



Quality Product, Sustainable Future

SUSTAINABILITY REPORT 2022

REPORTING SCOPE

The scope of this report covers our single factory site in Kedah, Malaysia. There is no significant change to the size, structure or ownership of our company compared to the previous report.

Financial, employee, community and health and safety data, responsible sourcing and product data all refer to the single factory Teh Ah Yau Rubber Factory in Kedah. Our environmental data, audit and certifications all includes the single factory site production and office.

This sustainability report communicates our progress against Policy commitments and targets on material topics for the calendar year 2022. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. We have chosen the GRI reporting standards and principles to ensure stakeholder inclusiveness, accuracy, clarity, reliability, and comparability of the information presented in this report.

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Managing Director's Statement [102-14]

2022 has been an eventful year, with the global pandemic 2 years hanging overhead, it had changed the ways we work and live. Companies and entire industries have been forced to pivot or make fundamental changes to adapt. As an rubber manufacturer, our products continue to be essential during the pandemic. We have remained resilient in the face of great uncertainty, preserving business continuity while ensuring that the health and safety of our employees and workers remain of utmost importance.

This year, we continue to re-examine our material topics and their relevance and significance to our business and stakeholders. In essence, we continue to remain committed to sustainability through difficult times. We are proud to continue publicly address and communicate our efforts to all our partners.

We have set new sustainability targets including greenhouse gas emissions reduction targets. We are also embarking on a scope 3 reduction program starting in 2023. We no longer simply see ourselves as an agricultural product producer. As we develop our business, to need to face the labour and sustainability challenge and keep moving ahead with the industry and the broader ecosystem we serve and operate in.

This year, we decided to particularly strengthen our human rights and labour management and more focus on environmental sustainability efforts. We are happy to have started collective agreement in 2022 with production employees to help them from being marginalized.

With 2022 and the initial fall-out of the pandemic behind us, TAY will carry forward the lessons learnt from the challenges of the crisis to remain agile and prepared for major disruptions. TAY continues to be steadfast in our commitment to sustainability.



Our Vision, Mission, Strategy and Customers [102-16]

VISION

Consistent quality products in parallel with business sustainability.

MISSION

To provide a working environment, products and solution that makes productive and efficient use of resources.

Strategy

Continuous improvement to manufacturing for highest level of value and quality. Environmental protection to foster a sustainable future, leading to social and economic improvements in the community.

Customers

Committed to customers' satisfaction by building long-term mutually beneficial relationship.

Our Core Values [102-16]



Report Highlights [102-12] [102-16]

TAY incorporates **Ten Principles of the UN Global Compact** into our strategic policies and procedures to establish a culture of integrity.

HUMAN RIGHTS

- Businesses should support and respect the protection of internationally proclaimed human rights.
- Make sure they are not complicit in human right abuses.

LABOUR STANDARD

- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- The elimination of all forms of forced and compulsory labour.
- The effective abolition of child labour.
- The elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

- Businesses should support a precautionary to environmental challenges.
- Undertake initiatives to promote greater environmental responsibilities.
- Encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

- Businesses should work against corruption in all its form, including extortion and bribery.



Sustainability Governance Structure [102-18]

Environmental Social Governance

Our ESG Committee (ESGC) comprises of group management team in TAY has direct advisory supervision on TAY's sustainability strategy, workplans and performance targets.

CSO reports directly to ESGC and heads the DSL, which comprises managers across all operational units.

Heads of Departments and their line supervisors are held accountable for their ESG performances.

Advisory and strategy

Targets & implementations

Day-to-day Leadership of Sustainability

Action Plans

BOARD OF DIRECTORS

ESG COMMITTEE (GROUP MANAGEMENT TEAM)

CHIEF SUSTAINABILITY OFFICER

DEPARTMENT SUSTAINABILITY LEADERS

Health and Safety, Employee Management Workgroup

Environmental, Community Workgroup

Operation Efficiency Workgroup

Sustainable Purchasing Workgroup

OUR APPROACH TO SUSTAINABILITY

SYSTEMIC APPROACH [102-11]

Our approach to sustainability is supported by our Vision, Mission, Values, Core Values and Policies that commit us to responsible business practices and the highest standards of quality and conduct. Our management approach shows how we manage the opportunities and risks of our material topics. They translate into action in the form of management systems and standard operational procedures (SOPs), certifications, external engagement, internal collaboration, and training. We assess progress against targets and continuously review our approach to align with emerging topics and global developments.

SUSTAINABILITY GOVERNANCE

We apply the precautionary principle in managing our material ESG topics and committed accountability in preventing undesirable impacts to operations and society. Our ESG Committee oversees the management and monitoring of our material ESG topics. At our internal audit meetings, committee members report on sustainability performance, provide updates on recent sustainability developments, and share decisions made in response to these developments.

GUIDANCE

The Internal Committee conducts a review of TAY's material topics accounting for the UN Sustainable Development Goals (SDGs). Of all the 17 SDGs we have identified, 10 are of particular relevance to us, of which we contribute towards through our Policy and programmes.

We review our evaluation methods based on internal and external audits, performance trends, and stakeholder feedback. Our regular internal audits, monitoring, and assessments are guided by the Department of Energy audits and compliance and ISO 9001 Quality Management Systems. All new employees receive induction training on our Code of Conduct on anti-corruption, environmental, health and safety topics which are formulated in accordance to international and local guidelines.

EMPLOYEE PARTICIPATION

As one of our company-wide actionable goals, we are encouraging our staff to consider purchasing hybrid or electric vehicles (EVs) as part of their commitment to environmental sustainability. By encouraging employees to make the switch to cleaner and more fuel-efficient vehicles, we can reduce our carbon footprint and demonstrate our dedication to reducing greenhouse gas emissions.



Our Material Topics [102-44, 102-46]

WHY IT MATTERS [103-1]

In FY2022, we conducted a materiality review to ensure that our material issues remain relevant to TAY and aligned with stakeholder expectations, industry developments as well as local and global sustainability agendas. We have a clear and direct social impact on labour and environmental sustainability within the community we operate in. We employ over 100 local and migrant workers and have a responsibility for their well-being and equal employment for our staffs.

We outline the relevance of each material topic, where impacts occur, and how we manage them. The Management Approach (MA) of our material topics covers TAY's operation site in our factory.

MATERIAL TOPICS MANAGEMENT APPROACH [103-2]

TAY applies the precautionary principle in managing our material ESG topics; we are committed to preventing undesirable impacts, for which we hold ourselves accountable, and we seek alternatives in a risk-based manner, as appropriate. The ESG Committee oversees the management and monitoring of our material ESG topics. At our bi-annual meeting, the Committee report on sustainability performance, provide updates on recent sustainability developments, and share decisions made in response to these developments.

