
- Maternity and Paternity Benefits:**  
 Offering enhanced parental leave and support programs for new mothers and fathers.
- Zero Tolerance Policy for Discrimination and Harassment**  
 Enforcing strict workplace policies with clear processes for immediate action and resolution.
- Flexible Work Arrangements**  
 Providing remote work options and flexible hours to support work-life balance for all employees.
- Diversity and Inclusion Training**  
 Hosting workshops and awareness sessions to reinforce inclusive practices and workplace respect.
- Gender-Neutral Recruitment Practices:**  
 Removing bias from the hiring process to ensure equal opportunity for all candidates.
- Support Networks for Women Employees**  
 Creating forums and mentorship programs where women can share experiences, seek guidance, and grow professionally.

## Current Achievements and Future Goals

GRI 401-1, 401-3, 404-2, 405-1

Over the past year, Thomson Press has reached key milestones in advancing gender inclusivity. We've seen an increase in female representation in technical and managerial roles. Of our recent hires, 7% have been women, and 0.89% of all promotions this year went to female employees. Looking ahead, we aim to:

- Increase female workforce participation to 0.89% by 2023
- Launch targeted leadership programs to

cultivate the next generation of women leaders

- Strengthen mentorship and networking opportunities for women in the workplace
- Expand return-to-work programs for women resuming their careers after a break
- Introduce policies and training programs to encourage more women to pursue careers in STEM and technical fields

## Women Empowerment: Strengthening The Role of Women in the Workplace

GRI 405-1, 405-2, 404-2, 401-3

### Commitment to Women's Advancement

Thomson Press believes that empowering women is essential to building an equitable and successful workplace. We are committed to creating equal opportunities for women by offering leadership pathways and skill development programs that help them thrive in their careers. Our initiatives are designed to provide women with the tools, training, and support needed to break barriers and achieve professional success.

Currently, 30% of our workforce is made up of women, with a 10% increase in female participation in managerial and technical roles over the past year. Recognizing the value of nurturing female talent, we've introduced structured programs that support career advancement, leadership development, and financial independence for women employees.

### Programs for Women's Skill Development and Leadership

To support women's growth and empowerment, we've implemented a comprehensive approach that equips them with the skills, confidence, and leadership abilities to succeed. These initiatives address the unique challenges women face in the workplace and offer the resources needed to overcome obstacles and step into leadership roles. We believe that ongoing mentorship, targeted skill-building, and access to entrepreneurial opportunities are key to long-

term professional growth for women. Our key initiatives include:

- **Women in Leadership Program**  
A structured development program designed to prepare high-potential women for managerial and executive roles.
- **Skill Development Workshops**  
Practical training focused on technical expertise, financial literacy, and business knowledge.
- **Mentorship and Networking Initiatives**  
Connecting women with experienced mentors to foster career guidance, collaboration, and professional growth.
- **Entrepreneurship Support Program**  
Encouraging women to pursue entrepreneurial ventures through dedicated training, access to resources, and mentorship support.

### Driving Change through Workplace Policies

We've also created a supportive workplace ecosystem through policies tailored to the needs of women. These include extended maternity leave, childcare support, flexible work arrangements, and re-entry programs for those returning after a career break. Our zero-tolerance policy on harassment ensures that all women work in a safe and respectful environment.

### Future Goals for Women Empowerment

Thomson Press is deeply committed to creating a workplace that uplifts and empowers women. Looking ahead, we aim to:

- Strengthen gender diversity initiatives to foster a more inclusive corporate culture

- Expand our skill development programs to support 30 women employees each year
- Collaborate with external organizations to promote women-led businesses and initiatives

## Partnering with Communities: Driving Social Development

GRI 413-1, 413-2, 203-1, 203-2

### Our Commitment to Social Responsibility

Thomson Press believes in creating a positive impact beyond business operations by actively contributing to community development. Our Corporate Social Responsibility (CSR) initiatives focus on education, healthcare, environmental conservation, and skill development, addressing key social and environmental challenges in the communities where we operate.

By partnering with local organizations, non-governmental organizations (NGOs), and government bodies, we aim to foster sustainable social change and inclusive growth. In FY 2023, Thomson Press invested INR 50 lakhs in CSR initiatives, enabling the implementation of impactful programs that benefit thousands of individuals.

Our CSR fund allocation reflects our strategic priorities:

- 40% towards education and skill development
- 35% towards healthcare initiatives
- 25% towards environmental conservation and community engagement

As a responsible corporate entity, we emphasize long-term, sustainable solutions over one-time interventions. Our CSR approach is holistic and impact-driven, with continuous monitoring and evaluation to assess effectiveness and identify opportunities for improvement.

### Education and Skill Development

Access to quality education and skill development is critical for driving economic and social progress. Thomson Press has launched multiple initiatives aimed at enhancing learning outcomes and improving employability among underprivileged communities. Key initiatives include:

- **Scholarship Programs**  
Providing financial assistance to meritorious students from economically disadvantaged backgrounds, enabling them to pursue higher education.
- **Vocational Training Centres**  
Offering training in industry-relevant skills such as printing, information technology, and business management to empower youth and women with improved employment prospects.

- **School Infrastructure Development**  
Supporting the renovation of school facilities and the introduction of digital learning resources to create a conducive educational environment.
- **Teacher Training Initiatives**  
Conducting professional development programs for educators to enhance teaching quality and curriculum delivery.

Through these initiatives, we aim to bridge the gap between formal education and employability, ensuring sustainable livelihood opportunities for individuals from underserved communities.

### Healthcare and Well-Being Initiatives

A healthy community is the foundation of a thriving society. Thomson Press undertakes healthcare initiatives to improve access to medical services and promote overall well-being. Our key programs include:

- **Health Camps**  
Organizing free medical check-ups, eye-care camps, and vaccination drives for underserved populations, reaching 5,000 beneficiaries during the year.
- **Maternal and Child Health Programs**  
Supporting prenatal and postnatal care services to improve maternal health outcomes and reduce infant mortality.
- **Mental Health Awareness Campaigns**  
Conducting workshops on mental well-being and stress management, benefiting 1,200 employees and community members.
- **Sanitation and Hygiene Programs**  
Improving sanitation infrastructure in rural schools and public spaces, ensuring access to clean water and hygienic facilities.

### Environmental Conservation and Community Engagement

Environmental stewardship is a core value at Thomson Press. We actively engage with communities to promote conservation and sustainable resource use. Our initiatives include:

- **Tree Plantation Drives**  
Conducting large-scale afforestation programs to combat deforestation and improve air quality, with 50,000 trees planted to date.
- **Waste Management Awareness**  
Educating communities on sustainable waste disposal and recycling practices through workshops and school-based programs.
- **Water Conservation Project**  
Implementing rainwater harvesting systems and promoting water-efficient agricultural practices, benefiting 2,500 rural households.
- **Renewable Energy Initiative**  
Supporting the adoption of solar energy solutions in community centres and schools to expand access to clean energy.

### Employee Volunteerism Engagement and Community

Employee involvement significantly amplifies the impact of our CSR initiatives. Thomson Press encourages active participation through structured volunteer programs and community outreach activities.

In FY 2025:

- 30% of our workforce participated in CSR initiatives
- Employees contributed 5,000 volunteer hours

Employee activities include teaching and mentoring programs, environmental clean-up drives, fundraising campaigns, and community development projects aligned with our CSR objectives.

## Future Goals and Commitments

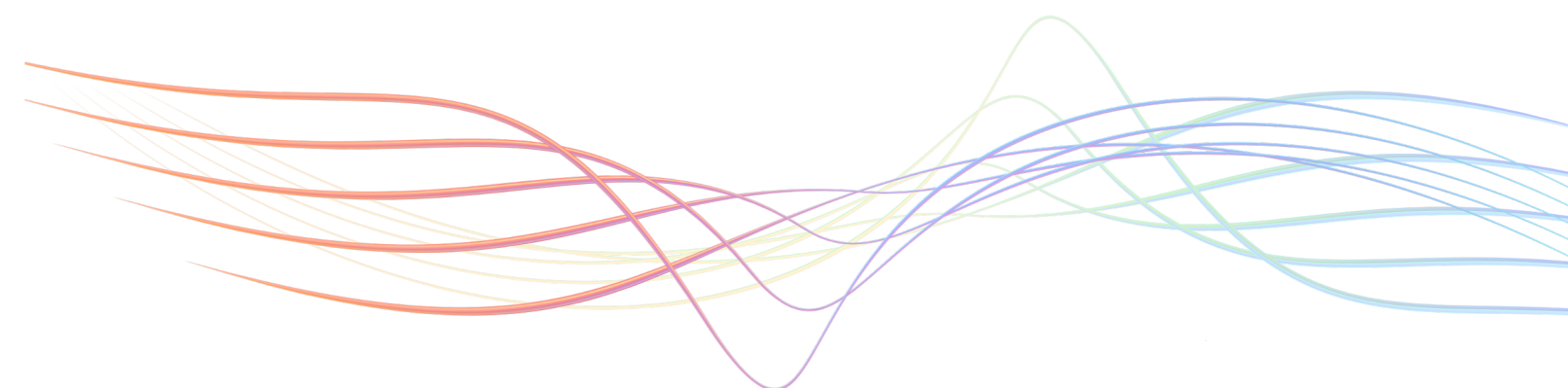
GRI 413-1, 413-2

Looking ahead, Thomson Press is committed to scaling the impact of its CSR initiatives. Our future priorities include:

- Expanding education and skill development programs to reach 10,000 beneficiaries by 2030
- Increasing healthcare outreach to serve 40% more individuals in remote areas
- Strengthening partnerships with local

organizations to scale community-led environmental initiatives

- Enhancing employee volunteerism, with a target of 50% workforce participation
- Investing in technology-driven CSR initiatives, including e-learning platforms and telemedicine
- Developing long-term sustainability roadmaps to ensure measurable and lasting impact



# Governance

## Topics Addressed

- Strengthening Governance for a Sustainable Future
- Ethics as Cornerstone: Upholding Integrity in Business
- Managing Risk, Ensuring Resilience
- Resilience: Strengthening Supply Chain Sustainability
- Ethical and Sustainable Supply Chain Practices
- Crafting a Responsible Supply Chain
- Supply Chain Management

## GRI Linkages

GRI 2-6 GRI 2-9 GRI 2-12 GRI 2-13 GRI 2-14 GRI 2-15 GRI 2-16 GRI 2-17 GRI 2-23 GRI 2-24  
 GRI 2-25 GRI 2-26 GRI 3-3 GRI 201-2 GRI 204-1 GRI 205-1 GRI 205-2 GRI 205-3 GRI 308-1  
 GRI 308-2 GRI 407-1 GRI 409-1 GRI 414-1 GRI 414-2 GRI 415-1 GRI 418-1

## SDG Contributions



## Responsibility Strengthening Governance for a Sustainable Future

GRI 2-9, 2-12, 2-13, 2-15, 2-16, 2-23, 2-24, 2-25

### Commitment to Ethical and Transparent Governance

Thomson Press upholds the highest standards of corporate governance, ensuring that business operations are conducted in alignment with ethical principles, regulatory requirements, and stakeholder expectations. We believe that robust governance practices are fundamental to long-term sustainability, enhanced corporate accountability, and the preservation of stakeholder trust.

