



Sustainability Report | 2024



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Our Sustainability Journey – Company Overview

Founded in **1992 in Sharjah, UAE**, **Falcon Pack** has grown from a regional packaging provider into a globally recognized brand, known for its innovation, quality, and customer-centric approach. Over the past three decades, our journey has been marked by continuous growth, technological advancement, and a deep-rooted commitment to excellence in the disposable food packaging industry.

As we expanded our footprint across the **Middle East, North Africa, Central Asia, and beyond**, we recognized the increasing importance of aligning our business goals with **sustainability and environmental responsibility**. At Falcon Pack, we believe that true business success lies in creating long-term value not only for shareholders, but also for society and the planet.

Our Purpose

Sustainability at Falcon Pack is more than a corporate responsibility—it is a core business imperative. We are committed to supporting **socioeconomic progress** while **minimizing our environmental footprint**. Our purpose is to transition into a fully sustainable business model that enhances efficiency, drives innovation, and contributes positively to communities—all without compromising our financial strength or operational excellence.

Strategic Alignment: Sustainability is embedded in our business strategy, policies, and performance management systems.

Stakeholder Collaboration: We work closely with suppliers, customers, and partners to implement sustainable practices throughout our value chain.

Measurable Progress: We set clear, time-bound sustainability goals with key performance indicators to track progress and drive accountability.

Community Engagement: We partner with NGOs, institutions, and the public to raise awareness and promote sustainable behaviors. **Monitoring and Reporting:** Our initiatives are regularly reviewed, and we maintain transparent communication with stakeholders as needed.

Message from Chairman



Mr. Ahmed Al Shamsi
Chairman

It gives me immense pride and satisfaction to present Falcon Pack’s Sustainability Report—an important milestone in our ongoing journey of responsible growth and environmental stewardship.

Since our inception in 1992, Falcon Pack has evolved into a trusted name in the disposable food packaging industry, recognized for delivering quality and value to customers in over 60 countries worldwide. Our success is not solely defined by our global presence or product diversity, but by the enduring values we embrace—integrity, innovation, community engagement, and a deep commitment to sustainability.

As we reflect on over three decades of success, it becomes clear that our growth has always been tied to our commitment to responsible business practices. From reducing our environmental footprint to supporting local communities and empowering our employees, sustainability has been deeply rooted in the way we do business.

At Falcon Pack, we understand that the future demands more than operational excellence—it demands a sustainable vision. That is why we are aligning our strategies with global sustainability goals and setting measurable targets to ensure our progress is transparent and impactful. We are embedding sustainable practices across our value chain, strengthening partnerships with stakeholders, and continuously innovating to meet the evolving needs of society and the environment.

To our employees—thank you. Your energy, creativity, and commitment are the driving force behind Falcon Pack’s success. You have shown the courage to set high standards and the ability to rise above them time and again. As we move forward, I encourage each one of you to remain focused, bold, and inspired to make a difference—not only in our business, but in the world around us..

Sustainability is not a destination—it is a journey. I am confident that Falcon Pack will continue to lead with purpose, integrity, and impact. Let us carry this momentum forward and build a brighter, greener future together. This is today’s Falcon Pack. A place of purpose, responsibility, and progress. Best wishes for a bright future.

Ahmed Al Shamsi

Message from C.E.O

At Falcon Pack, sustainability is deeply embedded in our identity—it shapes our decisions, drives our innovation, and defines our responsibility to future generations. Since our founding in 1992, we have grown into a leading manufacturer of disposable packaging, trusted across more than 60 countries. As our business continues to expand globally, we are fully committed to aligning our operations with sustainable principles that protect the environment, empower communities, and ensure long-term value for all stakeholders.

We recognize that the packaging industry plays a critical role in shaping a sustainable future. That is why we are committed to transforming our operations—reducing our environmental impact, optimizing resource efficiency, and supporting circular solutions across our value chain. This Sustainability Report is a bold step forward in formalizing our approach, setting measurable goals, and holding ourselves accountable.

Our approach to sustainability is deliberate and data-driven. We have aligned our initiatives with international standards, including the GRI framework, and have begun the process of embedding ESG principles into our everyday decision-making. This is not a one-time effort—it is an ongoing commitment, and one we take seriously.

This report is the product of collective dedication and cross-functional collaboration. I want to extend my sincere appreciation to the teams who worked tirelessly to bring it together—your commitment to transparency, quality, and long-term thinking has laid the foundation for a stronger and more resilient Falcon Pack.

To all Falcon Pack employees: your energy, discipline, and alignment with our values make this organization what it is today. I urge each of you to continue embracing sustainability as part of your daily mindset—not just for compliance, but as a competitive strength and a reflection of our brand identity.

As we move ahead, we will deepen our impact, strengthen our partnerships, and remain focused on creating shared value for our stakeholders and the planet. We are proud of our progress—but we are even more determined about where we are headed.

Together, we are building a Falcon Pack that is not only high-performing, but future-ready.

With determination and gratitude,

Jamal Abu Ramadan



Jamal Aburamadan
CEO



Mission	“To become the number one provider of complete Disposable, Food Packing Solutions in quality, hygienic and safe products which offers customer delight.”
Vision	“To be a Regional Leader and Global Player in providing Complete Disposable, Food Packaging Solutions to Food service and Household consumers.”
Values	This Vision is built on the foundation of uncompromising principles of: Quality: “Best in Class Products and Services” Reliability: “Integrated Purchase, Stores and Sales Operations ensuring availability” Value: “Expertise, Efficiencies and Economies drive the competitive value of our products”

Key Members



#	Department	Key Members
1	CEO	Jamal Khaled Mohammad Aburamadan
2	Executive Director HR & Admin	Usama Taha Ateia Shaban Abdelaal
3	Administration	Faize Mohammed Kanrampalli Roselle Elizabeth Espino Ocate
4	Quality	Sreejesh Ravindran Arul Das John Thobias John Thobias Layla Kamal Mohamed Zein Alabdein Asmaa Jemai Obaid Alhensaassi
5	R&D	Rowie Vincent Dichoso Hernandez
6	Purchase	Zakariyya Mohideen Munawar Basha
7	Production	Ahmed Elsayed Ahmed Mohamed Sayed Ahmed Mohamed Elsayeh Rekaby Mohamed Mohammad Ahmad Tawfiq Nawafleh Rizwan Ali
8	HR	Denise Klariss Biron De San Andres Ayana Reji
9	Warehouse	Alan Vargas Alca

SUSTAINABILITY

As a Part of corporate social responsibility, we are contributing to the society by creating awareness and volunteering activities that are important for environmental protection. We believe in team work approach that attracts active participation of employees, govt. officials and general public and accordingly the events are being organized.

We achieve this objective by imparting Go Green plans that help the individuals to set goals to conserve the resources. We are always cautious that our efforts bring positive changes in the society.

For the environmental safety and to reduce the environmental burden on planet earth, falcon is one among the first companies to introduce ecofriendly products in the UAE market. The Product range includes recycled products to minimize the plastic waste, biodegradable products, disposable products made of compostable material such as paper, wooden, bagasse, etc.

Falcon Pack's Sustainability Policy

Falcon Pack integrates sustainability into the core of its operations through the following principles:

- **Strategic Integration:**

We ensure that sustainable development is embedded into our **business strategy, policies, operational plans, and performance management systems.**

- **Stakeholder Engagement:**

We actively collaborate with **suppliers, customers, and business partners** to promote and implement sustainable development practices across the value chain.

- **Measurable Goals:**

We have established **specific, measurable, and time-bound objectives**, along with performance indicators, to assess and guide our progress toward sustainability targets.

- **Community & NGO Collaboration:**

We partner with **NGOs, institutions, and community organizations** to run awareness programs for customers, employees, and the general public to promote sustainable habits.

- **Continuous Monitoring & Reporting:**

Our sustainability initiatives are subject to **regular review and evaluation**. We conduct internal assessments and **report externally to stakeholders as necessary**, ensuring transparency and accountability.



Falcon Pack’s key activities, value chain, and business relationships:

1. Key Activities & Products

Falcon Pack manufactures and distributes a comprehensive range of packaging and hygiene products, including aluminium foil, plastic containers, cling film, disposable cups, plates, bags, and cleaning and disinfectant items.

2. Value Chain Coverage

Upstream: Collaborates with material and component suppliers across MENA and beyond for raw materials such as plastic, aluminium, paper, and hygiene chemicals. Operations: Runs production plants and ERP-coordinated manufacturing units—including detergent production in SAJAA, Sharjah—with modern machinery like European Flexo-printing and SAP S/4HANA systems.

