



Packages Group

Sustainability Report

2024

TRUST, STEWARDSHIP, EXCELLENCE



1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



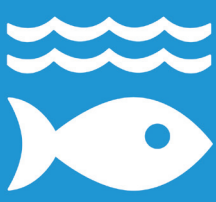
12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



Packages Limited

Packages Group: Innovating for a Sustainable Future

A Legacy of Innovation, Quality and Growth	6
Sustainability and Responsible Growth	8
People, Ethics and Shared Success	8
Looking Ahead	9

About the Report

Our Commitment to Transparency	10
Report Scope and Boundary	10
About Packages Group	11
Reporting Frameworks and Standards	11
Data Integrity and Assurance	12

Materiality and Stakeholder Engagement

Stakeholder Mapping	12
Material Topics	13
Report Period and Frequency	13

Message from the Group CEO

Deepening Our Commitment to Sustainability	14
---	----

Packages Convertors Limited

Packaging Division	17
Consumer Division	18
Away from Home Business – Rose Petal Professional	18
Share of Group Sales 2024	19

Bulleh Shah Packaging Private Limited

Consumer Board	21
Container Board	21

Corrugated Division	22
Paper	22
Share of Group Sales	22

Tri-Pack Films Limited

Product Range	25
Share of Group Sales	25

DIC Pakistan Limited

DIC Pakistan Limited	27
Share of Group Sales	27

OmyaPack Private Limited

Wet Plant	29
Dry Plant	29
Share of Group Sales	29

Packages Lanka Private Limited

Key Packaging Specializations	31
Diverse Sector Expertise	31
Share of Group Sales	31

Starch Pack Private Limited

Starch Products	33
Modified Starches	33
Glucose	34
Animal Nutrition: Feeding Better Futures	34
Share of Group Sales	34

Sustainability Philosophy and Strategy

Our Commitment to Sustainability	36
Our Sustainability Framework	37

Mission, Values, and Commitments & Compliance

Our Sustainability Mission and Guiding Principles	40
Key Sustainability Commitments	42
From Stakeholder Insights to Strategy: The Role of SEMA	44
Policy Commitments	46

Governance and Sustainability Oversight

Governance Structure	48
----------------------	----

ESG Risk Management Framework

Integration with Business Strategy	52
Risk Identification	53
Risk Analysis	53
Risk Mitigation and Controls	54
Monitoring and Performance Measurement	55
Communication and Consultation	55
Risk Appetite for ESG Risks	56
Continuous Improvement for Future Readiness	56

Conducting Our Business with Integrity

Our Updated Code of Conduct	59
Whistleblowing Statistics	62

Certifications, Accreditations, and Memberships

System Certifications and Compliance	64
Aligning with Global ESG Standards	65
Memberships and Endorsements	66

ESG and Sustainability Milestones

Key Sustainability Milestones	68
Awards and Recognitions	70

People at Packages Group

Our People: The Heart of Packages Group	72
Fostering a Fantastic Work Experience	74
Diversity, Equity, and Inclusion (DEI)	76
People Priorities and Strategic Mandates	80
Fair Employment Practices	82
Upholding Human Rights	85
Zero Tolerance for Child and Forced Labor	86
Safety Concept: Our Approach to Safety	88
Employee Engagement and Feedback	100
Key Insights from EES 2024	102

Planet Stewardship

Reporting Scope	104
Note on Data Consistency and Historical Coverage	105
Climate Resilience and Risk Management	105
Greenhouse Gas Emissions and Climate Action	108
Energy Management and Performance	112
Disclosures	114
Renewable Energy: Biomass and Solar	116
Our Sustainability Champions for 2024	117
Biodiversity and Nature-Based Solutions	118
Water and Effluents	122
Waste and Circularity	127
Responsible Use of Materials	136
SDG Leader for Goal 12	140

Business Excellence: Driving Responsible Growth

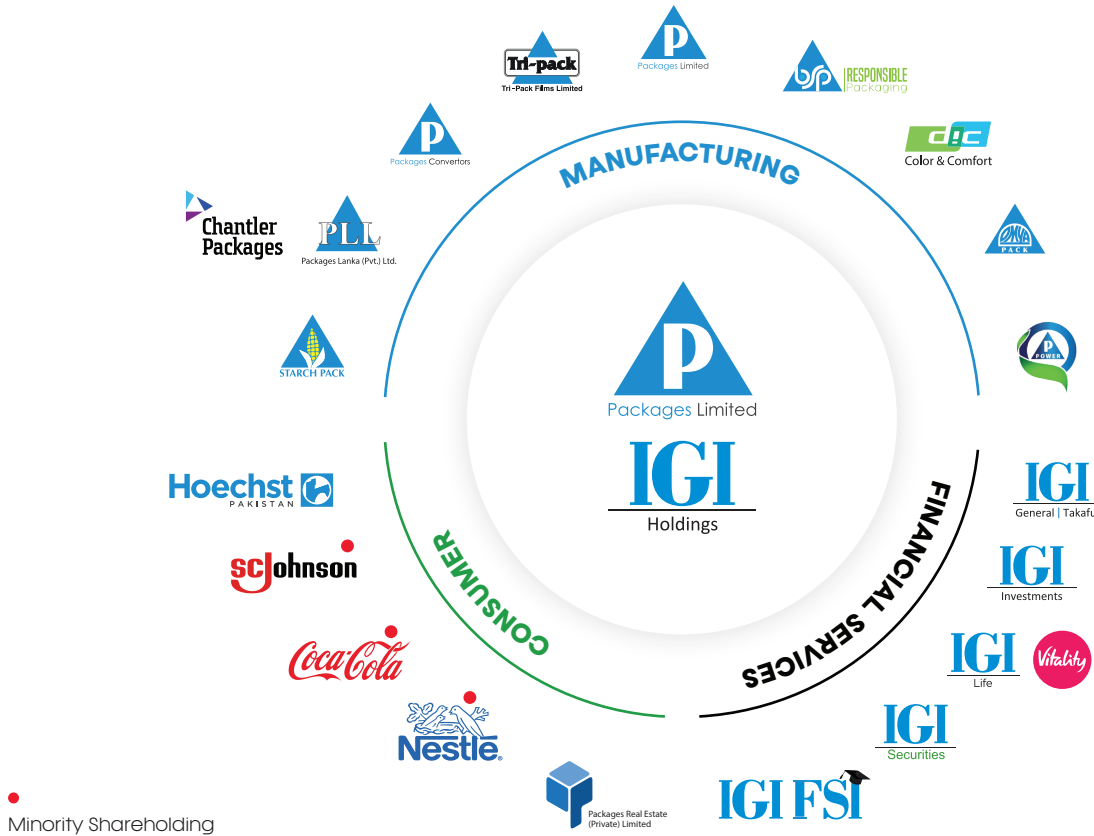
Product Quality and Safety: Upholding Trust and Performance	142
Responsible Supply Chain: Building Accountability Across Our Value Chain	146
Capacity Building and Local Partnerships	149
Community and Social Impact	151
Our Enabler: The Packages Foundation	151
The Impact on Our People	156

Packages Group: Innovating for a Sustainable Future

Established in 1956 as a joint venture between Pakistan's Ali Group and Sweden's Akerlund & Rausing, Packages Group has evolved into a leading name in packaging, paper, consumer goods, and industrial solutions. What started as a pioneering packaging venture has grown into a diversified conglomerate with 15 companies, a presence in Pakistan, Sri Lanka, Canada, and the UAE—with a workforce of over 9,000 employees.



With a turnover exceeding PKR 221 billion, our business serves multiple sectors, including packaging, writing & printing, food, personal & home care, pharmaceuticals, agriculture, forestry, water, and energy. We proudly serve some of the world's most recognized brands, delivering high-quality, responsible solutions tailored to their needs.



A Legacy of Innovation, Quality and Growth

For nearly seven decades, we have been at the forefront of innovation and excellence, continuously expanding, modernizing, and diversifying to meet evolving market demands. From introducing pioneering packaging solutions to investing in cutting-edge manufacturing and sustainability initiatives, we are committed to pushing the boundaries of progress.

Quality is embedded in our DNA. Every product we create is backed by rigorous quality controls, premium raw materials, and advanced production technologies, ensuring that we exceed industry standards and customer expectations.

Sustainability and Responsible Growth

At Packages Group, sustainability is not an afterthought—it is a core driver of our strategy. Through our **Greenvantage | SustainRight** approach, we integrate environmental responsibility, ethical business practices, and circular economy principles across our value chain. From sourcing responsibly managed raw materials to reducing our carbon footprint and water usage, we are committed to fostering a greener, more sustainable future.

We actively engage with global sustainability frameworks and drive positive change across our industry by promoting eco-friendly products, responsible supply chain management, and energy-efficient operations.

People, Ethics and Shared Success

Our strength lies in our people. With a diverse team of over 9,000 employees, we are committed to fostering an inclusive, respectful, and empowering workplace. We take pride in advancing gender diversity, professional development, and ethical leadership across all levels of our organization.



Looking Ahead

As we continue to expand and evolve, our focus remains clear: delivering high-quality, innovative, and sustainable solutions that enhance lives, empower industries, and create a better tomorrow. With a strong foundation built on excellence, responsibility, and forward-thinking innovation, Packages Group is ready to shape the future—one breakthrough at a time.

At Packages Group, we remain committed to driving progress, building trust, and creating long-term value—not just for our customers, but for society as a whole.



About The Report

Our Commitment to Transparency

At Packages Group, sustainability is embedded in our core business strategy. This report reflects our commitment to transparent disclosure, responsible business practices, and continuous improvement in environmental, social, and governance (ESG) performance.

The 2024 Annual Sustainability Report provides insights into our sustainability initiatives and the impact of our operations across the Group's diverse businesses. The report highlights our efforts to reduce carbon emissions, promote ethical sourcing, enhance workplace diversity, and drive innovation in sustainable packaging and manufacturing.

Report Scope and Boundary

We are proud to present our seventh Sustainability Report, covering the sustainability performance of seven key companies within Packages Group:

- **Packages Convertors Limited (PCL)**
- **Bulleh Shah Packaging (Pvt.) Limited (BSP)**
- **Tri-Pack Films Limited (TPFL)**
- **DIC Pakistan Limited (DIC)**
- **OmyaPack (Pvt.) Limited**
- **Packages Lanka Limited (PLL)**
- **StarchPack (Pvt.) Limited (SPL)**

These companies operate across diverse industries, contributing to our broader sustainability strategy. The data presented in this report has been compiled with contributions from sustainability teams across our Group companies, ensuring a comprehensive and transparent overview of our environmental, social, and governance (ESG) impacts.

About Packages Group

Legal Name:	_____	Packages Limited
Business Name:	_____	Packages Group (used where applicable)
Ownership Structure:	_____	Private Company
Legal Form:	_____	Corporation
Headquarters:	_____	Lahore, Pakistan
Countries of Operation:	_____	Pakistan, Sri Lanka, UAE & Canada

While this sustainability report covers all seven entities, there may be variations from the financial reporting scope due to operational differences, including non-subsidiary affiliates or joint ventures where Packages Group does not have full control. Sustainability data is consolidated based on our operational control and influence, providing a holistic view of our Group-wide ESG performance.

Reporting Frameworks and Standards

This report aligns with international best practices and established sustainability frameworks, including:

- **Global Reporting Initiative (GRI) Standards**
- **United Nations Sustainable Development Goals (UN SDGs)**
- **Securities and Exchange Commission of Pakistan (SECP) ESG Guidelines**

Additionally, we adhere to local and global regulatory requirements to ensure compliance with evolving sustainability and corporate governance expectations.

Data Integrity and Assurance

We prioritize data accuracy and reliability in our sustainability disclosures. ESG performance data is collected from internal monitoring systems, operational records, and external verification processes. Where applicable, we engage third-party auditors to verify key sustainability metrics, ensuring credibility and transparency.

Materiality and Stakeholder Engagement

This report is shaped by a comprehensive materiality assessment, which is conducted every alternate year, considering the interests of our key stakeholders, including:

Employees

Workplace well-being, diversity, and training

Customers

Sustainable product innovation and responsible sourcing

Suppliers

Ethical procurement, responsible sourcing, and sustainable supply chain practices

Investors

ESG risk management and corporate governance

Regulators

Compliance with environmental and labor laws

Communities

Social responsibility initiatives and community welfare programs

Through ongoing stakeholder dialogues, we continuously refine our sustainability strategy to address emerging challenges and opportunities.

Material Topics

Our materiality assessment process ensures that our sustainability strategy remains aligned with stakeholder expectations and global best practices. This report highlights the key material topics identified through our assessment, conducted in 2023, providing insights into how Packages Group addresses sustainability challenges and opportunities across its operations.

Reporting Period and Frequency

This report covers the period from January 1, 2024 – December 31, 2024, with comparative data from previous years where available. Packages Group publishes its sustainability report annually, ensuring stakeholders receive regular updates on our progress and commitments.

Report Publication Date:

1st August, 2025

Restatements of Information:

No restatements of previous years' data for this reporting period

Contact Point:

For inquiries, please reach out to ayesha.aziz@packages.com.pk



Message from the Group CEO

Deepening Our Commitment to Sustainability

Dear Stakeholders,

At Packages Group, sustainability is not simply a corporate responsibility—it is a defining principle of how we operate, grow, and serve. It guides every strategic decision and shapes the legacy we aim to leave for future generations. Reflecting on our journey over the past year, I am proud of the milestones we have achieved and conscious of the opportunities that lie ahead.

In 2024, we focused on reinforcing the groundwork laid in 2023. Our strategic direction remained constant, but our execution gained momentum. From advancing carbon reduction and expanding gender-inclusive climate action to deepening supply chain engagement and strengthening



governance frameworks, our teams worked with purpose and clarity.

Leadership accountability took center stage this year. For the first time, carbon footprint reduction targets were embedded into the KPIs of all subsidiary CEOs. This bold step ensures that sustainability is not only a shared value but a quantifiable metric at every leadership level. Additionally, we established a Board-level Sustainability Oversight Committee to provide strategic direction and institutionalize ESG considerations in long-term planning.

Digitalization remains a cornerstone of our transformation. In a national first, Packages Group has initiated implementation of the SAP Sustainability Control Tower (SCT). This system will improve ESG data transparency, strengthen our reporting capabilities, and support informed, data-led decisions across all businesses.

Thank you for walking this journey with us. Together, let's build a future defined by resilience, responsibility, and impact.

Regards,



Syed Hyder Ali
CEO & Managing Director
Packages Group

People are central to everything we do. We remain committed to building a safe, inclusive, and empowering workplace. Our investments in occupational safety continue to protect every employee, every day. We are expanding gender-inclusive climate initiatives to ensure meaningful representation and equitable impact. Meanwhile, our R&D and innovation focus is enabling us to deliver sustainable solutions that benefit both our customers and the environment.

As we look ahead, our vision remains rooted in Trust, Stewardship, and Excellence. Sustainability is not a checkbox—it is a mindset, a journey of continuous improvement and collective responsibility. With the strength of our people, the trust of our partners, and the commitment of our leadership, we are confident in our path forward.



Packages Convertors

Our Business Profile

Packages Convertors Limited

Packages Convertors Limited



Packages Convertors Limited is one of Pakistan's leading providers of packaging solutions, committed to delivering high-quality, efficient, and sustainable products. Serving globally recognized consumer brands across various industries, it is also a market leader in tissue paper production, ensuring products meet the highest hygiene and quality standards for household and personal care needs.

Packaging Division

Packages Convertors Limited offers versatile packaging solutions across multiple sectors, integrating the four key principles of sustainable packaging: Reduce, Reuse, Recycle, and Recover. The division comprises two main business units:



Folding Cartons

With decades of experience, the Folding Cartons unit provides high-quality carton board packaging solutions across industries. Equipped with state-of-the-art machinery and a skilled workforce, it ensures efficient production, delivering superior products at competitive prices.



Flexible Packaging

Established in 1986 at the Lahore Plant, the Flexible Packaging unit offers advanced solutions using Flexographic and Rotogravure printing techniques. It provides lamination services for plastic films, aluminum foil, and paper, along with multi-layer blown film extrusion, slitting, and specialized packaging formats such as zipper bags, adhesive labels, and laminated tube films. The unit is supported by in-house Research & Development (R&D) to keep pace with evolving market needs.

Consumer Division

Since 1982, Packages Limited has been producing a wide range of tissue, consumer and femcare products, including facial tissues, tissue rolls, table napkins, pocket packs, kitchen towels, hand towels, party packs, paper plates, cups and sanitary napkins.



Retail Business

ROSE PETAL is Pakistan's leading tissue brand, known for premium quality and wide market presence. TULIP, the second-largest tissue brand, offers high-quality yet affordable options, including kitchen towels, party packs, and soft packs. Innovations include mentholated tissues for flu relief and an improved ROSE PETAL MAXOB toilet roll for enhanced softness.



Embrace – Feminine Care

In 2022, Packages Convertors Limited launched Embrace, Pakistan's first sanitary napkin brand to introduce the Sensitive Range for women with sensitive skin. The brand also offers the Essentials Range for maximum absorption and dryness, available in both Maxi and Ultrathin variants. Embrace is dedicated to breaking taboos around menstruation and promoting open discussions on women's health.

Away from Home Business - Rose Petal Professional

Serving businesses across Pakistan, ROSE PETAL PROFESSIONAL offers hygiene solutions, including tissue papers, paper cups and plates, sanitizers, face masks, examination rolls, liquid soap, and more. The brand has pioneered eco-friendly solutions such as bendable paper straws, reinforcing its commitment to sustainability.

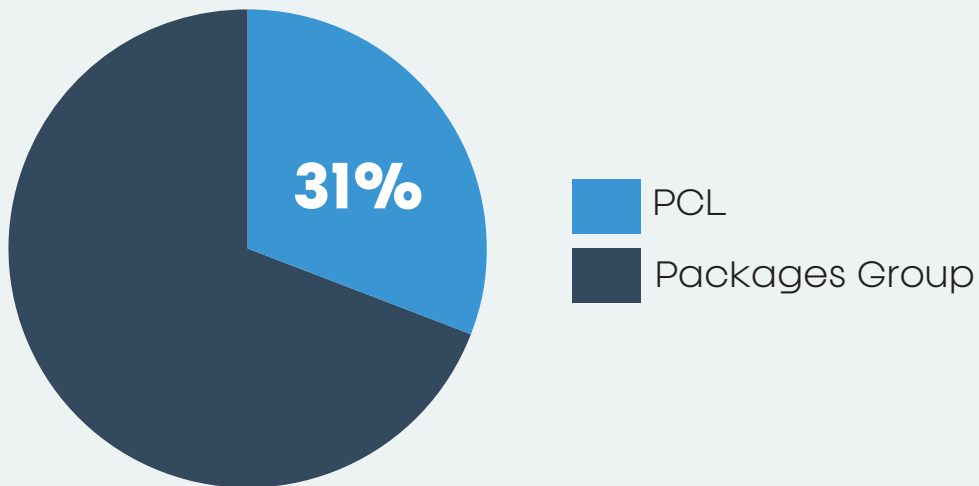


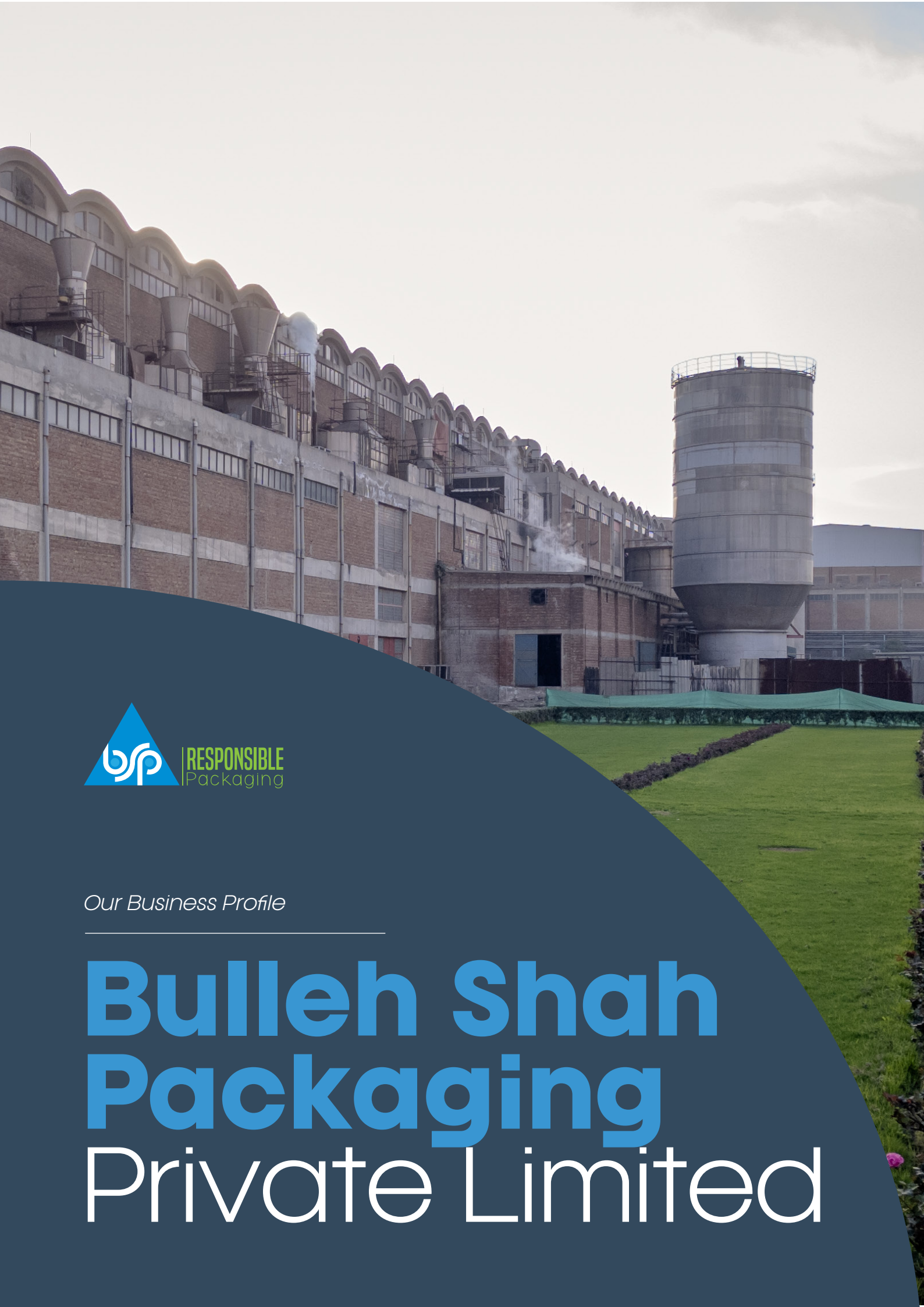
Export Markets Served

Packages Convertors Limited exports to:

- Afghanistan
- UAE
- Sri Lanka
- Canada
- Qatar
- USA
- Kenya
- Dominican Republic
- Indonesia

Share of Group Sales 2024





Our Business Profile

Bulleh Shah Packaging Private Limited

Bulleh Shah Packaging Private Limited

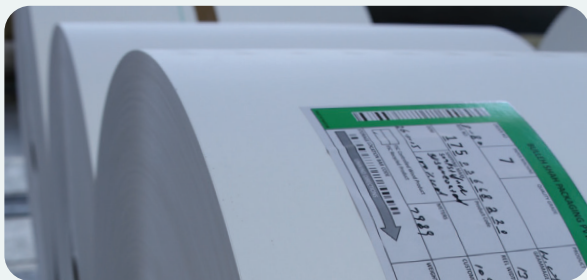


In 2005, Packages Limited made a significant investment in a Greenfield Project located in Kasur, known as Bulleh Shah Paper Mills. This expansive facility, spanning 225 acres of land, has diversified its product offerings to include Liquid Packaging Board, Folding Box Board, White Line Chip Board, Writing and Photocopy Paper, Test Liner, and Fluting/Corrugated Medium Paper. The plant has a production capacity of 300,000 tons of paper and board and manufactures 230 million corrugated boxes annually.

Under the name of Bulleh Shah Packaging (Pvt.) Limited, the company is renowned for providing responsible packaging solutions to esteemed brands in Pakistan. It stands at the forefront of the corrugated packaging market and holds the distinction of being the nation's largest renewable packaging facility, as well as the sole manufacturer of Liquid Packaging Board. Bulleh Shah Packaging (Pvt.) Limited collaborates with a diverse range of industries, including textiles, dairy, snacks, electronics, and more. Its dedicated team of over 1,000 employees is spread across offices in Karachi, Lahore, Islamabad, and Kasur.

BSP places a strong emphasis on ensuring adherence to product specifications and delivering consistently high-quality results. The exceptional product experience is guaranteed through continuous investment in cutting-edge technology for its Paper & Board and Corrugator plants.

In 2023, Bulleh Shah Packaging inaugurated its state-of-the-art Karachi Corrugator Plant in Port Qasim, equipped with enhanced capacity and the latest technology to provide more efficient services to its valued customers.



Consumer Board

BSP's board is used for various packaging applications, including confectionery cartons, food cartons, ice cream cartons, book titles, matchboxes, tea cartons, paper cups, paper plates, pharmaceutical packaging, and liquid packaging. Its product range includes:

- Folding Box Board (FBB), also known as Bleach Board
- Liquid Packaging Board (LPB)
- Soap Stiffener
- White Line Chip Board (WLC), also known as Duplex Board



Container Board

Bulleh Shah Packaging holds a prominent position as the primary manufacturer of high-quality liner and fluting materials in Pakistan, primarily catering to the needs of corrugated box producers. It has also pioneered the development of specialized, high-performance fluting with moisture-resistant properties, specifically designed for packaging fruits and similar applications.



Corrugated Division

BSP offers versatility in choosing corrugated materials, composed of three layers of paper – the inner liner, outer liner, and the corrugated medium sandwiched in between. This material derives its name from the fluted medium, which signifies its inherent strength. Through substantial investments in research and development, coupled with effective incorporation of customer feedback, BSP has successfully developed specialized liner and fluting materials that deliver the requisite strength and durability for packaging and transporting valuable products.

BSP's Corrugated Division offers:

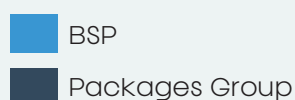
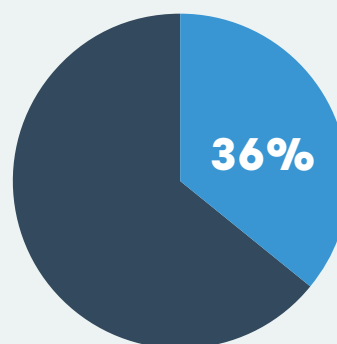
- Regular Slotted Glued Containers (RSC)
- RSC-stitched trays and shelves
- Die-cut containers
- Backward Integration



Paper

To ensure the provision of top-quality paper products, BSP exclusively uses 100% premium quality imported wood pulp sourced from responsible and sustainable suppliers. Additionally, it utilizes state-of-the-art technology and the latest equipment, resulting in exceptional output quality.