Components of the MA include policies, standards, and certifications such as from the Malaysia Department of Energy, Ecovadis which form the basis of monitoring, evaluating, and improving performance on each material topic.

MATERIAL TOPICS EVALUATION [103-3]

Our sustainability performance is evaluated using progress against targets and performance trends. We review our evaluation methods based on internal and external audits, performance trends, and stakeholder feedback. Our regular internal audits, monitoring, and assessments are guided by the Malaysia DOE Audit and the ISO 9001 Quality Management Systems.

We are committed to ethical conduct and are against corruption. All new employees receive induction training on our Code of Conduct, which prohibits bribery and gratification. Our whistleblowing policy enables employees to raise any concerns without fear of reprisal.



Material Topics Raised with Stakeholders [102-47, 103-1]

Material Topics & Impacts	Explanation	Boundary	GRI Standards
Labour and Human Rights	Promoting a fair & ethical relationships with employees. Enabling employees to acquire new skills for personal development and job satisfaction. Ensuring a safe working environment and conditions for all workers	Internal Internal Internal Internal/Ex Internal/Ex Internal Internal	GRI 401 : Employment GRI 403 : Occupational health & Safety GRI 405 : Diversity and Equality GRI 406 : Non-Discrimination GRI 408 : Child Labor 2016 GRI 409 : Forced or Compulsory Labor 2016 GRI410 : Security Practices 2016
Environmental Sustainability	Taking responsibility in minimizing carbon footprints. Setting targets and implementing good practices for sustainable business and Capacity building for suppliers	Internal Internal Internal Internal	GRI 302 : Energy GRI 303 : Water GRI 305 : Emissions GRI 306 : Waste

MATERIAL TOPICS | Environmental Sustainability

- a. Consumption of energy consumption
- b. Reduction of energy consumption
- c. Water recycled and reused
- d. Water sources significantly affected by withdrawal of water
- e. Waste diverted from disposal
- f. Waste directed to disposal
- g. Direct (Scope 1) GHG emissions
- h. Energy indirect (Scope 2) GHG emissions
- i. Reduction of GHG emissions

MATERIAL TOPICS | Labour and Human Rights

- a. Benefits provided to full-time employees that are not provided to temporary or part-time employees
- b. Worker training on occupational health and safety
- c. Work-related injuries
- d. Incidents of discrimination and corrective actions taken
- e. Operations and suppliers at significant risk for incidents of child labor
- f. Operations and suppliers at significant risk for incidents of forced or compulsory labor
- g. Security personnel trained in human rights policies or procedures

ENVIRONMENTAL REPORT

INTRODUCTION

As a primary material producer operating in one of Malaysia’s biologically and culturally rich areas, TAY recognises our role in protecting the environment and safeguarding the ecosystem services that we are reliant on, ensuring their resilience and our long-term sustainability. With increasingly volatile weather patterns, the threat of climate change to business and society cannot be ignored. As such, we remain steadfast in our commitment to safeguard the environment

ENVIRONMENTAL MATERIAL TOPICS

In this section, we explain our commitments and progress on environmental protection and material topics:

1. Energy Consumption and GHG emissions
2. Water Consumption
3. Pollution Monitoring
4. Hazardous Waste.

REPORTING SCOPE

As TAY presently only has one production site, this report only includes the factory in Kedah, Malaysia and its surrounding biodiversity.



Targets and Progress Evaluation [103-3]

No. TARGETS/GOALS	PROGRESS IN 2022
1. Reduce total energy consumption by 5% year-on-year	3% reduction of total energy consumption per tonne of rubber production from previous year (Pg. 12)
2. Reduce total GHG emissions per production ton by 5% year-on-year	4% reduction in GHG emissions per ton of rubber production compared to previous year (Pg. 13)
3. Continued maximising water recycling and reducing water consumption by 5% year-on-year	Signification progress of 12% reduction in total water consumption compared to previous year (Pg. 15)
4. Maintain effluent levels to be within local regulation thresholds	All effluent levels are tested in lab monthly and within national regulation thresholds. (Pg. 16-17)
5. Maintaining proper hazardous waste monitoring and disposal and compliance with national regulation	Monthly waste generation and disposal recording and full compliance with national regulation (Pg. 18)

1. Energy Consumption and GHG emissions

This year we continue to improve our processes to increase our energy efficiency and reduce emissions. We continue to adopt 4 best practices in our processes:



Increase energy efficiency in our dryers by improving output.



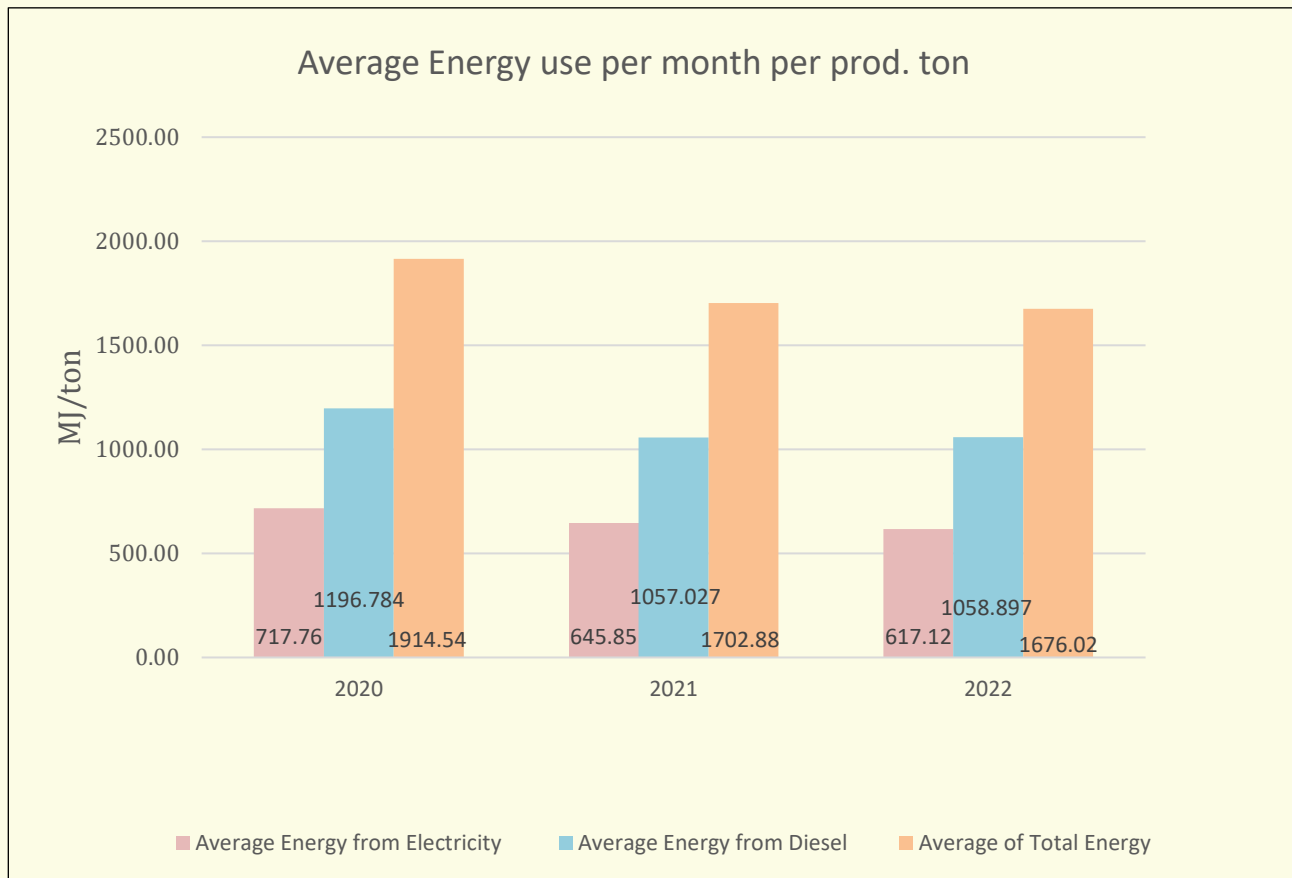
Expansion and capture renewable solar energy in production site.



