

Advancing Sustainable Products



# 2014 SUSTAINABILITY REPORT







A photograph of a person's hand holding a small, dense cluster of green, leafy plants against a dark, textured background. The plants have small, round leaves and thin stems. The hand is positioned on the left side of the frame, with the palm facing upwards. The overall image has a green tint, and there is a solid green horizontal bar at the top.

# 2014

## SUSTAINABILITY REPORT

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*Guided by a vision to take Emery Oleochemicals “Beyond Specialties”, we aspire to focus all that we do in a manner consistent with acting sustainably and with a focus on leaving this planet a better place for the next generation.*

”



# A message from our Group Chief Executive Officer

Ramesh Kana

**A journey of almost two centuries began as a single illumination of Thomas Emery Sr.'s passion and belief that one right solution can bring forth a difference in the world. It has fuelled a 175-year journey that has made Emery Oleochemicals a truly global multi-national company, operating within a world vastly different to the one in which Thomas grew up in.**

Our world is characterised by demographics and social transformations that are amplified by emerging new lifestyles. We witness distinct consumption habits that put pressure on global resources. Currently, 54% of the world's population live in urban areas, a proportion that is expected to increase to 66% by the year 2050. More immediate is the 35% increase in global food demand projected by 2030. Megatrends such as these show a global economic development model that is stretching the planet's capacity to cope whilst the correlation between trends in climate change and resource scarcity is becoming all too evident. This is reason enough for all stakeholders along business value chains to think about sustainability in a more holistic manner.

Guided by a vision to take Emery Oleochemicals "Beyond Specialties", we aspire to focus all that we do in a manner consistent with acting sustainably and with a focus on leaving this planet a better place for the next generation. It

is only when we ourselves conduct our business with accountability that we have the moral authority to ask the same of our stakeholders.

Concern for the environment needs to translate into actions, and companies such as ours need to – and will – play a leading role in mitigating environmental damage. Our actions will necessarily impact product lifecycles, driving new revenues through new applications and attracting skilled talent who look to work in organisations like ours – organisations with a value system rooted in being sustainable.

Since becoming a signatory to the Global Compact in 2014, we have and are taking proactive measures to integrate the 10 principles within our daily operations. We remain committed to demonstrate these principles in all our future initiatives.

I look forward to leading Emery Oleochemicals and influencing our longer term direction – influence that is powerful and innate enough in its force that "sustainability" simply becomes a responsible way of life. And it is a journey I wholeheartedly believe my colleagues, business partners and our communities will join as we build a better and more resource-efficient world for the next generation.

***Let's continue to "Act Sustainably".***





“

*We see the biggest enabler in making a positive impact is through our research and development agenda – instrumental to our Product Stewardship efforts.*

”

# A message from our Chief Sustainability Officer

Hans Peter Eckardt

**As we celebrate our 175th anniversary this year, we remain grateful that our founder Thomas Emery Sr. laid the foundation of a business that believes it is important to “contribute towards relieving the wants of his fellow creatures”, many years ago. Today, the same foundation of making products that are environmentally friendly and leverages natural-based feedstock continues to drive our business, allowing us to advance sustainable impacts within our operation, industry and the geographies that we operate in. We see the biggest enabler in making a positive impact is through our research and development agenda - instrumental to our Product Stewardship efforts.**

Since the last two reports, we have renewed our focus to be the strongest sustainable link in global supply chains. In achieving this, besides the steadfast focus on improving environmental, safety and labour initiatives, we have also embarked on a key supply chain programme to understand the sustainability risks and opportunities within our suppliers' operations and our own supply chains. Rolling out this programme to all our global suppliers, and receiving critical insights from them, has enabled us to shape a comprehensive dashboard detailing various improvement and strength areas which will, in turn, refine our sustainability agenda.

We have also embarked on a number of traceability initiatives for our palm oil supply chain in partnership with key clients. Although no major issues were raised during this exercise, we continue to invest in ensuring our palm and tallow feedstocks maintain high standards and are not complicit to issues such as deforestation, human rights abuses and bio-diversity displacement. We are also happy that we have seen significant progress in our RSPO Segregated Grade products production and uptake.