Share of Group Sales 2024





TOTAL PRODUCTIVE MAINTENANCE

1 Focused Improvement Pillar

2 Autonomous Maintenance Pillar

3 Planned Maintenance Pillar

4 Skills Development Pillar

5 Early Management Pillar

Quality Maintenance Pillar

7 Office TPM Pillar

8 Safety & Environment Pillar

5S

Paper Machines 6 & 7

New Mill Offices

Business Plant

Corrugated Packaging

Old Mill Offices

Parking - 2



Tri-Pack Films Limited

Our Business Profile

Tri-Pack Films Limited

Tri-Pack Films Limited



Tri-Pack Films Limited was established on April 29, 1993, as a collaborative venture between Mitsubishi Corporation of Japan and Packages Limited of Pakistan. A fully owned subsidiary of Packages Limited, it is a leading manufacturer of Bi-axially Oriented Polypropylene (BOPP) and Cast Polypropylene (CPP) films in Pakistan. Headquartered in Karachi, with regional offices in Lahore and Hattar, the company is committed to delivering reliable, cost-efficient, and high-quality film solutions. This commitment is complemented by a strong focus on exceptional customer service and satisfaction.



Product Range

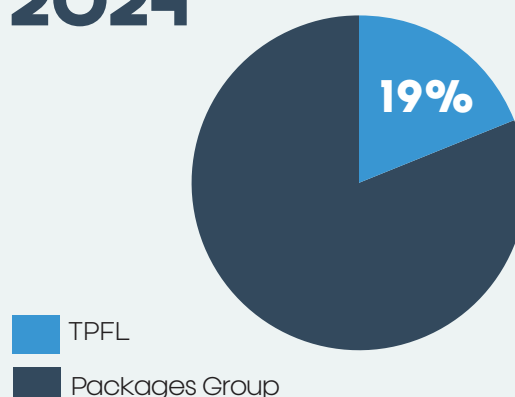
Tri-Pack Films Limited offers an extensive range of Transparent, Pearllized, and Metallized films, ranging from 10 to 60 microns, designed to meet diverse industry needs. Its specialized films are crafted for specific applications, combining versatility with exceptional performance as packaging materials. With superior barrier properties against moisture, gases, and odors, alongside remarkable optical clarity, its films ensure seamless printing and sealability, making them the preferred choice for converters.

Whether used for basic wrapping, ultra-barrier protection, or low-temperature sealing, its films are engineered to extend product shelf life and safeguard goods throughout the supply chain. Its diverse portfolio includes premium solutions such as Low Temperature Sealable Films, Low to High Barrier Films, Matt Films, Anti-Fog Films, Pearllized Films, Non-Coated Transparent Wraps, and specialized labels like Labelite and High Gloss Labels.

Driven by an unwavering commitment to sustainability, Tri-Pack Films Limited is at the forefront of revolutionizing packaging with innovative, eco-friendly solutions. It is contributing to the transition to mono-material packaging through specialized products like Super High Barrier MOPP (a sustainable alternative to aluminum foil), Heat-Resistant BOPP (replacing PET), and BOPE films. Additionally, it is pioneering advancements in

Biodegradable and Post-Consumer Recycled (PCR) based films, paving the way for a circular economy. These cutting-edge solutions not only redefine the packaging landscape but also reaffirm its dedication to shaping a greener, more sustainable future for customers and the world.

Share of Group Sales 2024





Our Business Profile

DIC Pakistan Limited

DIC Pakistan Limited



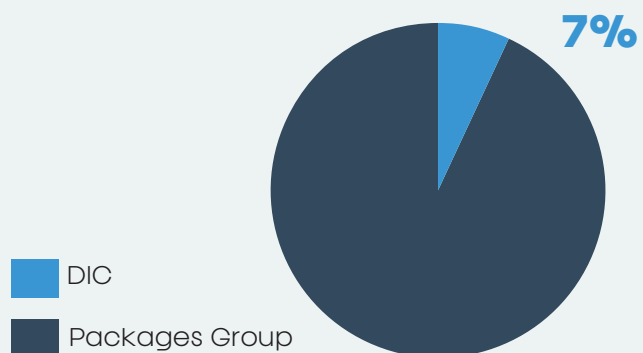
DIC Pakistan Limited is the leading manufacturer of printing inks in the country. A joint venture between Packages Limited and DIC Corporation of Japan, it was founded in 1994 and recently celebrated 30 years of successful operations.

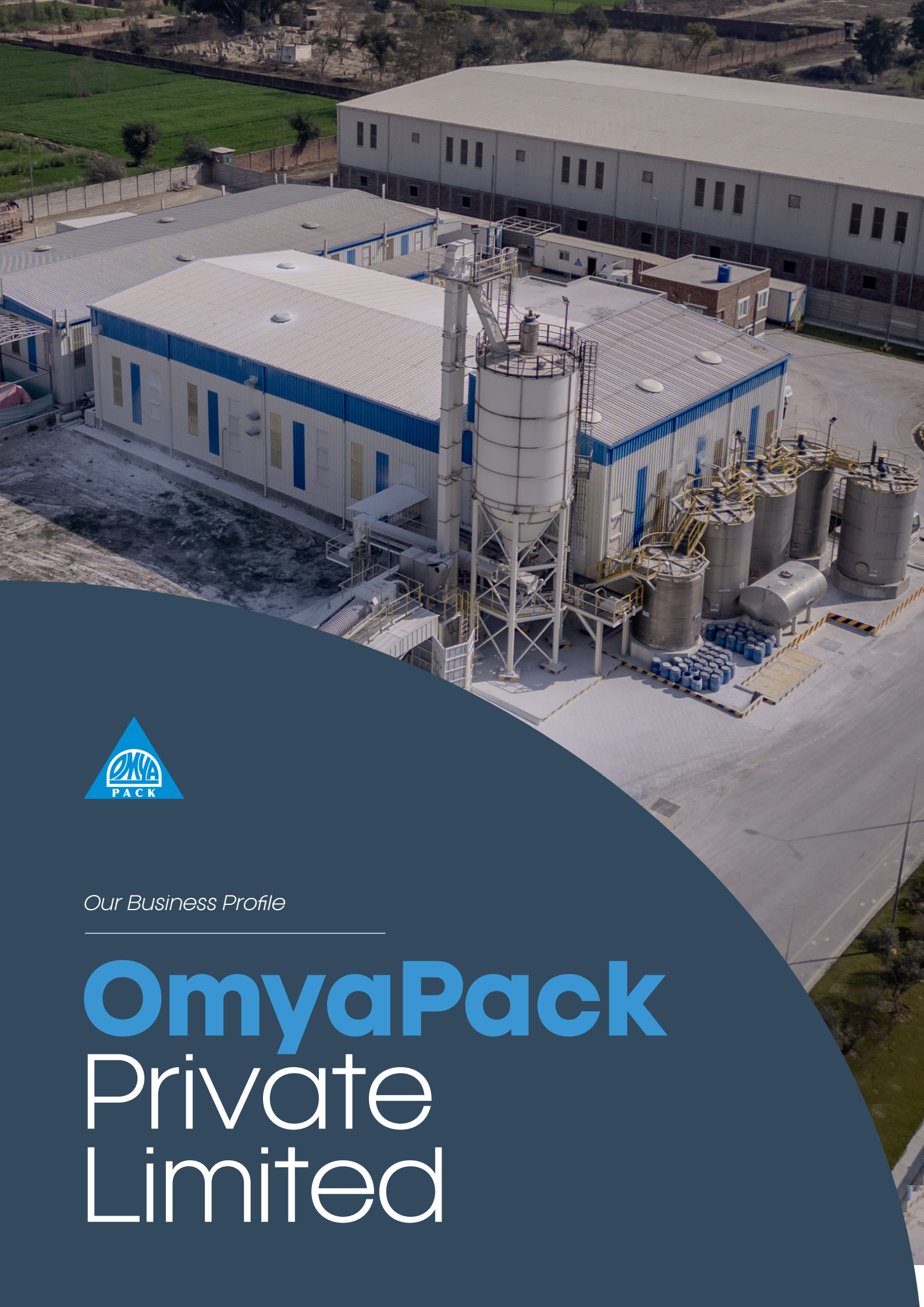
Its goal is to provide cost-effective, high-performance inks that enhance efficiency and minimize waste. It offers a wide range of products, including inks specifically developed for food packaging, carefully formulated to exclude any toxic materials. DIC formulations comply with the exclusion lists from the British Coatings Federation (BCF) and the European Printing Inks Association (CEPE).

Its manufacturing process uses pigments with high bleed resistance and materials with low migratory potential. It ensures that inks are applied in a way that avoids direct contact with food, with printers and converters designing packaging to create a functional barrier between the ink and the food.

The company is in a transition phase of shifting its operations to a newly constructed state-of-the-art facility in Kasur.

Share of Group Sales 2024





Our Business Profile

OmyaPack Private Limited

OmyaPack Private Limited



OmyaPack, a collaboration between Packages Limited and Omya International, was established in 2017 and commenced operations in April 2018. OmyaPack operates two distinct production facilities equipped with an integrated crushing line.

Wet Plant

The wet plant specializes in producing ultrafine slurry products primarily employed by BSP as fillers in paper and as coating pigments for various carton board grades.

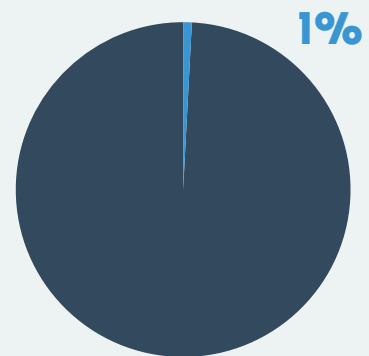
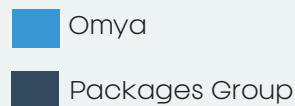
Dry Plant

The dry plant manufactures two types of products to cater to different markets:

- **Untreated Products:** These products find application in paints, coatings, foam boards, inks, and similar industries.
- **Treated Products:** These are used in PVC cables, PVC pipes and fittings, Polyolefin Masterbatches, and other related applications.

Additionally, OmyaPack offers distribution services to renowned specialty chemical producers from around the world.

Share of Group Sales 2024





Packages Lanka (Pvt.) Ltd.

Our Business Profile

**Packages
Lanka**

Private Limited

Packages Lanka Private Limited



Established in 1998 as a subsidiary of Packages Ltd in Pakistan, Packages Lanka (Pvt.) Ltd has emerged as a premier manufacturer of laminated, printed, and unprinted flexible packaging for consumer products. The company has cemented its position as a market leader in Sri Lanka and operates as a collaborative venture involving Packages Ltd, Dilmah Ceylon Tea Company PLC, and Print Care (Ceylon) Ltd.

With a locally based, autonomous management team, Packages Lanka maintains an export-oriented approach, serving markets in Europe, the United Kingdom, Canada, Australia, Kenya, Qatar, the UAE, Bangladesh, and beyond. The company is known for its strong partnerships with leading global companies across various industries.

Key Packaging Specializations

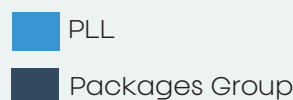
Tea Packaging
Apparel Packaging
Yogurt Lidding
Ketchup Sachets



Diverse Sector Expertise

Packages Lanka has a rich history of providing tailored packaging solutions across multiple sectors, including tea, dairy, culinary, apparel, personal care, and home care. The company's unwavering commitment to quality and innovation in flexible packaging continues to drive its success in both local and international markets.

Share of Group Sales 2024





Our Business Profile

Starch Pack Private Limited

Starch Pack Private Limited



Founded in 2021, Starch Pack Private Limited is a proud subsidiary of Packages Group. Based in Kasur, it specializes in creating sustainable, corn-based starches, glucose, and their derivatives. It combines cutting-edge technology with a passionate team to offer products and solutions that make a real difference for its customers.

Its goal is simple: to be a trusted and ethical partner for businesses across multiple industries. Whether it's Paper & Board, Textile, Food & Beverage, Packaging, Pharmaceuticals, or Animal Feed, its diverse range of products helps its customers thrive. It is always looking for ways to improve and innovate, ensuring that it meets the needs of the industries it serves.

Starch Products

Under the "Star" brand, it offers a variety of starch products tailored to different industries. Each one is designed to improve performance, sustainability, and the end product.

CORSTAR – Native Starch for Paper & Board

- Boosts paper strength, adhesion, and smoothness.
- Makes print quality sharper and adds a polished finish.

TEXSTAR – Native Starch for Textile

- Adds stiffness to yarns and fibers for greater durability.
- Makes weaving smoother and reduces breakage during processing.

CORNSTAR – Native Food Grade Starch

- Great for thickening, stabilizing, and retaining moisture.
- Perfect for food applications like dough binding and gelling.

OXISTAR – Oxidized Starch for Paper & Textiles

- Improves strength, drainage, and retention during production.
- Works as a natural binder for coatings, enhancing material quality.

CATSTAR – Cationic Starch for Packaging

- Provides stronger adhesion and greater tensile strength in corrugated packaging.

GENSTAR – Trade Grade Starch for Various Industries

- Used in industries like oil drilling, paints, ceramics, and construction for its versatile properties.

NATSTAR – Native Corn Starch for Paper & Board

- Designed specifically for the unique needs of the paper and board industry.

Modified Starches

For industries that need specialized performance, it offers:

Oxidized Starch

Perfect for improving production strength in the Paper & Board and Textile industries.

Cationic Starch

Helps improve binding and adhesion in Paper & Board and Textile production.

Glucose

As the second-largest corn glucose producer in Pakistan, it supplies glucose in different concentrations to suit a variety of needs:

- 43 Be
- 45 Be Available in tankers, 25 Kg tins, and 200 Kg drums.

Animal Nutrition: Feeding Better Futures

It is also dedicated to supporting animal health with high-quality feed products:

GERMSTAR – Germ Oil Cake

A nutrient-rich, high-energy feed that helps livestock thrive.

FIBERSTAR – Corn Fiber

Supports digestion, boosts energy, and provides essential fiber for animals.

PROSTAR MEAL – 60% Corn Gluten

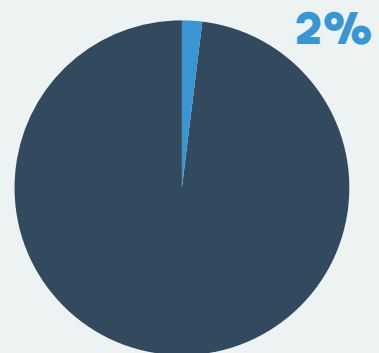
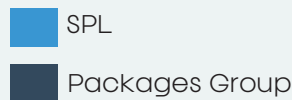
Packed with protein, this feed helps cattle grow and enhances their nutritional intake.

PROSTAR 100 – 20% Gluten Feed

A protein-rich option for poultry, supporting healthy growth

Starch Pack is more than just a supplier. It is a partner committed to providing reliable, sustainable solutions to help its customers succeed. It believes in building long-term relationships and always strives to offer products that make a positive impact.

Share of Group Sales 2024





Sustainability Philosophy and Strategy

Our Commitment to Sustainability

At Packages Group, sustainability is not just an obligation—it is a fundamental pillar of our business philosophy. Rooted in our mission of "Creating a Better Tomorrow," we integrate environmental, social, and governance (ESG) considerations into every facet of our operations, ensuring that our growth contributes to a responsible and resilient future. Our commitment aligns with the United Nations Sustainable Development Goals (SDGs), guiding us in fostering sustainable development and long-term value creation.

A Legacy of Responsible Growth

From the outset, our commitment to sustainability has been shaped by our Founder, Syed Babar Ali, whose vision instilled values of innovation, entrepreneurship, and community stewardship into our corporate DNA. We believe that sustainable success is achieved by balancing business performance with positive social and environmental impact. Our approach ensures that the benefits of our growth extend beyond financial gains to create lasting socio-economic value for the communities we serve.

Our Sustainability Framework

Our sustainability framework is anchored in Trust, Stewardship, and Excellence—principles that drive our Green Vantage and Sustain Right initiatives. These approaches enhance our ability to operate responsibly, manage resources efficiently, and innovate for a more sustainable future. Sustainability for us is not merely about minimizing risks but about seizing opportunities to redefine industry standards and create enduring value. Our strategy aligns with the three pillars of sustainability: People, Planet, and Prosperity, ensuring a holistic approach to responsible business practices.

Meeting Stakeholder Expectations

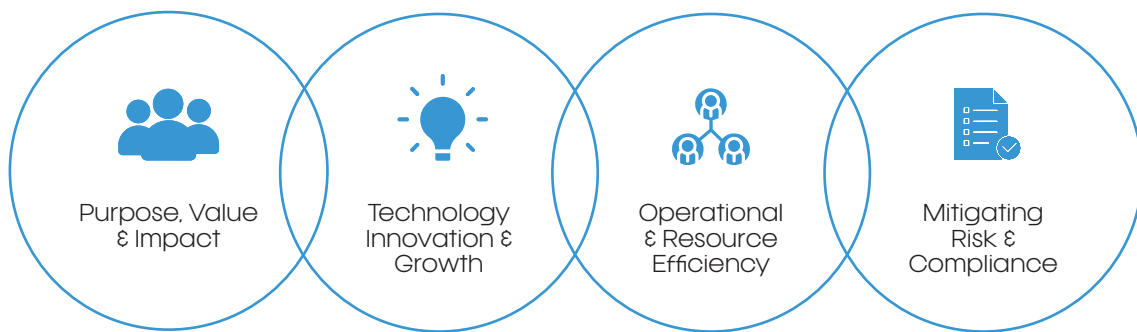
We recognize that our stakeholders expect businesses to lead the transition towards a more sustainable world. This expectation guides our decision-making as we continuously push the boundaries of responsible business practices. By embedding ESG principles into our corporate strategy, we ensure that our products, processes, and partnerships reflect our dedication to sustainable progress and the achievement of global sustainability goals.

Sustainability as a Competitive Advantage

Our aspiration is to leverage sustainability as a strategic differentiator. We see ESG integration as a means to enhance our competitive advantage, strengthen our brand reputation, and appeal to investors and partners who prioritize responsible business practices. As sustainable investments become a focal point globally, we aim to be a benchmark for ethical and green business operations, aligning our efforts with SDGs such as Climate Action (SDG 13), Responsible Consumption and Production (SDG 12), and Decent Work and Economic Growth (SDG 8).

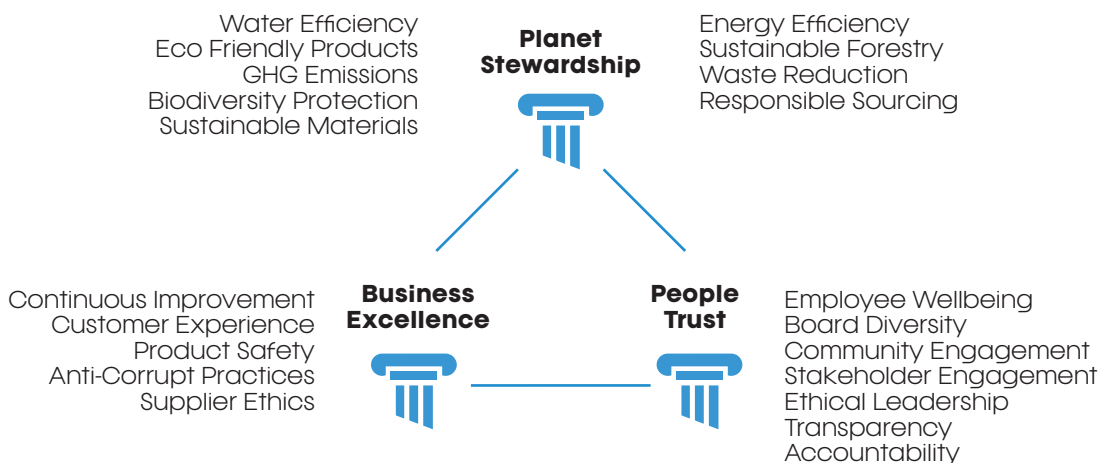
Driving Operational Efficiency

Beyond compliance, our sustainability efforts are designed to drive operational efficiencies, including optimizing energy use, reducing our carbon footprint, and enhancing resource efficiency across our value chain. These initiatives not only reduce costs but also position us to adapt to evolving regulatory landscapes and environmental challenges. By embedding circular economy principles into our processes, we contribute to sustainable industrialization and environmental resilience.



A Sustainable and Resilient Future

At Packages Group, we believe that the true measure of success lies in our ability to foster long-term resilience while making a positive impact on people and the planet. By championing sustainability in everything we do and aligning with the People, Planet, and Prosperity framework, we remain committed to building a future that is both responsible and prosperous, ensuring a lasting legacy of positive impact.





Mission, Values and Commitments

At Packages Group, sustainability is not just a responsibility—it is our purpose. We believe that businesses must go beyond profit-making to create lasting value for society and the environment. Our journey is rooted in a deep commitment to ethical business, innovation, and environmental stewardship, ensuring that every step we take today contributes to a more sustainable and resilient future.

Our Sustainability Mission & Guiding Principles

Our mission is to create a better and more sustainable tomorrow by embedding environmentally responsible practices into our core business strategy. We strive to turn our ESG commitments into a competitive advantage, offering solutions that not only meet customer needs but also contribute to a healthier planet.

Sustainability at Packages Group is guided by the following principles:

Long-term Value Creation:

We integrate ESG considerations into our decision-making to ensure resilience and sustainable growth.

Ethical & Responsible Business:

Upholding the highest standards of integrity, transparency, and fairness in all our operations.

Innovation for Sustainability:

Continuously improving our products and processes to reduce environmental impact and drive efficiency.

People-Centric Approach:

Fostering a workplace culture that prioritizes inclusivity, employee well-being, and professional growth.

Collaboration & Shared Responsibility:

Engaging with stakeholders including customers, suppliers, and communities to advance sustainability goals collectively.

Core Values Driving Responsible Business



Our purpose is shaped by five core values, which serve as the foundation of our corporate culture and sustainability approach:

خيال | Care

We believe in fairness, consideration, and compassion, ensuring that our people and the communities we serve are treated with dignity.

احترام | Respect

Every individual matters. We foster a culture where diversity is valued, and every voice is heard.

قيادت | Lead

We aspire to lead in everything we do, setting benchmarks in ethical business and sustainable innovation.

ايمانداري | Honesty

Integrity is the cornerstone of our business, ensuring trust and credibility in our relationships.

بمت و حوصله | Courage

We stand up for what is right, challenging norms and making bold choices to create positive change.

These values are not just words on paper; they define how we operate, interact, and contribute to a more responsible and sustainable world.

Key Sustainability Commitments

To translate our vision into action, we have set ambitious sustainability commitments across three core areas:

Environmental Stewardship

We are committed to reducing our carbon footprint, optimizing resource efficiency, and adopting circular economy principles. This includes:

- Investing in clean energy and energy-efficient technologies.
- Reducing water consumption and ensuring responsible wastewater management.
- Increasing the use of recycled and sustainable materials in our products.

Social Responsibility & Inclusion

Our people and communities are at the heart of everything we do. We pledge to:

- Provide a safe, diverse, and inclusive workplace where employees can thrive.
- Support local communities through education, health, and women's empowerment initiatives.
- Uphold human rights and fair labor practices across our value chain.

Governance & Ethical Leadership

We uphold the highest standards of corporate governance to ensure accountability and transparency. Our commitments include:

- Strengthening ESG disclosures and performance tracking.
- Ensuring responsible sourcing and supplier engagement.
- Upholding anti-corruption, anti-bribery, and fair competition policies.

Through these commitments, we are not only shaping a sustainable future for our business but also making a meaningful impact on the world around us. We recognize that sustainability is a shared responsibility, and we invite our stakeholders to join us in driving this transformation.

Packages Group's Mission, Vision Rearticulated

"Creating a better and sustainable tomorrow by turning environmentally conscious practices into our competitive advantage and our commitment to ethical and responsible business."

We aspire to transform our ESG commitment into a competitive advantage — strengthening our appeal to ESG-focused stakeholders, enhancing financial performance through sustainable and future-ready practices, and building greater customer loyalty by embedding sustainability and adaptability across our operations and value chain.

Mission

To be a leader in the markets we serve by providing quality and sustainable products and superior service to our customers while learning from their feedback to set even higher ethical standards for our products.

To be a company that continuously enhances its superior technological competence to provide innovative solutions to customer needs.

To be a company that attracts and retains outstanding people by creating a culture that fosters openness and innovation, promotes individual growth, and rewards initiative and performance.

To be a company that combines its people, technology, management systems, ethics, environmental concerns, and market opportunities to achieve profitable growth while providing fair returns to its investors.

To be a company that endeavors to set the highest standards in corporate ethics in serving society.

To be an example for sustainable business leaders in our business sectors

Vision

Position ourselves to be a regional player of quality products.

Improve on contemporary measures, including cost, quality, service, speed of delivery and mobilization.

Keep investing in technology, systems and human resources to effectively meet the challenges every new dawn brings.

Develop relationships with all our stakeholders based on sustainable cooperation, upholding ethical values, which the shareholders, management and employees represent and continuously strive for.



PLL came together to reinforce the core values that drive us forward

From Stakeholder Insights to Strategy: The Role of SEMA

Through SEMA, we systematically gather insights from a diverse set of stakeholders, ensuring that their concerns, expectations, and priorities shape our ESG agenda. This process includes:

Mapping and Prioritizing Stakeholders

Identifying key stakeholder groups based on their influence on our business and their level of interest in our ESG performance.

Materiality Matrix Development

Creating a visual representation of ESG topics that are most significant to both our stakeholders and business resilience.

Strategic ESG Planning

Using materiality insights to drive decision-making, resource allocation, and performance tracking.

SEMA serves as the blueprint for prioritizing our ESG initiatives and establishing a strong business case for sustainability investments. It also helps in determining key performance indicators (KPIs) to track and report on progress.

Stakeholder Engagement: A Continuous Dialogue

Engaging meaningfully with our stakeholders is fundamental to our ESG approach. To ensure a comprehensive understanding of diverse perspectives, we employ multiple engagement methods, including:

One-on-One Interviews & Surveys

Direct discussions with executives, customers, investors, and regulators.

Workshops & Focus Groups

Facilitating dialogue with employees, suppliers, and community representatives.

Online Consultations & Feedback Mechanisms

Providing accessible channels for stakeholders to voice concerns and expectations.

Our stakeholder engagement process is dynamic—we continuously refine and expand our outreach to stay aligned with emerging global standards and evolving societal expectations.

Identifying and Prioritizing What Matters Most

Based on stakeholder input and industry benchmarks, we conducted a Materiality Assessment to categorize ESG issues according to their significance. This process ensures that our reporting aligns with global sustainability frameworks while remaining tailored to our unique business context.