Continuous review and re-standardisation of operating procedures to ensure dryers and machineries are operating efficiently



Regular maintenance and PMS of machineries to ensure equipment are running at optimum efficiently



Average Total Energy Use per Month

Our average monthly GHG emission reduced by 3% from 1702.88mj/ton to 1676.02mj/ton in 2022.

Average Total CO2 Emission per Month

Our average monthly energy consumption combined for both diesel and electricity reduced by 2% from 205.22 to 199.83kgCO2/ton in 2022.

Average Electricity use per Month

Our average monthly grid electricity consumption remains constant in 2022.

Average Diesel use per Month

Our average monthly diesel consumption fell by 5% from 645.85mj/ton to 617.12mj/ton in 2022.

Total Energy used in 2022

On an annual production of 30,088mt, we report our total energy use including diesel and grid electricity is 14,007MWh. Our renewable energy used which solely comes from solar power is 1216MWh.

Scope 1 & 2 GHG Emissions Data and Targets [305-1] [305-2]

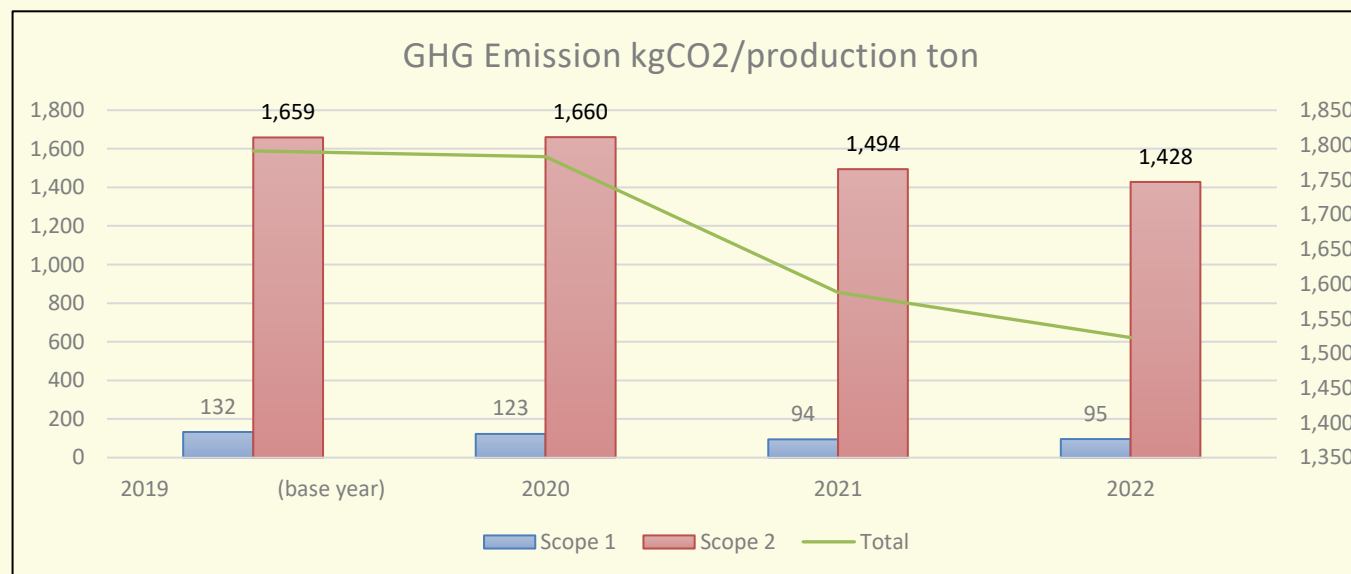
TAY regularly publishes our GHG emission for Scope 1 and 2 in accordance with the requirements of GHG Protocol. The GHG emissions data included in this Report cover only carbon dioxide (“CO2”) which is due to diesel consumption in our forklifts. CH4 is non-existence in diesel and N2O is negligible. **Our target is to reduce emission by 5% every year through better efficiency and switching to more use of renewable energy.**

Scope 1 and 2 emission

GHG Emission: kgCO2/ production ton

	2019 (base year)	2020	2021	2022	2021 - 2022 Change (%)	Dec 2023 Total Reduction Target
Scope 1	132	123	94	95	0%	
Scope 2	1,659	1,660	1,494	1,428	-4%	
Total	1,791	1,783	1,588	1,523	-4%	5% YoY

Emission reduction [305-5]



The base year for Scopes 1* and 2 is 2019 and our factory has been consistent with the emissions reduction goals we established.

Our primary emission comes from diesel usage in our forklifts.

On an annual production of 30,088mt, we report a total scope 1 emission of 2858.36tCO2eq, and scope 2 emission of 42,965.66 tCO2eq

***Diesel for dryer use is not included in Scope 1 emission because although our dryers consumes diesel but CO2 and other pollutant is removed by scrubber before releasing into the atmosphere.**

GHG factors according to 2006 IPCC Guidelines for National Greenhouse Gas Inventories:

- *1L of Diesel equivalent to 2.7kg CO2
- *1L of Diesel equivalent to 0.0003612kg CH4
- *1L of Diesel equivalent to 0.000021672kg N2O

Stack Emission Monitoring Report

We conduct active monitoring of our chimney stack emission on the amount of air pollutant released into the atmosphere. Our result complied with the Malaysian Environmental (Clean Air) Regulation 2014.

