

SUSTAINABILITY REPORT

MESSAGE FROM THE BOARD

We are proud to present our first year Sustainability Report to reflect the Group's commitment to responsible business practices. Global economic recovery has been slow and uneven. Geo-political risk, previously confined to the developing world, has also increased uncertainty in the developed world. In parallel, we are seeing a paradigm shift in both economic and social terms as we experience a fourth industrial revolution, sweeping away old assumptions and subjecting us all – both as individuals and businesses – to a new intensity of competition. Given the current rhythm of change, sustainability has never been more vital to us all. As we set out in this report, sound sustainability policy and execution are therefore top priorities for the Group.

EMBRACING ENVIRONMENT

We recognise that businesses cannot be successful unless they are in harmony with the global environment. We hence actively promote eco-friendly practices in our operations to secure resources for future generations, improve profitability and enhance competitiveness, supported by our Environmental Management System.

In 2017, we achieved the Green Supplier Award presented by Konica Minolta. This raises an awareness in the Group that we could also do our part to minimise carbon emissions and save cost through this program.

DELIVERING QUALITY

We deliver customer satisfaction through designing and manufacturing quality products and providing quick response to our customers' needs, supported by our Quality Management System.

In addition, we also believe the strongest relationships in our supply chain come from treating 'suppliers' as 'partners'. We prioritise business relationships with suppliers that share our sustainability vision and promote high standards within their own operations. We expect partner organisations to adhere to our ethical procurement philosophy.

We do not currently impose any sustainability auditing on our suppliers. However, with the goal of preventing or reducing environmental impact throughout our supply chain, we will increasingly focus on improving transparency and reporting of supply chain sustainability performance, and will continue to identify new opportunities to work together.

EMPOWERING LIVES

People are the cornerstone of our businesses. We work to ensure a respectful, harmonious and safe work environment and provide training and career development opportunities for our employees through our Safety Management System.

In addition, the Group has a Health, Safety and Environment Policy which all our employees are expected to abide by. We are proud to announce that we achieved zero serious accident in Financial Year 2017. We will continue to strengthen the focus of our safety procedures and maintain the results.

COMMUNICATING WITH STAKEHOLDERS

Operational success is only possible if we can embed into the business a regular and reliable dialogue with our stakeholders. We will continue to keep people abreast of our corporate views. With an eye towards the future, we will continue to strive in collaborating with our stakeholders to contribute to the positive development of societies and in navigating this sustainability journey.

We foresee both opportunities and challenges ahead of our sustainability journey, and we will continue to uphold our commitment to invest in the long-term, to cultivate sustainable growth and to challenge the status quo.

SUSTAINABILITY REPORT

SUSTAINABILITY PERFORMANCE



Revenue for the group of
S\$94.8 million



Operating costs for the group of
S\$93.3 million



Carbon emission intensity of
 $6.664 \times 10^{-2} \text{ tCO}_2\text{e/S\$'000}$



Electrical consumption intensity of
86.8 kWh/S\$'000



Water consumption intensity of
1,016 litre/S\$'000



Recycled 8,920 kg of metals
and 317 kg of pallets



All appointed suppliers are
ROHS compliant



Conducted 15 suppliers audits with
100% "Good" ratings



Conducted 5 trainings on quality
with 100% attendance from staff



Over S\$700,000 spent on social
insurance



Zero serious incidents and
workplace injuries



Less than 184 hours overtime
per employee

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ABOUT OUR REPORTING

Our sustainability reporting is prepared in accordance with the Global Reporting Initiative (“GRI”) Standards: Core Option as it provides a set of an extensive framework that is widely accepted as a global standard for sustainability reporting. It is also in accordance to the Listing Rule 711B and Sustainability Reporting Guide in Practice Note 7F of the Singapore Exchange Securities Trading Limited (“SGX-ST”) Catalyst Rules. In preparing our report, we applied the GRI’s principles for defining report content (including stakeholder inclusiveness, sustainability context, materiality and completeness) and report quality (including accuracy, balance, clarity, comparability, reliability and timeliness) by considering the Group’s activities, impacts and substantive expectations and interests of its stakeholders.

The data and information provided within the report have not been verified by an independent third party. We have relied on internal data monitoring and verification to ensure accuracy.

SCOPE OF SUSTAINABILITY REPORT

The scope of the report covers information on material sustainability aspects of Allied Technologies Limited (“Allied” or the “Group”), namely the Group’s significant subsidiary located in Vietnam, Allied Technologies (Saigon) Co., Ltd (“ATSC”), from 1 January 2017 to 31 December 2017 unless otherwise specified. This ensures that we sufficiently address stakeholders’ concerns related to sustainability issues arising out of the major business operations of the Group.