Our Priority Material Topics, identified in the 2023 SEMA, span across People, Planet, and Business Excellence:

People Trust

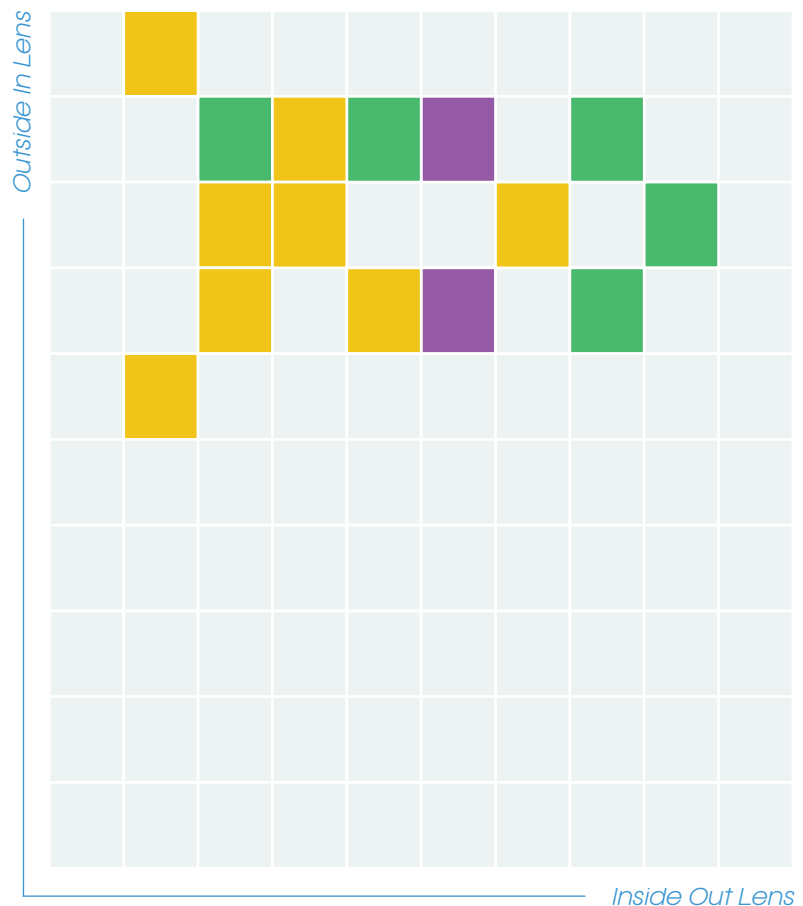
- Employment
- Occupational Health & Safety (OHS)
- Training & Education
- Diversity & Equal Opportunity
- Freedom of Association & Collective Bargaining
- Child Labour
- Local Communities
- Supplier Social Assessment

Planet Stewardship

- Materials
- Energy
- Water & Effluents
- Emissions
- Waste

Business Excellence

- Economic Performance
- Procurement Practices



The Materiality Matrix provides a clear visualization of these priority topics, guiding our actions from responsible sourcing and climate resilience to ethical governance and employee well-being.

By integrating SEMA insights into our corporate strategy, we ensure that sustainability is embedded across all levels of our business—driving innovation, mitigating risks, and delivering long-term value to all stakeholders.

Policy Commitments

At Packages Group, our commitment to sustainability and responsible business practices is reinforced through a robust policy framework. These policies guide our operations, ensuring alignment with ethical, environmental, and social standards while maintaining compliance with evolving global and local regulations.

Environmental and Climate Commitments

We recognize our responsibility to minimize our environmental impact and drive sustainable business practices. Our policies outline our approach to resource efficiency, carbon footprint reduction, and compliance with environmental management standards. These include:

- **Code of Conduct** – Outlines the standards of integrity, fairness, and respect expected from all employees and business partners.
- **Sustainability Policy** – Our overarching commitment to integrating sustainability into business operations.
- **Carbon and Climate Change Policy** – Defines our approach to emissions reduction, energy efficiency, and climate resilience.
- **Integrated Management Systems (IMS) Policy** – Ensures a structured approach to quality, environmental, health, and safety management.

- **Integrated EHS Policy** – Focuses on occupational health, safety, and environmental protection.

Social Responsibility and Ethical Business Practices

Our people-centric policies uphold human rights, diversity, and ethical behavior within our organization and across our value chain. These include:

- **Diversity and Inclusion Policy** – Promotes an equitable and inclusive workplace.
- **Human Rights Policy** – Ensures respect for fundamental human rights, including freedom of association and the prohibition of child labor.
- **Supplier Code of Conduct** – Extends our ethical and social commitments to our supply chain.
- **Whistleblowing Policy** – Provides a transparent mechanism for reporting unethical conduct without fear of retaliation.

Governance and Risk Management Policies

Strong governance is at the core of our sustainable growth. Our policies ensure accountability, transparency, and risk mitigation:

- **Enterprise Risk Management Framework** – it enables us to understand both potential threats and opportunities that could impact our ability to achieve strategic and operational objectives.
- **Stakeholder Engagement and Materiality Assessment (SEMA) Policy** – Guides how we engage stakeholders and prioritize ESG topics.
- **Procurement Policy** – Establishes responsible sourcing and supplier due diligence standards.
- **IT Policy** – Safeguards data security and digital ethics in a rapidly evolving technology landscape.

These policies, alongside other internal frameworks, ensure that our sustainability efforts remain embedded in our corporate strategy. We continuously review and update them to reflect emerging risks, regulatory developments, and stakeholder expectations.



Governance & Sustainability Oversight

At Packages Group, we recognize that robust sustainability governance is essential to long-term business resilience and value creation. Our governance framework is designed to embed sustainability into decision-making at all levels, ensuring accountability, transparency, and alignment with global ESG standards. The Board of Directors provides strategic direction, ensuring alignment with both business and sustainability objectives.

The companies across Packages Group are governed by a Board of Directors responsible for overseeing the Company's strategic direction, risk management, and sustainability performance, including our strategy. The respective Boards comprise of members with diverse expertise, including independent directors. Our key committees support the Board in fulfilling its oversight responsibilities. Senior Management is accountable for implementing the Company's policies and day-to-day operations, ensuring alignment with our governance framework and stakeholder expectations.

Governance Structure

Board Structure and Oversight

The Board comprises of independent, executive and non-executive members, ensuring a balanced decision-making process. It is supported by various committees, including the Sustainability Committee, which focus on managing economic, environmental, and social impacts.

Board Diversity

During 2024, gender representation on the Boards of Directors of Packages Group companies ranged between 10% and 14%. It is pertinent to mention here that all the female directors are elected as independent directors on their respective boards and possess requisite competencies, skills, knowledge

and experience to hold the office as such.

While board composition remains predominantly above 50 years of age, there is an emerging representation of younger members within the 30–50 age bracket, reaching 28.5% at one of the subsidiaries of Packages Limited. While currently, there is no declared representation from minority or vulnerable groups, we acknowledge the significance for broader diversity and representation on the boards and remain committed to fostering a more inclusive leadership across our governance structures.

and experience to hold the office as such. While board composition remains predominantly above 50 years of age, there is an emerging representation of younger members within the 30–50 age bracket, reaching 28.5% at one of the subsidiaries of Packages Limited. While currently, there is no declared representation from minority or vulnerable groups, we acknowledge the significance for broader diversity and representation on the boards and remain committed to fostering a more inclusive leadership across our governance structures.

Diversity Categories	PL	PCL	BSP	DIC	TPFL	Omya	PLL	SPL
Gender	10%	14%	14%	14%	14%	-	-	14%
Under 30 Years	-	-	-	-	-	-	-	-
30-50 Years	-	14%	14%	14%	14%	14%	14%	28.5%
Over 50 Years	100%	86%	86%	86%	86%	86%	86%	71%

Nomination and Selection of the Highest Governance Body

Board and committee members are selected based on expertise, independence, and their ability to represent diverse stakeholder interests. We emphasize diversity in leadership to ensure well-rounded decision-making and alignment with Group values.

Chair of the Highest Governance Body

The Chair of the Board is a senior non-executive director with a deep understanding and knowledge of Packages Group, ensuring a strong link between strategic decisions and operational execution. To maintain objectivity, conflict-of-interest policies are strictly enforced.

Role in Overseeing the Management of Impacts

The Board is responsible for shaping sustainability strategies and overseeing

due diligence processes. It ensures economic, environmental, and social impacts are aligned with long-term business goals. Regular reviews assess the effectiveness of sustainability initiatives.

Delegation of Responsibility for Managing Impacts

Sustainability responsibilities are assigned to senior executives and dedicated teams, who manage daily operations and report progress to the Board. This structured approach ensures sustainability remains a core business priority.

Role in Sustainability Reporting

The Board reviews and approves sustainability disclosures, ensuring transparency and alignment with sustainability commitments. The Sustainability Committee supports the Board in maintaining reporting integrity and accountability.

Conflicts of Interest

Packages maintains a strict policy to identify, disclose, and manage conflicts of interest at all levels of the organization, including the highest governance body and senior management. Our Code of Conduct requires employees and directors to avoid situations where personal interests could conflict with company interests. Conflicts are disclosed promptly, and appropriate mitigation measures are implemented to uphold transparency and integrity in decision-making.

Communication of Critical Concerns

Clear mechanisms allow stakeholders, including employees, customers, and suppliers, to escalate critical concerns directly to the Board. The Board actively monitors and responds to these concerns to uphold trust and accountability.

Collective Knowledge of the Highest Governance Body

Continuous training and development programs enhance the Board's understanding of sustainability trends and emerging risks, ensuring informed decision-making. In 2024 we conducted a customized session for our Board of Directors in collaboration with KPMG covering various ESG topics including climate change.

Evaluation of Governance Performance

In accordance with the Listed Companies (Code of Corporate Governance) Regulations, 2019, and in alignment with GRI and World Economic Forum (WEF) governance disclosures, the Board conducts a structured annual evaluation of its performance, including the CEO, Chairman, and Board Committees.

The process, facilitated by the Company Secretary, uses a detailed questionnaire to capture feedback from all Board Members on key dimensions such as:

- Board composition and diversity
- Understanding of business strategy and risks
- Strategic oversight and operational

effectiveness

- Governance structures, ethical and compliance practices
- Oversight of financial reporting and internal controls
- Timeliness and quality of information flow

The results, compiled with strict confidentiality, are presented to the Board and used to identify opportunities for strengthening governance practices and enhancing effectiveness.

To ensure transparency and benchmarking against international best practices, the Board also engages independent external consultants every three years for a comprehensive assessment. This dual approach reinforces the Group's commitment to responsible governance, continuous improvement, and accountability to stakeholders.

Process to Determine Remuneration

Packages designs its remuneration policies through a structured process whereby a policy framework for determining remuneration of Directors (both Executive and Non-Executive Directors) is overseen by Board's remuneration committee composed of members of the highest governance body.

Keeping in view the Company's objectives, Packages operates an independent and transparent method in order to fix Independent/Non-Executive directors' remuneration. The key element of determining the remuneration is by market benchmarking against other key players of the industry and remuneration is not at a level that could be perceived to compromise the independence of the directors. For the purposes of clarity, no director is involved in deciding own remuneration and Independent/Non-Executive Directors are only entitled to receive fixed fees in lieu of remuneration for attendance of the Board and Committee Meetings together with travelling and lodging costs borne by the Company.

Board Compensation Disclosure

Packages Limited discloses required information as stipulated under

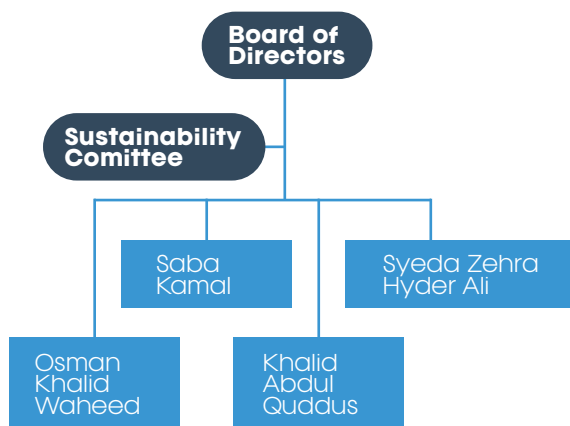
Company Law dealing with annual compensation of its Board of Directors to maintain a degree of transparency in line with stakeholder expectations in its Annual Report. However, due to confidentiality constraints, we do not disclose the ratio of Board compensation to median employee compensation.

Despite this limitation, the Group remains committed to fair and responsible remuneration practices, and continues to review its disclosure framework in line with global reporting trends.

Board Oversight and Sustainability Committee

The Board of Directors holds ultimate responsibility for the Group's sustainability strategy, with direct oversight delegated to the Board Sustainability Committee (SC). The SC is responsible for setting strategic direction, monitoring ESG performance, and ensuring compliance with sustainability-related regulations and commitments.

The Committee is composed of a diverse mix of Board members, management, and advisors, ensuring a balance of expertise and independent oversight:



Osman Khalid Waheed
(Independent Director)

Saba Kamal
(Independent Director)

Syeda Zehra Hyder Ali
(Advisor)

Khalid Abdul Quddus
(Management Representative)

Roles and Responsibilities

The Sustainability Committee plays a central role in driving ESG integration across Packages Group. Its key responsibilities include:

ESG Strategy Oversight: Approving and guiding the Group's sustainability strategy, ensuring it aligns with corporate values and long-term business goals.

Policy Governance: Reviewing and approving ESG-related policies, with a specific focus on gender diversity, workplace inclusion, and ethical business practices.

Risk & Performance Management: Identifying and managing ESG risks while tracking key sustainability metrics, including environmental performance and workplace diversity.

Stakeholder Engagement & Reporting: Ensuring transparent engagement with stakeholders and overseeing ESG disclosures and compliance.

Resource Allocation: Ensuring adequate resources for sustainability initiatives, particularly those related to climate action, social impact, and ethical governance.

Committee Operations & Reporting

The Committee meets at least once annually to review sustainability progress and provide strategic direction. Meeting minutes and key recommendations are shared with the Board of Directors, ensuring ESG priorities remain integrated into overall corporate governance.

The Sustainability Committee's Terms of Reference (TORs) are reviewed annually and updated every three years to ensure alignment with evolving ESG best practices.

Commitment to Responsible and Ethical Governance

Packages Group remains committed to embedding sustainability into corporate governance, fostering a culture of accountability, and ensuring ethical leadership across the organization. Through strong oversight, transparent reporting, and stakeholder engagement, we continue to drive meaningful sustainability progress for our business, employees, and communities.

ESG Risk Management Framework

At Packages Group, we recognize that environmental, social, and governance (ESG) risks are dynamic and can have long-term implications on our business operations, financial stability, and stakeholder trust. Our ESG Risk Management Framework ensures that we proactively identify, assess, and manage these risks while aligning with best practices and evolving global standards.

Our approach to ESG risk management is integrated into our Enterprise Risk Management Framework, ensuring that sustainability risks are not treated in isolation but are part of our overall business resilience strategy.

Integration with Business Strategy

We embed ESG risk considerations into strategic decision-making, investment planning, and operational processes to ensure long-term business resilience. This includes:

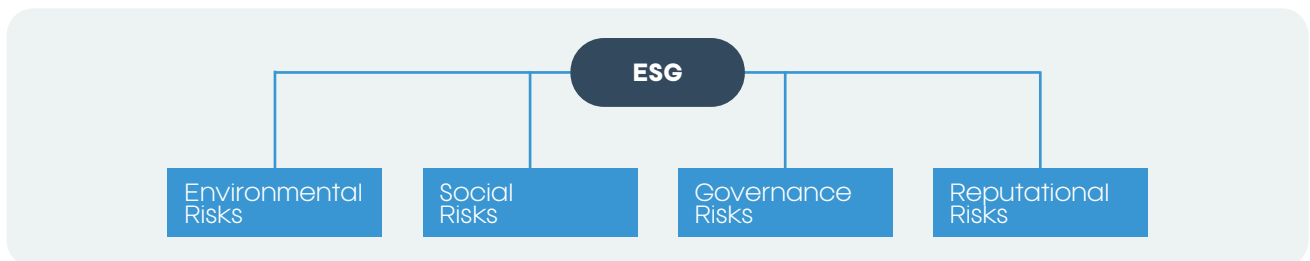
- Sustainable Investment Screening: Assessing ESG risks before approving new capital investments.
- Product & Process Innovation: Developing sustainable product lines and optimizing processes for resource efficiency.
- Board-Level ESG Oversight: Ensuring that ESG risks are regularly reviewed at the highest levels of governance.

By linking risk management with corporate strategy, we enhance resilience, strengthen stakeholder confidence, and drive sustainable growth.

Risk Identification

We systematically identify ESG risks that could impact our business, both from an outside-in perspective (external risks affecting our business) and an inside-out perspective (our business's impact on society and the environment).

- **Environmental Risks:** Climate change, resource depletion, emissions, pollution, extreme weather events, deforestation, biodiversity loss, and regulatory changes impacting environmental compliance, etc.
- **Social Risks:** Workforce health and safety, labor rights, diversity and inclusion, human rights, community relations, employee well-being, ethical sourcing and customer health and safety, etc.
- **Governance Risks:** Ethical business practices, regulatory compliance, corruption, cybersecurity threats, data privacy, conflicts of interest, and board effectiveness, etc.
- **Reputational Risks:** Changing stakeholder expectations, greenwashing concerns, scrutiny from investors and regulators, negative media coverage, social activism, and public perception of business practices, etc.



Risk Analysis

We systematically assess ESG risks to understand their likelihood and potential impact, allowing us to assess the severity that each risk proposes. Each identified risk is evaluated based on:

Probability of Occurrence: How likely the risk is to materialize.

Impact: The potential consequences of the risk from both outside-in perspective, and an inside-out perspective which may be strategic, operational, financial or compliance related including compliance costs, reputational damage, harmful emissions released in the atmosphere and supply chain disruptions.

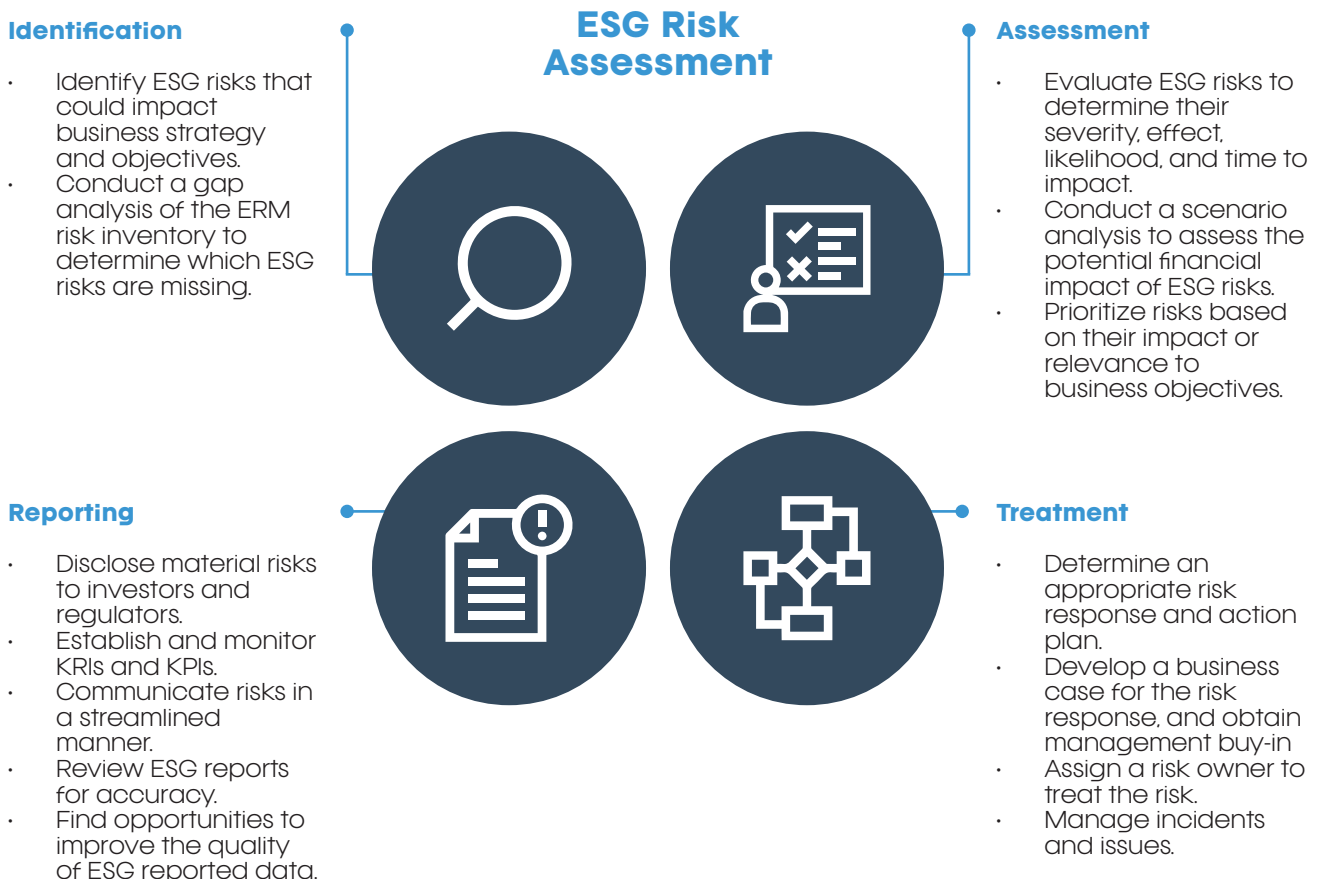
To ensure consistency, our assessment follows a structured risk rating methodology. This helps prioritize risks and allocate resources effectively for mitigation.

Risk Mitigation & Controls

Once risks are identified and assessed, we implement preventive and corrective measures to mitigate their impact. Our strategy includes:

- **Climate Resilience & Adaptation:** Reducing dependency on fossil fuels, improving energy efficiency, and investing in renewable energy.
- **Responsible Sourcing:** Engaging suppliers on sustainability practices to mitigate human rights, environmental, and ethical risks.
- **Regulatory Compliance & Ethical Conduct:** Ensuring adherence to evolving national and international ESG regulations and governance codes.
- **Stakeholder Engagement & Transparency:** Proactively communicating our sustainability commitments and addressing stakeholder concerns.
- **Employee Well-Being & Inclusion Programs:** Promoting workplace safety, diversity, and ethical labor practices across all business units.

Each risk is assigned an owner within our management structure to ensure accountability, and mitigation measures are regularly reviewed and refined to align with emerging challenges.



Monitoring & Performance Measurement

To ensure effectiveness, we have structured ESG risk monitoring mechanisms, including:

- **Regular Risk Reviews:** Periodic assessments of ESG risks to identify emerging threats and evaluate the completeness and effectiveness of current mitigation measures.
- **Third-Party Assessments:** Engaging external ESG consultants to assess ESG risk management effectiveness.
- **Incident Tracking & Reporting:** A formal process for documenting and escalating ESG-related incidents, ensuring timely response and corrective actions.

We have developed comprehensive risk profiles and defined ESG risk appetites. These efforts will lay the foundation for enhanced risk monitoring and future integration into a centralized risk dashboard for proactive decision-making.

Communication & Consultation

Effective communication of ESG risks ensures that key stakeholders are informed, engaged, and aligned in managing sustainability-related challenges. Our approach includes:

Internal Risk Reporting:

ESG risks are regularly communicated to senior management, the board, and relevant business units to support proactive decision-making.

Cross-Functional Collaboration:

Risk insights are shared across departments to ensure integrated risk management and alignment with business objectives.

Incident & Escalation Protocols:

A structured process is in place to ensure escalation to the relevant authority takes place in a timely manner.

Appetite for ESG Risks

We have low appetite for ESG related risks, reflecting our commitment to sustainability, ethical leadership and long-term stakeholder value. We prioritize minimizing environmental impact by addressing climate change risks, ensuring sustainable sourcing and reducing resource usage and emissions. Additionally, we are committed to fostering diversity and inclusion, ensuring employee well-being, and upholding the highest standards of governance, ethics and compliance.

Any ESG risks that could significantly impact our reputation, regulatory standing, or stakeholder trust are managed within strict thresholds. However, we have zero tolerance for human rights violations, unethical behavior, non-compliance with the Code of Conduct, and activities that result in significant environmental harm.

By maintaining a clear ESG risk appetite, we uphold responsible business practices while driving long-term value for our stakeholders.

Continuous Improvement & Future Readiness

Given the evolving nature of ESG risks, our framework is adaptive and forward-looking. We continuously refine our approach by:

- Benchmarking against global best practices and peer companies.
- Engaging with industry experts and sustainability think tanks.
- Leveraging data-driven risk analytics to improve risk prediction and response.

Through this comprehensive ESG Risk Management Framework, Packages Group ensures sustainability is not just a commitment but a fundamental pillar of our risk-resilient business strategy.



Conducting Our Business with Integrity

We safeguard our reputation through ethical, compliant actions and robust policies, procedures, and controls. We are committed to acting in a trustworthy, transparent, and respectful manner with our employees, suppliers, partners, customers, external stakeholders, and the communities where we operate. Our approach aligns with the growing needs of our stakeholders and upholds our long-standing reputation for integrity and responsibility.

Ethical Business and Corporate Governance

Every employee, at every level, is held accountable for performing with integrity and maintaining the trust of our customers, employees, and other stakeholders. Our unwavering commitment to ethical business practices defines us as a company and reinforces our strong governance framework.

Code of Conduct

Our Code of Conduct provides clear and simple guidance to employees and business partners, outlining principles of ethical and compliant business practices, including our engagement with suppliers. In 2024, the Code was updated to incorporate ESG principles, human rights, diversity and inclusion, and supplier engagement.

We also require our third-party business partners, including shortlisted and contracted suppliers and vendors, to adhere to strict compliance requirements based on our Code of Conduct. All Group Companies ensure compliance through information dissemination, preventive and control mechanisms, and corrective actions where necessary.

The Packages Code of Conduct applies to all Packages Group companies, employees, business partners, suppliers, vendors, financial advisers, agents, affiliates, and others acting on our behalf across all sectors, regions, areas, and functions and adherence is required annually through mandatory compliance trainings.

Our Updated Code of Conduct has 20 different policy areas

Care

- Environment, Sustainability & Governance
 - Health & Safety
 - Diversity & Inclusion
 - Human Rights
 - Third Party/Supplier Engagement
-

Respect

- Equal Opportunity Employer
 - Abuse of Alcohol, drugs and gambling
 - Workplace Harassment
 - Email, computer and network security
 - Protection of Company Assets and proprietary information
-

Lead

- Leadership Opportunity
 - Public Activities and Relationship with Stakeholders
-

Honesty

- Responsible Business
 - Ethics, transparency, fairness and professionalism
 - Conflict of Interest
 - Corruption
 - Professional Relationships
 - Anti-Fraud Policy
 - Dealing in securities/shares and insider trading
-

Courage

- Whistle blow
-

Comprehensive Approach to Ethics and Compliance

The Packages Group Code of Conduct embodies a unified set of values that govern ethical business practices, human and labor rights, and environmental responsibility across our operations. Additional policies reinforcing our ethical framework include:

- Anti-Fraud Policy
- Risk Management Policy
- Supplier Code of Conduct
- Anti-Harassment Policy
- Social Media Policy

Training Our Employees

To ensure a deep understanding of ethical behavior, we provide continuous communication and training for employees and business partners. Ethics and compliance training is conducted through e-learning modules and face-to-face sessions for employees without direct computer access.

- New Employees: Code of Conduct training within their first month of employment.
- Annual Training: Mandatory in-depth training on conflict of interest, anti-corruption, and other compliance-related topics for all employees.
- In 2024, a two-day executive development program on “Building an Ethical Culture” was held at the Rausing Executive Development Center, LUMS, facilitated by Dr. Jawad Syed. Designed for C-level executives, the program addressed ethical leadership in the face of emerging business challenges

and ESG expectations. Our Group CEO, Syed Hyder Ali, participated in the session and reaffirmed our unwavering commitment to ethical business practices and our Core Values.

