



**ROBIN PRINTING AND
PACKAGES LTD**

Sustainability Today, Responsibility Forever

ESG REPORT-2025



Environment



Social



Governance

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REPORTING PARAMETERS

Reporting Cycle: January 1, 2025 to December 31, 2025

Robin Printing & Packages Ltd.

Unit-1	56-58, BSCIC I-E, Tongi Gazipur.
Unit-2	Holding No – 138, Block – G, Ward No. 6 Ujilab, Mawna, Sreepur, Gazipur.
Head Office	Robin Tower, 1st floor, 42/43 Purana Paltan Dhaka, 1000, Bangladesh.

Key Contact: audit@robinpp.com

About This Report

This ESG report presents Robin Printing & Packages Ltd.'s commitment to sustainable business practices, environmental stewardship, and social responsibility for the year 2025. It provides a transparent overview of our initiatives, policies, and performance across key environmental, social, and governance (ESG) dimensions.

The report covers our operations, including both production units and head office activities, and reflects our ongoing efforts to align with international sustainability standards, the UN Sustainable Development Goals (SDGs), and best practices in corporate governance.

We aim to provide stakeholders, employees, customers, and the wider community with a clear understanding of our ESG commitments, achievements, and future targets, reinforcing our dedication to responsible and sustainable growth.

Introduction

At Robin Printing & Packages Ltd (RPPL), sustainability is an integral part of our business strategy and long-term vision. As a leading printing and packaging company in Bangladesh, we recognize that responsible growth can only be achieved by balancing economic performance with environmental protection, social responsibility, and strong corporate governance. Our commitment to sustainability reflects our belief that lasting business success is built on ethical conduct, efficient resource use, and positive contributions to society.

This ESG Report presents our approach, policies, and performance across key areas, including Corporate Governance, Environmental Management, Energy and Greenhouse Gas (GHG) Reduction, Water and Wastewater Management, Waste Strategy, and Corporate Social Responsibility (CSR). It highlights both the systems we have established and the actions we are taking to reduce risks, improve operational efficiency, and create long-term value for our stakeholders.

Our sustainability framework is guided by internationally recognised standards and best practices, including the ETI Base Code, IFC Corporate Governance Methodology, and the United Nations Sustainable Development Goals (SDGs), while ensuring full compliance with national laws and regulatory requirements. These frameworks enable us to strengthen transparency, accountability, and continuous improvement across our operations.

At RPPL, our ESG Strategy is Built on Four Core Pillars:

- **Strong Corporate Governance** to uphold integrity, transparency, and responsible leadership.
- **Environmental Stewardship** through efficient resource utilization, energy management, waste reduction, and pollution prevention.
- **Social Responsibility** focused on employee well-being, workplace safety, fair labour practices, and community development.
- **Continuous Improvement and Innovation** to align our operations with evolving global standards and stakeholder expectations.

As we move toward our long-term sustainability goals, including our 2030 targets, we remain committed to engaging employees, suppliers, customers, and communities in our sustainability journey. At Robin Printing & Packages Ltd, we believe progress is measured not only by business growth, but also by the positive environmental and social impact we create. Through transparency, accountability, and consistent action, we aim to contribute to a more sustainable future for all.

Message

from our Managing Director

"I thank our employees, partners, and customers for their continued trust and commitment as we move forward toward a cleaner and more sustainable future."



The year 2025 marks a significant milestone in the sustainability journey of Robin Printing & Packages Ltd. (RPPL). As we continue to grow as a trusted partner in the printing and packaging industry, we remain firmly committed to building a business that is resilient, responsible, and future-ready. This year, we took decisive steps toward clean energy leadership. With the successful installation of a 355 kVA solar power system at our Sreepur Unit and a 265 kVA solar power system at our Tongi Unit, we have significantly reduced our dependence on conventional energy sources. These investments strengthen our operational efficiency and reinforce our commitment to climate action.

Looking ahead, our vision is bold and transformative. We are working toward achieving 70% to 100% renewable energy coverage across our operations, supported by the introduction of an advanced power bank and energy storage system to ensure stability, reliability, and maximum utilization of clean power. This initiative reflects our long-term commitment to reducing carbon emissions, managing energy risks, and building a low-carbon manufacturing footprint.

In parallel, we have defined clear and measurable 2030 sustainability targets, which guide our long-term strategy:

- 30% reduction in total CO₂ emissions
- 50% renewal energy usage in total energy consumption
- 10% reduction in groundwater consumption
- 25% representation of women in management positions
- Planting 1,200 trees across Bangladesh

At RPPL, sustainability is not a separate function — it is the way we run our business. Through strong governance, ethical leadership, and continuous innovation, we aim to deliver responsible growth while creating lasting value for our stakeholders.

I thank our employees, partners, and customers for their continued trust and commitment as we move forward toward a cleaner and more sustainable future.



Message from our Director's



Shaheen Hussain
Director

"As Bangladesh moves toward sustainable industrial growth, Robin Printing & Packages Ltd. remains committed to responsible manufacturing and long-term value creation. In 2025, our ESG priorities focus on environmental impact reduction, improved workplace standards, and inclusive growth through gender equality. Guided by transparency and strong governance, we continue to align our operations with national priorities and global sustainability expectations."



Shameem Hussain
Director

At Robin Printing & Packaging, "A Print Above the Rest" represents more than the quality of our products—it reflects our commitment to the highest standards in governance, responsibility, and sustainability. In 2025, this commitment extends across our people, the environment, and the communities we serve. By embedding excellence into every aspect of our operations, we strive to create lasting value with positive local and global impact.

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)
- Achieved SEDEX Certification
- Achieved AA+ in Credit Rating
- B-grade CDP Climate and Water Security Scores (2023)

Our workforce of 317 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.



2025 ESG Strategy

Material Focus Areas – 2025

In 2025, RPPL continued engaging with employees, customers, suppliers, communities, and regulators to identify the ESG topics with the most significant impact. Through surveys, workshops, and stakeholder consultations, we refined our understanding of priority issues that drive environmental, social, and economic value.

These insights guide our **2025 ESG priorities and reporting**, ensuring our actions focus on what matters most to our stakeholders and the planet.

