





**INVESTING IN
TOMORROW**

SUSTAINABILITY REPORT

ABOUT THIS STATEMENT

Leon Fuat Berhad (also known as “Leon Fuat” or “Group”) is proud to present our sustainability statement for the financial year ended 31 December 2022 (FY2022). This statement details our cooperative efforts to achieve our environmental, social, and governance (“ESG”) objectives and performance for this financial year and how they are incorporated into the Group’s operations. It serves as the foundation of our route to attaining our sustainability goals in accordance with the ultimate global sustainability agenda.

As a specialist in steel trading and processing, we have embraced our role in achieving our ESG goals for a sustainable future. Consequently, we prepared this statement to provide our stakeholders with insight into the Group’s strategy for incorporating sustainability into our operations and our long-term value creation strategy. For a comprehensive insight into Leon Fuat’s business and operational performance, readers are encouraged to read the statement in conjunction with the remainder of this Annual Report.

What We Have Achieved – Sustainability Highlights

Groupwide, Leon Fuat remains committed to our sustainability journey and has recorded notable progress in implementing our ESG initiatives. By installing solar panels, we aimed to reduce our operational reliance on fossil fuels and, consequently, our greenhouse gas emissions. These solar panels had generated a total of approximately 1,921,000 kWh of renewable energy this financial year, accelerating our transition to green energy.

Furthermore, as customer satisfaction remained one of our top priorities, we enhanced this element of our operations by ensuring that all filed complaints were resolved promptly and appropriately. As such, Leon Fuat maintained a high customer satisfaction score across our main subsidiaries.

Reporting Scope and Boundary

This statement discloses the ESG performance of Leon Fuat's three (3) main subsidiaries located in Selangor and Kuala Lumpur for FY2022, as well as three (3) financial years of comparative statistical information, when applicable.

The three (3) main subsidiaries are as follows:

1. Leon Fuat Hardware Sdn. Bhd.
("LF Hardware")
2. Leon Fuat Metal Sdn. Bhd.
("LF Metal")
3. Supreme Steelmakers Sdn. Bhd.
("Supreme Steelmakers")

Reporting Framework

The FY2022 Sustainability Statement has been developed with reference to the following standards to ensure that a relevant and informative statement is presented to our stakeholders.



Feedback

We welcome any feedback or inquiry that may help us enhance the quality of our reporting. Please do not hesitate to contact the person-in-charge listed below:

Tan Kien Yap

Chief Financial Officer
Email: tanky@lfb.com.my

Wisma Leon Fuat

No. 11, Lorong Keluli 1B, Kawasan Perindustrian Bukit Raja Selatan, Seksyen 7, 40000 Shah Alam, Selangor Darul Ehsan.

Assurance

All the data disclosed within this statement has been internally verified by the respective subsidiaries. As part of Leon Fuat's assurance efforts, data is internally reviewed to improve our data collection process and data accuracy.

SUSTAINABILITY REPORT

SUSTAINABILITY FRAMEWORK

Our Sustainability Framework is an integral part of our sustainability efforts, as it outlines how we will advance towards and achieve our long-term sustainability goals, allowing us to deliver sustainable value. It clearly defines our ESG commitments and serves as a guide for our efforts to address ESG issues relevant to our business, in addition to aligning with our strategies and targets.

The Group framework is established on four (4) key sustainability pillars: Responsible Governance, Economic Prosperity, Environmental Stewardship and Social Responsibility. This framework has been retained from the previous financial year as it remains relevant to our current operations and is effective in regulating our sustainability strategies at every level.

Our Vision

“Steel is our business. Excellence is our commitment”

Our Shared Values	 Drive a performance culture of integrity and accountability	 Commitment to products and services quality	 Strengthen business processes to best service customers	 Manage cash resources for operational effectiveness				
Our Sustainability Pillars	Responsible Governance • Business Ethics and Compliance	Economic Prosperity • Operational Excellence • Responsible Procurement	Environmental Stewardship • Effluent and Waste Management • Noise Management • Energy and Water Efficiency • Climate Change	Social Responsibility • Occupational Health and Safety • Knowledge and Skill Development • Product Quality and Customer Satisfaction • Data Security • Employee Welfare • Diversity and Inclusiveness • Corporate Social Responsibility				
Our Stakeholder Groups	 Investors/Shareholders	 Customers	 Government/Regulatory Bodies	 Communities				
	 Management	 Employees	 Vendors/Suppliers					
Our Contribution to the Sustainable Development Goals								

EMPOWERING VIA OUR VALUES

In FY2022, we aimed to emerge as the foremost representative of the steel industry, exemplary in terms of value creation, responsible business practices, and ethics. We sought to accomplish this by incorporating sustainable business practices at every level.

Leon Fuat's core values act as the foundation of our sustainability commitments. Through clearly outlining these values, the Group ensures they are carried out and successfully enforced through various initiatives. This in turn allows us to establish long-term business relationships with our stakeholders.



OUR SUSTAINABILITY JOURNEY

Since we began reporting in FY2017, Leon Fuat has worked diligently to enhance our sustainability disclosures. With a greater emphasis on integrating quality business processes and activities with the Group's ESG aspirations, the Group has made additional strides towards its sustainability objective goals. Our journey over the past six years illustrates our progression as we grew from strength to strength, positioning the Group on a positive trajectory towards achieving our sustainability goals.



1

Board of Directors

- Endorses Leon Fuat's sustainability strategy and commitment
- Approves the contents of the sustainability statement

2

Sustainability Committee

- Makes recommendations for the proposed sustainability statement
 - Supervises Leon Fuat's progress on sustainability initiatives
- Executive Directors
 - Chief Financial Officer
 - Managerial level from subsidiaries

3

Sustainability Task Force Committee

- Assists the SC in making recommendations for Leon Fuat's sustainability statement
 - Guides the implementation of the Group's sustainability strategy and activities in its day-to-day business practices
- Employee representatives from subsidiaries (LF Metal, LF Hardware, Supreme Steelmakers)

SUSTAINABILITY GOVERNANCE STRUCTURE

The leaders of the Group and an organisation-wide governance structure at Leon Fuat are accountable for driving sustainability as a key component of the Group's operations. They serve to implement the guiding principles of our work culture, such as the Corporate Values, Code of Conduct and Policies of Leon Fuat across the Group.

A three-tiered structure is used to evaluate the performance of all sustainability-related issues, with each tier having its own set of duties and obligations. The first-tier is the Board of Directors ("Board") which is in charge of ensuring that the Group's sustainability strategy is carried out throughout the three (3) main subsidiaries.

The Sustainability Committee ("SC") is the next tier which assists the Board by supervising the execution of the Group's activities on a management level. Finally, the Sustainability Task Force Committee ("STFC") administers the Group's sustainability programmes and projects on a daily basis.

SUSTAINABILITY REPORT

PRIORITISING OUR STAKEHOLDER ENGAGEMENT

At Leon Fuat, we see our stakeholders as collaborators in generating long-term value. We have established a strong stakeholder engagement approach to cultivate and nurture robust connections with our stakeholders which aid in strategy creation and decision-making. Delivering on the needs, interests and expectations of our stakeholders is fundamental to how we conduct business. Thus, we meet with them on a regular basis, either in a focus group or individually.

We also execute a variety of methods and platforms for efficient communication with our stakeholders, such as our Company website, newsletters, e-mails, social media, online communication platforms, one-on-one meetings, physical/virtual conferences and meetings and press releases.

Stakeholders	Area of Interest	Engagement Channel	Engagement Frequency
Investors/Shareholders			
	- Company reputation - Future competence - Investment growth of the Company - Risk management	- Annual general meetings - Bursa Malaysia announcements	- Annually - Ad-hoc
Customers			
	- Confidence and trust on the Group - Quality of goods - Valuable business experience	- Face-to-face interaction - Satisfaction assessment - Feedback survey - Website and social media tools	- Ad-hoc - Annually - Ad-hoc - Ad-hoc
Government/Regulatory Bodies			
	- Corporate governance - Regulatory compliance - Transparency and accountability	- Meetings and consultations - Compliance with government legislative framework	- Ad-hoc - On-going
Management			
	- Company reputation - Risk management - Ensuring service requirements and profitability	- Coordination meetings - Business unit meetings - ISO management review	- Ad-hoc - Quarterly - Annually
Employees			
	- Capacity building - Work-life balance - Attractive remuneration - Safe and healthy work environment	- Face-to-face discussions - Learning and development - Employee performance appraisal - Staff meetings - Annual dinner	- Ad-hoc - Ad-hoc - Annually - Ad-hoc - Annually
Vendor/Suppliers			
	- Continuous collaboration - Fair procurement - Supporting local suppliers	- Face-to-face interaction - Vendor performance review - Product quality feedback	- Ad-hoc - Annually - Ad-hoc
Communities			
	- Local community development - Philanthropy - Impact of the Group's operations on the surrounding community	- Corporate programmes - Promotion and advertising on social media and websites	- Ad-hoc - Ad-hoc

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ("UN SDGs")

The United Nations established the 2030 Agenda for Sustainable Development, with the seventeen (17) SDGs at its core. It is a global call to action aimed at addressing and overcoming the challenges that people and the planet face.