Downstream: Distributes finished goods via sales centres, retail outlets, and online channels serving both B2B (restaurants, hospitals, airlines, bakeries) and B2C (retail outlets, supermarkets).

3. Business Relationships

Falcon Pack engages with:

Suppliers of packaging materials and hygiene ingredients

Customers across diverse sectors (HORECA, healthcare, retail, airlines)

Regional and global distributors (UAE, GCC, North Africa, USA)

Institutional partners/NGOs through sustainability initiatives like the Green Business Network (GBN), enhancing environmental management across operations.



Positive Impacts (Maximize) • Maximization of innovative and eco-friendly material and products offering • Investing in increasing consumer awareness toward responsible consumption and waste disposal • Working closely with waste recyclers to support circular economies of target markets • Working extensively in transforming technologies to produce natural and eco-friendly products			Sustainable Customer Relation • Enhanced Pre & Post Sales services • One-Stop shop offering with broadest range • Multiple channels of 24/7 interactions • Prompt resolution of product and service quality issues • Brand-trust enhancement		Responsible Customers • UAE Market • GCC Markets (KSA, Oman, Bahrain, etc.) • Global markets across all regions Segments • Institutions, HORECA, Retailers, etc.
Sustainable Partners Sustainability Compliant/Certified Raw Material Suppliers: • Local Suppliers; • GCC & Over-Seas based Suppliers. Sustainability Compliant/Certified Raw Material Suppliers: • Local Suppliers; • GCC & Over-Seas Suppliers. Circular Economy based Partners: • UAE based Waste Management & Recycling Players (i.e. Beea'h, etc.) • GCC & Over-Seas Waste Management & Recycling Players Regulatory Bodies: • Environmental Agencies like: • Environment Agency of Abu Dhabi - Green Business Network (GBN) • Emirates Environment Group (EEG)	Sustainable Value Creation • Energy efficient manufacturing, and distribution of eco-friendly one-time-use food packaging products • Sourcing of sustainable materials & finished products from responsible suppliers • Promoting awareness of responsible consumption and waste disposal	Sustainable Value Proposition • High-in-demand natural, recyclable & Compostable one-time-use packaging range • Products fully supporting circular economies • Complete and sustainable solutions for customization needs • Support to customer to maximize their sustainability contributions • Highly cost effective, optimum quality products	Sustainable Channels • Supporting direct and indirect channels based customer segments for sustainability compliance • Direct high investment in promoting Falconpack's brand as a green brand • Engaging circular economy stakeholders (i.e. Beea'h, EEG, etc.)		End of Life • Consumers awareness toward responsible disposal of packaging waste • Disposal of waste aligned towards the cost effective waste collection activities of recycling organizations • Materials of distributed products, in-line with the lowest cost based recyclability expectations
Cost Structure & Additional Costs • Materials and Trading items' costs • Cost of switching maximum materials and products to eco-friendly • Sustainability compliant manufacturing and distribution operations • Workforce cost • Facilities and assets management costs			Revenue & Sustainability Premium • Existing business streams include UAE, GCC and Global • Customers in revenue streams like Institutions and Exports are cost conscious and prioritize better pricing over other value factors (Target: Sustainable products at competitive cost) • Retail, E-Commerce and Sales Centers' target customers are inclined toward sustainable products (Target: Maximum range of eco-friendly products with high investment of resources towards customer awareness)		



At Falcon Pack, the commitment to sustainability begins at the top. Our Chairman and Executive Committee firmly recognize the importance of sustainable development and the growing global call for responsible business conduct. As a leading manufacturer in the single-use food packaging industry.

Our Strategic Focus :

Our sustainability approach is grounded in three fundamental pillars:

- Environmental Stewardship
- Social Responsibility
- Economic Resilience

These pillars form the foundation of our program and are being embedded into our corporate strategy through specific, measurable objectives and goals.

Falcon Pack's sustainability framework is guided by stakeholder inclusiveness, sustainability context, materiality, and completeness—ensuring our actions are relevant, impactful, and transparently reported.

Managing Stakeholder Impact

Falcon Pack's sustainability program also emphasizes the importance of proactive engagement and responsibility across our value chain:

Stakeholder Inclusiveness: We engage with stakeholders and respond to their expectations through active dialogue and collaboration.

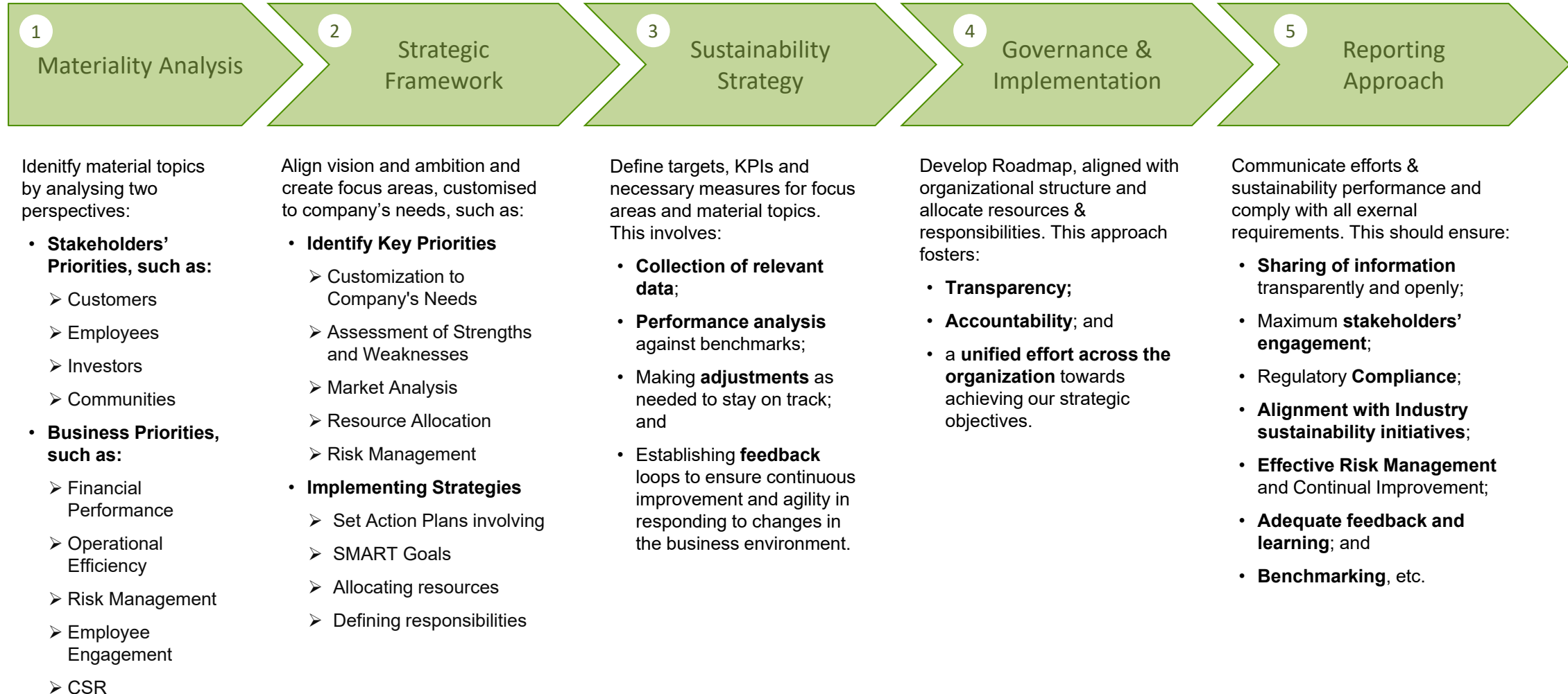
Sustainability Context: We assess and report our performance within the broader environmental, social, and economic landscape.

Materiality: We focus on issues that have the most significant impact on our business and stakeholders.

Completeness: We ensure full and transparent coverage of all relevant sustainability topics and boundaries.

Sustainability Strategy - Approach

The goal of this approach is to develop a future fit sustainability strategy, based on an acknowledged materiality analysis, for the company that will serve as the cornerstone for a sound sustainability report fulfilling all necessary regulatory requirements, sustainability frameworks and stakeholder expectations.



Falcon Pack has integrated Sustainability into its corporate level strategic planning to gain strategic advantage against competitors by balancing increased regulations, protecting the brand and ensuring stable supply chain with enhanced performance. It considers action on climate change as its core strategic pillar. It believes that the de-carbonization is essential as a sign of the business’ willingness to play its role in curbing climate catastrophe.

