



ZEENAT PRINTING WORKS LTD

ESG REPORT 2025

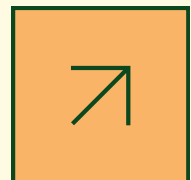


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Message from our leader



Mr. Mir Musharraf Ali
Bsc DGR (Lon)
Managing Director and CEO
Zeenat Printing Works Ltd.

“For over eight decades, our strength has been built on precision, integrity, and long-term trust — and today, sustainability and compliance define the future of that legacy.”

Since our establishment in 1943, Zeenat Printing Works Ltd. has grown from a modest family-founded operation into a trusted partner in Bangladesh’s printing and corrugated packaging industry. Built on precision, reliability, and integrity, our journey reflects over eight decades of consistent quality and responsible business practices.

Today, in a competitive and compliance-driven global market, we recognize that sustainability, governance transparency, and worker safety are essential to long-term success. We continue to invest in modern machinery, structured quality systems, and ESG-driven practices to align with international standards and buyer expectations.

As we develop our new compliant factory facility, our commitment remains clear: to uphold our legacy of excellence while advancing innovation, compliance, and sustainable growth for the future.



About Zeenat Printing Works Ltd.

Zeenat Printing Works Ltd.

Zeenat Printings is a family-owned company that has been active in the packaging industry for Two generations. Mir Mosharraf Ali's father, the late Mir Motaher Ali, started this company in 1943. Zeenat Printing Works Ltd. is one of Bangladesh's oldest and most respected printing and corrugated packaging manufacturers. With over eight decades of operational excellence, the company has built a legacy of precision printing, quality manufacturing, and long-term client partnerships across diverse industries.

Headquartered at 19, R. K. Nandi Lane, Patuatuli, Dhaka – 1100, Zeenat Printing Works Ltd. operates modern production facilities in Dhaka, serving both domestic and multinational corporate clients.

Our Industry & Expertise

Zeenat Printing Works Ltd. specializes in:

- Corrugated Board Carton (CBC) Manufacturing
- Packaging Solutions
- Carton Accessories & Finishing

The company integrates advanced offset printing technology with high-capacity corrugation and finishing systems to deliver durable, high-quality packaging solutions tailored to client specifications.

ESG Governance

Zeenat Printing Works Ltd. recognizes that strong governance is essential to sustainable growth, regulatory compliance, and stakeholder trust. ESG considerations are integrated into our overall business strategy and operational decision-making processes.

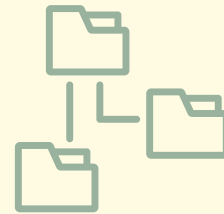


Governance Structure

The Board of Directors provides strategic oversight of the company's performance, including compliance and risk management. The Managing Director & CEO holds overall responsibility for ESG performance and ensures that sustainability principles are embedded across departments.

Operational implementation is supported by:

- ESG & Compliance Department
- HR & Administration
- Production & Operations
- Quality Assurance (QA)
- Occupational Health & Safety (OHS) Team



Each department is accountable for ESG-related responsibilities within its functional area.

Risk Management

The company follows a risk-based approach to identify and manage operational, environmental, and compliance risks. Regular internal assessments are conducted to monitor:

- Workplace safety risks
- Environmental impacts (energy, waste, emissions)
- Regulatory compliance
- Operational controls



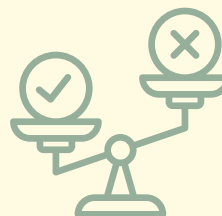
Corrective actions are implemented where necessary, and significant issues are reviewed by senior management.

Ethics & Compliance

Zeenat Printing Works Ltd. maintains a zero-tolerance policy toward corruption and unethical business conduct. The company operates in compliance with applicable labor laws, environmental regulations, and buyer requirements.

Key governance principles include:

- Transparent business practices
- Fair procurement processes
- Compliance with national regulations
- Confidential handling of business information



Relevant certifications and compliance documentation are maintained to demonstrate adherence to industry standards.

Transparency & Continuous Improvement



The company is committed to improving ESG transparency through structured reporting and monitoring of key performance indicators. ESG data is periodically reviewed by management to support informed decision-making and continuous improvement.

Zeenat Printing Works Ltd. remains dedicated to strengthening its governance framework to align with evolving regulatory expectations and international sustainability standards.



Materiality

Materiality Assessment

Zeenat Printing Works Ltd. conducted a formal Materiality Assessment for the reporting period January–December 2025 to identify and prioritize Environmental, Social, and Governance (ESG) issues that are most significant to our business operations and stakeholders.