Our governance framework is founded on the principles of integrity, transparency, and accountability. A dedicated Sustainability Committee oversees the implementation and monitoring of sustainability initiatives, while the Board of Directors provides strategic oversight to ensure that sustainability considerations are integrated into key business decisions. Ethical business conduct is reinforced through

comprehensive policies, including anti-bribery and anti-corruption measures, compliance guidelines, and responsible business practices, which collectively strengthen our commitment to sound governance.

To uphold corporate integrity and accountability, Thomson Press has established:

- A Code of Conduct applicable to employees and leadership
- A Whistleblower Policy that enables the reporting of unethical or non-compliant behaviour without fear of retaliation
- Anti-Bribery and Anti-Corruption Policies to prevent misconduct across operations

In addition, our Data Privacy and Cybersecurity Policy ensure the protection of sensitive information and supports a secure and resilient digital infrastructure.

## Ethics as Cornerstone: Upholding Integrity in Business

GRI 2-9, 2-12, 2-13, 2-15, 2-16, 2-23, 2-24, 2-25, 205-1, 205-2, 205-3, 418-1

### Commitment to Ethical Business Practices

Ethical conduct lies at the core of Thomson Press's corporate philosophy. We conduct our business with integrity, transparency, and fairness, ensuring full alignment with applicable laws, regulatory requirements, and ethical

standards. Our ethical framework promotes responsible business practices, accountability, and trust among all stakeholders.

To remain aligned with international best practices and evolving regulatory expectations, we continuously review and strengthen our ethical policies and governance mechanisms

## Code Of Conduct & Ethical Governance

Thomson Press has established a comprehensive Code of Conduct that defines clear expectations for employee behaviour, decision-making, and interactions with stakeholders. The Code ensures compliance with applicable laws, prevents conflicts of interest, and upholds human rights and labour standards across operations. Ethical principles are reinforced through regular training programmes, fostering a strong culture of integrity and responsible decision-making throughout the organisation.

## Code Of Conduct & Ethical Governance

- **Web-Based ERP System**

A secure enterprise resource planning system that tracks job progress, safeguards confidential data, and ensures access is restricted according to standard operating procedures (SOPs) and management levels.

- **Mandatory Ethics Training**

All employees undergo periodic ethics and compliance training covering governance principles, company policies, ethical

dilemmas, and industry best practices. Training incorporates real-life scenarios to strengthen ethical decision-making.

## Anti-Corruption and Transparency

- **Anti-Bribery and Corruption Policy**

A strict policy prohibiting bribery, facilitation payments, and unethical financial transactions is supported by regular corruption risk assessments to identify and mitigate potential risks, with transparency in all financial dealings being mandatory and any violations subject to appropriate disciplinary and legal action, in line with guidance from the Organization for Economic Co-operation and Development.

In this context, the following table presents information on incidents of non-compliance related to anti-corruption laws, regulations, and internal policies identified during the reporting period, in line with disclosure expectations of the Organisation for Economic Co-operation and Development and recognised good governance practices.

### GRI 416-2: Incidents of Non-Compliance - Health and Safety

Incident Date	Product/Service Involved	Nature of Non-compliance	Regulatory Body	Fine/Penalty	Corrective Action Taken
NIL	NIL	NIL	NIL	NIL	NIL
NIL	NIL	NIL	NIL	NIL	NIL

### Whistleblower Reports Received

Reporting Year	FY 2022-23	FY 2023-24	FY 2024-25
Number of whistleblower reports received	NIL	NIL	NIL

### Cases of Breach

Reporting area	Number of breaches in 2024-25
Corruption or Bribery	NIL
Discrimination or Harassment	NIL
Customer Privacy Data	NIL
Conflicts of Interest	NIL
Money Laundering or Insider trading	NIL

- **Whistleblower Protection Mechanism**

A robust mechanism enabling employees, vendors, and stakeholders to report ethical concerns anonymously. The company ensures non-retaliation and conducts prompt, fair, and independent investigations.

- **Insider Trading Policy**

Employees and stakeholders with access to sensitive information are prohibited from using or sharing such information for personal gain. Violations result in strict disciplinary and legal consequences.

- **Conflict of Interest Policy**

Employees must disclose any personal, financial, or business interests that could influence decision-making. All conflicts are assessed and managed transparently.

## Business Ethics and Anti-Corruption

At Thomson Press, we uphold the highest standards of integrity, transparency, and ethical conduct across all our operations. We maintain a zero-tolerance approach toward bribery, corruption, and unethical business practices.

- **Whistleblower Mechanism**

We have established a formal whistleblower mechanism that enables employees,

suppliers, contractors, and other stakeholders to confidentially report concerns related to corruption, bribery, fraud, or unethical conduct. Reports may be submitted through designated channels without fear of retaliation. All complaints are investigated through a structured review process, and appropriate corrective or disciplinary action is taken where necessary.

We monitor and track the number of whistleblower reports received annually, along with resolution status, to ensure transparency and continuous improvement in our ethics governance framework.

- **Approval Procedures for Sensitive Transactions**

We implement defined approval procedures for sensitive transactions, including high-value payments, third-party engagements, and transactions involving elevated risk categories. Segregation of duties, dual approvals, and documented review processes are embedded into our financial control systems to prevent misuse of funds and mitigate corruption risks.

Through internal audits and compliance reviews, we assess adherence to these procedures across our sites.

## Business Ethics Metrics and Monitoring

To strengthen oversight and accountability, we track key business ethics indicators, including:

- Number of whistleblower reports received and resolved
- Number of confirmed information security incidents
- Percentage of employees trained annually on business ethics, anti-corruption, and data protection

- Percentage of operational sites assessed or internally audited on business ethics and compliance issues

We conduct periodic ethics training programmes to ensure that employees understand our Code of Conduct, anti-corruption policies, and information security responsibilities. Internal audits are conducted across our sites to evaluate compliance with ethical and governance standards.

### Ethical Practices Snapshot (Corruption Due Diligence & Assessment)

GRI 2, 205, 206

KPI	FY 2022-23	FY 2023-24	FY 2024-25
Numbers of Complaints reported on Corruption & Bribery	NIL	NIL	NIL
% of people trained on Anti-Corruption & Bribery	90%	90%	100%
% of risky trading partners covered by due diligence on corruption	0%	90%	100%
% of operational sites covered by internal assessment on business ethics issues	100%	100%	100%
% of employees trained on business ethics issues	90%	100%	100%
% of operational sites certified with anti-corruption management system (ISO 37001)	0%	0%	0%

Through these structured policies, monitoring systems, and quantitative tracking mechanisms, we at Thomson Press demonstrate our commitment to ethical business practices, strong internal controls, and responsible information management.

## Responsible Business and Supply Chain Ethics

- **Supplier Code of Ethics**  
Suppliers are required to comply with ethical sourcing standards, fair labour practices, workplace safety, and environmental compliance, ensuring responsible conduct across the supply chain.
- **Responsible Marketing and Advertising Policy**  
Ensures all marketing communications are honest, non-deceptive, and compliant with industry regulations, protecting consumer rights and promoting ethical competition.
- **Sustainable Procurement Policy**  
Mandates supplier evaluations based on ethical production, environmental impact, and social responsibility, reinforcing sustainability across procurement activities.

## People, Human Rights, and Workplace Practices

- **Diversity, Equity, and Inclusion (DE&I) Policy**  
Promotes equal opportunities and an inclusive workplace, supporting career advancement for underrepresented groups.
- **Human Rights and Labour Policy**  
Upholds fair wages, safe working conditions, freedom of association, and strictly prohibits forced and child labour across operations and the supply chain.
- **Occupational Health and Safety Policy**  
Implements regular safety audits, risk assessments, hazard controls, and employee training to ensure a safe and healthy workplace.
- **Policy on Harassment and Abuse-Free Workplace**  
A zero-tolerance approach to harassment and abuse, supported by training, reporting mechanisms, and strict disciplinary actions.
- **Prevention of Sexual Harassment (POSH) Policy**

A dedicated Internal Complaints Committee (ICC) addresses grievances related to sexual harassment, supported by awareness and training programmes.

## Data Protection and Environmental Responsibility

- **Cybersecurity and Data Protection Policy**  
An information security due diligence programme for third parties, complemented by regular audits of control procedures to prevent information security breaches, is implemented to protect sensitive data through encryption, multi-factor authentication, secure networks, and employee cybersecurity awareness training, in alignment with best practices outlined by the International Organization for Standardization.
- **Environmental Compliance Policy**  
Ensures compliance with environmental regulations, including monitoring of emissions, energy use, and waste management, aligned with sustainability commitments.

## Responsible Information Management and Data Protection

At Thomson Press, we recognise the importance of protecting confidential information and ensuring responsible data management practices.

### Reporting Mechanism for Information Security Concerns

We extend our whistleblower framework to cover information security concerns. Employees and stakeholders may confidentially report suspected data breaches, misuse of confidential information, or cybersecurity risks. All reports are investigated in accordance with our defined protocols.