Category	Material Topics	Why It Matters
A. Environment	Energy efficiency & GHG reduction, Water stewardship, Waste management & Circularity	Promotes efficient resource use, lowers environmental footprint, supports climate action, and advances circular economy practices
B. Social	Occupational health & safety, Diversity & inclusion, Employee wellbeing, Community development	Enhances workforce safety and wellbeing, fosters equity and inclusion, and strengthens community resilience
C. Governance	Ethical conduct, Transparency & accountability, Responsible supply chain	Ensures integrity, builds stakeholder trust, and enhances long-term business resilience

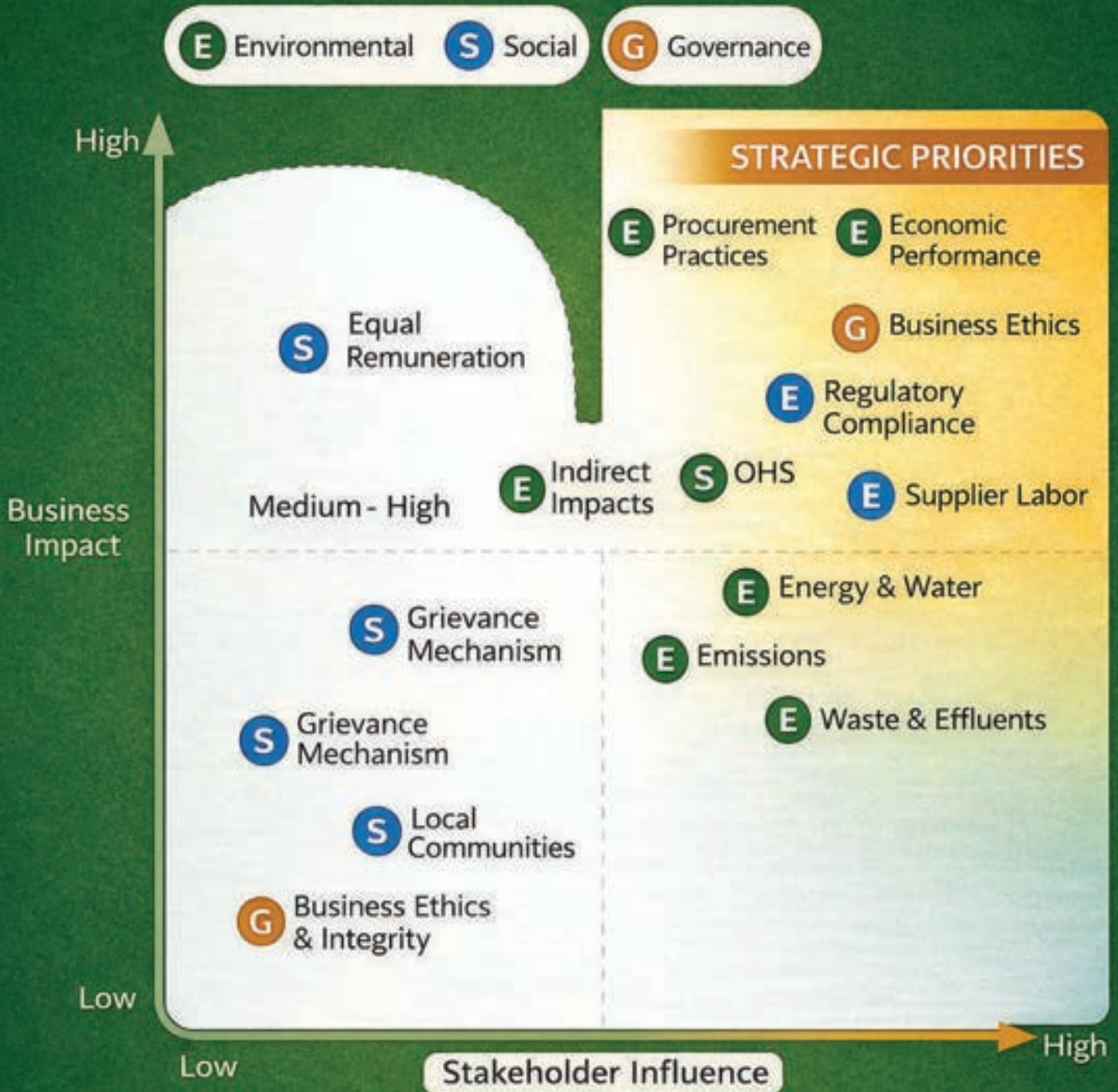
Our approach aligns with the Global Reporting Initiative (GRI 2021) standards and the UN Sustainable Development Goals (SDGs), particularly SDGs 6, 7, 8, 12, and 13.

The RPPL Way: Purpose in Every Pillar – 2025

In 2025, RPPL continues to place sustainability at the core of our operations. By integrating people, processes, products, communities, and the planet, we drive responsible growth, creating long-term value for stakeholders while reducing environmental impact. We remain committed to aligning profitability with accountability, ensuring that every action contributes to a stronger business, empowered communities, and a healthier planet.



ESG Materiality Matrix



The ESG Materiality Matrix illustrates the prioritization of sustainability topics based on stakeholder influence and business impact. Issues positioned in the upper right quadrant represent the most material ESG risks and opportunities for Robin Printing & Packages Ltd., and guide strategic decision making and resource allocation.

Sustainability Goals Roadmap (2023–2030)

