



Igniting Global Collaboration

POWERING MULTINATIONAL BRANDS LOCALLY

Sustainability Report

Strictly Confidential

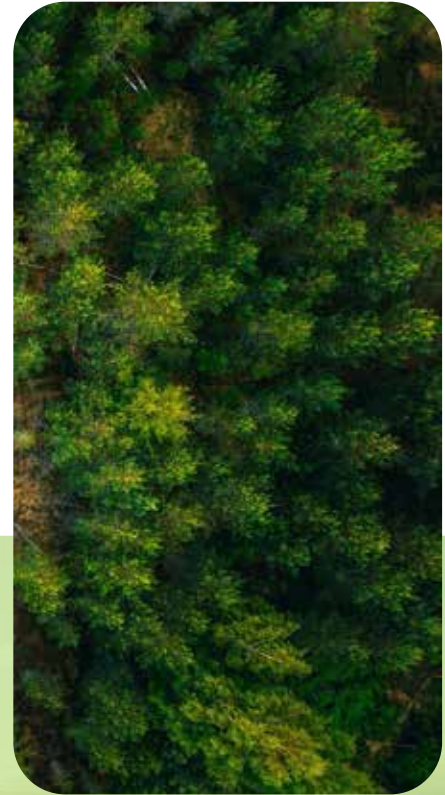
Building a

Sustainable Future of Promotion

At IGC Global Promotions, we are setting new benchmarks in sustainability within the promotional products industry. Our 2025 Sustainability Report reflects our unwavering commitment to environmental responsibility, ethical governance, and social impact.

Through continuous innovation, we aim to create solutions that not only meet client needs but also foster the well-being of our planet and communities. Our partnerships, processes, and products are designed with a purpose-driven approach, ensuring that every promotional item tells a story of positive impact.

**Together, we're
reimagining the future
of promotions with
purpose, responsibility,
and impact at the core of
everything we do.**





Leadership **Commitment to Sustainability**

Our journey towards sustainability reflects our deep-rooted commitment to environmental stewardship, social inclusion, and ethical business practices. These achievements would not be possible without our dedicated team and valued stakeholders. We remain steadfast in our mission to create a better future for generations to come.

At IGC, we believe that sustainability is not just a goal; it's our responsibility. We are proud to play an active role in driving positive change through our operations, partnerships, and innovative solutions.

Few companies have the global reach, expertise, and infrastructure to influence sustainable practices across diverse markets like IGC. Our strength lies not only in the products we deliver but also in the values we uphold—from ethical sourcing and supply chain transparency to reducing our carbon footprint and supporting local communities.

We recognize that sustainability is a shared journey, and we are committed to collaborating with our clients, suppliers, and stakeholders to drive meaningful impact.

Thank you for being part of this journey.

Gaurav Bhagat
President, IGC Global Promotions





Who We Are

IGC Global Promotions is a pioneer in the promotional products industry, offering sustainable marketing solutions worldwide.

Offices

94+ across 100+ countries

Annual Turnover

\$550+ million

Clients Serving

1000+ companies Globally

Employees

1,700+ globally



Sustainability is the cornerstone of our values, guiding our operations to achieve business success while positively impacting the planet and society.

Our Vision: Leadership in Sustainability

At IGC, we celebrate life's moments responsibly. As leaders in the global gifting market, we are committed to making products that prioritize the well-being of the planet and its communities.

Our sustainability vision focuses on transforming how we source, package, and deliver products. This report highlights our ongoing efforts towards building a sustainable future.



We aim to:

Align with UN Sustainable Development Goals (SDGs).

Achieve net-zero emissions (Scope 1 & 2) by 2030.

Promote ethical governance, diversity, and social impact.

Drive continuous innovation in sustainable products to minimise environmental impact.

Key Highlights of 2025

01 **EcoVadis Platinum Certification** among our Platinum Partners
IGC Platinum Partners with EcoVadis certifications – including Platinum – highlight our shared commitment to responsible sourcing and sustainability.

03 **Delivered 500,000+ eco-friendly promotional products** in over 1,000 client projects worldwide.

02 **Introduced 100+ sustainable SKUs** across various product categories.

04 **Offset carbon emissions** through **ForestNation tree-planting campaigns**.



Recognized Sustainability Certifications

Several IGC Platinum Partners have been awarded globally recognized sustainability certifications. The examples below represent the types of certifications held within our partner network.



ISO 14001

International standard for environmental management systems.



UN Global Compact

Adherence to 10 principles on human rights, labor, and anti-corruption.



EcoVadis Platinum Certification

Highest rating for environmental, labor, ethics, and sustainable procurement.



SA8000

Certification for ethical labor practices.



Fair Trade

Supporting responsible production and agricultural practices.

Strategic Oversight **for Sustainability**

At IGC, our commitment to sustainability is driven by strong governance frameworks. Our dedicated Sustainability Committee ensures global alignment of sustainability goals and the implementation of best practices across all operations.

