
SW Sustainability Solutions Inc.

Sustainability Report, 2023



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Introduction and Overview

About Us

We, SW® Sustainability Solutions Inc. are a privately held, women-owned business with a global team and third-party manufacturing facilities in Asia. As a manufacturer, we specialize in Research and Development and manufacturing of hand protection gloves, to provide premium products that enhance worker performance. Our mission is to make our customers more successful.

With a steadfast commitment to sustainability, SW is leading the way in ensuring that hand protection is not only effective but also environmentally responsible. In an era where sustainability is overriding, SW Sustainability Solutions has emerged as a prominent exemplar of innovation and ethical responsibility. The company's core revolves around providing hand protection solutions that safeguard not only the well-being of individuals but also the well-being of the planet. Our commitment to sustainability begins with innovative product designs to responsible operations and supply chain management.

Scope of the Report

This report provides an overview of our sustainability achievements and targets and covers the period from January 2023 to December 2023. This report is in accordance to the Global Reporting Initiative (GRI) Standards of 2021, reflecting our commitment to transparent and comprehensive reporting on our sustainability initiatives.



Message from the President and CEO

Dear Stakeholders,

I am pleased to present our 2023 Sustainability Report, highlighting our commitment to environmental stewardship, social responsibility, and ethical business practices. At SW Sustainability Solutions Inc., sustainability is not just a goal, but a core value embedded in every aspect of our operations to lead the world to a safer future. As a manufacturer specializing in hand protection gloves, we recognize the importance of sustainable practices in today's global landscape. Our mission to make our customers more successful extends beyond product excellence to encompass environmental consciousness and social impact.

In alignment with the United Nations Sustainable Development Goals (UN SDGs), we actively contribute to nine key SDGs through our strategic initiatives and responsible business conduct. This report serves as a testament to our dedication to advancing sustainability and creating a positive impact on people and the planet.

As we navigate towards 2030, our Sustainability Road Map charts a course of ambitious targets and strategic initiatives aimed at reducing our environmental footprint, enhancing social sustainability, and fortifying our governance practices. These efforts reflect our steadfast dedication to sustainability and our obligation to future generations. By seamlessly integrating sustainability into our business strategies, we not only create enduring value for our stakeholders but also uphold our commitment to environmental stewardship.

SW takes immense pride in the external validations of our sustainability endeavors, including prestigious certifications such as B-Corp, recognition as a Great Place to Work, and accolades for our innovative products that positively impact the environment.

I extend my heartfelt gratitude to our esteemed customers and partners for your unwavering support as we collectively work towards a more sustainable and resilient future.



Belle Chou
President and Chief Executive Officer

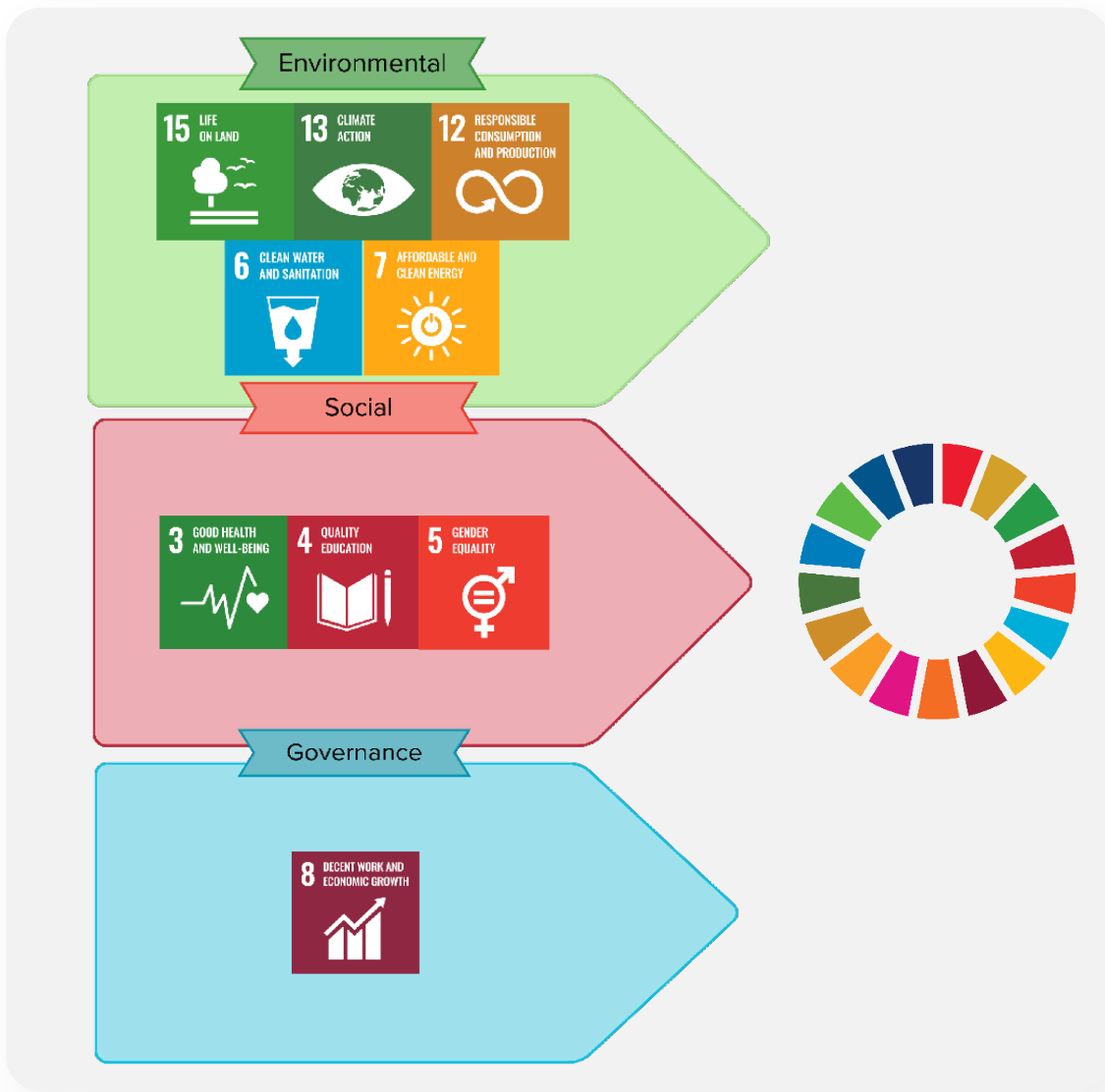


Sustainability Strategy

Contribution to UN Sustainable Development Goals

Our organization actively contributes to nine United Nations Sustainable Development Goals (UN SDGs) through our prioritized material topics. This alignment highlights our commitment to advancing sustainability and responsible business practices, which in turn positively impact on people and the planet.

