



2024[°]

ESG REPORT



**ROBIN PRINTING
& PACKAGES LTD**

a print above the rest

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Message from our Managing Director

Every package we print tells a story – of innovation, people, and responsibility.

2024 was a defining year for Robin Printing & Packages Ltd. (RPPL). We grew our business and deepened our purpose: to create packaging that protects products and the planet.

"Sustainability is not a department — it's how we run our business."

From our 355 kVA solar system to new water-recycling infrastructure, every investment this year was a step toward cleaner, smarter growth. We expanded community programs, empowered women in leadership, and reaffirmed our zero-tolerance for unethical practices.

Our 2030 targets are ambitious:

25 % reduction in total CO₂ emissions

10 % reduction in groundwater use

25 % women in management

1,200 trees planted across Bangladesh

These are not numbers; they are promises – to our people, our clients, and our planet.

Warm regards,

Fahim Hussain

Managing Director,

Robin Printing & Packages Ltd.



Message from our Directors



“ At Robin Printing & Packaging, '**A Print Above the Rest**' is not just about our products and services, but about upholding the highest standards in everything we do. From our employees to the environment, economy, and global impact, **excellence** is ingrained in our core values. ”

Shameem Hussain
Director



“ We're thrilled to share our clear roadmap for achieving ESG targets. Key goals include tree plantation, energy/GHG reduction, enhanced working standards, and improved gender equality. These targets reflect our commitment to a sustainable future and positive impact on the environment, society, and stakeholders. ”

Shaheen Hussain
Director



About Us



About Robin Printing & Packages Ltd.

Founded in 1978, Robin Printing & Packages Ltd. (RPPL) is one of Bangladesh's leading printing and packaging manufacturers, serving local and international clients across diverse industries – including food, pharmaceuticals, and consumer goods.

From our state-of-the-art facilities in Tongi and Sreepur, we deliver offset, carton, and label packaging solutions that combine precision, innovation, and sustainability. Our continued investment in technology and people has positioned RPPL as a trusted partner for quality, compliance, and ethical operations.

We are proud to operate under internationally recognized certifications and management systems, including:

- ISO 9001:2015 (Quality Management)
- ISO 14001:2015 (Environmental Management)
- FSC® Certification (Responsible Sourcing)
- B-grade CDP Climate and Water Security Scores (2023)

Our workforce of 310 employees reflects the passion and professionalism that have defined RPPL for over four decades. Guided by the values of integrity, innovation, and inclusivity, we continue to expand our capabilities while minimizing environmental impact.



2024 at a Glance



\$40.4M

Revenue



45%

Overall Water
Reduction



B

CDP Score



355 kVA

Solar Installed

We design and manufacture with care and operate with conscience. Our ESG framework connects every part of the business – environment, social, and governance – into a single story of responsible growth.

Environmental: renewable energy, emission tracking, and circular waste management.

Social: inclusive workplaces, fair wages, and thriving communities.

Governance: integrity, compliance, and transparency in everything we do.

When floods struck Feni in Bangladesh in 2024, 30 RPPL employees volunteered overnight to deliver relief.

That's the spirit we print into every box.



Our sustainability approach – People, Process, Product, Community, Environment – mirrors the SDGs that guide us: **8 (Decent Work), 9 (Industry & Innovation), 12 (Responsible Consumption), 13 (Climate Action).**



2024 ESG Strategy

Material Focus Areas

Our sustainability strategy is guided by continuous dialogue with stakeholders – employees, customers, suppliers, communities, and regulators. Through consultations, surveys, and management workshops, we identify the topics that have the most significant environmental, social, and economic impact.

These material issues shape our ESG priorities and reporting framework, ensuring our focus aligns with what matters most.