By embedding Environmental, Social, and Governance (ESG) principles into our core strategy, we proactively manage risks and opportunities, fostering accountability at every level. This strategic oversight enables us to act responsibly, drive meaningful impact, and support sustainable growth across all facets of our business.



Integrating **UNGC principles** into our business strategies and operations.



Engaging **stakeholders** through initiatives like the Mangrove Planting Project.



Providing **ongoing training** through the **Knowledge Management Committee (KMC)** to build expertise in sustainable practices.

Environmental Excellence in Action

We actively implement green initiatives to reduce our environmental impact and promote sustainable growth.

Key initiatives include:

Partnered with **ForestNation** to plant thousands of trees, offsetting carbon emissions.

Introduced innovative products using **biodegradable and recycled materials**.



Reduced CO2 emissions through **renewable energy adoption** and **green transportation** initiatives.

Collaborated with **local suppliers** to source sustainable raw materials and support regional economies.

Reducing Carbon Footprint

IGC is taking significant steps to address the challenges of climate change. Our initiatives focus on minimizing our carbon footprint while ensuring operational efficiency.

Key Climate Initiatives:

- Reduced travel-related emissions by embracing **global online meetings and virtual collaboration**.
- Promoted **energy-efficient processes** in manufacturing and logistics.
- Launched **global awareness campaigns** to advocate for responsible consumption and sustainable choices.



Maximizing Resource Efficiency

Our strategy revolves around optimizing resources to reduce waste and improve product longevity.

Our approach focuses on:

- Reduced **manufacturing waste** through rigorous quality control and lean production methods.
- Adopted **circular economy models**, focusing on durable, long-lasting products.
- Introduced **green packaging solutions** certified by the **Forest Stewardship Council (FSC)**.

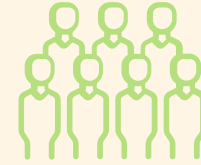
Empowering Our Workforce

At IGC, we believe that an inclusive and supportive workplace is fundamental to achieving sustainable growth.

0%

Zero-Tolerance Policy

Strict policies against discrimination and harassment.



Diversity & Inclusion

Women hold **65% of leadership roles globally**, fostering an inclusive culture.



Employee Well-being

Comprehensive health and safety programs, ongoing training, and initiatives to promote work-life balance.

100%

compliance with international labor laws, including the prohibition of child and forced labor.



Protecting Human Rights Across Operations

Human rights are at the core of our operations. We ensure fair and ethical practices across our global supply chain.



Partnered with NGOs to support vulnerable communities through targeted programs.



Conducted **human rights due diligence** to assess and mitigate risks in our supply chain.



Building Stronger Communities



Our community engagement efforts focus on creating a lasting positive impact on society.

Initiatives in 2025:

- Partnered with Social Flower Cooperative in Italy to empower individuals with disabilities.
- Supported the Mobulas Brazil Initiative for marine conservation and biodiversity protection.
- Donated to local education programs and organized volunteer drives to promote education and social welfare.

Driving Responsible Business Practices

At IGC, we believe that responsible business is not just about compliance it's about creating a culture where ethics, sustainability, and accountability are woven into every decision we make. Our commitment extends beyond meeting industry standards; we aim to influence positive change throughout our value chain and the communities we serve. This means fostering a business environment grounded in transparency, ethical leadership, and sustainable innovation, ensuring that our impact is both meaningful and measurable.



Combating corruption with strict adherence to a global Code of Conduct.

Promoting sustainable supply chains with full visibility and transparency.

Supporting the green economy by prioritizing eco-friendly product lines.

Pioneering Sustainable Products



Introduced recycled material innovations such as marine plastic and airbags for BMW merchandise.



Designed **biodegradable packaging solutions** for global clients.



Researched and explored **upcycling methods** to integrate into future product lines.

2025 Sustainability in Numbers

Our progress in 2024/2025 is reflected in the following achievements:

Partner Certifications:

EcoVadis (Platinum tier), ISO 14001, SA8000.

Communities supported:

50+ global initiatives through CSR programs.

Products delivered:

500,000+ sustainable items.

New SKUs launched:

100+ sustainable designs.

Adapting to Challenges

In our pursuit of sustainability, we remain vigilant in identifying risks and capitalizing on emerging opportunities. Our focus:

Addressing climate regulations and resource scarcity challenges.