**Incident Response Plan (IRP)**

We maintain an Incident Response Plan (IRP) to manage breaches of confidential information. The IRP outlines roles, responsibilities, escalation procedures, containment measures, investigation protocols, and communication requirements. This structured approach enables us to respond promptly and mitigate potential impact in the event of a data security incident. We monitor and report the number of confirmed information security incidents annually as part of our governance oversight.

secure storage protocols, and lawful disposal procedures for business and personal data. This ensures compliance with regulatory requirements and protects stakeholder confidentiality.

**Stakeholder Consent and Data Processing**

We maintain procedures to obtain appropriate stakeholder consent for the processing, sharing, and retention of confidential information. Our data privacy practices ensure that personal data is handled lawfully, transparently, and securely.

**Records Retention and Data Governance**

We implement a documented records retention schedule that defines retention periods,

**Information Security Performance**

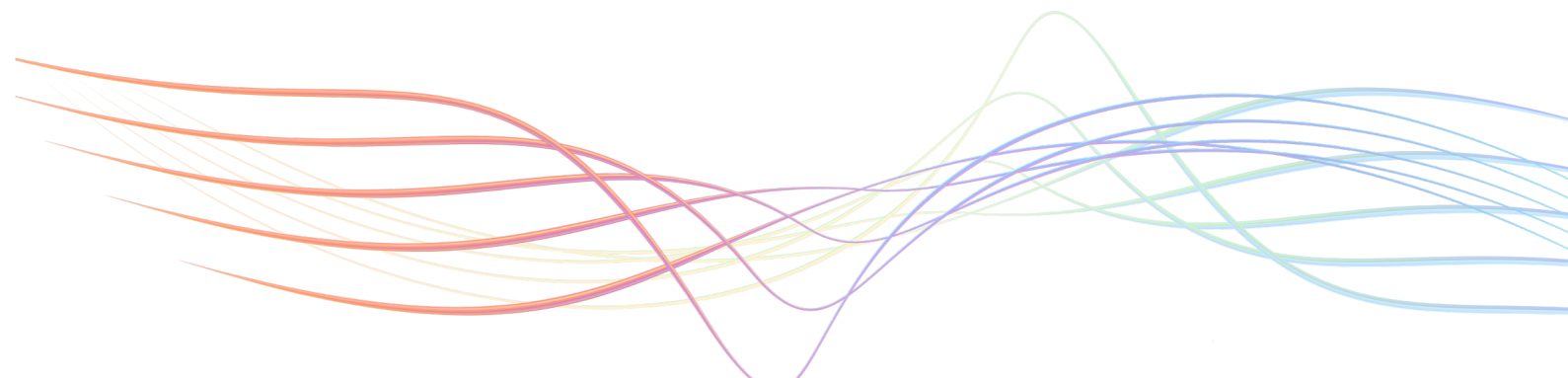
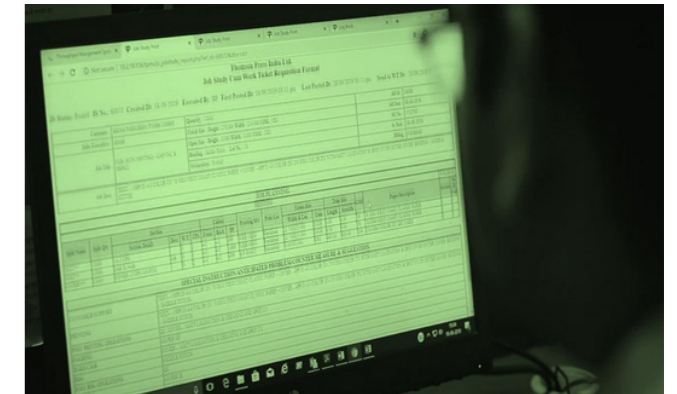
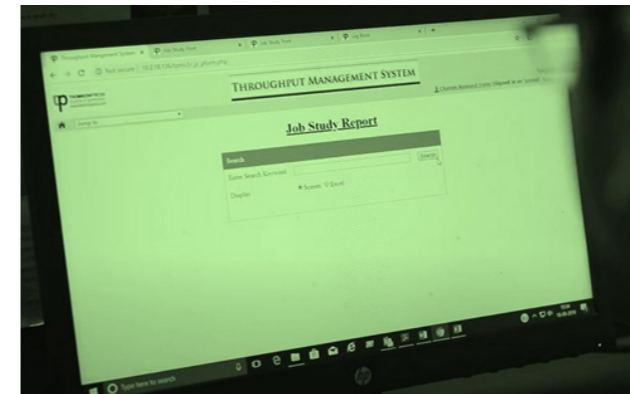
GRI 2, 3

KPI	FY 2022-23	FY 2023-24	FY 2024-25
Number of information security breach cases	NIL	NIL	NIL
% of people trained on Information Security and Data Management	90%	90%	100%
% of operational sites covered by internal information security assessment	100%	100%	100%
Number of user complaints related to data privacy or information security	NIL	NIL	NIL
Data Retention Compliance	100%	100%	100%
% of operational sites certified with anti- information security management system (ISO 27001)	50%	80%	100%
% of Risky Trading Partners Covered by Due Diligence on Information Security	80%	100%	100%

**Responsible Information Management and Data Protection.**

- **Recruitment and Selection Policy**  
Ensures fair, merit-based hiring through unbiased processes, structured interviews, and skill-based assessments.
- **Induction and Onboarding Policy**  
Provides structured onboarding to familiarise new employees with company values, policies, and responsibilities.
- **Leave Policy**  
Offers structured leave entitlements, including vacation, sick, maternity, paternity, and special leave provisions to support work-life balance.

- **Performance Management Policy**  
A structured appraisal system ensuring continuous feedback, merit-based career progression, and performance recognition.
- **Reward and Recognition Policy**  
Defines incentive, bonus, and recognition programmes to motivate employees and reward exceptional performance.
- **Corporate Governance Policy**  
Clearly defines governance structures to ensure ethical decision-making, compliance, and effective risk management across all organisational levels.



## Corporate Governance Structure

Thomson Press maintains a well-defined corporate governance structure that promotes transparency, accountability, and sustainability.

- The Board of Directors provides strategic oversight, ensures regulatory compliance, and integrates ethical considerations into decision-making.
- The Executive Leadership Team manages day-to-day operations, policy implementation, and sustainability initiatives.
- The Audit and Risk Committee oversees financial integrity, internal controls, and enterprise risk management.

- The Sustainability and Ethics Committee monitors ethical conduct, environmental compliance, and corporate social responsibility initiatives, ensuring sustainability goals are embedded into corporate strategy.
- The Compliance and Legal Team ensures adherence to national and international regulations and updates policies in line with evolving standards.

Employee participation in governance is encouraged through structured reporting and feedback mechanisms. Open engagement with investors, regulators, suppliers, and communities further strengthens transparency and responsible corporate governance.

## Managing Risk, Ensuring Resilience

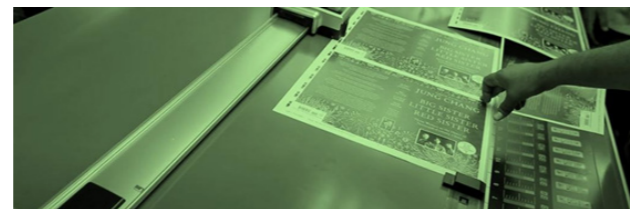
GRI 2-12, 2-13, 2-14, 2-16, 3-3, 201-2

### The Importance of Risk Management

Thomson Press recognises that effective risk management is a critical pillar of corporate sustainability and business resilience. A proactive approach to identifying, assessing, and mitigating risks enables us to safeguard our employees, assets, and operations while ensuring regulatory compliance and long-term value creation.

Our risk management framework is designed to address potential challenges across operational, financial, environmental, health and safety, regulatory, and reputational domains, thereby supporting business continuity and reinforcing stakeholder confidence.

### Types of Risks and Mitigation Strategies



Thomson Press follows a structured risk management process that categorises key risks and implements targeted mitigation strategies, as outlined below:

#### Operational Risks

Operational risks include supply chain disruptions, equipment failures, and workforce-related challenges. These risks are mitigated through preventive maintenance programmes, supplier diversification, employee training, and process automation, which together enhance operational efficiency and continuity.

### Climate Change and Environmental Risks

With sustainability embedded at the core of our business strategy, we proactively address risks related to resource scarcity, extreme weather events, and evolving environmental regulations. Our mitigation measures include renewable energy adoption, water conservation initiatives, and carbon footprint reduction, aimed at minimising environmental impact and regulatory exposure.

### Health and Safety Risks

Employee safety is a top priority at Thomson Press. We implement stringent occupational health and safety protocols, conduct regular risk assessments, and provide comprehensive safety training. Emergency preparedness measures, including fire safety drills and medical response plans, further strengthen our safety culture.

### Financial and Market Risks

Market volatility, currency fluctuations, and macroeconomic uncertainties can impact business performance. These risks are managed through financial prudence, diversified revenue streams, robust financial planning, and appropriate risk hedging strategies to maintain financial stability.

### Regulatory and Compliance Risks

Non-compliance with industry regulations and evolving legal requirements poses significant risks. Our Compliance and Legal Team continuously monitors regulatory developments and ensures adherence to national and international standards. Regular audits and governance reviews help mitigate compliance-related risks.

## Risk Ownership and Responsibilities

Clear ownership and accountability are assigned to ensure that risk management is embedded across all organisational levels. Key risk categories and responsibilities are as follows:

Type of Risk	Ownership	Responsibility
Operational Risks	Operations and Supply Chain Team	Ensuring process efficiency, workforce management, and continuity planning.
Climate Change & Environmental Risks	Sustainability and ESG Team	Implementing emission reduction strategies, monitoring compliance, and ensuring sustainable practices.
Health and Safety Risks	Health & Safety Committee	Conducting safety audits, employee training, and emergency response planning.
Financial and Market Risks	Finance and Risk Management Team	Monitoring market trends, managing currency fluctuations, and ensuring financial stability.
Regulatory and Compliance Risks	Compliance and Legal Team	Ensuring adherence to national and international regulations, conducting regular audits, and overseeing governance.