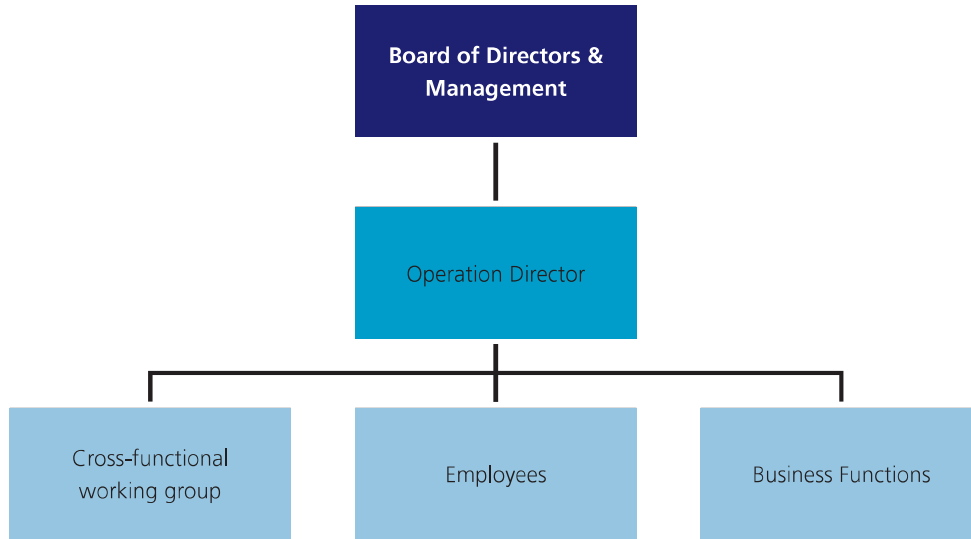
SUSTAINABILITY CONTACT

We welcome feedback on our sustainability practices and reporting at sustainability@allied-tech.com.sg.

SUSTAINABILITY REPORT

SUSTAINABILITY ORGANISATIONAL STRUCTURE

Sustainability is a vital part of our corporate strategy for achieving long-term growth. The values we create for our people, the environment and society at large very much determine our financial performance. We have developed a sustainability organizational structure to move things forward:



SUSTAINABILITY STRATEGY

At the Group, our sustainability strategy aims to create integrated values. Not only do we create economic value by maximizing profits and shareholder value, but we also take on a broader responsibility as a global corporate citizen to support societal values.

We commit to deliver value to all our stakeholders through the environment, economic and social aspects to embrace environment, deliver quality and empower lives.



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CONSULTING OUR STAKEHOLDERS

We engage both internal and external stakeholders on a regular basis with the goal of strengthening our sustainability approach and performance. An overview of our approach and rationale is set out below (with stakeholders listed in alphabetical order), together with the feedback we've received.