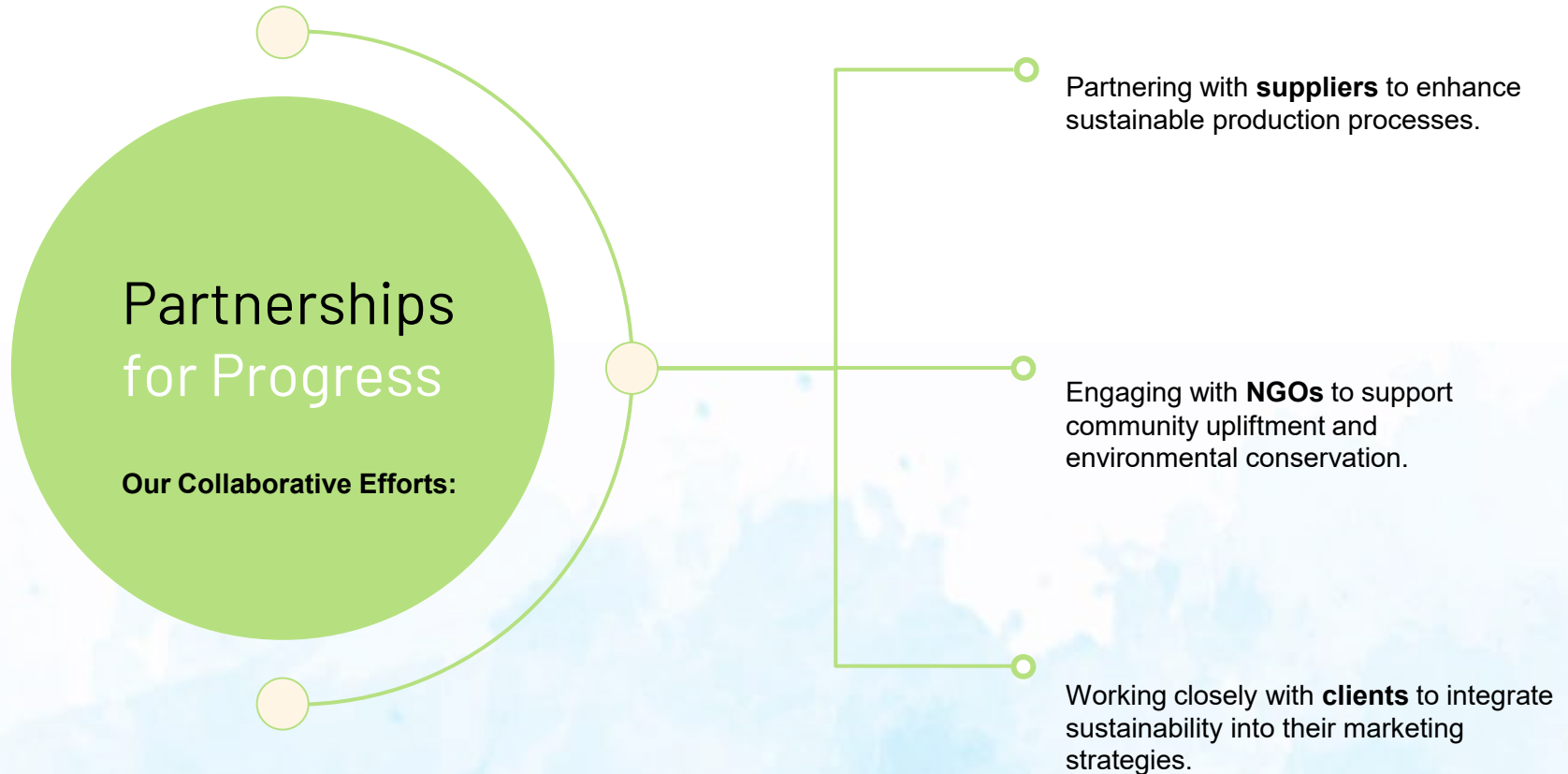
Leveraging **green technologies** to reduce environmental impact.



Embracing **circular economy models** for a more sustainable future.

Meeting the rising **consumer demand for sustainable solutions**.

Collaboration is at the heart of our sustainability journey. **We actively work with key stakeholders to drive impactful change.**



Roadmap to 2030

01

Achieve **net-zero emissions** for Scope 1 and 2.

03

Increase community outreach and **sustainability training programs** for employees and partners.

Looking ahead, our sustainability strategy is focused on ambitious yet achievable goals:

Develop and expand our range of **GOTS- and GRS-certified products**.

02

Broaden our portfolio of **sustainable promotional products** to meet evolving client needs.

04



Join us in our mission to build a greener, more inclusive future. Together, we can create a lasting impact and inspire change.

© 2025 IGC Global Promotions. All rights reserved.

IGC Global Promotions operates as a global network of independent companies, each serving its local market while adhering to shared global standards and practices. Although connected through a collaborative framework, each IGC entity functions as a separate legal entity responsible for its own operations. IGC Global Promotions facilitates global coordination and best practices but does not provide services directly to clients. For more information about our organizational structure, please visit www.igcpromotions.com.

Publication Name: Sustainability Report 2025

Publication Date: July 2025

© 2025 IGC Global Promotions



Igniting Global Collaboration

POWERING MULTINATIONAL BRANDS LOCALLY