Category	Material Topics	Why It Matters
A. Environment	<ul style="list-style-type: none">• Energy efficiency & GHG emissions• Water conservation• Waste & circularity	Drives resource efficiency and compliance with global climate expectations
B. Social	<ul style="list-style-type: none">• Health & safety• Diversity & inclusion• Employee welfare• Community engagement	Strengthens trust, equity, and social value
C. Governance	<ul style="list-style-type: none">• Ethical conduct• Transparency & accountability• Supplier sustainability	Builds credibility and long-term resilience

Our approach aligns with the Global Reporting Initiative (GRI 2021) standards and the UN Sustainable Development Goals (SDGs), particularly SDGs 6, 7, 8, 12, and 13.

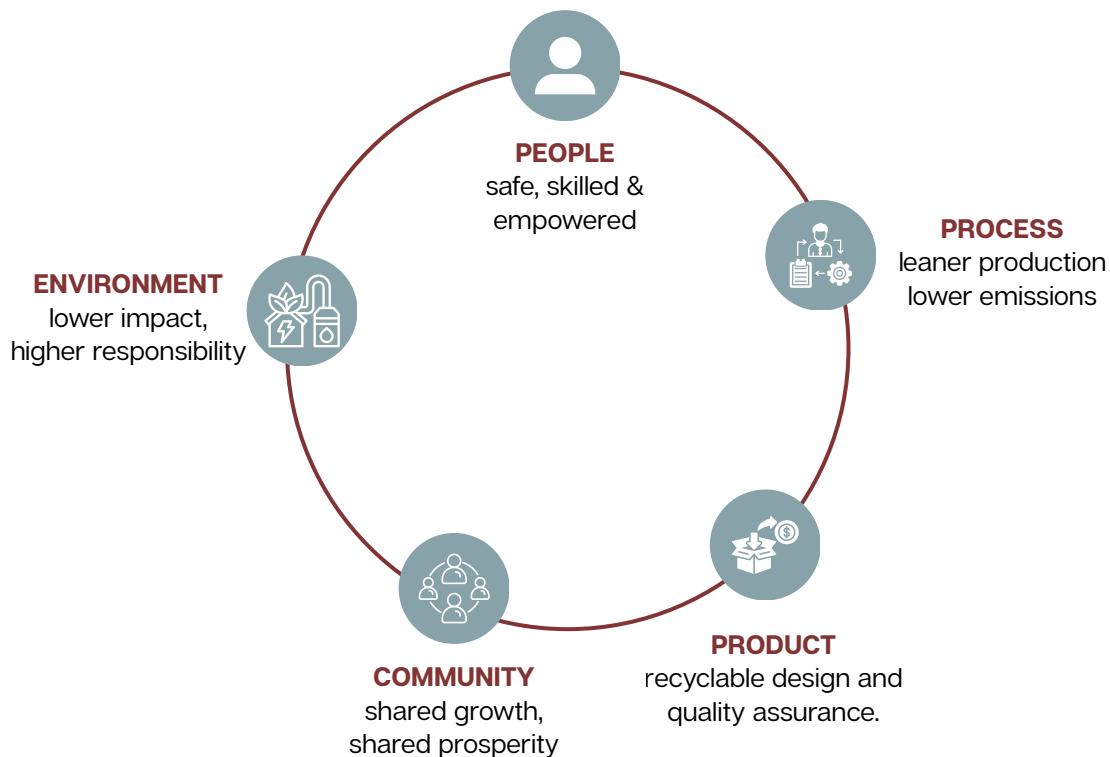


Sustainability Framework & Environmental Stewardship

The RPPL Way: Purpose in Every Pillar

At Robin Printing & Packages Ltd. (RPPL), sustainability is more than a goal – it's the framework through which we define success. Our strategy integrates people, processes, products, and the planet in one cohesive model that drives both growth and responsibility.

We believe that sustainable business is smart business. By aligning profitability with accountability, RPPL ensures that every action we take contributes to long-term value creation for our stakeholders, our communities, and the environment.



"Progress begins when purpose meets process."

Sustainability Framework & Environmental Stewardship

Our Approach to Sustainability

Our sustainability journey is guided by internationally recognized frameworks – including the UN Sustainable Development Goals (SDGs), IFC's Corporate Governance Methodology, and the ETI Base Code. These frameworks anchor our decision-making and ensure that every initiative meets global standards for ethics, transparency, and social responsibility.

