

# Sustainability Statement

## INTRODUCTION [102-1]

**At Scientex Berhad (hereinafter referred to as “Scientex” or the “Group”), we adopt a cohesive approach to sustainability that is prefaced on balancing the varied needs of our key stakeholders - in particular our customers, employees and regulators - with our imperative of continued growth. By aligning the interests of the Scientex Community with our financial and operational goals, we are well placed to ensure that the achievement of these goals has a positive direct effect on long-term value generated for the people, the environment and society at large.**

## OUR REPORTING APPROACH

### SCOPE AND BOUNDARY [102-1, 102-45]

- This statement includes Scientex’s Malaysian subsidiaries excluding joint ventures, associates and all foreign entities whether wholly or partly owned by the Group or associated with the Group through collaborative business activities;
- Discloses Scientex’s economic, environmental and social impacts, its approach to managing these impacts, and thus contributions towards the goal of sustainable development; and
- Covers the two main business divisions of the Group, namely the packaging division and the property division

For a full list of entities covered by this statement, kindly refer to Note 16 to the Audited Financial Statements of the Company for the financial year ended 31 July 2020.

### REPORTING FRAMEWORK [102-54]

This statement has been prepared in compliance with the sustainability reporting requirements of Bursa Malaysia. Content has been defined in line with the Reporting Principles of Global Reporting Initiative (“GRI”), namely:

- Stakeholder Inclusiveness: Capturing stakeholders’ expectations and concerns;
- Sustainability Context: Presenting performance in the wider context of sustainability;
- Materiality: Identifying and prioritising the key sustainability issues that Scientex needs to address, and;
- Completeness: Reporting all sustainability matters that are relevant to Scientex and which may influence its stakeholders

This statement has been prepared in reference to GRI Standards covering the following key sustainability topics; (i) Affordable Housing (ii) Product Innovation (iii) GRI 306 Waste Management (iv) GRI 403 Occupational Safety and Health (v) GRI 413 Local Communities. The relevant GRI indicator numbers are specified in parentheses next to the corresponding paragraph in which relevant disclosures are contained.

A GRI Content Index is available at the end of this statement.

### REPORTING PERIOD AND CYCLE [102-50, 102-51, 102-52]

The Group follows an annual reporting cycle, and the period covered by this statement runs from 1 August 2019 to 31 July 2020 (“FY2020”). For reference, the Group’s most recent Sustainability Statement was published on 18 November 2019.

### KEY STAKEHOLDERS [102-40, 102-42, 102-43, 102-44]






Five key stakeholders were considered in the course of this statement. These stakeholder groups were selected on the basis of:

- 1) The degree to which they may be affected by or have the power to affect the Group’s economic, environmental and social impact; or
- 2) The degree to which they have the power to affect or impact the Group’s reputation in the markets that it serves, which may enhance or diminish the Group’s ability to make a positive economic, environmental and social impact through its products and services

For purposes of comparability, the five key stakeholders are identical to the stakeholders set out in the broader Scientex Integrated Annual Report of which this statement is a subset. Please refer to ‘Key Stakeholder Engagement’ on page 39 for more information on our stakeholders.

## Sustainability Statement

Regular stakeholder communication is carried out in the course of each financial year where stakeholders are consulted on identified economic, environmental and social topics. The Group's approach to stakeholder engagement and a summary of key topics and concerns raised are detailed in the table below.

Stakeholders	Mode of Engagement	Frequency of Engagement	Concerns
<b>Customers</b> 	<ul style="list-style-type: none"> <li>Customer feedback</li> <li>Social media engagement</li> <li>Working with customers as part of the product development process</li> </ul>	AWR	<ul style="list-style-type: none"> <li>Meeting product expectations in terms of quality, cost, price and delivery standards</li> <li>Delivering new and innovative products</li> <li>Utilising resources responsibly</li> </ul>
<b>Suppliers</b> 	<ul style="list-style-type: none"> <li>Attendance at technical seminars organised by suppliers</li> <li>Regular supplier meetings and online/offline communication</li> <li>Site visits</li> <li>Exhibitions and trade fairs</li> </ul>	PR AWR	<ul style="list-style-type: none"> <li>Maintaining industry best practices in procurement</li> <li>Ensuring timely payouts to suppliers</li> </ul>
<b>Employees</b> 	<ul style="list-style-type: none"> <li>Quarterly Rolling Budget ("QRB") dialogues</li> <li>Employee performance appraisals</li> <li>Employee engagement events</li> <li>Team building activities</li> <li>Regular meetings</li> </ul>	PR AWR	<ul style="list-style-type: none"> <li>Continued engagement and motivation of employees</li> <li>Maintaining safe and conducive work environments</li> <li>Remaining in compliance with local labour laws and regulations</li> </ul>
<b>Investors and Shareholders</b> 	<ul style="list-style-type: none"> <li>General meetings</li> <li>Scientex Integrated Annual Report</li> <li>Investor relations engagements</li> <li>Scientex website</li> </ul>	AN PR AWR	<ul style="list-style-type: none"> <li>Maintaining a reputation for upholding industry best practices in corporate governance and social responsibility</li> <li>Maintaining a growth trajectory</li> </ul>
<b>Governments and Regulators</b> 	<ul style="list-style-type: none"> <li>Regular meetings and consultations</li> <li>Attendance at regulator-organised seminars and training sessions</li> <li>Regular electronic-based communications</li> <li>Participation in dialogues and forums</li> </ul>	AWR	<ul style="list-style-type: none"> <li>Supporting the government's policies in the area of providing affordable homes to middle and lower income Malaysians</li> <li>Remaining in compliance with local environmental laws and regulations</li> <li>Continued attainment of international standards and certifications in key areas of business</li> </ul>

## KEY:

AN = Annually PR = Periodically AWR = As and when required

## CONTACT POINT [102-53]

This statement is contained in our Integrated Annual Report for FY2020 and is accessible at [www.scientex.com.my/financial-reports](http://www.scientex.com.my/financial-reports). You may email your feedback regarding sustainability matters to us at [info@scientex.com.my](mailto:info@scientex.com.my).

## Sustainability Statement

## Message From The Managing Director [102-14]

It is with great pride that I present our Sustainability Statement for FY2020. In line with our vision 'To Grow The Scientex Community for a Better Tomorrow', this statement is a clear reflection of our commitment to sustainability that extends beyond the products we create and forms an integral driving force behind our continued evolution as an organisation.

The United Nations defines sustainable development as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs" and I believe this definition is especially apt in the context of how we do business at Scientex. Our purpose as an organisation is tied to providing for the needs of our customers, whether that be in protection, convenience, hygiene and food or product waste reduction in packaging or through providing affordable yet quality homes to Malaysian house buyers. These priorities drive long-term economic, environmental and social benefit, yet meet our growth imperative as a business.

Responding quickly to market trends and embracing new technology is key to our continued success. In our packaging division, we have catered to the rising demand for recyclable packaging solutions by becoming the first company in Malaysia to develop fully recyclable mono-material laminate packaging, which we have since successfully commercialised. In addition, through strategic investments in advanced machineries and synergistic companies, we have been able to develop and launch solutions which provide improvements in food safety and hygiene while enhancing protection and prolongation of the shelf life of the food or product being packaged.

Furthermore, as we continue to make conscious effort to reduce wastage through internal recycling initiatives and by optimising use of resources as part of our overall effort to protect the environment, our stretch film and other products continue to play an effective role in the facilitation of global trade through warehousing, transportation and the logistics industry. All of this is only possible through a wholehearted commitment across our entire value chain.

Our property division is an ideal demonstration of the benefits that can be derived when societal and business visions are unified. Since our first foray into the sector, we have built over 20,000 homes valued at under RM500,000, and our aim is to complete 50,000 of such homes by the year 2028. We see tremendous upside potential in affordable home development which, aside from being a reliable market for the Group's growth, also enables us to provide a better quality of life to Malaysian society as a whole. We have also continued to adopt standardisation and land use enhancement techniques that have improved the quality of the homes we are able to offer to our customers at specific price points.

