

SUSTAINABILITY STATEMENT

Scientex Packaging (Ayer Keroh) Berhad (“SPAK” or “the Group”), a leading flexible plastic packaging (“FPP”) producer in the Southeast Asia and Oceania region is committed towards integrating sustainability into our operations and conducting our business as a responsible corporate citizen.

This statement highlights our sustainability initiatives and performance in relation to Environmental, Social and Governance (“ESG”) matters in the Group’s operations during the financial year ended 31 July 2023 (“FY2023”).

SUSTAINABILITY GOVERNANCE

Within the Group, the Board sets the foundation for a robust sustainability culture, while Management plays a vital role in cascading sound sustainability practices throughout the organisation.

Key Leadership	Roles and Responsibilities
Board of Directors	<ul style="list-style-type: none"> Assumes overall responsibility of the Group’s sustainability agenda
Managing Director	<ul style="list-style-type: none"> Reviews material sustainability matters with the Management team Formulates sustainability strategies and initiatives with the Management team Reports to the Board on material sustainability matters
Management Team	<ul style="list-style-type: none"> Responsible for stakeholder engagement process, identifying material sustainability matters, executing and monitoring implementation of sustainability strategies and initiatives Reports to the Managing Director on material sustainability matters

STAKEHOLDER ENGAGEMENT

Fostering meaningful interactions with our stakeholders on sustainability matters that align with their interests is not only fundamental to our business but also essential for the sustained growth of the Group. The next section outlines our key stakeholders and their identified areas of interests, derived from diverse engagements with them.

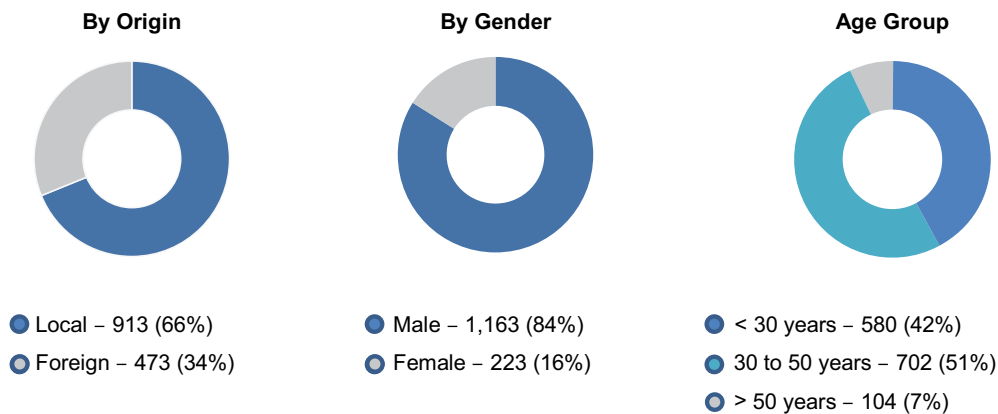
Stakeholder Group	Mode of Engagement	Areas of Interest
Customers	<ul style="list-style-type: none"> Regular meetings and plant visits Customer satisfaction surveys Collaboration on product development Compliance audits 	<ul style="list-style-type: none"> Product quality, competitive price and delivery Sustainable and innovative products Management of ESG matters
Employees	<ul style="list-style-type: none"> Discussions and meetings Employee appraisals Employee engagement events Training programmes Monthly management meetings 	<ul style="list-style-type: none"> Safe and conducive working environment Career progression Inclusive working environment and culture Training and development opportunities
Suppliers	<ul style="list-style-type: none"> Meetings and discussions Site visits Code of Conduct for Suppliers and ongoing supplier assessments or evaluations 	<ul style="list-style-type: none"> Conducting business ethically Clear product specification, quality expectations and product delivery Supplier payment
Investors and Shareholders	<ul style="list-style-type: none"> Annual General Meeting Annual Report SPAK’s corporate website Announcements and press releases Investor engagements 	<ul style="list-style-type: none"> Financial performance, dividend payment and stock price appreciation Delivering sustainable growth Business ethics and governance Upholding our reputation as a socially and environmentally responsible organisation

Stakeholder Group	Mode of Engagement	Areas of Interest
Governments and Regulators	<ul style="list-style-type: none"> • Meetings and consultations • Audits and on-site inspections • Seminars, trainings, dialogues and forums organised by regulatory bodies 	<ul style="list-style-type: none"> • Regulatory compliance • Upholding ESG best practices
Local Communities	<ul style="list-style-type: none"> • Community events • SPAK's corporate website 	<ul style="list-style-type: none"> • Initiatives that uplift community well-being • Upholding good ESG practices • Providing sustained employment and career opportunities to members of local communities

OUR WORKFORCE

Our diverse workforce of 1,386 individuals plays a pivotal role in our success, serving as our most valuable assets. In our Malaysia operations, approximately 62% of our workforce consists of members of local communities, while in our overseas operations, nearly 100% of employees are sourced from local communities.