Parameter	Result (mg/m3) for Scrubber 1	Result (mg/m3) for Scrubber 2	Environmental (Clean Air) Regulation 2014
Particulate matter	5.16	6.12	50
Non Methane Volatile Organic Compound as NMVOC	ND < 2	ND < 2	150
Sulfur Dioxide, SO _x	ND < 0.1	ND < 0.1	30
Nitrogen Oxide, NO	ND < 0.1	ND < 0.1	30
Mercury Hg	ND < 0.05	ND < 0.05	0.2
Cadmium, Cd	ND < 0.05	ND < 0.05	0.2
Copper, Cu	ND < 0.05	ND < 0.05	1.0
Arsenic, As	ND < 0.05	ND < 0.05	0.2
Zinc, Zn	ND < 0.05	ND < 0.05	5.0
Lead, Pb	ND < 0.05	ND < 0.05	1.0
Antimony, Sb	ND < 0.05	ND < 0.05	5.0

Scope 3 Reporting Initiative

In 2023, TAY will initiate setting absolute Scope 3 emissions reduction targets based on these categories. The overarching aim of setting a Scope 3 reduction target is to enhance the sustainability of our operations and supply chain to align with the company's overall sustainability strategy and goals. We are encouraging our suppliers and partners to adopt similar measures to reduce their emissions.

Scope 3 Categories Assessment

To achieve this target, TAY has conducted a comprehensive assessment of our supply chain to firstly identify our Scope 3 Emissions categories.

Category 1: Purchased Goods and Services

Category 4: Upstream Transportation and Distribution

Category 5: Waste Generated in Operations (by third party)

Category 6: Business Travel

Category 7: Employee Commuting

Achieving the target will require collaboration with TAY suppliers, customers, and other stakeholders. Ultimately, the aim is to minimize the negative impact of a company's value chain on the environment and society, while creating long-term value for all stakeholders.

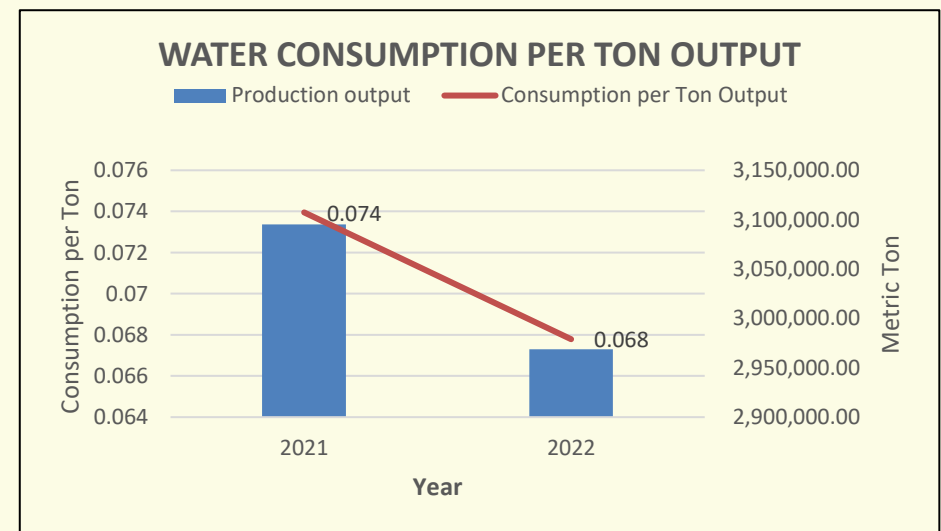
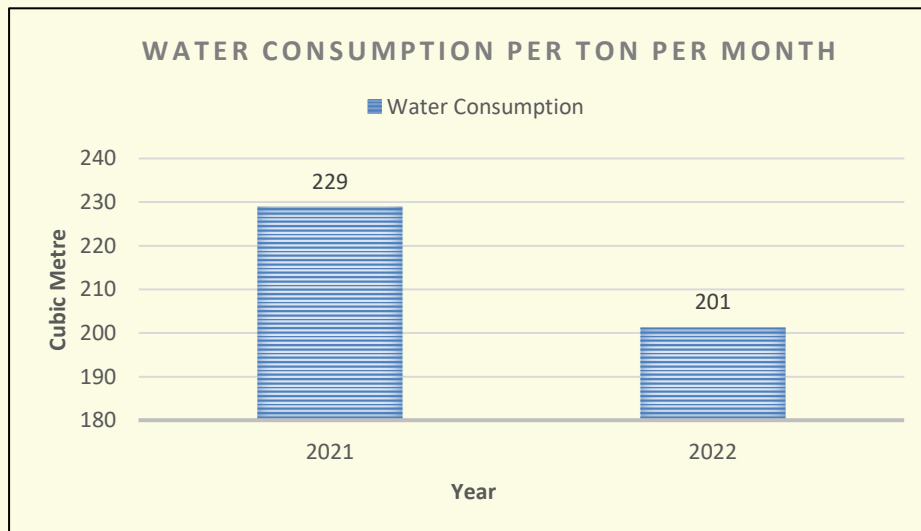
2. Water Consumption [303-5]

All our interactions with water (withdrawal, consumption and discharge) are governed by Malaysia government permits.

- 💧 All the water used in our manufacturing process is rain-harvested.
- 💧 On an annual production of 30,088mt, we report our total water consumption of 2412 m3 for 2022.
- 💧 In 2022, we recorded and reported no incidences of non-compliance in water use and wastewater management.

Water consumption is managed carefully at our production site and office. The production site utilizes water harvested from rainfall and our reservoir. All discharged water are treated in our effluent pond and recycled back for use.

- In our factory we used on average of 201 m3 of water per production ton per month. This is a decrease of 12% compared to 2021 levels.
- The water consumption per ton of rubber production is 0.068 m3 per ton in 2022. This is a decrease of 9% compared to 2021 levels.
- Water used in our offices and site accommodation in our plantations are from the local pipeline.