## Risk Management Committee and Oversight

Thomson Press has established a dedicated Risk Management Committee to oversee enterprise-wide risk management. The Committee works in close coordination with the Board of Directors and key business functions to:

- Develop and implement risk mitigation strategies
- Review risk assessment reports on a periodic basis
- Monitor the effectiveness of internal controls
- Promote risk awareness and crisis preparedness across the organisation

Employees are trained in risk identification and response mechanisms, enabling timely and effective action in the event of unforeseen challenges.

## Resilience: Strengthening Supply Chain Sustainability

GRI 2-6, 2-23, 2-24, 308-1, 308-2, 414-1, 414-2

### Commitment to Sustainable Supply Chains

Thomson Press recognises that a resilient and sustainable supply chain is fundamental to business continuity, environmental stewardship, and ethical sourcing. Sustainability principles are integrated into our procurement practices by prioritising suppliers that demonstrate strong environmental, social, and governance (ESG) performance.

By aligning supply chain operations with responsible sourcing policies, we aim to reduce environmental impact, promote fair labour practices, and support regional economic development. Our sustainability-focused procurement approach enhances transparency, accountability, and compliance with internationally recognised standards.

### Embedding Resilience into Business Strategy

Risk management is integrated into corporate decision-making through scenario planning, stress testing, and investments in risk-resilient infrastructure and digital transformation initiatives. By embedding resilience across operations and strategic planning, Thomson Press remains agile and well-prepared to navigate uncertainty while upholding its commitment to sustainability and corporate responsibility.

Through a comprehensive and forward-looking risk management framework, Thomson Press continues to protect its business, stakeholders, and the environment, reinforcing its position as a responsible and resilient organisation.

### Supplier Sustainability Standards and Assessments

Sustainability in procurement extends across the materials we source, the partners we engage with, and the manner in which we collaborate with suppliers. Thomson Press requires suppliers to meet defined sustainability benchmarks covering:

- Ethical business conduct and regulatory compliance
- Human rights and labour standards
- Resource-efficient production practices
- Carbon footprint management and emissions reduction
- Responsible waste management

Supplier assessments incorporate evaluations of human rights compliance, environmental performance, and waste management protocols. Strengthening partnerships with certified

and sustainability-aligned suppliers enables the procurement of eco-friendly materials while reducing emissions associated with transportation and logistics.

## Ethical and Sustainable Supply Chain Practices

GRI 2-6, 3-3, 308-1, 308-2, 414-1, 414-2

### Supply Chain Risk Management and Resilience

Our supply chain strategy incorporates robust risk management measures to safeguard operations against unforeseen disruptions. These measures include:

- Regular supplier performance and risk assessments
- Supplier diversification to reduce dependency risks
- Contingency planning for market volatility and geopolitical challenges

By embedding sustainability and risk management into supply chain governance, Thomson Press enhances long-term operational stability, strengthens supplier relationships, and contributes to the development of a responsible and ethical global supply network.

### Sustainable Procurement and Responsible Supply Chain Management

At Thomson Press, we recognise that our environmental and social impact extends beyond our own operations into our supply chain. We have established a structured sustainable procurement framework

supported by policies, qualitative objectives, and measurable performance indicators to strengthen supplier environmental and social practices.

### Supplier Environmental Practices and Governance

We maintain a Supplier Code of Conduct that outlines our expectations regarding environmental stewardship, ethical labour practices, human rights, and responsible business conduct. Our procurement policy includes qualitative objectives such as reducing environmental impact, promoting responsible sourcing, and ensuring compliance with labour standards. We progressively integrate quantitative performance indicators, monitoring supplier compliance and sustainability performance through defined review mechanisms.

## Crafting a Responsible Supply Chain

### Training of Buyers

We train our procurement teams to integrate social and environmental considerations into sourcing decisions. Buyers are evaluated not only on cost, quality, and delivery but also on their ability to promote ESG standards within the supply chain. This ensures that sustainability is embedded into procurement culture and decision-making processes.

### Capacity Building of Suppliers

We support supplier capacity building through awareness sessions, sharing of best practices, and engagement initiatives designed to mitigate environmental and social risks. Where necessary, we provide guidance to suppliers to strengthen compliance with labour standards, environmental regulations, and human rights principles.

### Supplier Incentive Programs

We recognise and incentivise suppliers who demonstrate strong environmental and social performance. Suppliers that meet or exceed our sustainability expectations may receive preferred supplier status, recognition awards, or prioritised engagement opportunities. By linking performance to recognition, we encourage continuous improvement across our supply chain.

### Integration into Buyer Performance Reviews

Sustainable procurement objectives are integrated into buyer performance evaluations. We assess our procurement teams on their

**GRI 2-6, 2-23, 2-24, 2-25, 3-3, 308-1, 308-2, 414-1, 414-2**

effectiveness in promoting supplier compliance, monitoring ESG standards, and driving responsible sourcing practices.

### Worker Voice and Grievance Mechanisms

We promote worker voice mechanisms across our supply chain. Suppliers are encouraged to implement grievance channels and reporting systems that allow workers to confidentially raise concerns related to labour practices, health and safety, or environmental issues. These mechanisms support early risk identification and corrective action.

### Sustainable Procurement & Ethical Sourcing

Thomson Press is committed to building a responsible, resilient, and sustainable supply chain that upholds ethical business practices and aligns with global environmental, social, and governance (ESG) standards. By embedding sustainability into procurement processes and supplier engagement, we ensure that our operations mitigate risks, enhance transparency, and create long-term value for stakeholders.

Our procurement policies prioritise environmentally responsible sourcing, fair labour conditions, and transparent business practices, enabling us to manage supply chain risks effectively while supporting sustainable development.

To strengthen ethical sourcing and sustainability across our supply chain, Thomson Press has implemented the following initiatives:

### Training of Buyers

We train our procurement teams to integrate social and environmental considerations into sourcing decisions. Buyers are evaluated not only on cost, quality, and delivery but also on their ability to promote ESG standards within the supply chain. This ensures that sustainability is embedded into procurement culture and decision-making processes.

### Capacity Building of Suppliers

We support supplier capacity building through awareness sessions, sharing of best practices, and engagement initiatives designed to mitigate environmental and social risks. Where necessary, we provide guidance to suppliers to strengthen compliance with labour standards, environmental regulations, and human rights principles.

### Supplier Incentive Programs

We recognise and incentivise suppliers who demonstrate strong environmental and social performance. Suppliers that meet or exceed our sustainability expectations may receive preferred supplier status, recognition awards, or prioritised engagement opportunities. By linking performance to recognition, we encourage continuous improvement across our supply chain.

### Integration into Buyer Performance Reviews

Sustainable procurement objectives are integrated into buyer performance evaluations. We assess our procurement teams on their effectiveness in promoting supplier compliance, monitoring ESG standards, and driving responsible sourcing practices.

### Worker Voice and Grievance Mechanisms

We promote worker voice mechanisms across our supply chain. Suppliers are encouraged to implement grievance channels and reporting systems that allow workers to confidentially raise concerns related to labour practices, health and safety, or environmental issues. These mechanisms support early risk identification and corrective action.

### Sustainable Procurement & Ethical Sourcing

Thomson Press is committed to building a responsible, resilient, and sustainable supply chain that upholds ethical business practices and aligns with global environmental, social, and governance (ESG) standards. By embedding sustainability into procurement processes and supplier engagement, we ensure that our operations mitigate risks, enhance transparency, and create long-term value for stakeholders.

Our procurement policies prioritise environmentally responsible sourcing, fair labour conditions, and transparent business practices, enabling us to manage supply chain risks effectively while supporting sustainable development.

To strengthen ethical sourcing and sustainability across our supply chain, Thomson Press has implemented the following initiatives:

### Supplier Standards and Ethical Compliance

We train our procurement teams to integrate social and environmental considerations into sourcing decisions. Buyers are evaluated not only on cost, quality, and delivery but also on their ability to promote ESG standards within the supply chain. This ensures that sustainability is embedded into procurement culture and decision-making processes.

- **Supplier Code of Conduct**  
All suppliers are required to comply with our Supplier Code of Conduct, which sets clear expectations on human rights compliance, fair wages, safe working conditions, environmental responsibility, and business integrity. The Code reinforces ethical labour practices and responsible sourcing across the supply chain.
- **Fair Trade and Ethical Partnerships**  
We collaborate with suppliers that adhere to fair trade principles, ensuring that our procurement practices contribute positively to social and economic development. These partnerships support fair wages, responsible labour practices, and inclusive growth, particularly for local and regional suppliers.

### Supplier Code of Conduct and Charter Compliance

We require targeted suppliers to adhere to our Sustainable Procurement Charter and Supplier Code of Conduct, which outlines environmental, labour, ethical, and human rights expectations.

- We track the percentage of targeted suppliers who have formally signed our Supplier Code of Conduct.
- We ensure that a defined percentage of supplier contracts include explicit clauses covering environmental protection, labour standards, and human rights compliance.

These contractual commitments strengthen accountability and align supplier operations with our ESG expectations.

### Environmental Sustainability and Circularity

- **Sustainable Materials Sourcing**  
Thomson Press prioritises sourcing from certified sustainable suppliers to reduce environmental impact. This includes the use of recycled paper, energy-efficient machinery, and eco-friendly printing chemicals, supporting responsible raw material

procurement.

- **Responsible Sourcing of Wood-Based Materials**  
As a printing and publishing company, we procure paper and related wood-based inputs from certified and responsibly managed sources. We monitor the percentage of recycled wood and wood-based materials used in our operations as part of our commitment to resource efficiency and circular economy principles. Our sourcing strategy prioritises recycled content and certified sustainable forestry inputs to reduce environmental impact.
- **Waste Reduction and Circular Economy Initiatives**  
We work closely with suppliers to minimise production waste, promote recycling, and implement circular economy practices. Waste diversion programmes encourage material reuse and reduce landfill dependency.
- **Carbon Footprint Management**  
We actively engage with suppliers to measure and reduce greenhouse gas emissions across the value chain. Carbon tracking mechanisms and supplier emission-reduction commitments support the management and reduction of Scope 3 emissions.