In our Sustainability roadmap we outline our long-term commitment to making measurable progress towards achieving these vital SDGs.



Sustainability Road Map for 2030

Strategies to minimize our Environmental Impact

Energy and Emissions

- Reduce scope 1 & scope 2 emissions 42%, by efficient steam utilization and reducing the reliance on fossil sources.
- Reduce scope 3 emissions by 20%.
- Reduce electricity consumption by 16%.
- Reduce natural gas consumption by 32% by switching to biomass alternatives.
- Reduce steam utilization by 45% by fixing heat loss areas in manufacturing plant.
- Manufacturing facility to certified with ISO 50001:2018

Water Management

- Reduce scope 1 & scope 2 emissions 42%, by efficient steam utilization and reducing the reliance on fossil sources.

Strategies to minimize our Environmental Impact (cont'd)

Product Innovation

- Introduce low chemical product formulation to reduce chemical usage by 50%
- New product innovations using biobased materials, and product Life Cycle Assessment
- Proprietary technology for Energy efficient products.
- Proprietary technology to ensure products emit no toxic emissions during incineration.
- Obtain sustainability certifications for products.



Strategies to Improve Social Sustainability

Employee Education and Well-being

- Increase the total amount of training hours, up to 200hrs
- Achieve a 25% increase in employees in each region to participate in flexible work options to reduce commuting

Promote Diversity

- 50% women representation in Managerial position
- Provide working opportunities for disabled community



Strategies to Improve Social Sustainability (cont'd)

Supply Chain

- Conduct sustainability assessments for all key suppliers and collaborate on improvement plans.
- Source 50% of key raw materials from certified sustainable suppliers

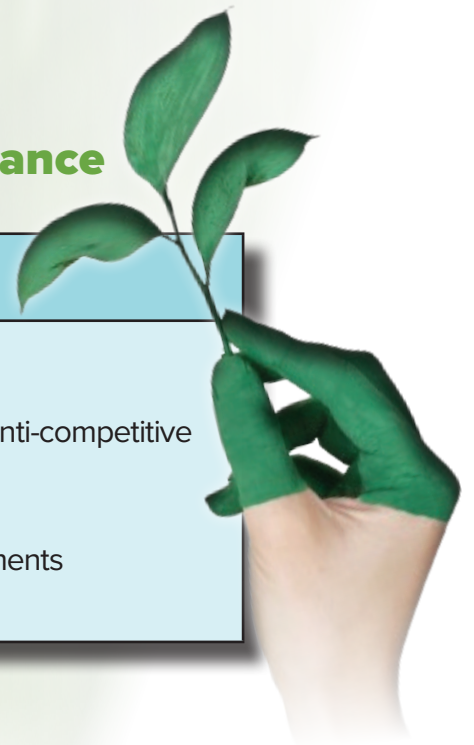
Community Engagement

- Increase the total amount of training hours, up to 200hrs

Strategies to Enhance Governance

Adopt New Policies within the Organization

- Adopting sustainable procurement policies and practices
- Policy covering Conflict of interest, Fraud, Money laundering, Anti-competitive practices, and Information security.
- Conduct business ethics related internal audit and risk assessments



Annual KPI

Material Topic	Baseline (2022)	Target for 2030	Annual KPI
Energy	6,008,399 Kw/h	Reduce electricity consumption by 16%	2% reduction in electricity consumption
	844,469 m3	Reduce natural gas consumption by 32%	4% reduction in natural gas consumption
	115,930 T	Reduce steam consumption by 45.6%	5.7% reduction in steam consumption
Emmissions(MtCO2e)	Scope 1- 258.35 Scope 2- 5015.75	Reduce scope 1 & 2 GHG emissions by 42%.	5.3% reduction in scope 1 & scope 2 GHG emissions
	Scope 3 - 380,415. 54	Reduce scope 3 GHG emissions by 20%	2.5% reduction in scope 3 GHG emissions
Water Consumption	93,742 m3	Reduce municipal water consumption intensity by 15%	1.8% savings in water consumption
Product Innovation	-	New product innovations using biobased and bio balanced materials and product Life Cycle Assessment	1 new product launch
	-	Proprietary technology for Energy efficient products	1 new product launch
Training and Education	70hrs	Increase the total no. of training hours, up to 200hrs	~16 hours per year
Diversity and Inclusion	43%	50% women representation in Managerial position	1% increase in women representation
Community Engagement	2	Complete a minimum of 3 new community engagement projects, focusing on social impact	1 new community project