In this year's Sustainability Statement, we have furthered our alignment with the globally respected GRI Standards, with disclosures that can be benchmarked against local and international peers. In doing so, we embarked on a more holistic approach to defining report content and key sustainability topics that involved stakeholder consultation and in-depth consideration of the sustainability context in which we operate. As a result, we have streamlined the focus of this statement to five essential topics that we believe cover the spectrum of our business interests and the many connections its attendant activities maintain with the environment and society.

In addition to our sustainability topics, I encourage you to read our special section detailing some of the ways that we have sought to reach frontline workers and society's most vulnerable in light of the challenges brought about by the COVID-19 pandemic. With safety, hygiene and shelf life prolongation at the very top of the global agenda in light of the pandemic, we have utilised our expertise in flexible plastic packaging to assist those in need. Let us all continue to stay united in this unprecedented time as we look forward to better days ahead, and remain conscious of the ways in which we can help our fellow human beings.

We appreciate you taking the time to understand our commitment to sustainability through this statement, and thank you once again for your continued support of our business.

**LIM PENG JIN**  
Managing Director/Chief Executive Officer

## ORGANISATIONAL OVERVIEW

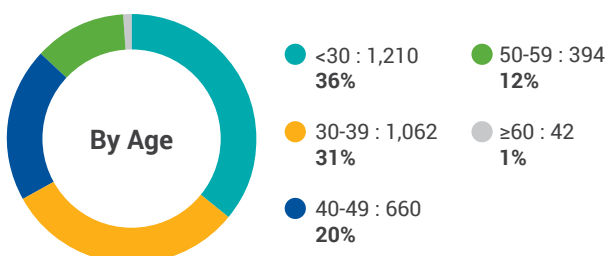
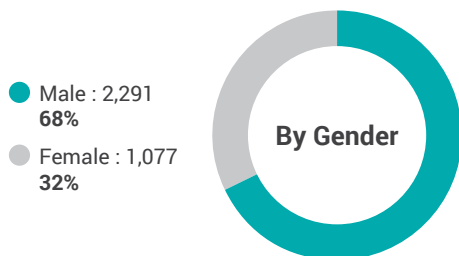
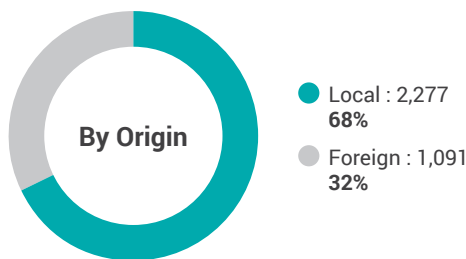
### OUR SIZE AND SCALE [102-2, 102-3, 102-4, 102-5, 102-6]

Scientex Berhad is a public listed company headquartered in Selangor, Malaysia, with interests in the production of flexible plastic packaging (our “packaging division”) and development of affordable housing (our “property division”).

Through our packaging division, our products have attained significant international reach. We are presently one of the world’s largest producers of industrial stretch film and, along with industrial and consumer-targeted flexible plastic packaging, our exports reach more than sixty countries in five continents worldwide. Our property division, to date, has completed construction of 21,531 units of affordable homes across five states out of a total of 23,546 units of homes completed, placing us as one of Malaysia’s leading developers of affordable homes.

### OUR WORKFORCE [102-7, 102-8, 102-41]

We employ a diverse workforce by gender, ethnic background and generation, with a focus on providing job stability and strong career advancement opportunities for Malaysians. A full breakdown of our workforce can be viewed below.



### OUR SUPPLY CHAIN [102-9, 102-10]

A trusted list of suppliers and service providers help us reach our output targets across our packaging and property divisions. Through long-term partnerships, we have ingrained sustainable practices that promote optimal economic, environmental and social impacts amongst our supplier base. We also strive to engage Malaysian suppliers wherever possible in order to maximise our positive impact on the local economy. Presently, 100% of materials used in our property division are procured from Malaysian suppliers.

### MEMBERSHIP OF ASSOCIATIONS [102-13]

Our long standing commitment to sustainability is evidenced by our membership in associations that are aligned with the positive economic, environmental and social outcomes which we seek to enable.

A full list of associations of which we are a member organisation is listed in the table below. Our memberships allow us to stay abreast of the most current trends and standards in environmental protection, health and safety and workforce management, while bolstering our credibility amongst potential end customers and business partners across our packaging and property divisions. In tandem, these benefits enhance our ability to produce and sell products which have a positive social and environmental impact.

Association	Relevant Business Division	Role
Malaysian Plastics Manufacturers Association (“MPMA”)	Packaging	- Member - Representative in Central Committee
Malaysian Employers Federation	Packaging	- Member
Federation of Malaysian Manufacturers (“FMM”)	Packaging	- Member
Real Estate and Housing Developers’ Association	Property	- Member

## Sustainability Statement

### EXTERNAL INITIATIVES [102-12]

We also participate in various external initiatives - either governmentally or internally organised - which further our positive economic, environmental and social impact. These initiatives in FY2020 are detailed in the table below, and further information can be accessed by reading the 'Local Communities' section of this sustainability statement on page 90.

Initiative	Nature of initiative
The Green Truck	Voluntary
MPMA-DOW-SCIENTEX School Environmental Challenge 2019	Voluntary
Sponsorship of Cancer Research Malaysia (1 Jan 2018 - 31 Dec 2019)	Voluntary
Live Balloting Event for Rumah Mampu Biaya C	Voluntary
Federal and state-level affordable housing initiatives <ul style="list-style-type: none"> <li>• Rumah Mampu Biaya (Johor)</li> <li>• Rumah Mampu Milik (Melaka)</li> <li>• Rumah Belia Melaka (Melaka)</li> <li>• Rumah Mampu Milik (Selangor)</li> <li>• Rumah Selangorku (Selangor)</li> </ul>	Voluntary
Initiatives undertaken in response to COVID-19	Voluntary