However, we are only just beginning in our sustainability journey and are fully aware that there remain opportunities for improvements within our operation. Key areas include continuously enhancing the traceability of palm feedstock, and increasing renewable energy consumption in our energy portfolio and water management – all of which have an established improvement plan in place.

We are determined in continuing the good work we do in building a responsible business, and I wish to thank our employees who are the main drivers and contributors to bringing our sustainability goals to fruition as they continue to act sustainably.

I hope you will enjoy our 2014 report.





### Our Vision

To Become The World  
Leader In Value Added  
Natural-Based  
Chemicals.

### COMPETITIVE ADVANTAGE



## Vision, Mission & Values

When Thomas Emery Sr. started his business in 1840, he sold tallow for oil lamps from a storefront in Cincinnati. Today, 175 years later, Emery Oleochemicals is still committed to advancing products that are natural-based and sustainable.

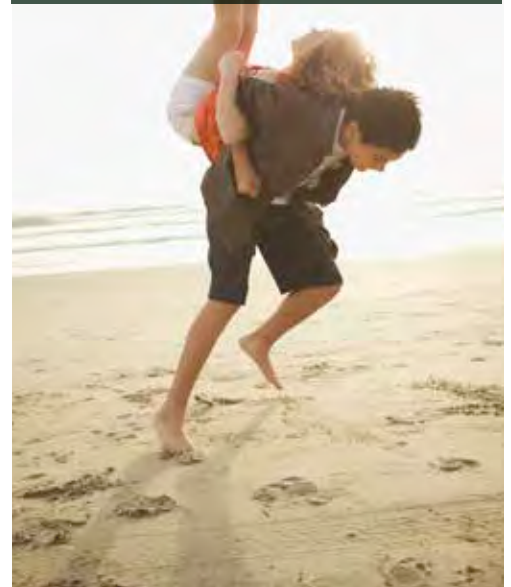
## INNOVATION



## PARTNERSHIP



## TRUST



### Our Core Values

Our vision, mission and values were formed based on the realisation that our business could have long-lasting effects on the world. Thus, we aim to be at the forefront of innovation and quality in the natural-based chemicals industry, while still maintaining sustainable practices.

Our corporate values are inculcated into our more than 1,000 employees worldwide, through regular communication sessions and in their everyday work. All Emery Oleochemicals employees sign the Code of Conduct, which they have to adhere to without compromise. To further emphasise on the importance of these values, they carry weight in performance appraisal and is a measure of success for individual employees.

All senior managers submit an annual Letter of Representation, which is a due diligence report to ensure that areas under their authority are in

compliance with company code and values. Non-compliance is whittled away through both open and direct reporting mechanisms.

Science and innovation remain our main driving force in the evolution of best practices and value creation. The needs of society and customers change continuously, and we need to remain a step ahead of these changes. However, even as we develop our technology and business to advance in this industry, we are still governed by our core values and ethics. Long-term sustainability for the future of our people, partners, investors and the community at large remains the topmost priority.

We are committed to “advancing sustainable impacts”. From feedstock to product, we must offer not only tangible benefits, but have intangible influences on the concept and practices of long-term sustainability.



The background image shows two men in industrial workwear. They are wearing white long-sleeved shirts with blue accents on the sleeves, grey trousers, and white hard hats. The man on the left is also wearing dark sunglasses and holding a walkie-talkie. The man on the right is holding a small object in his hand. They are standing in front of a grey metal structure with yellow safety railings. A sign at the top of the structure reads "GUNAKAN ALAT KESELAMATAN YANG SESUAI" and "WEAR SUITABLE PROTECTIVE EQUIPMENT".

2014 SUSTAINABILITY REPORT

# ORGANISATIONAL PROFILE

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## Ownership and Legal Form

Emery Oleochemicals is an equal joint venture between Sime Darby Plantation and PTT Global Chemicals. We manage our vast global market from our headquarters and office in Malaysia, and international presence in USA and Germany.