The objective of this assessment was to ensure that our ESG strategy focuses on topics that have the greatest operational impact and stakeholder relevance, while strengthening transparency, accountability, and long-term business resilience.

Methodology

1. Identification of ESG Topics

A comprehensive list of potential ESG topics was developed based on industry practices within the printing and corrugated packaging sector, regulatory requirements in Bangladesh, buyer compliance expectations, internal risk assessments, and operational impact areas.

2. Stakeholder Engagement

Key stakeholder groups were identified and consulted through internal discussions, compliance interactions, and management reviews. Stakeholders included employees, senior management, buyers, suppliers, regulatory authorities, and local community representatives. Their feedback helped determine priority areas related to environmental performance, workplace safety, compliance standards, and governance integrity.

3. Evaluation & Prioritization

Each ESG topic was evaluated using two criteria:

- Significance of impact on business operations
- Importance to stakeholders

Topics were categorized as High, Medium, or Emerging priority based on their combined score.

4. Validation & Integration

The results were reviewed and validated by senior management. The identified material topics now guide ESG strategy, risk management planning, operational controls, and target setting for future reporting periods.

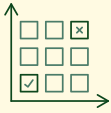
Key Findings

The assessment confirmed that energy management, greenhouse gas emissions, waste management, occupational health and safety, regulatory compliance, product quality, ethical business conduct, and supply chain transparency are highly material topics for Zeenat Printing Works Ltd.

Medium-priority topics include water management, employee development, diversity, climate risk, and community engagement. Emerging areas such as renewable energy transition and sustainable raw material sourcing are being monitored for future strategic integration.

The Materiality Matrix presented on the following page visually illustrates the prioritization of ESG topics based on their relative business impact and stakeholder importance.

Zeenat Printing Works Ltd. commits to reviewing and updating the materiality assessment annually to ensure alignment with evolving regulatory requirements, market expectations, and sustainability best practices.



Materiality Matrix – ESG Priority Table

No.	ESG Topic	Impact on Business	Importance to Stakeholders	Overall Priority
1	Energy Consumption & Efficiency	High	High	High
2	Greenhouse Gas (GHG) Emissions	High	High	High
3	Waste Management (Hazardous & Non-Hazardous)	High	High	High
4	Occupational Health & Safety (OHS)	High	High	High
5	Product Quality & Compliance	High	High	High
6	Regulatory Compliance	High	High	High
7	Ethical Business Practices & Anti-Corruption	High	High	High
8	Supply Chain Transparency	High	High	High
9	Water Usage & Effluent Management	Medium	High	Medium-High
10	Employee Training & Development	Medium	Medium	Medium
11	Diversity & Equal Opportunity	Medium	Medium	Medium
12	Climate Risk & Adaptation	Medium	Medium	Medium
13	Community Engagement	Low-Medium	Medium	Medium
14	Renewable Energy Transition	Medium	Medium	Emerging
15	Sustainable Raw Material Sourcing	Medium	Medium	Emerging

Our ESG Strategy



Zeenat Printing Works Ltd. is committed to strengthening environmental efficiency, workplace safety, and governance transparency over the period 2025–2030. The year 2025 serves as the baseline year for measuring future ESG performance improvements.

2025 Baseline



103,463 kWh



857,000 L



67.326 tCO₂e



100% Recycling



Not yet installed

By 2030



10% reduction



5% reduction



5% reductionn



Maintain 100%



Solar panel system integration

Our ESG Strategy At A Glance

ESG Topic	Zeenat Printing Works Ltd.'s Goals
Afforestation	Commit to structured tree plantation initiatives and environmental awareness programs within factory communities to support climate resilience and biodiversity.
Water	Reduce water consumption by at least 10% by 2030 through monitoring, efficiency controls, and conservation practices in printing and corrugated operations.
Energy & GHG Emissions	Reduce overall energy consumption and GHG emissions by 5% by 2030 through process efficiency, modern machinery, and renewable energy integration.
Climate Change	Monitor Scope 1 and Scope 2 emissions annually, improve energy efficiency across printing and carton production, and implement solar power solutions in the new compliant factory facility by 2030.
Gender Equality	we believe in gender equality and welcome female employees to our company. All kinds of facilities will be provided for them.
Employee Benefits	Foster a safe, collaborative, and inclusive workplace environment with structured training, skill development, and employee engagement programs.
Safety	Maintain strict occupational health and safety standards, fire safety systems, regular drills, and compliance with local and international safety requirements.
Human Rights	Uphold zero tolerance for child labor, forced labor, and discrimination, ensuring full compliance with national labor law and international buyer codes of conduct.
Business Ethics	Maintain 100% tax compliance, transparent financial reporting, and strict adherence to ethical business conduct across all operations.
EHS Compliance	Operate under structured Environmental, Health & Safety (EHS) management systems aligned with international standards and continuous improvement practices.
Regulatory Compliance	Ensure full compliance with Bangladesh regulations and international buyer requirements, strengthening governance, documentation, and audit readiness.

