

# Impress ESG Policy

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THE DECOR COMPANY

ESG





# Impress ESG Policy

At Impress, we recognize that Environmental, Social, and Governance (ESG) principles are essential to building a sustainable and responsible business. Our ESG Policy reflects our commitment to ethical conduct and long-term value creation, aligning closely with the Impress Code of Conduct as well as our Vision and Mission.

This policy serves as a complementary framework to these foundational documents—it does not replace them but reinforces our dedication to integrity, transparency, and accountability across all operations.

The ESG Policy applies uniformly to all Impress locations worldwide and is published in English as the official reference version. To ensure accessibility, translations are provided in local languages and hold equal validity. However, in cases of differing interpretations due to translation or cultural nuances, the English version shall prevail. All audits will be conducted exclusively based on the English version.

Our ESG approach extends beyond our own facilities to encompass our entire value chain, including suppliers and customers. While ESG reports frequently reference the value chain—given its significant role in procurement and sales volumes—the principles outlined in this policy apply to all business activities. We actively promote ESG standards throughout our supply network, emphasizing compliance with our Supplier Code of Conduct, and engage all stakeholders in the ESG process to integrate sustainability into our corporate strategy.



This policy establishes the foundation for defining key performance indicators (KPIs) that measure progress and accountability. By embedding ESG principles into every aspect of our operations, we aim to create shared value for our stakeholders and contribute to a more sustainable future.

## Defining ESG Key Performance Indicators (KPIs)

To ensure transparency and measurable progress, Impress establishes clear Key Performance Indicators (KPIs) aligned with the core pillars of our ESG Policy. These KPIs serve as benchmarks for evaluating performance, driving continuous improvement, and reinforcing accountability across all levels of the organization and our value chain.

### Environmental KPIs



- Carbon Footprint Reduction
- Energy Efficiency
- Waste Management
- Water Stewardship

### Social KPIs



- Employee Health & Safety
- Diversity & Inclusion
- Community Engagement
- Training & Development

### Governance KPIs



- Compliance & Ethics
- Audit Performance
- Transparency in Reporting
- Stakeholder Engagement

These KPIs are reviewed regularly and integrated into our reporting framework to ensure that ESG principles are embedded in every aspect of our business. By tracking these indicators, we maintain a clear line of sight on our sustainability objectives and create long-term value for all stakeholders.



### Our Commitment to ESG Excellence

At Impress, sustainability is not a standalone initiative—it is an integral part of how we operate and create value. By embedding ESG principles into our strategy, processes, and partnerships, we strive to deliver positive impact for our employees, customers, suppliers, and communities. We invite all stakeholders to join us in advancing these goals, fostering innovation, and building a future where responsible business practices drive long-term success.

**Inspired by nature, driven by responsibility**