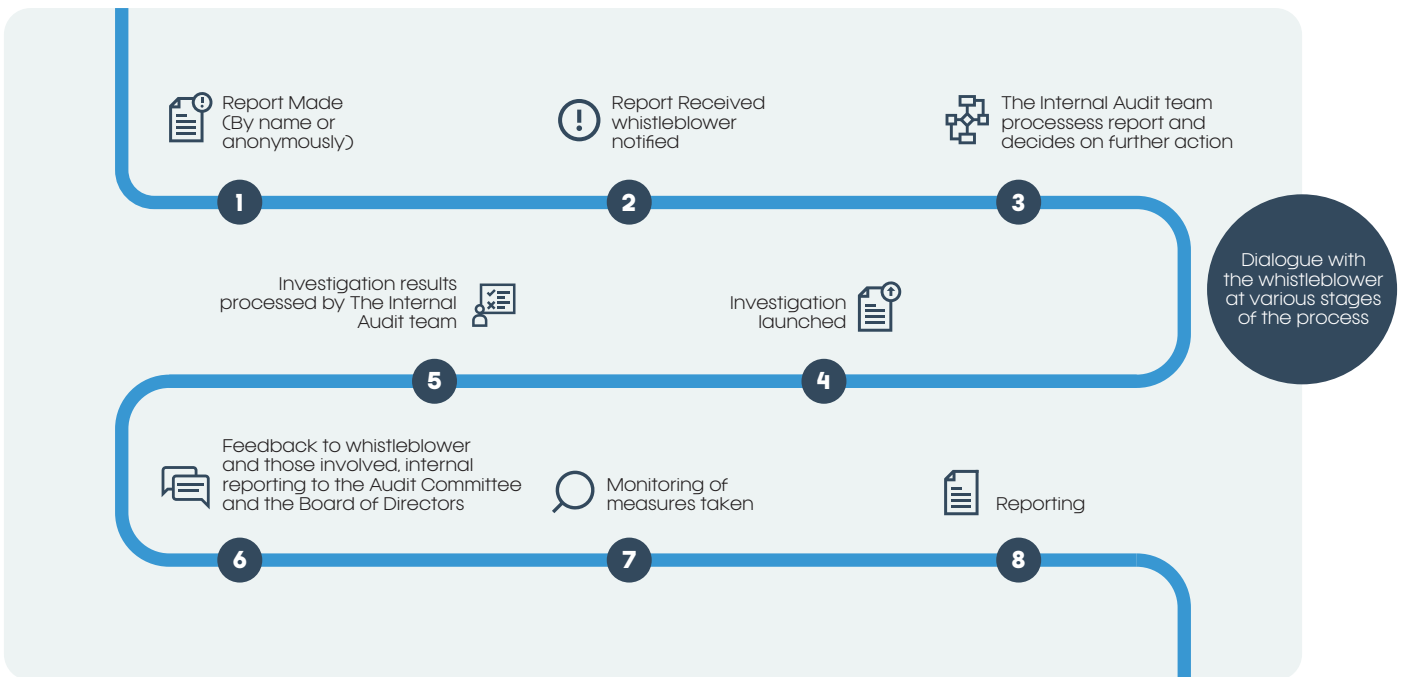
Whistleblowing Policy

Packages Group is committed to the highest standards of ethical, moral, and legal business conduct. Our whistleblowing policy ensures employees and stakeholders can report concerns without fear of retaliation.

Reportable Issues Include

- Breach of the Code of Conduct
- Corruption and bribery
- Harassment
- Misappropriation of financial data/reports
- Misuse of company assets
- Violation of applicable laws and regulations
- Safety, security, and environmental concerns
- Damage to the Company's reputation or business
- Discrimination based on race, gender, ethnicity, religion, disability, or other factors

Employees and external stakeholders can report suspected misconduct through confidential grievance channels. All reported cases are investigated, and proven violations result in disciplinary or legal action.



Integrity in Action

To ensure compliance and ethical conduct, Packages Group implements key initiatives:

Training Initiatives

Annual compliance and ethics training for all employees

Oversight & Accountability

Routine audits and monitoring of ethical practices

Policy Integration

Regular updates and clear communication of the Code of Conduct

Grievance Tracking

Continuous review and improvement of reporting mechanisms, incorporating stakeholder feedback



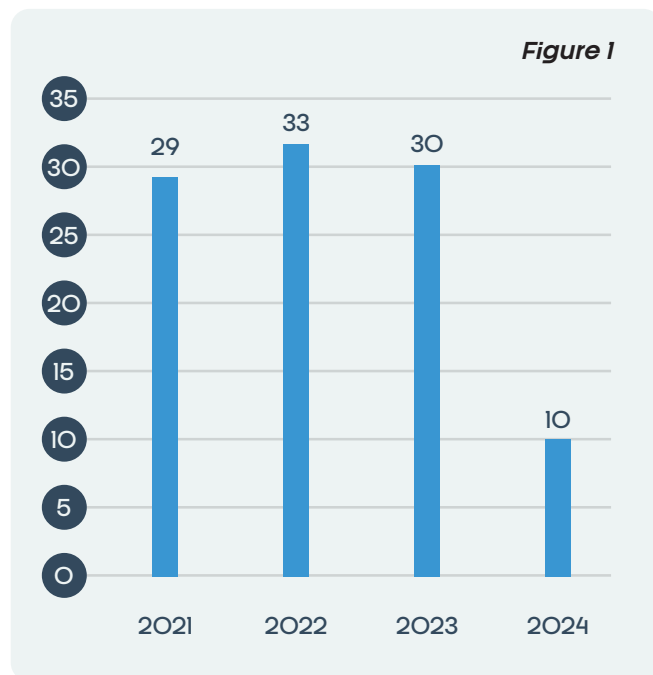
Whistleblowing Statistics

Complaints Comparison

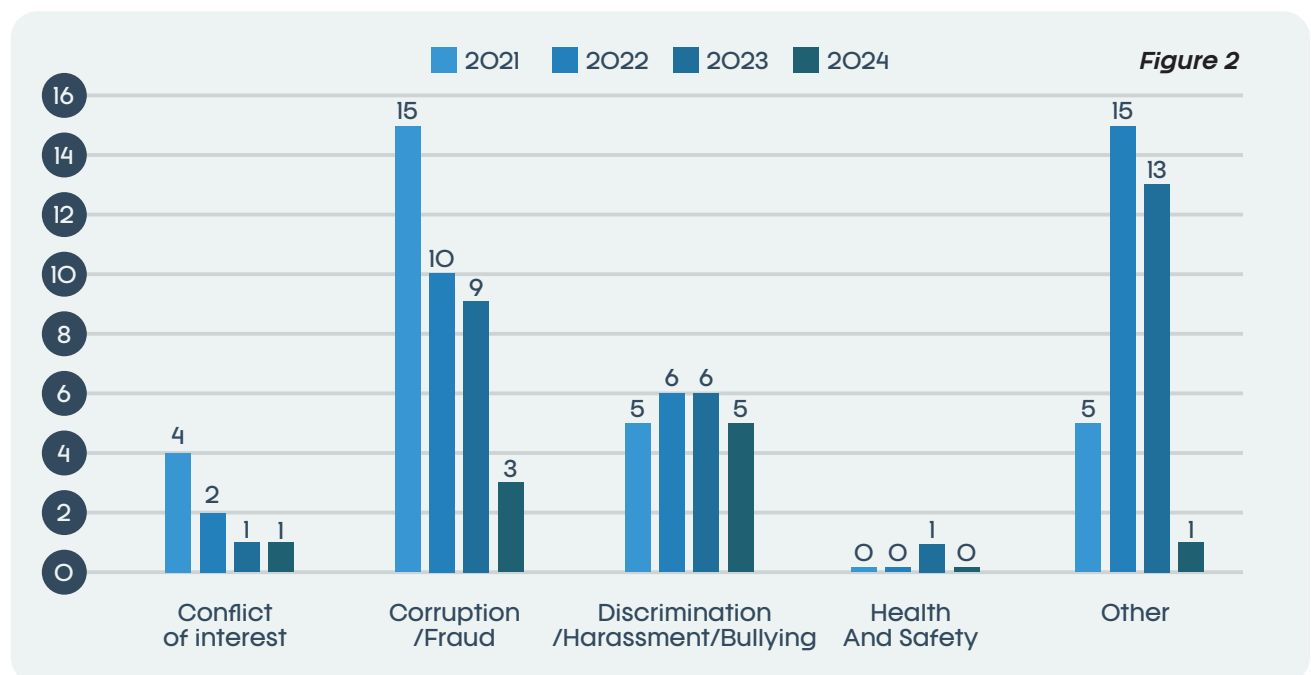
[Figure 1] comparing reported cases from 2021 - 2024

Compliance Actions

[Figure 2] showing types of reported cases from 2021 - 2024



In 2024, a decrease in whistleblowing complaints was observed, largely due to enhanced screening mechanisms and clearer guidance on what constitutes a whistleblowing concern. Some reports received during the year were evaluated and found to be outside the scope of the Whistleblowing Policy, such as personal grievances or operational issues more appropriately addressed through other internal channels. This reflects a more streamlined and effective reporting framework.



Leading with Values



Our commitment to responsible business conduct is rooted in our core values. These principles guide our policies and practices, ensuring high ethical, moral, and legal standards in:

- Anti-fraud and anti-harassment measures
- Environmental sustainability initiatives
- Workplace safety and employee well-being

By upholding these values, we foster a culture of integrity, trust, and accountability in every aspect of our business operations.



Certifications, Accreditations, & Memberships

At **Packages Group**, we are committed to continuously improving our systems, values, and sustainability practices. From product quality to ethical business conduct, our dedication to responsible operations has strengthened over time. To uphold these commitments, we align with globally recognized industry standards, ESG certifications, and sustainability initiatives.

System Certifications & Compliance

Packages Group ensures adherence to the highest industry standards through internationally recognized certifications, including:

ISO 9001 (Quality Management System)

Ensuring product and service quality through structured management processes.

ISO 14001 (Environmental Management System)

Managing environmental responsibilities systematically to minimize impact.

ISO 45001 (Occupational Health & Safety Management System)

Enhancing workplace safety and employee well-being.

FSSC 22000 (Food Safety Management System)

Maintaining the highest food safety standards in packaging materials.

ISO 50001 (Energy Management System)

Improving energy efficiency, conservation, and performance.

GHG Protocol (Greenhouse Gas Accounting & Reporting Standard)

Providing a standardized framework for measuring and managing Scope 1, 2, and 3 emissions.

BRC (British Retail Consortium) Global Standard for Packaging Materials

Ensuring food packaging safety, quality, and regulatory compliance.

Halaal Packaging Management System Certification

Ensuring compliance with Islamic dietary laws for relevant products and processes.

Aligning with Global ESG Standards

Packages Group actively participates in global ESG and sustainability assessments, earning recognition through:

ecovadis

EcoVadis

Evaluating our corporate social responsibility (CSR) performance across environmental, labor, ethics, and supply chain practices.



CDP (Carbon Disclosure Project)

Disclosing climate impact and environmental performance.

Sedex

Sedex (Supplier Ethical Data Exchange)

Demonstrating ethical supply chain management and responsible sourcing.



UN Global Compact

Upholding the principles of human rights, labor, environment, and anti-corruption in our business practices.



Closing meeting of Energy Management Systems ISO50001:2018 Audit by SGS Pakistan

Memberships & Endorsements

Packages Group is committed to engaging with industry leaders and sustainability networks to drive best practices. We actively participate in relevant business and environmental platforms to align with global sustainability trends.

Memberships	Department	Obligatory	Non Obligatory
Registration of Company	SECP	✓	
Registration of Income Tax	FBR	✓	
Registration of Sales Tax	FBR	✓	
Registration of Punjab Tax	p RA	✓	
Registration of Sindh Tax	SRB	✓	
Registration of WEBOC	CUSTOMS	✓	
Registration of Professional Tax	EXCISE & TAX DEPT.	✓	
Registration of Punjab Employee Social Security Institution	PESSI	✓	
Registration of Employees Old-Age Benefits Institution (EOBI)	EOBI	✓	
Registration in labour department	PUNJAB LABOUR DEPARTMENT	✓	
Lahore Chamber of Commerce and Industries	LCCI	✓	
The Federation of Pakistan Chamber of Commerce and Industries	FPCCI	✓	
Pakistan Board Caster Association	PBC		✓
Pakistan Business Council	BUISNESS COUNCIL		✓
Management Association of Pakistan	MAP		✓
Collect and Recycle Alliance	CoRe Alliance		✓

Through these certifications, accreditations, and memberships, Packages Group reinforces its commitment to sustainability, responsible business conduct, and continuous improvement.

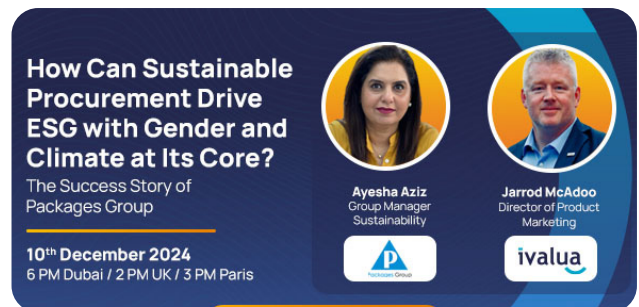


ESG & Sustainability Milestones

Major Achievements Over the Reporting Period & Progress Against Commitments



Featured in the **UN Global Compact Website** as a case study on **SDG Best Practices**.



Hosted a Webinar on **Sustainable Supply Chains** in collaboration with **Ivalua**.

Participated in Key Sustainability Forums, including:



Midas Safety Sustainability Week 2024



SDPI Expo and Conference

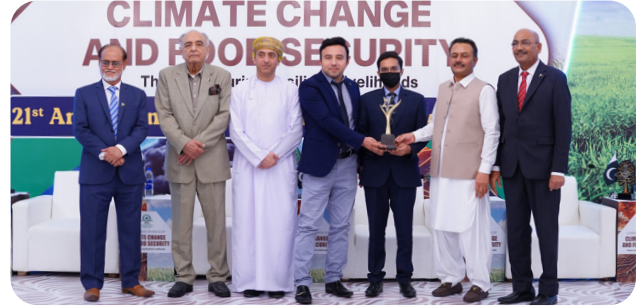
Key Sustainability Milestones 2024

- 1** 1st GRI-Aligned Sustainability Report
- 2** Adoption of SECP ESG Guidelines
- 3** Monthly Reporting to CEOs on ESG Performance
- 4** Formation of Board Sustainability Committee and development of TORs
- 5** Certification and 3rd-Party Verification on GHG Protocol for 8 Companies
- 6** Inclusion of Energy Criteria in CAPEX
- 7** Best Practices Benchmarking and Compliance
- 8** Comprehensive Leakage Identification and Mitigation Plan Over 90% leakage closing achieved
- 9** Identification of 18 high-potential water saving areas as a result of regular water audits
- 10** Conducted non-process water assessment for PCL and PREPL
- 11** Supply Chain Sustainability Benchmarking and Risk Assessment
- 12** Implemented Comprehensive Supplier Engagement Plan
- 13** Hosted 1st Supplier Sustainability Awards
- 14** 2 successful energy conferences
- 15** 4 supplier engagement sessions

Awards & Recognitions



Diamond Award for Gender Diversity Initiatives – awarded by Employers' Federation of Pakistan (EFP).



Environmental Excellence Award – received from National Forum for Environment & Health (NFEH).



1st Place in Climate2Equal – awarded by IFC and PBC for outstanding initiatives in gender-responsive climate action.



Green Energy Initiatives, recognized by National Forum for Environment & Health (NFEH).



Responsible Supply Chain Initiatives, acknowledged by Professionals Network.



Participation in the 3rd Environment ICE by EPD Punjab



UNITED NATIONS DECLARATION ON
ECOSYSTEM
RESTORATION
2011

ORGANIZED BY:
THE PROFESSIONALS
NETWORK

Presented to
Packages Limited
Category
Responsible Supply Chain Award

NFEH
**21st Annual Environment
Excellence Award 2024**
AWARDED TO
PACKAGES LIMITED

NFEH **16th CSR**
**Corporate Social
Responsibility Awards 2024**
AWARDED TO
PACKAGES LIMITED
CATEGORY
GREEN ENERGY INITIATIVES

People at Packages Group



Our people are the foundation of our long-term success. We believe in creating a workplace that is safe, inclusive, purpose-driven, and empowering for every team member. In alignment with our ESG strategy and GRI Standards, we focus on building People Trust, enhancing employee well-being, ensuring fair and ethical practices, and investing in continuous development and diversity.

Our People The Heart of Packages Group



At Packages Group, our people are the foundation of everything we do. Across our diverse operations, it is our teams who bring our purpose and values to life every day. We recognize that a strong, engaged, and inclusive workforce is essential to our ability to innovate, grow, and meet the evolving expectations of our customers, partners, and communities.

We see every employee not just as a contributor, but as a custodian of our purpose — to create a better and sustainable tomorrow. Their passion and dedication are reflected in how we operate, serve, and grow together.

Our Purpose-Driven Culture

Our culture is centered around delivering meaningful impact, built on the foundation of our five Core Values. These values are deeply embedded in how we work — from decision-making and customer service to innovation and collaboration.

We strive to ensure that our workplace culture fosters openness, integrity, and inclusiveness. In doing so, we have created an environment where people feel heard, respected, and empowered to take ownership of their ideas and contributions.

Commitment to Our Employees

As a Group operating in four countries and across 15 companies, we are committed to providing our employees with an experience that reflects trust, respect, safety, and opportunity. Whether it's through workplace well-being programs, learning initiatives, or internal career mobility, our people know that their development and contributions are valued.

We continue to invest in policies and systems that uphold dignity at work, fairness in opportunity, and protection of rights. This commitment applies not only to our full-time employees but also to contractual staff and workers within our extended value chain.

People Trust as an ESG Pillar

Trust is one of the central themes of our ESG philosophy. For us, "People Trust" extends beyond internal engagement — it reflects how we engage with all our stakeholders. Our employees, suppliers, customers, and community members expect responsible, transparent, and ethical behavior, and we work continuously to deliver on these expectations.

People Trust informs how we approach human rights, gender equality, fair labor, and talent development. It also shapes our internal governance and reporting mechanisms that ensure accountability at every level.

Fostering a Fantastic Work Experience

Creating a fantastic work experience is not just a priority — it is part of who we are at Packages Group. We understand that when people feel seen, heard, and valued, they bring their best to work. Our approach to employee experience is holistic, focusing on well-being, professional growth, inclusion, and meaningful engagement.

A Culture of Respect, Inclusion, and Well-being

We are committed to nurturing a work environment that upholds dignity and respect for all. Our policies emphasize zero tolerance for discrimination, harassment, and any behavior that undermines individual dignity. We actively support mental health and well-being through awareness campaigns, wellness talks, and employee assistance programs.

Our physical spaces are being upgraded to reflect this mindset — including gender-inclusive common rooms, safe gym facilities with access control, and improved amenities that promote a balanced workday.

Open Communication and Collaboration

Two-way communication is a key enabler of trust. We engage with employees at all levels through formal and informal channels — including regular town halls, feedback surveys, WhatsApp group communications for awareness, bulletin boards, and open-door policies.

This emphasis on dialogue ensures that employees feel connected to our strategy and culture, and empowers them to voice concerns, suggest improvements, and actively shape their work environment.

Employee Recognition and Engagement

We recognize that appreciation is a powerful motivator. Across our companies, we celebrate individual and team accomplishments through structured recognition programs, performance awards, and peer appreciation platforms.

In 2024, we continued to embed recognition into our daily operations through localized appreciation events, digital shout-outs, and leadership-led acknowledgments — all of which help foster pride, motivation, and a sense of belonging.

Work-Life Balance and Employee Benefits

We believe that personal well-being directly impacts professional excellence. Our benefits framework includes medical insurance, parental leave, and recreational facilities.

In addition, we provide on-site and subsidized facilities for day-care, transportation for women and wellness initiatives such as health check-ups and stress management workshops. Our evolving benefits reflect our commitment to supporting our employees through life's different stages and needs.



Diversity, Equity, and Inclusion (DEI)

Table 1: Employee Distribution by Age %

Diversity Categories	PL	PCL	BSP	DIC	TPFL	Omya	PLL	SPL
Under 30 Years	54	18	8	20	34	39	21	51
30-50 Years	35	67	81	73	58	54	70	44
Over 50 Years	12	17	11	7	7	7	9	5

Table 2: Employee Distribution by Gender

Indicator	PL	PCL	BSP	DIC	TPFL	Omya	PLL	SPL
Total	196	1,425	1,037	223	296	28	197	125
Male	142	1,337	1,013	202	280	26	175	117
Female	54	88	24	21	16	2	22	8
Male Managers	48	55	43	14	30	6	9	15
Female Managers	9	5	1	1	2	0	2	0
Female (%)	28	6	2	9	7	7	11	6
Female Managers (%)	16	8	2	7	6	0	18	0

The Group's workforce reflects a balanced mix of experienced and emerging talent, with a majority of employees between the ages of 30 and 50, and a growing proportion of younger professionals under 30 across several entities. Female representation continues to vary, with focused efforts in place to improve inclusion where needed. While current reporting centers on gender and age, we are progressively expanding our diversity lens to also consider minority and vulnerable groups as part of our broader inclusion agenda.

Inclusive Culture by Design

Diversity and inclusion are embedded into the DNA of our organization. We strive to ensure that every employee — regardless of gender, race, age, ethnicity, or ability — feels valued, heard, and respected. This

commitment extends beyond compliance; it is a moral imperative and a business enabler. Our leadership teams are trained to model inclusive behavior, promote openness, and eliminate barriers to equal participation.

We actively seek input from employees on how we can improve and have created forums and safe spaces where conversations on inclusion, equity, and systemic change are encouraged.

A Safe and Respectful Workplace for All

As an equal opportunity employer, Packages Group is committed to upholding the rights of all employees to work in a safe, inclusive, and respectful environment. We have put in place robust policies and procedures that prohibit discrimination, harassment, and retaliation of any kind. Our Code of Conduct, updated in 2024, now includes clear guidance on ESG principles, human rights, supplier engagement, and diversity and inclusion.

Initiatives such as state-of-the-art day-care facilities and safe transportation for women are just some of the ways we support our female employees. These are complemented by active awareness campaigns, grievance redressal mechanisms, and gender sensitivity training sessions for all staff.

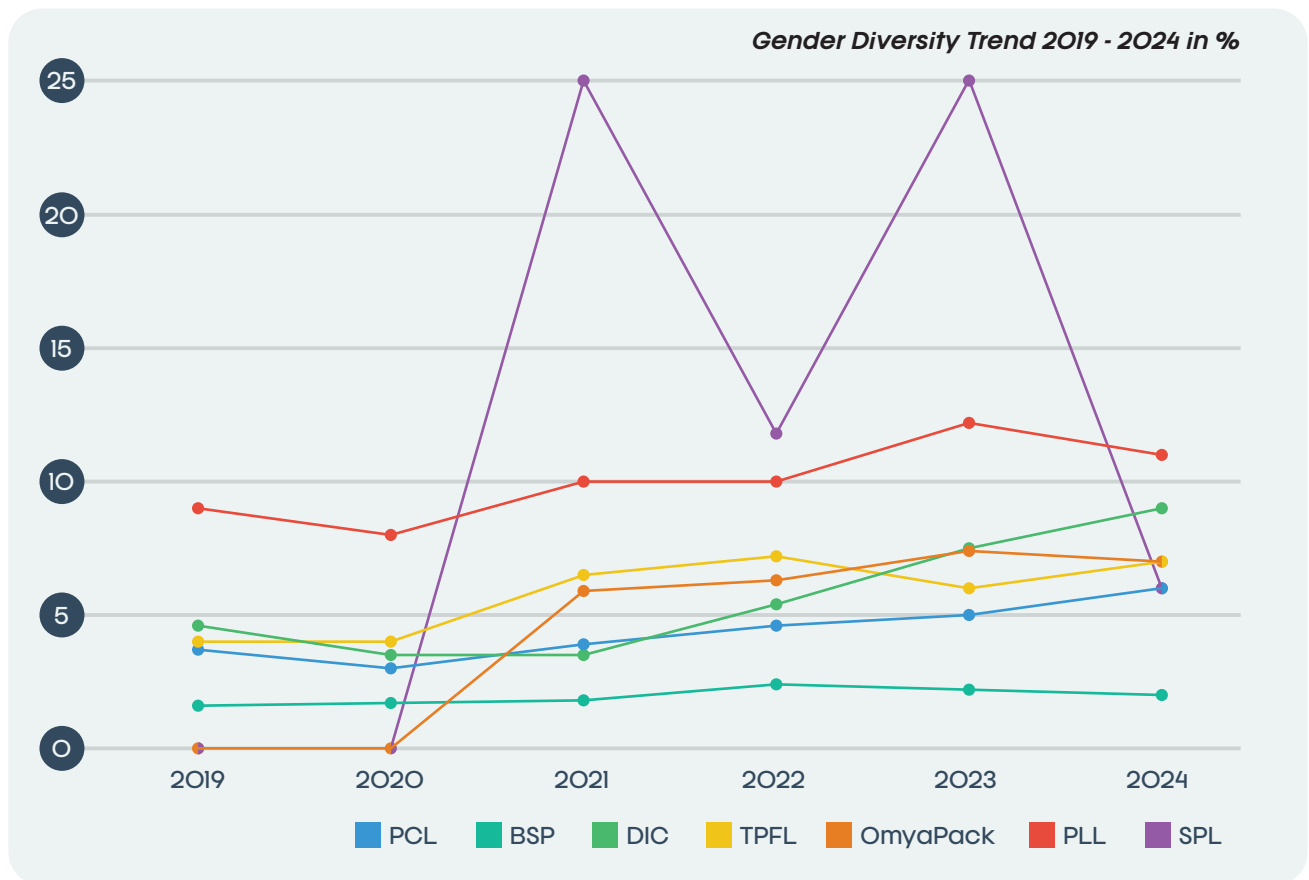
Women Empowerment and Representation

Gender equality remains a strategic priority across the Group.

Through targeted development programs and transparent succession planning, we have continued to strengthen the pipeline of female successors for leadership roles—particularly in functions traditionally underrepresented by women, such as manufacturing, engineering, and supply chain.

Our progress is evident in the upward trend of female representation across most business units from 2019 to 2024. Entities such as DIC, TPFL, and OmyaPack have shown marked increases, while PCL and PLL have maintained a consistently strong presence of women in the workforce. These gains reflect the sustained impact of our inclusive hiring, leadership development, and engagement practices.

We are committed to building on this momentum by expanding mentorship opportunities, addressing systemic barriers, and reinforcing accountability for gender diversity outcomes across all our businesses.



Note on StarchPack Gender Data:

The variation in gender representation at StarchPack over the years reflects the fact that the company's approved headcount and organizational structure were formalized only in 2024. Prior to this, StarchPack was operating with a limited and evolving workforce, which makes direct year-on-year comparisons less meaningful. With the full headcount now in place, future reporting will reflect a more consistent baseline for tracking gender diversity and inclusion trends.

Women in STEM: Driving Innovation

We are proud to support women who are breaking barriers and leading in science, technology, engineering, and mathematics (STEM). As of 2024, 31% of women employed at Packages Group are actively contributing to roles in science and technology — a figure that continues to grow with each passing year.

These women bring critical perspectives, creative problem-solving, and technical leadership that are shaping the future of our business. Their success not only strengthens our company but also inspires the next generation of women professionals in STEM fields across Pakistan.

Actively Caring Through Sharing

ACTS: One of the most transformative platforms within our Group is ACTS (Actively Caring Through Sharing) — a forum founded in 2017 as a safe space for female employees to share, learn, and lead. What began at Bulleh Shah Packaging has now expanded to all major companies across the Group.

ACTS serves as:

- A dialogue platform for gender-related issues
- A catalyst for shaping inclusive policies
- A support system for mentorship, wellness, and advocacy
- A channel for addressing grievances and feedback

ACTS in Action

Since its inception, ACTS has facilitated:

- **20 panel discussions and talks**
- **200+ free mammograms**
- **24 external trainings**
- **30 internal trainings**
- **40+ #HeForShe sessions**
- **4 Young Women of Substance events**

ACTS has hosted 70+ guest speakers including lawmakers, entrepreneurs, UN representatives, medical professionals, and social changemakers, contributing to thought leadership across our Group.

