

GRI Content Index 2021

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards - Core Option. The GRI Standards set out the principles in reporting our economic, environmental, and social performance and impacts. To maintain conciseness of this report, our GRI Disclosures can be found within [This Report](#), our [Sustainability Report 2021](#), and [Corporate Website](#) through the hyperlinks.

GENERAL STANDARD DISCLOSURES

GRI STANDARD	GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	DATA/INFORMATION SOURCE; REASONS FOR OMISSION
General Disclosures			
GRI 102: General Disclosures 2016	Organisational Profile		
	102-1	Name of the organisation	Teh Ah Yau Rubber Factory Sdn Bhd
	102-2	Activities, brands, products, and services	Our Products
	102-3	Location of headquarters	Malaysia
	102-4	Location of operations	Our Location
	102-5	Ownership and legal form	TAY is a family-owned business, set up as a Private Limited Company. Legal form : Teh Ah Yau Rubber Factory Sdn. Bhd. Ownership : 50% - Teh Chai Choe : 20% - Teh Tee Yang : 20% - Teh Weng Wah : 10% - Lim Mooy Leik
	102-6	Markets served	Global markets Corporate information
	102-7	Scale of the organisation	Corporate information
	102-8	Information on employees and other workers	Sustainability Report 2021 pg.10
	102-9	Supply chain	TAY sources raw material in the form of cuplumps from brokers and agents who buys from smallholders and plantations locally. TAY processes the raw material into semi-finished rubber and supply directly to Tyre and Polymer product makers.
	102-10	Significant changes to the organisation and its supply chain	There were no significant changes to TAY and its supply chain in 2021
	102-11	Precautionary Principle or approach	TAY's precautionary approach is according to our Environmental Sustainability Policy, Ecovadis and ISO14001 in mitigation of environmental impact.

102-12	External initiatives	TAY endorses and incorporates the UN Global Compact's Ten Principles into our strategies and policies: Sustainability Report 2021 pg.6 TAY pledges to BOUNCE , a mission supporting 6 UN SDGs and a movement for sustainable rubber.
102-13	Membership of associations	Member of Forest Stewardship Council Member of Malaysia Rubber Board
Strategy		
102-14	Statement from senior decision-maker	Sustainability Report 2021 pg.3
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behaviour	Sustainability Report 2021 pg.4-6
102-17	Mechanisms for advice and concerns about ethics	TAY sets a company policy on Whistleblowing, sexual harassment reporting, grievances reporting and ethical reporting. Mechanisms for reporting are stated clearly in Company Policy and issued to all employees. Information for reporting ethical breaches is also stated in the Supplier Sustainability Clause of business contracts.
Governance		
102-18	Governance structure	Sustainability Report 2021 pg.20
Stakeholder Engagement		
102-40	List of stakeholder groups engaged	Customers, Suppliers, Local Community, Employees, Third Party Auditors, Local Authorities.
102-41	Collective bargaining agreements	There are currently no collective bargaining agreements in-force as of 2021.
102-42	Identifying and selecting stakeholders	Stakeholders are groups or individuals that are significantly affected by TAY's activities and products, or whose actions can reasonably affect the ability of TAY to successfully implement its strategies and objectives.
102-43	Approach to stakeholder engagement	Surveys, discussion meetings and interviews conducted no less than quarterly periods with our employees, customers, suppliers and local communities, which focused on the issues addressed in our sustainability program.
102-44	Key topics and concerns raised	Sustainability Report 2021 pg.21-22
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Teh Ah Yau Rubber Factory Sdn. Bhd.
102-46	Defining report content and topic boundaries	Sustainability Report 2021 pg.21-22

102-47	List of material topics	Sustainability Report 2021 pg.21-22
102-48	Restatements of information	No restatements
102-49	Changes in reporting	No changes
102-50	Reporting period	1st Jan 2021 to 31 st Dec 2021
102-51	Date of most recent report	This is the first report
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Jasen Yang, yang.jasen@tehintl.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	The GRI Content Index within this report specifies all Standards and Disclosures
102-56	External assurance	TAY's policy and practice is according to requirements set by Ecovadis and ISO9000/14001 and Malaysia Department of Occupational Safety & Health (DOSH) Our reporting is prepared according to GRI Standards. TAY is certified by Ecovadis and ISO (for 9000 and 14001)

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Material Topics			
Business Ethics and Supplier Compliance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Sustainability Report 2021 pg.21-22
	103-2	The management approach and its components	Sustainability Report 2021 pg.23
	103-3	Evaluation of the management approach	Sustainability Report 2021 pg.23
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Internal Corruption risk analysis is carried out across 100% of internal operations. Third-parties' assessments are also carried out. No significant risk identified through the risk assessment.
	205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report pg.24
	205-3	Confirmed incidents of corruption and action taken	Sustainability Report pg.24
GRI 206 Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability Report pg.24

GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Sustainability Report pg.27
GRI 415: Public Policy 2016	415-1	Political Contributions	TAY does not make any political contributions in any kind monetary or in-kind, directly or indirectly, to any political parties or individuals.
GRI 418 Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report pg.24
Labour and Human Rights			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Sustainability Report 2021 pg.21-22
	103-2	The management approach and its components	Sustainability Report 2021 pg.23
	103-3	Evaluation of the management approach	Sustainability Report 2021 pg.23
GRI 401: Employment	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report 2021 pg.13
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	Sustainability Report 2021 pg.12
	403-9	Work-related injuries	Sustainability Report 2021 pg.25
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Sustainability Report 2021 pg.12
Environmental Sustainability			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Sustainability Report 2021 pg.21-22
	103-2	The management approach and its components	Sustainability Report 2021 pg.23
	103-3	Evaluation of the management approach	Sustainability Report 2021 pg.23
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Sustainability Report 2021 pg.19
	302-4	Reduction of energy consumption	Sustainability Report 2021 pg.19
GRI 303: Water 2016	303-3	Water recycled and reused	Sustainability Report 2021 pg.17
GRI 306: Waste 2020	306-4	Waste diverted from disposal	Sustainability Report 2021 pg.18
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	In 2021, the company does not have any fines, non-monetary sanctions or cases with regards to compliance with Environmental laws and regulations.
Sustainable Procurement			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Sustainability Report 2021 pg.21-22
	103-2	The management approach and its components	Sustainability Report 2021 pg.23



	103-3	Evaluation of the management approach	Sustainability Report 2021 pg.23
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Sustainability Report pg.27