Information on our workforce



SUPPLY CHAIN

A resilient and sustainable supply chain is imperative for our business. Our suppliers and service providers are selected for their ability to ensure stable supply of raw materials, deliver value-added services and operate in a professional and ethical manner. We endeavour to collaborate with local supply chain partners and service providers, wherever possible. Approximately 75% of our procurement needs are sourced from suppliers which are based in Malaysia.

MATERIALITY DETERMINATION PROCESS

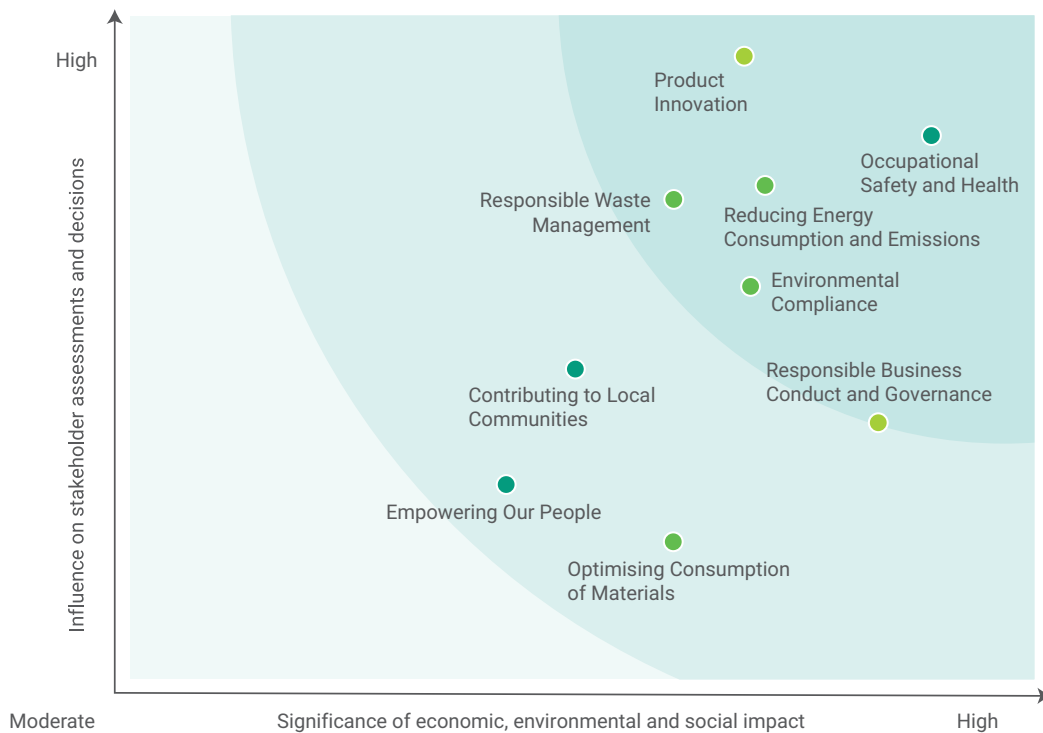
SPAK's materiality determination process seeks to identify and prioritise key sustainability matters by incorporating insights from our stakeholders. These identified areas of interests form the basis of our sustainability efforts enabling us to focus on sustainability matters strategically.

Identify	Shortlist	Prioritise	Validate
Aided by credible internal and external sources, the Management undertakes an analysis of industry and sustainability trends, reviews the Group's current sustainability topics, and identifies potential new sustainability topics for inclusion.	Potential sustainability topics undergo a thorough assessment, considering factors that include stakeholder needs and concerns, impacts to local communities where we operate, regulatory matters and the topic's significance to business operations.	The shortlisted sustainability topics are then assessed through various consultations with certain stakeholders and heads of departments, providing a gauge on each topic's materiality.	A materiality matrix is generated, incorporating the proposed list of sustainability topics and the result of the preceding three steps, and is reviewed by the Managing Director for validation. The reviewed matrix is then presented to the Board for final approval.