As a responsible steel trading and processing specialist, Leon Fuat identified seven (7) relevant UN SDGs to which we can contribute the most and positively impact the markets, industries and environments we served in FY2021. This financial year, we remain aligned with the same UN SDGs as they remain pertinent to our operations, and we continuously strive to further our efforts and initiatives to better align with these goals.

Targets and Indicators		Our Contribution to the UN SDGs
Target 3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all		- Noise Risk Assessment, noise awareness training and audiometric checks - COVID-19 Safety Procedures
Target 7.1 By 2030, ensure universal access to affordable, reliable and modern energy services		Installation of solar panels at four (4) factories
Target 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment		- Maintained Health and Safety Policy and Management System - Health and Safety induction training for all employees
Target 9.3a Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets Target 9.3b Support domestic technology development, research and innovation in developing countries, including by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities		Continued commitment to invest in newer and more efficient factory machinery and warehouse facilities to improve production capacity
Target 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse Target 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle		- Scheduled waste management procedure - Supplier performance assessment
Target 13.2 Integrate climate change measures into national policies, strategies and planning		- Use of Green Diesel trucks for lower carbon emissions - Generation of renewable energy from solar at four (4) factories
Target 16.5 Substantially reduce corruption and bribery in all their forms Target 16.6 Develop effective, accountable and transparent institutions at all levels Target 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels		- Comprehensive Anti-Bribery Management System - Anti-Bribery Policy - Whistle-Blowing Policy - Code of Ethics and Conducts - Personal Data Protection Notice

SUSTAINABILITY REPORT

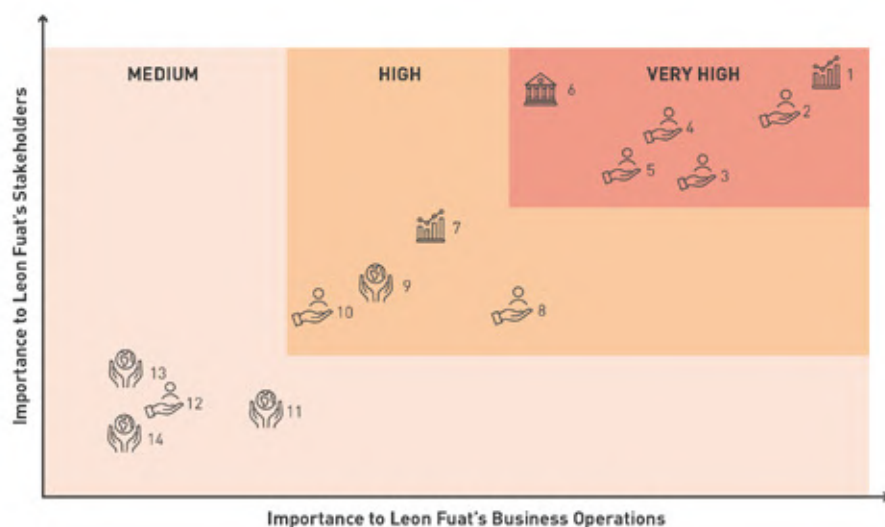
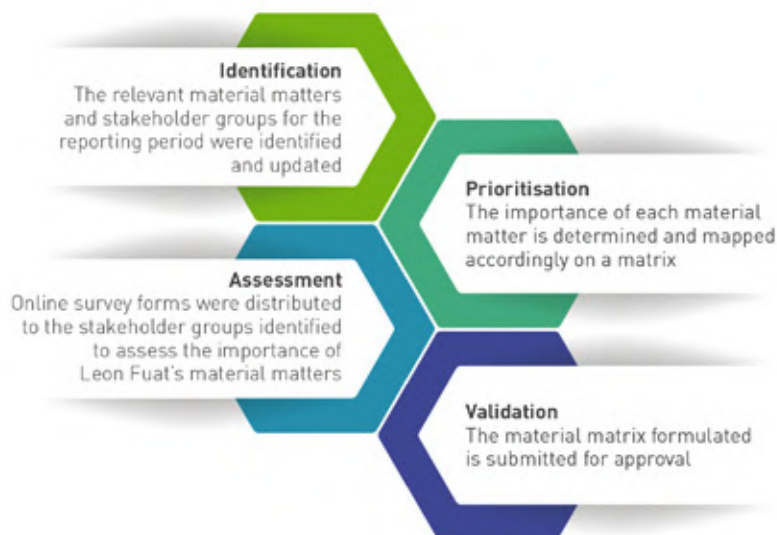
OUR MATERIAL SUSTAINABILITY MATTERS

Materiality Assessment

In FY2020, Leon Fuat conducted a comprehensive materiality assessment and identified several critical material matters that remain relevant to our current business operations. As no changes have been identified, we have not undertaken a material assessment in FY2022.

Materiality Matrix

Since FY2020, fourteen (14) material matters crucial to our business operations and stakeholders have been mapped onto a matrix and continue to remain relevant to our business this financial year. The material matters are plotted in accordance with their significance to our business operations and stakeholders and are aligned with Bursa Malaysia's requirements.



Among the material matters that remain top priorities are "Operational Excellence", "Occupational Health and Safety", "Knowledge and Skill Development", "Product Quality & Customer Satisfaction", "Data Security", and "Business Ethics and Compliance". Four (4) of these six (6) material matters fall under the "Strengthening Social Responsibility" pillar. The remaining two (2) material matters can each be found under the "Achieving Economic Prosperity" and the "Practising Responsible Governance" pillars.

Sustainability Pillars	Responsible Governance	Economic Prosperity	Environmental Stewardship	Social Responsibility
Material Matters	6. Business Ethics and Compliance	1. Operational Excellence 7. Responsible Procurement	9. Climate Change 11. Effluent and Waste Management 13. Noise Management 14. Energy and Water Efficiency	2. Occupational Health and Safety 3. Knowledge and Skill Development 4. Product Quality & Customer Satisfaction 5. Data Security 8. Employee Welfare 10. Diversity and Inclusiveness 12. Corporate Social Responsibility

MAPPING OF OUR MATERIAL MATTERS

The table below depicts the relationship between our material matters, respective GRI Indicators, and relevant stakeholders.

Pillars	UN SDGs	Material Matter	GRI Indicator	Stakeholder Group
Responsible Governance		Business Ethics and Compliance	2-23, 2-26, 2-27, 3-3, 205-2	• Employees • Management • Investors • Shareholders
Economic Prosperity		Operational Excellence	2-6, 3-3, 203-2	• Employees • Management • Investors • Shareholders
		Responsible Procurement	2-6, 203-2, 204-1	• Vendors/Suppliers
Environmental Stewardship		Effluent and Waste Management	3-3, 303-2, 303-4, 306-1, 306-2, 306-3	• Employees • Management • Investors • Shareholders
		Noise Management	3-3	• Management • Employees
		Energy and Water Efficiency	302-1, 302-3, 302-4, 303-5	• Management • Employees
		Climate Change	3-3, 305-1, 305-2	• Management
Social Responsibility		Occupational Health and Safety	403-2, 403-4, 403-5, 403-9	• Employees • Government/Regulatory Bodies
		Knowledge and Skill Development	404-1, 404-2	• Employees
		Product Quality and Customer Satisfaction	2-29, 3-3	• Customers • Management
		Data Security	3-3, 418-1	• Employees • Customers • Management
		Employee Welfare	2-29, 401-1, 401-2, 401-3	• Employees
		Diversity and Inclusiveness	405-1, 405-2, 406-1	• Management • Employees
		Corporate Social Responsibility	413-1	• Management • Employees • Communities

SUSTAINABILITY REPORT



RESPONSIBLE GOVERNANCE

Leon Fuat has implemented high-level policies to ensure that all of our business operations are conducted ethically. We established a governance framework, policies, management systems, and code of conduct that clearly define our ethical principles and expectations. This necessitates that our employees conduct themselves with professionalism, honesty, and integrity, and that we respect the human rights of every individual.