## SUSTAINABILITY GOVERNANCE

### GOVERNANCE STRUCTURE [102-18, 102-20, 102-22]

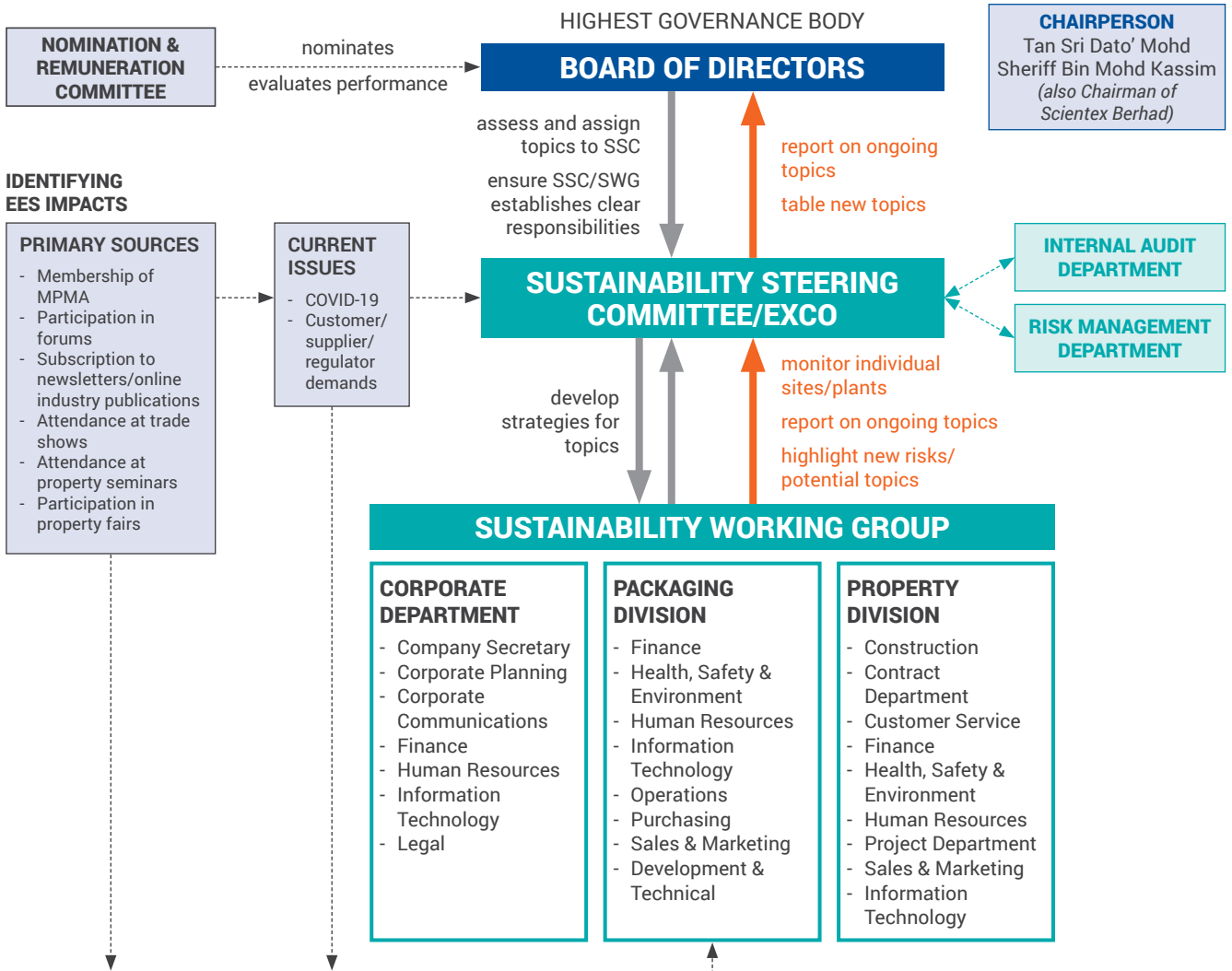
A three-tiered sustainability governance structure ensures that consideration of economic, environmental and social topics is ingrained in our organisational processes.

Spearheading the Group’s sustainability agenda is the Board of Directors (“BOD”), which delegates sustainability tasks based on identified economic, environmental and social topics to the Sustainability Steering Committee (“SSC”).

The SSC comprises members of the Executive Committee (“EXCO”) and is led by MD/CEO Mr Lim Peng Jin. It is responsible for developing suitable strategies for the topic and subsequent task in question, which are in turn carried out by the Sustainability Working Group (“SWG”).

Depending on the sustainability topic in question, the SWG may comprise of representatives from any of the departments under the Group’s corporate department, its packaging division and its property division. This flexible structure enables that the department in question has a suitable voice in the implementation of the strategy in question and is able to adequately provide feedback throughout the sustainability governance structure. Through well-established data management processes, outcomes of strategies are then reported by the SWG to the SSC, who then report directly to the BOD.

The Group’s system of sustainability governance is detailed in the diagram below, annotations to which elaborate on the relationships and functions of each of the key bodies in achieving desirable economic, environmental and social impacts.



**Nomination of Board of Directors** [102-23, 102-24, 102-28]

- The BOD members are nominated by the Nomination and Remuneration Committee, who is also responsible for evaluating their performance on sustainability issues through peer evaluation processes

**Identifying Economic, Environmental and Social Topics**

[102-21, 102-27, 102-29]

- The SSC is responsible for identifying and shortlisting potential topics as and when new information and/or trends occur or become available
- Regular subject briefings at EXCO meetings provide an opportunity for employees who have identified potential topics independently or at a departmental level to disseminate this knowledge throughout the sustainability governance structure

- Stakeholders are consulted on potential topics through meetings and ongoing surveys

**Relationship Between BOD and SSC**

[102-19, 102-23, 102-24, 102-26, 102-32]

- The SSC is responsible for tabling potential sustainability topics for the BOD's consideration, based on the process of identifying Economic, Environmental and Social Topics
- As the highest governance body, the BOD also plays a broader role in the oversight of sustainability reporting by ensuring that the SSC:
  - establishes sustainability data management systems
  - documents sustainability reporting processes and controls
  - engages the internal audit department for the purpose of sustainability reporting, in addition to encouraging a check and balance audit by the operations team

## Sustainability Statement

- engages the risk management department for the purpose of sustainability reporting

### Relationship Between SSC and Business Divisions/ Departments [102-23, 102-24, 102-30]

- The SSC works collaboratively with the SWG to implement strategies for the optimisation of economic, environmental and social impacts within the topic boundary, with its progress reviewed in monthly management meetings
- These monthly management meetings also provide heads of individual departments the opportunity to highlight potential sustainability topics to the SSC, which are determined based on established risk management practices. If deemed relevant to the Group’s sustainability agenda, these topics will then be elevated by the SSC for consideration by the BOD (refer to ‘Relationship Between BOD and SSC’ on page 75)

## KEY SUSTAINABILITY TOPICS







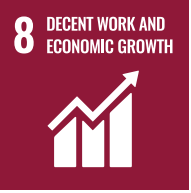

### IDENTIFICATION OF TOPICS [102-46, 102-47]

Identification of key sustainability topics is critical to the management and optimisation of our short, medium and long term economic, environmental and social impacts.

For FY2020, five key sustainability topics were selected. This represents a decrease in the number of topics under consideration and was a conscious decision made in order to focus solely on topics which are deemed to have a large bearing on the Group’s overall economic, environmental and social impact, as well as a major influence on stakeholder assessments and decisions. In addition, topics were included on the basis of the breadth of their relevance to multiple key stakeholders and their relevance in the broader context of sustainability in the world today. As such, each topic is given more comprehensive coverage in this year’s statement.

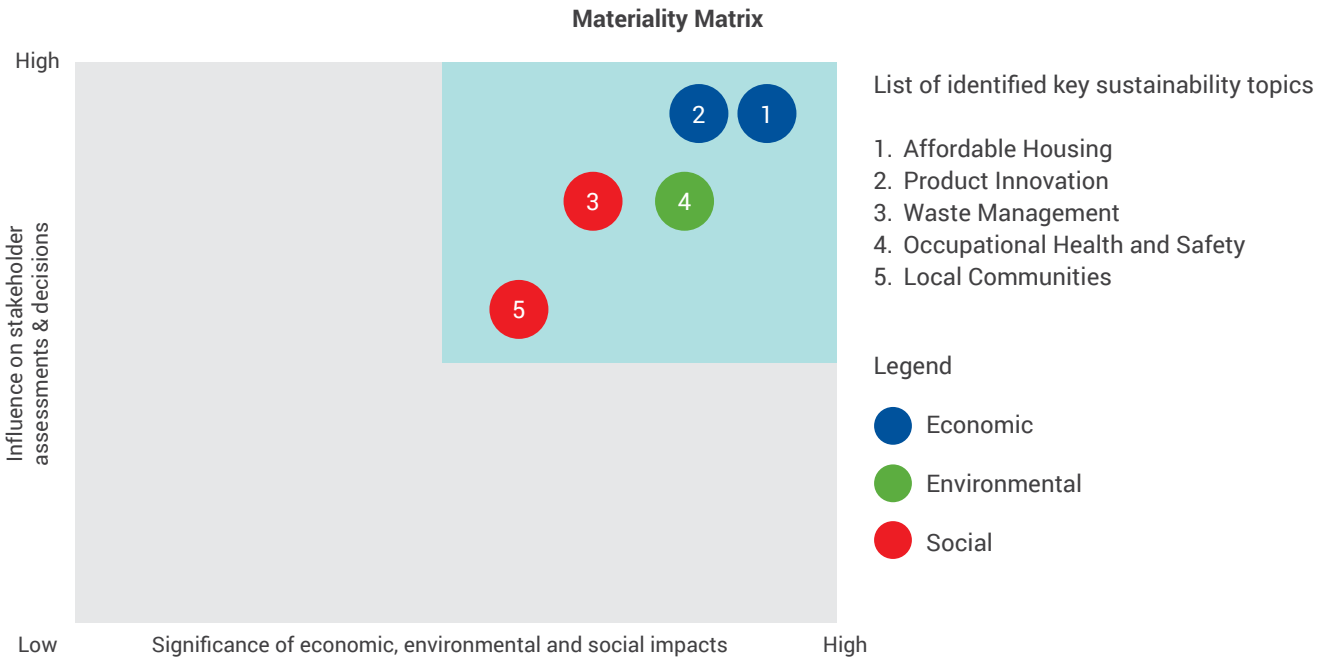
## THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The five key sustainable topics have furthermore been cross-referenced against selected United Nations Sustainable Development Goals to which the Group is aligned, as detailed below:

No.	Topic	United Nations Sustainable Development Goals	
1	Affordable Housing	 <p>1 NO POVERTY</p>	 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>
2	Product Innovation	 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>
3	Waste Management	 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	
4	Occupational Safety and Health	 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>
5	Local Communities	 <p>3 GOOD HEALTH AND WELL-BEING</p>	

**SUSTAINABILITY MATERIALITY MATRIX**

The five selected key sustainability topics were then plotted onto a matrix for better visualisation of their importance to business operations and the Group’s stakeholders.



**IMPACT ON KEY STAKEHOLDERS**

The five key sustainability topics were then mapped against key stakeholders that they are relevant to in order to provide context to their actual or potential effect on economic, environmental and social outcomes.

Key Sustainability Topic	Key Area of Impact	Stakeholders	Effect on Economic, Environmental and Social Outcomes
<b>Affordable Housing</b>	Economic	<ul style="list-style-type: none"> <li>- Customers</li> <li>- Investors and Shareholders</li> <li>- Governments and Regulators</li> </ul>	<ul style="list-style-type: none"> <li>- Scientex supports the government’s National Housing Policy, which promotes the development of affordable houses</li> <li>- Our development of affordable homes in support of government policy positively impacts our perception amongst investors, shareholders and the community</li> <li>- As one of the country’s leading affordable housing developers, our continued focus in this area has a significant positive impact in terms of providing home ownership to middle to lower-income Malaysians, encourages township creation and urbanisation</li> </ul>



## Sustainability Statement

Key Sustainability Topic	Key Area of Impact	Stakeholders	Effect on Economic, Environmental and Social Outcomes
<b>Product Innovation</b>	Economic	<ul style="list-style-type: none"> <li>- Customers</li> <li>- Suppliers</li> <li>- Governments and Regulators</li> </ul>	<ul style="list-style-type: none"> <li>- Consumer preferences are shifting towards fully recyclable packaging products while food safety, shelf life and hygiene continues to be high on the agenda</li> <li>- Our ability to innovate products in this direction, and meet the needs of our customers, dictates our competitiveness in the fast moving markets in which we operate</li> <li>- Through close collaboration and consultation with our clients, we are able to develop products that are market ready and highly relevant to consumer needs, thereby empowering continued growth and the ability to provide stable, long-term value creation</li> </ul>
<b>Waste Management</b>	Environmental	<ul style="list-style-type: none"> <li>- Customers</li> <li>- Suppliers</li> <li>- Governments and Regulators</li> </ul>	<ul style="list-style-type: none"> <li>- Responsible disposal of waste, and compliance with environmental laws and regulations, are critical components of effective environmental management</li> <li>- Our stakeholders have a vested interest in doing business with organisations who comply with waste management processes</li> </ul>
<b>Occupational Safety and Health</b>	Social	<ul style="list-style-type: none"> <li>- Employees</li> <li>- Governments and Regulators</li> </ul>	<ul style="list-style-type: none"> <li>- Our compliance with local labour laws and regulations is non-negotiable in ensuring the safety and health of our employees</li> <li>- Adopting industry best practices in this area also helps us attract and retain the best talent, thus enhancing our overall ability to sustain growth and make a positive impact in the medium to long term</li> </ul>
<b>Local Communities</b>	Social	<ul style="list-style-type: none"> <li>- Customers</li> <li>- Investors and Shareholders</li> <li>- Governments and Regulators</li> </ul>	<ul style="list-style-type: none"> <li>- As a custodian of the land upon which we build and a major manufacturer, we have a duty to educate the community on environmentally friendly practices and their importance</li> <li>- By taking an active role in community involvement, we are better placed to create awareness of our affordable housing solutions and environmental awareness, which brings significant benefit to the local community</li> </ul>

## Sustainability Statement

## AFFORDABLE HOUSING



Our development project in Pulai, Johor

## WHY IT MATTERS [103-1]

Affordable housing has been a cornerstone of our corporate and investment strategy since our first property development in Pasir Gudang, Johor, in 1995. With the ever-increasing cost of home ownership and the decrease in average household size raising the baseline of demand for housing (refer to 'Market Review, Outlook and Trends - Property' on page 34), the need for affordable housing amongst the Malaysian populace has increased markedly over the past two decades. This has made the issue one of broad societal importance, as house ownership can enable household stability and security.

In the past decade, the Malaysian government has made consistent efforts to aid middle to lower income Malaysians, collectively referred to as the M40 and B40 income groups to purchase their first home. This imperative is enshrined in the National Housing Policy, which introduces policies and schemes to lower barriers to purchasing. We are supporting this policy wholeheartedly by committing to complete

50,000 affordable homes by 2028, bringing further benefit to a vast cross-section of society while enhancing our brand value as a reliable property developer.

This statement looks at affordable housing across the Group's property division, which operates solely in Malaysia.

## HOW WE APPROACH IT [103-2]

Our approach to maximising economic and societal benefit with affordable housing while maintaining sustainable growth for the Group rests upon two core goals:

- 1) Maximising population reach
- 2) Optimising speed, cost and quality

By focusing on reaching as many Malaysians as possible, while efficiently building quality homes, we can in turn optimise our impact on society. The table below outlines some of the key strategies employed in both of these areas to achieve this desired outcome.

## Sustainability Statement

Goal	Strategy
<b>Maximise Population Reach</b>	<ul style="list-style-type: none"> <li>- Deployment of “Cross Boundary Development Strategy”, where we have acquired land banks outside our traditional stronghold of Johor in order to provide affordable housing to a wider cross-section of the Malaysian population. As of FY2020, we have land banks in Johor, Melaka, Selangor, Perak and Penang</li> <li>- Assignment of dedicated team to source suitable and cost competitive land banks for continued expansion</li> <li>- Adoption of digital technology and social media campaigns to effectively target and convert our target audience</li> <li>- Consistent reinvestment of operating profits into expanding land bank footprint</li> </ul>
<b>Optimise Speed, Cost and Quality</b>	<ul style="list-style-type: none"> <li>- Standardisation of house designs in order to ensure effective cost management and timely construction periods while maintaining quality</li> <li>- Adoption and enhancement of tried and tested land space designs for land use optimisation</li> <li>- Enhanced use of Industrialised Building System practices</li> </ul>

In summation of the table above, providing affordable homes is at the very core of the purpose of our property division and our competitive edge in this respect is gained by purchasing more suitable land banks at competitive costs and controlling construction costs through standardised home designs and mass production. This leads to cost advantages which we can pass on to home buyers, thus generating societal value in the process.

### OUR PERFORMANCE [103-3]

Underpinning the continued growth in affordable homes developed is a vision of completing 50,000 units of affordable homes by the year 2028. With guidance from the Chief Operating Officer of the property division, housing units completed and sold are tracked on a periodic basis. Targets are assigned to each ongoing development and are discussed on a constant basis by the respective project team, with the progress of each project reviewed on a monthly basis in management meetings.