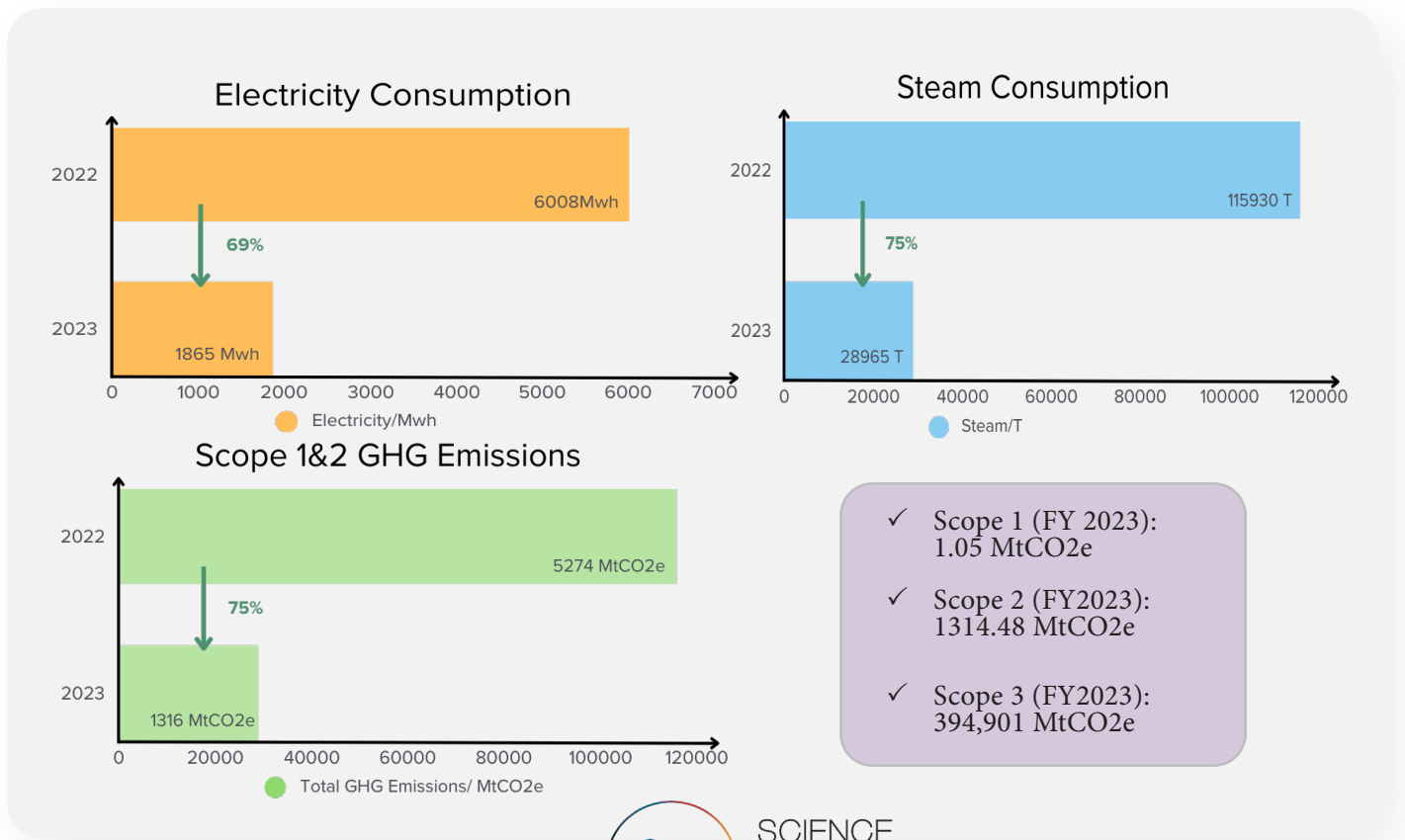


Environmental Performance

Energy and Emissions

In FY2023, we initiated the measurement and reporting of our greenhouse gas (GHG) emissions, and our manufacturing facilities are now certified with ISO 14064-1:2018. We are committed to the Science Based Target Initiative, aiming to reduce absolute scope 1 and scope 2 greenhouse gas (GHG) emissions by 42% from the 2022 baseline by 2030.

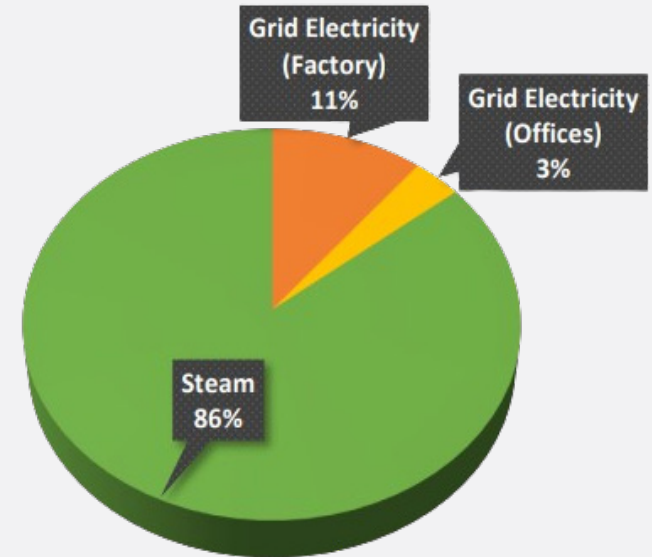
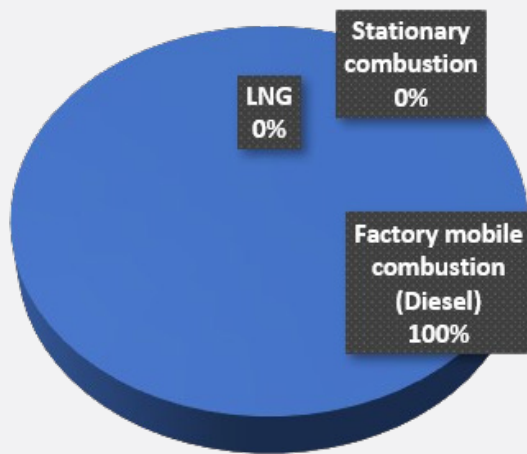
Due to a decrease in production output in 2023, there was a significant reduction in electricity consumption by 69%, and steam consumption saw a significant decline by 75%. Consequently, scope 1 and scope 2 greenhouse gas (GHG) emissions have been reduced by 75% compared to the 2022 baseline emissions.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Scope 1: GHG Emissions Breakdown 2023



Scope 2: GHG Emissions Breakdown 2023

In comparison to Scope 1 emissions, Scope 2 emissions have constituted most of our greenhouse gas (GHG) emissions. Specifically, the utilization steam in our manufacturing facility has been responsible for 86% of our overall scope 2 GHG emissions.

While the decreased production in 2023 contributed to lower GHG emissions and the achievement of our Science-Based Targets Initiative (SBTi) goals, it's crucial to recognize that this scenario may change with higher production outputs. As a strategic response, our focus is to replace the insulation boards with poor insulation in the drying room. This strategic initiative aims to minimize heat loss and improve heat utilization efficiency thereby reducing energy wastage and contributing to a more sustainable and environmentally friendly manufacturing process. Following our 2023 implementations, we have successfully achieved a 3% saving in steam utilization. Moving forward, we are committed to continuing our efforts, with further implementations currently in progress.

Our scope 3 emissions are significantly higher compared to, scope 1 and Scope 2 emissions.

Specifically, product distributions have contributed to 394,901Mt CO₂e, followed by 52.92 Mt CO₂e for business travels, and 36.62 Mt CO₂e for employee commuting.