Environmental Performance

Environmental Management Approach

Zeenat Printing Works Ltd. recognizes environmental stewardship as a core component of responsible manufacturing. Our operations focus on resource efficiency, emissions monitoring, and waste circularity within our printing and carton production processes.

In 2025, we strengthened internal monitoring systems to track energy, water, fuel consumption, and waste generation. Our environmental strategy emphasizes:

- Reduction of energy intensity
- Transition toward renewable energy
- Responsible water management
- 100% recycling of production paper waste
- Safe handling and resale of ink containers
- Continuous improvement aligned with ESG and buyer compliance standards

Resource Consumption

Energy Source	Consumption	Unit
Electricity (Scope 2)	103,463	kWh
Diesel (Scope 1)	110	Liters

Water Consumption



Resource	Total Consumption	Unit
Tap Water (WASA)	857,000	Liters

- Water is primarily used in printing processes and sanitation facilities.
- A water efficiency improvement plan is targeted to reduce water use by 5% by 2030.

Greenhouse Gas (GHG) Emissions

Scope 1 Emissions (Diesel)

Source	Consumption	Emission Factor	GHG Emission (tCO ₂ e)
Diesel	110 L	2.57082 kg CO ₂ /L	0.28279

Scope 2 Emissions (Electricity)

Source	Consumption	Emission Factor	GHG Emission (tCO ₂ e)
Electricity	103,463 kWh	0.648 CO ₂ /KWh	67.044

Total Corporate Carbon Footprint (2025)

Emission Scope	Emissions (tCO ₂ e)
Scope 1 (Diesel)	0.28279
Scope 2 (Electricity)	67.044
Total Corporate Emissions	67.326 tCO₂e

Waste Management & Circularity

Zeenat Printing Works Ltd. operates under a zero-production-waste-to-landfill philosophy for paper waste.

Waste Type	Quantity	Treatment Method
Paper Waste	159.359 Metric Tons	100% Recycled
Chemical Waste	None	Not Applicable
Ink Containers	Operational Quantity	Sold to certified recyclers

Key Highlights:

- 100% of paper waste is recycled
- No hazardous chemical waste generated
- Ink containers are responsibly sold for recycling
- Strong alignment with circular economy principles



2030 Environmental Targets

Area	2025 Baseline	2030 Target
Energy Consumption	103,463 kWh	10% reduction
Water Consumption	857,000 L	5% reduction
GHG Emissions	Scope 1 baseline established	5% reduction
Paper Waste Recycling	100%	Maintain 100%
Renewable Energy	Not yet installed	Solar panel system integration

Future Focus Areas

- Installation of solar power systems in new compliant facility
- Energy-efficient machinery upgrades
- Water reuse and rainwater harvesting feasibility
- Carbon footprint disclosure aligned with international ESG standards
- Development of full Scope 1 and Scope 2 carbon inventory

Social Performance

Workforce & Employment Practices

Zeenat Printing Works Ltd. recognizes that its long-standing success since 1943 has been built upon the dedication, skills, and integrity of its workforce. The company is committed to providing a dynamic, respectful, and safe working environment where employees can grow professionally and contribute meaningfully.

The company follows structured human resource policies and maintains:

- HR Policy
- Standard Operating Procedures (SOP)
- Risk Management Procedures
- Emergency Response Procedures

Zeenat believes that technology cannot replace the human touch. Therefore, qualified and skilled professionals are recruited who share the company's philosophy: "Your business is our business."

Occupational Health & Safety (OHS)

Employee health and safety remain a top operational priority.

The company maintains:

- OHS Policy
- Safety Committee
- OHS Committee
- Emergency Response Procedures
- Generator compliance certification (Waiver Certificate # LWC-2958, valid until 2028)

Modern machinery from Germany, India, China, and other origins is operated under structured safety procedures to ensure safe production processes in printing, corrugation, cutting, and finishing operations.

The newly constructed compliant factory in Dhamrai has been designed in accordance with all applicable Bangladesh laws and regulations to ensure enhanced workplace safety and compliance standards.