A materiality matrix is generated subsequent to the materiality determination process. The material sustainability matters are mapped onto this matrix to portray their significance to both the Group and our stakeholders.

Our 9 sustainability topics remained the same in FY2023 as in the prior year; however, two material matters were repositioned, as depicted in the materiality matrix below. “Responsible Business Conduct and Governance” was repositioned to reflect the increasing focus on corporate governance best practices by governments and regulators. The repositioning of “Reducing Energy Consumption and Emissions” signifies the increasing importance of environmental and climate action issues to stakeholders and the Group’s ability to achieve our sustainability and business objectives. The changes reflect SPAK’s recognition of addressing these important material topics and aligning our priorities with evolving stakeholders’ expectations.

Materiality Matrix



SUSTAINABILITY TOPICS

The sustainability topics identified and ranked above are anchored within 3 main pillars: “Creating Shared Sustainable Value”, “For the Betterment of the Environment” and “Our People, Our Pride”.

Creating Shared Sustainable Value	For the Betterment of the Environment	Our People, Our Pride
<ul style="list-style-type: none"> Responsible Business Conduct and Governance Product Innovation 	<ul style="list-style-type: none"> Responsible Waste Management Optimising Consumption of Materials Reducing Energy Consumption and Emissions Environmental Compliance 	<ul style="list-style-type: none"> Occupational Safety and Health Empowering Our People Contributing to Local Communities
Economic	Environment	Social

SUPPORTING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

In the pursuit of making positive impacts to our people and planet, we have aligned our sustainability topics with 11 of the United Nations Sustainable Development Goals, which are presented in the following sections.

1. Responsible Business Conduct and Governance



Responsible business conduct remains at the forefront of the Group’s business. Our corporate values entail conducting business ethically in accordance with the principles set out in the Group’s codes and policies that provide guidance to our employees and other stakeholders.

CODES AND POLICIES

<p>Whistleblowing Policy</p> <p>Details the procedures to guide our stakeholders to follow when reporting any actual or suspected incidents of improper business conduct</p>	<p>Code of Ethics</p> <p>Sets clear standards for business conduct across the Group, principled on trustworthiness, fairness and objectivity, with specific expectations outlined for labour standards, anti-bribery and anti-corruption, data confidentiality and security, and conflicts of interest</p>	<p>Anti-Bribery and Anti-Corruption Policy</p> <p>Details our zero-tolerance policy towards bribery and corruption, which applies to our employees and other relevant stakeholders, and includes controls to ensure compliance with all applicable regulations</p>
<p>Code of Conduct for Suppliers</p> <p>Provides our suppliers with detailed guidance on our sustainability principles – including those pertaining to ethical business conduct, environmental impact and social impact – so that they may uphold our standards in their business practices</p>	<p>Safety and Health Policy</p> <p>Details our commitments to safety and health, including our governance processes, the role of the Safety and Health Committee, our approach to prevention, protection and control, emergency preparedness and response procedures, and the education of safety and health issues across our workforce</p>	<p>Environmental Policy</p> <p>Enshrines our commitments and the specific standards mandated across key environmental issues including energy and emissions, waste management, resource utilisation and biodiversity</p>

We recognise the importance of effectively communicating our codes and policies to uphold integrity and ethical practices within the Group. These practices are reinforced via various channels such as SPAK’s website, engagement with employees through training sessions and communications with business associates to inculcate greater awareness and to further encourage due adherence.

In FY2023, we continued to provide e-learning to our employees to ensure ongoing adherence to our Anti-Bribery and Anti-Corruption (“ABAC”) Policy, Whistleblowing Policy and Code of Conduct for Suppliers. All executive employees are required to attend a briefing session on our ABAC Policy and have provided their declaration on their commitment towards the policy. We also communicated our ABAC Policy and Code of Conduct for Suppliers to all new vendors with an annual supply value of more than RM50,000. They are required to submit their declaration of compliance with the Group’s ABAC Policy and Code of Conduct for Suppliers as part of our procurement process.

During FY2023, the Group undertook risk assessments, including corruption risk within our operations to ensure that relevant controls are in place to manage and mitigate the risks.