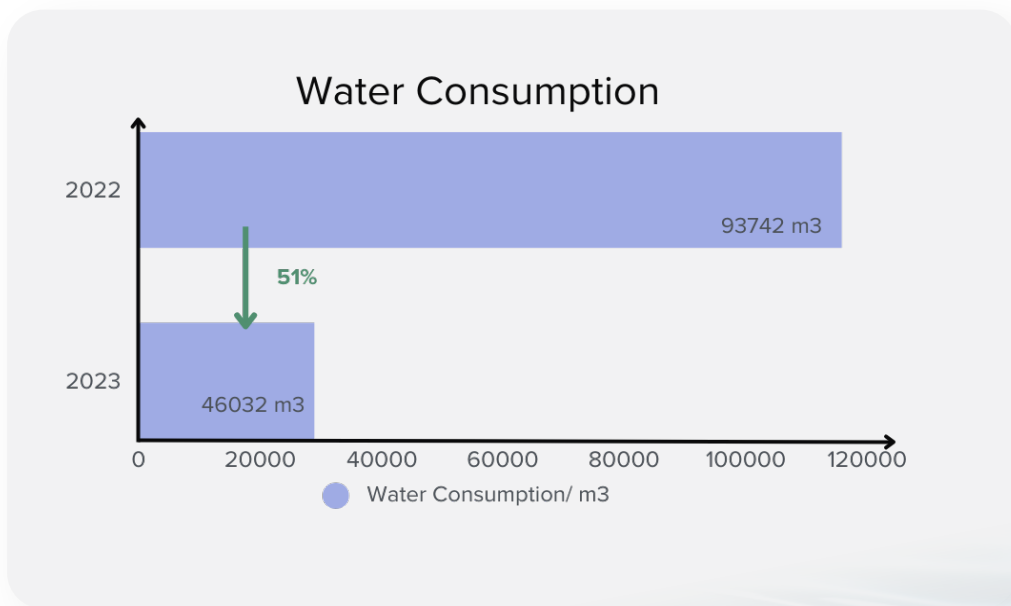


Water Consumption and Management

In 2023, the municipal water consumption at our manufacturing site was 46,032 m³, marking a significant reduction from the 2022 baseline of 93,742 m³. This 51% decrease in water consumption was primarily attributed to the drop in production output during 2023.

Acknowledging the inherent fluctuations in production output, we have successfully implemented a new leaching process for leaching tanks on the production line. Thus, we could achieve a 3.5% saving from the water consumption. Our ambitious target is to reduce water consumption by 15% by 2030.

Our manufacturing plant in China, will complete the construction of the water recycling facility in May 2024, with commissioning scheduled for completion in August 2024.



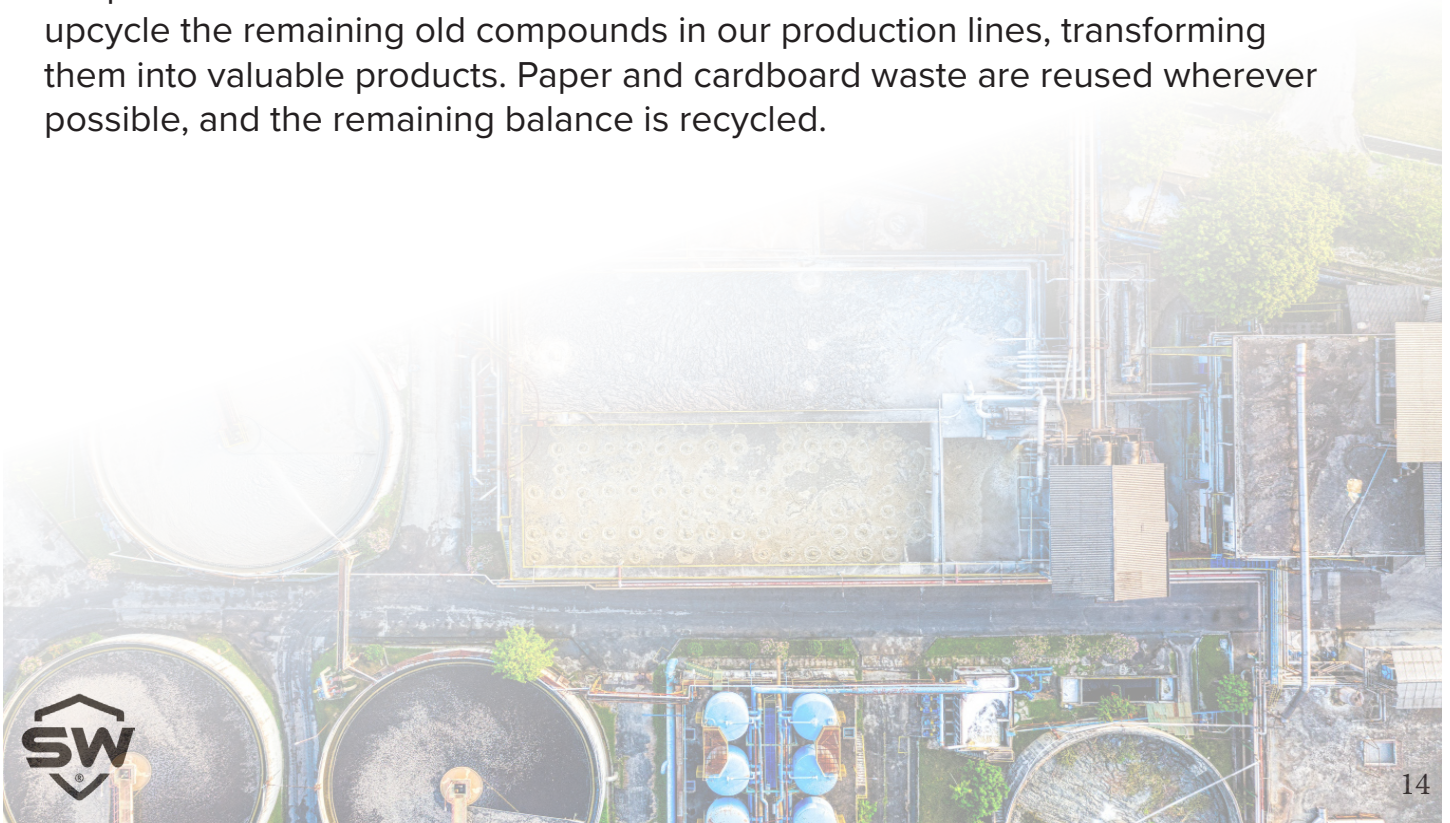
Waste and Effluent Management

The effluent discharged from our manufacturing facility undergoes rigorous testing to meet stringent quality standards, ensuring full compliance with local regulations and environmental norms. We conduct comprehensive monitoring of various chemical parameters, including pH level, Biological Oxygen Demand (BOD), Chemical Oxygen Demand (COD), total ion content, and suspended solids of the effluent water before the discharge.