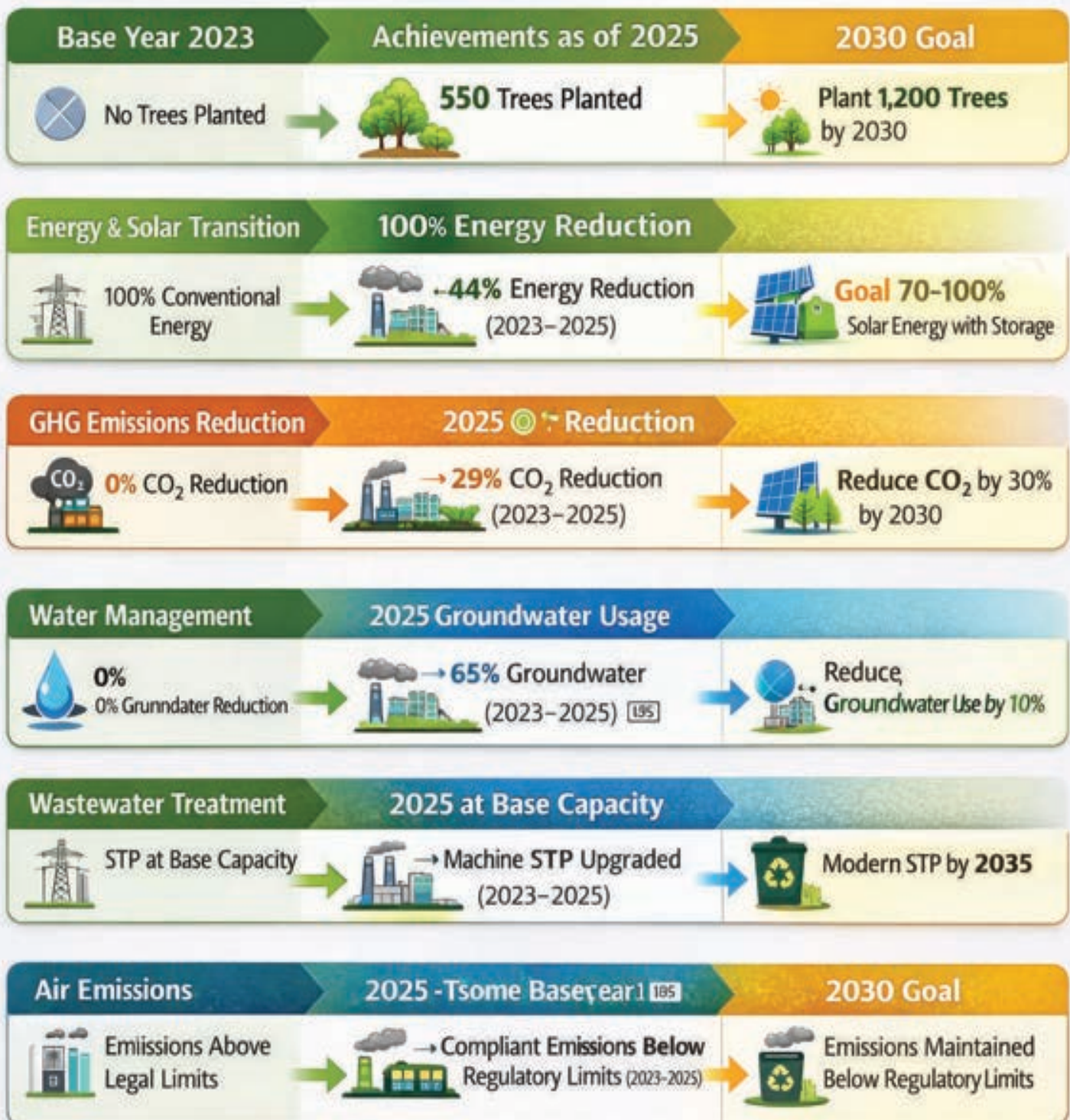
Pathway to a Resilient & Sustainable Future

✓ AA+ Credit Rating (2025) ✓ Sedex (SMETA) Audit Completed ✓ ATN Machine Upgrades

✓ Plan for 70–100% Solar Energy with Storage ¹⁹⁵



2023-2030 Targets



Energy consumption and efficiency initiatives

Robin Printing & Packages Ltd. (RPPL) recognizes energy management as a critical component of environmental stewardship, operational efficiency, and climate risk mitigation. As a manufacturing organization operating in an energy-intensive sector, we are committed to reducing our energy footprint while ensuring reliable and efficient operations.



Using 2023 as the baseline year, RPPL implemented a structured energy efficiency roadmap focused on demand reduction, renewable energy integration, and process optimization. By 2025, the company achieved a 44% reduction in total energy consumption compared to the 2023 baseline, reflecting the effectiveness of targeted investments and operational controls.



A key driver of this improvement has been the transition toward renewable energy. During the reporting period, RPPL successfully installed a 355 kVA solar photovoltaic system at the Sreepur Unit and a 265 kVA solar photovoltaic system at the Tongi Unit, significantly reducing reliance on conventional grid electricity. These installations contribute directly to lower greenhouse gas emissions and improved energy resilience.

In parallel, RPPL implemented multiple energy efficiency measures across its operations, including the installation of LED lighting systems, variable frequency drives (VFDs), energy-efficient compressors, and enhanced preventive maintenance practices. Regular employee training and awareness programs further support energy-conscious behavior and operational discipline.

Looking ahead, RPPL has set a strategic objective to achieve 70% to 100% of its energy consumption from solar power through phased capacity expansion and the planned introduction of power storage and energy banking systems. This forward-looking approach aims to stabilize energy supply, maximize renewable energy utilization, and strengthen long-term climate resilience.



Through continuous monitoring, performance tracking, and governance oversight, RPPL ensures that energy efficiency remains embedded in decision-making processes. These initiatives align with international sustainability standards, including GRI 302 (Energy) and relevant UN Sustainable Development Goals, supporting the company’s long-term commitment to responsible manufacturing and sustainable growth.

Energy Consumption & Fuel Use

In 2025, Robin Printing & Packages Ltd. (RPPL) continued to improve energy efficiency and reduce reliance on fossil fuels. Total consumption included 87,105 m³ of natural gas, 290,835 m³ of CNG, and 185,736 liters of fossil fuel.

Compared to 2024, fossil fuel use declined by 29%, natural gas consumption decreased by 14.6%, and CNG usage reduced by 5.8%. These reductions were achieved through improved energy management, operational optimization, and a gradual shift toward cleaner fuel alternatives.



The reduction in fuel consumption contributed to lower greenhouse gas emissions and supports RPPL’s broader climate and sustainability objectives. Ongoing efforts focus on enhancing efficiency, adopting cleaner energy solutions, and strengthening responsible energy use in line with international ESG and Sedex/SMETA standards.

Year	Natural Gas (cm)	% Change	CNG Gas (cm)	% Change	Fossil Fuel (Ltrs)	% Change
2025	87,105.00	-14.6%	290,835.00	-5.8%	185,736.00	-29%
2024	102,002.00	10%	308,647.00	18%	261,683.00	-4%
2023	92,657.00	0%	261,787.00	-	273,571.00	0%

GHG Emissions Performance (2023–2025)

Robin Printing & Packages Ltd. (RPPL) monitors and manages greenhouse gas (GHG) emissions across Scope 1 (direct emissions) and Scope 2 (indirect electricity-related emissions) in line with international reporting standards and Sedex/SMETA environmental requirements.