Worker Participation & Engagement

Zeenat Printing Works Ltd. maintains structured employee engagement through:

- Workers Participation Committee
- Safety Committee
- ESG Committee
- EMS Committee
- QMS Committee

These committees ensure active employee representation, communication between management and workers, and participatory decision-making in workplace improvements.



Client Responsibility & Quality Assurance

With over 82 years of operational excellence, Zeenat has built a strong and reputable client base, including British American Tobacco Bangladesh, which the company has served for approximately 45 years.

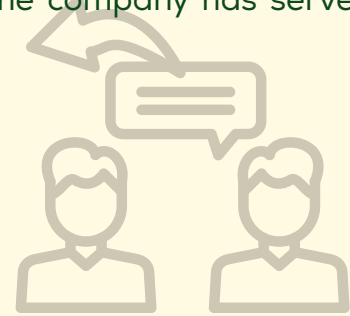
A dedicated Quality Assurance Team ensures:

- Consistent product quality
- Reliability in printing and packaging systems
- Adherence to customer specifications
- On-time delivery performance

The company maintains international recognition through:

- SEDEX Membership
- FSC Chain of Custody Certification (Valid until 22 June 2028)
- CDP Disclosure since FY 2022–2023

These certifications reflect commitment to responsible sourcing, ethical trade, and environmental transparency.



Community & Industry Contribution

As one of the pioneers in the CBC industry in Bangladesh, Zeenat Printing Works Ltd. contributes to:

- Industrial employment generation
- Responsible corporate conduct
- Long-term supplier partnerships
- Sustainable manufacturing practices

The company operates as a socially responsible corporate citizen, aligning its business growth with societal and environmental responsibilities.



Governance Performance

Corporate Governance Structure

Zeenat Printing Works Ltd. is a Private Limited Company established in 1943.

The governance structure includes:

- Managing Director & CEO: Mr. Mir Musharraf Ali
- Board of Directors (family shareholders)
- Structured committee system for operational oversight

Under the leadership of Mr. Mir Musharraf Ali, who holds a Diploma in Paper and Printing Technology from London, the company has strengthened operational governance, quality management, and compliance systems.

Compliance & Ethical Conduct

Compliance is embedded within management policy. Both directors and employees actively participate in compliance initiatives to ensure responsible and ethical business conduct.

The company strictly adheres to:

- Bangladesh laws and regulations
- Corporate philosophy
- Compliance rules
- SOPs
- Tax regulations (TIN & VAT compliant)
- Registration requirements

Transparency, accountability, and integrity are core governance principles.

ESG Governance Framework

Zeenat Printing Works Ltd. has formalized ESG oversight through:

- ESG Committee
- Environmental Management System (EMS) Committee
- Quality Management System (QMS) Committee
- Occupational Health & Safety Committee

These committees monitor environmental, social, and governance risks and performance, ensuring structured ESG implementation and reporting.

Risk Management & Internal Controls

The company maintains formal:

- Risk Management Procedures
- Standard Operating Procedures
- Emergency Response Plans
- Compliance monitoring systems

The construction of the new compliant factory demonstrates forward-looking governance and risk mitigation, ensuring regulatory alignment and long-term sustainability

Transparency & Disclosure

Zeenat Printing Works Ltd. demonstrates transparency through:

- CDP environmental disclosure
- FSC certification
- SEDEX membership
- Structured ESG reporting
- Public corporate documentation

These initiatives reinforce the company's commitment to accountability and responsible business practices.

Stakeholder Engagement

Stakeholder Identification

Zeenat Printing Works Ltd. recognizes that long-term business sustainability depends on active engagement with its key stakeholders. Stakeholders are identified based on their influence on business operations and the impact of company activities on them.

Key Stakeholder Groups:

- Employees & Workers
- Board of Directors & Shareholders
- Customers (including multinational clients)
- Suppliers & Contractors
- Regulatory Authorities
- Local Communities
- Certification & Compliance Bodies (FSC, SEDEX, CDP)
- Financial Institutions

Engagement Methods

Stakeholder Group	Engagement Method	Frequency
Employees	Worker Participation Committee, Safety Meetings, OHS Committee	Regular
Customers	Quality review meetings, compliance audits, client visits	Ongoing
Suppliers	Procurement coordination & compliance checks	As required
Regulatory Authorities	Statutory reporting & inspections	As required
Certification Bodies	Audit & surveillance audits	Annual
Shareholders	Board meetings	Periodic

Key Topics Raised by Stakeholders



Through engagement activities, the following priority topics were identified:

- Product quality & reliability
- Workplace safety & compliance
- Environmental responsibility
- Ethical sourcing & FSC compliance
- Energy and carbon management
- Regulatory transparency

These inputs directly informed the company's ESG strategy, materiality assessment, and performance targets.