Contribution
to the SDGs

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



UPHOLDING BUSINESS ETHICS AND PRIORITISING COMPLIANCE

As an essential component in steering the Group and maintaining a track record of performance in other aspects, these fundamental policies are constantly kept in place to promote ethical business, good conduct and transparency



Whistleblowing Policy



Anti-Bribery Policy

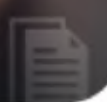
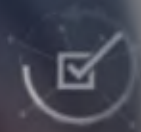
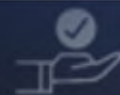


Code of Ethics and Conduct

Our policies are upheld by our very own Anti-Bribery Management System which encourages ethical corporate practices and creates action plans to resolve any identified infringements. Moreover, in terms of other compliance, Leon Fuat has demonstrated commitment to the following rules and regulations through internal documentation and assessments.

- Employment Act 1955
- Factories and Machinery Act 1967
- Income Tax Act 1967
- Environmental Quality Act 1974
- Capital Markets and Services Act 2007
- Companies Act 2016
- Minimum Wages Order 2018
- Main Market Listing Requirements
- Malaysian Code on Corporate Governance
- Occupational Safety and Health Act, 1994

COMPLIANCE



Anti-Bribery Management System ("ABMS")

In FY2020, the Group established the ABMS, which aims to ensure the Group operates ethically and responsibly. This system uses the preventive measures approach to identify risks in our operations and organisational committee. As such, we have committed to adhering to the principles of the ABMS (MS ISO 37001). Further to this, ABMS is aligned with the Anti-Bribery Manual which thoroughly defines the scope of the management system.

The Group also established the Anti-Bribery Compliance Function ("ABCF"), whose roles and responsibilities comprise overseeing the implementation of ABMS, managing ABMS documentation and addressing bribery concerns.

Document Controller

- Manages ABMS documentation
- Attends to bribery concerns raised and reports it to the Chief
- Provides guidance to personnel on ABMS and bribery related issues
- Investigates reports assigned by the Chief

Chief of ABCF

- Oversees implementation of ABMS
- Reports ABMS performance to the Board
- Plans and reviews the Bribery Risk Assessments
- Appoints investigation team for any concerns raised

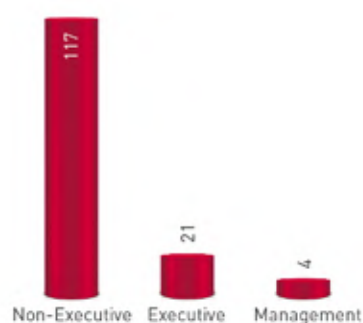
Deputy Chief of ABCF

- Oversees implementation of ABMS
- Provides guidance on ABMS and bribery related issues
- Assists the Chief on ABMS related matters

Members of ABCF

- Provides advice to personnel on ABMS and bribery related issues
- Attends to bribery concerns raised and reports it to the Chief
- Investigates reports assigned by the Chief

Employees who Received Anti-Bribery Training by Employee Category in FY2022



Bribery Prevention via Communications and Training

The policies and any amendments made to them are successfully conveyed to our staff members either through the employee handbook for LF Metal employees or during the orientation programme for new hires at the three (3) main subsidiaries. The policies are also publicly available on our corporate website. We ensure our employees from various employee categories have exposure to anti-bribery guidelines via training. For this reporting period, the anti-bribery training was attended by one hundred and seventeen (117) Non-Executive, twenty-one (21) Executive, and four (4) Management employees of LF Hardware and LF Metal which represented 40.1%, 34.4% and 11.1% respectively for each employee category of the aforesaid subsidiaries.

SUSTAINABILITY REPORT

Transparency of Our Reporting and Investigation Procedures

Leon Fuat observes the views of interested parties through a variety of channels and is committed to addressing any suspected unlawful or improper conduct within the Group. We have a grievance mechanism in place at all times. Any interested party can file a complaint by sending an email to the Group's designated personnel. Throughout the process, all reports filed in good faith will be treated with confidentiality. Whistleblowers are shielded from reprisal, and their identities are kept strictly confidential until prior authorisation to reveal them is obtained.

We have designated points of contact throughout our operations to manage any potential concerns that may arise.



Audit Committee Chairman

**Senior Independent
Non-Executive Director**

Chief of ABCF



We have recorded zero incidents of whistleblowing or probable violations of conduct in FY2022.



ECONOMIC PROSPERITY

Leon Fuat provides added value to customers, business partners, and communities by establishing a solid business structure, encouraging inclusive and sustainable industry practices, and supporting an innovative and creative culture. We strive for efficiency and effectiveness by promoting excellence across the steel value chain, from the procurement of raw materials to the processed end product delivered to customers.

Contribution
to the SDGs

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Soaring Towards Operational Excellence

At Leon Fuat, we are cognisant of the adverse effects of our steel production and ensure our products are produced sustainably. In addition to maximising our economic output, we also optimise our material input. Our most valuable business is steel processing and/or manufacturing (collectively referred to as “processing”), followed by our trading businesses. We specialise in producing carbon steel, alloy steel, and stainless steel. The process of value creation in the steel industry is depicted in the graphic below, along with the role that Leon Fuat’s primary activity – steel processing – plays in creating value for our many stakeholders.

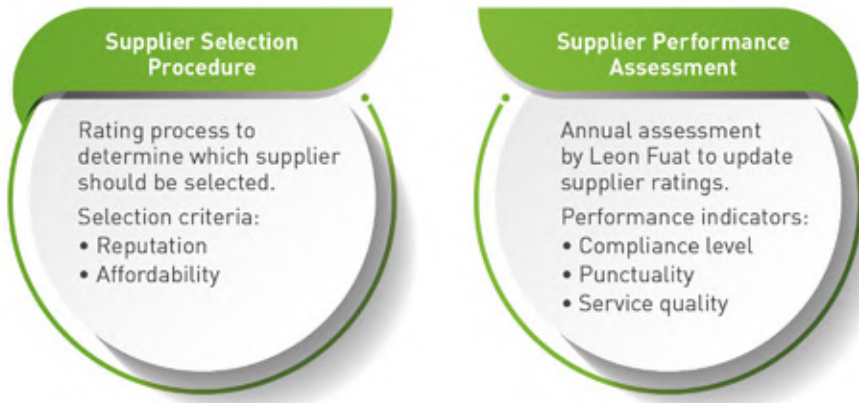
We maintain operational excellence on our production line by continuing to schedule ad hoc night shifts based on the number of orders and delivery lead-time requirements of our customers. In addition, we utilise advanced machines capable of enhancing production efficiency. LF Metal and Supreme Steelmakers have invested in fibre laser cutting technology, which utilises a focused, high-powered laser beam to cut sheet metal with high levels of precision. Compared to conventional laser technology, this technology operates at a faster speed and consumes less power, thereby increasing our operations’ overall productivity and energy efficiency.



SUSTAINABILITY REPORT

Putting Forward a Responsible Procurement

Leon Fuat endeavors to engage in responsible procurement to decrease supply chain risks and accelerate the development of a sustainable society.



The Procurement Policies outline the fair business practices that Leon Fuat adheres to, and we anticipate that our suppliers will do the same. We expect that the suppliers, service providers, and other third parties with whom we do business will conduct their operations ethically and in accordance with Leon Fuat's corporate values.

At Leon Fuat, our top priority is to ensure that our selected suppliers are ingrained with the standards that drive the excellence of our procurement. By implementing precise selection criteria and supplier performance evaluations, we have moved towards a more sustainable supply chain.

Supporting the Local Economy

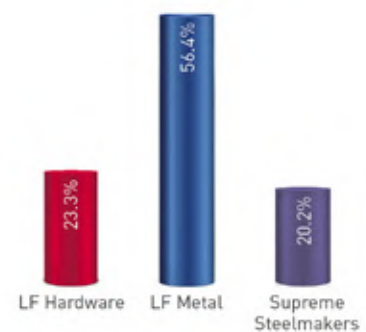
We have included local vendors in our procurement whenever possible to do our part in improving the local economy and lowering carbon emissions brought on by the long-distance transportation of products.