We focus on four key pillars that define our sustainability approach:

- **Strong Governance:** Ethical leadership and transparent accountability systems that protect stakeholder trust.
- **Environmental Stewardship:** Resource efficiency, clean energy adoption, waste reduction, and pollution prevention.
- **Social Responsibility:** Enhancing the well-being of employees, their families, and local communities.
- **Continuous Improvement & Innovation:** Embedding sustainability into every process, from raw material sourcing to product delivery.

Through these pillars, we've built a model that unites performance with purpose – balancing business growth with environmental and social impact.



“When I joined RPPL, sustainability was something I read about in reports. Today, it’s something I help make happen – in every supplier meeting, every material order, every small choice that adds up to a big impact.”

Abu Hanif
Senior Executive, Procurement

Sustainability 5.0 – Our Five Pillars

At the heart of our framework lies **Sustainability 5.0**, RPPL's integrated strategy that translates global ESG principles into actionable outcomes. Each pillar represents both a commitment and a measurable performance area:

- **People:** Safe, skilled, and empowered teams who drive quality and innovation.
- **Process:** Lean, efficient, and compliant operations that minimize waste and emissions.
- **Product:** Sustainable design and responsible materials that protect consumers and reduce impact.
- **Community:** Collaboration and investment that strengthen local livelihoods and resilience.
- **Environment:** Conservation and stewardship to safeguard natural resources for future generations.

Together, these five pillars connect our environmental, social, and governance ambitions into one coherent roadmap for 2030.



Sustainability Framework & Environmental Stewardship

As a leader in sustainable packaging and printing, RPPL acknowledges that environmental protection is inseparable from operational excellence. We've embedded environmental performance into every layer of our business, guided by **ISO 14001:2015** standards and the Carbon Disclosure Project (CDP) framework.

Our efforts include:

- Installing rooftop solar systems to replace fossil-based energy.
- Reducing waste through recycling partnerships (e.g., Recovetex Bangladesh).
- Implementing a comprehensive water management strategy – including an **800,000-liter** water reservoir and a planned rainwater harvesting system.
- Transitioning toward a circular manufacturing model, where materials are reused, emissions minimized, and nothing goes to waste.

These actions directly support **SDG 6** (Clean Water), **SDG 7** (Clean Energy), **SDG 12** (Responsible Consumption), and **SDG 13** (Climate Action).

Sustainability Governance

A dedicated ESG Committee led by senior management ensures that sustainability goals are embedded in strategy, tracked through measurable KPIs, and reported transparently.

This committee reviews performance quarterly and integrates findings into our long-term sustainability roadmap (2025–2030).

Looking Ahead

Our next decade is guided by one conviction: sustainability must be lived, not just reported.

By 2030, RPPL aims to lead the packaging sector in low-carbon, high-integrity manufacturing – proving that responsible operations can also be resilient and profitable.



Our Environment, Our Responsibility

At Robin Printing & Packages Ltd., environmental stewardship is not a checklist – it's a conviction.

We see sustainability as both a responsibility and an advantage: it pushes us to innovate, to lead by example, and to make measurable progress every year.

2024 was a year of momentum – **where ideas became infrastructure and commitments became results.**

We reduced our dependence on fossil fuels, conserved water through intelligent engineering, managed waste responsibly, and continued to green our surroundings. Every initiative – whether a solar panel or a tree seedling – is part of a larger design: a more efficient, balanced, and resilient RPPL.

Climate & Energy: Powering Progress Responsibly

Our energy transition is central to reducing emissions and ensuring long-term operational resilience.

The company now operates on a hybrid energy model, where solar power complements traditional systems, cutting both emissions and costs.

In 2024, we installed a 355 kVA rooftop solar photovoltaic (PV) system, meeting a growing portion of our daily electricity demand. An additional 264 kVA installation is scheduled for 2025, bringing us closer to our renewable energy target.

We meticulously monitor and report emissions through the GHG Protocol and CDP frameworks.