In FY2020, we completed the acquisition of a total of 432 acres of development land including approximately 166 acres of freehold development land in Kundang Jaya, Selangor, 180 acres of freehold land in Tasek Gelugor, Penang, and 86 acres of leasehold land in Kota

Tinggi, Johor. The varied locations of these land banks is consistent with our “cross boundary development strategy” which necessitates widening our exposure to populations of multiple Malaysian states. For more information on land acquisitions executed in FY2020, please refer to page 63.

In terms of volume of homes built, FY2020 saw an additional 2,988 units of affordable homes being completed, bringing our total to 21,531 units of completed affordable homes across all projects. As the table below shows, we are making steady progress towards our vision.

#### Affordable homes completed units to date (cumulative)

PRICE RANGE (RM)	2018	2019	2020
<100K	2,639	2,639	2,639
100K-200K	8,237	8,545	9,365
200K-300K	2,445	2,445	3,452
300K-400K	3,179	3,607	4,482
400K-500K	705	1,307	1,593
<b>Total</b>	<b>17,205</b>	<b>18,543</b>	<b>21,531</b>

As of FY2020, the total percentage of completed units of affordable homes sold is approximately 98.6%.

Sustainability Statement



*A view of terrace units at our Scientex Pasir Gudang in Johor*



*A view of our Scientex Senai in Johor*

## Sustainability Statement

### PRODUCT INNOVATION



#### WHY IT MATTERS [103-1]

The flexible plastic packaging market is globally present and highly resilient, with a major and growing footprint in the food and beverage, personal care, household care, and healthcare industries, amongst others. As awareness of the impact of plastics on the environment grows amongst consumer groups, leading conglomerates such as Nestle, Unilever and PepsiCo have set targets for their transition to fully recyclable or compostable packaging solutions. Therefore, it is incumbent upon leading manufacturers such as Scientex to lead the way in developing such solutions for the benefit of customers, to fulfil consumer preferences and for the long-term preservation of the environment.

#### HOW WE APPROACH IT [103-2]

Our efforts in terms of product innovation focuses on:

- ▶ **Developing sustainable packaging solutions**
- ▶ **Developing packaging solutions in line with customer needs and market trends**
- ▶ **Developing packaging solutions that reduce food and product wastage by extending shelf life**
- ▶ **Downgauging films to reduce raw material consumption while maintaining functionality**

## Sustainability Statement

Our innovations are made possible due to our ability to develop new products and solutions from end to end. By acquiring strategic businesses across the value chain, we have been able to integrate our packaging supply chain from raw materials and production of plain and base films to more value added products, through processes such as printing, laminating, slitting and bag making. This gives us the means to effectively develop, produce and test prototypes for rapid and agile improvement and quick market rollout.

Close collaborations with customers and brand owners form the basis for market-centric innovation. Feedback is gained through regular review sessions which lay the groundwork for collaboration on developing new products which are geared to our customers' specific needs, as well as collaborations that unlock improved product value.

Continual investment in enhanced capabilities is another driver of innovation. In FY2020, some of the machineries that we have invested in and commissioned include:

- Two extrusion machines and two printing machines
- Fourteen machines for additional converting capabilities, printing, slitting, extrusion lamination, dry lamination and bag making, as well as a machine direction orientator capable of developing sustainable recyclable packaging

Development efforts are further supported by our two major technical centres, in Rawang and Melaka, which are home to sophisticated equipment for testing and evaluation. These capabilities are supplemented by laboratory facilities located at each manufacturing plant which house relevant testing equipment for the products produced at the plant in question. Added to a strong technical team with vast experience, this has encoded a strong company culture that actively embraces innovation at all levels of our operations.

Lastly, product innovation is encoded in our operational structure. Product Development & Technical, Sales and Operations departments are responsible for driving innovation across the entire organisation, and initiate collaborations between business units with management support in the form of machinery and equipment necessary to execute these collaborations.

**OUR PERFORMANCE** [103-3]

Outcomes in product innovation are measured through:

- Number of developments per year
- Number of product innovations commercialised per year

In FY2020, we started development on 192 new potential products. These developments will undergo extensive trials and tests to ensure that their product properties and functional performance are up to the requirements for their intended usage. In the evaluation of a suitable sustainable packaging solution, tests conducted might include those for sealing temperature and strength, packing speed, suitability for multi-lane packaging, leakage integrity and shelf-life barrier properties.

In terms of products commercialised, our results are shown below, indicating consistent achievement in terms of bringing new products to market.

Year	No. of products commercialised
FY2018	54
FY2019	56
FY2020	55

Product innovation highlights our ability to develop solutions that simultaneously provide benefit to our customers and make a significant environmental impact. Below are some of the product innovations which have been commercialised.

**Mono-Material Laminates**

*Bricks packaging (Gusset bag)*

Most flexible plastic packaging solutions found in consumer markets today consist of several layers of different types of plastic laminated with other non-plastic materials such as aluminium, amongst others. This composition enables preservation of contents for shelf life and food safety but makes recycling very difficult.

## Sustainability Statement

With the benefit of our integrated structure, we are able to work closely with brand owners to create, develop and commercialise a sustainable and recyclable packaging structure that does not compromise on product functionality and quality. The mono-material laminates developed consist of multiple layers using the same type of plastic base, hence making it fully recyclable after use. Furthermore, our mono-material laminate solutions are able to satisfy current laminate properties and functional performance especially in terms of barrier to oxygen and moisture, machine ability to run, as well as aesthetics.

Our first mono-material laminate packaging solution was developed in collaboration with BOH Tea to replace its non-recyclable packaging of its 250g packs of loose tea leaves.

We are actively undergoing trials and developments with various brand owners for larger and smaller packs, single serve stick packs and sachets for coffee, cocoa, confectionery and pet food, amongst others, for further use of this effective and sustainable solution. With the shift of brand owners to more sustainable packaging solutions, we expect to see more commercialisation of sustainable packaging solutions in FY2021, upon completion of the keeping quality tests for taste and shelf life performance.

Some of our other successful mono-material laminate structures include solutions for confectionery, food and beverages and pet food packaging.

### Thinner Stretch Film



4.5 micron stretch film

As one of the world's largest producers of stretch film, we set ourselves the target of developing stretch film with less film per wrap to reduce environmental impact. We have been developing down-gauge thin stretch film for more than a decade. Our 6 micron stretch film which has been developed in stages since 2014 has been very well received and we continue to improve and enhance on these products. The result of these development efforts is our latest ultra thin 4.5 micron film with reinforced edge, the world's thinnest stretch film produced direct from a cast line machine in a

single process. The film enables significant cost savings through use of less raw materials, lower carton disposal and reduction in wastage when storing and transiting palletised goods.

### BioPBS Film



TUV Austria certifications

Having observed growing demand from brand owners to reduce the environmental impact of their packaging solutions, we worked towards developing a fully degradable barrier packaging solution that meets stringent global quality requirements.

With the development of BioPBS (bio-based polybutylene succinate) film, a bio-based semi-crystalline polyester film, we are now able to offer a barrier packaging solution that is degradable at room temperature but nevertheless offers excellent sealant properties, barrier properties and has a low odour.

BioPBS film is suitable for various types of dry food like coffee capsules and tea leaves packing, and our solution has been awarded certification for both 'OK Compost Home' and 'OK Compost Industrial' by TUV Austria.

For more information on product innovation at Scientex, kindly refer to the 'Operation Review – Packaging' section of this Integrated Annual Report, which can be found on page 56.

**WASTE MANAGEMENT**



**WHY IT MATTERS** [103-1, 306-1]

This statement considers waste generated from our packaging division only, specifically non-scheduled waste, which is defined as recyclable and non-recyclable plastic wastes generated from our production plants.