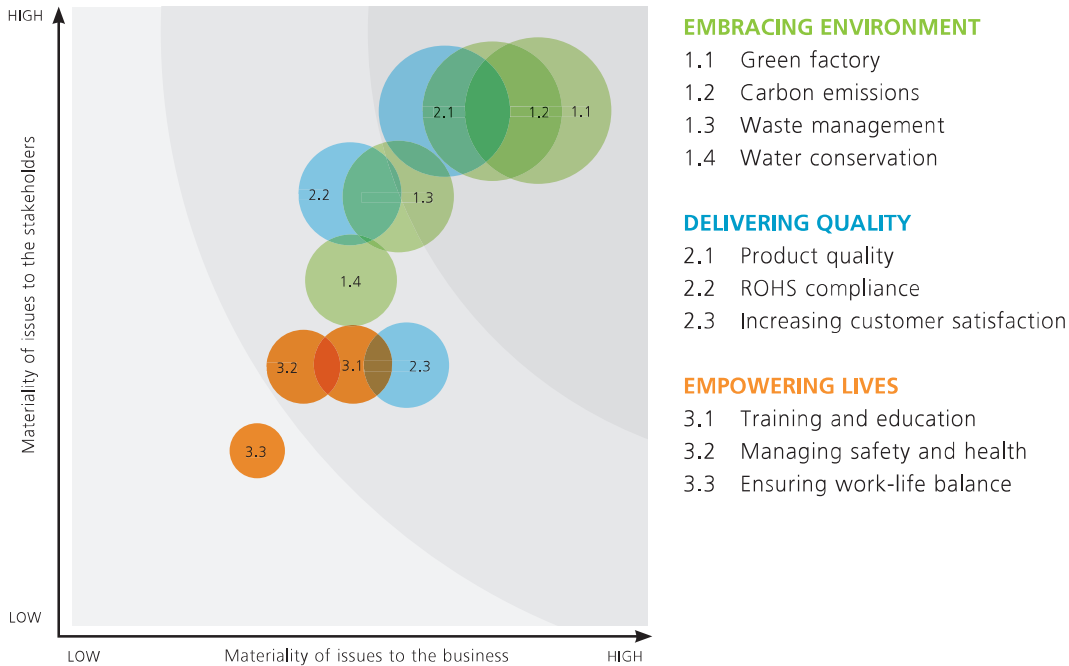
Stakeholders	How we listen	Why we do it	What you've told us
Community	- Press releases - Annual reports	Provide a sustainable factory environment, e.g. green factory.	Economic value generated and distributed to local communities
Customers	- Direct feedback via sales channel - Site visit to our factories - Periodic assessment performed by customers relating to impacts on environment and social factors	- Strengthen quality of the product to ascertain product safety and reduce defects. - Provide a sustainable factory environment that meets customers' requirements.	- Strengthen quality of the products - Establish green factory
Employees	- Employee's handbook - Periodic staff meetings - Staff trainings - Labour union meetings - Email feedbacks from staff	- Ensure workplace health and safety enables the employees to work comfortably and safely. - Employment benefits should address basic needs and help to manage stress and improve health. - Training and career development should be in place to improve effectiveness and productivity.	- Manage occupational health and safety - Maintain work life balance - Provide training and education
Governments	- Announcements from regulators - Emails from government - Letters from government	Attend trainings to keep up with the latest rules and regulations.	Compliance with relevant rules and regulations
Shareholder and investors	- SGX Announcements - Shareholder's meeting - Annual reports - Company's website - Regular updates and communication	Committed to delivering economic value to our capital providers through a strong financial performance and our methods of engagement with them.	- Long-term profitability - Sustainability matters - Group's performance against targets - Compliance with all relevant requirements
Suppliers	- Periodic supplier's assessment on Restriction of Hazardous Substance ("ROHS") - Supplier's meetings	Periodic ROHS audit on suppliers to ascertain quality of product and services acquired to ensure that they are free from hazardous substances.	Maintain ROHS compliance

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SUSTAINABILITY MATERIALITY MATRIX

Based on the stakeholder engagement, we developed our sustainability materiality matrix which is aligned with our principal business and operational risks, and formed our sustainability strategy which has shaped our approach to sustainability reporting. We will review and adjust the matrix each year, as the external and business context changes.

The aspect boundaries 'within' the organisation is limited to ATSC, whereas the aspect boundaries 'outside' the organisation include community, customers, employees, regulators, shareholders and investors, and suppliers.



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HOW WE MEASURE PERFORMANCE

We've embedded our sustainability strategy into the appropriate parts of our business, with dedicated teams for each focus area, and coordination by our relevant departmental managers.

Progress will be tracked in two key ways: measuring performance against metrics, and evaluating how well the programmes have advanced, through a series of 'commitments'.

METRICS AND TARGETS

We have established key performance indicators and targets (where applicable) for each of the three focus areas outlined in our sustainability strategy. Periodically, we plan to introduce new metrics and update targets to ensure alignment with our strategy.

COMMITMENTS

To ensure we have a robust change programme in place, we will also publish the key initiatives we plan to implement within the next year. Over the following pages, we've set out these commitments in a separate table for each area of our sustainability strategy. The progress we've made against each one is indicated using the symbols shown in the table below.

We track and review our sustainability programme with the Board of Directors throughout the year.

SYMBOLS USED TO INDICATE PROGRESS AGAINST COMMITMENTS

Symbol	Meaning
Ⓝ	New commitment this year
○	Not started
◐	In progress
●	Complete
🕒	Ongoing commitment: no end date

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EMBRACING ENVIRONMENT

As economic and population growth increase level of global consumption, our society faces environmental challenges. This requires the society to use energy and resources more efficiently. In order to achieve sustainable growth in the future, a company must not only pursue economic value but also address important issues of society including environmental problems. ATSC has established an **Environmental Management System** to play a part in securing the environmental sustainability for our future generations. In addition, ATSC is also a ISO14001:2004 (Environmental Management) certified company since 2012.

GREEN FACTORY

Manufacturing factories are energy-intensive structures and electricity often constitutes a significant proportion of operating expenses. By investing in energy efficiency, we not only help protect the environment but can also lower our financial costs.

ATSC has been participating in Konica's Minolta ("KM") Green Supplier Activity Program ("GSAP") since 2015 when the activity was launched. The purpose of the GSAP is to reduce both environmental impact and operating costs. Through the GSAP, we can contribute to cost reduction, increase sales opportunities, reduce business risk, and increase the environmental awareness of each employee.