Our initiative to recycle 20% of the effluent water using a 6-step process, screening, aeration, sedimentation, flocculation and coagulation, filtration and chlorination, aligns with our commitment to sustainable water management practices, promoting resource conservation, and minimizing our environmental impact.

We successfully reduced the amount of waste sent to landfill from 55 MT in 2022 to 50 MT in 2023. Our ambitious goal is to achieve zero waste to landfill by 2025.

We partnered with vendors from other industries in a collaborative effort to upcycle the remaining old compounds in our production lines, transforming them into valuable products. Paper and cardboard waste are reused wherever possible, and the remaining balance is recycled.



Innovation and Product Development

Our extensive product portfolio comprises of unsupported, supported, and disposable gloves. As a leader in the hand protection, we have attained success in securing patents for various technologies, for our product innovations covering unique technologies aimed at improving user hand health as well as innovations aligned with our commitment to sustainability.

SW has a robust patent portfolio comprising 10 patents focused on hand health technology, and 4 utility patent applications centered around our EcoTek sustainable technology. The Ecotek technology proudly achieved two recognition awards in 2022, earning the Environmental Protection Winner in Green Technology and Sustainable Safety/Health Product. Continuing this success, in 2023, our cutting-edge product, the biobased general-purpose work glove, secured the Environmental Protection award.

SW has always been committed to introducing sustainable product designs, thinking beyond the product itself to facilitate the user comfort and optimizing the entire product lifecycle through:

- Sustainable materials such as bio-based materials
- Energy efficient formula and manufacturing processes
- Proprietary Ecotek technology that enables products to naturally decompose in landfills to reduce waste or reduce the environmental impact from harmful emissions due to incineration.



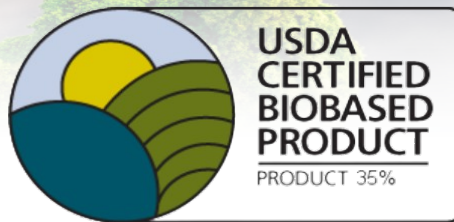
Product Innovation

Utilizing Biobased Materials

In FY 2023, we launched our versatile knitted work glove Totalform, with a biobased liner.

TotalForm®
TF-14BK

RATINGS			COATING	GRIP	FEATURES	COLOR
ANSI A1 CUT	ANSI 4 ABRASION	EN388:2016 3131A	Nitrile	Micro Foam	Superior Comfort Touchscreen Compatible	BLACK GRAY



Per Every 1000Boxes

- ✓ Reduces 4.53 Mt of CO2
- ✓ Saves 12,691 ft2 of reforestation land area.
- ✓ Saves \$315 cost allocation from Carbon farming projects.

TotalForm Features:

- Eco-Friendly Design → Liner made from Biobased Polyamide recyclable yarn derived from corn starch & biodegradable Nitrile coating using Eco-Tek technology.
- Renewable Materials → Cuff's elastic yarn sourced from natural rubber-based renewable raw materials
- Biobased Carbon Content → Listed within the USDA Bio Preferred Program catalog, scientifically verified to contain 35% of total Biobased carbon content
- Environmental Impact → Impressive 50% reduction in CO2 emissions compared to conventional knitted work gloves
- Certifications → Oeko-Tex certified for product safety and customer confidence



Process Innovation

Clean & Green designs

SW is in the final stages of developing a unique 'clean and green' design for nitrile examination gloves, utilizing substantially fewer chemicals and minimizing energy consumption during the manufacturing process.

Packaging Materials

All SW products are packaged using sustainable packaging, featuring an outer and inner packaging made from Forest Stewardship Council (FSC) certified, 100% recycled paper. This material includes more than 70% post-consumer recycled content.



Social Performance

New Employee Hires and Employee Turnover

Region	Total New Recruits	Percentage (%)					
		Recruit Rate	Men	Women	<30	30-50	>50
USA	2	7	50	50	100	0	0
Sri Lanka	8	40	56	44	25	75	0
China	4	16	0	100	100	0	0

Region	No. of Employees Left	Percentage (%)					
		Turnover Rate	Men	Women	<30	30-50	>50
USA	4	15	50	50	50	50	0
Sri Lanka	4	20	25	75	50	50	0
China	6	24	50	50	50	50	0

Employee Well-Being

Our employees enjoy a complete benefits package that covers life insurance, healthcare, disability and invalidity coverage, and parental leave. Additionally, SW offers a monthly cash award in recognition of their hard work and contributions to the company's success.



Occupational Health and Safety

The safety and health of our employees continues to be a first consideration in operating this business and must be an essential part of every operation. Safety is the responsibility of each and every employee. SW has adopted a comprehensive injury and illness prevention program in full compliance with OSHA requirements. The Safety Committee meets quarterly to review safety matters, and more frequently as the need may arise. Every SW employee was given fire and emergency training, along with safety training tailored to their specific job roles. In the event of a serious illness or accident, disability or worker compensation leave is provided.

Training and Education

In addition to onboarding training, all SW employees received specialized training to enhance their skills and knowledge in specific subject areas such as Six Sigma, Sustainability and Business Marketing Strategy. In 2023, a total of 75 hours of training were completed by our employees. Throughout the year, we invested a total of \$221,620.54 in training to support the development of our employees' knowledge and skills.

2022	2023
\$78,476	\$221,620

Beyond educational training, every SW employee undergoes regular performance reviews at the end of each quarter, accompanied by a quarterly bonus.