SL No.	Particulars	2,025
01	Purchase Electricity (GHG)/Emission	684
02	500 KVA Generator Diesel (GHG)/Emission	183
03	45 KVA Generator Diesel (GHG)/Emission	3
04	Air Heater Diesel (GHG)/Emission	169
05	Vehicle Fuel Diesel (GHG)/Emission	191
06	Forklift Diesel (GHG)/Emission	4
07	CNG - Tharmex 1000 M3 (GHG)/Emission	504
08	CNG - Tharmex Heater 1000 M3 (GHG)/Emission	177
09	CNG - Forklifts 1000M3 (GHG)/Emission	55
10	CNG - Passenger Vehicles 1000M3 (GHG)/Emission	34
Total		2,004

In 2025, RPPL's total gross GHG emissions amounted to 2,004.07 tCO₂e, representing a 27% reduction compared to 2024 and a 30% reduction compared to the 2023 baseline. This significant reduction demonstrates the effectiveness of the company's structured decarbonization strategy.

Scope 1 emissions decreased to 1,320.11 tCO₂e in 2025, accounting for 66% of total emissions, reflecting a 15% reduction from 2024 and a 16% reduction from 2023. These reductions were achieved through improved operational efficiency, enhanced preventive maintenance, and optimized production practices.

Scope 2 emissions declined more sharply to 683.96 tCO₂e, representing 34% of total emissions in 2025. This corresponds to a 42% reduction compared to 2024 and a 48% reduction compared to 2023, primarily driven by the installation of on-site solar photovoltaic systems and reduced dependence on grid electricity.

The shift in RPPL's emissions profile reflects a clear transition toward cleaner energy and lower carbon intensity. Ongoing investments in renewable energy, energy efficiency, and planned energy storage solutions are expected to further reduce both Scope 1 and Scope 2 emissions. This progress places RPPL well on track to achieve its 2030 CO₂ reduction target and demonstrates alignment with GRI 305 and Sedex/SMETA environmental standards.

Particulars	Emission-2025	Percentage-2025	Emission-2024	Percentage-2024	Emission-2023	% Change 2024-2025	% Change 2023-2025
Scope 1 (Direct GHG Emissions)	1,320.11	66%	1,559	57%	1,574	-15%	-16%
Scope 2 (Indirect Emissions)	683.956	34%	1,188	43%	1,309	-42%	-48%
Total GHG Emissions	2,004.07	100%	2,747	100%	2,883	-27%	-30%

Water Consumption Performance

Water Stewardship and Consumption Management

Water is a critical shared resource for communities, ecosystems, and sustainable industrial development. At Robin Printing & Packages Ltd. (RPPL), responsible water management is a strategic priority, recognizing increasing pressure on groundwater resources and climate-related variability.



Structured Water Stewardship

RPPL follows a structured water stewardship approach focused on monitoring, infrastructure strengthening, and reduction of groundwater withdrawal. Building on the rehabilitation of the 800,000-liter reinforced water reservoir at the Sreepur Unit, water management systems were further strengthened in 2025 through enhanced storage capacity, leakage prevention, and disciplined consumption tracking. These initiatives have significantly reduced reliance on underground water and improved operational water security.

Water Consumption Performance (2023–2025)

Key Highlights:

- Year-on-year reduction (2024–2025): 37%
- Overall reduction (2023–2025): 65%
- Both Sreepur and Tongi units contributed through optimized reservoir use, operational discipline, and better planning of production water requirements.

Year	2025		2024		2023	
	M3	Liter	M3	Liter	M3	Liter
Sreepur	4,326	4,326,000	6,875	6,875,000	19,281	19,281,000
Tongi	5,191	5,191,200	8,250	8,250,000	8,291	8,290,830
GRAND TOTAL	9,517	9,517,200	15,125	15,125,000	27,572	27,571,830

In 2025, total water withdrawal decreased to 9,517 m³, compared to 15,125 m³ in 2024, representing a 37% year-on-year reduction. Against the 2023 baseline of 27,572 m³, RPPL achieved an overall 65% reduction in water consumption over three years. Both the Sreepur and Tongi units contributed to this improvement through optimized reservoir utilization, operational discipline, and improved planning of production water requirements.



Enhanced reservoir management has also improved system reliability, reduced stress on local aquifers, and ensured stable water availability throughout the year, particularly during dry seasons.

Forward Commitment

RPPL remains committed to further strengthening water efficiency through advanced monitoring, employee awareness, preventive maintenance, and exploration of water reuse and recycling opportunities. These efforts support RPPL's long-term objective to minimize groundwater dependency and align operations with GRI 303 (Water), Sedex/SMETA environmental standards, and the UN Sustainable Development Goals, particularly SDG 6 (Clean Water and Sanitation) and SDG 12 (Responsible Consumption and Production).



Waste Management & Resource Efficiency

Robin Printing & Packages Ltd. (RPPL) utilizes a range of raw materials tailored to specific production processes. To minimize waste and improve material efficiency, all input materials are systematically weighed, monitored, and tracked throughout the production cycle. Digital systems, supported by in-house developed software, are used for accurate data recording, reducing reliance on paper and supporting the company's transition toward paperless operations.

Using 2023 as the baseline year, RPPL has achieved a 16% reduction in total waste generation by 2025, reflecting improved process controls, disciplined material handling, and continuous monitoring.

In 2025, non-hazardous waste decreased to 1,413 tons, compared to 1,682 tons in 2023, representing a 16% reduction. Hazardous waste remained tightly controlled at 58 tons, broadly consistent with previous years, reflecting stable production volumes and compliance with regulatory handling and disposal requirements. Overall, total waste generation declined from 1,742 tons in 2023 to 1,472 tons in 2025.

These results demonstrate RPPL’s commitment to resource efficiency, responsible consumption, and waste minimization, supported by data-driven decision-making and continuous improvement. Waste performance is regularly reviewed as part of environmental management oversight to ensure compliance with legal requirements and customer sustainability expectations.