This reporting year, LF Metal engaged ninety-two (92) local suppliers, recording the highest percentage (56.4%) compared to our other two subsidiaries, LF Hardware (23.3%) and Supreme Steelmakers (20.2%).

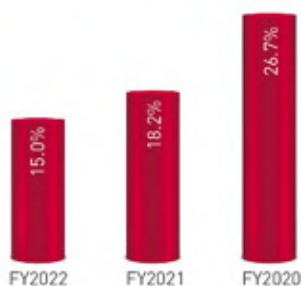
LF Hardware recorded a decrease in spending on local suppliers from FY2020 to FY2022. This reporting year, LF Hardware spent RM14.57 million (15.0% of its purchases) on the local trade suppliers, decreased by 32.4% compared to FY2021.

On the other hand, local purchases for LF Metal has shown an increase by 20.5%, from RM109.32 million for the FY2021 to RM131.69 million for the FY2022 while Supreme Steelmakers had reduced the spending on local suppliers by 4.8% in this reporting year, from RM24.70 million for the FY2021 to RM23.52 million for FY2022.

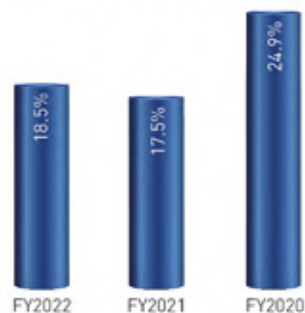
Local Suppliers Engaged in FY2022



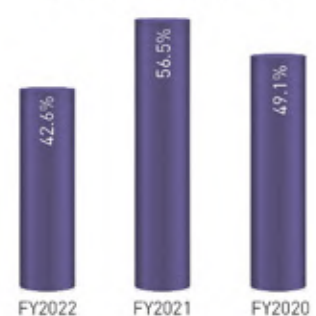
Proportion of Spending on Local Suppliers in LF Hardware



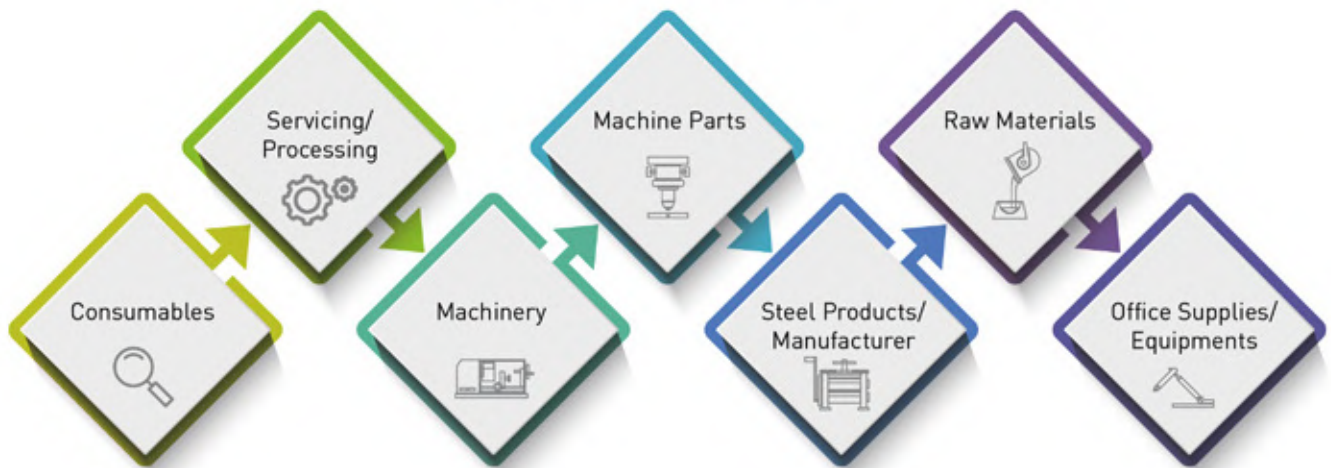
Proportion of Spending on Local Suppliers in LF Metal



Proportion of Spending on Local Suppliers in Supreme Steelmakers



Suppliers Engaged in FY2022



“

At Leon Fuat, our top priority is to ensure that our selected suppliers are ingrained with the standards that drive the excellence of our procurement. By implementing precise selection criteria and supplier performance evaluations, we have moved towards a more sustainable supply chain.

2022

89%

99.96

+9.91

-87.12

+7.01

-54.23

+4.59

-26.34

2021

20.08

43.21

43.21

57%

72.66

SUSTAINABILITY REPORT



ENVIRONMENTAL STEWARDSHIP

Steel is essential for infrastructure construction and plays an important role in economic growth and nation-building. However, steel production and trade are resource-intensive industries that can impact the environment through emissions and effluents. To lower our environmental footprint, we are committed to employing the most efficient manufacturing routes, minimising waste output and investing in innovative technologies.

Our efforts commence at the management level, with the respective subsidiary managements overseeing climate change initiatives at their respective operating units and the Board's support.

Contribution to the SDGs



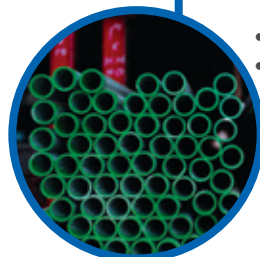
Sustainable Management of Effluent and Waste

Leon Fuat is committed to adhering to the Environmental Quality Act of 1974 (EQA 1974) and the Local Government Act of 1976 with regard to the management and disposal of scheduled and non-scheduled waste and the discharge of effluents. In further compliance with this, we have constructed a waste management system that efficiently regulates the treatment and disposal of all types of waste efficiently. A designated safety and health officer oversees the waste management system, with assistance from production and procurement staff.

Waste Disposal at Leon Fuat

Scheduled Waste

1. **Types of wastes:**
 - SW104
 - SW306
 - SW404
 - SW409
 - SW410
2. **Handled by Safety and Health Officer**
3. **Disposed by DOE licensed collector**
4. **Disposal:**
 - SW104 – Landfill and Incineration
 - SW306 – Recycle
 - SW409 – Recovery



Non-Scheduled Waste

1. **Types of wastes:**
 - Paper
 - Plastics
 - General
2. **Handled by Production and Procurement personnel**
3. **Disposed by local appointed collector**
4. **Disposed by recycling**



Scheduled waste generated by LF Metal and Supreme Steelmakers has been included for FY2022. LF Metal has also started recording SW404 (Biohazard waste) from RTK test kits. The waste produced by the three (3) main subsidiaries of Leon Fuat during this reporting period has been classified as non-scheduled waste generation. We aim to enhance our waste generation monitoring and reporting in the future.

Amount of Scheduled Waste (tonnes) Generated

Code	Description	LF Metal			Supreme Steelmakers		
		FY2022	FY2021	FY2020	FY2022	FY2021	FY2020
SW104	Dust, slag, dross or ash containing aluminium, arsenic, mercury, lead, cadmium, chromium, nickel, copper, vanadium, beryllium, antimony, tellurium, thallium or selenium excluding slag from iron and steel factory	3.42	1.10	1.32			
SW306	Spent lubricating oil				2.11	2.28	
SW409	Disposed containers, bags or equipment contaminated with chemicals, pesticides, mineral oil or scheduled wastes	0.93	0.41				
SW410	Rags, plastics, papers or filters contaminated with scheduled wastes						

In FY2022, LF Metal recorded 2.32 tonnes increase in SW104 waste as compared to FY2021. This increase was primarily attributable to the resumption of normal business operations following the COVID-19 pandemic. The generated waste was disposed of in landfills or incinerated. Similarly, SW409 waste generation increased in FY2022 as compared to FY2021.

Amount of Non-Scheduled Waste (tonnes) Generated

Types of Waste	LF Metal			Supreme Steelmakers			LF Hardware		
	FY2022	FY2021	FY2020	FY2022	FY2021	FY2020	FY2022	FY2021	FY2020
Papers					0.66		0.05	0.26	
Plastics								0.01	
General	4.84	5.30	6.49				0.10	0.10	

We calculated the quantity of general waste that the three (3) main subsidiaries produced during this reporting period. For three (3) consecutive financial years, LF Metal has continued to show a reduction in the quantity of its only non-scheduled waste, which is general waste. This trend is linked to the effectiveness of our green activities which include installing recycling bins in offices and minimising the distribution of information in hardcopy such as ISO manuals and regulations, in favour of increased softcopy sharing.