A Commitment for the Future

As we look ahead, we remain committed to building a workplace that reflects the world around us — vibrant, diverse, and inclusive. Our DEI journey is ongoing, and we aim to:

- Increase female representation in decision-making roles
- Partner with educational institutions to strengthen the pipeline of diverse talent
- Expand accessibility and inclusion efforts across all functions
- Embed inclusive leadership competencies into management training

We believe that true inclusion is not just about numbers or policies — it's about creating a culture where every individual feels a deep sense of belonging and purpose.

People Priorities and Strategic Mandates

As part of our long-term ESG vision, Packages Group continues to invest in people-centric strategies that drive resilience, innovation, and purpose across our organization. Our people priorities are designed to align with both business goals and societal expectations, ensuring that we remain a workplace of choice in a fast-evolving world.

In 2024, we strengthened our strategic focus on building an integrated culture that values sustainability, talent development, diversity, and workplace well-being. Our people strategies are not standalone initiatives — they are embedded in how we operate, make decisions, and engage with the communities we serve.

Anchoring Culture in Core Values

Our Core Values remain at the center of everything we do. These values guide our policies, define our leadership behaviors, and inspire how we treat one another. They serve as our moral compass, especially during moments of transformation and challenge.

In 2024, we conducted values refresher sessions across multiple business units to reinforce understanding, drive ownership, and encourage storytelling around how values translate into action at the workplace.

A Mission-Driven, Unified Workforce

We are united under a clear mission — to create a better and sustainable tomorrow. This mission informs our ESG strategy, product design, employee policies, and long-term commitments. It helps

us stay aligned as a Group while allowing room for individual companies to localize their approach based on operational realities.

Through CEO town halls, culture workshops, and training, we've ensured that employees at all levels understand their role in delivering on this mission and are equipped to contribute meaningfully.

Safety, Quality, and Innovation as People Mandates

Safety and quality are not just technical requirements — they are people priorities. Every employee is accountable for maintaining a safe work environment and upholding the highest standards of operational excellence.

In 2024, we launched refreshed awareness programs on behavior-based safety, process ownership, and first-time-right execution, integrating these themes into individual KPIs across

our plants and offices. We also promoted innovation at every level by encouraging process improvement projects, idea drives, and cross-functional knowledge sharing.

A Focus on Inclusion and Leadership Development

We believe that inclusive leadership drives better business outcomes. In line with this, we rolled out targeted learning programs on inclusive decision-making, unconscious bias, and psychological safety.

Our leadership development programs have been enhanced to include modules on ESG leadership, emotional intelligence, and team empowerment. These are now part of our talent pipeline strategy to prepare

future leaders who can manage both commercial results and stakeholder expectations responsibly.

Execution Excellence

To deliver on our people strategy, we've focused on precision, discipline, and measurement. HR dashboards, performance reviews, learning hours, and engagement scores are monitored at the Group level. These metrics allow us to identify gaps, address emerging issues, and scale what's working well.

We believe execution excellence in people management is essential to achieving not just HR goals — but business resilience, agility, and long-term impact.



Fair Employment Practices

At Packages Group, we are committed to upholding fair employment practices across all levels of our operations. We believe that respect for human dignity, equitable treatment, and a commitment to labor rights are foundational to building a thriving and ethical workplace.

Our approach to employment is aligned with both local labor laws and international conventions, including the Universal Declaration of Human Rights and the International Labour Organization (ILO) standards. From recruitment and onboarding to performance and progression, our employment practices reflect our values of fairness, transparency, and equal opportunity.

Recruitment and Onboarding

We ensure that our hiring practices are inclusive, merit-based, and free from discrimination. Candidates are selected based on qualifications, experience, and alignment with our values. Every new employee receives comprehensive onboarding that introduces them to the Group's mission, Code of Conduct, workplace policies, and expectations around ethical conduct and ESG alignment.

We also maintain a transparent process for internal mobility, giving preference to qualified internal candidates for open roles across our Group companies.

Indicator	PL	PCL	BSP	DIC	TPFL	Omya	PLL	SPL
Turnover Male (%)	13	17	4.92	6	17.9	50	15	6.4
Turnover Female (%)	33	22	0.48	30	42.4	12	4	36
New Hires Female (%)	26	27	8	19	8.9	20	11	10
Retention Rate (%)	78	71	98.76	94	97	85	92	89.9

Equal Opportunity and Non-Discrimination

We are an equal opportunity employer and do not tolerate any form of discrimination based on gender, ethnicity, religion, age, marital status, disability, or any other protected characteristic. Our Code of Conduct, Diversity and Inclusion Policy, and Anti-Harassment Policy form the backbone of our commitment to equality in the workplace.

Special emphasis is placed on ensuring equity for marginalized and underrepresented groups, particularly women in manufacturing and technical roles.

Compensation, Wages, and Benefits

Our compensation practices are aligned with market benchmarks, legal obligations, and internal equity. We ensure that all employees — including contract workers — are paid at or above the minimum wage applicable in their region. Pay parity reviews are conducted to eliminate gaps and ensure fairness.

Our total rewards package includes performance incentives, annual bonuses, medical insurance, retirement benefits, maternity and paternity leave, and access to wellness programs.

Fair Compensation and Gender Pay Gap Disclosure

Our compensation practices are aligned with market benchmarks, legal obligations, and internal equity. All employees — including contract workers — are paid at or above the regionally applicable minimum wage. Pay parity reviews are conducted regularly to identify and eliminate gaps, ensuring fairness across roles and grades.

In line with SECP guidelines on gender diversity and pay equity, we disclose the following Gender Pay Gap metrics for Packages Limited for the reporting year:

Mean Gender Pay Gap:

53.13%

Median Gender Pay Gap:

31.34%

Mean Monthly Pay:

Males – PKR 526,572

Females – PKR 246,812

Median Monthly Pay:

Males – PKR 181,167

Females – PKR 124,397

These figures reflect the current distribution of roles and seniority levels, with a higher concentration of male employees in senior and technical leadership roles. We recognize the need for greater gender balance and are strengthening our inclusion strategy by:

- Expanding access to leadership and development programs for women
- Reducing structural barriers to equitable hiring, retention, and promotion
- Tracking gender representation in higher-paying and decision-making roles

We are in the process of extending this analysis to other subsidiaries within the Group to ensure consistent and transparent pay equity practices Group-wide.

Our total rewards framework includes performance incentives, annual bonuses, comprehensive medical insurance, retirement benefits, maternity and paternity leave, and access to wellness programs. We remain committed to creating a fair, inclusive, and supportive workplace for all.

Working Hours and Leave

We respect the need for work-life balance and adhere strictly to legal limits on working hours and overtime. Employees receive rest periods, weekly offs, and annual leaves as per law.

Parental Leave

At Packages, we recognize the importance of supporting employees through key life

moments, including the arrival of a new child. In line with our People Trust philosophy and commitment to fostering an inclusive, family-friendly workplace, we provide parental leave benefits in accordance with applicable legal requirements.

During the reporting period, 100% of eligible employees availed parental leave, reflecting both the accessibility of our policy and the supportive environment we aim to create. While an enhanced parental leave policy is currently under review by the Board, we continue to ensure job security and continuity of benefits during the leave period, facilitating a smooth transition back to work.

By prioritizing parental leave, we strengthen our focus on employee well-being, gender equality, and inclusive workplace practices.

Indicator	PL	PCL	BSP	DIC	TPFL	Omya	PLL	SPL
Employees entitled to parental leave	54	88	24	21	195	2	22	8
Employees that took parental leave	4	2	2	1	9	0	1	1
Employees returned after parental leave	4	2	2	1	9	0	1	1
Employees who continued after returning (12mo)	4	2	2	1	9	0	0	0
Return to work rate (%)	100	100	100	100	100	N/A	100	100

Internal Job Postings and Promotions

In line with our commitment to career growth, we have established an internal job posting system that allows employees to explore new opportunities across our Group companies. This system ensures transparency, fairness, and internal mobility based on performance and potential.

Promotion decisions are guided by performance evaluations, development goals, and demonstrated leadership behaviors — not just tenure.

Indicator	PL	PCL	BSP	DIC	TPFL	Omya	PLL	SPL
No. of Women Promoted	5	11	3	4	5	0	3	0
Total No. of Promotions	19	209	174	28	29	2	4	14
Proportion of Promotions Awarded to Female Employess (%)	26.32	5.26	1.72	14.29	17.2	0	75	0

Upholding Human Rights

At Packages Group, respect for human rights is a fundamental commitment that guides our conduct across operations, supply chains, and communities. We believe that sustainable business can only be achieved by upholding the dignity, rights, and freedoms of all individuals who work with or are impacted by us.

Our commitment to human rights is not only rooted in ethical business practices but also embedded in our policies, training programs, and daily operations. We align our approach with internationally recognized frameworks such as the United Nations Universal Declaration of Human Rights, the UN Global Compact, and ILO Conventions.

Group-Wide Human Rights Policy

In 2024, we adopted a comprehensive Human Rights Policy that applies to all companies within Packages Group. This policy sets the standards for how we engage with employees, business partners, and communities, covering a wide range of human rights principles — from non-discrimination and equal opportunity to workplace safety and freedom of association.

Our Human Rights Policy is linked to our Code of Conduct, Supplier Code of Conduct, and Whistleblowing Policy, creating a cohesive governance framework to prevent, monitor, and respond to human rights risks.

Awareness and Training

Employees across all companies are regularly trained on their rights and responsibilities. Human rights awareness is integrated into onboarding sessions, compliance training, and leadership development programs. We also conduct specialized workshops for teams responsible for procurement,

community engagement, and worker relations.

Suppliers and contractors are expected to align with our Supplier Code of Conduct, which includes clauses on human rights, labor conditions, and grievance mechanisms. Contracts include provisions that allow us to audit or disengage from suppliers that violate our standards.

Zero Tolerance for Child and Forced Labor

We maintain zero tolerance towards all forms of child labor, bonded labor, or forced labor across our operations and value chain. Age and identity checks are part of our standard hiring process, and we ensure our contractors follow the same protocols. Any supplier found engaging in unethical labor practices is subject to immediate investigation and corrective action.

Our manufacturing units undergo internal and third-party assessments to verify compliance

with labor laws and ethical sourcing requirements. These audits form part of our broader Responsible Supply Chain Program.

In 2024, no case of child or forced labour was reported.

Freedom of Association and Collective Bargaining

We fully recognize and respect the rights of employees to form associations, join unions, and engage in collective bargaining. Our workplaces maintain open channels for employee representation, and we encourage dialogue between management and workers' representatives to build mutual trust and resolve issues constructively.

100% employees across different

companies are free to participate in legally recognized labor unions, and no employee faces retaliation for doing so.

Grievance Redressal and Remedy

Packages Group provides multiple channels for employees and external stakeholders to raise concerns about human rights violations or unethical conduct. These include anonymous reporting lines, designated email addresses, and in-person grievance boxes at factory sites.

All grievances are investigated fairly, promptly, and confidentially. Where human rights impacts are identified, appropriate remedial measures — including legal recourse, training, or process redesign — are put into place.

Zero Tolerance for Child and Forced Labor

Packages Group firmly upholds the principle that every individual has the right to fair, safe, and dignified work. We maintain a strict zero tolerance policy against all forms of child labor, forced labor, bonded labor, and human trafficking — both within our own operations and throughout our value chain.

This commitment is clearly outlined in our Code of Conduct, Human Rights Policy, and Supplier Code of Conduct, and it is reinforced by regular audits, employee training, and supplier evaluations.

Strict Enforcement at All Levels

We have implemented mandatory age and identity verification during recruitment processes across all Group companies. This ensures that no underage individuals are

employed and that employment conditions meet both national labor laws and international standards.

All HR teams and supervisors are trained on minimum age laws and

labor rights. Where third-party labor is used, we require contractual agreements that explicitly prohibit the employment of underage workers.

Supplier Screening and Monitoring

Through routine assessments and research, Packages has identified that certain operations and suppliers — particularly raw material providers and subcontractors operating in high-risk regions — may present a higher risk of child labor. Recognizing this, we have taken a proactive approach to strengthen controls across our supply chain. Our Supplier Code of Conduct strictly prohibits child labor, and wherever risks are identified, we require the implementation of corrective action plans. These measures not only help ensure compliance with international labor standards but also reflect our broader commitment to eliminating child labor in line with our Responsible Supply Chain Program.

In 2024, we took significant steps to enhance this program by expanding its scope to cover a wider range of suppliers, categorized based on risk exposure. We also strengthened our monitoring tools by integrating labor rights criteria into our vendor registration system, audits, and supplier performance scorecards — ensuring greater transparency and accountability.

All suppliers are assessed through initial due diligence and periodic risk reviews, and any indication of non-compliance with our Code triggers an escalation process. Depending on the severity of the issue, this may result in capacity building, remedial actions, or

termination of contracts. These efforts reflect our firm commitment to ethical sourcing and human rights due diligence across the value chain.

Transparent Reporting and Remediation

Any suspected violations — whether by employees, contractors, or suppliers — can be reported through our confidential grievance channels. Investigations are conducted promptly, and disciplinary action is taken where breaches are confirmed.

If child labor is ever identified, our response focuses not only on removal from employment but also on ensuring appropriate remediation — such as access to education or support services through partner NGOs.

Industry and Community Collaboration

We recognize that addressing the root causes of child labor requires collaboration beyond our gates. We participate in industry forums and engage with community partners to raise awareness and promote ethical labor practices across the packaging, paper, and manufacturing sectors.



Our Approach to Safety

A Journey Towards Goal Zero

At Packages Group, the commitment to Environmental, Health, and Safety (EHS) starts at the highest level of leadership and is deeply embedded in our core values. This commitment drives our Zero Harm Vision, where we prioritize the safety and well-being of our employees, contractors, and visitors, while minimizing our environmental footprint and protecting our assets.

Our safety objectives include:

- Preventing all types of injuries and illnesses.
- Minimizing waste and pollution.
- Safeguarding our assets.

We achieve these objectives through:

- Proactive risk management.
- Employee engagement and training.
- Continuous improvement.
- Strict compliance with applicable laws and regulations.

To ensure accountability, we monitor Key Performance Indicators (KPIs) and track progress. This safety concept is reviewed and updated annually to remain effective and relevant.

Safety Philosophy

At the heart of our Zero Harm Vision lies a profound belief that safety is not just a regulatory requirement but a moral and ethical imperative. We believe every individual has the inherent right to return home safely, free from harm or injury, and that this responsibility is shared across all levels of our organization. This commitment goes beyond

compliance—it reflects our values and respect for human life. Our safety philosophy is built on a culture of care, where every employee is empowered to make safety their personal and collective responsibility. It is about looking out for one another—our colleagues, families, and communities—and recognizing that safety is foundational to our operational excellence.

We aim to embed this philosophy into every aspect of our organization, ensuring that safety transcends being just a priority and becomes a non-negotiable core value. This philosophy shapes every decision, action, and behavior, making safety an integral part of our daily lives.

Through continuous training, proactive risk management, and fostering a sense of ownership amongst all stakeholders, we are committed to realizing our vision of Zero Harm.

EHS Policy, Competence & Assurance: Preservation of Human Life is Our Core Commitment

Our EHS policy is operationalized through three pillars: Competence, Culture, and Assurance. We have built a comprehensive safety framework that focuses on proactive risk management, employee engagement, and compliance with safety regulations.

- **Competence:** Through regular internal and external training, we aim to continually enhance the knowledge and skills of all relevant stakeholders.

- **Culture:** We foster a culture of safety that encourages every individual to take personal responsibility for their actions and behaviors.
- **Assurance:** Regular audits, inspections, and Gemba walks ensure that our safety protocols remain effective and aligned with international standards such as ISO 45001, ISO 14001, NFPA, OSHA, etc.

Our incident management system includes both leading and lagging indicators, regularly reviewed by leadership for continuous improvement. We also embed control mechanisms within our assurance programs to ensure the ongoing effectiveness of our EHS initiatives.

Health, Safety, and Well-being

At Packages Group, the health, safety, and well-being of our people are a non-negotiable priority. We are committed to maintaining a safe, healthy, and supportive work environment where every individual feels protected—physically, mentally, and emotionally.

We believe that a safe workplace is essential not only for the safety of our people but also for productivity, morale, and long-term sustainability. This belief drives our holistic approach to EHS, which goes beyond compliance to encompass overall well-being.

Integrated EHS Management

We operate under a comprehensive Integrated Environment, Health, and Safety (EHS) Policy, aligned with international standards and local regulations. Our EHS systems are regularly reviewed, audited, and certified to ensure they meet the highest occupational safety standards.

- **Risk Assessments:** Every site has dedicated EHS teams responsible for conducting regular risk assessments, incident investigations, and implementing preventive actions.
- **Safety Metrics:** Safety metrics such as near-misses and lost-time incidents are reported monthly and reviewed by management for continuous improvement.

Indicator	PL	PCL	BSP	DIC	TPFL	Omya	PLL	SPL
Compliance with Occupational Safety Regulations	100%	100%	100%	100%	97%	100%	100%	100%
Employees covered by an occupational health & safety system	100%	100%	100%	100%	100%	100%	100%	100%
Employees covered by an internally audited system	100%	100%	100%	100%	100%	100%	100%	100%
Employees covered by an externally certified system	100%	100%	100%	100%	100%	100%	No Certification	100%

Workplace Safety Programs

Safety is a core component of employee training, beginning from the onboarding process and continuing throughout employment. In 2024, our key safety initiatives included:

- Daily safety briefings for plant workers.
- Site-specific hazard identification and control mapping.
- Fire and emergency evacuation drills.
- Hands-on training for the use of Personal Protective Equipment (PPE).
- Specialized training for high-risk operations, such as confined spaces and hot work.

Across our Group companies, multiple actions have been implemented to reduce the risk of occupational hazards and ensure a safer working environment. Key measures taken by each entity in 2024 include:

Company	Key Actions Taken
	Implemented automation, machine guarding, interlocking systems, and use of PPEs to reduce human-machine interface risks.
	Applied the hierarchy of controls including elimination, substitution, engineering controls, and administrative measures to reduce workplace hazards.
	Installed earthing and bonding systems. <ul style="list-style-type: none"> • Integrated DBs and pump inspections into the preventive maintenance plan. • Conducted bi-monthly EHS audits. • Planned relocation of Lahore plant to IRIS site for enhanced safety. • Integrated BSP store into Karachi operations. • Daily operations and EHS rounds ensure timely hazard identification and rectification. • Safety guards placed at fire equipment and DBs to avoid obstruction.
	Implemented interlocking and guarding systems. <ul style="list-style-type: none"> • Provided PPEs and conducted regular risk assessments. • Delivered SOP-based trainings and enforced disciplinary actions for non-compliance.
	Conducted safety trainings. <ul style="list-style-type: none"> • Installed protective guards. • Performed regular inspections. • Ensured proper storage and handling of chemicals.
	Automated Material Handling Equipment (MHEs) to minimize manual handling risks and enhance operational safety.

Safety Commitment at Packages – Rewarding Action, Driving Improvement

At Packages, we believe that a strong safety culture is built on proactive engagement and consistent recognition. To reinforce this, we have implemented a structured Reward & Recognition System that celebrates our Safety Champions—both individuals and teams—who go above and beyond in promoting workplace safety.

- **Individual Recognition** is awarded to employees who demonstrate leadership in safety by stopping unsafe work, identifying hazards, and ensuring their resolution in collaboration with the concerned teams.
- **Team Recognition** is given to groups that execute impactful risk mitigation projects using the hierarchy of controls, effectively reducing exposure to hazards and enhancing safety outcomes. Teams that show measurable improvements in lagging indicators—such as reductions in injuries or fire incidents—are also acknowledged.

In line with our proactive approach, we conduct EHS Risk Assessments annually, as well as following any workplace incidents or operational changes. These assessments are revised whenever modifications in processes or layouts occur, ensuring relevance and responsiveness.

To encourage open communication and prompt reporting, we have established multiple incident reporting channels, including:

- Pink slips available across production floors
- A 24/7 WhatsApp helpline accessible to all employees
- A dedicated Control Room email

In the event of an injury, our 24/7 ambulance and nursing service ensures immediate response, with real-time updates shared via WhatsApp and all details recorded systematically.

Our safety systems and practices are aligned with ISO 45001 standards and are subject to regular internal and external audits. This ensures not only compliance but also a continuous journey towards improvement and excellence in workplace safety.

Indicator	UoM	PCL	BSP	DIC	TPFL	Omya	PLL	SPL
Workplace Safety Inspections	No.	155	389	251	470	13	46	200
Employee Safety Training Hours	Hours per employee	7.72	20	0.63	4.91	7.8	5.07	4.18
Safety Equipment Compliance Rate	%	99%	95%	100%	100%	100%	85%	97%
Ergonomics Assessments Conducted	No.	2	5	1	1	1	2	2
Emergency Drills Conducted	No.	77	102	13	9	4	5	14
Employee Health and Wellness Programs	No.	7	20	4	5	2	6	6
Occupational Health Screenings	No.	5	4	6	1	2	0	2
Health and Safety Audits	No.	24	282	1	24	6	11	19
First Aid Trained Employees	No.	51	504	88	25	100	22	40
Personal Protective Equipment (PPE) Usage Compliance	%	99%	97	98%	97%	98%	60%	97%
Workplace Safety Hazard Reporting	No.	3482	4658	1328	3439	1685	11	1500
Psychosocial Risk Assessments	No.	2	1	1	0	0	1	1
Return-to-Work Programs	No.	0	0	1	0	0	3	0
Workplace Safety Culture Initiatives	No.	7	10	25	11	3	3	6



mAc POW
مركز مكافحة الحرائق
FIRE EXTINGUISHER
1-HOLD DOWN TOP HANDLE
2-PULL OUT PIN
3-AIM AT THE BASE
4-SQUEEZE THE TRIGGER
A B C
CLASSICAL PRODUCTS LTD. 1999

Handwritten checklist with Arabic text and checkboxes.

Mental Health and Employee Well-being

We recognize that employee well-being is holistic and includes mental and emotional health. Our well-being programs focus on stress management, resilience building, and access to psychological support.

Throughout 2024, we organized:

- Wellness webinars and awareness sessions
- On-site counseling sessions in partnership with health professionals
- Mental health campaigns during World Mental Health Week
- Flexible work arrangements for those managing health or caregiving responsibilities

We also made investments in ergonomic workspaces, and gender-specific safe zones, including access-controlled gyms and rest areas for women.

Preventive Health Measures

Health screenings, vaccination drives, and hygiene campaigns were rolled out across factories and offices. More than 1,400 employees participated in annual medical check-ups, and additional health services such as mammograms were offered to female employees under ACTS.

Safety Performance and Reporting

We track and report safety metrics across the Group, including:

- Lost-Time Injury Frequency Rate (LTIFR)
- Recordable Injuries
- Near-Miss Reporting
- Corrective Actions Closed

In 2024, we achieved a 36% reduction in workplace injuries and a 67% reduction in Lost Time Incidents (LTIs) compared to the previous year. This improvement reflects our proactive safety culture, continuous investment in employee training, and strengthened operational controls across our facilities.

Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships

Packages is committed to promoting health and safety across our entire value chain. We integrate occupational health and safety requirements into our supplier and contractor management processes, ensuring alignment with our standards.

These efforts reflect our dedication to protecting the well-being of all workers connected to our business and maintaining responsible, sustainable partnerships. We are also committed to ensuring our procurement practices follow safe, sustainable, and ethical measures, in

line with our revamped GreenVantage | SustainRight agenda.

Work-Related Injuries and Ill-Health

We prioritize workplace safety by continuously monitoring and reducing work-related injuries. In 2024, we maintained a low injury rate through proactive safety training, risk assessments, and strict adherence to safety protocols. Our commitment to a safe work environment supports the health and well-being of all employees.

We continuously assess workplace hazards, physical, chemical, biological, and psychosocial, and implement control measures to minimize risks. Our health programs focus on prevention, early detection, and support for affected workers, reinforcing a safe and healthy work environment.

Indicator	UoM	PCL	BSP	DIC	TPFL	Omya	PLL	SPL
Total Work-related Injuries	No. of injuries	7	1	0	6	0	11	0
Lost Time Injury Frequency Rate (LTIFR)	incidents /million hrs worked	0	0	0	0.067	0	21.87	0
Total Recordable Injury Rate (TRIR)	Incidents /100 full-time employees	0.2	0.023	0	0.4	0	4.37	0
Occupational Illness Cases	No.	0	0	0	0	0	0	0
Near Miss Incidents	No.	16	1,246	0	38	3	1	0
Number of fatalities due to work-related injury	No.	0	0	0	0	0	0	0
Rate of fatalities (per 200,000 or 1,000,000 hrs worked)	%	0	0	0	0	0	0	0
High-consequence work-related injuries (excluding fatalities)	%	0	0	0	0.067	0	0	0
Recordable work-related injuries	No.	7	1	0	6	0	0	11
Main types of work-related injury (e.g., fractures, burns, etc.)	Type of injury	Hand Injuries	Hand Injuries (cuts)	0	Fracture, Cut	0	Hand Injuries	Cut, burn, fractures etc.
Number of hours worked	Hrs.	8.1 Million	7,027,812	933,215.9	2,968,243	195,640	955,863	502,943
Work-related hazards posing high-consequence injury risks	Hazard type	Nip, Cut	Falling hazard	1. Electrical Hazard Due to Static Charge 2. Emergency Response Due to Space Constraints	Cut, Hitting, Draw-in	-	Manual Handling activities	Machine related hazards, Fire, electrical, chemical

Key Milestones and Achievements – 2024



Zero Lost Time Incidents (LTI) across the following Packages Group Companies

- Packages Convertors Limited
- Bulleh Shah Packaging (Private) Limited (Kasur + Karachi)
- DIC Pakistan (Lahore + Karachi + Project IRIS Kasur)
- Starch Pack Pvt Ltd
- Hoechst Pakistan Limited
- Packages Real Estate Private Limited
- OmyaPack

Pakistan's First Mall with an Effluent Treatment Plant (ETP)

A significant step towards sustainable development, treating 100,000 gallons of wastewater per day.

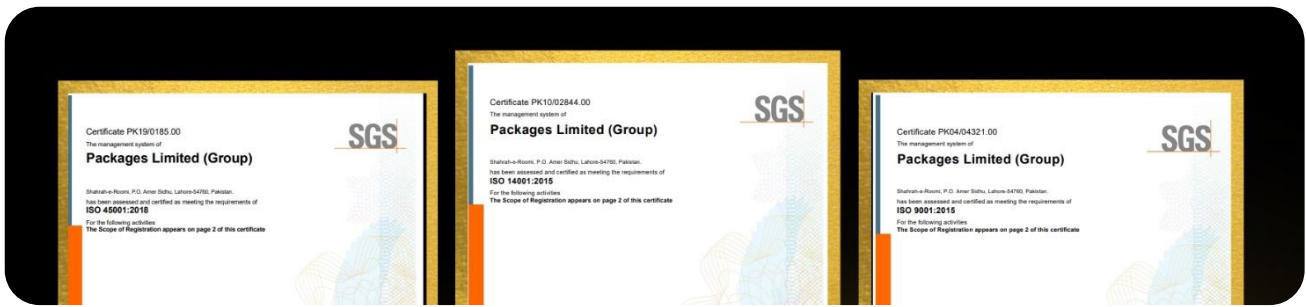


Building Safety Measures Certificate awarded by Punjab Emergency Services Department Rescue 1122 to the following companies:

- Packages Convertors Limited
- Packages Real Estate Private Limited (Packages Mall)

Digitalization of Safety Visitor Guide

Successfully transitioned from a paper-based guide to a digital format.