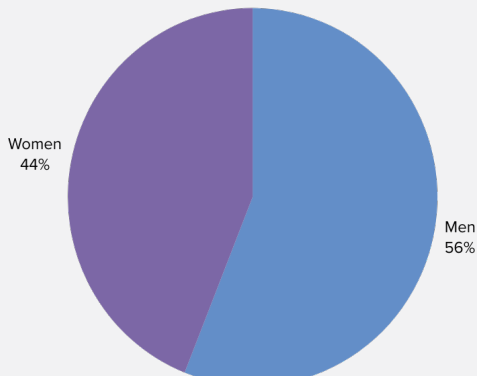


Diversity and Equal Opportunity

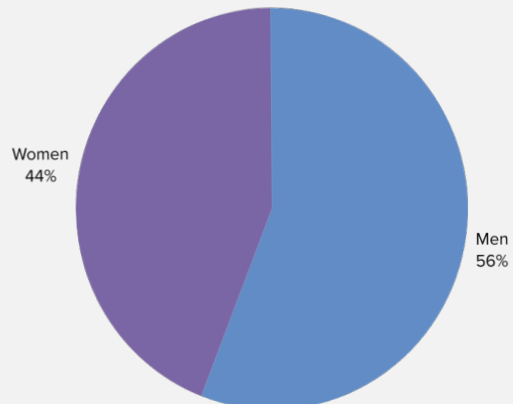
As a women-owned organization and a global employer, we firmly believe that diversity and inclusion are integral components of our corporate culture and essential to our long-term growth. Embracing a diverse workforce not only reflects our commitment to equality but also enriches our perspectives, fostering innovation and driving success on a global scale. We create an environment where every individual, regardless of gender, can thrive and contribute uniquely to our shared success.

Employee Diversity and Manager Diversity at Our Corporate Offices

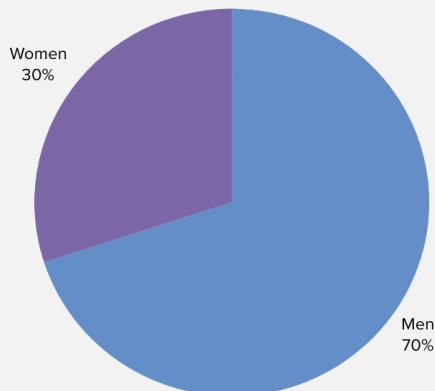
Managers Diversity in SW



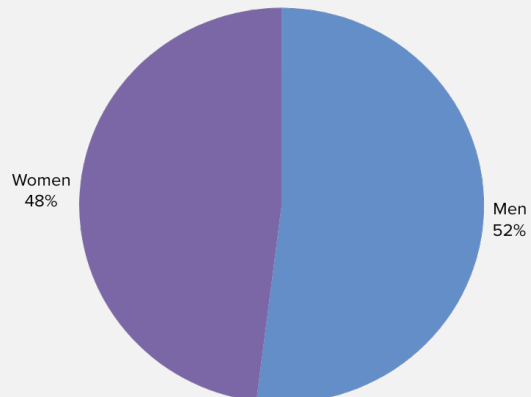
USA



Sri Lanka



China



Non-discrimination

SW Sustainability solutions inc. is an equal opportunity employer. The Company does not discriminate, and does not permit its employees to discriminate against other employees or applicants because of race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, perceived pregnancy, marital status, national origin, or citizenship, veteran status, ancestry, age (over 40), physical or mental disability (an impairment that limits a major life activity), medical condition, age, physical or mental disability or medical condition.

Child Labor and Forced Labor

SW strongly opposes any use of child labor and values the rights of children. The HR department commits to following the rules about the minimum age for work in national laws.

As far as we know, there are no cases of child labor in our company or with its suppliers. We oppose any kind of forced labor or slavery and routinely check our suppliers to make sure they also comply with the laws about child labor and forced labor. Our manufacturing facility has received SA 8000 and WRAP (Worldwide Responsible Accredited Production) which provides the commitment and assurance to ethical and sustainable business practices.



Human Rights Assessment

SW Sustainability Solutions acknowledges, respects and, through our Business Principles, commits to operating our business in a manner that consistent with the principles contained on the International Bill of Human Rights and the principles set out in the International Labor Organization (ILO).

During new employee orientation, individuals undergo a comprehensive overview that includes the review and acceptance of our Policies. This orientation extends to cover policies and expectations regarding human rights, business ethics, anti-bribery, anti-corruption, cybersecurity, and employee health and safety.

Our Supply Chain

SW has a strong supplier code of conduct that includes monitoring, child labor, discrimination, health and safety practices and corruption, where all the suppliers are evaluated quarterly. We are committed to a diverse supplier base. When competitively sourcing products, goods and/or services, we will include minority/ women-owned businesses and veterans.

All our suppliers across Asia have obtained certifications from BSCI (Business Social Compliance Initiative) WRAP (Worldwide Responsible Accredited Production) and SA8000 (social accountability). These certifications serve as compelling evidence that our supplier base adheres to rigorous social compliance standards, indicating a commitment to ethical practices.

In the year 2023, we did not identify or terminate any suppliers due to significant actual or potential negative social impacts. This exhibits our confidence in the responsible practices of our supplier network, reaffirming our dedication to maintaining a supply chain that prioritizes social responsibility and sustainability.



Our Supply Chain (cont'd)

Beyond the social evaluation, SW will be placing increased emphasis on assessing supplier environmental performance in its screening and evaluation processes.

We have revised our supplier code of conduct and procurement policy to actively monitor and address the environmental impact of our suppliers.

Product Quality & Customer Health and Safety

As a leader in hand protection, our foremost priority is the uncompromising commitment to product quality. Our manufacturing facility proudly holds certifications for adherence to the ISO 9001:2015 Quality Management Systems and ISO 13485:2016 Quality Management for Medical Devices. In addition, all our medical-grade products have secured FDA 510K Approvals and undergo rigorous testing to ensure compliance with EPA and REACH regulations, guaranteeing the absence of banned chemicals.

We conduct quarterly internal inspections and audits across all our production lines and factories. During these assessments, we systematically identify any gaps and ensure alignment with international standards, following the PDCA (Plan-Do-Check-Act) cycle for continuous improvement. We prioritize the ongoing training and updates of our QA department staff, covering various aspects such as inspection protocols, standards adherence, internal and general test methods, customer complaint resolution, and compliance with customer requirements. Additionally, we proactively manage Corrective and Preventive Actions (CAPAs) to enhance the overall quality control and assurance processes.

In 2023, we conducted 16 training sessions within our QA department to ensure that our products meet the expected quality standards, thereby ensuring consumer safety.