Falcon Pack’s strategic initiative relating to sustainability is termed as ‘**A New Competitiveness Paradigm**’ and is expected to enable the organization in addressing the serious need for climate actions and is being perceived a real opportunity for the organization.



Falcon Pack has developed and integrated a detailed sustainability vision into its long-term strategic plan and has created a lasting value. Approach involved prioritizing issues from both the sustainability and commercial point of view. This has helped the organization recognize its strategic priorities inline with the sustainability pillars of business, environment and society and identify priorities like Product Leadership, Customer Focus, Operational Excellence and Green Falcon. These further integrate through an overarching priority of innovation.

Strategic formulation of these priorities (strategic themes) aims to support in better management of risk, improve efficiency, increase revenue potential, growth and other opportunities. This formulation has delivered a robust Sustainability Program for Falconpack, including prioritized initiatives, enablers, milestones, key performance indicators, and measurable targets.

This sound sustainability-based strategy is expected to drive innovation and employees’ engagement, satisfaction of consumers, attracting and retaining top talent. It establishes compliance and leads to market differentiation, while including all key ingredients for long-term growth and profitability.

Falcon Pack's Sustainable Program: 'A New Competitiveness Paradigm'

Sustainable growth requires the organization to re-think "Value Creation". At Falcon Pack, this model has been named as "A New Competitiveness Paradigm".

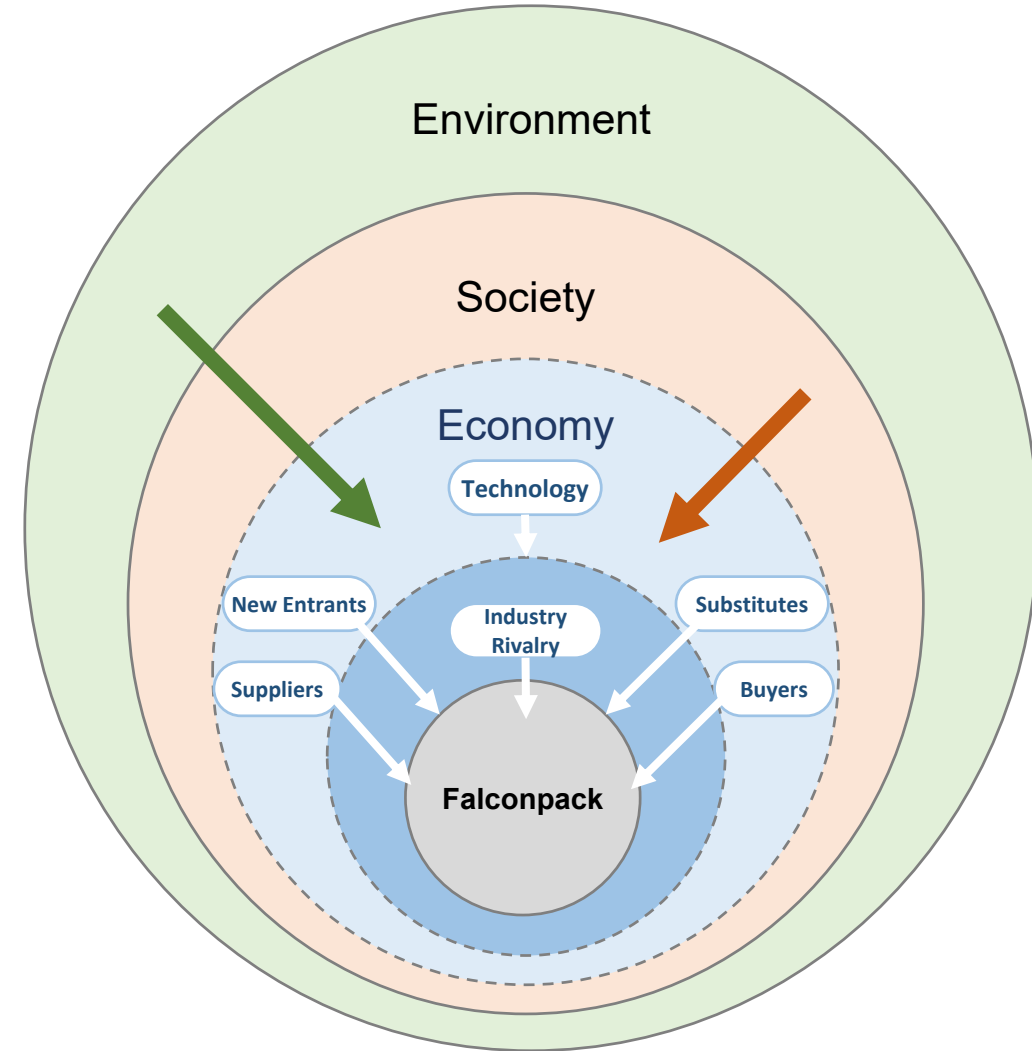
The shift toward sustainability by transforming the overall business to maintain a steady, or rather more aggressive progress toward business objectives. While working for business progress, the environmental and societal objectives must be worked on with full potential.

Due to changing market dynamics, the external pressure has forced the organization to have a major "Paradigm Shift" and make sustainability its **"Way of Life"**.

The model "Competitiveness Paradigm" depicts that business like Falconpack have to play their role as "Responsible Corporate Citizen" to contribute toward local and global sustainability objectives.

It explains that the organization generates its business value while operating in the environment, which is shared between the organization and society in general. Also the market that facilitates the organization to generate business value has multiple stakeholders (suppliers, buyers, rivals, etc.) involved and collectively supporting local economies. In order for Falconpack to generate its business value it must ensure that its business supports the well-being and improvement of society and environment and reduce the negative impacts due to its operations and products.

This entails not only the focus toward organization's own operations but also emphasizes the need of backward and forward (Suppliers and Customers) integration through alliances or strategies that would contribute jointly toward betterment of environment and society.



"Competitiveness Paradigm"



Falcon Pack Sustainability Program Governance Structure



Falcon Pack’s Sustainability Program is built on a collaborative and accountable governance framework that ensures alignment with corporate strategy and operational execution across all departments. This cross-functional approach ensures that sustainability is embedded in every function of the organization, fostering innovation, accountability, and long-term impact.

Falcon Pack’s highest governance body is nominated and appointed based on leadership experience, industry expertise, and strategic vision, under the oversight of the Chairman and Executive Committee.

Top Management

- Sponsoring the implementation of Sustainability Program
- Periodic Performance Review, and approve appropriate actions



Departments

- Participate in brainstorming ideas and key relevant actions for the sustainability program
- Development of Sustainability Program and Actions
- Execute and complete Sustainability Initiatives and actions as assigned
- Measure and report the performances of objectives



Falcon Pack Sustainability Framework and Data Governance



Falcon Pack is committed to building a **robust internal sustainability framework** that ensures transparency, consistency, and long-term value creation across all business units. This framework supports our efforts to align with international standards while fostering a culture of accountability and continuous improvement.

Key elements of our internal sustainability governance include:

Unified ESG Reporting Mechanisms:

We have implemented standardized ESG reporting processes across all departments and facilities to ensure accurate, consistent, and timely data collection.

Training and Capacity Building:

Dedicated training programs are in place for sustainability data stewards and functional teams to enhance their understanding of GRI Standards and sustainability metrics.

Alignment with GRI Principles:

Our framework is closely aligned with the **GRI Materiality and Stakeholder Engagement principles**, ensuring that our reporting reflects the most significant impacts and stakeholder concerns.