Successful Completion of Integrated Management System (IMS) Audits

ISO 45001, ISO 14001, ISO 9001 without any major or critical non-conformities (NC) for the following companies:

- Packages Convertors Limited
- Bulleh Shah Packaging (Private) Limited (Kasur + Karachi)
- DIC Pakistan (Lahore + Karachi + Project IRIS Kasur)
- Starch Pack Pvt Ltd
- Hoechst Pakistan Limited
- Packages Real Estate Private Limited
- OmyaPack
- Tri-Pack Films Limited
- IGI General Insurance & IGI Life Insurance (ISO 9001 only)



Successful Project Completions without LTI & Fire Incidents

- 75 TPH Biomass Boiler – Bulleh Shah Packaging (Private) Limited (Saved 503,124+ manhours)
- BAT Project – Packages Real Estate Private Limited (Saved 591,938+ manhours)
- Transition of Business Mechanical Fabrication (MF) to Kasur
- New Folding Carton Plant Installed & Commissioned at Karachi Korangi



In-House Safety Training

Delivered the Managing Safety Module to over 70 MTOs/FTOs, significantly enhancing their ability to ensure the safety and well-being of our employees.



Safety Awareness Week

Organized a highly successful Safety Awareness Week across all Packages Group companies, including impactful in-house leadership safety messages in video format, shared with all employees through announcements.

Employee Engagement and Feedback

At Packages Group, we believe that engaged employees are the foundation of a resilient and high-performing organization. We are committed to creating an environment where every employee feels heard, empowered, and inspired to contribute their best.

Our approach to engagement is rooted in continuous dialogue, active listening, and meaningful action. Through regular feedback mechanisms, leadership interaction, and recognition programs, we create a workplace where employees feel valued — not just for what they do, but for who they are.

Listening to Our People

In 2024, we conducted a Group-wide Employee Engagement Survey to assess employee satisfaction, alignment, and experience. We are pleased to share that the Employee Engagement Index (EEI) for 2024 has increased to 61%, up from 58% in 2022 — a notable improvement despite prevailing economic and operational challenges.

This upward trend reflects the collective efforts of our leadership and HR teams and the positive reception of various people-centric initiatives across the Group. It also signals that we are on the right path in strengthening employee connection, satisfaction, and trust.

Key Drivers Behind the EEI Improvement

The rise in engagement was fueled by several focused HR interventions and leadership support, including:

- **Optimized Communication:** Strengthening our Employee Value Proposition (EVP) through consistent internal branding, open communication, and inclusive dialogue platforms.
- **Sharing and Adoption of Best Practices:** Our Group HR function actively facilitated the synchronization of people practices across companies to ensure equity and shared success.
- **Enhanced People Development Opportunities:** Expanded training programs and career progression initiatives, including the Internal Job Posting (IJP) process, allowed employees to upskill and grow within the Group.
- **Swift Recruitment Support:** Prompt hiring interventions helped address staffing gaps, ensuring business continuity and boosting team morale.
- **Policy Alignment:** Ongoing harmonization of HR policies across the Group ensured fairness and market competitiveness in benefits, leave structures, and working conditions.
- **Financial Support:** Introduction of ad hoc allowances, such as tax relief and inflation support, responded to immediate financial concerns, reinforcing our commitment to employee well-being.

Site-Level Engagement Gains

Notable improvements were observed in several business units:

- StarchPack (+46%)
- BUFC (+23%)
- OmyaPack (+19%)
- BUCP (+10%)

These gains reflect the impact of leadership commitment and well-executed employee interventions, paving the way for a stronger, more connected workforce across the Group.

Town Halls and Leadership Interactions

Transparent communication is key to building trust. Our Group CEO and senior leadership teams conduct regular town halls and site visits, where employees are encouraged to ask questions, share ideas, and raise challenges. These open forums foster alignment, purpose, and a sense of belonging.

In 2024, we hosted:

- Group-wide CEO-led town halls
- Plant-level listening sessions
- Function-specific strategy and feedback roundtables

These engagements also served as platforms to align employees with our sustainability goals and cultural expectations.

Recognition and Celebration

We recognize and reward the everyday efforts and exceptional contributions of our people. Whether it's driving efficiency, demonstrating innovation, or living our core values, we make it

a point to celebrate success.

Our recognition programs include:

- Employee of the Month awards
- Spot Awards for teamwork and innovation
- Annual Values Awards for exemplifying Care, Respect, Lead, Honesty, and Courage
- Regular appreciation posts in internal newsletters and digital platforms

Celebrating milestones — work anniversaries, promotions, and team wins — is central to our culture of acknowledgment.

ACTS and Employee Voice

The ACTS (Actively Caring Through Sharing) platform continues to serve as a space for dialogue, awareness, and mentorship, especially for women. ACTS has addressed gender-specific workplace issues, fostered inclusion, and brought to light diverse voices across the Group.

Our grievance channels, mentorship sessions, and well-being discussions have ensured that every employee feels safe, valued, and heard.



Key Insights from EES 2024

Career
Growth
Average

60%

Confidence in Achieving Career Goals:

- 77% are confident that they will achieve their long-term career objectives within the Organization.

Comparative Career Advancement:

- 74% feel that the Organization provides better career advancement opportunities compared to peers in the industry.
-

Ethics &
Integrity
Average

83%

Awareness of Ethical Standards:

- 92% of employees are aware of what is and is not acceptable within the Organization.

Trust in the Organization:

- 91% trust the company to do what it promises.

Handling of Unethical Behavior:

- 72% believe unethical employees, regardless of their seniority, are dealt with appropriately.
-

Immediate
Manager
Average

78%

Praise and Recognition:

- 74% of employees feel their manager provides public praise and recognition when due.

Manager's Support for Development:

- 84% feel their manager is able to clearly explain expectations for personal development.
-

Leadership
& Direction
Average

77%

Senior Leadership Influence:

- 82% believe senior leadership leads the Company in the right direction.

Trust in Senior Leadership:

- 75% believe senior management is able to create a trusting environment within the Organization.
-

Performance
Management
Average

70%

Feedback Helps Identify Strengths:

- 84% agree that the feedback they receive helps identify strengths.

Teamwork &
Cooperation
Average

79%

Collaboration Across Workgroups:

- 75% agree that different workgroups reach out and offer help when needed.

Support for Group Performance:

- 86% feel encouraged to cooperate to improve the Group's performance.

Effective Handling of Interpersonal Issues:

- 80% believe interpersonal issues are handled effectively, contributing to overall team performance.

Training &
Development
Average

67%

Training Helps Career Development:

- 73% feel the training and development they receive helps them advance in their career.

Encouragement of New Ideas:

- 78% agree that new ideas are encouraged within their teams.

Looking Ahead

Our roadmap for engagement in 2025 includes:

- Expanding the use of digital suggestion platforms
- Increasing leadership presence across sites
- Building internal communities of practice
- Integrating sustainability, innovation, and inclusion into performance conversations and rewards

At Packages Group, employee engagement is not an initiative — it's a commitment. It's how we build trust, enhance culture, and deliver performance, together.

Planet Stewardship



At Packages Group, we believe that true sustainability begins with the planet we call home. In 2024, we took bold strides to protect and restore the natural resources that sustain us all. Driven by our vision for a greener, more resilient future, we deepened our climate and environmental commitments across every corner of our operations. From accelerating decarbonization and adopting cleaner energy to advancing gender-inclusive climate leadership and circularity, our actions this year reflect both ambition and accountability.

We understand that environmental stewardship is not optional—it's an imperative. Our work extends beyond compliance, aiming for genuine transformation. Every decision we make considers its impact on the environment, the communities we serve, and the generations yet to come.

As we move forward, we are not just reducing our footprint; we are investing in the planet's future. This commitment to the environment is not separate from our core business—it's woven into every product we create, every partnership we forge, and every step we take to build a sustainable tomorrow.

Reporting Scope

In this report, Packages Group's environmental performance data covers:

- **2022:** 5 companies (PCL, BSP, DIC, TPFL and OmyaPack)
- **2023:** 6 companies (PCL, BSP, DIC, TPFL, OmyaPack and PLL)
- **2024:** 7 companies (PCL, BSP, DIC, TPFL, OmyaPack, PLL and SPL)

This expanding scope reflects our growing efforts to integrate sustainability across the Group.

Note on Data Consistency and Historical Coverage

As Packages Group continues to expand its sustainability reporting across more companies and operations, we recognize that historical data is not consistently available for all entities and metrics. This is primarily due to the evolving scope of our reporting and the implementation of improved data tracking systems.

For the 2024 report, we have provided the most comprehensive and accurate data available, prioritizing consistency and completeness across the entire Group. Where feasible, historical comparisons have been included for context. For areas where past data is not available for all companies, only 2024 data is presented to ensure clarity and transparency.

Looking ahead, we remain committed to strengthening our data systems and progressively building year-on-year historical data coverage to better track our progress and performance over time.

Climate Resilience and Risk Management

As part of our broader risk management framework, Packages Group recognizes the growing impact of climate change on our operations, supply chains, and communities. We understand that climate-related risks, including physical risks such as extreme weather events and transition risks driven by regulatory and market shifts—are integral to the long-term resilience of our business.

Climate Risks Integrated into Business Planning

Building on the foundation of our Group-wide risk management approach, we continuously evaluate how climate change may affect our operations, supply chain security, and overall business strategy. These assessments help us identify and address risks related to water availability, energy security, extreme weather events, and evolving regulatory requirements.



Decarbonization Pathway and Climate Resilience

In 2024, we partnered with the International Finance Corporation (IFC) to conduct an in-depth decarbonization and climate resilience study across four of our major manufacturing facilities (PCL, BSP, TPFL, and SPL). This assessment will help us identify high-impact areas for emission reductions and ensure our operations are better prepared to adapt to future climate scenarios.

Operational Adaptation and Future Planning

While climate-related risks are global and complex, our commitment is clear: we will actively integrate climate resilience measures into our decision-making and long-term plans. In 2025 and beyond, we will begin implementing the recommendations from the IFC decarbonization and climate resilience study, focusing on practical adaptation and mitigation measures across our high-impact facilities.

These efforts align with our commitment to the UN Global Compact and the Sustainable Development Goals (SDGs), strengthening our ability to navigate a changing climate while creating shared value for our stakeholders and the communities we serve.

Gender-Inclusive Climate Action

Our approach to sustainability goes beyond environmental measures—it also champions inclusivity and gender equity. In 2024, Packages Group proudly secured **first place in the Climate2Equal program** by the **IFC and PBC**, a recognition of our gender-inclusive approach to climate action. This initiative reaffirms our belief that climate leadership must be inclusive, ensuring that the voices and talents of women are fully leveraged in our journey towards a low-carbon future.



Greenhouse Gas Emissions & Climate Action

Packages Group is committed to understanding and mitigating its environmental impact by embedding sustainability into core operations. Our greenhouse gas (GHG) emissions reporting journey began in 2022, initially covering five entities (PCL, BSP, TPFL, OPL, and DIC). By 2024, we expanded coverage to nine Group companies, with third-party verification of emissions data for all of them, reinforcing our commitment to credible, science-aligned reporting.

We follow the GHG Protocol Corporate Standard, ensuring that our reporting is globally aligned, transparent, and comparable. Although Scope 3 emissions are not yet reported, expanding into these categories remains a priority in future reporting cycles.

We view decarbonization not only as a business priority but as a moral imperative. In 2024, we scaled up our investment in low-carbon technologies, operational efficiency, and internal systems that will drive long-term emissions reduction.

The following table shows our efforts for GHG reduction over the years:

GHG Emissions

Indicator	Unit	2022 (5 companies)	2023 (6 companies)	2024 (7 companies)
Direct (Scope 1) Emissions	tons CO ₂ e	132,128.64	102,428.16	141,402.63
Energy Indirect (Scope 2) Emissions	tons CO ₂ e	28,316.70	30,399.09	30,141.52
Biogenic CO ₂ Emissions	tons CO ₂ e	14,029.92	16,295.56	16,022.01
GHG Emissions Intensity	tons CO ₂ e/ton	0.48	0.4	0.41
HCFC-22	tons CO ₂ e	2,844.46	2,343.42	2,449.74
HCFC - 141b	tons CO ₂ e	14.5	23.46	33.63

Note: Intensity is calculated as total Scope 1 and 2 emissions divided by tons of product output.

Direct (Scope 1) GHG Emissions

In 2024, Scope 1 emissions totaled **141,402.63 tons CO₂e**, a 38% increase from 2023. This rise is attributed to:

- Inclusion of an additional company in the reporting boundary
- Increased production activity
- A fuel mix shift toward furnace oil (HFO), driven by grid electricity cost volatility

Energy Indirect (Scope 2) GHG Emissions

Scope 2 emissions stood at **30,141.52 tons CO₂e**, remaining stable compared to 2023, despite growth in production. This was partly mitigated by the deployment of renewable electricity at select sites.

Other Indirect (Scope 3) GHG Emissions

Scope 3 emissions are not reported in 2024. However, development of a Scope 3 inventory remains a key focus, with measurement expansion planned for Y2025.

GHG Emissions Intensity

In 2024, emissions intensity was **0.41 tons CO₂e per ton of product**, slightly above 2023 levels (0.40) but an improvement over 2022 (0.48). This marginal increase reflects production expansion and energy mix changes, despite efficiency gains across several facilities.

Emissions Reduction Initiatives (2024)

During Y2024, we undertook several initiatives to manage and reduce emissions, including:

- Energy audits and retrofitting of high-efficiency equipment such as IE4 motors, insulation of steam pipelines and valves, and compressed air leak rectification
- Increased use of recycled content and lightweighting in packaging design
- Deployment of renewable electricity at key facilities

While absolute emissions increased due to production growth and boundary expansion, these efforts contributed to operational efficiency and will support future reductions.

ODS and Biogenic Emissions

We continue to monitor and gradually phase out ozone-depleting substances:

- **HCFC-22:** 2,449.74 tCO₂e
- **HCFC-141b:** 33.63 tCO₂e

Biogenic emissions from renewable biomass combustion totaled **16,022.01 tons CO₂** in 2024.

Future Commitments - 2025

In alignment with our long-term climate strategy and Net Zero ambitions, Packages Group will focus on structured implementation of the IFC Decarbonization Roadmap finalized in 2024. Our key commitments for 2025 include:

- Operationalize IFC's decarbonization recommendations across identified high-impact facilities
- Set CO₂ reduction targets for all Group CEOs, embedding climate accountability into executive performance metrics
- Install additional on-site renewable energy capacity at selected manufacturing locations
- Improve energy efficiency through targeted technology upgrades and process optimization
- Enhance waste reduction efforts to minimize indirect emissions from disposal and treatment
- Expand Scope 3 reporting to cover selected upstream categories (e.g., employee commute and business travel)
- Explore sustainable sourcing frameworks to begin evaluating supplier-related emissions and ESG risks

These commitments reflect our phased, science-aligned approach to decarbonization, balancing business growth with climate responsibility.

Non-GHG Air Emissions and Air Quality Management

At Packages Group, we recognize that air pollutants beyond greenhouse gases (GHGs) have significant implications for environmental and human health. In line with our environmental stewardship principles, we actively monitor, manage, and work to reduce non-GHG air emissions across all our manufacturing operations.

Key Emissions and Monitoring Approach

Our primary non-GHG emissions include:

- Nitrogen Oxides (NO_x)
- Sulfur Oxides (SO_x)
- Particulate Matter (PM)
- Volatile Organic Compounds (VOCs)
(from inks, adhesives, and solvents)

These emissions result primarily from combustion processes, material use, and production activities. To ensure accuracy and transparency:

- Emissions are measured independently at each stack, in line with regulatory requirements
- Data is aggregated at site and Group levels for consolidated reporting
- Monitoring systems are regularly calibrated to ensure compliance and accuracy

Air Emissions Performance 2024

In 2024, we reported consolidated emissions from seven reporting companies, as detailed:

Note: VOC emissions are being assessed and reduced through operational interventions; exact figures will be reported in future cycles once full inventory is established.

Metric	Unit	2024
NOx Emissions	mg/Nm ³	10,147
SOx Emissions	mg/Nm ³	7,040
Particulate Matter	tons	1,986

Emission Reduction Measures Implemented

We have adopted a series of control and process improvement measures to minimize non-GHG air emissions:

- **Installation of air pollution control equipment** (e.g., scrubbers, bag filters, and dust collectors)
- **Routine maintenance and inspection** to prevent fugitive emissions and minimize leaks
- **Optimization of combustion processes** to improve fuel efficiency and reduce NO_x and SO_x generation
- **Process adjustments and raw material substitution** to reduce VOC content in inputs
- **Enhanced handling practices** for solvents and adhesives in ink and coating applications

Air Quality Commitment and Way Forward

As we continue to expand our operations, maintaining strong controls on air emissions remains a top environmental priority. We are committed to integrating cleaner technologies, strengthening emissions monitoring, and continuously improving our practices to ensure we minimize our

impact on air quality. These efforts are essential to protecting the health of our employees, surrounding communities, and the ecosystems in which we operate. Through clear targets, regulatory alignment, and a focus on continuous improvement, Packages Group aims to lead responsibly in air emissions management as part of our broader commitment to environmental performance and sustainable growth.

Energy Management & Performance

Energy powers every aspect of our operations—from manufacturing packaging, paper, and films to producing calcium carbonate, starch, inks, and other essential materials. Recognizing the urgency to address climate change and resource efficiency, Packages Group has prioritized energy conservation across its value chain.

In 2024, we marked a significant milestone by expanding the scope of ISO 50001:2018 Energy Management System certification through SGS Pakistan to eight entities: PCL, BSP, DIC, TPFL, OmyaPack, PREPL, HPL and SPL (HPL and PREPL not in scope of this report) reinforcing our commitment to reducing energy consumption, optimizing resource use, and progressing toward our Net Zero ambitions.

Systematic Implementation Highlights

- Formation of a Group Energy Team with cross-functional and gender-inclusive representation in line with our Climate 2 Equal pledge.
- Identification and tagging of Significant Energy Users (SEUs) across sites.
- Standardized documentation and digital data gathering across all facilities.
- Internal capacity building using in-house experts.
- Cross-functional audits and gap assessments at Group level.
- Full leadership alignment, including direct engagement with top management.

Capacity Building and Continuous Improvement

Our Energy Management System is built for continuous improvement. In 2024, we:

- Trained 1,619 participants, delivering 2,567 cumulative hours of learning through classroom sessions, floor-based training, site visits, and behavioral modules.
- Integrated monthly Energy Townhalls and observances like World Energy Conservation Day into our employee engagement calendar.
- Conducted 4 in-house training sessions across facilities during World Energy Conservation Week, reaching 411 employees over 242 hours with a focus on:
 - Sustainable energy practices
 - GHG emissions reduction
 - Green office behavior



1st Annual Energy Conference, January 2024

Looking ahead:

- ISO 50001 certification will expand to additional entities in 2025.
- A Group-wide Energy Training Program with modules in English and Urdu will be rolled out, with completion tied to KPIs.
- Biannual Energy Conferences will foster best practice sharing and performance benchmarking.

Disclosures

Energy Consumption Within the Organization

- Non-renewable energy: 214,204,923 kWh
- Renewable energy: 125,175,077 kWh
- Total energy consumption: 339,380,000 kWh
- Energy by type (heating, cooling, steam, electricity): Not available; reported as combined consumption
- Energy sold: None

Energy Consumption Outside the Organization

Estimated Scope 3 energy use (third-party transport, outsourced manufacturing, distribution): *Not applicable for the reporting period*

Energy Intensity

- Energy intensity ratio: 625 kWh/ton of product output (Group average)
- Total energy consumption increased by 12.4 % in 2024, primarily due to the full-year operations of Starch Pack (compared to only Q4 in 2023).
- Despite the increase, **energy intensity improved by 12.8 %**, indicating enhanced energy efficiency per unit of output.



Reduction of Energy Consumption

No net reduction in total energy consumption is reported for 2024. However, Energy intensity improvements were supported through targeted initiatives across three key areas:

- **Electrical Efficiency and Load Management**
 - LED lighting retrofits
 - Installation of VFDs on motors and pumps
 - Power factor monitoring and correction
 - Load balancing and peak demand management
- **Thermal and Utility Optimization**
 - Boiler tuning and heat recovery systems
 - Steam insulation and condensate recovery
 - HVAC optimization
 - Compressed air system improvements
- **Automation and Energy Monitoring**
 - Automation and control system upgrades
 - Real-time energy monitoring systems
 - Building Management Systems (BMS) at select sites
 - Process optimization and shutdown protocols

These helped offset energy use relative to production growth.



Reductions in Energy Requirements of Products and Services

Not applicable for the reporting period. Product-level energy intensity assessments are under consideration for future reporting cycles.

Energy Performance

Metric	Unit	2022 (5 companies)	2023 (6 companies)	2024 (7 companies)
Total Energy Consumption	GJ	1,130,708	1,083,848	1,217,937
Energy Intensity	GJ/ton product	2.32	2.58	2.25

Renewable Energy: Biomass and Solar

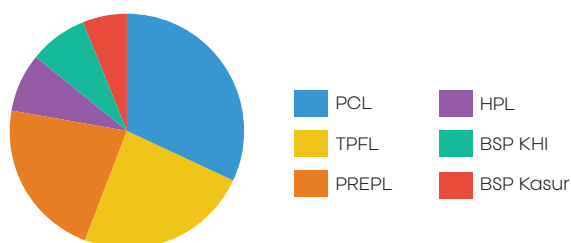
As part of our commitment to a low-carbon future, we continue to expand the use of renewable energy sources, including biomass and solar power. Biomass from agricultural waste is used in select operations, reducing our reliance on fossil fuels and contributing to a circular economy.

Solar energy has also been integrated into our energy portfolio, with on-site solar installations at some of our facilities. These renewable energy initiatives align with our decarbonization efforts and demonstrate our commitment to sustainable practices.

Group Wide Solar Installation Summary

Company	Capacity Installed Till 2024 (MW)
PCL	5.1
PREPL	2.48
TPFL	4.3
BSP-KHI	1.413
HPL	1.528
BSP-Kasur	7.32
OmyaPack	0.15
Starch Pack	0
PLL	0.86
DIC LHR/KHI	0
Total Solar Capacity	23.15

% Contribution of Companies in Emissions Reduction by using Solar Energy



Company	% Non-Renewable	% Renewable
Group-2024	63%	37%
PCL	90.7%	9.28%
PREPL	74.1%	25.9%
TPFL	92.5%	7.54%
BSP-KHI	65.8%	34.2%
HPL	89.0%	10.96%
BSP-Kasur	36.96%	63.04%

42,584 tCO² Avoided

Approximately 9,261 cars off the road for one year
Equivalent to powering ~22,767 Pakistani households for one year

Biomass and Solar Energy

Metric	Unit	2022	2023	2024
Biomass Energy Consumption	GJ	443,697	438,301	396,664
Solar Energy Generation	GJ	16,807	28,158	50,113
Renewable Energy Share	%	41%	43%	37%

By diversifying our energy mix and investing in renewables, we are taking meaningful steps to reduce our carbon footprint and support global climate goals.



Our Sustainability Champions for 2024



Tri-Pack Films Limited

- ▼ Emissions Intensity = 9%
- ▲ Total Production = 26%
- ▼ Consumption of HFO = 64%
- ▲ Solar Generation = 89%

Renewable energy share increased from 5% to 8% in 2024

- ▼ Water Consumption Rate = 19%
- ▼ Energy Intensity = 7%



Packages Lanka (Pvt.) Ltd.

- ▼ Emissions Intensity = 7%
- ▲ Total Production = 27%
- ▼ Refrigerants = 49%
- ▼ Energy Intensity = 5%



- ▼ Emissions Intensity = 4%
 - ▲ Total Production = 9%
- Installation of 7.4 MW Solar PV
Commissioning of 75tph biomass boiler



Color & Comfort

- ▼ Emissions Intensity = 8%
- ▲ Total Production = 14%



- ▼ Emissions Intensity = 1%
- ▼ Water Consumption = 9% Rate
- ▲ Total Production = 4%
- ▲ Solar Capacity = 18%
- ▲ Solar Generation = 14%



Nemat Ali, Sustainability Leader OmyaPack was declared the Sustainability Champion 2024 for Packages Group – Recognized for his outstanding contributions towards the Group Sustainability Agenda

Biodiversity & Nature-Based Solutions

Growing Relevance of Biodiversity

Globally and within Pakistan, biodiversity concerns—particularly deforestation, habitat loss, and pollution—are drawing increasing attention from regulators, investors, and civil society. As sustainability frameworks evolve, companies are now expected to assess and disclose their biodiversity impacts alongside carbon emissions.

Historically, biodiversity was not classified as a material topic for Packages Group. However, growing stakeholder expectations, regulatory shifts, and the growing recognition of the link between biodiversity loss and climate change have brought this issue into sharper focus.

At Packages, we recognize the importance of biodiversity and are committed to minimizing our impact on natural ecosystems. We have implemented responsible sourcing practices for wood pulps, ensuring that our procurement processes prioritize materials from sources that adhere to recognized sustainability standards. This approach supports the conservation of biodiversity and responsible forest management throughout our supply chain. This includes sourcing wood pulps from suppliers with verified sustainable practices, and conducting regular assessments of supply chain partners to ensure compliance with our responsible sourcing policy.

Biodiversity and Ecosystem Stewardship

Our operations—including raw material sourcing, land use, water withdrawals, emissions, and waste generation—can impact biodiversity both directly and indirectly. We recognize that facilities located near protected or ecologically sensitive areas require heightened responsibility.

As part of our Green Vantage – Sustain Right Strategy, we have initiated efforts to manage biodiversity risks more systematically. Key actions include:

- Mapping operational sites in relation to biodiversity-sensitive and protected areas
- Developing internal protocols for monitoring and managing biodiversity-related impacts

- Embedding responsible land-use practices into our existing compliance systems, supporting deforestation-free and sustainable supply chains
- Raising awareness and building capacity among internal teams on biodiversity dependencies, risks, and stewardship responsibilities

We are committed to continually strengthening biodiversity management and embedding ecosystem considerations into operational and sourcing decisions—particularly where our activities intersect with natural habitats or community livelihoods.

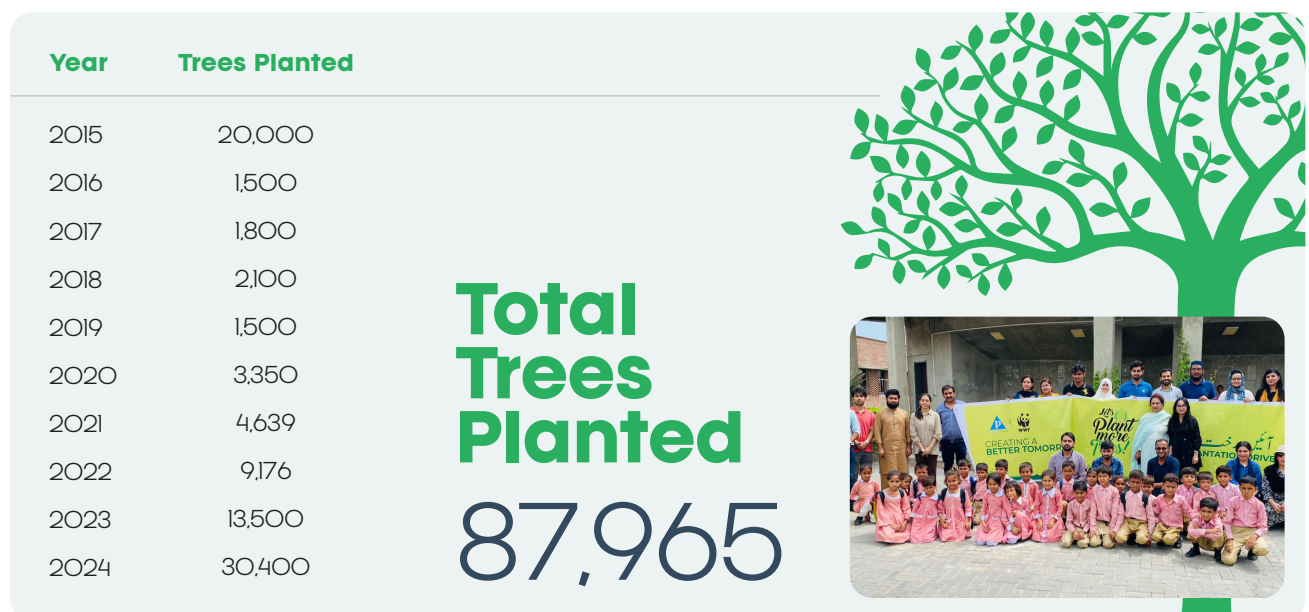
In future reporting cycles, we aim to disclose biodiversity risks, dependencies, and impacts more transparently. Our goal is to integrate nature-positive principles across our operations and value chain.