ATSC had achieved the targets set by KM on the GSAP in March 2017 as follows (extracted from KM's Sustainability Report 2016):

Issue	KM's management index	Target (2.5 years after activity launched)
Prevention of global warming	• CO ₂ emissions	• 5% reduction*
	• Energy costs	• 5% reduction*
Waste reduction	• External discharge quantity	• 12.5% reduction*
	• Materials/waste cost	• Cost reduction greater than waste expenses
	• Final disposal rate	• 0.5% or less
Reduction of chemical risk	• Reduction of chemical risk	• Compliance with chemical substance guidelines

* compared to last year before activity launched

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CARBON EMISSIONS

Climate change is a global challenge that affects us all. To help manage our impact on climate change, we monitor and review our carbon footprint on a regular basis.

By analysing our carbon footprint, we have found that most of our greenhouse gases ("GHG") emissions are attributable to our energy consumption. We have performed the following steps to cut our energy consumption with the primary goal of reducing our carbon footprint.

(a) Optimise eco-efficiency in building operation

We have replaced inefficient lights or machines and achieved the following reduction in carbon emission and energy cost savings:

Improvement	CO ₂ reduction	Cost saving (\$\$)
Replace 1 chiller in FO1 (Injection Factory)	105.2 tonnes/year	27,193.77
Replace Fluorescent Light with LED light in FO2 (Assembly Factory)	9.9 tonnes/year	2,257.96

(b) Promote environmental awareness in ATSC

We have communicated to employees to switch off unused electricity or machines and achieved the following reduction in carbon emission and energy cost savings:

Improvement	CO ₂ reduction	Cost saving (\$\$)
Set guideline to stop drying process in degreasing line during lunch hour, one hour per day	14.1 tonnes/year	4,172.58
Clean compressor filters once a month	9.2 tonnes/year	2,073.83

WASTE MANAGEMENT

We are taking steps to manage our waste production and encourage our employees, customers and suppliers to do the same. This includes reducing waste production at source, increasing recycling initiatives and disposing of waste in a responsible way.

We performed the following steps for waste management:

- (a) Metals* We have modified the tooling for optimisation of the steel mill material for the high volume parts. This resulted in a waste reduction of 1,100kg per year. In addition, scrap metals produced during production were sold to authorised vendors periodically.
- (b) Pallets* We reuse pallets if they are in good condition and damaged pallets will be refurbished to stools or new pallets.
- (c) Packaging materials* We have reused packaging materials such as polyethylene (PE) bags of the purchased products to pack semi-finished/finished metal products. In 2017, 2,210kg of PE bags were reused.

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(d) *Hazardous waste* Hazardous waste produced during the production/operations are as follows:

- Waste water with oil, chemical
- Oil gloves and clothes
- Ink waste
- Battery waste
- Burnt florescent lights
- Grease and oil waste

These hazardous waste were sold to licensed vendors. In addition, we provide recycling bins at our factories to facilitate the recycling of metal paper, plastic bags and used carton.

WATER CONSERVATION

Water scarcity is a growing concern around the world and a serious global challenge that we must work together to address to.

We have adopted a wide range of measures to reduce water consumption at our factories, including installing watering system with timer control and placing posters at canteen areas to raise awareness of water scarcity issues among our employees.

COMMITMENTS: EMBRACING ENVIRONMENT

Start Date	End Date	Commitment	Progress
1 Jan 2018	31 Dec 2020	Reduce the carbon emissions by 3% to 6.464×10^{-2} tCO ₂ e/S\$'000	Ⓢ
1 Jan 2018	31 Dec 2020	Reduce the electricity consumption intensity to 86.5 kWh/S\$'000	Ⓢ
1 Jan 2018	31 Dec 2020	Reduce the water conversion intensity to 1,015 litre/S\$'000	Ⓢ

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DELIVERING QUALITY

We based on customer-oriented and quality oriented policies to work on the fundamental target of contributing to society through the supply of high-quality and compliant products that satisfy customers. ATSC has established a **Quality Management System** to deliver customer satisfaction through designing and manufacturing quality products and providing quick response to our customers' needs.

In addition, we believe that effective management of environmental, social and economic performance throughout our supply chains can help us conserve resources, optimise processes, increase productivity and promote positive corporate values. We are dedicated to the consistent implementation of our procurement policies and procedures across our entire operation.

PRODUCT QUALITY

We are totally committed to customer satisfaction with quality products and services delivered through our effective Quality Management System.

ATSC has been certified as meeting the requirements of ISO9001:2008 (Quality Management Systems) since 2009. An annual audit is conducted by accredited ISO Consultant. There are no major deficiencies noted and we shall continuously improve based on the recommendation provided by the ISO consultant. In December 2017, we have further upgraded our Quality Management System to be in line with the new ISO9001:2015.

