



MOLD-TEK PACKAGING LIMITED

(CIN- L21022TG1997PLC026542)

Regd. Off: 8-2-293/82/A/700, Ground Floor,

Road No. 36, Jubilee Hills, Hyderabad- 500033

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY OF MOLD-TEK PACKAGING LIMITED

Mold-Tek Packaging has ambitious goals that it strives to achieve in the years to come as part of its sustainability planning. The Company has set targets for ESG commitments, inter-alia, related to Energy Conservation, Nature- Positive and Safe Workplace, Equitable and Inclusive Workplace, Water Stewardship, Ethics, Transparency, Quality, Accountability and Governance and promoting education, healthcare, women empowerment and sanitation through its CSR initiatives and have a positive impact on the society and environment at large. The Company monitors the performance against the specific commitments on an ongoing basis.

Further, MTPL units are certified Green Zones by Pollution Control Board. Our sustainability vision is to be a Responsible and Sustainable market leader in rigid plastic packaging driven by a passion to enhance the goodness in the rigid packaging industry. We are committed to embedding the principles of ESG (Environment, Social and Governance) into our operations and value chain by continuously engaging with our stakeholders.

SCOPE:

The Mold-Tek ESG Policy is applicable across all our operations and business facilities. We expect our suppliers and partners to share our values and embed these principles into their operations.

GOVERNANCE & OVERSIGHT:

The Chairman and Managing Director has the authority to implement and amend the Company's ESG policy.

SUSTAINABILITY PRINCIPLES:

Our sustainability framework comprises 4 pillars – Growth, Governance, Resources and People that collectively guide our approach to sustainability. The principles outlined in this policy are aligned with our 4 pillars of sustainability.

GROWTH:

We endeavour to provide not only rigid packaging products but rather focus on an overall packaging solution to our customers to solve real problems and such enhances our reach and recognition.

GOVERNANCE:

MTPL has received certification for quality management systems aligned with ISO 9001:2015 for manufacture, marketing and purchase functions related to supply of injection moulded plastic packaging containers/pails, closures, pharmaceutical & food packaging containers and components and Certification scheme for food safety management systems consisting of the following elements: ISO 22000:2018, ISO/TS 22002-4:2013 and additional FSSC 22000 requirements [version 5.1 for Manufacturing (Mixing of Polypropylene Resin with Master Batches, Impregnation of Labels, Injection

Moulding) of In-mould Labelled Plastic Containers, Lids and Dispensing Pumps for Packaging in Food Industry].

ETHICAL BUSINESS PRACTICES:

Mold-Tek Guidelines for dealings between employees and those doing business with Mold-Tek are in line with the Code of Conduct for Board of Directors, KMP and Senior Management, Code of Conduct for Employees and Business Ethics and Supplier Code of Conduct.

DATA SECURITY AND PRIVACY:

We are committed to protecting the integrity and privacy of data through robust cybersecurity systems and internal safeguards.

RESOURCES:

Environmental Management-

We ensure compliance with existing laws and regulations of environmental protection. We encourage the adoption of ecofriendly practices to maintain the functioning of a sustainable supply chain. We strive to minimize our environmental footprint by setting relevant targets and address climate change by transitioning to resource neutral operations. We strive to minimize the environmental impacts of our products, transport and logistics services. We seek to improve process efficiencies to reduce waste generation and the Company being a Producer/Importer/Brand Owner (“PIBO”)” within the meaning of the Plastic Waste Management Rules, 2016 as a part of the Extended Producer’s Responsibility under the said Rules, has engaged an organization which is responsible for the Collection and Recycling of Post-Consumer Plastic Waste and adhere to the rules and also provide solutions, services including digital technology platforms and other associated products and services to the Company and is buying post-consumer recycle material from different vendors and working with them to develop a quality material to increase the percentage of usage in our end products as per EPR guidelines.

Energy Management-

Energy Management helps to bring down the cost of production by consuming less units of electricity and more importantly to bring down the Carbon foot print of the Company. The Company is already in the process of gradually replacing the Hydraulic machines in its factories with Electric Machines which will bring down electric unit consumption significantly.

Water Management-

Responsible water management and sanitation practices is emphasized strongly at Mold-Tek. Responsible use of water supports the Company’s actions towards sustainable growth. The Company runs the discharged/used water in its offices and units through STPs to re-use it again for watering the plants and trees in its premises and make sure water consumption is minimized. Further, chillers are also installed to reduce water consumption. Positive, Conservation of water leads to Positive economic benefit as it brings about cost saving, Efficient usage of resources and help comply Regulatory compliance and beyond.

Sustainable sourcing-

The core raw material(s) of the Company are/is procured from the world class manufacturers/suppliers, who are constantly upgrading its/their technology, Research & Development in order make the product sustainable. MTPL has a green procurement guideline which factors social, ethical and environmental aspects before on-boarding of new suppliers and review of existing suppliers. The Company is also focussed on identifying and implementing material processed through the renewable source. The criteria used for selection of suppliers/ vendors go beyond cost relevance and include resource

efficiency, product quality, life cycle, environment impact, etc. Company gives preference in selection of vendors which comply with the various principles of sustainability. MTPL has ISO procedures for sustainable sourcing including transportation. An effective system for vendor selection, vendor registration, vendor management has been established evaluating vendor rating and proper auditing. To maintain quality and transparency in the supply chain, e-procurement and e-payment services have been set up. The vendor selection process also lays emphasis on Health, Safety, Environment (HSE) and sustainable business practices. More than 90 % inputs are sourced sustainably.

PEOPLE:

Human Capital Development-

We emphasize on performance orientation as well as identify and support internal talent to take on roles of increasing responsibility, challenges and leadership. We equip Mold-Tekians with a learning platform early in their careers. We ensure development of the talent pipeline as well as strengthen our position for sustainable growth and industry leadership.

Diversity and Inclusion-

We strive for an equitable balance in diversity and recruit new employees from across the country and diverse backgrounds. Mold-Tek is an equal opportunity employer and provides similar opportunities to all employees across functions regardless of age, gender, religion or region.

Human Rights-

Integrity and ethical ways of doing business are core to the Company and we believe firmly in protecting and upholding Human Rights. The Company’s Human Rights policy details our approach and focus on protecting, respecting and remediating human rights. Our Anti -Sexual Harassment, Whistle Blower and other Labour and Welfare policies support Mold-Tekians in ensuring they have rights to expression and to remediation in instances of violations. We follow the working hours, breaks and overtime as per the applicable labour laws and ensure the maintenance of workplace hygiene and sanitation.

Occupational Health and Safety (OHS)-

We are committed to create a safe and healthy working environment for all our workers. MTPL has established safety management systems in line with leading standards with governance and controls that ensure compliance with all applicable regulations.

Community Development-

MTPL actively engages with the community on a regular basis, focusing on areas such as community development, environmental initiatives among others. Any concerns that arise are promptly addressed and discussed in a timely manner. The Company’s CSR activities focus on the disadvantaged, vulnerable and marginalised segments of the society. The Company has already undertaken various projects under its CSR initiatives to promote education by building schools and providing scholarships to the needy and meritorious students, ensure women empowerment by building Mahila Mahals, promote healthcare including preventive healthcare by providing ambulance, medical equipment and other aids and drinking water plants etc.

Footnote: This Policy was last reviewed and amended by the Board in its meeting held on the 12th day of April, 2023.