Discharge (mg/L)

Effluent Sampling Results	FY2022	Std. A	Std. B
COD	67	120	200
BOD	18	20	50
TSS	15	50	100
Oil and Grease		20	20
NH3-N	11	50	50

We monitor and record the quality of LF Metal's effluent discharge to ensure it is within the legal limits established by the Environmental Quality Act of 1974 (EQA 1974). Chemical Oxygen Demand ("COD"), Biological Oxygen Demand ("BOD"), Total Suspended Solids ("TSS"), Oil and Grease and Ammoniacal Nitrogen ("NH3-N") are the five (5) water quality criteria that we evaluate. As seen in the table at left, our effluent discharge for this reporting period was maintained significantly below both the minimum levels of Standards A and B of the EQA 1974.

Note:

* Standard A refers to discharge upstream of any raw water intake.

** Standard B refers to discharge downstream of any raw water intake.

SUSTAINABILITY REPORT



Noise Management

The Group recognises the importance of noise control in our daily operations as continuous exposure to excessive noise can cause a number of health problems such as stress, poor focus, fatigue, productivity loss and hearing issues.

To avoid this, we constantly adhere to the latest updated noise laws and legal requirements, such as the 2019 Noise Regulations. Supreme Steelmakers conducted a Noise Risk Assessment over the course of two (2) days and a total of thirty-two (32) male non-executive employees attended these assessments. Meanwhile, LF Metal performed audiometric checks for two (2) hours each day for two (2) days, and tested the hearing of a total of ninety-three (93) employees.

Energy and Water in Changing Climate

Leon Fuat recognises that our businesses operations, particularly steel product manufacturing and processing, are energy-demanding processes. As such, they can have a significant impact on both the environment and operational expenses if this energy consumption is not appropriately managed. Consequently, we track our electricity and fuel consumption, as well as our electricity intensity, at the three (3) main subsidiaries.

Greenhouse Gas ("GHG") Emissions

We determined our Scope 1 and Scope 2 GHG emissions for this reporting period and included our findings in this statement. Scope 1 emissions are produced directly as a result of the combustion of carbon fuel sources, and the quantity is measured by multiplying fuel consumption by the total amount of carbon dioxide ("CO₂") that is emitted using a diesel fuel emission factor¹. In order to calculate Scope 2 emissions which are defined as the indirect emissions driven by grid power use, we adopted the grid emission factor² for Peninsular Malaysia.

Direct (Scope 1) Emissions

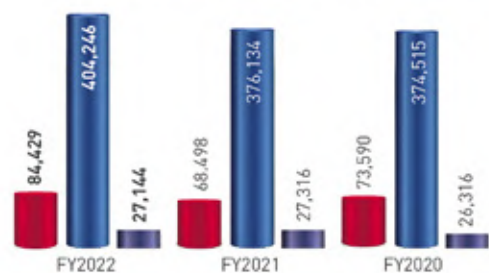
Scope 1 emissions refer to the direct GHG emissions generated by the Group's fuel consumption. The Group's Scope 1 emissions that were tracked from FY2020 through FY2022 have been collated for this statement, which also includes Leon Fuat's fuel consumption tracking data. This year, the three (3) main subsidiaries recorded 1,381 tCO₂e Scope 1 GHG emissions which is a 9.3% increase from FY2021. LF Metal recorded the highest amount of Scope 1 emissions produced among the subsidiaries for three (3) consecutive financial years, generating a total of 3,092 tCO₂e. In FY2022, LF Metal produced the highest emissions among all subsidiaries whilst Supreme Steelmakers recorded the lowest, with a recorded difference of 1,009 tCO₂e.

Scope 1 GHG Emissions (tCO₂e)



* The emission factor is using the provided fixed value.

Total Fuel Consumption (Litres)



LF Hardware LF Metal Supreme Steelmakers

¹ 2006 IPCC Guidelines for National Greenhouse Gas Inventories: https://www.ipcc-nggip.iges.or.jp/public/2006gl/pdf/2_Volume2/V2_2_Ch2_Stationary_Combustion.pdf

² 2017 CDM Electricity Baseline for Malaysia: <https://www.mgtc.gov.my/wp-content/uploads/2019/12/2017-CDMElectricity-Baseline-Final-Report-Publication-Version.pdf>

To study the trend of fuel consumption at our facilities, we tracked our total fuel consumption over the past three (3) financial years. At Leon Fuat, our fleet of delivery vehicles operates on diesel fuel, which contributed a fraction of our total energy consumption. Overall, LF Metal uses the most fuel out of the three (3) main subsidiaries, as it has the most delivery trucks – twenty-two (22) units in total. This is aligned with their recorded total fuel consumption which was the highest for all three (3) financial years, totaling 1,154,895 litres.

In FY2022, Supreme Steelmakers consumed less fuel by as much as 0.6% as compared to FY2021. The difference between the highest recorded consumption by LF Metal and the lowest recorded consumption by Supreme Steelmakers in FY2022 was 93.3%.

To reduce our GHG emissions resulting from fuel consumption, we have continued to deploy delivery vehicles that can be fuelled by Euro5 diesel which are known as green diesel trucks. Due to its significantly lower emission limit (1.0g/km of CO for Euro2 against 0.5g/km of CO for Euro5) and lower maximum sulphur content, Euro5 diesel is a cleaner fuel compared to traditional Euro2 diesel (500ppm for Euro2; 10ppm for Euro5). Our fleet now consists of 89.5% green diesel trucks, and 10.5% conventional diesel trucks, ensuring efficient fuel usage and reducing our GHG emissions.

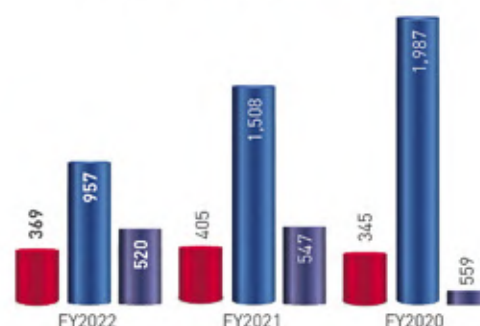
Indirect (Scope 2) Emissions

Scope 2 emissions represent indirect GHG emissions related to the production and consumption of electricity. Consequently, disclosure in the form of electricity consumption generates values for this type of emission. Comparing FY2022 to FY2021, Scope 2 emissions decreased by 25.0%. For all three (3) financial years, LF Metal generated the majority of Scope 2 emissions, on account of having the most operations conducted within the premises. Conversely, LF Hardware recorded the lowest total emissions consecutively throughout the three (3) financial years. This financial year, LF Metal and LF Hardware have a difference of 588 tCO₂e in terms of Scope 2 emissions.

Throughout FY2022, Leon Fuat's three (3) main subsidiaries consumed a total of 3,155,822 kWh of electricity, a 25.0% decrease compared to the previous financial year's 4,205,590 kWh. LF Metal, the subsidiary that recorded the highest electricity consumption throughout all three (3) financial years, saw a steady decrease in consumption since FY2020. This decrease could be attributed to the installation of solar panels at four (4) factories, with a total capacity of approximately 2,300 kWp.

We also recorded an electricity intensity of 24.37 kWh/sq.ft. in the three (3) main subsidiaries of Leon Fuat in FY2022. Out of the three (3) main subsidiaries, Supreme Steelmakers recorded the highest electricity intensity in FY2022 which has steadily decreased since FY2020, with FY2022 recording a decrease of 4.7% compared to FY2021.

Scope 2 GHG Emissions (tCO₂e)

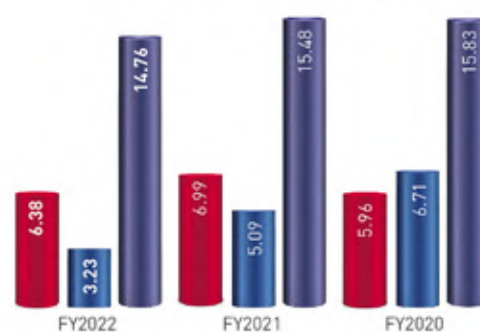


* The emission factor is using the provided fixed value.