Materiality Integration:

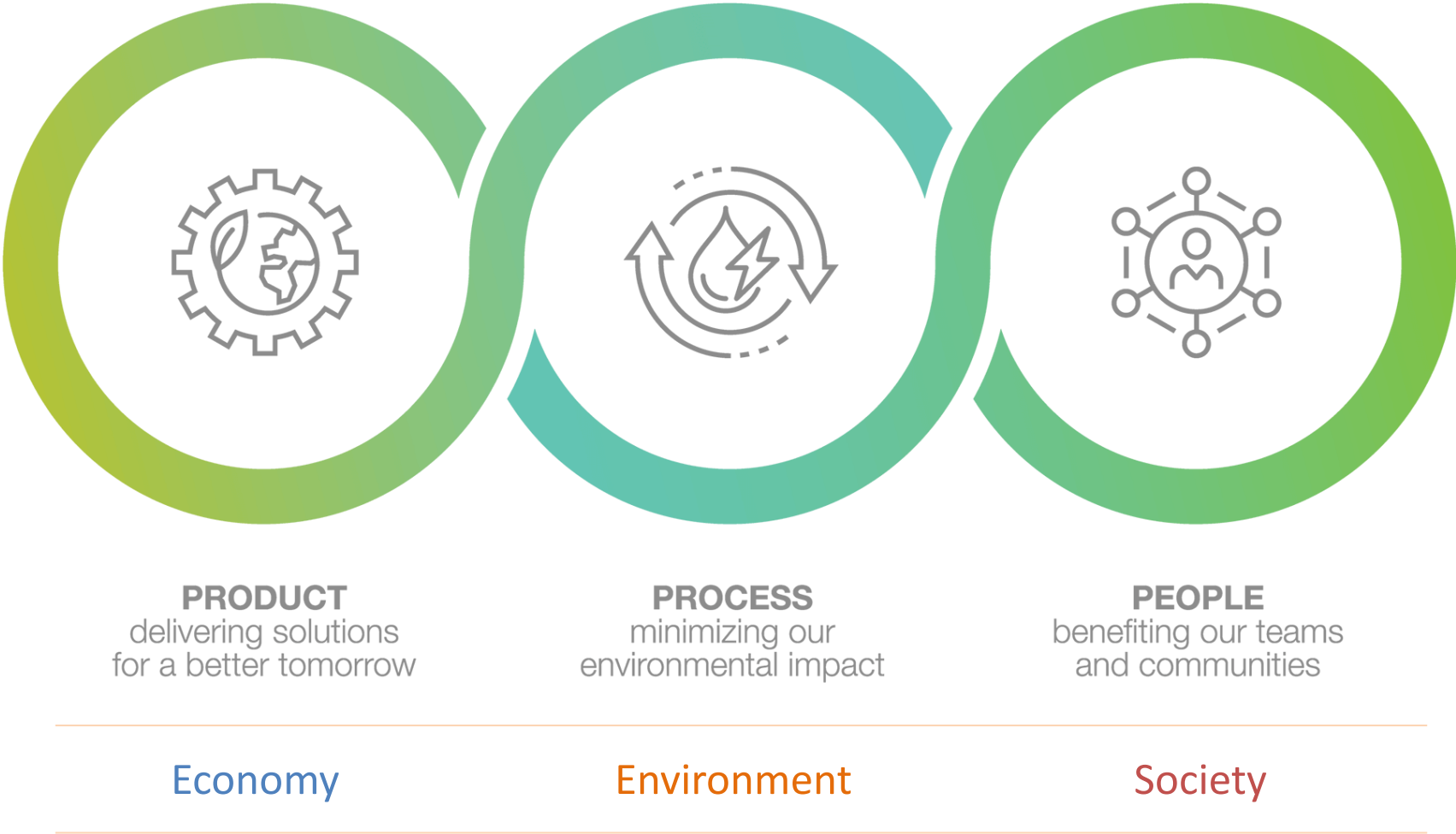
We are addressing to non-financial impacts of our operations, such as environmental risks, social well-being, and governance performance.

Structured Corporate Governance:

Falcon Pack operates under a well-defined corporate structure that upholds transparency, efficiency, and accountability at every level.

- **Chairman and Executive committee** provides strategic oversight and guidance.
- A **clear reporting hierarchy** ensures responsibilities are effectively delegated and monitored.
- Cross-functional coordination enables **seamless communication** and **timely decision-making**.
- This structure enhances governance, strengthens internal controls, and aligns with our broader sustainability and compliance objectives.

This integrated approach enables Falcon Pack to improve its ESG performance, drive responsible business practices, and reinforce its commitment to sustainable growth.



Three Pillars of Sustainability Program

Economy



Corporate Governance

Maintaining an effective governance & decision-making structure



Ethical Business & Compliance

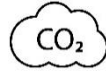
Fostering an ethical culture & conducting our business with integrity, & ensuring we comply with all legal & regulatory requirements



Risk Management

Ensuring effective identification of material risks & putting in place an adequate & effective risk management & internal control system

Environment



Climate Change

Reducing our GHG emissions intensity and moving towards a balanced portfolio of low-carbon energy assets



Local Environment Protection

Minimizing negative environmental impacts & ensuring the highest standards of environmental management



Resource Management

Growing & innovating our business solutions to support a circular economy while ensuring more efficient operations to avoid or minimize the unnecessary use of resources

Society



Health & Safety

Making health & safety an integral part of our everyday business & culture



People / Employees

Creating a values-based & performance-led culture. Providing an engaging employment experience where our people can grow & excel



Community

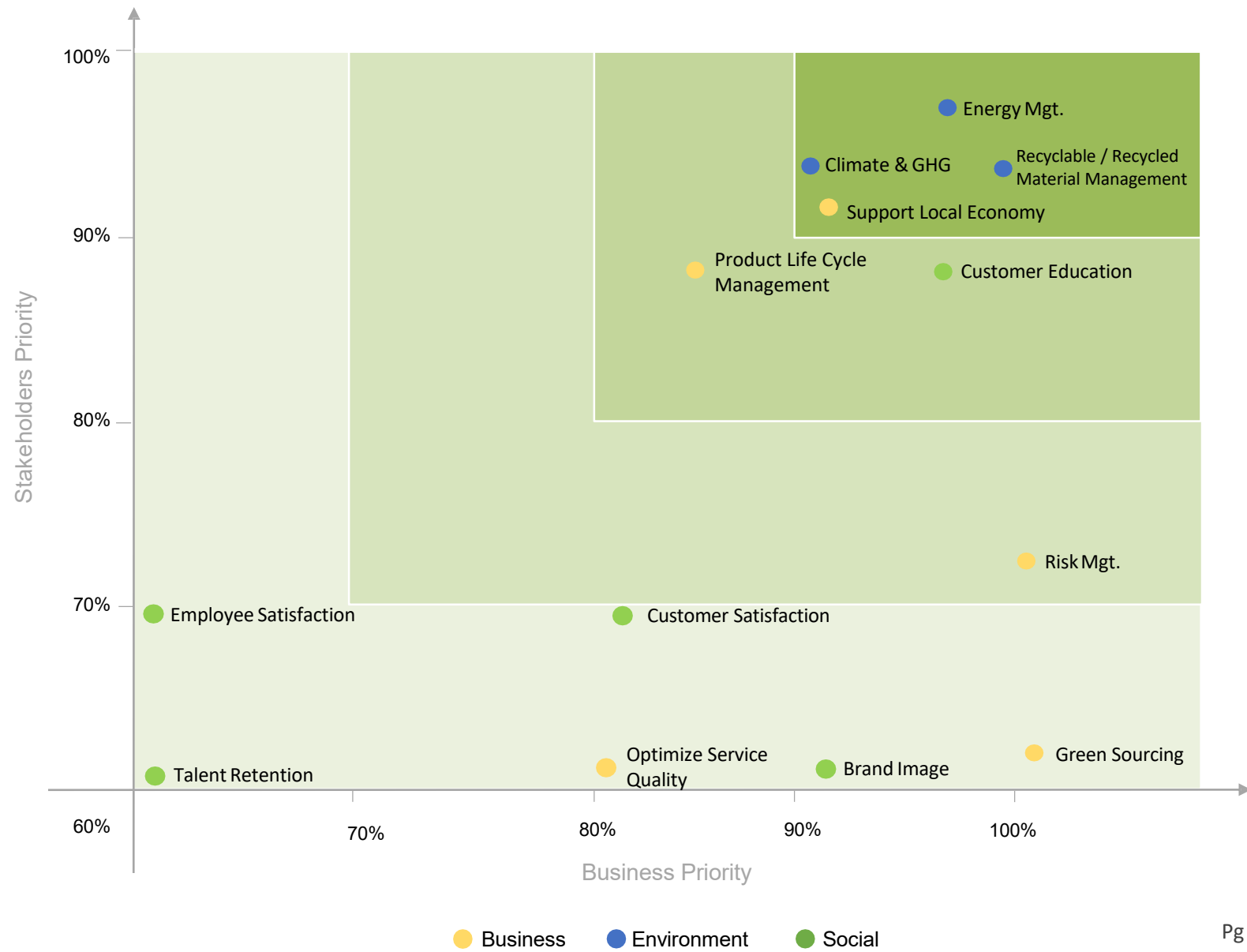
Contributing to the sustainable development of communities through engagement, partnerships & investing in initiatives that make a lasting positive impact

Sustainability Program - Priority Material Topics

Sustainability **Material Topics** assessment has been carried out by evaluating sustainability issues through the lenses of both business priorities and stakeholder expectations.

This dual-dimensional approach ensured that the identified material topics remain relevant, impactful, and aligned with the organization's strategic direction while meeting the needs and expectations of its stakeholders.