Waste is managed in accordance with the relevant country-level laws and regulations in terms of its storage, transportation and disposal. In addition, our production plants are equipped with various systems and capabilities to strive for optimal material usage, effective waste reduction

methods as well as in line and external recycling capabilities to minimise negative impact on the environment.

**HOW WE APPROACH IT** [103-2, 306-2]

Our waste management approach starts with compliance with waste management requirements published by the Department of Environment, Malaysia. As of the date of this statement's publishing, the following entities in the Group are certified compliant with international standards for Environmental Management Systems.

Standard	Entity	Accredited since
ISO 14001:2015 (Environmental Management System)	Scientex Packaging Film Sdn Bhd - Pulau Indah	2005
	Scientex Great Wall (Ipoh) Sdn Bhd - Sungai Siput	2004
	Scientex Great Wall (Ipoh) Sdn Bhd - Chemor	2004
	Scientex Great Wall Sdn Bhd - Tanjung Kling	2018
	Scientex Great Wall Sdn Bhd - Rawang	2010
	Daibochi Berhad - Melaka	2011



## Sustainability Statement

Efforts to minimise waste occur at the plant level, where plant managers are responsible for monitoring waste generation and disposal levels, and subsequently presenting these findings at monthly management meetings. In the event of an unexpected increase in waste generated, plant managers are to propose waste mitigation solutions for the approval of management.

With a rigorous focus on professional development, staff are also regularly sent for waste management related trainings. Training programmes in FY2020 include but are not limited to:

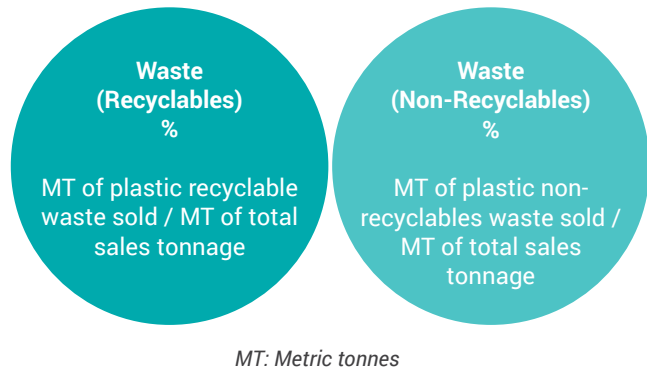
- *Managing Scheduled Wastes Towards People and Environment Protection and Cost Reduction*
- *High Performance Scheduled Waste Management Towards Cost Saving*
- *FMM Industrial Waste Management Conference 2019*
- *Certified Environment Professional in Scheduled Waste Management*
- *Scheduled Waste Management*

Aside from ongoing day-to-day waste mitigation measures, we continue to invest in advanced machinery that increases production efficiency or yield, hence reducing wastage generated. Our successful efforts in developing 100% recyclable mono-material laminate packaging and polypropylene ("PP") strapping bands, which are produced using a set percentage of recycled materials, marks our participation in the plastic circular economy. Moving forward, our product innovation efforts will continue to place focus on developing sustainable packaging solutions. (refer to 'Product Innovation' on page 82)

In addition, we also engage with external recycling services to convert non-recyclable waste into Processed Engineered Fuel. Non-recyclable production waste is delivered to a third-party waste-to-energy incineration facility and is free of asbestos, scheduled waste or any hazardous materials. The materials are converted into alternative fuel.

### OUR PERFORMANCE [103-3]

Outcomes in waste management are measured against two indicators that are applied at all production plants:



From the data collected, a major percentage of waste generated consists of recyclable waste. The increase in the proportion of recyclable waste as a percentage of total sales, with the amount generated in FY2020 at 5.0% from 3.5% in the previous financial year, is mainly due to our move up the value chain through acquisitions of companies and organic expansion which has resulted in the production of more value-added products which involve more converting processes such as printing, slitting, lamination and bag making.

As a general rule, the percentage of waste generated rises with the number of value-added processes in the production process, hence our aim is to enable a managed percentage of waste generated depending on the product mix produced.

Type	FY2018	FY2019	FY2020
Recyclable waste / sales tonnage	3.1%	3.5%	5.0%
Non-recyclable waste / sales tonnage (converted to alternative fuel)	-	0.5%	0.3%
Non-recyclable waste / sales tonnage (others)	-	-	0.8%
<b>TOTAL WASTE / SALES TONNAGE</b>	<b>3.1%</b>	<b>4.0%</b>	<b>6.1%</b>

## OCCUPATIONAL SAFETY AND HEALTH



### WHY IT MATTERS [103-1]

A happy, safe and secure workforce is key to talent attraction and retention, and a quality workforce is key to achieving our targets. By providing employees with working conditions that allow them to focus on their job without distractions or dangers related to safety and health, we can unlock greater efficiencies, grow capabilities and ultimately expand our capacity for growth. In addition, health and safety violations may result in fines from the national government or specific governing bodies, leading to disruptions in working hours that are associated with delays in production and/or project completion and subsequent economic loss.

This statement considers occupational safety and health (“OSHA”) practices within the bounds of all worksites, and includes occupational health and safety practices such as:

- Practices that increase safety and efficient flow of work at worksites
- Practices that avoid or reduce the chance of injury or fatal accidents

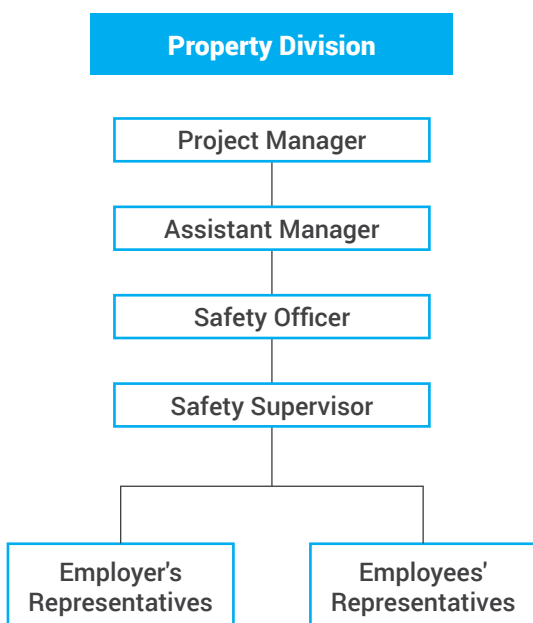
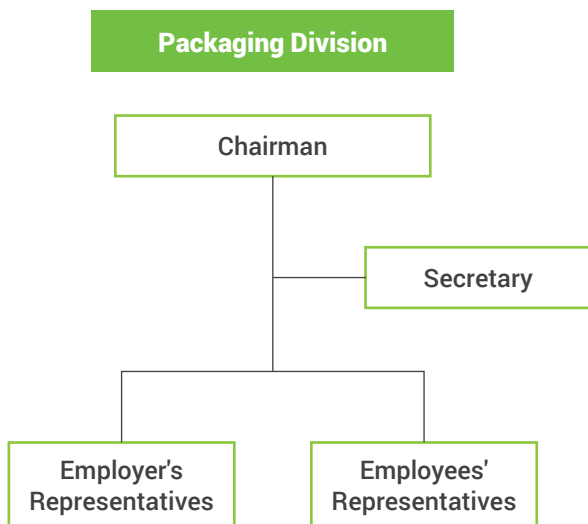
- Standard operating procedures to respond to injuries or fatal accidents at worksites
- Practices that provide employees with directions on what to do when faced with adverse situations

### HOW WE APPROACH IT [103-2, 403-1, 403-2, 403-3, 403-4, 403-5]

Our commitment to occupational safety and health begins with compliance to all applicable laws and regulations in this area. All employees, contractors and consultants are required to follow a rigorous and detailed occupational safety and health policy at all worksites, while regular spot checks are carried out by OSHA committees or occupational health and safety officers located at each worksite to ensure continued compliance with the Malaysian Occupational Safety and Health Act 1994 and the Factories and Machineries Act 1967. As part of our remit to maintain our ISO 18001 certification at certain plants, we also undertake periodic internal audits and regular external audits to inspect the quality and efficacy of our occupational safety and health management systems.