Categories of Waste (by Volume)

Particulars	% changes (2023- 2025)	% changes 2025	2025	2024	2023
			Qty (Tons)	Qty (Tons)	Qty (Tons)
Non-Hazardous Wastage	-16%	-16%	1,413	1,677	1,682
Hazardous Wastage	-2%	13%	58	52	59
Total Wastage	-16%	-15%	1,472	1,729	1,742

RPPL continues to explore opportunities for further waste reduction through process optimization, segregation at source, improved recycling practices, and supplier engagement, in alignment with GRI 306 (Waste), Sedex/SMETA environmental standards, and UN SDG 12 (Responsible Consumption and Production).

Machine Upgrade & Operational Efficiency Improvement

To further strengthen operational stability and support continuous improvement, Robin Printing & Packages Ltd. initiated a technical enhancement program for the ATN-1 & ATN-2 machine, focusing on the unwinder and festoon system. As part of ongoing performance optimization, top management instructed the Mechanical Department to engage an authorized ATN high-profile engineer to conduct a detailed technical review and recommend suitable upgrades.



Based on expert guidance, the unwinder and festoon sections are being upgraded to enhance material handling consistency, improve system control, and minimize unplanned interruptions during production. The upgrade work is being carried out under onsite technical supervision to ensure safe installation, proper commissioning, and compliance with operational standards.

The approved investment for the ATN-1 & ATN-2 upgrade is EUR 1,625,000, reflecting the company's commitment to preventive maintenance, risk mitigation, energy efficiency, and responsible asset management. This initiative supports Sedex/SMETA sustainability principles by promoting safe working conditions, efficient resource use, and robust management systems.



RPPL manages air emissions through preventive maintenance, fuel efficiency improvements, and increased use of renewable energy. During 2025, emissions of SO_x, NO_x, and particulate matter were maintained within applicable regulatory limits. The expansion of on-site solar power and optimized operation of generators and combustion equipment reduced reliance on fossil fuels and supported improved air quality. Periodic air quality monitoring, safe chemical use, and employee awareness programs further strengthen pollution control practices in line with GRI and Sedex/SMETA environmental standards.



Sustainable Raw Materials Sourcing

RPPL follows a structured approach to sourcing raw materials, emphasizing ethical procurement, supplier compliance, and efficient material use. All materials are carefully weighed and monitored throughout the production process to minimize waste and optimize resource consumption. These practices support responsible supply chain management and align with international ESG standards, including GRI and Sedex/SMETA requirements.

“Building a responsible supply chain that integrates ethical sourcing, environmental stewardship and long-term resilience”

Md. Azimuddin
Supply Chain In-Charge



Environmental Compliance, Certifications & Sedex Alignment



Compliance & Certifications
Sedex & ISO Certified
ISO 14001 9001

Robin Printing & Packages Ltd. (RPPL) is committed to full compliance with applicable environmental, social, and governance requirements and continuously strengthens its management systems to meet international standards and customer expectations.

In 2025, RPPL successfully completed its Sedex Self-Assessment Questionnaire (SAQ), covering key areas including labor standards, health & safety, environment, and business ethics. The SAQ completion reflects RPPL's structured approach to risk identification, compliance monitoring, and responsible site management in line with Sedex/SMETA requirements.

RPPL's environmental management practices are further supported by internationally recognized certifications. The company maintains ISO 14001:2015 Environmental Management System certification, demonstrating a systematic approach to managing environmental aspects, legal compliance, pollution prevention, and continuous improvement. In addition, ISO 9001:2015 Quality Management System certification supports operational control, process consistency, and customer satisfaction.

Environmental compliance is integrated into daily operations through documented procedures, preventive maintenance, resource efficiency initiatives, emissions and waste controls, and employee awareness programs. Performance is regularly reviewed to ensure alignment with regulatory requirements, customer codes of conduct, and sustainability objectives.

Robin Printing & Packages Ltd

Keep track of your site details, manage links and keep your SAQs up-to-date.

Completed

100%

Company and site details

Add company and site details to customise your SAQ

Company reference: 2000000000 Site reference: 2000000000

[Edit details](#)

Submit SAQ for report

Last updated: 2020-10-10 at 15:00:00 (SAQ)

100%

SAQ

Assess site practices on labour, health & safety and more to identify and manage social risks

[Edit details](#) [Submit](#)

12 sections of the SAQ

☒ Code	☒ Wages
☒ Workplace impact	☒ Working hours
☒ Management systems	☒ Discrimination
☒ Freely chosen employment	☒ Regular employment
☒ Freedom of association	☒ Discipline and grievance
☒ Health and safety	☒ Environment
☒ Living accommodation	☒ Business ethics
☒ Children and young workers	

0%

Environment SAQ

Evaluate site practices on environmental impacts and potential risks to drive sustainable improvements

[Start](#)

Links

Your links to Sedex members.

Set up links → View links



Workforce Details and Diversity

RPPL employs 317 workers across two sites, with inclusive and non-discriminatory practices, full compliance with Bangladesh Labour Law, and alignment with international labor and ESG standards.

Labour Law & Compliance

- Full compliance with Bangladesh Labour Law
- Statutory benefits including Provident Fund, Earned Leave and Casual Leave
- Equal opportunity and non-discriminatory employment practices
- Worker–management dialogue and grievance mechanisms in place

Employee Welfare & Benefits

- Life, disability and invalidity insurance coverage
- In-house medical facility with outpatient services
- Three annual bonuses including Ramadan incentive
- Extended leave benefits beyond statutory requirements
- Uniforms, safety shoes and Ramadan allowances



Community & Social Impact

- Education scholarships for employees' children (23 beneficiaries)
- Monthly financial assistance to 34 beneficiaries
- Support for families of former employees and rural communities
- Contributions to educational and religious institutions



Maternity Facilities and Benefits

RPPL provides 112 days of paid maternity leave to support female employees in nurturing their newborns. In 2024–2025, both eligible female employees availed this benefit and returned to work, achieving a 100% retention rate, reflecting satisfaction with our pregnancy and postpartum support.



Target Gender Equality

RPPL promotes equal opportunity, fair remuneration, and a safe, inclusive workplace, supporting increased participation of women in line with Bangladesh Labour Law and international ESG standards.

Health & Safety Practices

Robin Printing & Packages Ltd. (RPPL) places employee health and safety as a core operational priority and maintains structured systems to prevent workplace injuries, ensure regulatory compliance, and promote a safe working environment. Health and safety practices are implemented in line with Bangladesh Labour Law, Sedex/SMETA requirements, and applicable international standards.