We will ensure that our customers are satisfied with the quality of our products. In addition, we also implement comprehensive control in the quality of our manufacturing processes to ensure our staff learn and acquire new skills to increase their productivity. These training programs enable us to maintain a productive workforce, whose skills are constantly upgraded to keep pace with the new changes in technology and our marketplace. In 2017, we have conducted five staff trainings related to quality matters with 100% attendance from staff.

ROHS COMPLIANCE

We require our suppliers of raw materials and components to comply with the ROHS in their products. When receiving goods, our quality assurance department will also ascertain that raw material and components are ROHS compliant and attached with a mill certificate to certify their origins.

The purpose of complying with ROHS is to restrict the use of hazardous materials that may harm the environment and pollute landfills, and are dangerous in terms of occupational exposure during manufacturing and disposal.

We assess the work environment of our suppliers as a way to manage risks in consideration of the environment, human rights, and other sustainability aspects. We also help them with making necessary improvements to ensure compliance with ROHS requirements and operate in accordance with local regulations and international standards. Furthermore, we continuously support our suppliers to build mutual competitive edge and growth.

INCREASING CUSTOMER SATISFACTION

We assist our customers by providing advice and information on technical aspects of product development as early as when they are formulating the concept of their products. We constantly strive to improve our services by increasing the speed and efficiency of our production, maintaining consistency in the quality of our products and ensuring on-time delivery to our customers. We also ensure that continuing support and after-sales services are provided to our customers expeditiously.

A customer survey form has been put up on line at <http://www.allied-tech.com.sg/survey/survey.asp> to collect customer feedback. In addition, some customers also conduct audits on us periodically to ascertain that our quality, environmental, safety and health are in compliance to their standards.

In 2017, three audits were conducted by ATSC's customers and no major deficiencies noted. For other improvements, we have provided improvement plans to the customers on a timely manner. We shall continuously improve based on the recommendation provided by the customers.

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AWARDS AND RECOGNITIONS

ATSC received Excellence Supplier Award 2016 from Konica Minolta and Best Supplier Award 2014 from Samsung in recognition of our efforts on ensuring product quality and customer satisfaction. The list of major awards and recognition we attained in the recent years are as follows:

Year	Awards	Recognition	Organizer
2017	Green Supplier	Achieved Green Suppliers Activity Targets in March 2017	Konica Minolta, Inc
2016	Excellence Supplier Award 2016	Achieved customer target on cost, quality, delivery and environment	Konica Minolta, Inc
2015	Unit Defect on Arrival Zero Award 2015	Achieved customer quality target on delivery, customer rejection, customer complaint, in-house quality	Konica Minolta, Inc
2014	Best Supplier Award 2014	Achieved customer target on cost, quality, delivery and environment	Samsung Vina

COMMITMENTS: DELIVERING QUALITY

Start Date	End Date	Commitment	Progress
1 Jan 2018	31 Dec 2020	Assist all suppliers to achieve "Good" rating in audit results	Ⓜ
1 Jan 2018	31 Dec 2020	Achieve "Good" rating in customer's audit results	Ⓜ

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EMPOWERING LIVES

People are the cornerstone of our businesses. One of our most important and fundamental responsibilities lies in respecting and protecting the rights of all employees. Creating an environment where every employee can maintain both physical and mental health is essential to ensuring that they can maximise their potential. ATSC has established the **Safety Management System** to ensure a respectful, harmonious and safe work environment and provide training and career development opportunities for our employees.

TRAINING AND EDUCATION

Personal and professional development is an ongoing journey. ATSC considers an effective learning and development program to be a critical part of keeping our employees motivated and encouraging them to build a strong sense of loyalty and pride towards our business.

Our training and employee development initiatives are centered on operational skills, ISO9001:2015 (Quality Management System), and ISO14001:2004 (Environmental Management).

In 2017, we organised training courses, tutorials and workshops to equip our people with the necessary skills and knowledge to help them excel as employees and individuals. Our programs fall into one or more of the following broad categories:

- Staff orientation
- Language skills
- Customer service
- Professional development
- Leadership and team building
- Health and safety
- Laws and regulations

MANAGING SAFETY AND HEALTH

We are totally committed to provide a safe and healthy work environment for all our employees, contractors and visitors, through our effective Safety Management System. In order to ensure compliance to the above, we have formed a Safety Committee to promote workplace safety through the following:

- Developing safe work practices
- Developing written safety program
- Facilitating safety training
- Workplace self-inspections
- Accident investigations

In 2017, there were no serious incidents and workplace injuries. Going forward, we will continue to strive to maintain zero incidents and workplace injuries.