## Sustainability Statement

Our established structure for the management of occupational safety and health issues is designed to ensure that all employees have the means to flag potential issues which are then noted and elevated to management attention at monthly meetings. The diagram below explicates the structure of said OSHA committees. The OSHA committees comprise representatives from both employees and employers, a structure designed to encourage balanced discussion of issues.



This worksite-centric committee management structure also plays a key role in ensuring that adequate training is provided to all employees on occupational safety and health practices. Key training programmes and activities conducted in FY2020 include but are not limited to:

- NIOSH - Training for Site Safety Supervisors
- CIDB AKREDIT - Training for Site Safety Supervisors
- Basic Occupational Health Services & Pelancaran Pelekat NADOPOD 2019
- Basic Occupational First Aid, CPR & AED / First Aid at Workplace Course
- Forklift Truck Safety Workshop
- Safety Training
- Fire Drill Awareness

**Total OSHA Training Hours (FY2020) = 7,294**

In addition, weekly fogging is carried out at all property worksites to prevent breeding of Aedes aegypti mosquitoes, while periodic monitoring of worksites and living quarters ensures safe and conducive working and living spaces for employees.

Guided by our occupational safety and health management systems, we strive to achieve our objectives of reducing risk levels, eliminating or reducing the frequency of undesired incidents and accidents, and improving employee awareness of occupational safety and health practices.

Our work-related hazards and risk processes implemented include:



## Sustainability Statement

Additionally, we empower our employees to remove themselves from hazardous work situations through a job risk analysis or re-assessment after worksite inspection. In the event of an accident, an internal incident reporting system is triggered, whereby the accident is reported to the Department of Occupational Safety and Health, and accident investigation and remedial processes are put into place.

Data on injuries and fatalities are presented by the head of each plant at the monthly management meeting. Should there be a new incident in the month in discussion, the head of the plant in question is responsible for providing a detailed explanation of the circumstances leading to the incident and plans to mitigate such incidents in future. The management team is then responsible for providing its view and developing initiatives for individual plants to put into action in order to mitigate against the risk in question.

### OUR PERFORMANCE [103-3, 403-8, 403-9]

Outcomes in occupational safety and health are measured by the following key metrics:

- Percentage of workplace represented by both employer's and employees' representatives
- Number of minor injury - defined as an injury that prevents the said employee from performing his normal occupation for four days of work or less, including the day of accident
- Number of major injury - defined as an injury that prevents the said employee from performing his normal occupation for more than four days of work, including the day of accident
- Number of fatality

#### Percentage of workplaces represented by both employer's and employees' representatives

	Packaging	Property
The number of total workplaces	14 (Plants)	12 (Developments)
The number of total workplaces with OSHA committee/ practitioners	14	12
Percentage of workplaces that are represented by OSHA committees	100%	100%

In terms of worker representation in OSHA committees, we are proud to boast a 100% coverage rate across all our worksites, meaning that all employees at active worksites have access to an OSHA committee. It must be noted, however, that this calculation excludes property worksites with no active construction of buildings as yet as well as packaging plants outside of Malaysia.

#### Packaging

Accident Cases	FY2018	FY2019	FY2020
No. of Minor Injury	28	35	32
No. of Major Injury	31	32	30
No. of Fatality	-	-	-

#### Property

Accident Cases	FY2018	FY2019	FY2020
No. of Minor Injury	6	18	12
No. of Major Injury	-	-	-
No. of Fatality	-	-	1

*Note: the fatality was a non-work related accident where the deceased worker was struck by lightning on his way to one of the property sites.*

# Sustainability Statement

## LOCAL COMMUNITIES



### WHY IT MATTERS [103-1]

The betterment of the local communities in which our businesses operate is important not only from a corporate responsibility point of view, but also as an integral driver of the sustainability of our operations, in particular relating to both our packaging and property divisions.

Over the years, we have been collaborating with MPMA and other counterparts to participate in initiatives and campaigns such as the 3Rs (Reduce, Reuse and Recycle) awareness programmes as part of our efforts to promote a sustainable environment and to reduce environmental impact.

As one of the country's leading developers of affordable homes, our mission is interminably linked with assisting members of the local community to attain a higher standard of living and quality of life. Through affordable housing, we play an active role in township creation, linking roads and schools, and encouraging urbanisation. These community transformations do more than improve lives; they create job opportunities in the areas where we operate.

As such, our extensive work in the local community outside home building is a powerful tool for us to explicate our purpose as an organisation, thus enhancing our reputation.

### ACTIVITIES IN FY2020 [413-1]

#### The Green Truck

The Green Truck is a mobile recycling truck designed to demonstrate the plastics recycling process on the spot. The idea of having such a truck was inspired by the vision of bringing plastics recycling closer to Malaysian students and the public. Public awareness towards recycling is still low as most people perceive recycling as just separating recyclables from non-recyclables and throwing them into respective recycling bins without understanding what happens beyond the bins. The Green Truck, fitted with simple educational recycling machines such as shredder, injection and extruder, is able to educate students and the public on what happens beyond the recycling bins, in specific the process involved in transforming plastics waste into new recycled plastics products.

Co-sponsored by Scientex and ExxonMobil Chemical in collaboration with MPMA, The Green Truck will be made available to schools and public events for education and awareness programmes in an effort to raise awareness on plastics as a valuable material and the importance of responsible plastics waste management through recycling.

## Sustainability Statement

**MPMA-DOW-SCIENEX School Environmental Challenge 2019**

We consider it our duty to educate and mould students from a young age on waste management and recycling practices, including the 3Rs. Through the years, we have actively participated in various 3Rs activities involving school children. In FY2020, in partnership with MPMA and Dow Chemical, we participated in the MPMA-DOW-SCIENEX School Environmental Challenge 2019. Our participation in this programme enabled us to reach two key audiences: teachers and students.

219 teachers from 217 schools attended a special seminar that disseminated correct and scientific information about plastics, waste management and recycling. Meanwhile, 11,900 students from 34 primary and secondary schools across Melaka took part in the Zero Waste Challenge, which included an awareness talk, a clean-up activity themed #PullingOurWeight, and recyclables collection activity.

As a marker of its success, the School Environmental Challenge 2019 has since received recognition as a case study of the private sector's involvement in education programmes at the National Convention on Parents, Community and Private Sectors Involvement organised by the Ministry of Education Malaysia on 26 November 2019.

**Cancer Research Malaysia Sponsorship**

In FY2018, we awarded a 2-year sponsorship of RM1.3 million to Cancer Research Malaysia ("CRM"). Cancer Research Malaysia is a non-profit organisation in Malaysia dedicated to saving lives through breast cancer research, and the organisation leads one of the largest studies found in the world focused on Asian incidence of breast cancer. The sponsorship was used for research related expenditure in cancer genomics - a programme that aims to explore if there are differences in the cancers that arise in Asian and European women, and to use this information to discover new treatment options for Asian breast cancer patients.

With the assistance of our sponsorship, CRM successfully completed the genomic characterisation of 1,000 breast cancer samples from Malaysian women, increasing Asian representation in breast cancer research 20 times over. Significantly, the study showed that there are some differences in the features of Asian breast cancers, and these are now being taken forward into the development of new therapies for Asian patients. We would like to extend our warmest congratulations to CRM on this astounding achievement. We are proud and truly humbled to have participated in this meaningful and impactful mission.

**Facebook Live Balloting Event**

On 21 July 2020, we conducted a live balloting event for units of affordable homes at Rumah Mampu Biaya C in our Scientex Pulai (Taman Pulai Mutiara) development. In lieu of a live event due to restrictions made necessary by the COVID-19 pandemic, Facebook Live was used as the medium for the balloting, with the event streamed live for the benefit of all prospective buyers and other stakeholders.