Electricity Consumption (kWh)

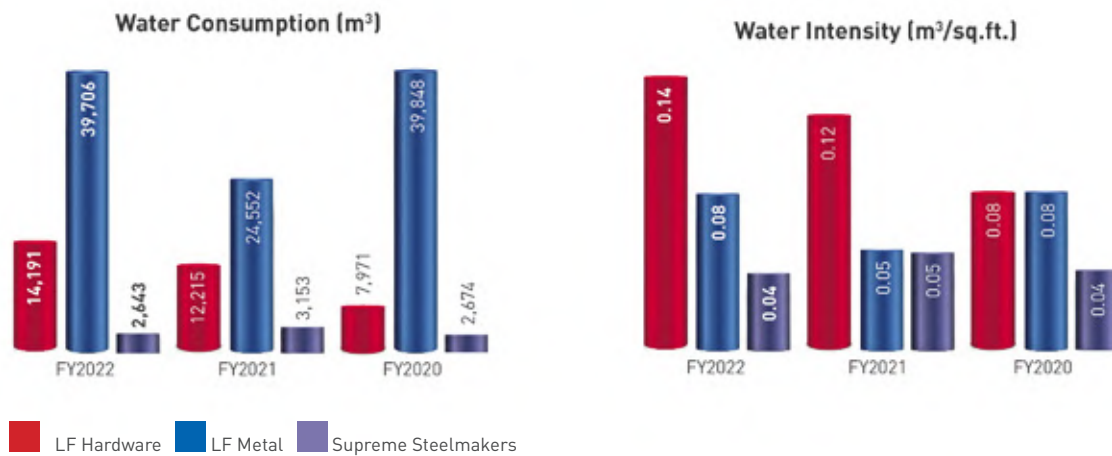


Electricity Intensity (kWh/sq.ft.)



LF Hardware LF Metal Supreme Steelmakers

SUSTAINABILITY REPORT



Water Management

Given that the steel production process uses a substantial quantity of water, particularly during the chilling and descaling processes, Leon Fuat understands the significance of effective water management in our operations. To this end, we regularly monitor water consumption at each subsidiary and analyse which processes and machinery consume an abnormal amount of water.

We recorded 56,540 m³ of total water consumption for the three (3) main subsidiaries during FY2022, an increase of 41.6% from the previous financial year's 39,920 m³ due to the return to work in the office arrangement. Throughout all three (3) financial years, LF Metal recorded the largest water consumption at 104,106 m³ as it has the most machinery in its facility. Conversely, Supreme Steelmakers recorded the lowest at 8,470 m³. Among the (3) main subsidiaries, LF Metal consumed the highest water usage of 104,106 m³ in total throughout the three (3) years, while Supreme Steelmakers recorded the lowest water intensity of 0.13 m³/sq.ft. in total for the same period. In FY2022, LF Metal experienced 45.3% lower water intensity as compared to LF Hardware.

INITIATIVE IN RENEWABLE ENERGY

#GreenInitiative

With the installation of solar panels in four (4) of our facilities, we have taken the first steps towards making the switch to renewable energy.

In FY2022, these solar panels had generated a total of approximately 1,921,000 kWh of renewable energy worth approximately RM0.76 million and has led to a saving in our electricity expense for the said facilities by 49.1%.



SUSTAINABILITY REPORT



SOCIAL RESPONSIBILITY

At Leon Fuat, the wellbeing of our employees, the community, and society as a whole is fundamental to our business practices. The platform on which Leon Fuat operates strikes a balance between economic development, environmental sustainability, and community benefits.

Contribution to the SDGs

3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Occupational Health and Safety ("OHS")

A company's essential obligation is to ensure the health and safety of everyone who works in, with, or around Leon Fuat. Our mission, guided by our Safety and Health Policy, is to ensure zero (0) injury to our workers, contractors and the communities in which we operate. Our Safety and Health Policy and culture of awareness are supported by frequent training for our employees to develop and maintain safe workplace conduct.

A Safety and Health Manual has been put in place as a control system for LF Metal. The system is supervised by the Safety and Health Committee, to ensure the safety of our operations. The handbook details the tasks and responsibilities of the assigned Safety and Health Officer, as well as the essential safety procedures for a typical workplace. The officer conducts routine inspections of the workplace for health and safety.

LF Metal has a three-tiered Safety and Health Committee to ensure high OHS performance. The Safety and Health Committee is led by the Safety and Health Chairman, who is assisted by the Safety and Health Officer. The third tier is comprised of employer and employee representatives. In the future, we aim for the remaining two (2) subsidiaries to establish a similar structure to oversee OHS in the facilities.



SUSTAINABILITY REPORT

LF Metal employs two (2) risk assessment procedures as illustrated in the diagram below. These procedures serve to identify potential hazards and implement the necessary control measures. As a result, we have created a safer and healthier workplace.

Hazard Identification, Risk Assessment, and Risk Control ("HIRARC") Procedure

- Established since FY2017 to aid in potential hazards' identification for appropriate measures.
- Calculates risk level from the severity of an injury or illness resulting from the hazards, and likelihood of the injury/illness occurring.



2-Minute Hazard Report Card

- Identifies the severity of a hazard and subsequently indicates whether to stop or continue an activity.



In FY2022, one hundred and thirteen (113) times of attendance for training in health and safety. We implemented the following training programmes in an effort to promote a committed and safety-conscious work environment:

Occupational Health and Safety Training Programmes

- Chemical Health Risk Assessment Awareness Training
- Safety and Health Induction Briefing
- Overhead Crane Safety
- Safety Inspection Training
- Safe Handling of Forklift and Truck
- Management of Scheduled Waste
- Integrated Occupational Health, Safety and Environment Management
- 23rd Conference on Occupational Safety and Health 2022



Overhead Crane Safety Training



Safe Handling of Forklift and Truck



Safe Handling of Forklift and Truck

During this reporting period, the three (3) main subsidiaries logged a total of 318,086 hours of work. Twenty (20) cases of minor work-related injuries or ill health were also reported. This year, we recorded a Lost-Time Injury Rate (LTIR) of 12.58 for the three (3) main subsidiaries, with LF Hardware recording four (4) cases and LF Metal recording sixteen (16) cases. Supreme Steelmakers, in contrast, reported zero (0) cases.

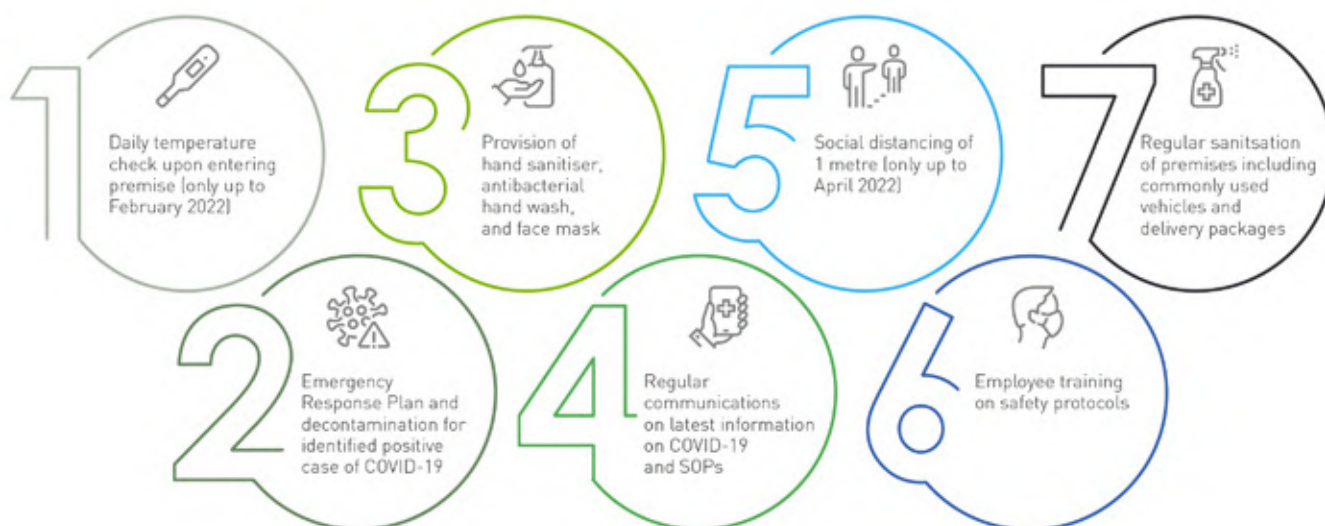
As we transition from a pandemic to an endemic, we will continue to implement preventative measures to minimise the impact of COVID-19, safeguard the health of our employees, and maintain business continuity to the greatest extent practicable.