- Upon scoring, key material topics were identified to be intersecting between the dimensions business and stakeholders' expectations.
- By analyzing where these priorities align, Falcon Pack has identified key sustainability issues that are crucial for long-term success, reputation, risk management, and value creation.
- These material topics have become the focal points for developing sustainability strategies, setting targets, implementing initiatives, and reporting progress for Falcon Pack.



Key Goals, Objectives, KPIs and Targets

Strategic Themes	Material Topics	Goals	Objectives	KPIs	Targets 2025	Targets 2026	Targets 2027
Green Product	Recyclable / Recycled Material Management	Achieve green procurement objectives	Maximize suppliers that are using environmental criteria	% of suppliers using environmental criteria	70%	80%	100%
			Maximize stock volumes of recycled/recyclable/certified materials	% stock volumes of recycled/recyclable / certified materials	90%	98%	100%
		R&D for reduced 'Packaging per product' solutions	Optimize top 20% of products in terms of packaging weight and usage benefit	% of products optimize for weight and usage benefit	60%	70%	100%
			Increase count of innovative eco-friendly products in the portfolio	% increase of eco-friendly and innovative products	50%	60%	70%
	Product Life Cycle Management	Improve the life cycle performance of products	Reduce products related CO2 inventory	% reduction in products related CO2 inventory	10%	20%	40%
	Support local economy	Increase infrastructural investments	Invest and grow infrastructure as per the plan	% of infrastructural investment made	100%	100%	100%
		Prioritize locally produced and recycled products	maximize spend on locally produced and recycled products	% increase in spend on locally produced and recycled products	25%	40%	50%
Green Office	Energy Consumption Management	Reduce energy consumption outside of the organization (Purchased Electricity)	Reduce energy consumption outside of the organization (Purchased Electricity)	% decrease in electricity consumption as per the plan (joules)	2%	5%	8%
		Shift towards renewable energy sources	Identify and increase renewable energy sources	% increase in renewable sources of energy	2%	3%	5%
	Climate change and GHG emissions	Reduce total carbon emissions (Unit of Measure - CO2 Equivalent)	Reduce Scope 1, 2, 3 Carbon Emissions	% reduction as per the plan (Scope 1, 2, 3 Carbon Emissions)	3.5%	5.5%	10.5%
Green Planet	Customer Education	Achieve planned net zero scope target	Plan and achieve Net Zero Objective (Product related Carbon Offset)	% of Net Zero objective achieved	20%	35%	40%
		Maximize customer education (Webinar / Events / Social media etc.)	Maximize customer education in terms of sustainability based lifestyle	% of planned actions completed in time	80%	90%	100%

Key Goals, Objectives and Actions

Strategic Themes	Material Topics	Goals	Objectives	Actions	Outcomes	Responsible
Green Product	Recyclable/ Recycled Material Management	Achieve green procurement objectives	Maximize suppliers that are using environmental criteria	Analyze and screen existing and quantify target for adding suppliers using environmental criteria	List of suppliers with acceptable level of sustainable operations and products	Purchase
			Maximize stock volumes of recycled/recyclable/certified materials	Assessment of existing volumes of recycled/recyclable/certified materials	Current % of existing recycled, recyclable and certified materials (i.e. paper, aluminum, wood and plastic)	Production
				Plan target procurement volumes of recycled/recyclable/certified materials	Plan of procurement volumes of recycled, recyclable and certified materials (i.e. paper, aluminum, wood and plastic)	Purchase
		R&D for reduced 'Packaging per product' solutions	Optimize top 20% of products in terms of packaging weight and usage benefit	Optimize existing packaging weight & improve usage benefit	Analysis of existing top 20% products for improvement in terms weight and volume modification (i.e. enhanced packaging solutions for customers with lower cost and more sustainable characteristics)	R&D
			increase count of innovative eco-friendly products in the portfolio	Plan and develop new innovative eco-friendly products	Review existing products portfolio and quantify new eco-friendly products development target	R&D
	Product Life Cycle Management	Improve the life cycle performance of products	Reduce products related CO2 inventory	Perform product life cycle inventory and impact assessment of all key materials	Define goals and scope of product LCA, and perform Product Carbon Footprint (PCF) assessment and calculate the climate-relevant greenhouse gases that are produced during the entire life cycle of our materials / products	BE
				Plan to optimize product related CO2 inventory	PCF reduction plan relating to paper, plastic and aluminum materials (i.e. shift from overseas procurements to local in order to reduce the transportation related carbon footprint resulting from shipping, etc.)	Purchase
	Support local economy	Increase infrastructural investments	Invest and grow infrastructure as per the plan	As a growth initiative, plan and setup manufacturing and distribution units across high business potential countries, plus contribute to increase employment rate	List of infrastructural development projects with the quantified need of manpower	EC
		Prioritize locally produced and recycled products	maximize spend on locally produced and recycled products	Plan and maximize procurement of materials and products from local suppliers	Quantified plan of % shift from overseas to local sourcing of material and products	Purchase

Key Goals, Objectives and Actions

Strategic Themes	Material Topics	Goals	Objectives	Actions	Outcomes	Responsible
Green Office	Energy Consumption Management	Reduce energy consumption outside of the organization (Purchased Electricity)	Reduce energy consumption outside of the organization (Purchased Electricity)	Assess the electricity baseline and plan consumption reduction target in "Joules"	Quantified target of x% reduction in the consumption of grid-sources electricity	Admin
		Shift towards renewable energy sources	Identify and increase renewable energy sources	Assess and quantify the realistic amount of shift towards renewable energy sources (Joules)	SMART plan to introduce and maximize renewable energy solutions (i.e. solar based energy and recycling of waste-water solutions, etc.)	Admin
	Climate change and GHG emissions	Reduce total carbon emissions (Unit of Measure - CO2 Equivalent)	Reduce scope 1, 2, 3 carbon emissions	Assess and quantify the target of scope 1 emission reduction as CO2 Equivalent (i.e. vehicle fuel)	Quantified realistic targets for the reduction in consumption of the fuel by organization's overall fleet (vehicles)	Admin
				Assess and quantify the target of scope 2 emission reduction as CO2 Equivalent (i.e. electricity)	Quantified realistic targets for the reduction in consumption of the electricity across number of active business units of the organization's	Admin
				Assess and quantify the target of scope 3 emission reduction (i.e. Consumable wastes, etc.)	Quantified realistic targets for the reduction in consumption of the consumable waste across number of active business units of the organization's	Admin
Green Planet	Customer Education	Achieve planned net zero scope target	Plan and achieve net zero objective (product related carbon offset)	Quantify baseline Co2 emissions & plan offset activities (i.e. tree plantations)	Quantified goals based plan to offset total quantity of CO2 through programs like Tree Plantation, Green Projects' Funding, etc.	BE
		Maximize customer education (webinar/ events/social media etc.)	Maximize customer education in terms of sustainability-based lifestyle	Plan frequency and count of webinars/events/seminars for customers about responsible consumption and maximize engagement	Detailed plan relating to webinars/events/seminars for external stakeholders relating to sustainability in general and in relevance to food packaging products	Marketing



Vision

At national and global level, we strive to play our part in creating a sustainable future, in-line with the “sustainable Development Goals” of UN.
We aim to be a regional leader and global player, providing innovative one-time-use food packaging solutions that drive the transition to a cleaner world.

We have set to convert our majority packaging to be recyclable or reusable by 2025.

Pillars

Business

Environment

Social



- Maximize revenue through cost control and profit management
- Risk assessment and compliance
- Market product competition
- Product Innovation(i.e. Green Products)
- **Supply Chain & Logistics Optimization**
- **Optimized service quality**
- Green Sourcing
- **Global Expansion**
- Product Life Cycle Management
- Support local economy
- Ethical Business



- **Product Pre and post consumption management**
- Water Consumption Management
- **Energy Consumption Management**
- Recyclable/ Recycled Material Management
- Waste Management
- **Climate change and GHG emissions**
- Green Office
- Green Planet
- Ethical Sourcing
- Laws and Regulations



- Employee Productivity, Training & education
- **Health & Safety**
- **Product Safety**
- **Customer Satisfaction (CX)**
- Employee Satisfaction
- Employee Engagement
- CSR Management
- Employee Attrition
- Succession Planning
- Supplier Education
- Customer Education
- Talent retention
- Brand Image Management
- Employer Attraction

Goals



We are Falcon Pack



We Are Falcon Pack



We are Falcon Pack - Respect and Dignity in the Workplace

To provide equal employment and advancement opportunities to all individuals, employment decisions at Falcon Pack are based on merit, qualifications, achievements, and abilities. Falcon Pack does not discriminate the employment opportunities or practices based on race, colour, religion, sex, national origin, disability, age, or any other characteristic protected by law.