### Sustainable Sourcing and Responsible Procurement Metrics

At Thomson Press, we recognise that responsible sourcing of paper and wood-based materials is fundamental to our sustainability commitment. We integrate environmental, labour, and human rights considerations into our procurement framework and track key performance indicators to ensure transparency and accountability.

### Supplier Monitoring and Due Diligence

- **Supplier Audits and Evaluations**  
Regular supplier audits and due diligence assessments are conducted to monitor

compliance with environmental, labour, and ethical standards; however, no data was available during the reporting period on the percentage of high-risk trading partners covered by due diligence processes related to corruption or information security.

- **Supplier Sustainability Assessment and Audit**  
We conduct sustainability assessments of targeted suppliers to evaluate their compliance with our environmental and social requirements.
  - We monitor the percentage of targeted suppliers that undergo sustainability assessments.
  - Where risk levels warrant, we conduct or commission on-site sustainability audits to verify compliance and identify improvement opportunities.
- **Sustainable Procurement Capacity Building**  
We invest in strengthening both internal and supplier capabilities:
  - We track the percentage of buyers across all locations who have received training on sustainable procurement practices, ensuring that social and environmental considerations are embedded in sourcing decisions.
  - For suppliers that are audited or assessed, we monitor the percentage or number engaged in corrective actions or capacity-building programmes to address identified gaps.

Through training, engagement, and follow-up monitoring, we ensure that procurement decisions support responsible sourcing objectives.

### Transparency and Accountability in Supply Chain Governance

Transparency and accountability are central to our supply chain governance framework. Key governance mechanisms include:

- **Supplier Risk Assessments**  
Periodic risk assessments identify and manage risks related to regulatory compliance, sustainability performance, operational resilience, geopolitical developments, environmental exposure, and labour rights.
- **Ethical Sourcing Agreements**  
Supplier contracts incorporate sustainability commitments, fair labour requirements, and anti-corruption measures, ensuring adherence to ethical and environmental standards throughout the supply chain.
- **Technology Integration**  
Digital tools and data-driven analytics are used to monitor supplier performance, ethical compliance, and environmental impact, enabling continuous improvement and informed decision-making.
- **Supplier Training and Capacity Building**  
Thomson Press conducts training and capacity-building programmes to educate suppliers on sustainability practices, ethical sourcing, and compliance expectations, ensuring alignment with our ESG objectives.
- **Stakeholder Engagement**  
Thomson Press conducts training and capacity-building programmes to educate suppliers on sustainability practices, ethical sourcing, and compliance expectations, ensuring alignment with our ESG objectives.

By integrating sustainability, ethics, and risk management into supply chain governance, Thomson Press continues to strengthen operational resilience while contributing to the development of a transparent, responsible, and sustainable global supply network.

# Supply Chain Management

GRI 2-6, 3-3, 308-1, 308-2, 414-1, 414-2

## Enhancing Supply Chain Efficiency and Sustainability

Thomson Press recognises that an efficient, resilient, and sustainable supply chain is fundamental to business success and long-term value creation. We integrate environmental, social, and governance (ESG) principles across supply chain management, ensuring

## Supply Chain Risk Management and Supplier Evaluation

To mitigate risks and ensure supply chain stability, Thomson Press conducts comprehensive assessments of suppliers and logistics networks. Key elements of our risk management approach include:

- **Supplier Risk Assessments**  
Evaluating supplier financial stability, regulatory compliance, and sustainability performance to identify potential risks. Assessments consider geopolitical developments, regulatory changes, and market volatility to proactively safeguard operations.
- **Supply Chain Diversification**  
Reducing reliance on single suppliers by developing a diversified supplier base, enhancing resilience against localised economic disruptions or policy shifts.

that procurement, logistics, and supplier relationships are aligned with responsible business practices.

Our supply chain management framework is built on risk assessment, performance monitoring, and continuous improvement, driving operational excellence while advancing sustainability objectives.

- **Operational Resilience Measures**  
Implementing contingency plans, emergency response protocols, and alternative sourcing strategies to manage disruptions such as raw material shortages or transportation bottlenecks. Business continuity planning ensures timely and effective responses to unforeseen challenges.
- **Supplier Compliance Audits**  
Conducting regular audits to verify adherence to ethical sourcing, labour standards, environmental conservation requirements, and business integrity principles.
- **Cybersecurity in the Supply Chain**  
Strengthening digital security frameworks to protect supplier data, transactions, and sensitive business information. Measures include data encryption, secure data-sharing platforms, and supplier cybersecurity risk assessments to minimise digital vulnerabilities.



Sustainable Procurement				
KPI	Unit	FY 2022-23	FY 2023-24	FY 2024-25
% of priority suppliers having signed the Supplier Code of Conduct / Sustainable Procurement Charter	%	Nil	Nil	100%
% of priority suppliers under contracts embedding environmental, labor & human-rights clauses	%	Nil	Nil	100%
% of priority suppliers completing a sustainability (desk-based) assessment	%	Nil	Nil	83%
% of priority suppliers undergoing on-site sustainability audits	%	Nil	Nil	45%
% of buyers trained on sustainable procurement	%	Nil	Nil	100%
% of audited or assessed suppliers in active corrective action or capacity building	%	Nil	Nil	100%

## Supplier Standards and Continuous Improvement

Thomson Press maintains high supplier standards to ensure alignment with sustainability goals and operational efficiency. Our supplier management approach includes:

- **Supplier Code of Conduct Implementation**  
Mandating compliance with environmental, labour, and human rights standards. Suppliers are required to uphold fair wage practices, safe and humane working conditions, and environmentally responsible production processes.
- **Ongoing Performance Monitoring**  
Tracking supplier performance against ethical, operational, and sustainability benchmarks through structured reviews. Suppliers undergo annual assessments to evaluate progress toward sustainability targets.
- **Supplier Capacity Building**  
Delivering training programmes on responsible sourcing, environmental management, workplace safety, and emissions reduction. These initiatives support

suppliers in adopting clean energy, improving waste management, and reducing carbon footprints.

- **Collaboration for Innovation**  
Partnering with suppliers to develop innovative, eco-friendly materials and production processes aligned with carbon reduction goals. This includes supporting research into biodegradable packaging, water-efficient manufacturing techniques, and renewable energy integration at supplier facilities.
- **Green Logistics and Transportation**  
Implementing sustainable logistics solutions to reduce emissions associated with product transportation. Measures include route optimisation, promotion of fuel-efficient freight options, and investment in lower-emission or carbon-neutral shipping methods.

By embedding sustainability, risk management, and innovation into supply chain governance, Thomson Press continues to enhance operational resilience while contributing to a responsible, transparent, and sustainable supply network.

# Way Forward

## Topics Addressed

- Commitment to Continuous Improvement
- Climate Action and Environmental Stewardship
- Responsible Supply Chain and Procurement
- Social Responsibility and Workforce Well-Being
- Governance, Transparency, and Ethics
- Innovation and Technology
- Building a Sustainable Future Together

## GRI Linkages

GRI 2-12 GRI 2-13 GRI 2-22 GRI 3-3 GRI 201-1 GRI 201-2 GRI 302 GRI 303 GRI 305  
GRI 306 GRI 308 GRI 401 GRI 403 GRI 413

## SDG Contributions



## Way Forward: Our Vision for Sustainable Growth

GRI 3-3, 201-2, 302, 303, 305, 306, 308, 401, 403, 413, 2-12, 2-13, 2-22

### Commitment to Continuous Improvement

At Thomson Press, sustainability is viewed as an ongoing journey rather than a final destination. We recognise that environmental and social challenges continue to evolve, requiring continuous adaptation, innovation, and improvement. Our forward-looking sustainability roadmap is focused on deepening our impact, enhancing operational efficiency, and driving meaningful change across our industry.

By embedding sustainability into our core business strategy, we aim not only to meet regulatory expectations but to exceed them, setting higher benchmarks for responsible and future-ready business practices.

### Key Focus Areas for the Future

To strengthen our sustainability commitment, Thomson Press will focus on the following strategic priorities:

### Climate Action and Environmental Stewardship

- **Carbon Neutrality Goals**  
Progressively reducing our carbon footprint through enhanced energy efficiency, increased adoption of renewable energy, and the implementation of carbon offset initiatives.
- **Advancing Circular Economy Practices**  
Strengthening waste management strategies by promoting recycling, resource recovery, and sustainable material usage. Investments in closed-loop production systems will further reduce waste generation.
- **Biodiversity Conservation and Water Stewardship**  
Minimising ecological impact through

responsible land use and biodiversity protection, while adopting water conservation and efficiency measures across industrial processes.

### Responsible Supply Chain and Procurement

- **Expanding Green Procurement Initiatives**  
Collaborating closely with suppliers to integrate sustainable sourcing and responsible supply chain practices, ensuring compliance with ethical, environmental, and ESG standards.

### Social Responsibility and Workforce Well-Being

- **Strengthening Social Responsibility Initiatives**  
Collaborating closely with suppliers to integrate sustainable sourcing and responsible supply chain practices, ensuring compliance with ethical, environmental, and ESG standards.
- **Enhancing Workplace Safety and Employee Well-Being**  
Prioritising occupational health and safety through strengthened policies, advanced safety training programmes, and stress management initiatives to support employee welfare.

### Governance, Transparency, and Ethics

- **Improving Governance and Ethical**  
Strengthening corporate governance frameworks to enhance transparency, accountability, and ethical decision-making across all levels of the organisation.

- **Enhanced ESG Reporting and Transparency**

Improving disclosure practices to provide stakeholders with clear, consistent, and data-driven insights into sustainability performance, aligned with globally recognised sustainability frameworks.