RPPL maintains documented Health & Safety and EHS policies (available in both English and Bangla) and regularly upgrades safety instructions, emergency signage, and operational controls across all work areas. Preventive measures include risk assessments, near-miss reporting, emergency preparedness procedures, and continuous improvement of safety infrastructure.

To strengthen emergency readiness, RPPL conducts regular fire drills and periodic safety training programs covering fire safety, emergency response, PPE usage, manual handling, and general workplace hazards. These initiatives ensure employee awareness, preparedness, and compliance with established safety procedures.

RPPL also operates an on-site medical centre with a qualified doctor, providing immediate medical support, first aid treatment, and basic health services to employees. This facility enhances emergency response capability, supports occupational health management, and contributes to employee well-being.

Employees are provided with appropriate personal protective equipment (PPE) through a task-based PPE matrix, supported by upgraded signage for fire safety, first aid, manual handling, storage racks, and high-risk zones. Routine inspection and maintenance of fire extinguishers, eyewash stations, and emergency equipment further strengthen workplace safety.

Through proactive risk management, regular training, accessible medical support, and continuous system upgrades, RPPL demonstrates its commitment to providing a safe and healthy workplace, aligned with GRI 403 (Occupational Health and Safety) and Sedex/SMETA labour standards.



Training & Development

RPPL provides regular safety, technical, and job-specific training to enhance skills, ensure compliance, and support employee development in line with international ESG and Sedex/SMETA standards.

“Through responsible leadership and sustainable practices, we aim to create lasting value for our stakeholders while protecting the environment for future generations”

Mohammad Rafiqul Islam
General Manager



Education Support Initiative

Since 2017, RPPL has supported employee families through the Mohammad Hussain & Syeda Fahima Hussain Scholarship, an initiative aimed at improving access to education for employees' children. To date, 23 students have received financial assistance under this program, supporting continued education and reducing financial barriers for employee households. This initiative reflects RPPL's strong commitment to human capital development and intergenerational well-being. Beyond financial support, the scholarship promotes academic excellence, continuity in education, and equal opportunity across all levels of study. Through this initiative, RPPL supports long-term social development, strengthens employee family resilience, and advances inclusive, future-ready talent development.

SL No	Aplicant Name	Father/Mother Name	Employee ID	Last Education Level	Group & Sub.	SSC	HSC	Degree & Hon	Masters	Average Score	Remark
1	Tabassum Reza Moni	Mst. Nasrin Akther	SR0203	Diploma 2nd Smt	Science	4.71	0	0	0	23.55	
2	Muhammenul Mujahid Siam	Khaza ahmed	SE0253	Hons 4th Semester	Science	4.89	5	3.65	0	72.26	
3	Maria Janna Juairiya	Khaza ahmed	SE0253	SSC	Science	4.17	0	0	0	20.85	
4	Muntahina Ritu	Md. Mamun Mia	SR0006	SSC	Business	4.28	0	0	0	21.40	
5	Yeasmin Akter	Md. Anwar Hossain	PT0195	SSC	Science	3.89	0	0	0	19.45	
6	Khan Md. Mahinur Rahman	Magbur Rahman	VE0007	HSC	Science	3.72	4.33	0	0	40.25	
7	Md. Jannatul Ferdous	Md. Jahedul Islam	DC0020	B.A	Degree	4	4	2.75	0	57.19	
8	Md. Shaharia Afjin	Md. Abdul Aziz Sarder	AC0025	Hons 3th Smt	Pharmacy	4.44	4.5	2.57	0	60.76	
9	Khadiza Akter	Hossain Ali	HM0190	SSC	Business	3.06	0	0	0	15.30	
10	Md. Riyad Hasan Rodru	Md. Akkas uddin	CT0007	SSC	Business	3.28	0	0	0	16.40	
11	Rima Akter	Razzak Mia	HM0095	Fazil	Religion	3.63	3.79	3.42	0	58.48	
12	Md. Masud Parvez Riyadh	Nazir Ahmed	SE0230	Hons 4th Year	Science	4.89	5	3.13	0	69.01	
13	Mrs. Nila Akter	Mst. Hosne Ara Begum	SR0008	Diploma	Vocational	4.71	2.9	0	0	38.05	
14	Bonsha Akter Nila	Md. Boduzzaman	PT0010	SSC	Science	4.56	0	0	0	22.80	
15	Afnan Islam	Md. Akhinur Islam	FC0043	SSC	Science	4.06	0	0	0	20.30	
16	Md. Nayeem	Md. Azhar Ali	CL0019	Hons 2nd Year	National Re	4.61	4.75	3.31	0	67.49	
17	Mehedi Hasan	Md. Amirul Islam	SR0027	HSC	Science	4.83	4.08	0	0	44.55	
18	Md. Headlat Ullah	Md. Glash Uddin	HM0163	HSC	Science	4.78	4.25	0	0	45.15	
19	Anondo Roy	Krishna Chandra roy	MA0245	HSC	Humanities	3.56	3	0	0	32.80	
20	Faria Islam Tonima	Md. Ferhad	VE0136	Hons 2nd Year	Science	4.77	4.25	2.83	0	62.79	
21	Md. Saykat Praminik	Md. Shahadat hossein	SL0008	Diploma 8th Smt	Humanities	3.67	0	0	0	18.35	
22	Mst. Ayesha Akter Kona	Md. Kamal Hossain	SE0111	SSC	Science	4.28	0	0	0	21.40	
23	Md. Shakil Ahmed	Md. Shamsul Alam	SE0228	SSC	Business	4.44	0	0	0	22.20	

Community Engagement & Corporate Social Responsibility (CSR)

Robin Printing & Packages Ltd. (RPPL) is committed to creating positive social impact beyond its business operations by supporting education, community resilience, and social well-being. The company's CSR initiatives are designed to contribute meaningfully to local communities while strengthening long-term social sustainability.



Community Support and Disaster Relief

RPPL also actively supports communities affected by floods and other emergencies across Bangladesh. As part of its community engagement efforts, the company provides financial and material assistance to flood-affected areas to help address immediate needs and support recovery. These actions contribute to community resilience during times of crisis and demonstrate RPPL's responsibility toward vulnerable populations.

Through education support, disaster response, and ongoing community assistance, RPPL aims to foster shared prosperity and strengthen relationships with the communities in which it operates. These initiatives align with GRI 413 (Local Communities), Sedex/SMETA social standards, and the UN Sustainable Development Goals, particularly SDG 4 (Quality Education) and SDG 11 (Sustainable Communities).