Nature-Based Solutions: Tree Plantation

Recognizing the role of nature in climate and biodiversity resilience, we continued to invest in tree plantation programs as a nature-based solution. These initiatives contribute to carbon sequestration, improve local ecosystems, support biodiversity, and foster community engagement.

In 2024, we expanded our plantation drives in collaboration with WWF Pakistan, employee volunteers, and local communities, focusing on habitat restoration and urban greening around our operational areas.

Key Outcomes



Ongoing Monitoring and Integration

We don't stop at planting trees. We actively monitor the health of these plantations and assess survival rates to ensure long-term success. Moreover, tree plantation targets have been integrated into each company's broader environmental and social goals, making this a Group-wide commitment.

We view these initiatives as the first step in a broader commitment to nature-based solutions. Moving forward, we will expand our plantation programs, explore new partnerships, and engage even more employees and community members to scale up our positive impact on the environment and local communities.

Cleaner Greener A Better Tomorrow

As we move forward, we remain dedicated to improving our energy efficiency, broadening our renewable energy mix, and reducing environmental impacts across all areas of operation. Our integrated approach ensures that sustainability is embedded into every decision, driving us towards a cleaner, greener future.





Water & Effluents



Interactions with Water as a Shared Resource

Our Commitment to Responsible Water Stewardship

Water is a shared and finite resource that plays a vital role in both environmental sustainability and business continuity. At Packages Group, water is central to several key manufacturing processes, particularly in the production of paper and tissue, and is used for cooling, cleaning, and sanitation. Recognizing this, we are committed to reducing our freshwater withdrawal, improving water use efficiency, and safeguarding local water ecosystems.

Water security in Pakistan is a growing concern. Over 1.7 billion people globally live in regions where water demand exceeds renewable supply, and Pakistan is projected to face severe water stress by 2025. In response, we are pursuing sustainable water management practices aligned with international frameworks and local regulations. Our water stewardship approach aims to ensure equitable access, efficiency in usage, and long-term sustainability across our operations and communities.

Management of Water Discharge-Related Impacts

Effluent Treatment and Wastewater Management

Our flagship secondary-stage Effluent Treatment Plant (ETP), located at Bulleh Shah Packaging (Pvt.) Ltd. in Kasur, remains one of the largest in the country, with a treatment capacity of 19,000 m³/day. The facility

plays a central role in managing wastewater from our operations and supporting responsible discharge practices.

In 2024, as part of our continuous improvement process, a comprehensive technical assessment of the ETP was conducted with support from external consultants. The findings highlighted the need for infrastructure upgrades to meet increasing operational loads and evolving environmental expectations, especially in light of ongoing production consolidation at our Kasur site.

While the ETP continues to operate and provide critical treatment services—including treated water reuse by local farmers for irrigation—certain system limitations have constrained its ability to meet anticipated performance benchmarks. The proposed upgrades require significant capital investment, which has been formally presented to the Board for strategic consideration. Given current economic conditions, investment decisions are being carefully evaluated in alignment with long-term sustainability goals and business priorities.

We remain fully committed to environmental responsibility and have already initiated interim technical measures to enhance operational reliability. Engagements with relevant stakeholders are ongoing to ensure that, as part of our planned upgrade, the ETP is fully aligned with regulatory expectations and capable of supporting future production growth.



Effluent Treatment Plant at Kasur

In addition, Packages Limited introduced Pakistan's first retail mall with an on-site ETP, capable of treating 100,000 gallons per day—marking a pioneering step in sustainable commercial development.

Metric	Unit	2024
Total Water Discharged	ML	7,151
Effluent Treatment Capacity	ML/day	18,072

We actively monitor effluent quality through our environmental management system, tracking key parameters such as pH, TSS, BOD, and COD. While legacy infrastructure presents operational challenges, we remain committed to progressively aligning with applicable NEQS and environmental standards through phased upgrades and system enhancements.

Water Withdrawal

Reducing Dependency on Freshwater Sources

Our operational water needs are carefully managed through a combination of conservation, process efficiency, and reuse. In 2024, we conducted detailed Group-wide water audits that helped us identify 18 high-priority areas for efficiency improvements across our manufacturing sites.

We are targeting a 30% reduction in freshwater withdrawal by 2030. In 2024, we made tangible progress through initiatives such as:

- Installation of flow meters (80% completion) across Group companies to track and control consumption.
- Implementation of leak detection protocols and usage dashboards.
- Optimization of water-intensive processes such as cooling, pulping, and cleaning.

Metric	Unit	2024
Total Water Withdrawal	ML	7,914
Water Withdrawal Intensity	ML/ton	0.00632

We prioritize the use of surface water or groundwater sources that are not under high stress and ensure all withdrawals are permitted and within sustainable limits.

Water Discharge

Monitoring and Compliance

All wastewater discharges are regularly monitored through in-house laboratories and sampling protocols as part of our environmental management practices. Treated water is reused wherever feasible, particularly for irrigation by nearby communities. We track:

- The volume of treated water discharged
- Key water quality parameters
- Community use of treated water

We also maintain ongoing engagement with the local authorities to align our effluent management approach with evolving regulatory expectations and site-specific priorities.

Water Consumption

Reuse, Replenishment, and Circularity

To reduce water consumption, we focus on reusing treated water in non-critical processes such as cooling towers, floor washing, and landscaping. In 2024, 20% of total water used was recycled and reused within our processes.

To further improve water availability and climate resilience, we are preparing to:

- Install groundwater recharge wells in 2025.
- Implement rainwater harvesting infrastructure, following a feasibility study conducted in collaboration with WWF.
- Expand reuse systems at selected sites and replicate best practices across the Group.

Metric	Unit	2024
% of Water Recycled and Reused	%	20

Collaboration and Awareness

World Water Week 2024

We commemorated World Water Week with a campaign under the theme: "Bridging Borders: Water for a Peaceful and Sustainable Future." In collaboration with WWF, a workshop was held featuring Mr. Arjmand Qayum who shared practical insights on sustainable water management. Participants from across PCL, BSP, OmyaPack, Starch Pack, and DIC took part, reinforcing our shared responsibility for environmental stewardship.



World Water Week 2024 with WWF Pakistan

Partnerships and Collective Action

In 2024, we partnered with WWF to review and optimize non-process water usage across our operations. This initiative supported the development of best practice guides for restrooms, cooling systems, and janitorial operations, enabling us to reduce unnecessary consumption and improve operational discipline.



Collaboration with WWF Pakistan for Non-Process Water Assessment

Looking Ahead

Water stewardship remains a long-term priority at Packages Group. Our 2025–2030 roadmap includes:

- Achieving 100% flow meter coverage.
- Commissioning groundwater recharge wells at water-stressed sites.
- Scaling up treated water reuse.
- Investing in ETP modernization.
- Enhancing employee awareness and behavioral change programs.

We believe that by managing water responsibly today, we can secure its availability for future generations while creating long-term value for our stakeholders and communities.

Waste and Circularity



At Packages Group, effective waste management is not only a compliance obligation—it is a strategic pillar of our sustainability agenda. We recognize that waste is not just a by-product of production but an opportunity to create value, reduce our environmental footprint, and advance circularity across our operations and supply chain.

In line with the Global Reporting Initiative (GRI) 306: Waste (2020) Standards, our approach encompasses waste reduction, reuse, recycling, safe disposal, and stakeholder engagement. We are guided by our Green Vantage – Sustain Right Strategy and continuously monitor, evaluate, and improve our waste-related practices across all entities.

Waste Generation and Significant Impacts

Our operations generate both non-hazardous and hazardous waste, primarily comprising paper and board scrap, plastic films, printing inks, chemical residues, and packaging materials. The majority of our waste is generated at the BSP site, which accounted for approximately 90 % of total Group waste in 2024.

The key impacts of this waste include:

- Greenhouse gas emissions linked to waste disposal and treatment
- Potential contamination of soil and water resources from hazardous residues
- Loss of recoverable materials due to poor segregation
- Reputational and compliance risks in light of evolving stakeholder and regulatory expectations

To mitigate these impacts, we have implemented structured segregation systems, adopted recycling and recovery technologies, and collaborated with certified waste vendors. Regular audits, site-level assessments, and ISO 14001 systems underpin our operational controls.

Waste Management Approach

Our waste management strategy follows the waste hierarchy: prevention, reduction, reuse, recycling, energy recovery, and disposal. We prioritize interventions at the source through material efficiency and innovation.

Key waste handling practices include:

- **Material Efficiency:** Optimizing input use to minimize process waste
- **Certified Vendor Partnerships:** Engaging authorized recyclers for paper, plastic, and solvent recovery
- **Hazardous Waste Disposal:** Managed in full compliance with local and international regulations via EPA-certified vendors
- **Biomass Ash Recovery:** Converted into pavers for reuse in community infrastructure
- **Solvent Recovery:** Over 90% of solvents recovered through our in-house Solvent Recovery Plant
- **Employee Engagement:** While current tracking is limited, training programs on waste segregation and responsible consumption have been rolled out at PCL, DIC, and OmyaPack. A Group-wide baseline and training dashboard are under development.
- **Supplier Collaboration:** We are working to embed circularity into our procurement practices. Although the percentage of suppliers following zero-waste policies is not currently tracked, efforts are underway to define criteria and enable systematic reporting in the coming year.

In 2024, we also initiated the development of a Group-wide waste dashboard. This platform will allow disaggregation of waste data by type and by source, enabling more accurate tracking, performance analysis, and improvement planning going forward.

We conduct periodic waste audits at site and Group levels to track performance, evaluate risk, and identify improvement areas.

Waste Generated

In 2024, we conducted comprehensive waste mapping across all operating entities. These efforts provide a clear baseline for performance tracking:

Waste Category	Unit	2024
Total Waste Generated	Tons	196,522
Non-Hazardous Waste	Tons	193,028
Hazardous Waste	Tons	480

Our tracking systems use internal production logs, weighbridge data, and vendor manifests to ensure accurate reporting.

Waste Diverted from Disposal

In 2024, we successfully diverted **64.13%** of our total waste from landfill through reuse, recycling, and alternative applications:

Diversion Method	2024 Performance
Waste Recycled & Reused	41.58%
Total Waste Diverted	64.13%

Diversion initiatives included:

- Recycling of ~1,100 tons/day of Old Corrugated Containers (OCC) into paperboard
- Reuse of plastic films and paper scrap
- Engage local recyclers for plastic waste recycling
- Solvent Recovery Plant operations capturing over 90% of volatile solvents
- Repurposing biomass ash into pavers for construction

Waste Directed to Disposal

Non-recyclable waste—particularly hazardous residues—is disposed of through third-party EPA-certified vendors, under strict environmental control:

Disposal Route	Description
Landfill	Used for residual non-hazardous waste with no recovery value
Incineration	Limited use for hazardous substances requiring high-heat destruction
Chemical Treatment/Neutralization	For ink residues and solvents
Third-Party Vendor Disposal	With manifest tracking and periodic vendor audits as a part of our Responsible Supply Chain Program

We maintain documentation for all waste streams to ensure traceability and compliance.



Awareness and Engagement

Packages Group actively promotes internal and external engagement to support its waste goals:

International Day of Zero Waste: Observed annually through awareness sessions, employee dialogues, and action planning. In 2024, a Group-wide session was held at Irshad Hall with participation from PCL, BSP, and DIC, focusing on innovative waste management, success stories, and idea-sharing.



International Day of Zero Waste Workshop at Irshad Hall Packages Limited

Internal Trainings: Conducted across the Group to build employee capacity in waste reduction and responsible consumption aligned with zero waste principles.



Internal Training on Waste Management at TPFL

Stakeholder Collaboration: Working with recyclers, NGOs, policymakers, and customers to promote sustainable packaging and formal recycling systems.

**WASTE
NON HAZARDOUS
MATERIAL**



Solvent Recovery

- Our solvent recovery plant, the only one of its kind in Pakistan, captures and recovers over 90% of solvents from the air. This significantly reduces hazardous air emissions and supports a cleaner, safer workplace while ensuring regulatory compliance and cost efficiency.



Innovating for Circularity

- Our R&D teams work with customers to develop advanced, recyclable packaging solutions and mono-material packaging that aligns with circular economy principles.
- We continue to test and adopt new materials and technologies that reduce waste and environmental impact.



Responsible Sourcing of Raw Materials

- At Packages Group, we recognize that the materials we use directly impact the environment and the sustainability of our products. That's why we prioritize responsible sourcing of key raw materials, including wood pulps and other fiber-based inputs. We ensure that the wood pulp and fibers we use are sourced from suppliers who practice sustainable forest management and comply with international standards of environmental stewardship.
- By choosing responsibly sourced materials, we not only support sustainable supply chains but also contribute to the preservation of forests and biodiversity. Our efforts include rigorous vetting of suppliers and a commitment to transparency in our material choices. This approach aligns with our broader vision for circularity and reinforces our promise to reduce environmental impacts at every step of our value chain.



Partnership for Progress: CoRe Alliance

Packages Group is a founding member of the CoRe (Collect & Recycle) Alliance, Pakistan's first industry-led initiative to eliminate packaging waste. The alliance supports:

- Expansion of post-consumer recycling infrastructure
- Public awareness and behavior change campaigns
- Engagement with regulators for policy advocacy
- Innovation and knowledge sharing among members

Through CoRe, we reaffirm our commitment to achieving waste neutrality and advancing a circular packaging economy in Pakistan.



CoRe Alliance Buzz Session at PC Bhurban February 2024

Continuous Improvement

Our waste management journey is one of continuous learning and innovation. In 2025 and beyond, our priorities include:

- Increasing waste diversion rates across all entities
- Scaling up biodegradable and recyclable packaging lines
- Enhancing site-level waste reporting accuracy
- Expanding circular business models with suppliers and customers

By embedding circularity into our operations and value chain, Packages Group aims to be a regional leader in sustainable waste management.



*Earth Day 2024: Regulating Plastics: Balancing Environmental Protection with Economic Realities!
In conversation with Ahmad Rafay Alam (Legal Expert and Environmental Lawyer),
Shaikh Waqar Ahmad (CEO CoRe Alliance) and Dr. Amina Farrukh (FAST NUCES)*



Earth Day 2024: Beach Cleanup with the Karachi Teams

Responsible Use of Materials



Strategic Pillars: Circularity | Resource Efficiency | Climate Mitigation
Linked SDGs:

- SDG 12 – Responsible Consumption & Production
- SDG 13 – Climate Action
- SDG 15 – Life on Land

At Packages Group, the responsible and sustainable use of materials is central to our environmental and climate commitments. As a leading manufacturer of paperboard, flexible packaging, and corrugated products, our operations depend heavily on raw materials, making their responsible sourcing, use, and disposal a material issue for our business and stakeholders.

We continue to transition toward more circular, efficient, and low-impact material choices, reducing our dependence on virgin and non-renewable resources. These efforts are guided by our Sustainability Policy, Green Vantage – Sustain Right Strategy, and Supplier Code of Conduct, and are closely linked to our decarbonization, resource efficiency, and waste reduction goals.

In 2024, we consolidated material usage data across Group companies, enabling more accurate and consistent tracking aligned with the Global Reporting Initiative's requirements under GRI 301.

Materials Used by Weight or Volume

Material Type	Unit (MT/m ³)	2024
Total Materials Used	MT/m ³	724,505
Non-Renewable Materials	MT/m ³	172,367
Renewable Materials	MT/m ³	552,138

Renewable materials include Old Corrugated Containers (OCC), CTMP pulp derived from wheat straw, and virgin fiber sourced from responsibly managed forests.

These figures reflect our increasing shift towards renewable and recycled feedstocks in paperboard and packaging operations.

Recycled Input Materials Used

Indicator	Unit	2024
Recycled Input Materials Used	%	11.6

Our recycled input stream includes:

- Post-consumer OCC in paperboard production
- In-process reuse of paper trims and off-spec rolls
- Pilot-scale integration of recycled polymers in flexible packaging

We aim to scale the use of recycled materials through customer partnerships, improved material recovery, and supplier engagement.

Reclaimed Products and Packaging Materials

Indicator	Unit	2024
Reclaimed Products & Packaging Materials	%	9.26

In 2024, Packages Group reclaimed 9.26% of its total packaging material volume through post-use recovery of fiber-based materials. This includes:

- Used corrugated cartons and paperboard recovered through our recycled fiber supply chain and returned to our paper mill for reprocessing
- Collection partnerships with local vendors, aggregators, and customers to facilitate recovery of packaging materials after distribution and use

These materials are reintroduced into our manufacturing process as Old Corrugated Containers (OCC), enabling us to reduce reliance on virgin fiber and support a more circular material lifecycle. Reclamation is particularly active in our corrugated packaging and board businesses, where used products have a well-established recovery pathway.

We continue to evaluate opportunities to expand these systems to other packaging formats, including flexible packaging, and to formalize post-consumer recovery in collaboration with initiatives such as CoRe (Collect & Recycle).

ISCC PLUS Certification Strengthening Circular Material Traceability

In March 2025, Tri-Pack Films Limited, a Packages Group company specializing in BOPP (biaxially oriented polypropylene) films, achieved ISCC PLUS certification — a globally recognized system for the verification of circular and sustainable plastics.

Although awarded in early 2025, this milestone reflects significant preparatory work completed throughout 2024 to align raw material sourcing, production tracking, and documentation practices with the ISCC PLUS framework.

The certification enables Tri-Pack to:

- Source and process recycled and bio-attributed feedstocks using certified mass balance methods
- Offer customers ISCC-certified BOPP films with full chain-of-custody assurance
- Participate in global circular value chains with multinational brands requiring verified recycled content
- Strengthen compliance with emerging regulations on plastic traceability and recycled content disclosure

This certification marks a pivotal step in Tri-Pack's journey towards circular plastics and aligns with Packages Group's broader ambition to reduce plastic dependency, promote responsible material sourcing, and serve as a reliable partner in the transition to sustainable packaging.



Sustainable Material Innovation: Paper Straws

As part of our commitment to sustainable product development and reduced plastic dependency, Packages Group is the only manufacturer in Pakistan producing paper straws at scale. In 2024, we produced approximately 166.87 million paper straws, helping replace an estimated 113.47 tons of plastic waste that would otherwise contribute to environmental pollution.

This initiative reflects our ongoing efforts to:

- Replace single-use plastics with renewable, biodegradable alternatives
- Support global brand customers in meeting their plastic reduction targets
- Expand the share of fiber-based, recyclable, and compostable materials in our packaging portfolio

The success of our paper straws program also demonstrates the value of cross-functional innovation—combining R&D, material science, and customer collaboration to deliver solutions aligned with circular economy principles and SDG 12 (Responsible Consumption and Production).

Way Forward

Looking ahead, Packages Group is committed to advancing its materials strategy by:

- Increasing the proportion of recycled and renewable inputs in packaging and paperboard
- Enhancing supplier traceability and material disclosure through certification and screening
- Collaborating with customers to design lower-impact packaging that meets recyclability and compostability targets
- Investing in digital tracking systems to improve the accuracy and consistency of material flow data
- Exploring alternate natural fibers and innovative feedstocks to reduce pressure on forests and finite resources

These steps reflect our long-term commitment to responsible consumption and production, and position us to meet both market expectations and our internal sustainability goals under SDG 12 and SDG 13.

SDG Leadership

At Packages Group, we take our role in advancing the UN Sustainable Development Goals (SDGs) seriously. In 2024, we served as the SDG Leader for Goal 12 (Responsible Consumption and Production) under the Pakistan Business Council's Centre of Excellence in Responsible Business (CERB). This builds upon our previous leadership in 2020 as the SDG Leader for Goal 13 (Climate Action).

Our SDG leadership includes:

- Conducting targeted workshops to share best practices in sustainability and responsible consumption.
- Collaborating with other companies and stakeholders to strengthen their sustainability practices.
- Championing innovative solutions and approaches to drive sector-wide transformation.

By embracing SDG leadership, we continue to play an active role in shaping responsible, inclusive, and climate-smart business practices throughout Pakistan's manufacturing and business sector.



Continuous Improvement and Future Plans

We recognize that embedding circularity is a journey of continuous improvement. Going forward, we are committed to:

- Increasing recycling and recovery rates across all our facilities.
- Scaling up sustainable packaging solutions tailored to customer needs.
- Developing new circular business models that reduce waste and extend product life cycles.
- Exploring additional collaborations with customers and stakeholders to expand circularity initiatives.

These initiatives reflect our vision for a future where waste is minimized, resources are continually regenerated, and environmental stewardship is central to our operations.



Future Sustainability Ambassadors Program

Business Excellence Driving Responsible Growth



At Packages Group, our approach to business success is rooted in responsibility. For us, profitability is not pursued in isolation — it is achieved in harmony with sustainability. Over the past six decades, we have built a legacy of shared value, balancing economic growth with our commitment to people and the planet. In today's world, where environmental and social issues are reshaping market expectations, sustainable business practices are no longer aspirational—they are essential.

We continue to evolve our strategies around this belief: that long-term business viability goes hand in hand with ethical, transparent, and inclusive value creation. Whether it is through product innovation, quality excellence, or supply chain responsibility, our goal is to create lasting impact for all stakeholders.

Product Quality & Safety: Upholding Trust and Performance

At the heart of our operations is a steadfast commitment to quality and safety. Our products touch millions of lives—directly or indirectly—and we recognize the responsibility this brings. Each of our packaging and material solutions is developed and delivered with a rigorous focus on

quality assurance, ensuring that they are safe, compliant, and reliable for end users.

To ensure consistent excellence, all our facilities operate under a well-established Quality Management System. In fact, Packages Limited was among the first in Pakistan to adopt ISO standards for quality—an initiative that laid the foundation for what is now a robust and integrated business management system across the Group.

Our QMS framework is routinely enhanced through internal audits, customer feedback, and third-party certifications. In 2024, we successfully completed critical recertifications, including:

- FSSC 22000 V5.1 (with extended scope for paper straw material), reaffirming our food safety leadership.
- BRC Hi-Hygiene Audit for Packaging Material, where we retained an AA+ Grade, reflecting our operational excellence and hygiene standards.

Both of these are GFSI (Global Food Safety Initiative) certifications—globally accepted and recognized by all stakeholders.

We also conducted a Group-wide Food Safety Campaign, engaging employees through training and awareness sessions to instill best practices in hygiene, storage, and food handling.

Table: 2024 Quality & Food Safety Certifications

Standard	Grade/Status	Sites Covered
FSSC 22000 V5.1	Recertified + Scope Extended	PCL, BSP, TPFL, SPL
BRC Packaging	AA+ Grade	PCL
Halal Food Management System	Surveillance 2	PCL, SPL

Embedding a Culture of Quality

We believe that a strong quality culture drives not only performance, but purpose. In 2024, we celebrated World Quality Week across the Group, emphasizing the role of quality in all dimensions of our work—from manufacturing and R&D to procurement and HR.

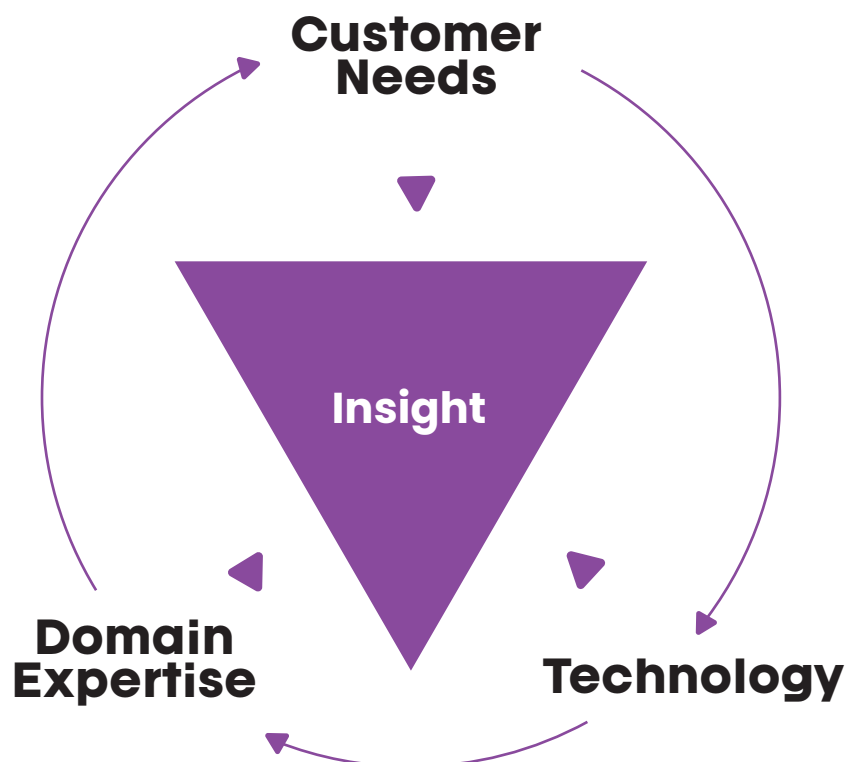
Customer Centricity: Partnership for Performance

Understanding our customers is central to how we innovate and grow. We view each relationship not just as a transaction, but as a long-term partnership grounded in trust, responsiveness, and shared ambition. In 2024, we continued to engage deeply with our customers — learning from their needs, co-developing solutions, and aligning our innovation pipelines with their evolving sustainability goals.

Our teams regularly host and participate in customer audits, which serve as opportunities for transparency, learning, and mutual improvement. In 2024, successful audits were conducted by customers including Nestlé, Unilever, EBM, National Foods, Reckitt, and others, covering key areas such as food safety, quality, health & safety, social and environmental practices.

Customer Insights

Customer-inspired innovation



Innovation is at the core of Packages Group’s value creation strategy. It drives our ability to solve complex customer problems, reduce environmental footprints, and anticipate future market demands. Our R&D teams work closely with clients to understand their end-use challenges and develop sustainable, high-performance materials tailored to those needs.

In 2024, our focus areas included:

- **Lightweight packaging (degrammaging) to reduce plastic use**
- **Mono-material recyclable films**
- **Bio-based inks and coatings**
- **Paper-based alternatives for plastic items**

Our innovation process is structured yet agile—drawing from market insights, material science, and collaborative design thinking. This enables us to co-create with customers and unlock new growth platforms while advancing shared sustainability goals.