This year, we tracked around **2,747 tonnes of CO₂ emissions**, with Scope 1 emissions accounting for 57% of the total.

Our CDP Climate and Water scores both stood at “B”, demonstrating above-average environmental transparency within the South Asian manufacturing sector.

Energy-saving initiatives – from LED retrofits and variable frequency drives to optimized air compression systems – have helped lower our overall consumption.

We aim to **reduce total emissions by 25 % by 2030**, compared to the 2024 baseline.

ACCOMPLISHMENT HIGHLIGHT

Our rooftop solar array now powers the hum of machines that once ran on diesel – proof that innovation and responsibility can operate on the same current.



Our Environment, Our Responsibility

Water Stewardship: Every Drop Counts

Water is a shared resource – and one we treat with utmost respect.

Our operations depend on reliable water access, and we are determined to use it wisely, returning more to the environment than we take.

In 2024, we achieved a 45% reduction in groundwater extraction, thanks to the construction of an 800,000-litre reinforced water reservoir at our Sreepur plant.

Built with Crown Izonil Cement technology, this reservoir prevents leakage, reduces stress on local aquifers, and ensures year-round water availability.

We are also exploring rainwater harvesting systems, scheduled for rollout in 2025, which will further reduce our freshwater dependency.

These actions not only advance our commitment to SDG 6 (Clean Water and Sanitation) but also build long-term resilience in a region increasingly vulnerable to water stress.



Waste & Circularity: Closing the Loop

Circularity is the future of manufacturing – and we are taking tangible steps to get there. At RPPL, waste is treated not as a byproduct, but as a resource waiting to be reused or repurposed.

In 2024, we handled 1,729 tonnes of waste, of which over 97 % was non-hazardous and safely recycled. Through our partnership with Recovetex, we recovered and reprocessed significant volumes of paper, cardboard, and plastic packaging waste, keeping these materials in circulation and out of landfills.

We've also launched initiatives to digitize production records and reduce paper use in administrative processes – proving that sustainability begins as much on the office desk as it does on the factory floor.

Looking forward, our goal is to achieve a **10% increase in recycling efficiency** and a **5% reduction in chemical and paper waste by 2030**.



Our Environment, Our Responsibility

ACCOMPLISHMENT HIGHLIGHT

When the waste-sorting unit at our Tongi plant reached **100% segregation compliance**, it was more than a metric – it was a mindset realized.

Biodiversity & Greening: Growing with Purpose

Sustainability doesn't stop at our factory gates. We are actively working to enhance the green cover around our facilities and in nearby communities, recognizing that a thriving ecosystem supports both our business and our neighbors.

To date, we have planted 25 species of native trees across our sites – the beginning of our 1,200-tree target by 2030.

Each planting campaign doubles as a community engagement exercise, inviting local residents and employees to participate.

These green initiatives not only beautify our surroundings but also contribute to carbon sequestration, air purification, and biodiversity conservation.

Our environmental dialogues and awareness sessions with employees and local schools encourage shared responsibility for the planet we all depend on.



Social Impact – People & Community



At RPPL, sustainability starts with our people – 310 employees who keep our presses running and our purpose alive.

Empowering Our People

- Fair wages, equal pay, and three annual bonuses
- Comprehensive medical care and insurance
- Continuous learning through EHS and leadership training

“Every safe shift
is a small
victory for
sustainability.”

Samia Shamroz
Senior Executive,
HR

Diversity & Inclusion

16%

of our workforce are women. Our target is to reach 25% by 2026.



Health & Safety

- As of 2024, the Injury rate at RPPL has gone down to **0.10%**.
- We've had zero fatalities for four consecutive years.
- We conduct monthly drills and certified safety committees.

Building Resilient Communities

Our CSR programs extend our values beyond factory walls:

- Monthly aid for **34 families**
- Scholarships for employee children
- Flood relief for **400 families** in Feni
- Employee blood donation drives

Human Rights & Labor Standards

Zero tolerance for child or forced labor. Workers have freedom of association, and supplier audits enforce ILO compliance.