Employee Engagement

A work-life balance is one of the key motivational drives that keep employees. We value the significance of a fun and meaningful experience—a quick switch for a moment away from the stress, pressures, and challenges at work.

In Falcon Pack, we unleash the potential of our employees through engagement activities such as sports, team building, outing, etc. This way, it will bring a comprehensive set of skills in leadership, decision-making, and reasonable judgment. More so, creating unforgettable moments filled with learning, happiness and fulfilment while strengthening the value of camaraderie is a key consistency in promoting a healthy and vibrant working environment.



We are Falcon Pack – Employee Engagement



Employee Engagement

High engagement leads to increased job satisfaction, performance and employee retention. Falcon Pack is committed to employee engagement to promote emotional and professional connection between employees to foster overall positive employee experience.

Employee experience is “one of the key facets of our Employee Value Proposition. We create all-inclusive environment which enables employees to improve on their physical and mental abilities.

We promote a positive environment in our workplaces, help employee fulfil their individual purpose by empowering to be the best version of themselves.

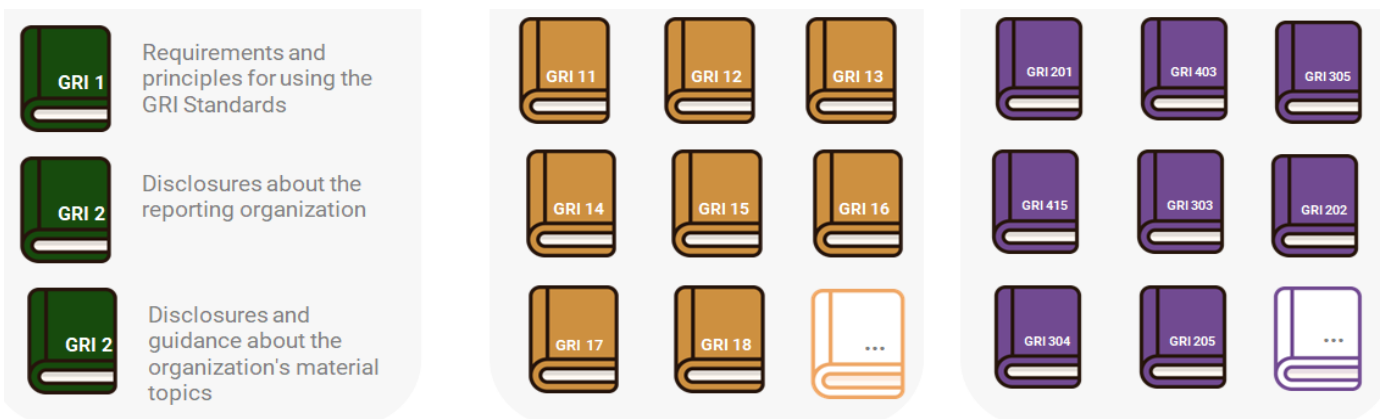
Falcon Pack engages a number of non-employee workers who support various operational, logistical, and service-related activities across its facilities. These workers are typically hired through third-party agencies or service providers and are governed by contracts established between Falcon Pack and the respective vendor or outsourcing partner.



GLOBAL REPORTING INITIATIVES

Global Reporting Initiative (GRI) Standards

Falcon Pack Sustainability Report 2024 has been prepared in accordance with the **Global Reporting Initiative (GRI)** Standards for the reporting period from **1st January 2024 to 31st December 2024** and is in a process of publishing. This report adheres to the **GRI 2021 Foundation** framework, which provides a comprehensive, globally recognized methodology for disclosing economic, environmental, and social impacts in a structured and transparent manner.



Since **2023**, Falcon Pack has adopted the **GRI Standards** as the principal framework for its sustainability disclosures. This adoption represents a strategic move towards greater transparency, stakeholder accountability, and alignment with global best practices. Our reporting covers key areas such as **climate impact, labor practices, supply chain management, product responsibility, water usage, and waste management**, among others.

While significant progress has been made in data collection, monitoring, and performance analysis, we acknowledge that certain **GRI disclosures** remain partially reported due to **data constraints across multiple entities** and subsidiaries. In line with the principle of continuous improvement, we are actively enhancing our **internal systems and governance frameworks** to ensure comprehensive and consistent data coverage in future reporting cycles.

Alignment with Global Benchmarks

To ensure credibility and global relevance, Falcon Pack aligns its sustainability performance with the following internationally recognized **benchmarks and initiatives**:

United Nations Sustainable Development Goals (UN SDGs):

Our key programs are mapped against various SDGs, each of our initiatives is designed to drive measurable impact in line with the 2030 Agenda.

Science-Based Targets (SBTi) – Exploratory Alignment:

Falcon Pack has initiated baseline assessments to explore future alignment with the **Science-Based Targets initiative (SBTi)**, aimed at setting greenhouse gas (GHG) emission reduction targets that are consistent with climate science.

ISO 14001: Environmental Management System:

Our UAE and regional operations are guided by ISO 14001 standards to ensure continuous improvement in **environmental performance**, compliance obligations, and a reduction in ecological impact.

BRC Global Standard – Packaging and Packaging Materials:

We maintain BRC-certified operations to uphold the highest level of **product safety, quality, and environmental responsibility** within the packaging industry.

EcoVadis Sustainability Assessment – Under Consideration: Falcon Pack is reviewing participation in **EcoVadis**, a leading sustainability ratings platform used by global procurement teams to benchmark suppliers.

Falcon Pack’s key initiatives contribute to the following SDG



Falcon Pack’s sustainability strategy is aligned with SDGs, which serve as a global blueprint for achieving a better and more sustainable future. Our operations, innovations, and corporate responsibility initiatives directly contribute to several SDGs, with a strong emphasis on the following areas:

Sustainability Focus Area	SDG(s)	Relevant Goal(s)	Falcon Pack Initiatives
Supply Chain & Logistics Optimization	SDG 9, SDG 12	Industry, Innovation & Infrastructure; Responsible Consumption -	Streamlining logistics to reduce emissions, improve efficiency, and ensure sustainable sourcing.
Optimized Service Quality & Global Expansion	SDG 8, SDG 17	Decent Work & Economic Growth; Partnerships for the Goals	Expanding globally with high service standards, ethical labor practices, and strategic partnerships.
Product Pre- and Post-Consumption Management	SDG 12	Responsible Consumption and Production	Designing recyclable, reusable, and compostable products to support circular economy goals.
Energy Consumption Management	SDG 7	Affordable and Clean Energy	Implementing energy-saving technologies and reducing power usage across operations
Climate Change and GHG Emissions	SDG 13	Climate Action	Tracking and reducing carbon emissions through operational efficiency and green initiatives
Health & Safety	SDG 3, SDG 8	Good Health and Well-being; Decent Work and Economic Growth	Ensuring safe workplaces with strict HSE protocols and employee well-being programs
Product Safety	SDG 9, SDG 12	Industry, Innovation & Infrastructure; Responsible Consumption	Guaranteeing high product quality and compliance with global food and packaging safety standards.
Customer Satisfaction	SDG 9, SDG 12	Industry, Innovation & Infrastructure; Responsible Consumption	Enhancing client experience through innovation, feedback integration, and consistent quality.

Falcon Pack’s Stakeholders Engagement



Falcon Pack engages regularly with a wide range of stakeholders to ensure transparency, trust, and responsiveness to their expectations. Key stakeholders include employees, customers, suppliers, regulators, investors, local communities, and industry partners. Engagement is conducted through structured channels such as surveys, meetings, audits, reports, and CSR initiatives. Each stakeholder group is approached based on the relevance of their influence and interest in Falcon Pack’s operations.