External Visits, Audits & Technical Engagements

During the reporting period, Robin Printing & Packages Ltd. (RPPL) hosted several external visits from customers, original equipment manufacturers (OEMs), and technology partners. These visits included unannounced customer audits, technical maintenance inspections, courtesy visits, and employee training sessions. Collectively, these engagements demonstrate RPPL's strong commitment to environmental responsibility, operational excellence, workforce development, transparency, and good governance, forming a core part of the company's ESG framework.

Customer ESG & Compliance Visit

Date: 04 September 2025

Visitor: British American Tobacco Bangladesh (BATB)

Representatives from British American Tobacco Bangladesh (BATB), RPPL's key customer, conducted an unannounced factory visit as part of their regular



sustainability and compliance monitoring process. These visits are conducted multiple times a year to assess adherence to ESG standards, operational discipline, workplace practices, and continuous improvement initiatives.

During the visit, BATB representatives reviewed factory operations, management practices, and overall compliance with BATB's sustainability and governance expectations. RPPL welcomes such audits as they strengthen accountability, transparency, and continuous improvement across operations.

OEM Courtesy Visit & Technology Discussion

Date: 08 October 2025

Visitors: Senior Representatives from BOBST



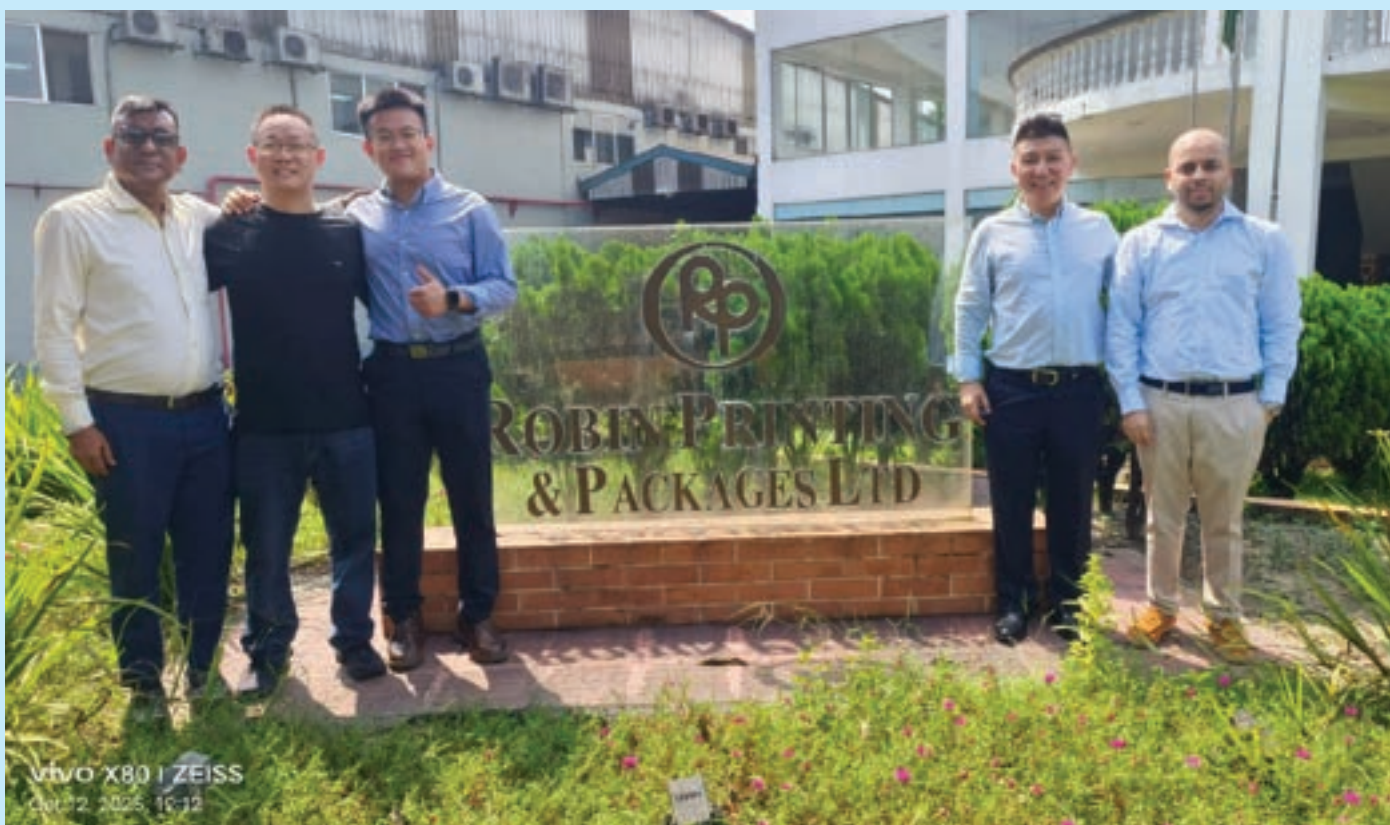
BOBST representatives visited RPPL on a courtesy call to strengthen strategic collaboration and review ongoing operations. Discussions focused on advanced technologies such as online serial coding and QR systems to enhance product traceability and prevent counterfeiting. The team also discussed UV lamination systems to further improve print quality and surface durability.

Technical Review & Employee Training on RDC and Pulp Management

Date: 12 October 2025

Visitors: IPSUN Technical & Production Directors and Technology Partner

The visiting technical team conducted a detailed review of paper pulp preparation and RDC (Rotary Die Cutting) operations. The review focused on pulp quality consistency, fiber distribution, moisture balance, and their impact on tool performance and production efficiency.



A hands-on training session was delivered to RPPL's production and maintenance teams covering machine settings, tool alignment, preventive maintenance, and coordination between pulp preparation and RDC processes. This initiative supports waste reduction, efficiency improvement, and workforce skill development.



These visits demonstrate RPPL's proactive approach to stakeholder engagement, operational excellence, employee development, and governance transparency. Regular audits, OEM support, technology discussions, and training initiatives collectively strengthen RPPL's ESG performance and support sustainable, responsible growth.