There were no instances of corruption, bribery, unethical business conduct or human rights violations reported during FY2023.

2. Product Innovation



The culture of innovation is central to our identity, enabling us to develop value-added flexible packaging solutions that resonate with market trends and promote plastic circularity.

Our technical expertise and manufacturing capabilities place us in an optimal position to drive the innovation of more sustainable FPP. Stringent benchmarks are adopted in our operational processes to ensure the quality and safety of our products as reflected in the various international accreditations attained by us namely, ISO 9001, ISO 14001 and FSSC 22000 (Food Safety System Certification) and International Sustainability & Carbon Certification Plus (“ISCC PLUS”).



SPAK’s manufacturing sites are equipped with state-of-the-art machinery and sophisticated in-house laboratory facilities to produce high quality and novel packaging solutions. Our new automated bag making facility, operational in FY2023, features cutting-edge technology, with advanced bag making machinery to optimise efficiency and meet brand owners’ demand for customised bag formats. The Group’s in-house Innovation Centre oversees our research and development (“R&D”) efforts across the value chain, enabling us to efficiently develop, test and validate FPP solutions. This facilitates our dual aims of enhancing sustainability and meeting customers’ discerning requirements.



Automated Bag Making Facility

Our approach to innovation is also driven by close collaboration with customers and the Scientex Group, enabling us to develop market-centric and circular packaging applications.

In FY2023, we initiated 154 R&D projects and successfully commercialised 7 innovations. SPAK’s product innovation initiatives include:

Designing Fully Recyclable Packaging Applications



Our Array of Sustainable Packaging Solutions

The Group's commitment towards sustainability has seen us successfully co-developing and commercialising a wide range of responsible applications. In 2019, we became the first mover in Malaysia to convert a non-recyclable packaging application to a fully recyclable mono-materials packaging to meet brand owners' sustainability expectations. Available in various formats, including stick packs, sachets, bar wrappers and stand-up pouches or doypacks, our mono-material laminate has continued to gain traction with our F&B customers due to its full recyclability and functional performance.

Building on our capabilities, in FY2023, we expanded our mono-material solutions portfolio by designing additional packaging formats for circularity. One of our notable designs is the development of a larger, fully recyclable FPP solution for a leading chocolate malt beverage brand, with the objective of replacing the non-recyclable content of their existing packaging, whilst meeting the customer's requirements in terms of size, strength and sealing properties.

Drawing on our technical expertise and capabilities, we continue to assist brand owners in their sustainability journey. In FY2023, we designed an innovative "Recycle Ready" packaging for a prominent snacks brand to replace their conventional FPP format for a wide range of products.

Leveraging on our ISCC PLUS certification and commercialisation of packaging composed of PCR content, we continue to explore additional product development opportunities of this nature through ongoing collaborations with our customers.

Developing Customer Centric Innovative Packaging Solutions

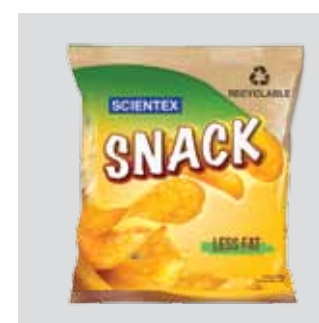
With our strong manufacturing footprint, we have developed the expertise and capabilities to design packaging formats that add value for our brand owners.

In FY2023, we designed an innovative mono-material laminate packaging with cold seal functionality, used for important applications across the F&B sector. This technology secures sealing of heat-sensitive products such as snack, cereal bars and confectioneries, preserving freshness of the products and optimising operational efficiency in terms of speed and energy consumption, making it a desirable packaging option for F&B manufacturers.

SPAK's innovative product initiative also extends to retort packaging; an ideal FPP solution used extensively for ready-to-eat foods and can be customised according to the product's specific needs. Our retort packaging is a unique form of stand-up pouch which offers brand owners a range of protective features, long shelf life, portability and is convenient to use.



Fully recyclable chocolate malt beverage packaging



Sample of "Recycle Ready" snack packaging solution



Sample of snack bar with mono-material cold seal application

3. Responsible Waste Management



We endeavour to conduct our operations in an environmentally responsible manner in accordance with the objectives set out in our Environmental Policy.