Social Impact – People & Community

At Robin Printing & Packages Ltd., every employee story is a story of growth.

Beyond fair wages and safe workplaces, we're building a culture where learning never stops, inclusion is a lived value, and engagement sparks innovation.

We believe that diverse teams make better decisions – and better companies. Women now represent **16% of our total workforce**, and our Target Gender Equality initiative with the UN Global Compact is guiding us toward **25% representation in management by 2026**.

Every voice matters. From production lines to leadership meetings, inclusivity means creating space for fresh ideas, equal opportunity, and mutual respect.

All employees receive anti-harassment and workplace sensitivity training, ensuring that professionalism and empathy define how we work together.

Learning & Development – Skills for Tomorrow

Our people are the driving force behind every innovation.

In 2024, employees completed over **1,500 hours** of structured training, covering topics such as energy efficiency, lean production, digital literacy, and leadership.

Internal mentorship programs and on-the-job coaching nurture young professionals and strengthen the next generation of leaders within RPPL.

Engagement & Culture – A Workplace that Feels Like Community

We believe a company should feel like a community, not just a workplace.

Open-door communication, regular town halls, and monthly safety circles ensure that ideas travel freely between management and staff.

Sports tournaments, family days, and cultural celebrations help strengthen the bonds that define our company's character – collaborative, creative, and caring.

Our People, Our Progress - 2024 Highlights

310 People

across two facilities
& head office

16%
women workforce

1,500+
completed training
hours

0.10%
injury rate, and 0
fatalities in 4 years

34
families supported

10
students receiving
scholarships



Governance & Ethical Leadership

At Robin Printing & Packages Ltd., strong governance is the quiet engine that powers every visible success.

We understand that sustainable growth is not possible without trust—and trust can exist only when decisions are transparent, accountable, and ethical.

A Culture of Integrity

Governance at RPPL is about insight, not oversight.

Our Board of Directors provides strategic direction and long-term vision, while specialized committees oversee audit, compliance, risk, and sustainability performance.

Clear boundaries between management and execution ensure decisions are made objectively and ethically.

- **Zero-Tolerance Ethics:** We enforce a strict anti-corruption and anti-bribery policy, supported by annual training for all managers and suppliers.
- **Compliance Excellence:** Both our factories maintained audit scores above 90 % in WCA and SQP assessments for the fourth consecutive year.
- **Certifications:** ISO 9001:2015 (QMS) and ISO 14001:2015 (EMS) reinforce our commitment to quality and environmental accountability.
- **Transparency:** ESG and financial results are reviewed quarterly, published annually, and shared openly with partners and regulators.

Risk & Compliance Management

In a fast-changing regulatory environment, anticipating risk is as important as managing it. Our Risk Management Framework, aligned with IFC Corporate Governance Guidelines and ISO 31000, maps operational, environmental, and social risks across all units.

Key risk areas include:

- Environmental compliance and emissions
- Occupational health & safety
- Product quality & supply chain reliability
- Data security and information governance

Each facility maintains a live risk register, reviewed quarterly by a cross-functional committee. Preventive controls and continuous monitoring ensure operational continuity and stakeholder confidence.



Governance & Ethical Leadership

Responsible Supply Chain

Our values travel beyond our walls. Through our Supplier Code of Conduct, we expect every partner to uphold the same standards we live by—fair treatment of workers, environmental care, and honest business.

Annual evaluations check compliance with labor laws, waste management, and safety practices.

We've already engaged four major suppliers in ESG awareness programs, **aiming to reach 10 by 2030.**

Stakeholder Engagement & Transparency

We keep an open dialogue with employees, clients, regulators, and communities to ensure expectations are met and voices are heard.

Engagement channels include:

- Annual stakeholder surveys and feedback sessions
- Client and investor briefings
- Participation in the UN Global Compact, CDP, and local ESG platforms
- Community open days at our production sites

This constant feedback loop helps refine strategy, strengthen accountability, and reinforce the trust that anchors our brand.



Data Security & Privacy

As a trusted partner for reputed international & local brands, RPPL safeguards every piece of information shared with us.