OEM Technical Maintenance & Operational Reliability Visit

Date: 13–17 October 2025

Visitors: BOBST Technical Engineers



The BOBST technical team conducted annual maintenance and a machine health check of RPPL's printing and converting line. Activities included mechanical calibration, inspection of pneumatic and hydraulic systems, software diagnostics, replacement of worn components, and performance optimization. Hands-on training was also provided to RPPL operators to strengthen preventive maintenance and troubleshooting skills.

Most operational issues were resolved during the visit, while a small number of items were documented for follow-up with BOBST Service Asia to ensure long-term equipment reliability.

Sustainability College & Champions Race Among Suppliers

As part of our commitment to strengthening sustainability performance and responsible business practices, we actively engage in structured capacity-building initiatives and external knowledge-sharing platforms. A key component of this effort has been our participation in British American Tobacco Bangladesh's (BATB) Sustainability College, which aims to enhance sustainability and Occupational Health & Safety (OHS) practices across the supplier ecosystem. The program brings together supplier organizations to promote shared learning, collaboration, and continuous improvement in alignment with international ESG standards.



Capacity Building &
Knowledge Engagement
FOR SUSTAINABILITY

During the reporting period, the Sustainability College included structured training sessions conducted at Savar and the BATB Head Office, covering critical topics such as workplace safety, risk management, environmental performance, and governance practices. In parallel, BATB launched the Supplier Sustainability Race – Sustainability Champions, an innovative initiative designed to accelerate sustainability adoption through idea generation, performance benchmarking, transparent recognition, and peer collaboration. Participation in these initiatives has strengthened internal awareness, improved operational discipline, and supported the integration of sustainability into day-to-day decision-making.

The program has delivered measurable improvements in safety and EH&S performance, supported by extensive training, proactive near-miss reporting, strict permit-to-work compliance, and systematic safety reviews. These outcomes reflect a maturing safety culture where risk identification, prevention, and accountability are embedded across operations.



In addition to internal and customer-led initiatives, we actively participate in external forums to stay informed on emerging sustainability trends and technologies. During the year, we attended the Huawei Future Energy Forum, organized by a leading solar energy solutions provider, to enhance our understanding of renewable energy systems, energy efficiency solutions, and low-carbon technologies. Insights gained from this forum are being evaluated for practical application to support renewable energy expansion, energy resilience, and emissions reduction initiatives.

By combining structured supplier programs with external knowledge engagement, we aim to continuously build technical capability, adopt innovative solutions, and strengthen long-term environmental, social, and governance performance. These efforts collectively demonstrate our commitment to sustainability, continuous improvement, and the creation of resilient, future-ready operations.

“Compliance is not just about rules—it is about safeguarding people, resources, and the planet.”

Md. Armanullah
Senior Compliance Officer





Governance G

Leadership at RPPL

RPPL's leadership philosophy is grounded in responsible governance, regulatory compliance, and sustainable business practices, aligned with Bangladesh Labour Law, national environmental regulations, and recognized international ESG standards.

- **Accountability:** Leadership ensures full compliance with applicable laws and standards, ethical conduct, transparent decision-making, and effective oversight to safeguard long-term business sustainability.
- **Empathy:** Leaders promote fair treatment, safe working conditions, and constructive dialogue with employees, customers, and communities, supporting inclusive growth and social responsibility.
- **Vision:** Sustainability is embedded in strategic planning, guiding investments, risk management, innovation, and continuous improvement to support resilient and responsible growth.



Through this governance-led approach, RPPL reinforces compliance, stakeholder trust, and long-term value creation in line with GRI, Sedex/SMETA, and global sustainability expectations.

The structure of the Board is as follows



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



Nalna Hussain
Director



Simran Hussain
Direct

ESG Goals & Roadmap

2023–2030

RPPL's structured ESG roadmap for sustainable growth, compliance, and stakeholder value creation.



ENVIRONMENTAL (E)

Goals

- ✓ Reduce total GHG emissions by **30% by 2030**
- ✓ Achieve **70–100%** renewable energy use through solar power
- ✓ Reduce groundwater withdrawal and improve water efficiency
- ✓ Minimize waste generation and increase recycling

Roadmap

- ✓ Expand on-site solar PV capacity and introduce energy storage systems
- ✓ Improve energy efficiency with optimal equipment, LED, and VFDs
- ✓ Strengthen water stewardship via reservoir optimization, leak prevention, and monitoring
- ✓ Implement waste reduction, segregation, and proper disposal
- ✓ Maintain **ISO 14001**-certified EMS



SOCIAL (S)

Goals

- ✓ Ensure full compliance with **Bangladesh Labour Law**
- ✓ Promote workforce diversity and gender inclusion
- ✓ Maintain safe, healthy workplace
- ✓ Operate on-site medical centre

Roadmap

- ✓ Provide fair wages, benefits, paid maternity leave, social protection
- ✓ Conduct safety training, drills and risk assessments
- ✓ Operate on-site medical centre
- ✓ Deliver skills development and continue community support



GOVERNANCE (G)

Goals

- ✓ Maintain strong board oversight and ethical leadership
- ✓ Ensure zero tolerance for corruption and bribery
- ✓ Strengthen risk management and transparency
- ✓ Enhance stakeholder trust and compliance performance

Roadmap

- ✓ Define clear Board and management responsibilities
- ✓ Enforce Code of Conduct, anti-corruption policies
- ✓ Maintain high audit scores in Sedex/ SMETA, WCA, SQP
- ✓ Review ESG results quarterly, disclose annually





Conclusion

ESG & Sustainability

In 2025, Robin Printing & Packages Ltd. (RPPL) made measurable progress across its environmental, social, and governance priorities, demonstrating a strong commitment to responsible and sustainable business practices. Key achievements include significant reductions in energy use and greenhouse gas emissions, improved water and waste management, strengthened occupational health and safety systems, enhanced workforce welfare, and continued high compliance performance across external audits and certifications. While challenges remain—particularly in advancing renewable energy coverage, strengthening supply chain engagement, and responding to evolving regulatory and climate-related risks—RPPL continues to address these areas through structured planning, investment, and continuous improvement initiatives.

Looking ahead, RPPL remains committed to embedding sustainability into its core business strategy, guided by clear ESG goals, robust governance, and transparent reporting. Through ongoing stakeholder engagement, performance monitoring, and alignment with international standards, the Company aims to strengthen resilience, create long-term value, and contribute positively to the environment, society, and the communities it serves.

