

GRI Content Index 2022

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 2022](#), 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 established in 1976 as a Private Limited Company. Legal form : Teh Ah Yau Rubber Factory Sdn. Bhd.
	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.25
	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 blocks 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 2022
	102-11	Precautionary Principle or approach	TAY's approach is according to our Environmental Sustainability Policy, Ecovadis and Malaysia Department of Energy in mitigation of environmental impact.

102-12	External initiatives	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
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.4-5
Governance		
102-18	Governance structure	Sustainability Report 2021 pg.7
Stakeholder Engagement		
102-40	List of stakeholder groups engaged	Customers, Suppliers, Local Community, Employees, Local Authorities.
102-41	Collective bargaining agreements	100% of employees have the rights to freedom of association and allows for collective bargaining
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.10
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.9-10
102-47	List of material topics	Sustainability Report 2021 pg.10
102-48	Restatements of information	No restatements
102-49	Changes in reporting	No changes
102-50	Reporting period	1 st January to 31 st December 2022
102-51	Date of most recent report	28 th Feb 2023
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Jasen Yang, yang.jasen@glentrade.net

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 is Ecovadis Silver and ISO9001 certified and subject to annual review by certification bodies. This provides assurance and credibility to information and data submitted in this report. TAY regularly meets inspection targets by Malaysia OSH DOE authority on effluent control.

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GRI STANDARD	GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	DATA/INFORMATION SOURCE; REASONS FOR OMISSION
Material Topics			
Labour and Human Rights			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Sustainability Report 2021 pg.9
	103-2	The management approach and its components	Sustainability Report 2021 pg.9
	103-3	Evaluation of the management approach	Sustainability Report 2021 pg.9
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.21
GRI 403: Occupational Health and Safety	403-5	Worker training on occupational health and safety	Sustainability Report 2021 pg.23
	403-9	Work-related injuries	Sustainability Report 2021 pg.20
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Sustainability Report 2021 pg.25
GRI 406: Non-Discrimination	406-1	Incidents of discrimination and corrective actions taken	Sustainability Report 2021 pg.24
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability Report 2021 pg.24
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report 2021 pg.24
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	Sustainability Report 2021 pg.23

Environmental Sustainability			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Sustainability Report 2021 pg.9
	103-2	The management approach and its components	Sustainability Report 2021 pg.9
	103-3	Evaluation of the management approach	Sustainability Report 2021 pg.9
GRI 302: Energy	302-1	Consumption of energy consumption	Sustainability Report 2021 pg.12
	302-4	Reduction of energy consumption	Sustainability Report 2021 pg.13
GRI 303: Water 2018	303-2	Management of water discharge-related impacts	Sustainability Report 2021 pg.16-17
	303-5	Water consumption	Sustainability Report 2021 pg.15
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Sustainability Report 2021 pg.13
	305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report 2021 pg.13
	305-5	Reduction of GHG emissions	Sustainability Report 2021 pg.13
GRI 306: Waste 2020	306-3	Waste generated	Sustainability Report 2021 pg.18
	306-5	Waste directed to disposal	Sustainability Report 2021 pg.18