Product Quality & Customer Health and Safety (cont'd)

Furthermore, our dedication to safety and environmental responsibility is underscored by certifications such as the OEKO-TEX, affirming that our reusable gloves are free from harmful chemicals. The Cradle to Cradle (C2C) Material Health Certification reinforces our commitment, confirming that our gloves do not contain harsh or harmful chemicals, are devoid of carcinogens, mutagens, or reproductive toxicants, and are deemed safe for all users.

Our products have been tested using the skin sensitization test called “Modified Draize-95 test” to support the claim of “low dermatitis potential” which indicates that a product or substance is less likely to cause skin irritation or dermatitis.

When tested our products on more than 200 individuals who has no prior history of skin irritations, have showed that products demonstrated no observation of causing skin-related issues such as redness, itching, or irritation to the additives used within the product. It signifies a commitment to product safety and skin-friendliness.

There were no incidents of non-compliance with regulations concerning the health and safety impacts of our products.



Community Engagement

Double Ninth Festival

SW is dedicated to annual community engagement activities aimed at assisting those in need. In the SW China office and factory, our staff actively participates in community initiatives during the “Double Ninth Festival,” meaning the ninth day of the ninth lunar month. This involvement includes meaningful contributions to elderly care activities, such as cleaning, meal preparation, and delivering comfort items to enhance the well-being of the community’s elderly residents.



Academic Improvement Scholarship Programme

Since 2021, SW company has issued SW's academic improvement scholarship program.

The founders of SW always believed that helping younger generations develop a strong academic foundation was essential. A vibrant education is a critical step in the process of leading students to achieve a stable and fulfilling career.

Our goal is to diminish barriers in education, so that more students can study hard and cultivate their ambitions.

This academic improvement scholarship program is also designed to foster relationships between parents, children, and teachers, encouraging families and educators to stay involved in students' education.

SW employees who have been servicing the company for more than one year and have school-age children under 24 years of age are entitled to this programme. In 2022 and 2023, we granted educational scholarships worth USD 11,700 per year, for the children of our employees.

2021	2022	2023
\$13,300	\$11,700	\$11,700
23 Kids	21 Kids	19 Kids



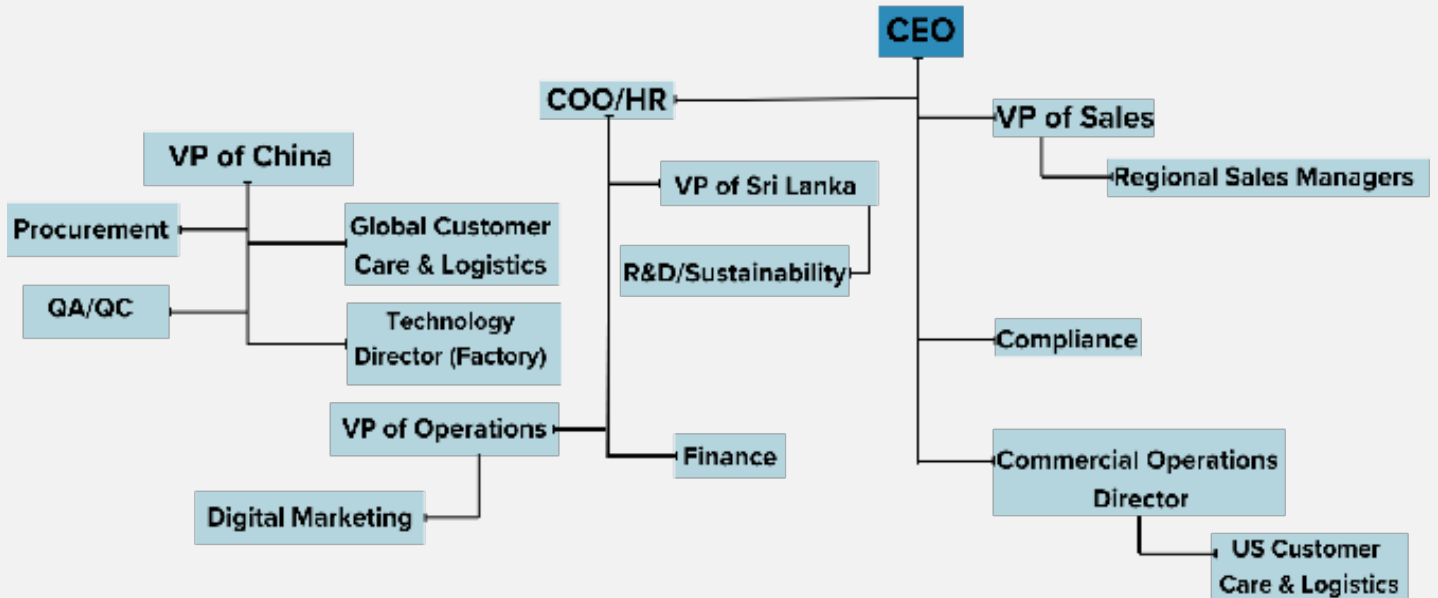
Donations for Peach Foundation

To help children from the poorest parts of China and Southeast Asia with an opportunity to complete a college education, we donated \$6,300 to Peach Foundation, for supporting kids' education in Yunnan province China.



Governance

Governance Structure of SW



Ethics

Anticorruption and Antibribery

SW is committed to integrity and ethical business practices. We do not tolerate bribery of anyone, at any time. We also prohibit any other forms of corruption. When conducting business in the U.S., Asia, or other countries, we comply with all laws, rules, and regulations. We never allow our employees, or anyone acting on our behalf, to give or accept bribes, or other improper payments.



Anticorruption and Antibribery (cont'd)

Anti-corruption laws and regulations prohibit anyone from promising, offering or receiving a bribe. They also prohibit people from indirectly offering or receiving bribes through third parties. Companies, their employees and government and foreign officials are all required to comply with these laws and regulations.

We enforce stringent measures to ensure the effectiveness of our anti-corruption policies. This includes ongoing training initiatives, annually and during orientation of new hires.

Code of Conduct

SW's [Code of Conduct](#) embeds our core values and commits us to operating in line with the highest legal, and ethical standards in our business. SW conducts annual training of the code of conduct for all employees to help create a positive workplace culture.