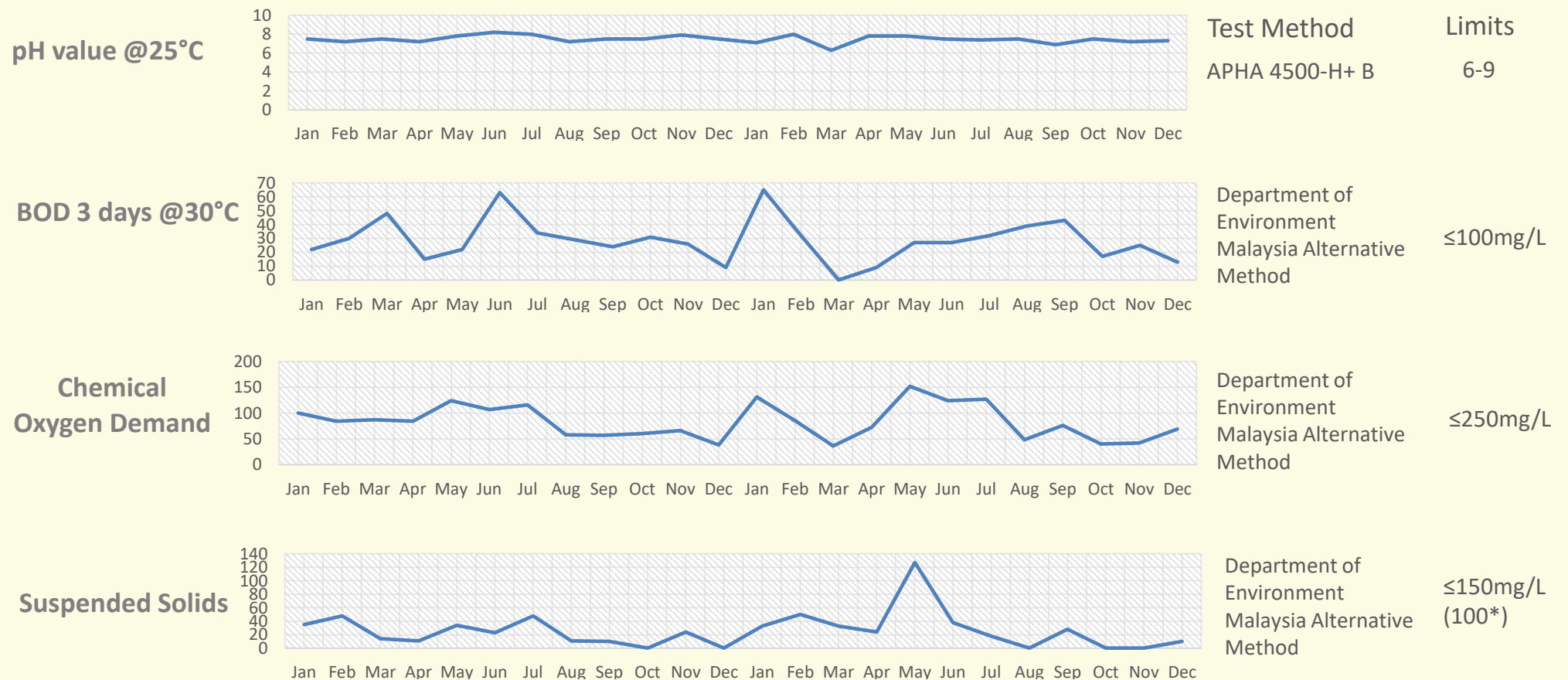


3. Effluent Pollution Monitoring [303-2]

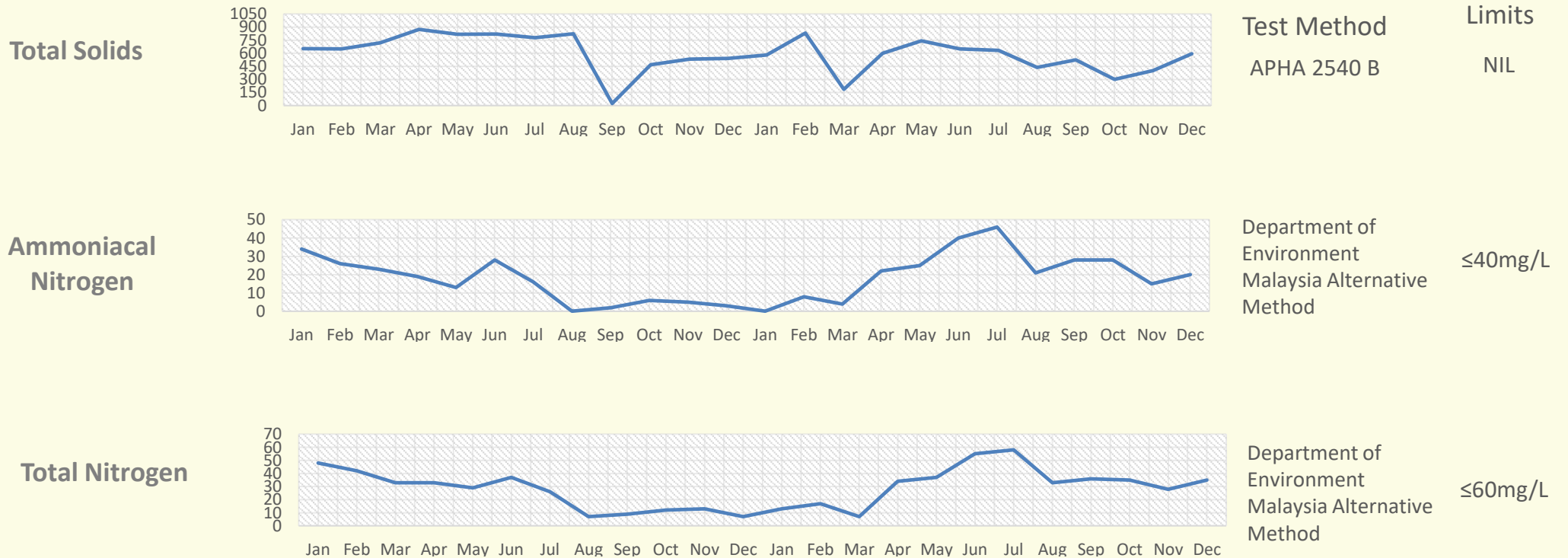
TAY has a waste management systems guided by Malaysia DOE and our effluent systems are also in compliance with the national regulations. Effluent from rubber processing is monitored and the discharged sent to external laboratory for analysis and results. We partner with third party laboratory EUROFINS to conduct regular monthly effluent monitoring as it is critical to the surrounding biodiversity.

We report no fines or sanctions related to environmental regulations were imposed on TAY in 2022. No significant environmental-related complaints were received from our stakeholders in 2022. Going a step beyond treatment of effluent, we actively try to reduce our waste which resulted in reducing the risks of pollution.