Commercialized Plastic Reduction Initiatives 2024

Product	% Plastic Reduction
Shampoo Sachets	24
Detergent	18
Soap Wrapper	14
Shrink Film	32

Recyclable Packaging (tons)

Product	Tonnage Delivered Jan – Dec 2024
Dry Milk / Baby Food Sachets / Standard Laminate	190

In 2024, we prevented nearly 60,000 kgs of going into the oceans by replacing plastic straws with paper straws

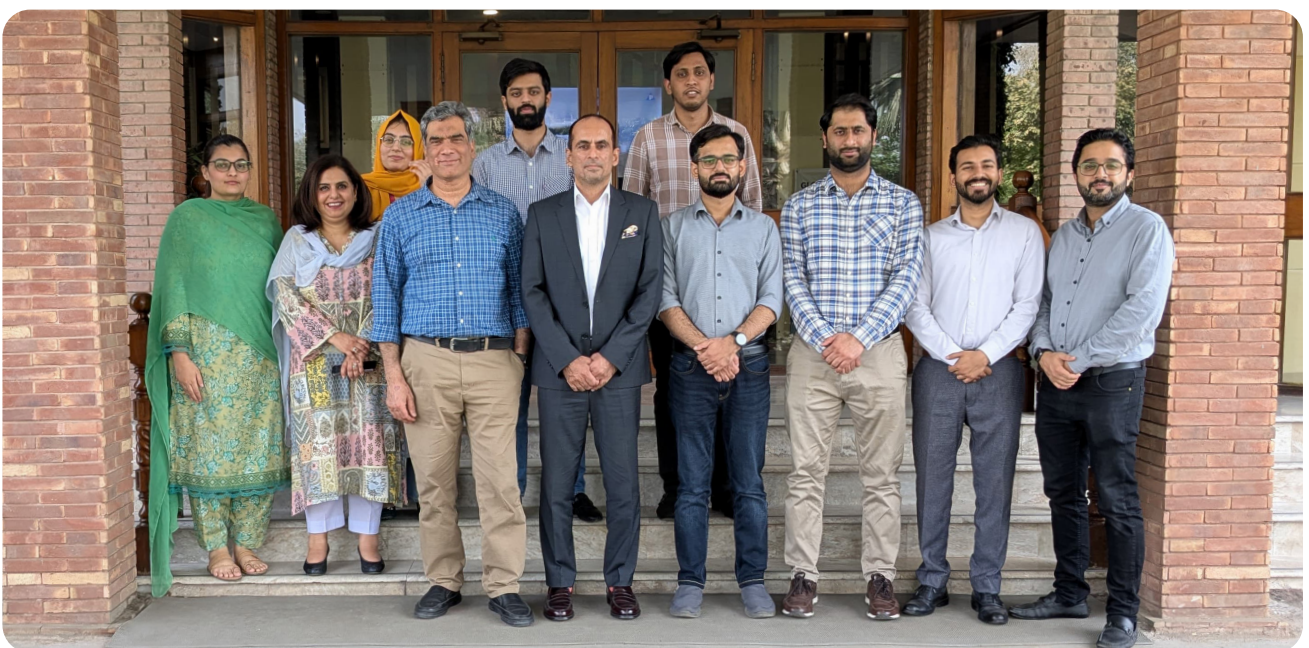


Responsible Supply Chain: Building Accountability Across Our Value Chain

At Packages Group, we understand that sustainability must extend beyond our operational boundaries into the value chain. A responsible supply chain is not only critical to ensuring continuity and resilience—it is fundamental to building long-term trust with stakeholders and delivering on our sustainability commitments.

Integrating Responsibility into Procurement Practices

In 2024, we strengthened our supplier engagement approach by embedding environmental and social criteria into procurement decisions. These efforts are aligned with our internal Responsible Sourcing Framework, which outlines expectations on labor practices, workplace safety, human rights, and environmental compliance. Our procurement teams are trained to assess suppliers not only on quality and cost but also on their ethical and environmental performance.



Supplier Screening and Risk Assessment

We maintained a comprehensive supplier assessment program, prioritizing due diligence based on risk, geography, and the nature of goods or services provided.



Value

Establish strong policies and management systems



Transparency

Identify and assess risks in the supply chain



Transformation

Design and implement a strategy to respond to identified risks



Verification

Audit supply chain due diligence



Report

Report on supply chain due-diligence activities

Group RSC Highlights - 2024

2023 : 02

2024 : 06 **200%** ↑

Group Companies Onboarding

2023 : 43

2024 : 54 **25%** ↑

RSC Audits Conducted

2023 : 62.0%

2024 : 79.7% **28%** ↑

Overall Compliance on RSC (%)

06

Group Companies on RSC

(PCL, BSP, DIC, TPFL, OPL, SPL)

54

Audits Conducted 2024

79.7%

Overall Compliance of Suppliers 2024

05

Supplier Types Targeted

(Chemical, Logistics, Waste/OCC, Biomass, Waste Sale)

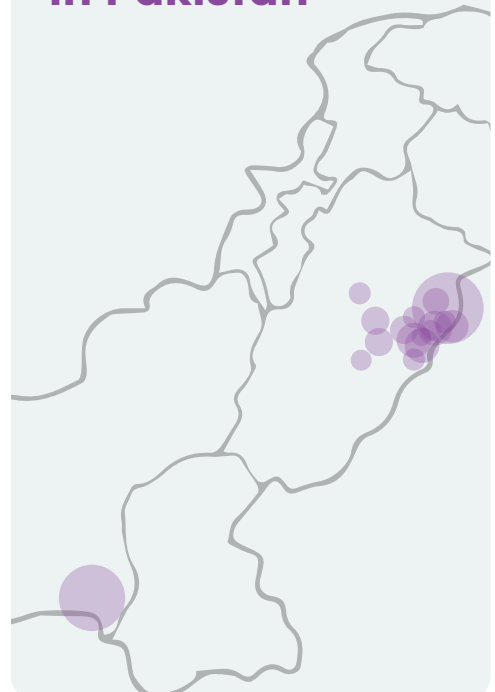
40

Total Indicators For Evaluation

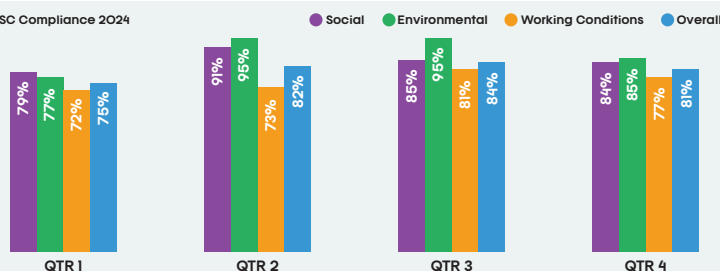
122.5

Training Manhours For YTD

Engagement in Pakistan



RSC Compliance 2024

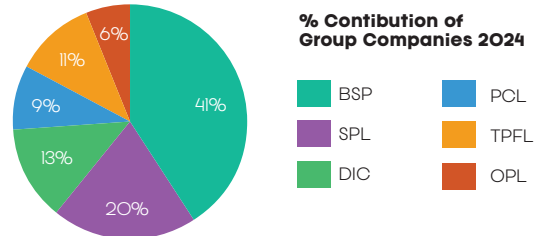


To ensure accountability, we conducted 54 on-site audits, resulting in the initiation of 28 corrective action plans. These included improvements in documentation, provision of safety equipment, wage compliance, and waste management practices. Follow-ups are in place to ensure effective implementation of these actions.

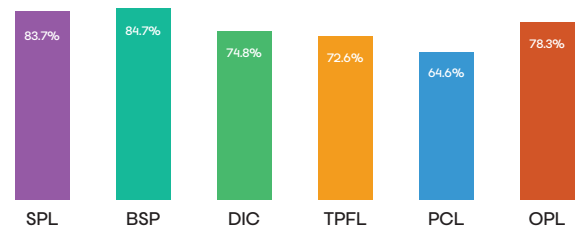
Group RSC Highlights

Group RSC Summary

RSC Audits Conducted	54
High Risk Suppliers Nominated	192
RSC Audit Target 2024	100
Training Manhours 2024	122.5
Cities Travelled	18
Targeted Supplier Type	Biomass, Waste, Logistics, Chemicals
Audit Closing Status	33%
Average Overall Compliance	79.70%



Overall Compliance 2024



High Risk Supplier Covered 2024 = 25%

Target Achieved 2024 = 54%

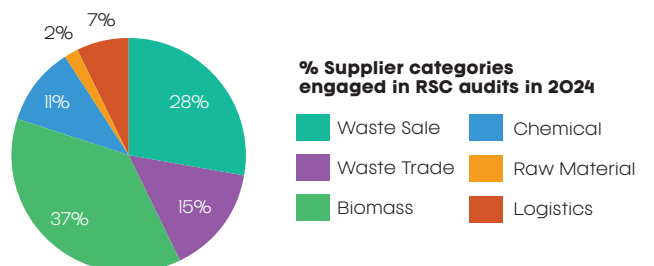
Target 2025 = 100

Domain

Value Addition Initiatives 2024

Responsible Supply Chain

- Procedure To Identify High-Risk Suppliers In Supply Chain
- Supply chain benchmarking with top international organizations
9 Improvement areas identified
- Suppliers Trainings On Sustainability
- Child Labor Remediation Plan Developed
- Quarterly Supplier Engagement Sessions and Annual Supplier Sustainability Awards 2024
- Training Of Supply Chain Team On RSCM As A Part Of Annual Training Plan



Capacity Building and Local Partnerships

Beyond compliance, we believe in enabling our suppliers to grow with us. In 2024, we organized 4 supplier capacity-building sessions on topics including occupational health and safety, social compliance, gender inclusion, and climate-aware operations. A total of 174 suppliers participated in these workshops, indicating increasing awareness and commitment to shared sustainability goals.



Initiative to strengthen suppliers' relationship

A platform to communicate Group Sustainability Requirement to the suppliers and role of suppliers

Social
Accountability

Working
Conditions

Environment

Supplier
Sustainability
Awards 2024



Activity	Month	Number of Suppliers
Q1 Supplier Engagement Session	February 2024	60
Q2 Supplier Engagement Session	May 2024	36
Q3 Supplier Engagement Session	September 2024	20
Q4 Supplier Engagement Session & Annual Supplier Sustainability Awards 2024	December 2024	58
Total	4	174

PL, PCL, BSP, TPFL, DIC, OPL, SPL



Our support extends to small and medium-sized enterprises in our local network. Local procurement accounted for 44.24% of our total procurement value in 2024, reflecting our commitment to supporting local economies and reducing transportation-related emissions.

In addition we also enhanced capacity building initiatives for our supply chain teams as an initiative to promote sustainable procurement practices.

Engaging the Supply Chain Team 2024

Engagement	Numbers	Manhours
Social Compliance Essentials — Intertek	16	128
Sustainable Supply Chain — PwC	18	72
Supply Chain Risk Assessment — PwC	18	72
Supplier Sustainability Sessions	172	516
RSC Audits — Awareness	12	48
Total	236	836



Community & Social Impact



At Packages Group, our business success is inseparable from the well-being of the communities we serve. We view corporate responsibility not as charity, but as a strategic commitment to creating long-term social value. Whether through healthcare access, education, skills development, or cultural enrichment, our goal is to enable thriving communities that grow alongside our business.

Our Enabler: The Packages Foundation

Established in 2015, the Packages Foundation serves as the social investment arm of the Group, funded annually to implement and support development initiatives across Pakistan. Through the Foundation, we pursue a structured approach to community empowerment — from grants and infrastructure support to direct interventions in health, education, and skills development.

The Foundation's areas of impact include:

- Education & Learning: Support to underprivileged schools, scholarships, and vocational training.
- Healthcare: Mobile health units, maternal care, and preventive health programs.
- Women Empowerment: Programs targeted at socio-economic inclusion of women and marginalized groups.
- Cultural Enrichment: Support for libraries, museums, and public cultural initiatives.
- Rural Development: Skills-building programs to support participation in agriculture and rural industries.

These thematic pillars serve as the foundation for our flagship social programs.



Serving Supply Chain Communities through Sehat Mobile

In 2024, our mobile healthcare program, Sehat Mobile, provided primary medical care, maternal health services, and vaccinations to remote communities near our manufacturing facilities. Since 2018, over 28,000 people from our supply chain communities have benefited from this program.

2024 Summary of Medical Camps

Total People Served In 2024	7,925
Kasur Community Camps	2
Biomass Supply Chain Camps	16
Waste Paper Supply Chain Camps	1
Other camps*	3
Total Distance Traveled in KMS	4,610
Total Number Of Camps	22



Mother and Child Health Center Kasur



Since 2014, our Mother and Child Health Center in Kasur, located near the Bulleh Shah Paper Mill, has provided subsidized primary care services to the surrounding communities. With an average daily footfall of 70–80 patients, the clinic offers consultations, basic diagnostics, and free medicines. In 2024, more than 20,000 patients were treated at this center —serving as a trusted healthcare access point for women and children from low-income families.

Educating for the Future: Syedanwala Schools Kasur

Through public-private partnerships and direct operational support, the sponsors of Packages Group continued to invest in the Syedanwala Schools in Kasur, improving both enrollment and learning outcomes.

2024 Highlights

Engagement	Value
Students Enrolled	942
Girls Enrolled	59%
Teachers Supported	72
Villages Benefiting from SWF Schools	42

Additional support activities included facility upgrades, teacher training, hygiene education, and career awareness sessions — all designed to keep children, especially girls, in school and learning.



Syedawala Girls High School Expansion to BSP

Building on the success of our Syedanwala School initiative, in 2024 we expanded our commitment to girls' education by establishing a new high school branch adjacent to Bulleh Shah Packaging facility in Kasur. This extension addresses the urgent need for accessible secondary education for girls in the nearby villages and settlements.

The Syedanwala Girls High School – Bulleh Shah Branch offers:

- Free, quality education for girls in rural communities
- A secure and supportive environment near students' homes
- Infrastructure and staff aligned with the highest standards of education

By bringing the classroom closer to home, we are helping remove barriers to education such as long commutes and safety concerns—factors that often contribute to school dropouts among girls. This initiative also strengthens our long-standing relationship with local communities, reinforcing our role as a responsible and invested neighbor.

“Education is not just access—it’s continuity. This extension ensures that more girls can stay in school, learn with dignity, and dream without limits.”



Building Shared Value

In addition to our direct programs, we continued to support a diverse range of social partners in 2024 — from grassroots organizations to national platforms working on education reform, gender equality, and public health awareness. These collaborations are carefully selected to align with our long-term sustainability vision and local development needs.

Operations with Local Community Engagement, Development, and Impact Evaluation

In 2024, Packages Group deepened its engagement with local communities across significant operational sites through active dialogue, needs-based programs, and long-term partnerships. While we did not carry out formal, third-party-led social impact assessments this year, we continued to prioritize community-centric approaches and feedback mechanisms that ensure our operations remain aligned with local needs and aspirations.

Our community development initiatives—including healthcare (e.g., Sehat Mobile, Mother & Child Health Center), education (e.g., Syedanwala Schools), and support for vulnerable groups—are guided by regular consultations with local stakeholders. These efforts focus on building trust, addressing critical service gaps, and enabling inclusive growth in areas where we operate.

We also embedded community engagement responsibilities into the sustainability objectives of our major sites, ensuring localized ownership of social impact.

Looking ahead to 2025, we are working to reintroduce structured impact assessments and refine our community engagement strategy. These assessments will allow us to evaluate program effectiveness, identify gaps, and continuously improve how we support the well-being and resilience of our neighboring communities.

Our vision for social impact continues to evolve with the changing needs of society. In 2025 and beyond, we aim to:

Expand Sehat Mobile services to new locations with focused interventions.

Scale our education support programs

Develop new partnerships for community-driven development.

With the Packages Foundation as the catalyst, we will continue to invest in holistic, measurable, and inclusive development — working towards a more equitable and empowered society.

The Impact on Our People

- 28,000+** people in the supply chain communities received medical care, including free health check-ups.
- 734** employees got free Hepatitis B and C screenings with Transparent Hands.
- 426** women learned about cervical and breast cancer awareness.
- 130** free mammograms since 2017 through collaboration with Cancer Care Hospital
- 460** employees were trained on measuring and reporting greenhouse gases to support our climate goals.
- 2,000+** employees received training on Energy Management, focusing on efficiency and monitoring.
- 1,200+** employees were trained on Gender Equality, covering financial literacy, safety, diversity, and reproductive health.
- 200+** security guards were trained on Human Rights to improve workplace safety and respect.
- 800+** participants learned about Responsible Business practices, including social compliance and supplier engagement.
- 16,000+** employees participated in monthly UN global campaigns focusing on various SDGs.
- 800+** people took part in tree and mangrove planting for environmental sustainability.
- 400+** people joined recycling activities, including beach cleanups.





Looking Ahead,

As we conclude the 2024 Sustainability Report for Packages Group, we reflect on the progress made and the foundation laid for a future centered on sustainability, innovation, and inclusion. This year, we have achieved significant milestones in decarbonization, resource optimization, and sustainable procurement, while remaining steadfast in our commitment to People Trust, Planet Stewardship, and Business Excellence. Our efforts have been supported by data-driven initiatives, which have enhanced our ability to monitor and reduce our carbon footprint, optimize energy usage, and advance sustainable supply chain practices.

Looking toward 2025 and beyond, we are focused on further enhancing the digitalization of our sustainability data to drive greater accuracy, transparency, and decision-making efficiency. Our upcoming initiatives include expanding the use of advanced data analytics and digital tools to improve reporting, streamline resource optimization, and track the progress of our decarbonization targets. We will also continue to build on our efforts to promote gender equality, human rights, and community development, ensuring that these remain integral to our strategy.

With a deepened commitment to these core values and a forward-looking approach, we are confident in our ability to foster positive change, both within our organization and across the communities we serve. Together, we will continue to innovate, adapt, and lead the way toward a sustainable, equitable, and resilient future for all.

GRI Standards 2021 & WEF CORE Stakeholder Capitalism Metrics 2021

Framework

GRI Standards 2021

WEF CORE Stakeholder Capitalism Metrics 2021

Details

Reporting in accordance with the GRI Standards 2021. No applicable Sector Standard has been used.

Relevant disclosures have been aligned with WEF CORE Metrics where applicable.

Disclosure	Location	Reason	Explanation
General Disclosures			
<i>GRI 2: General Disclosures 2021</i>			
2-1 Organizational details	Pg. 6 and Annual Report Pg. 31 – 41	-	-
2-2 Entities included in the organization's sustainability reporting	Pg. 10	-	-
2-3 Reporting period, frequency, & contact point	Pg. 13	-	-
2-4 Restatements of information	Pg. 13	-	-
2-5 External assurance	-	Not applicable.	For this reporting period, we did not seek external assurance for the Sustainability Report.
2-6 Activities, value chain, & other business relationships	Pg. 6 – 12	-	-
2-7 Employees	Pg. 72-92 Pg. 94-95 Pg. 99-103	-	-
2-8 Workers who are not employees	-	Confidentiality constraints	Due to confidentiality reasons, the information cannot be disclosed.
2-9 Governance structure & composition WEF Pillar: Governance WEF Metric: Governance Body Composition	Pg. 48 – 51	-	-
2-10 Nomination & selection of the highest governance body	Pg. 49	-	-
2-11 Chair of the highest governance body	Pg. 49	-	-
2-12 Role of the highest governance body in overseeing the management of impacts	Pg. 49	-	-
2-13 Delegation of responsibility for managing impacts	Pg. 49	-	-
2-14 Role of the highest governance body in sustainability reporting	Pg. 49	-	-
2-15 Conflicts of interest WEF Pillar: Governance WEF Metric: Conflict of Interest	Pg. 49	-	-

2-16 Communication of critical concerns WEF Pillar: Governance WEF Metric(s): (C) Anti-Corruption (I) Protected Ethics Advice and Reporting Mechanisms	Pg. 50 Annual Report Pg. 52	-	-
2-17 Collective knowledge of the highest governance body WEF Pillar: Governance WEF Metric: Anti-Corruption	Pg. 50	-	-
2-18 Evaluation of the performance of the highest governance body	Pg. 50	-	-
2-19 Remuneration policies	Pg. 50, Annual Report Pg. 89	-	-
2-20 Process to determine remuneration	Pg. 50, Annual Report Pg. 89	-	-
2-21 Annual total compensation ratio WEF Pillar: People WEF Metric: Wage Level (%)	Pg. 50	-	-
2-22 Statement on Sustainable Development Strategy	Pg. 14 – 15 36 – 38	-	-
2-23 Policy commitments WEF Pillar: Governance WEF Metric(s): (C) Setting Purpose (I) Integrating Risk and Opportunity into Business Process	Pg. 42, 59 – 60	-	-
2-24 Embedding policy commitments	Pg. 13 – 14, 39 – 42, 57 – 60, 62	-	-
2-25 Processes to remediate negative impacts	Pg. 52 – 56	-	-
2-26 Mechanisms for seeking advice & raising concerns	Pg. 51 – 55	-	-
2-27 Compliance with laws & regulations	Pg. 82 – 83, 85 – 86, 88	-	No instances of non-compliance occurred during the reporting period.
2-28 Membership associations	Pg. 64 – 66	-	-
2-29 Approach to stakeholder engagement WEF Pillar: Governance WEF Metric: Material Issues Impacting Stakeholders	Pg. 12, 38, 44, 47	-	-
2-30 Collective bargaining agreements	Pg. 86	-	-

Material Topics

GRI 3: Material Topics 2021

3-1 Process to determine material topics	Pg. 44 – 45	-	-
3-2 List of material topics	Pg. 45	-	-

GRI 201: Economic Performance 2016

201-1 Direct economic value generated & distributed	Annual Report Pg. 47	-	-
201-2 Financial implications & other risks & opportunities due to climate change		Information unavailable /incomplete	In the current year, no financial implications were assessed concerning climate change.
201-3 Defined benefit plan obligations & other retirement plans	Annual Report Pg. 82, 98, 110, 104, 171, 278	-	-
201-4 Financial assistance received from the government	None	-	-

GRI 204: Procurement Practices 2016

204-1 Proportion of spending on local suppliers	Pg. 150	-	-
---	---------	---	---

GRI 301: Materials 2016

301-1 Materials used by weight or volume	Pg. 136 – 137	-	-
301-2 Recycled input materials used	Pg. 137	-	-
301-3 Reclaimed products & their packaging materials	Pg. 137	-	-

GRI 302: Energy 2016

302-1 Energy consumption within the organization	Pg. 114	-	-
302-2 Energy consumption outside of the organization	-	Not applicable	Estimated Scope 3 energy use (third-party transport, outsourced manufacturing, distribution): Not applicable for the reporting period.
302-3 Energy intensity	Pg. 114	-	-
302-4 Reduction of energy consumption	Pg. 115	Information unavailable /incomplete	No net reduction in total energy consumption is reported for 2024. However, Energy intensity improvements were supported through targeted initiatives.
302-5 Reductions in energy requirements of products & services	-	Not applicable	Not applicable for the reporting period. Product-level energy intensity assessments are under consideration for future reporting cycles.

GRI 303: Water & Effluents 2018

303-1 Interactions with water as a shared resource	Pg. 122 – 126	-	-
303-2 Management of water discharge-related impacts	Pg. 122 – 123	-	-
303-3 Water withdrawal	Pg. 124	-	-
303-4 Water discharge	Pg. 123	-	-
303-5 Water consumption	Pg. 125	-	-

GRI 304: Biodiversity 2016

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Pg. 118	-	Biodiversity was not classified as a material topic for Packages Group. However, growing stakeholder expectations, regulatory shifts, and the growing recognition of the link between biodiversity loss and climate change have brought this issue into sharper focus
304-2 Significant impacts of activities, products and services on biodiversity	Pg. 118 – 119	-	
304-3 Habitats protected or restored	Pg. 118	-	
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	Information unavailable /incomplete	

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions	Pg. 108	-	-
305-2 Energy indirect (Scope 2) GHG emissions	Pg. 108	-	-
305-3 Other indirect (Scope 3) GHG emissions	-	Not Applicable	Scope 3 emissions are not reported in the current sustainability report.
305-4 GHG emissions intensity	Pg. 108	-	-
305-5 Reduction of GHG emissions	Pg. 109	-	-
305-6 Emissions of ozone-depleting substances (ODS)	Pg. 109	-	-
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), & other significant air emissions	Pg. 111	-	-

GRI 306: Waste 2020

306-1 Waste generation & significant waste-related impacts	Pg. 127 – 135	-	-
306-2 Management of significant waste-related impacts	Pg. 127	-	-
306-3 Waste generated	Pg. 128	-	-
306-4 Waste diverted from disposal	Pg. 129	-	-
306-5 Waste directed to disposal	Pg. 129	-	-

GRI 401: Employment 2016

401-1 New employee hires & employee turnover WEF Pillar: Prosperity WEF Pillar: People WEF Metric(s): (D) Absolute Number and Rate of Employment (I) Diversity and Inclusion (%)	Pg. 81	-	-
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg. 82 – 84	-	-
401-3 Parental leave	Pg. 84	-	-
402-1 Minimum notice periods regarding operational changes	Pg. 81 – 83	-	-

GRI 403: Occupational Health & Safety 2018

403-1 Occupational health & safety management system	Pg. 45, 88 – 95	-	-
403-2 Hazard identification, risk assessment, & incident investigation	Pg. 89 – 92	-	-
403-3 Occupational health services	Pg. 90	-	-
403-4 Worker participation, consultation, & communication on occupational health & safety	Pg. 91 – 92	-	-
403-5 Worker training on occupational health & safety WEF Pillar: People WEF Metric: Training Provided	Pg. 92	-	-
403-6 Promotion of worker health WEF Pillar: People WEF Metric: Health and Safety (%)	Pg. 94	-	-
403-7 Prevention & mitigation of occupational health & safety impacts directly linked by business relationships	Pg. 94	-	-
403-8 Workers covered by an occupational health & safety management system	Pg. 89	-	-
403-9 Work-related injuries WEF Pillar: People WEF Metric: Health and Safety (%)	Pg. 95	-	-
403-10 Work-related ill health	Pg. 95	-	-

GRI 404: Training & Education 2016

404-1 Average hours of training per year per employee	Pg. 92	-	-
404-2 Programs for upgrading employee skills & transition assistance programs	Pg. 79 – 80	-	-
404-3 Percentage of employees receiving regular performance & career development reviews	Pg. 102 – 103	-	-

GRI 405: Diversity & Equal Opportunity 2016

405-1 Diversity of governance bodies & employees	Pg. 48-49, 76 – 78	-	-
405-2 Ratio of basic salary & remuneration of women to men	Annual Report Pg. 74	-	-

GRI 407: Freedom of Association & Collective Bargaining 2016

407-1 Operations & suppliers in which the right to freedom of association & collective bargaining may be at risk	Pg. 86	-	-
--	--------	---	---

GRI 408: Child Labor 2016

408-1 Operations & suppliers at significant risk for incidents of child labor	Pg. 85 – 87	-	-
---	-------------	---	---

GRI 413: Local Communities 2016

413-1 Operations with local community engagement, impact assessments, & development programs	Pg. 149 – 156	-	Additionally, covered under Stakeholder Engagement, EHS Risk Management, Incident Reporting/Whistleblowing, and Community & Social Impact
413-2 Operations with significant actual & potential negative impacts on local communities	Pg. 155	-	

GRI 414: Supplier Social Assessment 2016

414-1 New suppliers that were screened using social criteria	Pg. 147	-	-
414-2 Negative social impacts in the supply chain & actions taken	Pg. 147-149	-	-





**LEAVE
NO ONE
BEHIND**





Packages Convertors



RESPONSIBLE
PACKAGING



Tri-Pack Films Limited



Color & Comfort



PACKAGES



Packages Lanka (Pvt.) Ltd.



STARCH PACK