To ensure a healthy workforce, we also provide complimentary health screening annually for all employees who have been with ATSC for more than one year. In 2017, 328 employees participated in the annual health screening exercise. In addition, according to Vietnam's Social Insurance Scheme, ATSC is required to contribute the following percentage of employee's salary as social insurance effective from 1 June 2017:

Type of insurance	Employer portion	Employee portion	Total percentage
Social insurance	17.5%	8.0%	25.5%
Health insurance	3.0%	1.5%	4.5%
Unemployment insurance	1.0%	1.0%	2.0%
Total	21.5%	10.5%	32.0%

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ENSURING WORK-LIFE BALANCE

We provide a minimum of 12 days paid annual leaves to all employees. The leaves will be increased based on the employee's length of service. To promote work-life balance, ATSC also organises annual union trips and inter-department football tournament for all staffs.

COMMITMENTS: EMPOWERING LIVES

Start Date	End Date	Commitment	Progress
1 Jan 2018	31 Dec 2020	Maintain zero serious accidents and workplace injuries	🔄
1 Jan 2018	31 Dec 2018	Establish anti-corruption and discrimination policies	📌
1 Jan 2018	31 Dec 2018	Organise Sports and Family Day	📌

SUSTAINABILITY SCORECARD

ECONOMIC CONTRIBUTION (ATSC)

Key performance indicator	Units	Target	Progress	2017	2016	Base	Base year
Payments to government (including all taxes and relevant penalties)	S\$'000	–	–	273	508	–	–
Proportion of spending on local supplier	%	–	–	25.3%	27.8%	–	–
Proportion of senior management hired from local community	%	–	–	57.1%	44.4%	–	–
Number of new hires from local community	Number	–	–	455	574	–	–

EMBRACING ENVIRONMENT (ATSC)

Key performance indicator	Units	Target	Progress	2017	2016	Base	Base year
Direct carbon emissions (Scope 1)	tCO ₂ e	–	–	192.20	NA	–	–
Indirect carbon emissions (Scope 2)	tCO ₂ e	–	–	3,214.53	2,913.10	–	–
Carbon emission intensity (Scope 1 and Scope 2)	tCO ₂ e/ S\$'000	6.464 x 10 ⁻²	📌	6.664 x 10 ⁻²	NA	6.664 x 10 ⁻²	2017
Electricity consumption	kWh	–	–	4,439,958	4,023,615	–	–
Electricity consumption intensity	kWh/ S\$'000	86.5	📌	86.8	86.2	86.8	2017
Water consumption	litre	–	–	51,944,000	49,808,000	–	–
Water consumption intensity	litre/S\$'000	1,015	📌	1,016	1,067	1,016	2017
Water reused	%	–	–	3.33%	3.33%	–	–
Recycled materials (metals)	kg	–	–	8,920	7,066	–	–
Recycled materials (pallets)	kg	–	–	317	504	–	–
Recycled materials (papers)	kg	–	–	1,382	1,112	–	–
Reused materials (pallets)	kg	–	–	9,730	6,250	–	–
Reused materials (packaging materials, i.e. PE bag only)	kg	–	–	2,210	2,880	–	–

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DELIVERING QUALITY (ATSC)

Key performance indicator	Units	Target	Progress	2017	2016	Base	Base year
Number of quality trainings	Number	–	–	5	4	–	–
% of staff attended quality trainings	%	100%	Ⓝ	100%	100%	100%	2017
% of ROHS compliant suppliers	%	100%	Ⓝ	100%	100%	100%	2017
Number of suppliers audits conducted	Number	–	–	15	15	–	–
% of suppliers meeting “Good” rating	%	100%	Ⓝ	100%	93.3%	100%	2017
Number of customer audits conducted	Number	–	–	3	3	–	–
% of audit results meeting “Good” rating	%	100%	Ⓝ	100%	100%	100%	2017

EMPOWERING LIVES (ATSC)

Key performance indicator	Units	Target	Progress	2017	2016	Base	Base year
Spending on social insurance	Amount (\$\$)	–	–	713,274	643,789	–	–
Number of employees (male)	Number	–	–	418	346	–	–
Number of employees (female)	Number	–	–	452	327	–	–
Number of employees (total)	Number	–	–	764	779	–	–
Training hours per employee	Hours/employee	–	–	8.97	13.82	–	–
Overtime hours per employee	Hours/employee	–	–	183.40	180.00	–	–
Serious accidents and workplace injuries	Number	0	🔄	0	0	0	2017
Proportion of female employees in the workforce	%	–	–	58.0%	54.7%	–	–
Proportion of employees receiving regular performance and career development reviews	%	–	–	100.0%	99.9%	–	–
Proportion of employees covered by collective bargaining	%	–	–	57.1%	56.5%	–	–

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GRI CONTENT INDEX

The GRI Content Index references the Allied Technologies Limited Sustainability Report 2017 ("SR") and Annual Report 2017 ("AR").

