



CREATING SUSTAINABLE VALUE

All control and data in this page has been verified & assured by external assessor, SIRIM QAS International Sdn Bhd

CONTRIBUTING TO SUSTAINABLE DEVELOPMENT GOALS



Key FY2021 achievements & progress

40% of KPI are linked to ESG metrics
 Board evaluation conducted by independent external party
 Tenure of Independent Directors is limited to 9 years without any further extension
 Established independent grievance helplines managed by third party consultant
 49% of critical suppliers being assessed based on ESG metrics
 As at FY2021, 11 factories certified with Environmental Management System ISO 14001
 Zero number of corruption & bribery cases
 Conducted quarterly dialogue between independent directors and worker representatives as platform to raise workplace and accommodation concerns

Medium term target for FY2025 (against base year FY2021)

To achieve 100% active critical supplier assessment on ESG metrics from FY2023 onwards
 100% factories to be certified with Environmental Management System



Key FY2021 achievements & progress

Short and medium term carbon offset targets set for water treatment plants, offices and warehouses
 Net zero carbon roadmap & target setting in progress
 Tree planting at plantation land with 30,773 hectares in Indonesia

Medium term target for FY2025 (against base year FY2021)

To reduce 25% of carbon emission intensity
 To achieve zero carbon emissions at water treatment plants by FY2022 as well as offices and warehouses by FY2025



Key FY2021 achievements & progress

Development of more environmental friendly gloves such as Forest Stewardship Certified (FSC) gloves
 Nearly 2.1 million of formers reglazed and reused, resulting in savings of RM16.3 million in terms of costs for reglazing and conversion, as well as waste disposal management saving of RM50,786
 Reclaimed nitrile rubber recycled & upcycled into 1.3 million pieces of rubber gaskets, 205,300 and 340 pieces of rubber sealants and rubber floor mats respectively
 Approximately 1,000 of eco bricks made to build modular structure under Eco Brick Programme

Medium term target for FY2025 (against base year FY2021)

To reduce 20% of scheduled waste from licensed landfill	To achieve 7,700 eco bricks to build modular structure under Eco Brick Programme
To reduce 10% scheduled waste intensity	100% recyclable or reusable packaging
To reduce 40% of virgin plastic stretch film	
To achieve 100% traceability in natural rubber & packaging material	

Key FY2021 achievements & progress

- Verified by independent third party consultant that the Company is free from all 11 International Labour Organisation (ILO) forced labour indicators
- Achieved "B" rating for social compliance practices
Enhancement of workplace policies such as Prevention of Sexual Harassment Policy, Prevention of Bullying Policy
- RM2.2 billion income tax towards the nation's building and to promote sustainable economic growth
- Provided 9,720 job opportunities
- Invested RM1.18 million in employees training
- Achieved 355,780 employee training hours
- Implemented additional paid maternity and paternity leave in excess of legal minimum, family care leaves & flexible working arrangement for employees with young children and family members who required care attention

Medium term target for FY2025 (against base year FY2021)

- To achieve "A+" rating from FY2024 for social compliance audits at all our factories
- To reduce municipal water consumption intensity by 34%
- To reduce electricity consumption intensity by 26%
- To reduce natural gas consumption intensity by 25%
- To create 30,000 job opportunities

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