Rubber Effluent Monthly Analysis 2021 - 2022



Rubber Effluent Monthly Analysis 2021 – 2022 [303-2]

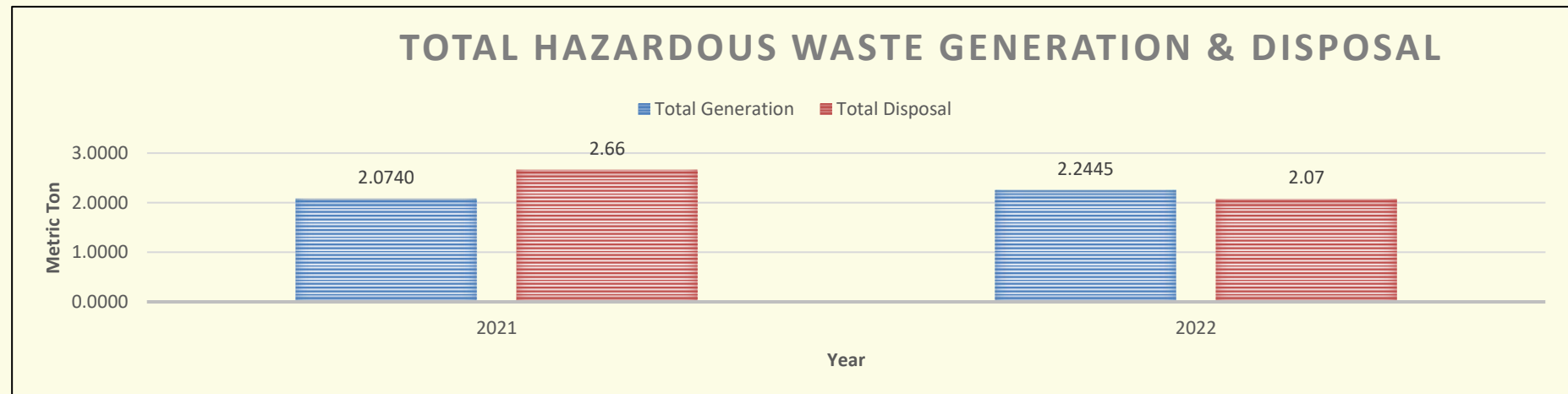
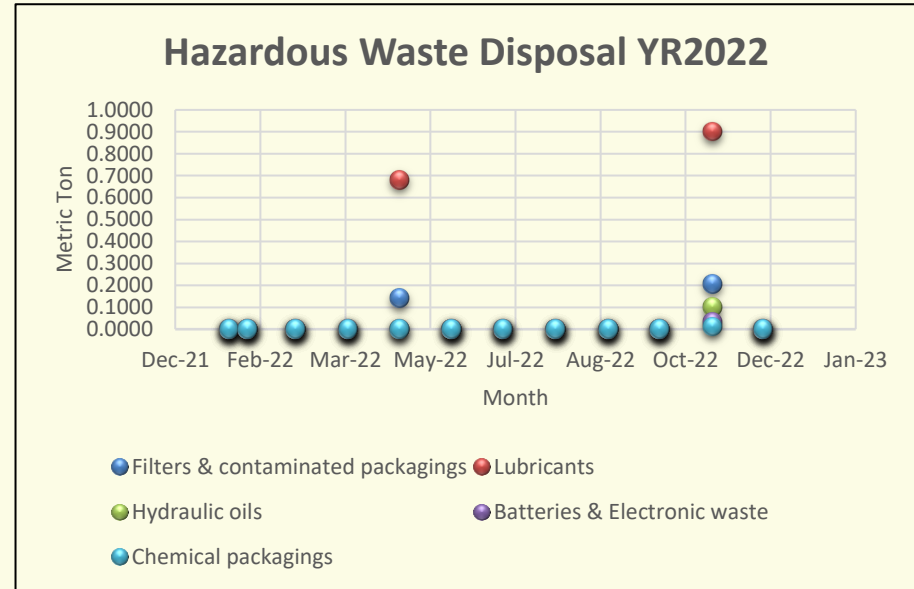
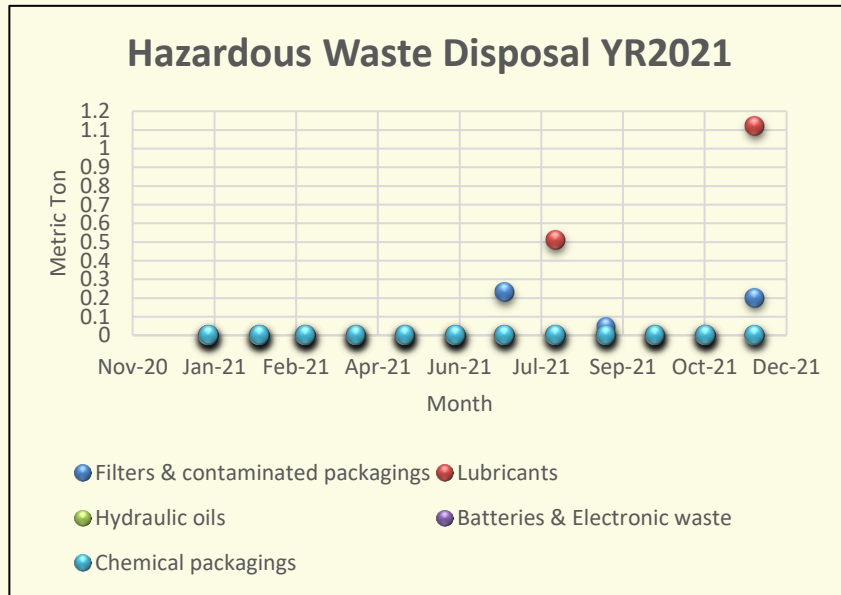


Specification Note:

1. Environmental Quality Act 1974, Environmental Quality (Prescribed Premises) (Raw Natural Rubber), Fourth Schedule Regulation 14(1) used for production of products other than concentrated latex or its associated products (1-4-1981 thereafter)
2. The value shown at specification limit column is the maximum limit permissible level unless specified otherwise as range. 3. * This additional limit is the arithmetic mean value determined on the basis of a minimum of four samples taken at least once a week for four week consecutively.

4. Hazardous Waste [306-3, 306-5]

100% of hazardous waste is disposed according to national regulations and transported by an accredited third-party. Our factory have Environmental License and waste management system regulated by local Department of Energy. Only after passing the audit will DOE provide TAY with an environmental license.