We maintain secure server environments, tiered access controls, and periodic cyber-risk audits.

Confidentiality clauses and staff training ensure compliance with global data-protection standards.

Recognitions & Milestones

- Large Taxpayers' Unit (VAT) recognition as a Most Compliant Entity (2020–21)
- B-grade CDP Climate & Water Scores for transparent environmental disclosure
- Zero non-compliance incidents reported for the fourth year running

Each milestone reaffirms that good governance is not paperwork—it's performance made visible.

2024 Financial Highlights

- **Revenue:** USD 40.41 million (↑ 5.5%)
- **Efficiency savings from solar & lean production:** USD 250,000+ annually (est.)
- Continuous 3-year positive cashflow trend



Leadership at RPPL

Our leadership philosophy is rooted in three values:

- **Accountability:** Every decision must add long-term value and uphold ethical principles.
- **Empathy:** Leadership means listening to employees, customers, and communities alike.
- **Vision:** Sustainability is our compass for innovation and growth.

Together, our leadership team has cultivated a governance culture that blends business acumen with social responsibility.



G M Fahim Hussain
Managing Director



G M Shaheen Hussain
Director



Shameem Hussain
Director



G M Faisal Hussain
Director



G M Farhan Hussain
Director



G M Farraz Hussain
Director



**Anusha Hussain
Mohammed**
Director



Sharian Hussain
Director



Sacha Hussain
Director



Naina Hussain
Director



Simran Hussain
Director



Governance & Ethical Leadership

Stakeholders

RPPL's major stakeholder group and a principal asset is the workforce. Hence, RPPL reserves a special importance to creating the proper work environment for all employees. Similar attention is also given to their families. To maintain a fully energized workforce we maintain several initiatives to strengthen employer-employee bonding.

Collective Bargaining Agent

Collective bargaining agreement is not prohibited in RPPL. To make a trustworthy relationship between the workers and the company, RPPL has formed Workers Trade Union. The trade union constitute on 9 representatives from the workers.

To promote mutual trust, understanding and cooperation between the employers and the workers to fulfill production targets, reduce production cost and improve the quality of products, the committees meet on regular basic. They are working to effectively establish privileges as well as to improve welfare services for the workers and their families. Through the TU, workers can freely contact the committees to discuss any issue.

RPPL encourages good relations between workers and managers, through hosting training covering topics, such as labor standards, leave days, working hours, wages, personal protective equipment, health and safety, environmental issues, welfare, and so on. They were elected through a supervised election procedure. Issues discussed include wages, benefits, working conditions, complaints, productivity, quality, and health issues.



BOBST Switzerland Annual Maintenance Week at Robin Printing & Packages Ltd.

Corporate Governance Oversight

Our leadership team actively contributes to the ESG Oversight Committee, which ensures our strategies are implemented across all pillars – **Environmental, Social, and Governance.**

Quarterly reviews of ESG performance metrics ensure alignment with our 2030 Roadmap.



Accountability



Transparency



Innovation



Responsibility



Our Board of Directors brings a wealth of expertise, diverse backgrounds, and a stellar market reputation. Their extensive knowledge, cross-industry exposure, and global perspectives have guided the careful selection of RPPL's senior management team. This united team is committed to fostering innovation and cultivating a work culture that upholds RPPL's core principles, inspiring individuals to contribute their ideas and drive the company forward.

Robin Printing & Packages Ltd. has established clear guidelines and a framework to govern board meetings and other proceedings. These guidelines ensure that board members engage in systematic, informed, and efficient decision-making processes. With over 51 years of experience, RPPL has been dedicated to delivering a comprehensive range of print services to a diverse clientele, ranging from multinational corporations to local businesses. Our goal has always been to customize our services based on specific needs and budgets. Our commitment to customer satisfaction and steady growth has been the driving force behind our success. We take pride in offering comprehensive solutions for all printing requirements, which has established us as a leading printing company in Bangladesh.