The COVID-19 Infection Prevention and Control (IPC) Standard Operating Procedures ("SOPs") have been maintained to assist our management and employees in implementing the necessary procedures and preventing the spread of the virus.

SUSTAINABILITY REPORT

SOPs are depicted in the diagram below.

COVID-19 SOPs



Fostering a Culture of Diversity and Inclusiveness

We foster a culture that values inclusivity, diversity and respect. An equal workplace and a diverse workforce are goals that we have worked diligently to attain. We acknowledge that our employees afford us a competitive edge. Our teams are diverse not only in terms of gender and age but also in terms of culture, ethnicity and more. To foster a meritocratic and non-discriminatory society, we strive to combat negative stereotypes and biased beliefs.

Financial year	Male	Female
2022	302	97
2021	298	93
2020	305	95

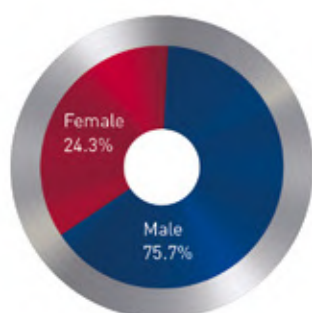
Owing to the nature of our business which is in steel industry, a majority of our employees are male, with 75.7% reported in this financial year compared to 24.3% of female employees. The trend for the past financial years has us seeing more male employee hires. This indicates the physically strenuous nature of the steel industry's labour. Despite this, we do not discourage women from joining our workforce, and we give all employees fair and equal chances.

One of our core values is non-discrimination, and we are amenable to employing disabled individuals. Since FY2020, we have employed a staff member with disabilities who is an integral component of our team, and together we are committed to achieving excellence. The Group considers all employees as our assets. We welcome new team members and look forward to growing together.

The Group hired eighty-seven (87) new employees in FY2022, an increase of 64.2% compared to the fifty-three (53) new employees hired in each FY2021 and FY2020.

New Hires	FY2022	FY2021	FY2020
Male	73	43	46
Female	14	10	7

We emphasise on recruiting new talent that meets our hiring criteria. This assures a constant influx of talent and new perspectives that will add value to the team and stimulate healthy competition among existing employees.



SUSTAINABILITY REPORT

Various circumstances led to the departure of a number of employees from the Group. In FY2022, fifty-three (53) employees resigned. Compared to sixty-one (61) resignations in FY2021, this represents a decrease of 13.1%. Only fifty-two (52) employees left the Group during FY2020, the lowest number of resignations among the past three (3) financial years.

Turnover	FY2022	FY2021	FY2020
Male	43	50	44
Female	10	11	8

The diversity of ages among our employees is well balanced. In this reporting year, the majority of our employees are among the younger generation, with one hundred and twenty (120) or 30.1% employees under the age of thirty (30) and two hundred and twenty (220) or 55.1% employees between the ages of thirty (30) and fifty (50). The majority of the second age group are individuals with significant industry experience and tremendous growth and development potential. There are fifty-nine (59) or 14.8% individuals in the age group of fifty (50) and older, making them the minority. This is due to numerous factors, including the need to consider their health and wellbeing. However, they possess the most expertise among their peers, both in terms of experience and business knowledge. Therefore, we continue to employ eleven (11) contract staff who are at least fifty (50) years old.

By giving locals employment priority in FY2022, we will continue to support the local communities and regional economy in which we operate. Our local workforce consisted of two hundred ninety-nine (299) or 74.9% employees as opposed to one hundred (100) or 25.1% non-local employees, representing a disparity of 49.9%.

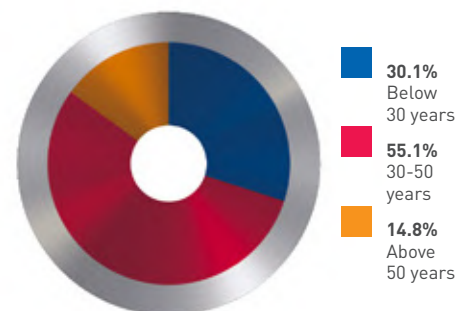
The majority of our workforce is comprised of two hundred and ninety-two (292) or 73.2% non-executive employees. This is due to the fact that the Group operates primarily in the steel processing and factory management industries, where physical labour is predominant.

Caring for the Welfare of Our Employees

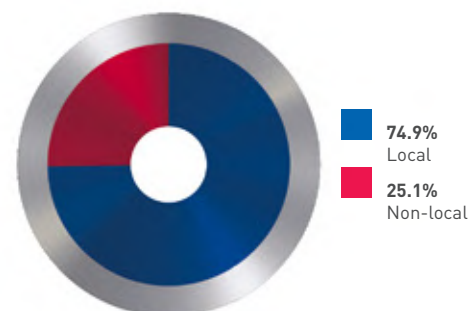
As we advance into FY2022, we maintain our commitment to the welfare of our employees as part of the Work-life Balance material matters. The objective of our practices is to foster a culture of consideration, dedication, involvement, and harmony among employees. We implemented the following benefits to promote work-life balance among our employees.



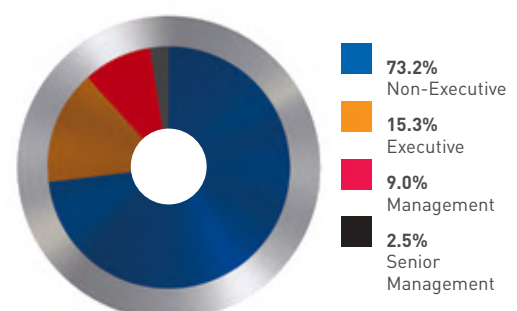
Employee Distribution by Age Group in FY2022



Employee Distribution by Nationality in FY2022



Employee Category Distribution in FY2022



Parental Leave

Parental Leave Details	FY2022		FY2021		FY2020	
	Male	Female	Male	Female	Male	Female
Number of employees that took Parental Leave		1		4		11
Number of employees that returned after Parental Leave		1		4		10
Number of employees that returned to work after Parental Leave ended that were still employed 12 months after their return to work		1		4		10

At Leon Fuat, we provide parental or maternity leave to employees who have recently become parents as part of our benefits plan. In FY2022, we only had a female employee taken parental leave, as compared to four (4) and eleven (11) female employees in FY2021 and FY2020 respectively. Except a female employee who did not return to work after parental leave in FY2020, the rest returned to work and are still employed 12 months thereafter.

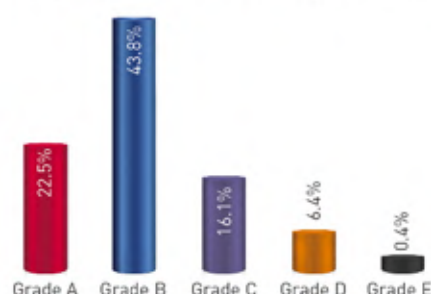
We conduct annual employee assessments to better comprehend their wants and needs and develop a holistic work environment that further stimulates and maximises our personnel's productivity.

In FY2022, two hundred and fifty-four (254) employees at LF Metal have undergone annual performance evaluations to measure their excellence in contributing to the smooth administration of our business. In FY2021, LF Metal conducted performance evaluations for two hundred and sixty-five (265) employees, an increase of 0.8% compared to FY2020, where two hundred and sixty-three (263) employees were evaluated.

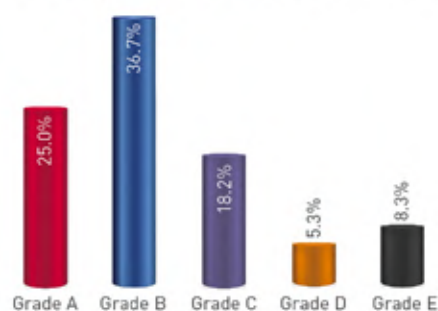
In FY2022, the largest percentages consist of Grade A (22.5%) and Grade B (43.8%), indicating that our employees' excellent performance contributed significantly to the smooth operation of our business. 0.4% of employees received Grade E, in contrast. The Group will provide upskilling courses for employees who received a Grade E on their annual assessments, allowing them to further develop their careers and key competencies.