LABOUR AND HUMAN RIGHTS REPORT

LABOUR AND HUMAN RIGHTS MATERIAL TOPICS

TAY is committed to ensuring the rights of all people working in our factory are represented and respected. In this section, we explain our commitments and progress on labour and human rights material topics:

1. Employee Health and Safety
2. Working conditions and Employment Benefits
3. Freedom of Association
4. Access to Benefits
5. Training and Development
6. Child and Forced Labour
7. Diversity, Equality and Anti-Discrimination



REPORTING SCOPE

As TAY presently only has one production site, this report only includes the factory and office in Kedah, Malaysia

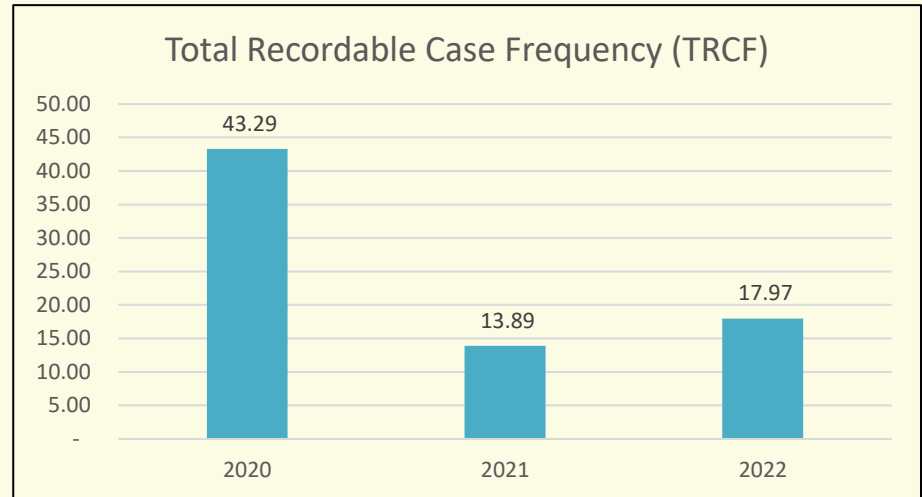
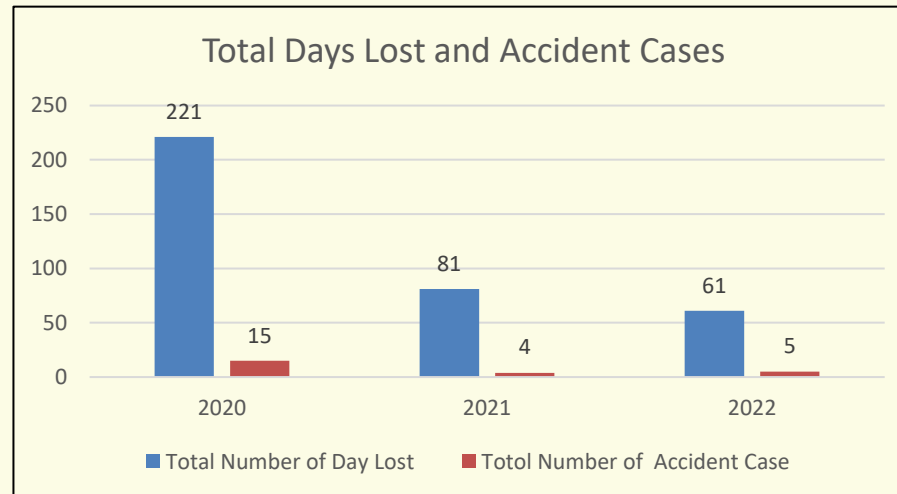
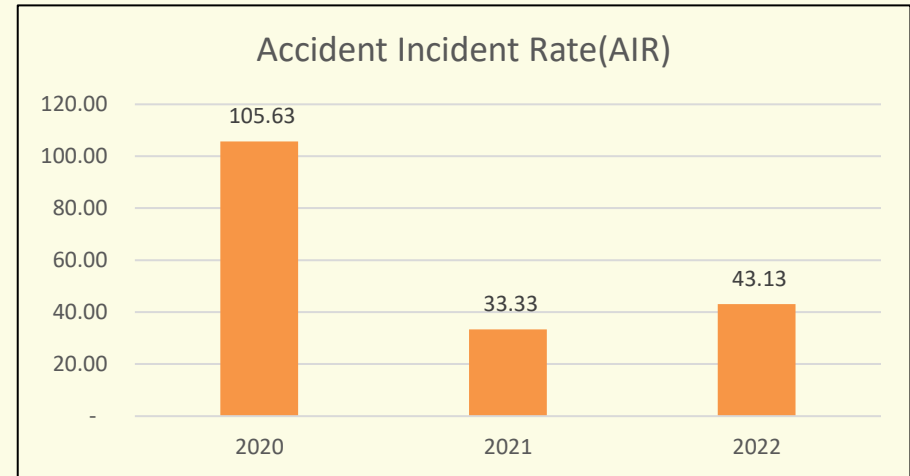
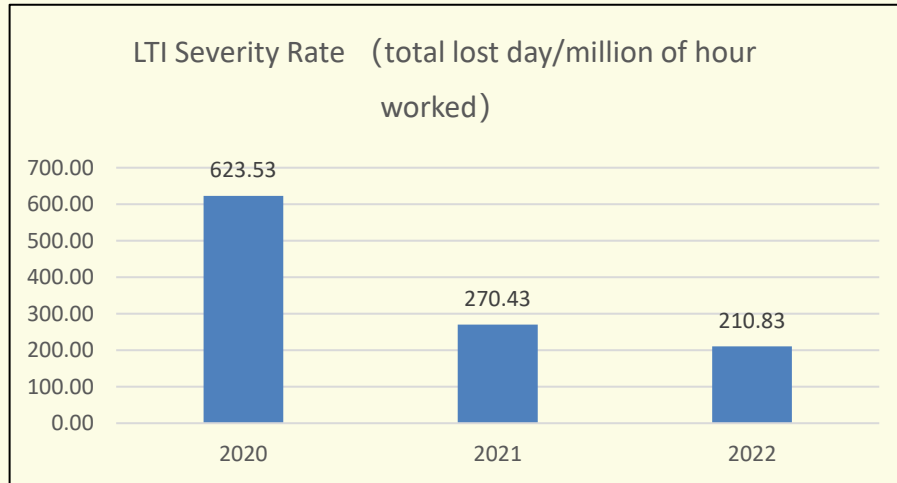
Targets and Progress Evaluation [103-3]

No. TARGETS/GOALS	PROGRESS IN 2022
1. Zero Fatalities	We reported and maintained zero fatalities for 2022 (pg.20)
2. We do not set an absolute target number for Accident Cases reduction, as the aim is always zero accidents. Our target objective is reduction or minimal accidents from previous lessons.	Unfortunately we see a slight increase by 1 accident case from previous year (Pg. 20)
3. Compliance with Malaysia law on labour and human rights policies	Full compliance with Malaysia regulatory agencies (Pg. 23)
4. No child or forced labour in our operations and supply chain	Zero incidents of child or forced labour in operations or supply chain. (Pg. 23)
5. 100% 2 doses full COVID vaccination for all our production and office employees	We have successfully sent all employees for minimum 2 doses of vaccination as of 2022 (Pg. 21)
6. 100% employees to undergo for all our 4 core training programs	As of 2022, all our employees have successfully underwent 3 out of 4 core training programs. (Pg. 22)
7. Maintain no discrimination or harassment incidents	Zero incidents of discrimination or harassment for 2022 (pg.23)
8. Zero incidents of corruption or business violation through our whistleblowing procedures	We reported zero whistleblowing or any legal cases for 2022.