Disclosure number	Disclosure title	Page reference and remarks
GRI 102: General disclosures		
Organisational profile	102-1	Name of organisation
	102-2	Activities, brands, products, and services
	102-3	Location of headquarters
	102-4	Location of operations
	102-5	Ownership and legal form
	102-6	Markets served
	102-7	Scale of organisation
	102-8	Information on employees and other workers
	102-9	Supply chain
	102-10	Significant changes to the organisation and its supply chain
	102-11	Precautionary Principle or approach
	102-12	External initiatives
	102-13	Membership of associations
Strategy	102-14	Statement from senior decision-maker
	102-15	Key impacts, risks, and opportunities
Ethics and integrity	102-16	Values, principles, standards, and norms of behavior
	102-17	Mechanisms for advice and concerns about ethics
Governance	102-18	Governance structure
	102-19	Delegating authority
	102-20	Executive-level responsibility for economic, environmental, and social topics
	102-21	Consulting stakeholders on economic, environmental, and social topics
	102-22	Composition of the highest governance body and its committees
	102-23	Chair of the highest governance body
	102-24	Nominating and selecting the highest governance body
	102-25	Conflicts of interest
	102-26	Role of highest governance body in setting purpose, values, and strategy
	102-27	Collective knowledge of highest governance body
	102-28	Evaluating the highest governance body's performance
	102-29	Identifying and managing economic, environmental, and social impacts

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Disclosure number	Disclosure title	Page reference and remarks
	102-30	Effectiveness of risk management processes
	102-31	Review of economic, environmental, and social topics
	102-32	Highest governance body's role in sustainability reporting
	102-33	Communicating critical concerns
	102-34	Nature and total number of critical concerns
	102-35	Remuneration policies
	102-36	Process for determining remuneration
	102-37	Stakeholders' involvement in remuneration
	102-38	Annual total compensation ratio
	102-39	Percentage increase in annual total compensation ratio
Stakeholder engagement	102-40	List of stakeholder groups
	102-41	Collective bargaining agreements
	102-42	Identifying and selecting stakeholders
	102-43	Approach to stakeholder engagement
	102-44	Key topics and concerns raised
Reporting practice	102-45	Entities included in the consolidated financial statements
	102-46	Defining report content and topic Boundaries
	102-47	List of material topics
	102-48	Restatements of information
	102-49	Changes in reporting
	102-50	Reporting period
	102-51	Date of most recent report
	102-52	Reporting cycle
	102-53	Contact point for questions regarding the report
	102-54	Claims of reporting in accordance with the GRI Standards
	102-55	GRI content index
	102-56	External assurance
GRI 200: Economic disclosures		
Economic performance	201-1	Direct economic value generated and distributed
	201-2	Financial implications and other risks and opportunities due to climate change
	201-3	Defined benefit plan obligations and other retirement plans
	201-4	Financial assistance received from government
Market presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage
	202-2	Proportion of senior management hired from local community

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Disclosure number		Disclosure title	Page reference and remarks
Indirect economic impacts	203-1	Infrastructure investments and services supported	• Not applicable
	203-2	Significant indirect economic impacts	• Not applicable
Procurement practices	204-1	Proportion of spending on local suppliers	• SR: Sustainability scorecard (pages 22-23)
Anti-corruption	205-1	Operations assessed for risks related to corruption	• SR: Empowering lives (pages 21-22)
	205-2	Communication and training about anti-corruption policies and procedures	• SR: Empowering lives (pages 21-22)
	205-3	Confirmed incidents of corruption and actions taken	• Not applicable
Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	• Not applicable
GRI 300: Environment disclosures			
Materials	301-1	Materials used by weight or volume	• Not applicable
	301-2	Recycled input materials used	• SR: Embracing environment (pages 16-18) • SR: Sustainability scorecard (pages 22-23)
	301-3	Reclaimed products and their packaging materials	• Not applicable
Energy	302-1	Energy consumption within the organisation	• SR: Embracing environment (pages 16-18) • SR: Sustainability scorecard (pages 22-23)
	302-2	Energy consumption outside of the organisation	• Not applicable
	302-3	Energy intensity	• SR: Embracing environment (pages 16-18) • SR: Sustainability scorecard (pages 22-23)
	302-4	Reduction of energy consumption	• SR: Embracing environment (pages 16-18)
	302-5	Reductions in energy requirements of products and services	• Not applicable
Water	303-1	Water withdrawal by source	• SR: Embracing environment (pages 16-18) • SR: Sustainability scorecard (pages 22-23)
	303-2	Water sources significantly affected by withdrawal of water	• Not applicable
	303-3	Water recycled and reused	• SR: Embracing environment (pages 16-18) • SR: Sustainability scorecard (pages 22-23)
Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	• Not applicable
	304-2	Significant impacts of activities, products, and services on biodiversity	• Not applicable
	304-3	Habitat protected or restored	• Not applicable
	304-4	IUCN Red List species and national conservation list species with habitatATSC in areas affected by operations	• Not applicable
Emissions	305-1	Direct (Scope 1) GHG emissions	• SR: Embracing environment (pages 16-18) • SR: Sustainability scorecard (pages 22-23)
	305-2	Energy indirect (Scope 2) GHG emissions	• SR: Embracing environment (pages 16-18) • SR: Sustainability scorecard (pages 22-23)
	305-3	Other indirect (Scope 3) GHG emissions	• Not applicable
	305-4	GHG emissions intensity	• SR: Embracing environment (pages 16-18) • SR: Sustainability scorecard (pages 22-23)
	305-5	Reduction of GHG emissions	• SR: Embracing environment (pages 16-18)
	305-6	Emissions of ozone-depleting substances (ODS)	• Not applicable
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	• Not applicable