Promoting circularity and environmental efficiency in our operations is a core commitment at SPAK, achieved through responsible waste management practices. The scheduled waste generated from our operations is carefully handled in accordance with all applicable laws and regulations governing transportation, storage, and disposal at each of our operational locations. To facilitate this process, we utilise the Electronic Scheduled Waste Information System at our manufacturing sites and collaborate with licensed waste collectors for responsible disposal. Regular audits are also undertaken to ensure ongoing compliance with waste management regulations.

We seek to keep waste to a minimum within our operations by enhancing machinery, refining processes and downgauging packaging products to optimise material usage and minimise incidental wastage of raw materials. The enhancement in our printing system has enabled us to reduce solvent use and minimise ink wastage. With the application of solventless lamination, we have reduced the use and disposal of solvents in our production process. Furthermore, with our technical expertise, we have also developed fully recyclable mono-material laminates and produced packaging solutions incorporating PCR content.

We have employed various measures as part of our ongoing efforts to reduce waste discarded to the landfill. Where possible, non-recyclable production waste is sent to a third-party waste to-energy incineration facility and converted into alternative fuel. A total of 3,121 MT of waste was processed via this method in FY2023. In addition, non-hazardous recyclable plastic waste is delivered to plastic recycling companies to be recycled for use in the injection moulding industry for household products, including waste bins and plastic chairs.

To continuously instil waste management awareness and enhance process improvements across our manufacturing plants, Management conducts frequent briefings and meetings with the production team.

Waste Management Data

Type of Waste by Metric Tonne (MT)	FY2021	FY2022	FY2023
Scheduled (Hazardous) Waste	814	859	1,104
Total Non-Hazardous Plastic Waste	4,091	5,418	5,692
- Recycled	616	1,015	1,168
- Recycled (Converted to Energy)	679	2,478	3,121
- Non-Recycled (Others)	2,796	1,925	1,403
Waste as a Percentage of Output (%)	FY2021	FY2022	FY2023
Scheduled (Hazardous) Waste	2.4	2.1	2.7
Total Non-Hazardous Plastic Waste	13.0	13.4	14.2
- Recycled	1.9	2.5	2.9
- Recycled (Converted to Energy)	2.9	6.1	7.8
- Non-Recycled (Others)	8.2	4.8	3.5

There were zero instances of non-compliance in relation to the disposal of scheduled waste in FY2023.

4. Optimising Consumption of Materials



Efficient and responsible utilisation of materials and resources represents one of the central practices at SPAK. This practice is dedicated to reducing our carbon footprint and mitigating direct environmental impact, in alignment with the principles detailed in our Environmental Policy.

We advocate responsible resource utilisation of materials through continuous improvements in our operational process, product innovation and by instilling awareness on the adoption of sustainable practices amongst our employees.

As part of our ongoing efforts towards sustainability, we continue to develop FPP solutions with PCR resin as an input. Furthermore, we continuously explore opportunities to downgauge our wide range of FPP solutions to optimise material consumption while maintaining their performance. In FY2023, we extended the development of our recyclable mono-material laminates to cover a wider array of packaging applications for our customers.

Our adoption of cutting-edge printing technology further enables resource optimisation by reducing setup time, stoppages, solvent use, energy consumption, and raw material waste during printing process start-up and changeovers.

In addition, we prioritise procurement of our raw materials such as paper and aluminium (wherever possible) from responsible suppliers such as those that are Forest Stewardship Council or Aluminium Stewardship Initiative certified.

SPAK continues to practice responsible water consumption within our operations. We optimise water usage in our production process through the installation of a closed-loop chilling/cooling system which reduces water evaporation. Rainwater harvesting is practised in our Myanmar plant as a primary source of water supply and at our Malaysia plants for cleaning purposes and landscape activities. Employees are also advised to practise conscientious usage of water to minimise wastage.

5. Reducing Energy Consumption and Emissions



The Group actively engages in responsible energy utilisation and emissions reduction as part of our efforts to minimise our carbon footprint.

We seek to optimise energy consumption by investing in energy efficient machinery and equipment, installation of E-Savers for energy saving purposes, and enhancements in processes across our manufacturing lines. Our printing and laminating machines are equipped with a cutting-edge new drying system. This technology adds a heat pump, heat exchanger and condenser to the traditional drying process to create a hot air re-circulation system that is more energy efficient. In addition, the adoption of solvent-free lamination technology in the adhesive lamination process has enabled us to omit the processes related to solvent based lamination such as the use of an overhead drying tunnel thus reducing electricity consumption.