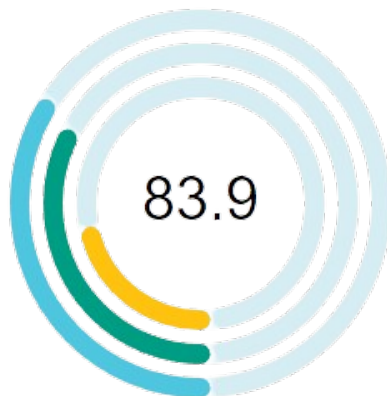


External Recognition, Awards and Certifications

SW is on a mission to lead the personal hand protection industry with sustainable solutions and innovation. We have been recognized for our innovative and sustainable products and sustainability practices by the following organizations.

In 2023 all our cooperate offices achieved B Corp certification. B Corp, “Benefit Corporation”, is a designation awarded to businesses that meet high standards of social and environmental performance, transparency, and accountability. Based on the B Impact assessment, SW Sustainability Solutions Inc. earned an overall score of 83.9. The median score for ordinary businesses who complete the assessment is currently 50.9.

Certified



- 83.9 Overall B Impact Score
- 80 Qualifies for B Corp Certification
- 50.9 Median Score for Ordinary Businesses

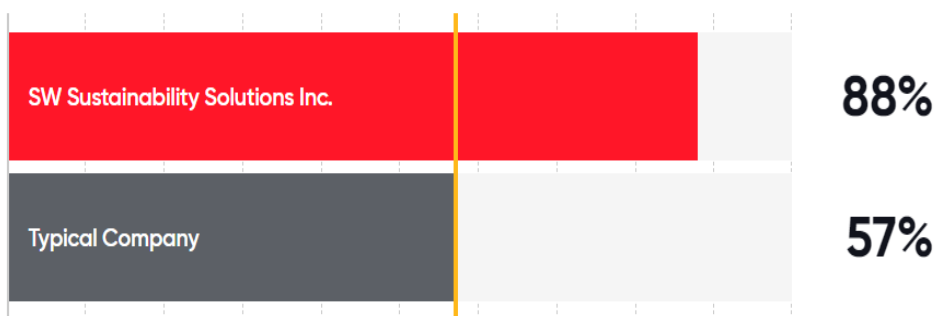


SW Sustainability Solutions Inc. proudly holds the title of being recognized as a Great Place to Work, which is a prestigious recognition based on an extensive assessment of workplace culture, employee experience, and organizational practices.



Employees say this is a great place to work

88% of employees at SW Sustainability Solutions Inc. say it is a great place to work compared to 57% of employees at a typical U.S.-based company.



Source: Great Place To Work® 2021 Global Employee Engagement Study.

SW, is a leading woman and minority-owned, manufacturer of innovative hand protection solutions was named the winner of a Silver Stevie® Award in the Minority-Owned Business of the Year category in the 21st Annual American Business Awards®.



Appendix

The report has been prepared with reference to 2016-2021 GRI Standards.

Disclosure Number	GRI Standard	Disclosure Title	Our Response
Organization Profile			
102-1	General Disclosures	Name of organization	About Us, pg 4
102-2	General Disclosures	Activities, brands, products, and services	About Us, pg 4
102-3	General Disclosures	Location of headquarters	About Us, pg 4
102-4	General Disclosures	Location of operations	About Us, pg 4
102-5	General Disclosures	Ownership and legal form	About Us, pg 4
Strategy			
102-14	General Disclosures	Statement from CEO	Message from Our President and CEO, pg 5
Ethics and Integrity			
102-16	General Disclosures	Values, principles, standards, and norms of behaviors	Governance, pg 28 Code of Conduct, pg 29
Governance			
102-18	General Disclosures	Governance structure	Governance, pg 28
Reporting Practices			
102-46	General Disclosures	Defining report content and topic boundaries	Table of Contents
102-47	General Disclosures	List of material topics	Table of Contents
102-49	General Disclosures	Changes in reporting	This is our inaugural report
102-50	General Disclosures	Reporting period	Scope of the Report, pg 4



Appendix (cont'd)

Disclosure Number	GRI Standard	Disclosure Title	Our Response
Governance Performance			
205-1	Anti-corruption	Communication and training about anti-corruption policies and procedures	Anticorruption and Antibribery, pg 28
Environmental Performance			
302-1	Energy	Energy consumption within the organization	Energy and Emissions, pg 11
302-3	Energy	Energy intensity	Energy and Emissions, pg 11
303-5	Water and Effluents	Water consumption	Water Consumption and Management, pg 13
305-1	Emissions	Direct (Scope 1) GHG emissions	Energy and Emissions, pg 11
305-2	Emissions	Indirect (Scope 2) GHG emissions	Energy and Emissions, pg 11
305-4	Emissions	GHG emissions intensity	Energy and Emissions, pg 11
306-3	Waste	Waste generated	Waste and Effluent Management, pg 14
Social Performance			
401-1	Employment	No. of new employee hires and employee turnover	Employee Hires and Employee Turnovers, pg 18
401-2	Employment	Benefits provided to full-time employees	Employee Well-Being, pg 18
403-9	Occupational Health and Safety	Work-related injuries	Occupational Health and Safety, pg 19



Appendix (cont'd)

Disclosure Number	GRI Standard	Disclosure Title	Our Response
Social Performance			
404-1	Training and Education	Average hours of training per year per employee	Training and Education, pg 19
404-2	Training and Education	Programs for upgrading employee skills and transition assistance	Training and Education, pg 19
404-3	Training and Education	Percentage of employees receiving regular performance and career development reviews	Training and Education, pg 19
405-1	Diversity and Equal Opportunity	Diversity of governance bodies and employees	Diversity and Equal Opportunity, pg 20
406-1	Non-discrimination	Incidents of discrimination and corrective actions taken	Non-discrimination, pg 21
408-1	Child Labor	Operations and suppliers at significant risk for incidents of child labor	Child Labor and Forced Labor, pg 21
409-1	Forced or Compulsory Labor	Operations and suppliers at significant risk for incidents of forced labor	Child Labor and Forced Labor, pg 21



Disclosure Number	GRI Standard	Disclosure Title	Our Response
Social Performance			
412-2	Human Rights Assessment	Employee training on human rights policies or procedures	Human Rights Assessment, pg 22
414-2	Supplier Social Assessment	Negative social impacts in the supply chain and actions taken	Our Supply Chain, pg 22
416-1	Customer Health and Safety	Assessment of the health and safety impacts of product and service categories	Product Quality & Customer Health and Safety, pg 23
416-2	Customer Health and Safety	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality & Customer Health and Safety, pg 23