In addition, we offer a variety of training opportunities to assist our employees in advancing their careers and core competencies.

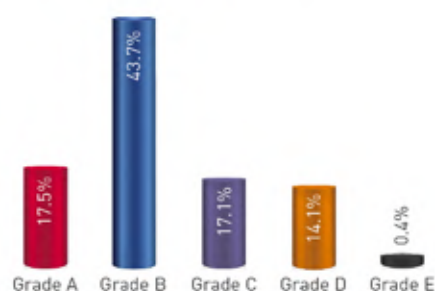
Employee Performance Appraisal for FY2022



Employee Performance Appraisal for FY2021



Employee Performance Appraisal for FY2020



SUSTAINABILITY REPORT

Upskilling and Talent Acquisition of Our Employees

The work culture at Leon Fuat encourages performance excellence through continuous development and advancement opportunities, as well as by enhancing engagement and motivation through unique incentive and recognition programmes. Through internal and external training, we have fostered a culture of diverse ideas that cultivates new skill sets and the finest talent.

All new hires at Leon Fuat receive induction training. The induction programme consists of two sessions, the first of which provides an introduction to the Group and its operations and the second of which focuses on department-specific SOPs and practices.

In addition to the induction programme conducted during the hiring process, Leon Fuat ensures that all employees, regardless of position, have opportunities to elevate their skills through training sessions.

Training Programmes

- Vistage Small Business Programme (VSB)
- VISTAGE – Key Collaborative Leadership Program
- VSB- Short Form Video Marketing
- VSB- 2022 Customer Attraction Game Plan
- VSB- 7 Habits of Highly Effective People
- e-Learning for Building Mental Resilience to Boost Productivity Through Stress Management Practices
- e-Learning for Sick Leave Reduction Through Chronic Disease Management
- e-Learning for Healthier Workplace, Happier Employees
- Internal ISO 9001 (QMS) Auditor
- Can You Survive Transfer Pricing Audit Training
- FMM Webinar on Manage Scheduled Wastes in Compliance with Regulations
- Transformational Customer Service
- Employers! Know Your Legal Rights (Understanding Employment Act 1955 with Its Amendments)
- Training Needs Analysis Programme
- Predictive and Preventive Maintenance
- The Complete Amendment to Employment Act 1955
- New Amendments to Labour Law 2022
- Risk Management Briefing & Workshop
- Environmental, Social and Governance (ESG) Awareness Training



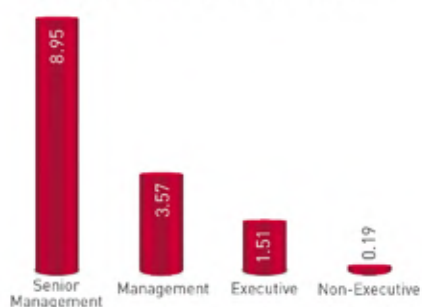
Environmental, Social and Governance (ESG) Awareness Training



Transformational Customer Service Training

A total of approximately two hundred and eighty-three (283) training hours (excluding Anti-Bribery trainings and health and safety trainings) have been recorded for FY2022. As we transitioned from the pandemic phase into the endemic phase, training was conducted both virtually and physically.

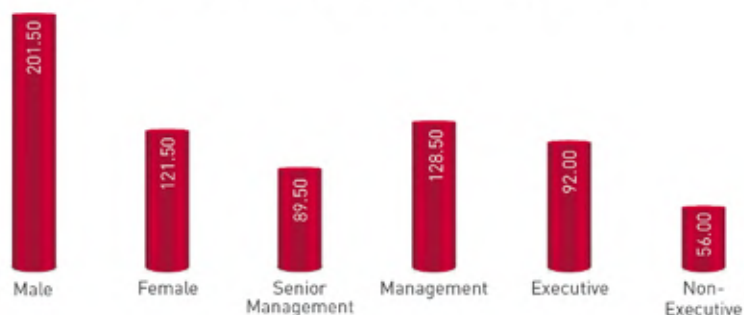
Average Training Hours by Employee Category in FY2022



Average Training Hours by Gender in FY2022



Total Training Hours by Employee Category in FY2022



In addition to the training programmes mentioned above, LF Metal encourages employees to participate in educational programmes that are advantageous to them and the business. Such initiatives include providing education counselling to our employees by department heads as well as paid examination leave of up to five (5) days.

EDUCATION REIMBURSEMENT PLAN

We offer our employees the opportunity to take part in educational programmes by partially or fully reimbursing our employees the examination registration fees, tuition fees, examination fees, and cost of study materials.



Pioneering in Product Quality and Elevating Customer's Experience

The Group is continually striving to provide the greatest possible client experience through the quality of our products and services as well as our customer service. We engage and connect with our consumers on a regular basis in order to create and maintain positive relationships. We also perform customer satisfaction surveys on a yearly basis.

As a whole, LF Hardware recorded the highest customer satisfaction rating compared to the other two (2) subsidiaries. Conversely, Supreme Steelmakers recorded the lowest customer satisfaction with a difference of 5.2% compared to LF Hardware.

To ensure high customer satisfaction is maintained, we take note of complaints and recorded as many as sixteen (16), two hundred and eight (208) and six (6) complaints by LF Hardware, LF Metal and Supreme Steelmakers respectively for FY2022. Many of the complaints were filed due to common human errors and the need to meet the high expectations of customers, especially in terms of procurement products. We recorded these complaints through the Customer Return Note.

Customer Satisfaction in FY2022



A robust customer complaint procedure was long established in Leon Fuat, and we have continued to implement it to ensure issues related to the client experience are resolved in a proper manner. The three (3) main subsidiaries adhere to this guide in accordance with ISO 9001:2015 (Quality Management Systems).

SUSTAINABILITY REPORT



SAFEGUARDING WITH DATA SECURITY

The integration of the “new normal” in internet communication and operations has been expedited. However, this growing trend towards remote working modes and the rapid use of digital technology have made businesses more vulnerable to cyber-attacks.

Financial and personal data generated, collected, and maintained by businesses is becoming an increasingly important asset for them. As a result, safeguarding such data from threats such as data breaches is crucial.

The Personal Data Protection Act of 2010 (“PDPA 2010”) regulates the acquisition, use, disclosure, and maintenance of personal data and serves as the legal framework for Leon Fuat’s business operations. In accordance with the PDPA 2010, we provide our employees and customers with a Personal Data Protection Notice detailing the reasons for processing personal data and any disclosure of such data.

We have previously implemented cyber security measures, which we continue to stringently maintain as part of our commitment to boosting cyber resilience.



Engaging in Community Investments

In line with Leon Fuat's Corporate Values, we envision a larger society in which each individual may reach his or her full potential with dignity. This goal is made possible by the work of Leon Fuat's Corporate Social Responsibility team which collaborates to co-create revolutionary, efficient, and long-term solutions to development concerns.

As communities around us face the consequences of the COVID-19 outbreak, 2022 was also a challenging year. In all, we assisted four (4) non-profit organisations. With RM8,000 channelled towards community investments via donations, we aim to do better every year in giving aid and sharing happiness with the surrounding communities as well as our own employees.



RM8,000 WORTH OF DONATIONS

- RM7,500 for charity.
- RM500 for staff aid during a fire.

OUR ESG-DRIVEN PROGRESSION

As we move towards sustainability, Leon Fuat has gotten off to a strong start and is poised to attain new heights of success. In our governance for FY2022, we effectively maintained compliance and established an ethical culture. In addition, we took into account the social aspects of our workforce and offered numerous employee benefits, including training and development. In an effort to stimulate the local economy, we prioritised working with suppliers and provided financial assistance to less fortunate members of the community. Additionally, we have demonstrated our commitment to sustainable operations by installing solar panels in a number of our factories. Leon Fuat will continue to create value for our stakeholders while enhancing our ESG performance by leveraging our leadership skills, capabilities, and market position. In addition, we provide numerous training opportunities to help our employees advance their careers and fundamental skills. As we set our sights on attaining our ESG goals, Leon Fuat is optimistic about the future and will continue to work diligently and in the best interests of our Group, shareholders and stakeholders.



SUSTAINABILITY REPORT

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