We encourage our suppliers to reduce their emissions by instilling awareness via our Code of Conduct for Suppliers. Our employees are advised to adopt energy saving practices in their daily activities. In FY2023, SPAK's employees participated in a mangrove planting programme as part of our efforts to counter Green House Gas ("GHG") emissions. We continue to monitor our energy consumption and GHG emissions, particularly the Scope 1 and Scope 2 emissions with the aim to progressively reduce emissions across our business. Moving forward, we are looking to initiate photovoltaic systems at our plants with the view to generate an alternative source of clean and renewable energy to reduce our carbon footprint.

6. Environmental Compliance



Guided by our Environmental Policy and the principles of a circular economy, the Group's operations are managed responsibly to preserve the environment whilst safeguarding the well-being of our surrounding communities. The policy sets the standards expected of our employees within 4 key areas - Energy and Emissions, Waste Management, Resource Utilisation and Biodiversity.

The ISO 14001:2015 – Environmental Management System certification underscores SPAK's commitment in adopting a systematic approach towards environmental compliance at our manufacturing sites. The ISCC PLUS certification provides traceability along the supply chain and verifies that our plants meet environmental and social standards. These internationally accepted accreditations enable us to secure the trust of stakeholders, align with and stay attuned to global environmental best practices.

We adhere to relevant laws, regulations and standards in the countries in which we operate. There are clear processes in place to effectively track and manage our resource consumption, emissions, effluents and waste disposal. Audits are performed to evaluate operational controls for continuous improvements in environmental management.

In FY2023, we organised training programmes to update employees and enhance their knowledge and awareness on environmental related matters. On the supply chain front, we engaged with our partners in driving environmental sustainability by communicating our Code of Conduct for Suppliers to active suppliers and service providers to raise awareness on environmental compliance.

There were no instances of non-compliance with applicable environmental laws, rules and regulations in FY2023.

7. Occupational Safety and Health



At SPAK, the safety and health of our employees and stakeholders remain a priority. This is manifested in our Safety and Health Policy which aims to create and foster a strong culture of safety and health across the Group.

The Safety and Health Committees of our respective plants are entrusted with cultivating safe workplace practices which include developing and administering safety policies, conducting annual safety audits of our manufacturing sites and ensuring compliance with Occupational Safety and Health laws and regulations.

Various initiatives are undertaken to promote a safe and healthy working environment, underscoring our commitment in prioritising the well-being of our people. These initiatives include:

- Establishing a safety and health framework which includes performing reviews on accident cases and implementing measures to mitigate work related hazards.
- Conducting briefings with production employees on major accident cases to raise awareness on safety at the workplace.
- Compiling safety and health data on a monthly basis, with information on the outcome of investigations and the measures in place for improvement. The data is then presented at monthly management meetings for better monitoring of work-related injuries and ill-health.
- Facilitating regular training sessions comprising programmes related to fire safety, chemical spills, machine safety and accident-prevention. The total training hours for occupational safety and health was 1,435 hours in FY2023.
- Engaging with contractors to observe the Group's safety and health standards.
- Conducting safety inspections and audits across our manufacturing facilities.
- Leveraging on automation technology, wherever feasible, to minimise the risk of on-the-job accidents and enhance our workers' safety.
- Ensuring machinery and equipment at our manufacturing sites are subject to service and maintenance to reduce the risk of machinery breakdown and/or industrial accidents.
- Managing emissions, materials and substances in accordance with safety and health requirements.
- Ensuring that our workers' accommodation in Malaysia complies with the Employees' Minimum Standards of Housing, Accommodations and Amenities Act 1990 (Act 446).
- Conducting health screenings for foreign workers hired to work in Malaysia to minimise the transmission of infectious disease.

During the year, the Group organised the "Safety and Health Week 2023" to further inculcate a culture of safety and health through a series of events in collaboration with government departments and hospitals which included safety and health talks and health screenings for our employees.

We also facilitated employees' participation in the "Scientex 55th Anniversary Run" held in various locations to promote health and fitness amongst our employees.



Safety and Health Week



Safety and Health Week



Scientex 55th Anniversary Run

The Group recorded zero fatality cases due to work-related hazards at our manufacturing sites in FY2023.