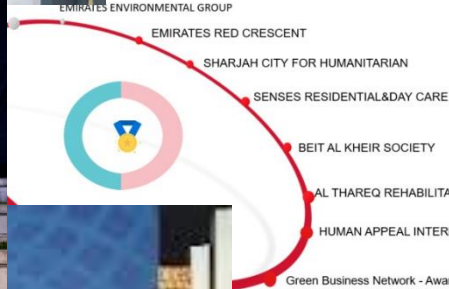
Interested Parties	Type	Reason for the Interest	Need and Expectations of Interested Parties	Need and Expectations of the Company
Customers	External	Direct recipient of organization product/service	Quality, Price, On time delivery, Response/available for query and complaints, compliance to legal and regulatory requirements, mutual understanding	Customer Satisfaction, Continuous orders, prompt payment on agreed terms, business continuity, mutual understanding, appropriate lead time, price negotiations, clarity in communication
External providers	External	Provide support and service/supply of raw materials and finished goods	Customer Satisfaction, Continuous orders, prompt payment on agreed terms, business continuity, mutual understanding, appropriate lead time, price negotiations, clarity in communication	Quality, Price, On time delivery, Response/available for query and complaints, compliance to legal and regulatory requirements, mutual understanding
Competitors	External	Challenge our capability to provide product and sevices to the customer	Supply of better quality product at reduced price in the market thereby promoting their product and brand name	Be the market leader and benchmark company among the competitors
Regulatory and government bodies	External	Direct controlling regulations that impact on organization product/service. Compliance with leagal and statutory requirements	Follow local laws and applicable regulations by regular update of the local and international requirements. And also pay all the applicable tazes timely	Fair time period for understanding and follow or update new policies, rules, regulations and develop business support policies
Credit financial institutions	External	Provide credit facility to the organization	Repaid on time, good financial performance	Timely provide business running finance
Insurance companies	External	Cover the risk factor of the organization's infrastructure products and people	No claims/prompt payments of insurance premium, effective risk management	Timley payment of insured sum by insurance company, in case of any incident
Public / Society	External	Ethical and moral behaviour, Food safety and environmental protection	Contribute positively to environmental protection, population or community. No complaints relating to Food safety and or environmental aspects	Mutual trust, confidence in Falcon brand and business continuity
Certification bodies	External	Assess conformity of the company against ISO standards and other regional standards	Effective implementaionof ISO standards with all the relevant clauses	Customer Satisfaction, improve product and service quality, improve efficiency, achieve international recogniton and generate more income
Owner	Internal	Money inveted in the organization	Profitability good financial and legal compliance, avoidance of fine and penalty, expansion of the business	Good work atmosphere, and smooth business running policies and business continuity
Employees	Internal	Responsible for realization of product and services	Job security, on time wages with other benefits to cover the cost of living. Professional development and growth by recognition and rewards, regular training etc. Safe work environment and nondiscriminatory approch	Loyal to the organization, Focused on work, give 100% output. Effectively participate in organizational and self development

Falcon Pack - Awards and Recognition

Falcon Pack's commitment to excellence, sustainability, and social responsibility has been recognized by a range of respected organizations. We have received accolades from the Global Business Network (GBN), the Sheikh Khalifa Excellence Award (SKEA), and the Red Crescent, among others. These recognitions affirm our dedication to operational excellence, ethical practices.



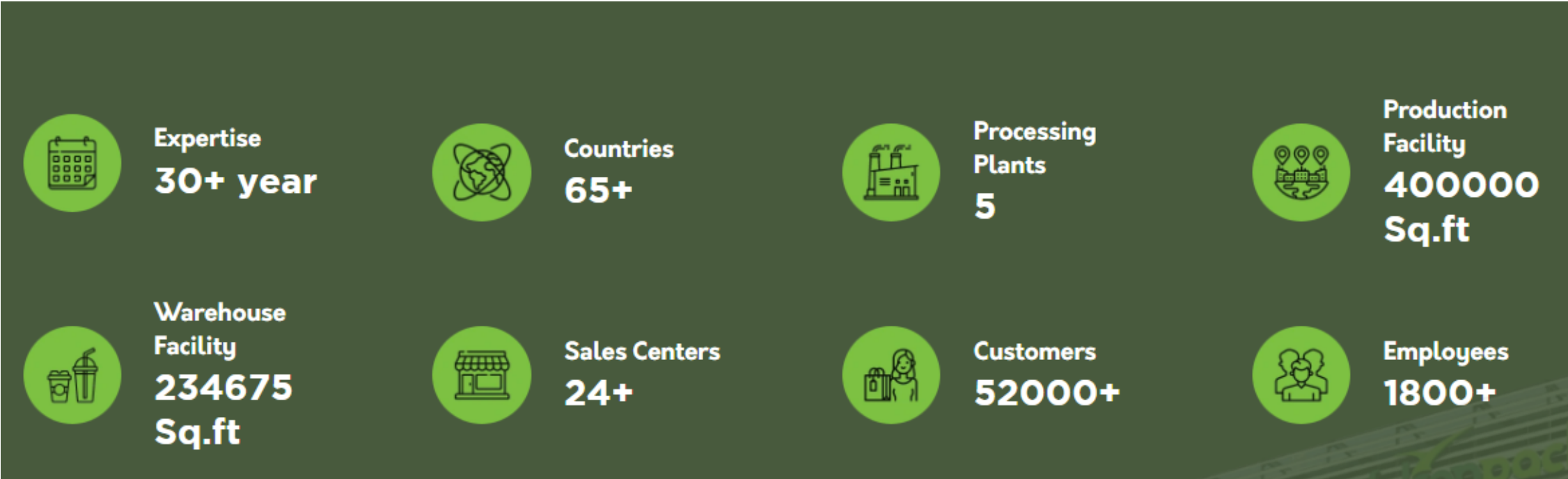
Contribution in Various Community Services

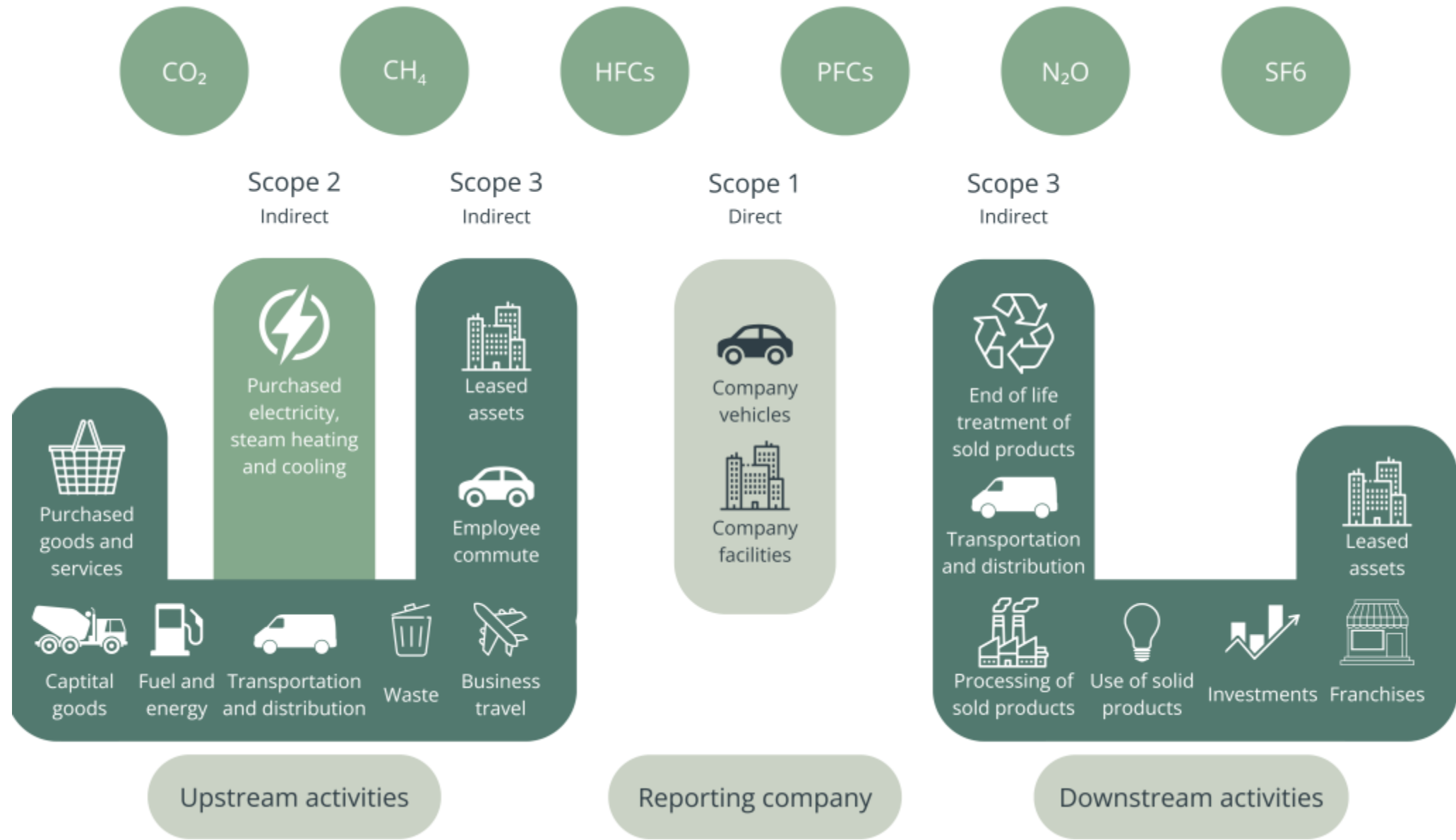


Falcon Pack is fully committed to complying with all applicable local, national, and international laws and regulations that govern our operations. We uphold the highest standards of legal and ethical conduct across all areas, including labour practices, environmental management, product safety, corporate governance, and trade compliance.