1. Employee Health and Safety

A HS committee is set up and responsible for ensuring our factory site comply with the HS management system. We also high-risk operating spots and have developed SOPs for those spots. We constantly upkeep our healthcare facilities such as first aid posts and conduct regular OHS training for our workers, including basic first aid. PPE is also mandatory for all our workers.

Work-Related Injuries [403-9]



2. Working Conditions and Employment Benefits [401-2]

Our Labor Policy commits us to ensuring all TAY employees are adequately compensated for their work and committed to providing a safe working environment for workers.

We report that all workers receive a wage that is equal to or above the minimum wage set by Malaysia labour law. Besides competitive remuneration, our dormitory provides foreign workers with housing, recreation facilities and places of worship.

We also report that all full-time employees are covered under 11 social subsidies.

1. Life and Disability Insurance (sum insured RM50K-RM100K)
2. Medical (hospitalization) insurance (sum insured RM50K-RM1million)
3. Outpatient clinic fees (12 times per year)
4. Hospitalization paid leave up to 60 days
5. Paid Vacation leave up to 16days
6. Dental and optical healthcare benefits
7. Maternity paid leave for 98days
8. Paternity paid leave for 7days
9. Prolong illness paid salary subsidies up to 3 months
10. Child care benefits
11. Single parent benefits

COVID Vaccination

We report as of 2022 all our employees are fully vaccinated with minimum 2 doses as mandatory with our health policy.

3. Freedom of Association and Collective Bargaining

TAY reports that we respect and act according to Malaysia's Employment laws where the Freedom of Association shall be instituted according and within the Trade Union Act 1959, Industrial Relations Act 1967 and Immigration Act 1956/63 of Malaysia.

Where the right to freedom of association and collective bargaining are restricted under the law, TAY does not refuse any genuine opportunity to collectively bargain with workers who want to do so. Trade unions have access to our factory and TAY does not interfere with the organizing of activities of workers, worker representatives, or representatives of trade unions. Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.

4. Access to Benefits

Our Labour Policy commits us to ensuring all TAY employees are adequately compensated for their work. All workers receive a wage that is equal to or above the minimum wage. We are committed to improve the well-being for our workers to improve job satisfaction. Besides competitive remuneration, our dormitory upgrading programme provides employees with housing, recreation space and places of worship.



To enhance the diet and nutrition of workers, TAY works with local farmers to source fresh, seasonal produce and provide regular free fruits and vegetable for our workers.

Repainting of community gate

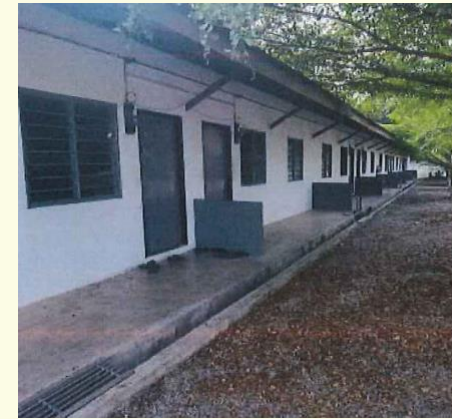


Before



After

Before



After



Upgrading the workers' dormitory is an essential step towards improving the living conditions of workers. With the changing times, the needs and expectations of the workforce have also evolved. The dormitories not only improve the physical and mental health of workers but also promote better morale.

5. Training and Developments [403-5]

TAY have a fixed budget allocated for training and refresher programs annually. Our programs seek to improve the career development, job satisfaction, and welfare of our employees. The training objectives are aimed at the knowledge of each module while promoting awareness and encouraging teamwork. The 3 core topics of our training programs are:

- Sustainable Procurement
- Environment
- Labour, Ethics & Human Rights
- Health and Safety

Training Programme	Percentage of Employee Trained			Average Hrs of Training per Employee [403-5]		
	Male	Female	Total	Male	Female	Total
Sustainable Procurement	18%	0%	15%	0.5	-	0.4
Environment	100%	100%	100%	1	5	2
Labour, Ethics & Human Rights	100%	100%	100%	2	4	2
Health & Safety	100%	100%	100%	15	28	16

Security Officers [410-1]

TAY employs security guards to ensure a safe working and living environment in our operational areas. All our security officers are required to receive training on basic human rights and handling non-criminal cases. The training is delivered in-house with refresher courses and SOP updates in accordance to latest law. The focus on the training is on emergency situations and professionalism in encounters with external parties.

There is no history of break in or burglary cases in our factory.

6. Child and Forced Labour [408-1] [409-1]

In accordance with strict Malaysia national laws, we strictly forbid those below 18 years of age from working in our factory. Our Labour and Human Rights Policy describes the measures we take to prevent child labour from arising within our operations and suppliers.

We report there are no operations and suppliers considered to have significant risk for incidents of child labour or young workers exposed to hazardous work. There is zero incidents of modern slavery, forced labour and human trafficking in operations and supply chain.

We report that the measures we use to effectively contribute to abolition of child labour includes conduct age verification of each applicant and our workers' employment contracts include a clause on the minimum age of 18 for employment. Our employee handbook also states clearly the policy on modern slavery, forced labour, human trafficking and audit procedures on labour practices.



7. Diversity, Equality and Anti-Discrimination [406-1]

In 2022, we report zero incidents of harassment or discrimination reported via our whistleblowing facility.

We are committed to supporting the inclusion of women across our operations including addressing obstacles faced. We have zero tolerance for sexual harassment and conduct regular initiatives to ensure all our workers adhere to our gender policies. All our suppliers are required to sign with our factory an annual due diligence questionnaire to demonstrate their operations comply with government regulations on discrimination and diversity.

We report that all our employees are entitled to maternity/paternal and equal annual leaves. Jobs of new mothers are reserved while they are on maternity leave. In 2022, only 1 woman took maternity leave and returned to the same job position.

Company Workforce Data [102-8]

Total number by Gender and Employment type*

	2022			
	Female	%	Male	%
Permanent Staff	5	4.59	4	3.67
Contract Staff^	9	8.26	86	78.90
Sub Con	1	0.92	7	6.42
	15	-	97	-

*No portion of our workforce are non-employees and no seasonal variants. Data compiled by HR department

^Due to the nature of heavy labour, a larger proportion of production workers are males.

Percentage by Age and Management category [405-1]

	Board members	Senior management	Middle management	Junior management
<30	0%	0%	24%	5%
30 - 50	10%	24%	19%	14%
>50	5%	0%	0%	0%

Percentage by Gender and Management category [405-1]

	Female	Male
Board members	0%	100%
Senior management	40%	60%
Middle management	56%	46%
Junior management	100%	0%

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