**Innovation and Technology**

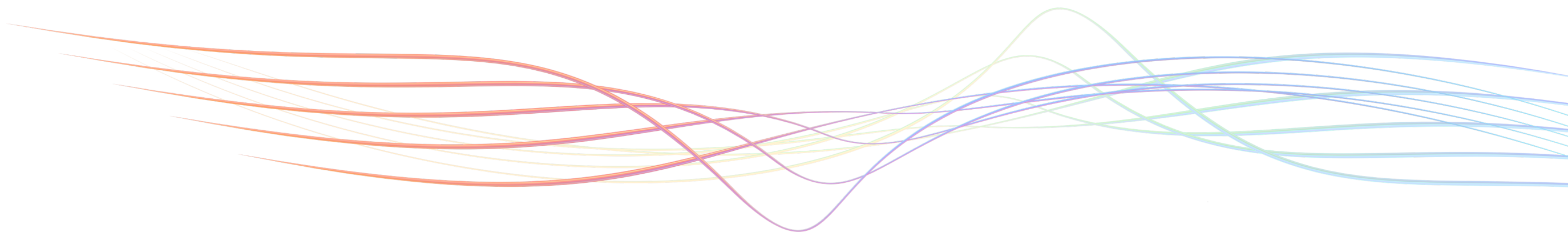
- **Innovating with Sustainable Technologies**

Investing in research and development to adopt eco-friendly production methods, digital transformation initiatives, and advanced sustainability solutions that drive long-term operational efficiency.

**Building a Sustainable Future Together**

Looking ahead, Thomson Press remains committed to collaboration with stakeholders, including employees, suppliers, customers, and industry partners, to drive collective action and lasting positive impact.

Sustainability is not solely a corporate responsibility; it is a shared commitment that requires innovation, accountability, and continuous engagement. By integrating sustainability into every aspect of our business, Thomson Press is building a resilient, responsible, and future-ready organisation that delivers long-term value for society and the environment.





# GRI Index

# GRI INDEX

GRI Disclosure	Disclosure Title	Location (Page)	GRI Disclosure	Disclosure Title	Location (Page)
GRI 2-1	Organisational details	About the Report (2); About Thomson Press (5)	GRI 2-15	Conflicts of interest	Strengthening Governance (80); Ethics as Cornerstone (80)
GRI 2-2	Entities included in the sustainability reporting	About the Report (2); About Thomson Press (5)	GRI 2-16	Communication of critical concerns	Strengthening Governance (80); Managing Risk (87)
GRI 2-3	Reporting period, frequency and contact point	About the Report (2); About Thomson Press (5)	GRI 2-17	Collective knowledge of the highest governance body	Strengthening Governance (80)
GRI 2-4	Restatements of information	About the Report (2); About Thomson Press (5)	GRI 2-20	Process to determine remuneration	Social: Our Commitment (54)
GRI 2-5	External assurance	About the Report (2); Independent Assurance Statement (105)	GRI 2-21	Annual total compensation ratio	Fairness in Action (65)
GRI 2-6	Activities, value chain and other business relationships	About Thomson Press (5); Governance (79); Supply Chain (90)	GRI 2-22	Statement on sustainable development strategy	Executive Director Message (3); Sustainability: A Core Business Imperative (6); Way Forward (97)
GRI 2-7	Employees	About Thomson Press (5); People First (55)	GRI 2-23	Policy commitments	Social: Our Commitment (54); Ethics (80); Supply Chain (90)
GRI 2-9	Governance structure and composition	Strengthening Governance (80)	GRI 2-24	Embedding policy commitments	Social: Our Commitment (54); Ethics (80); Supply Chain (90)
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Strengthening Governance (80); Managing Risk (87); Way Forward (97)	GRI 2-25	Processes to remediate negative impacts	Social: Our Commitment (54); Ethics (80); Supply Chain (90)
GRI 2-13	Delegation of responsibility for managing impacts	Strengthening Governance (80); Managing Risk (87)	GRI 2-26	Mechanisms for seeking advice and raising concerns	Social: Our Commitment (54); Ethics (80)
GRI 2-14	Role of the highest governance body in sustainability reporting	Managing Risk, Ensuring Resilience (87)	GRI 2-27	Compliance with laws and regulations	Environment (26); Environmental Compliance (51)
			GRI 2-29	Approach to stakeholder engagement	Stakeholder Engagement (10)

# GRI INDEX

GRI Disclosure	Disclosure Title	Location (Page)	GRI Disclosure	Disclosure Title	Location (Page)
<b>GRI 3-1</b>	Process to determine material topics	Stakeholder Engagement (10); Materiality Assessment (12)	<b>GRI 302-1</b>	Energy consumption within the organisation	Energy Management (42); Way Forward (97)
<b>GRI 3-2</b>	List of material topics	Stakeholder Engagement (10); Materiality Assessment (12)	<b>GRI 302-2</b>	Energy consumption outside of the organisation	Energy Management (42)
<b>GRI 3-3</b>	Management of material topics	Sustainability: A Core Business Imperative (6); Materiality (12); Environment (26); Governance (80); Way Forward (97)	<b>GRI 302-3</b>	Energy intensity	Energy Management (42)
<b>GRI 201-1</b>	Direct economic value generated and distributed	Social: Our Commitment (54); Way Forward (97)	<b>GRI 302-4</b>	Reduction of energy consumption	Sustainability: A Core Business Imperative (6); Energy Management (42)
<b>GRI 201-2</b>	Financial implications and other risks and opportunities due to climate change	Sustainability: A Core Business Imperative (6); Environment (26); Way Forward (97)	<b>GRI 302-5</b>	Reductions in energy requirements of products and services	Energy Management (42)
<b>GRI 202-1</b>	Ratios of standard entry level wage by gender compared to local minimum wage	Responsible Wage Practices (65)	<b>GRI 303-1</b>	Interactions with water as a shared resource	Water Stewardship (44); Way Forward (97)
<b>GRI 202-2</b>	Proportion of senior management hired from the local community	Responsible Wage Practices (65)	<b>GRI 303-2</b>	Management of water discharge-related impacts	Water Stewardship (44)
<b>GRI 203-1</b>	Infrastructure investments and services supported	Partnering with Communities (76)	<b>GRI 303-3</b>	Water withdrawal	Water Stewardship (44)
<b>GRI 203-2</b>	Significant indirect economic impacts	Social: Our Commitment (54); Partnering with Communities (76)	<b>GRI 303-4</b>	Water discharge	Water Stewardship (44)
<b>GRI 205-1</b>	Operations assessed for risks related to corruption	Ethics as Cornerstone (80)	<b>GRI 303-5</b>	Water consumption	Water Stewardship (44)
<b>GRI 205-2</b>	Communication and training about anti-corruption policies and procedures	Ethics as Cornerstone (80)	<b>GRI 304-1</b>	Operational sites in or near areas of high biodiversity value	Biodiversity and Ecosystem (49)
<b>GRI 205-3</b>	Confirmed incidents of corruption and actions taken	Ethics as Cornerstone (80)	<b>GRI 304-2</b>	Significant impacts of activities, products and services on biodiversity	Biodiversity and Ecosystem (49)
			<b>GRI 304-3</b>	Habitats protected or restored	Biodiversity and Ecosystem (49)

# GRI INDEX

GRI Disclosure	Disclosure Title	Location (Page)	GRI Disclosure	Disclosure Title	Location (Page)
<b>GRI 304-4</b>	IUCN Red List species	Biodiversity and Ecosystem (49)	<b>GRI 401-1</b>	New employee hires and employee turnover	People First (55); Way Forward (97)
<b>GRI 305-1</b>	Direct (Scope 1) GHG emissions	GHG Emissions Management (27); Way Forward (97)	<b>GRI 401-2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social: Our Commitment (54); Way Forward (97)
<b>GRI 305-2</b>	Energy indirect (Scope 2) GHG emissions	GHG Emissions Management (27); Way Forward (97)	<b>GRI 401-3</b>	Parental leave	Gender Equality Policies (74)
<b>GRI 305-3</b>	Other indirect (Scope 3) GHG emissions	GHG Emissions Management (27); Way Forward (97)	<b>GRI 403-1</b>	Occupational health and safety management system	Health, Safety and Well-Being (69); Way Forward (97)
<b>GRI 305-4</b>	GHG emissions intensity	GHG Emissions Management (27)	<b>GRI 403-2</b>	Hazard identification, risk assessment and incident investigation	Health, Safety and Well-Being (69)
<b>GRI 305-5</b>	Reduction of GHG emissions	GHG Emissions Management (27)	<b>GRI 403-3</b>	Occupational health services	Health, Safety and Well-Being (69)
<b>GRI 305-7</b>	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	Environmental Compliance: Air and Noise (51)	<b>GRI 403-4</b>	Worker participation, consultation and communication on occupational health and safety	Health, Safety and Well-Being (69)
<b>GRI 306-1</b>	Waste generation and significant waste-related impacts	From Waste to Worth (46); Way Forward (97)	<b>GRI 403-5</b>	Worker training on occupational health and safety	Responsible Wage Practices (65); Health and Safety (69)
<b>GRI 306-2</b>	Management of significant waste-related impacts	Sustainability: A Core Business Imperative (6); From Waste to Worth (46)	<b>GRI 403-6</b>	Promotion of worker health	Health, Safety and Well-Being (69)
<b>GRI 306-3</b>	Waste generated	From Waste to Worth (46)	<b>GRI 403-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Well-Being (69)
<b>GRI 306-4</b>	Waste diverted from disposal	From Waste to Worth (46)	<b>GRI 403-8</b>	Workers covered by an occupational health and safety management system	Health, Safety and Well-Being (69)
<b>GRI 306-5</b>	Waste directed to disposal	From Waste to Worth (46)	<b>GRI 403-9</b>	Work-related injuries	Health, Safety and Well-Being (69)
<b>GRI 308-1</b>	New suppliers that were screened using environmental criteria	Sustainability: A Core Business Imperative (6); Strengthening Governance (80); Supply Chain (90); Way Forward (97)	<b>GRI 403-10</b>	Work-related ill health	Health, Safety and Well-Being (69)
<b>GRI 308-2</b>	Negative environmental impacts in the supply chain and actions taken	Strengthening Governance (80); Supply Chain (90)			