Commitment to Transparent Communication

Zeenat Printing Works Ltd. ensures:

- CDP environmental disclosure (since FY 2022–23)
- FSC Chain of Custody compliance
- SEDEX membership
- ESG reporting and structured documentation

Stakeholder feedback is reviewed by management and relevant committees, including the ESG Committee and QMS Committee.

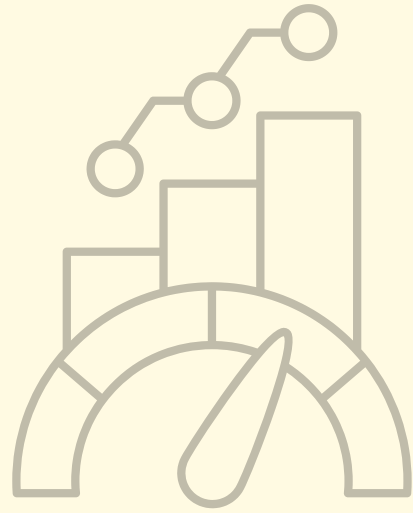


Performance Data & KPIs (FY 2025)

Environmental KPIs

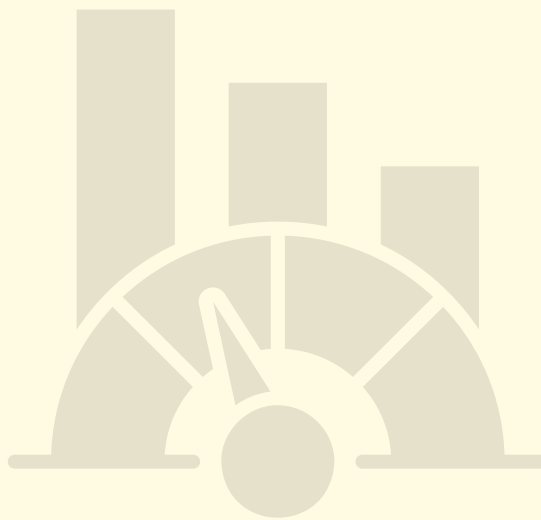
Indicator	2025 Performance	Unit
Electricity Consumption	103,463	kWh
Diesel Consumption	110	Liters
Scope 1 Emissions	0.28279	tCO ₂ e
Scope 2 Emissions	67.044	tCO ₂ e
Total Carbon Footprint	67.326 tCO₂e	tCO ₂ e
Water Consumption	857,000	Liters
Paper Waste Generated	159.359	Metric Tons
Paper Waste Recycled	100%	%
Chemical Waste	None	–

Social KPIs



Indicator	2025 Status
Workers Participation Committee	Active
Safety Committee	Active
OHS Policy	Implemented
HR Policy	Implemented
Emergency Response Procedures	Implemented
Client Retention (BATB)	~45 Years
SEDEX Membership	Active
FSC Certification	Valid until June 2028

Governance KPIs



Indicator	Status
ESG Committee	Established
EMS Committee	Established
QMS Committee	Established
CDP Disclosure	Ongoing
Regulatory Compliance	Fully compliant
VAT & TIN Registration	Active
Risk Management Procedures	Implemented

2030 ESG Targets



Area	2030 Target
Carbon Emissions	5% reduction
Water Consumption	5% reduction
Renewable Energy	Solar integration
Waste Recycling	Maintain 100%

Disclaimer

This ESG Report has been prepared by Zeenat Printing Works Ltd. for the purpose of providing stakeholders with information regarding the Company's environmental, social, and governance (ESG) performance for the reporting year 2025.

The data and information contained in this report are based on internal records, operational monitoring systems, and management estimates available at the time of publication. While reasonable care has been taken to ensure the accuracy and reliability of the information presented, Zeenat Printing Works Ltd. makes no representation or warranty, express or implied, regarding the completeness or accuracy of the contents.

Greenhouse gas (GHG) emissions calculations are based on recognized emission factors applicable to Bangladesh and standard international methodologies. Actual results may vary due to changes in operational conditions, emission factors, regulatory requirements, or measurement methodologies.

This report may contain forward-looking statements, including sustainability goals and 2030 targets. These statements are subject to risks and uncertainties and should not be interpreted as guarantees of future performance.

This ESG Report is intended for informational purposes only and does not constitute a legally binding commitment. Zeenat Printing Works Ltd. reserves the right to update, amend, or restate any information contained herein without prior notice.





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