We maintain a proactive compliance framework that includes regular internal audits, third-party reviews, employee training, and a dedicated legal and compliance team to ensure continued adherence to regulatory requirements.

Our goal is to foster a culture of integrity and accountability, where legal compliance is embedded in day-to-day operations and decision-making processes. Through ongoing monitoring and continuous improvement, we strive to minimize legal risks and uphold our reputation as a responsible and compliant organization.





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Towards Carbon Reduction

Decarbonization Plan and Baseline

Overall Methodology

Calculation Approach
Emission Factors

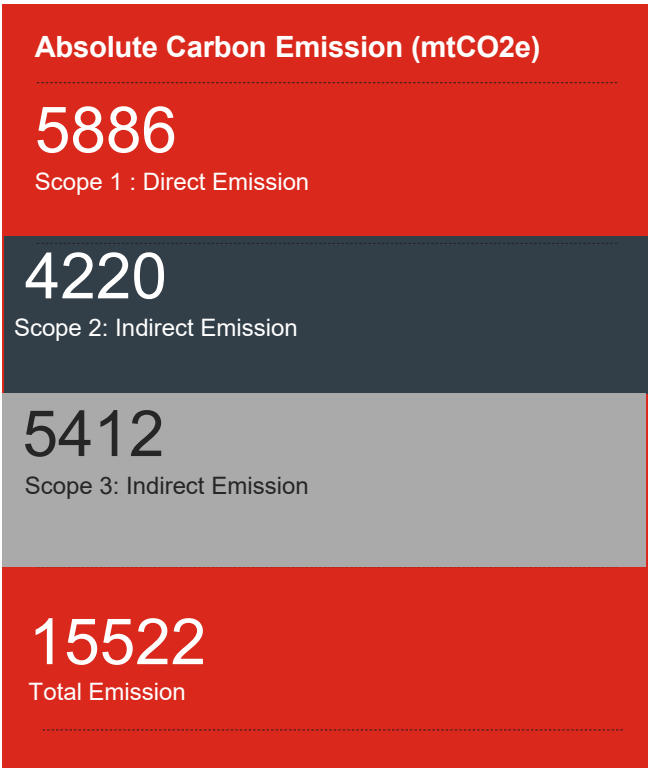
Benchmarking

UNFCC - GRI

Annex

Data Sources & Quality
Carbon Footprint Equations

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GRI content index

Statement of use	Falcon Pack Industry LLC has prepared this Sustainability Report in accordance with the GRI Standards 2021, covering the reporting period from 1 January 2024 to 31 December 2024. The report reflects our full alignment with the GRI framework, including disclosures on material topics, stakeholder engagement, and performance indicators across economic, environmental, and social aspects.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	As of the reporting period, there is no specific GRI Sector Standard available for the packaging or manufacturing of disposable food products. Therefore, Falcon Pack’s Sustainability Report has been prepared in accordance with the GRI Universal Standards 2021, and disclosures are aligned with material topics relevant to the packaging and manufacturing industry.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
	2-1 Organizational details	Falcon Pack’s Sustainable Growth Journey - Slide 3				
	2-2 Entities included in the organization’s sustainability reporting	Falcon Pack’s Sustainable Growth Journey - Slide 3				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: General	2-1 Organizational details	Falcon Pack’s Sustainable Growth Journey - Slide 3	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization’s sustainability reporting	Falcon Pack’s Sustainable Growth Journey - Slide 3				
	2-3 Reporting period, frequency and contact point	The ESG Report reflects data and activities from January 1 through December 31, 2024 - Refer Falcon Pack Environmental Impact Summary Report				
	2-4 Restatements of information	This is Falcon Pack’s first sustainability report. No restatements of previously disclosed sustainability information have been made.				
	2-5 External assurance	Falcon Pack may consider independent assurance for future reports to enhance transparency and stakeholder confidence				
	2-6 Activities, value chain and other business relationships	Falcon Pack’s role and relationships throughout its entire value chain—from sourcing to end-user delivery—across multiple sectors and geographies. Slide 10				
	2-7 Employees	Falcon Pack employs a diverse full-time workforce across various functions and regions, supported by fair employment practices and development programs - Refer slide 19,20,21				
	2-8 Workers who are not employees	Falcon Pack employs a diverse full-time workforce across various functions and regions, supported by fair employment practices and development programs - Refer slide 19,20,21				
	2-9 Governance structure and composition	Falcon Pack’s Sustainability Program is driven by a collaborative governance structure that aligns strategic direction with operational execution across all departments. This integrated, cross-functional approach embeds sustainability into the core of our business, promoting innovation, accountability, and long-term value creation.				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
	2-9 Governance structure and composition	Falcon Pack’s Sustainability Program is driven by a collaborative governance structure that aligns strategic direction with operational execution across all departments. This integrated, cross-functional approach embeds sustainability into the core of our business, promoting innovation, accountability, and long-term value creation.				
	2-10 Nomination and selection of the highest governance body	Nomination and selection of Falcon Pack’s highest governance body are based on leadership competency, integrity, and alignment with the company’s strategic goals, Refer Slide 18				
	2-11 Chair of the highest governance body	Nomination and selection of Falcon Pack’s highest governance body are based on leadership competency, integrity, and alignment with the company’s strategic goals, Refer Slide 18				
	2-12 Role of the highest governance body in overseeing the management of impacts	Nomination and selection of Falcon Pack’s highest governance body are based on leadership competency, integrity, and alignment with the company’s strategic goals, Refer Slide 18				
	2-13 Delegation of responsibility for managing impacts	Nomination and selection of Falcon Pack’s highest governance body are based on leadership competency, integrity, and alignment with the company’s strategic goals, Refer Slide 18				
	2-14 Role of the highest governance body in sustainability reporting	Nomination and selection of Falcon Pack’s highest governance body are based on leadership competency, integrity, and alignment with the company’s strategic goals, Refer Slide 18				
	2-15 Conflicts of interest	Refer to Sustainability report Page 18				
	2-16 Communication of critical concerns	Refer to Sustainability report Page 18				
	2-17 Collective knowledge of the highest governance body	Refer to Sustainability report Page 18				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
	2-18 Evaluation of the performance of the highest governance body	Refer to Sustainability report Page 18				
	2-19 Remuneration policies	Due to the sensitive nature of compensation data and internal policy, the disclosure of the annual total compensation ratio is omitted based on confidentiality considerations				
	2-20 Process to determine remuneration					
	2-21 Annual total compensation ratio					
	2-22 Statement on sustainable development strategy	Falcon Pack has embedded sustainability into its corporate strategy as a core pillar for competitiveness, resilience, and climate responsibility. Through its initiative, ‘A New Competitiveness Paradigm’, the company views decarbonization as both a necessity and a strategic opportunity for long-term value Refer Slide 12				
	2-23 Policy commitments	Falcon Pack integrates sustainability into its core operations through strategic alignment, stakeholder collaboration, measurable goals, and continuous monitoring. These commitments guide our actions across the value chain and reinforce our responsibility to the environment, communities, and future generations. - Refer slide 6				
	2-24 Embedding policy commitments	Falcon Pack integrates sustainability into its core operations through strategic alignment, stakeholder collaboration, measurable goals, and continuous monitoring. These commitments guide our actions across the value chain and reinforce our responsibility to the environment, communities, and future generations. - Refer slide 6				
	2-25 Processes to remediate negative impacts	Refer to Sustainability report Page 18				
	2-26 Mechanisms for seeking advice and raising concerns	Refer to Sustainability report Page 18				
	2-27 Compliance with laws and regulations	Refer to Sustainability report Page 37				
	2-28 Membership associations	Refer to Sustainability report Page 36				
	2-29 Approach to stakeholder engagement	Refer to Sustainability report Page 35				
	2-30 Collective bargaining agreements	Refer to Sustainability report Page 35				

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Gracias



Merci

Спасибо

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Obrigado



Danke

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ありがとうございました

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