Roadmap 2025-2030

CLIMATE & ENERGY

We're accelerating our transition toward cleaner power. By 2030 we aim to:

- Cut total CO₂ emissions by **25 %** from the **2024 baseline**.
- Expand solar capacity from **355 kVA** → **600 + kVA** by 2026.
- Implement annual energy audits and adopt advanced automation for efficiency.

Our strategy combines technology, awareness, and accountability—because the energy transition must start within.



WATER & RESOURCE EFFICIENCY

We will reduce groundwater extraction by **10%** by 2030 through:

- Full implementation of rainwater-harvesting systems (by 2026).
- Reuse of treated water for landscaping and utilities.
- Smart-metering systems to track usage in real time.

PEOPLE & INCLUSION

Our social vision for 2030 is one of empowerment and equality.

- **25%** women in management by 2026.
- **100%** employees trained annually on health, safety, and ESG awareness.
- Expansion of scholarships and community education programs.
- Enhanced digital skills training for the next generation of workers.

“Our success will always be measured by the opportunities we create.”

Md. Rafiqul Islam
General Manager



Roadmap 2025-2030

CIRCULAR ECONOMY & WASTE MANAGEMENT

Our goal is a closed-loop production model. By 2030, we aim to:

- Increase recycling rates by **10%**
- Cut chemical and paper waste by **5%**
- Strengthen partnerships with certified recyclers, such as Recovetex.

GOVERNANCE & PARTNERSHIPS

We will continue to strengthen the backbone of responsible business:

- Align fully with **GRI Standards 2021** and **IFC** methodology in reporting.
- Extend **ESG training** across our supply chain.
- Join cross-industry collaborations to raise sustainability standards in Bangladesh's packaging sector.



- **25%** reduction in GHG emissions
- **25%** reduction in energy use
- **10%** reduction in water withdrawal
- **10%** increase in recycling efficiency
- **25%** women in management
- **1,200** trees planted nationwide

Sustainability is not an obligation—it's our opportunity to lead with purpose.

Each watt saved, each drop conserved, and each life touched brings us closer to a future where business and responsibility are one and the same.

We print the future—responsibly, beautifully, sustainably.



ESG Performance Dashboard 2024

Category	Key Indicators	2024 Performance	2030 Target
Energy & Emissions	Total GHG emissions (tCO ₂ e) Solar capacity installed	<ul style="list-style-type: none"> • 2,747 tCO₂e • 355 kVA (+264 kVA planned 2026) 	↓ 25% vs 2024 baseline
Water Management	Groundwater reduction	45% reduction (800,000 L reservoir)	↓ 10% by 2030
Waste & Circularity	Total waste recycled	97% of 1,728 t recycled	+10% efficiency by 2030
Biodiversity	Tree species planted	3 species (2024)	1,200 trees by 2030
People & Culture	<ul style="list-style-type: none"> • Total workforce • Women in workforce 	310 employees	16% women (25 % by 2026)
Health & Safety	Injury rate / Fatalities	0.10% / 0 fatalities	Maintain < 0.2 %
Community Impact	Families / Students supported	34 families / 10 students	Expand annually
Governance	Audit compliance	> 90% WCA & SQP	Maintain ≥ 90%



About this Report

This publication is the Environmental, Social, and Governance (ESG) Report 2024 of Robin Printing & Packages Ltd., covering operations from 1 January – 31 December 2024.

The report encompasses all production units at **Tongi** and **Sreepur**, as well as the corporate head office in **Dhaka**.

Data and narratives are presented in reference to the **Global Reporting Initiative (GRI 2021)** Standards and aligned with the **UN Sustainable Development Goals (SDGs)**.

Environmental data were collected and validated under the ISO 14001:2015 Environmental Management System, while social and governance indicators follow internal audit and IFC-based frameworks.

Unless stated otherwise, all figures reflect performance for FY 2024. The next ESG Report will be published in 2026, capturing progress toward RPPL's 2030 Sustainability Roadmap.

For questions or feedback regarding this report, please contact:

Robin Printing & Packages Ltd.
hr@robinpp.com.bd





**ROBIN PRINTING
& PACKAGES LTD**

a print above the rest