# GRI INDEX

GRI Disclosure	Disclosure Title	Location (Page)	GRI Disclosure	Disclosure Title	Location (Page)
GRI 404-1	Average hours of training per year per employee	Learning and Development (58); Upholding Human Rights (60)	GRI 410-1	Security personnel trained in human rights policies or procedures	Social: Our Commitment (54)
GRI 404-2	Programmes for upgrading employee skills and transition assistance programmes	Learning and Development (58); Upholding Human Rights (60); Gender Equality (74)	GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	Upholding Human Rights (60); Responsible Wage Practices (65)
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Learning and Development (58)	GRI 412-2	Employee training on human rights policies or procedures	Social: Our Commitment (54)
GRI 405-1	Diversity of governance bodies and employees	People First (55); Upholding Human Rights (60); Gender Equality (74)	GRI 413-1	Operations with local community engagement, impact assessments and development programmes	Partnering with Communities (76); Way Forward (97)
GRI 405-2	Ratio of basic salary and remuneration of women to men	Fairness in Action (65); Gender Equality (74)	GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Partnering with Communities (76); Way Forward (97)
GRI 406-1	Incidents of discrimination and corrective actions taken	Upholding Human Rights (60); Safeguarding the Rights of Migrant Employees (68)	GRI 414-1	New suppliers that were screened using social criteria	Strengthening Governance (80); Supply Chain (90)
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Strengthening Governance (80)	GRI 414-2	Negative social impacts in the supply chain and actions taken	Strengthening Governance (80); Supply Chain (90)
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	Responsible Wage Practices (65); Safeguarding Migrant Employees (68); Strengthening Governance (80)	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Ethics as Cornerstone (80)
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Responsible Wage Practices (65); Safeguarding Migrant Employees (68); Strengthening Governance (80)	GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ethics as Cornerstone (80)
GRI 410-1	Security personnel trained in human rights policies or procedures	Social: Our Commitment (54)			

## Notes on Reporting Boundary and Omissions

1. Reporting boundary: manufacturing facilities, corporate offices and value chain interactions covering customers, suppliers and communities.
2. Reporting basis: 'With reference to' GRI Standards 2021. Selected disclosures reflect material topics determined through stakeholder engagement and materiality assessment.
3. E, S, and G data is presented for three reporting years as available in source records.
4. External assurance: Refer to the Independent Assurance Statement on page 105 for the scope of third-party verification.

# Annexure



# GHG Emissions

SDG 13 · Climate Action

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Total Scope 1 GHG emissions (tCO2e)	1,437.30	1,166.95	1,892.51	60% reduction
Total Scope 2 GHG emissions (tCO2e)	11,106.50	9,083.43	11,271.70	80% reduction
Total Scope 3 GHG emissions (tCO2e)	1,15,128.05	42,479.28	47,663.39	28% reduction
GHG emission intensity, Scope 1+2 (tCO2e per ₹ Cr revenue)	22.01	17.98	21.94	<10
Employees trained on GHG management (%)	100%	100%	100%	100%

# Energy

SDG 7 · Affordable & Clean Energy

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Total energy consumption (GJ)	125067	125609	130233	50% reduction
Energy intensity (GJ per ₹ Cr revenue)	97.55	78.69	95.03	<50.00
Renewable share of total energy (%)	0.5%	1.23%	8.21%	>75%
Employees trained on energy efficiency (%)	100%	100%	100%	100%

# Water & Environmental Compliance

SDG 6 · Clean Water & Sanitation

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Total water consumption (m <sup>3</sup> /year)	40,424	44,144	46,917	30% reduction
Water recycled & reused (m <sup>3</sup> /year)	40,500	45,000	50,000	100% recycled
Rainwater harvested (kL/year)	0	0	2689	10,000
Water treated (% of total consumption)	32%	38%	46%	100%
Employees trained on water efficiency (%)	100%	100%	100%	100%
Operational sites certified to ISO 14001 (%)	100%	100%	100%	100%
Sites with environmental risk assessment completed (%)	100%	100%	100%	100%

# Noise, Light & Biodiversity

SDG 15 · Life on Land

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Daytime noise level near plant (dB(A) Leq)	53.34	52.11	54.11	Permissible Limit
% of operational site covered under biodiversity risk assessment	-	-	100%	100%
Employees trained on biodiversity conservation (%)	100%	100%	100%	100%
Incidents impacting biodiversity (no.)	Nil	Nil	Nil	Nil
Biodiversity-related complaints (no.)	Nil	Nil	Nil	Nil

# Waste & Circularity

SDG 12 · Responsible Consumption

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Total waste generated (MT)	3,950.09	4,878.23	2,953.70	50% reduction
Hazardous waste generated (MT)	2.45	2.00	3.40	50% reduction
Non-hazardous waste generated (MT)	3,947.64	4,876.23	2,950.30	50% reduction
Waste recovered (MT) (%)	10%	22.43%	43.54%	100%
Waste diverted from landfill (%)	82.54%	88.76%	90.23%	100%
Recycled input material of total consumed (%)	53%	57%	70%	80%

# Air Quality (ambient)

SDG 13 · Climate Action

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
SO <sub>2</sub> (ton)	22	21	24	To be kept under permissible limits of CPCB and SPCB
NO <sub>x</sub> (ton)	23	22.4	23.6	
PM10 (ton)	93	92.8	94.6	
SPM (ton)	11.35	10.18	11.25	
Volatile Organic Compound (ton)	4.71	4.85	4.92	

# Product Stewardship

SDG 12 · Responsible Consumption

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Products with end-of-life treatment reporting (no.)	100%	100%	100%	100%
Products assessed for carbon footprint, PCF (no.)	0	0	1	10
Products assessed for life-cycle assessment, LCA (no.)	0	0	1	10
Products passing quality control before shipment (%)	100%	100%	100%	100%
Reduction in product lifecycle carbon footprint (%)	0	5%	7.98%	25%
Products designed with sustainable/recycled materials (%)	-	-	70%	80%
Products free from harmful chemicals (%)	100%	100%	100%	100%
% of manufacturing and operational sites covered under PEFC & FSC	100%	100%	10%	100%

# Responsible Sourcing, Consumption & Advocacy

SDG 12 · Responsible Consumption

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Products returned by customers vs. total sold (%)	0	0	0	0
Raw material locally sourced (%)	90%	90%	90%	100%
Procurement staff trained on environmental issues (%)	-	-	100%	100%
Sustainable sourcing of raw material (%)	-	-	70%	100%
Customer base engaged in sustainable consumption (%)	-	-	100%	100%
Environmental service & advocacy events organised (no.)	4	7	10	25 per year
Workforce trained on environmental issues (%)	100%	100%	100%	100%
Procurement staff trained on environmental issues (%)	100%	100%	100%	100%

# Employment & Labour Practices

SDG 8 · Decent Work

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Child labour incidents (no.)	Nil	Nil	Nil	Nil
Forced labour incidents (no.)	Nil	Nil	Nil	Nil
Human trafficking incidents (no.)	Nil	Nil	Nil	Nil
Attrition ratio (%)	10.72%	9.23%	9.01%	<9%
Internal audits on labour exploitation (no.)	4	4	4	8
Risk assessments on labour exploitation (no.)	4	4	4	8

# Training & Career Development

SDG 8 · Decent Work

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Total training hours (hrs)	4345	5000	5000	12000
Average training hours per employee (hrs)	14.45	20	20	45
Employees trained on career management & skills (%)	50%	50%	100%	100%
Employees receiving performance & career reviews (%)	100%	100%	100%	100%
Career awareness sessions conducted (no.)	2	4	4	>10
Workforce trained on diversity/discrimination/harassment (%)	56%	80%	85%	100%

# Diversity & Inclusion

SDG 10 · Reduced Inequalities

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Persons with disability in the workforce (%)	Nil	Nil	Nil	>5
Vulnerable / marginalised people at top management (%)	Nil	Nil	Nil	Nil
Employees from minority / vulnerable groups (%)	Nil	Nil	Nil	Nil
Women employed in the organisation (%)	3.67%	7%	30%	>40%

# Gender Equality

SDG 5 · Gender Equality

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Gender balance - top management (women:men %)	6%	10%	12.5%	>20%
Gender balance - board (women:men %)	20%	20%	20%	20%
Gender balance - total workforce (women:men %)	3.67%	7%	30%	>40%
Employees trained on gender equality (%)	100%	100%	100%	100%
Training sessions on discrimination & harassment (no.)	4	4	4	>8
Average Unadjusted Pay Gap (%)	11.83%	10.82%	9.83%	<5%
Ratio of Annual Total Compensation (Highest Paid Individual to Median Employee)	48.2:1	53.23:1	53.01:1	<50:1

# Health & Safety

SDG 8 · Decent Work

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Workforce represented in joint H&S committees (%)	100%	100%	100%	100%
Sites with H&S risk assessment completed (%)	80%	100%	100%	100%
H&S risk assessments conducted (no.)	12	15	20	>30
LTI frequency rate - direct workforce	0	0	0	0
Work-related accidents (no.)	0	0	0	0
Fatal incidents (no.)	0	0	0	0
Days lost to work-related injury / illness (no.)	0	0	0	0

# Community, CSR & External Engagement

SDG 8 · Decent Work

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Plants & offices assessed for Human Rights Risk (%)	50%	50%	100%	100%
Employees covered in awareness programmes (%)	100%	100%	100%	100%
Operational sites certified to ISO 45001 (%)	100%	100%	100%	100%
External stakeholders engaged in human-rights discussions (%)	100%	100%	100%	100%
Operational sites certified to SA8000 (%)	-	-	25%	100%

# Working Conditions & Wellbeing

SDG 8 · Decent Work

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Employees trained on health & safety (%)	80%	90%	100%	100%
Hours worked (man-hours)	1,599,392	1,599,392	1,599,392	NA
Employees receiving annual health check-ups (%)	100%	100%	100%	100%
Employees covered by health insurance (%)	100%	100%	100%	100%
Employee satisfaction with working conditions (%)	76%	78%	81%	>85%
Employee satisfaction surveys conducted (no.)	2	2	2	4 per year
Incidents of non-potable drinking water (no.)	0	0	0	0
Non-compliance with working-condition principles (no.)	0	0	0	0

# Social Dialogue

SDG 8 · Decent Work

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Customer participation in sustainability sessions (%)	30%	33%	36%	>50%
Workforce covered by collective bargaining (%)	50%	60%	100%	10%
Workforce covered by formally-elected representatives (%)	50%	60%	100%	10%