Safety and Health Data

	FY2021	FY2022	FY2023
WORK RELATED INJURY BY CASE			
Fatal Injury (Number)	—	—	—
Minor# Accident (Number)	20	10	15
Major# Accident (Number)	8	6	13
WORK RELATED ILL-HEALTH BY CASE			
Fatal Injury (Number)	—	—	—
Minor# Accident (Number)	—	—	—
Major# Accident (Number)	—	—	—
	FY2021	FY2022	FY2023
Total Lost Man Days (Number of days)	107	66	276
Total Number of Hours Worked ('000)	2,668	2,820	3,345
Fatality Rate (N1)	—	—	—
Injury Rate (N2)	10.5	5.7	8.4
Ill Health Rate (N3)	—	—	—
Lost Day Rate (N4)	40.5	23.4	82.5

Minor Injury: Injury which resulted in four days or less lost workdays

Major Injury: Injury which resulted in more than four days lost workdays

N1 - Total Number of Fatalities/ Total Number of Hours Worked x 1,000,000

N2 - Total Number of Injuries/ Total Number of Hours Worked x 1,000,000

N3 - Total Number of Ill Health/ Total Number of Hours Worked x 1,000,000

N4 - Total Lost Man-Days/ Total Number of Hours Worked x 1,000,000

8. Empowering our People



SPAK's employees are pivotal to our long-term success and sustainability. Accordingly, we provide a fair and conducive working environment for our employees through a supportive corporate culture.

We are guided by a Group-wide Code of Ethics and Human Resource policies to meet the specific needs of individual entities within the Group. The code sets out the fundamental principles for responsible employment practices across the Group.

The Group offers a dynamic remuneration package based on our employees' performance, roles and responsibilities to ensure that we meet industry standards, while enabling us to attract and retain the best industry talents. We comply with all applicable labour laws, rules and regulations in which we conduct our operations. We engage in ethical labour practices, prioritise local employment, promote diversity and are against any form of discrimination at the workplace.

We foster continuous learning for our employees to support their professional development and for them to stay abreast with evolving industry needs. Our employees clocked in a total of 10,631 training hours in FY2023. In addition, we continue to explore new technology and automation in our manufacturing facilities with the aim to upskill our workforce and enhance their productivity.

We believe that the Group's vision, growth plans and strategies should be communicated to employees for them to remain focused on working towards the Group's objectives. In this regard, our senior management engages with employees and provides them with important updates on the Group's strategies and directions at our Quarterly Rolling Budget sessions and other meetings/discussions held during the year.

There were no instances of non-compliance with applicable employment laws, rules and regulations in FY2023.

9. Contributing to Local Communities



As a responsible corporate citizen, SPAK engages in a range of societal causes to support the betterment of the local communities and contribute towards their socio-economic development.

Our efforts in FY2023 include:

- Prioritising the recruitment of local talent, wherever possible, to generate sustainable economic growth. Approximately 66% of the Group's workforce comprises local employees.
- Recruiting 11 trainees in our Malaysian operations for industrial training to nurture local talent within the communities.
- Providing the underprivileged community in Melaka with supplementary work and income by collaborating with a non-profit organisation in respect of an assembly project and to supply fresh fruits to the staff canteen.

On the social responsibility front, we made a positive impact on the local communities which include:

- Providing contribution to "Pertubuhan Membantu Pesakit Parah Miskin Malaysia", an association which assists needy patients who are terminally ill.
- Extending financial aid to "AgapeCARE Society" to assist the underprivileged community.
- Organising a blood donation drive in collaboration with Hospital Melaka to help meet the existing shortfall of blood supply in the government hospital.

The Group's environmental conservation initiatives undertaken in FY2023 are summarised below:

- Participation by our employees in recycling activities. 210kg of recyclable items including clothes, aluminium cans, iron and newspapers were collected for recycling purposes by our employees.
- Encouraged employees to practise the 5R's – 'Refuse, Reuse, Reduce, Repair and Recycle' in their daily activities.
- Organised various training programmes to instil environmental awareness amongst employees.
- Participation by our employees in the mangrove planting programme as part of our efforts to preserve the ecosystem.
- Organised a River Immersion Day programme which seeks to educate our employees on the importance of preserving rivers for environmental sustainability.



Recycling Activity



River Immersion Day



Employees' participation in the mangrove planting event