The event was graced by the presence of YAB Datuk Haji Hasni bin Mohammad, the Menteri Besar of Johor, together with the Chairman of the Housing and Local Government Committee, YB Tuan Haji Ayub bin Jamil, and Mr Alex Khaw, the Chief Operating Officer of our property division. All 420 units were successfully balloted to buyers at a selling price of RM150,000.

**SPECIAL SECTION: COVID-19 ACTIVITIES**

The COVID-19 pandemic has necessitated sudden changes in business operations, and we have responded quickly to put in place measures that enhance safeguarding of employee health and safety during this extraordinary time. In line with our mantra of "Operating Safety First Always", these measures include:

- Appropriate SOPs at all offices, factories, worksites and workers' hostels: queue distancing, temperature checks and recording, hand sanitising, facility/machine sanitising, maintaining social distancing and other measures deemed necessary
- COVID-19 tests for all staff

We are also deeply grateful to our frontliners for bravely forming a first line of defence in Malaysia's fight against the pandemic. In support of these efforts and in the spirit of togetherness during these challenging times, we participated in initiatives through which we were able to contribute to the fight against COVID-19. These initiatives are detailed below:

**Supporting UMMC COVID-19 Clinical Trials**

## Sustainability Statement

We donated RM300,000 to University Malaya Medical Centre (“UMMC”) to support COVID-19 clinical trials led by Universiti Malaya Faculty of Medicine Dean, Professor Dato’ Dr Adeeba Kamarulzaman in collaboration with three public hospitals: Sungai Buloh Hospital, Kuala Lumpur Hospital and Tuanku Jaafar Hospital, Seremban.

### Donation of Plastic Films for Hospital Wards



We donated customised plastic films to Hospital UiTM Sungai Buloh, Hospital Ampang, Hospital Serdang and Hospital Tengku Ampuan Rahimah for use in ward partitions. The partitions helped to safeguard medical frontliners and patients against transmission of COVID-19, enhancing hygiene standards at the hospitals in question.

### Donation of Headcovers to Frontliners



In partnership with the Ministry of International Trade and Industry (“MITI”), MPMA and several other companies, we donated RM100,000 towards the contribution of 100,000 head covers to Ministry of Health (“MOH”) frontliners in Malaysia in solidarity with their heroic efforts.

### Donation of Medical Masks to Frontliners



In partnership with MITI and MPMA, we donated 30,000 disposable medical 3 ply masks to MOH to provide essential protection for medical frontliners.

### Donation to State-level COVID-19 Relief Funds



In order to support state-level measures to combat the spread of COVID-19, we donated a total of RM70,000 to two community relief funds namely Kerajaan Negeri Melaka and Tabung Bencana Negeri Johor.

### Donation of Necessities to Frontliners



To aid frontliners in their heroic and unstinting efforts, we donated necessities such as food, beverages and masks to frontliners in Johor, Melaka, Selangor, Perak and Penang.

## GRI Content Index

### MAPPING GRI CONTENT INDEX

GENERAL DISCLOSURES		
REPORTING PRACTICE		
GRI STANDARD	DISCLOSURE	REFERENCE
102-1	Name of the organisation	Introduction, page 70 Our Reporting Approach, page 70
102-2	Activities, brands, products, and services	Organisational Overview, page 73
102-3	Location of headquarters	Organisational Overview, page 73
102-4	Location of operations	Packaging Division: Market Presence, pages 12 - 13 Property Division: Market Presence, page 17
102-5	Ownership and legal form	Organisational Overview, page 73
102-6	Markets served	Organisational Overview, page 73
102-7	Scale of the organisation	Organisational Overview, page 73
102-8	Information on employees and other workers	Organisational Overview, page 73
102-9	Supply chain	Organisational Overview, page 73
102-10	Significant changes to the organisation and its supply chain	Organisational Overview, page 73
102-11	Precautionary Principle of approach	Corporate Governance Overview Statement, page 101
102-12	External initiatives	Organisational Overview, page 74
102-13	Membership of associations	Organisational Overview, page 73
102-14	Statement from senior decision maker	Message From The Managing Director, page 72
102-16	Values, principles, standards, and norms of behaviour	Our Integrated Governance Structure, page 96
102-18	Governance structure	Sustainability Governance, page 74
102-19	Delegating authority	Sustainability Governance, page 75
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Governance, page 75
102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability Governance, page 75
102-22	Composition of the highest governance body and its committees	Sustainability Governance, pages 74 - 75
102-23	Chair of the highest governance body	Sustainability Governance, page 75
102-24	Nominating and selecting the highest governance body	Sustainability Governance, page 75
102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability Governance, page 75
102-27	Collective knowledge of highest governance body	Sustainability Governance, page 75



## GRI Content Index

GENERAL DISCLOSURES		
REPORTING PRACTICE		
GRI STANDARD	DISCLOSURE	REFERENCE
102-28	Evaluating the highest governance body's performance	Sustainability Governance, page 75
102-29	Identifying and managing economic, environmental, and social impacts	Sustainability Governance, page 75
102-30	Effectiveness of risk management processes	Sustainability Governance, page 76
102-32	Highest governance body's role in sustainability reporting	Sustainability Governance, page 75
102-40	List of stakeholder groups	Our Reporting Approach, page 70
102-41	Collective bargaining agreements	Organisational Overview, page 73
102-42	Identifying and selecting stakeholders	Our Reporting Approach, page 70
102-43	Approach to stakeholder engagement	Our Reporting Approach, page 70
102-44	Key topics and concerns raised	Our Reporting Approach, page 70
102-45	Entities included in the consolidated financial statements	Our Reporting Approach, page 70
102-46	Defining report content and topic Boundaries	Key Sustainability Topics, page 76
102-47	List of material topics	Key Sustainability Topics, page 76
102-48	Restatements of information	No restatement of information during the reporting period
102-49	Changes in reporting	No changes in reporting
102-50	Reporting period	Our Reporting Approach, page 70
102-51	Date of most recent report	Our Reporting Approach, page 70
102-52	Reporting cycle	Our Reporting Approach, page 70
102-53	Contact point for questions regarding the report	Our Reporting Approach, page 71
102-54	Claims of reporting in accordance with the GRI Standards	Our Reporting Approach, page 70
102-55	GRI content index	GRI Content Index, page 93
102-56	External assurance	Performed internally by SSC and approved by Board
SPECIFIC DISCLOSURES		
GRI STANDARD	DISCLOSURE	REFERENCE
103-1	Explanation of the material topic and its Boundary	Affordable Housing, page 79 Product Innovation, page 82 Waste Management, page 85 Occupational Safety and Health, page 87 Local Communities, page 90

## GRI Content Index

SPECIFIC DISCLOSURES		
GRI STANDARD	DISCLOSURE	REFERENCE
103-2	The management approach and its components	Affordable Housing, page 79 Product Innovation, page 82 Waste Management, page 85 Occupational Safety and Health, page 87
103-3	Evaluation of the management approach	Affordable Housing, page 80 Product Innovation, page 83 Waste Management, page 86 Occupational Safety and Health, page 89
306-1	Waste generation and significant waste-related impacts	Waste Management, page 86
306-2	Waste by type and disposal	Waste Management, page 86
403-1	Workers representation in OSHA committees	Occupational Safety and Health, pages 88 - 89
403-2	Types of injury and rates of injury, occupational disease, lost days and absenteeism, and number of work - related fatality	Occupational Safety and Health, page 89
403-3	Occupational health services	Occupational Safety and Health, page 87
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Safety and Health, page 87
403-5	Worker training on occupational health and safety	Occupational Safety and Health, page 87
403-8	Workers covered by an occupational health and safety management system	Occupational Safety and Health, page 89
403-9	Work-related injuries	Occupational Safety and Health, page 89
413-1	Operations with local community engagement, impact assessments, and development programs	Local Communities, pages 90 - 92