# Human Rights - Grievances & Non-discrimination

SDG 10 · Reduced Inequalities

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Complaints on child / forced labour or trafficking (no.)	Nil	Nil	Nil	Nil
Complaints on sexual harassment (no.)	Nil	Nil	Nil	Nil
Complaints on discrimination - internal (no.)	Nil	Nil	Nil	Nil
Complaints on discrimination - by suppliers (no.)	Nil	Nil	Nil	Nil
Complaints on discrimination - by customers (no.)	Nil	Nil	Nil	Nil
Complaints on discrimination - by other stakeholders (no.)	Nil	Nil	Nil	Nil
Confirmed harassment cases (no.)	Nil	Nil	Nil	Nil
Confirmed discrimination cases (no.)	Nil	Nil	Nil	Nil

# Human Rights - Privacy & Programmes

SDG 10 · Reduced Inequalities

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Complaints on data privacy / security - internal (no.)	Nil	Nil	Nil	Nil
Complaints on data privacy / security - suppliers (no.)	Nil	Nil	Nil	Nil
Complaints on data privacy / security - customers (no.)	Nil	Nil	Nil	Nil
Complaints on data privacy / security - others (no.)	Nil	Nil	Nil	Nil
Employees trained on human-rights issues (%)	100%	100%	10%	100%
Operational sites under human-rights impact assessment (%)	50%	50%	100%	100%
Security personnel trained on human rights (%)	90%	95%	100%	100%
Workforce covered by collective agreements (%)	50%	60%	100%	100%

# Anti-Corruption & Bribery

SDG 16 · Peace, Justice & Strong Institutions

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Complaints on corruption & bribery (no.)	Nil	Nil	Nil	Nil
Employees trained on anti-corruption & bribery (%)	90%	90%	100%	100%
Confirmed corruption incidents (no.)	Nil	Nil	Nil	Nil
Sites certified to ISO 37001 anti-bribery (%)	0%	0%	0%	>50%
Sites covered by internal corruption assessment (%)	100%	100%	100%	100%
Risky trading partners under anti-corruption due diligence (%)	0%	90%	100%	100%

# Business Ethics & Customer Safety

SDG 16 · Peace & Strong Institutions

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Workforce trained on business-ethics issues (%)	100%	100%	100%	100%
Employee feedback on ethics training, satisfaction (%)	83%	86%	85%	>90%
Whistle-blower reports (no.)	0	0	0	0
Sites under internal ethics audit & risk assessment (%)	100%	100%	100%	100%
Complaints related to product use (no.)	0	0	0	0
Customer safety training sessions conducted (no.)	12	18	25	>50

# Information Management & Data Security

SDG 16 · Peace & Strong Institutions

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
Operational sites certified to ISO 27001 (%)	50%	80%	100%	100%
Complaints on information-security breach (no.)	Nil	Nil	Nil	Nil
% of people trained on Information Security and Data Management	90%	90%	100%	100%
Confirmed information-security breach incidents (no.)	Nil	Nil	Nil	Nil
Data-retention compliance (%)	100%	100%	100%	100%
Risky trading partners under information-security due diligence (%)	80%	100%	100%	100%
Sites covered by internal info-security assessment (%)	100%	100%	100%	100%
User complaints (no.)	0	0	0	0

# Value Chain - Supplier Assessment

SDG 16 · Peace & Strong Institutions

Indicator	FY2022-23	FY2023-24	FY2024-25	FY2030 (Target Year)
% of priority suppliers undergoing on-site sustainability audits	-	-	45%	100%
% of priority suppliers completing a sustainability (desk-based) assessment	-	-	83%	100%
% of buyers trained on sustainable procurement	-	-	100%	100%
% of audited or assessed suppliers in active corrective action or capacity building	-	-	100%	100%
Critical Suppliers agreeing to Supplier Code of Conduct (%)	-	-	100%	100%
Targeted suppliers with E / L / human-rights clauses in contracts (%)	-	-	100%	100%
Worker-Grievances Complaint during Supplier Audit	-	-	0	0



# Independant Assurance Statement



## Independent Limited Assurance Statement to Thomson Press (India) Limited on their Sustainability Report FY 2024-25

To the Management of Thomson Press (India) Limited

### Introduction

Rightwell Global Solutions LLP (doing business as "Sustain Right") was engaged by Thomson Press (India) Limited (hereinafter "TPIL") to provide an independent Limited Assurance on its Sustainability Report ("the Report") for FY 2024-25. The scope of the Report comprises the reporting periods of 1st April 2024 to 31st March 2025 ("FY 2024-25"). The Report has been prepared by TPIL in reference to the GRI Standards 2021. The assurance was performed in accordance with the requirements of International Federation of Accountants (IFAC) International Standard on Sustainability Assurance (ISSA) 5000, General Requirements for Sustainability Assurance Engagements and International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

### Objective

The objectives of this limited assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related KPIs, as declared in the Report, were accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

### Intended Users

This Assurance Statement is intended to be a part of the TPIL's Sustainability Report for FY 2024-25.

### Responsibilities

TPIL is solely responsible for developing the Report and its presentation. TPIL is also responsible for designing, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Sustain Right's responsibility, as agreed with TPIL, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Sustain Right does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Sustain Right's independent and balanced opinion on the content and accuracy of the information and data held within.

### Assurance Scope

This limited assurance engagement covers an independent conformance check of TPIL's Sustainability Report for FY 2024-25 in reference to the GRI Standards 2021, specifically the selected ESG Performance disclosures listed in the table below:

Topic	Indicator	GRI Disclosure Reference
General	General Disclosures 2021	2-1, 2-2, 2-3, 2-4, 2-5, 2-6, 2-7, 2-9, 2-12, 2-13, 2-14, 2-15, 2-16, 2-22, 2-23, 2-24, 2-25, 2-26, 2-27, 2-29
Material Topics	Material Topics 2021	3-1, 3-2, 3-3
Environment	Biodiversity 2024	101-1, 101-2, 101-4, 101-6, 101-7



Topic	Indicator	GRI Disclosure Reference
	Energy 2016	302-1, 302-4
	Water and Effluents 2018	303-1, 303-2, 303-3, 303-4, 303-5
	Emissions 2016	305-1, 305-2, 305-3, 305-5, 305-7
	Waste 2020	306-1, 306-2, 306-3, 306-4, 306-5
	Supplier Environmental Assessment 2016	308-2
Social	Employment 2016	401-1, 401-2
	Occupational Health and Safety 2018	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10
	Training and Education 2016	404-1, 404-2
	Diversity and Equal Opportunity 2016	405-1
	Non-discrimination 2016	406-1
	Freedom of Association and Collective Bargaining 2016	407-1
	Child Labor 2016	408-1
	Forced or Compulsory Labor 2016	409-1
	Local Communities 2016	413-1
	Supplier Social Assessment 2016	414-1, 414-2
Customer Health and Safety 2016	416-2	
Customer Privacy 2016	418-1	
Governance	Economic Performance 2016	201-1, 201-2
	Market Presence 2016	202-1
	Indirect Economic Impacts 2016	203-1, 203-2
	Procurement Practices 2016	204-1
	Anti-Corruption 2016	205-1, 205-2, 205-3

### Assurance Criteria

Sustain Right conducted the assurance work in accordance with requirements of 'Limited Assurance' procedures as per the following standard:

- International Standard on Sustainability Assurance (ISSA) 5000, General Requirements for Sustainability Assurance Engagements
- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.

A limited assurance engagement involved assessing the risks of material misstatement of the agreed indicators/parameters whether due to fraud or error, responding to the assessed risks as necessary in the circumstances. It comprises of limited depth of evidence gathering including inquiry and analytical procedures and limited sampling as per professional judgement of assurance provider. A materiality threshold level of 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

### Limitations and Exclusion

We have relied on the information, documents, records, data, and explanations provided to us by TPIL for the purpose of our review. The assurance scope excludes:



- Any disclosures beyond those specified in the Scope section above.
- Data and information falling outside the defined reporting period.
- Data pertaining to the Company's financial performance, strategy, and associated linkages articulated in the Report.
- Assertions made by the Company encompassing expressions of opinion, belief, aspiration, expectation, forward-looking statements, and claims related to Intellectual Property Rights and other competitive issues.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within software/IT systems.

**Methodology**

Sustain Right performed assurance work using risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a limited level of assurance. The assurance was conducted by desk review & stakeholder interviews with regard to the reporting and supporting records for FY 2024-25. Our assurance task was planned and carried out in Nov-Dec 2025. The assessment included the following:

- Assessment of the Report that was prepared in reference to the Sustainability Reporting Standards of the Global Reporting Initiative.
- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data, and other information made available digitally.
- Conducted virtual interviews with key personnel responsible for data management.
- Assessment of appropriateness of various assumptions, estimations, and thresholds used by TPIL for data analysis.
- Review of sustainability disclosures on sample basis for the duration from 1st April 2024 to 31st March 2025 was carried out remotely for TPIL's sites.

**Conclusions**

Sustain Right reviewed selected sustainability disclosures provided by TPIL in the Report for the reporting period from 1st April 2024 to 31st March 2025. Based on the procedures performed as above, evidence obtained, and the information and explanations given to us, along with the representation provided by the management, and subject to the inherent limitations outlined elsewhere in this report, in our opinion, TPIL's data and information in the report is accurate, complete, consistent, transparent, and materially correct based on the available evidence, and thus presents a fair representation of the sustainability disclosures in reference with the GRI Standards 2021 to the best of our knowledge.

During the course of our review, a few forward action requests were also raised for TPIL to consider and incorporate in future reporting cycles for further strengthening of the reporting process and disclosures. Further, variations below the 5% materiality threshold were accepted in order to maintain consistency with the past statutory reports for the same reporting period.

**Sustain Right's Competence and Independence**

Sustain Right is a global assurance service provider. The Sustain Right Assurance team included competent sustainability assurance professionals, who were not involved in the collection and collation of any data



except for this assurance opinion. Sustain Right maintains complete impartiality towards any people interviewed.

**Attestation**

**Deblina Saha**  
Partner  
Sustain Right  
Date: 27-Dec-2025

**Pulak Mishra**  
Lead Verifier (CSAP ID: A19122510)  
Sustain Right  
Date: 27-Dec-2025



*No member of the verification team (stated above) has a business relationship with TPIL, its Directors or Managers beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.*