SUSTAINABILITY REPORT

Disclosure number		Disclosure title	Page reference and remarks
Effluents and waste	306-1	Water discharge by quality and destination	• Not applicable
	306-2	Waste by type and disposal method	• SR: Embracing environment (pages 16-18)
	306-3	Significant spills	• Not applicable
	306-4	Transport of hazardous waste	• SR: Embracing environment (pages 16-18)
	306-5	Water bodies affected by water discharges and/or runoff	• Not applicable
Laws and regulations	307-1	Non-compliance with environmental laws and regulations	• There is no non-compliance with environmental laws and regulations.
Supplier environmental assessments	308-1	New suppliers that were screened using environmental criteria	• SR: Delivering quality (page 19)
GRI 400: Social disclosures			
Employment	401-1	New employee hires and employee turnover	• SR: Sustainability scorecard (pages 22-23)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	• Not applicable
	401-3	Parental leave	• Not applicable
Labor/management relations	402-1	Minimum notice periods regarding operational changes	• Not applicable
Occupational health and safety	403-1	Workers representation in formal joint management-worker health and safety committees	• SR: Empowering lives (pages 21-22)
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	• SR: Empowering lives (pages 21-22) • SR: Sustainability scorecard (pages 22-23)
	403-3	Workers with high incidence or high risk of diseases related to their occupation	• SR: Empowering lives (pages 21-22)
	403-4	Health and safety topics covered in formal agreements with trade unions	• Not applicable
Training and education	404-1	Average hours of training per year per employee	• SR: Empowering lives (pages 21-22) • SR: Sustainability scorecard (pages 22-23)
	404-2	Programs for upgrading employee skills and transition assistance programs	• SR: Empowering lives (pages 21-22)
	404-3	Percentage of employees receiving regular performance and career development reviews	• SR: Sustainability scorecard (pages 22-23)
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	• Not applicable
	405-2	Ratio of basic salary and remuneration of women to men	• Not applicable
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	• SR: Empowering lives (pages 21-22)
Freedom of association and collective bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	• Not applicable
Child labor	408-1	Operations and suppliers at significant risk for incidents of child labor	• Child labour is strictly prohibited.
Forced or compulsory labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	• Forced and compulsory labour is strictly prohibited.
Security practices	410-1	Security personnel trained in human rights policies or procedures	• Not applicable
Rights of indigenous peoples	411-1	Incidents of violations involving rights of indigenous peoples	• Not applicable

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Disclosure number	Disclosure title	Page reference and remarks
Human rights assessment	412-1	Operations that have been subject to human rights reviews or impact assessments
	412-2	Employee training on human rights policies or procedures
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening
Local communities	413-1	Operations with local community engagement, impact assessments, and development programs
	413-2	Operations with significant actual and potential negative impacts on local communities
Supplier social assessment	414-1	New suppliers that were screened using social criteria
	414-2	Negative social impacts in the supply chain and actions taken
Public policy	415-1	Political contributions
Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services
Marketing and labelling	417-1	Requirements for product and service information and labeling
	417-2	Incidents of non-compliance concerning product and service information and labeling
	417-3	Incidents of non-compliance concerning marketing communications
Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data
Socioeconomic compliance	419-1	Non-compliance with laws and regulations in the social and economic area

- Not applicable
- Not applicable
- Not applicable
- Not applicable
- Not applicable
- Not applicable
- Not applicable
- SR: Delivering quality (pages 19-20)
- SR: Delivering quality (pages 19-20)
- Not applicable
- Not applicable
- Not applicable
- Not applicable
- There is no non-compliance with socioeconomic laws and regulations.