This 2014 sustainability report is prepared 'in accordance' with the guidelines set out by the GRI G4 Reporting Principles (core option) and includes disclosure for our main manufacturing sites in Malaysia, USA and Germany.

## Location



### International Offices (Production, Sales & Marketing and Technical Development Centres)

#### Emery Oleochemicals (M) Sdn Bhd

Telok Panglima Garang  
Lot 4, Jalan Perak  
Kawasan Perusahaan  
Telok Panglima Garang 42500  
Selangor, Malaysia

#### Emery Oleochemicals LLC

4900 Este Avenue  
45232 Cincinnati, Ohio, USA

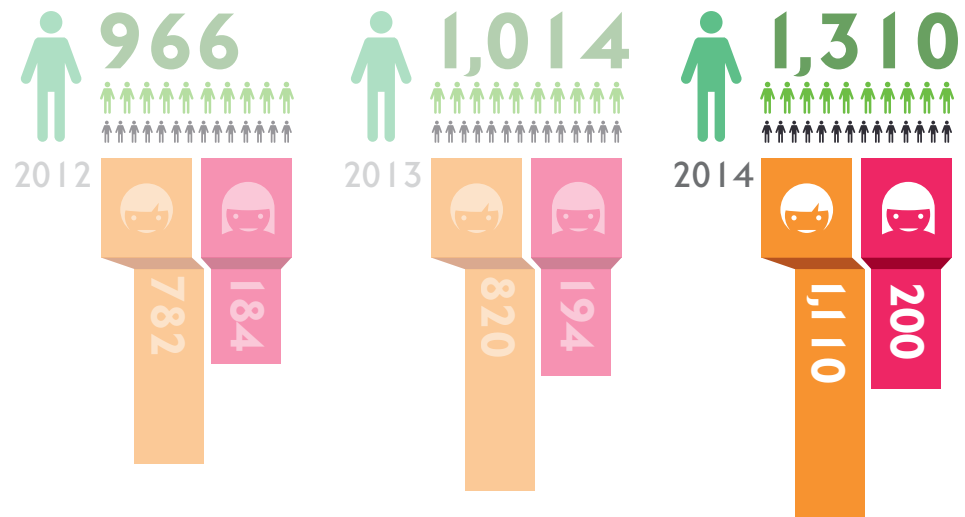
#### Emery Oleochemicals GmbH

Henkelstr. 67, Building L10  
40589 Düsseldorf, Germany

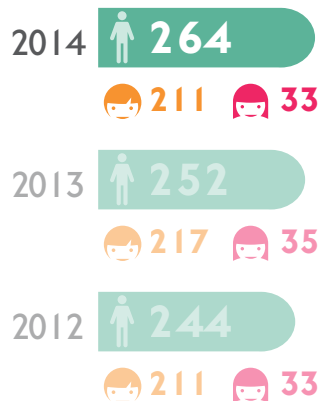
# Number of Employees

Total number of employees

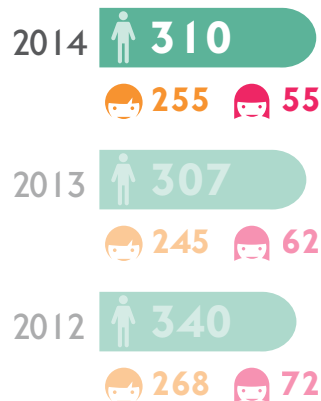
Global >>



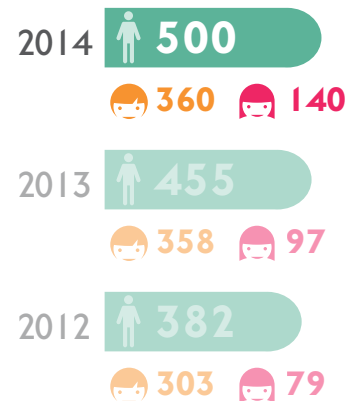
North America



European Union

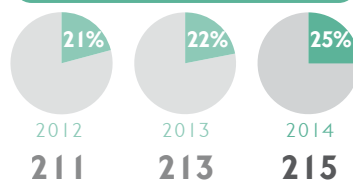


Asia Pacific

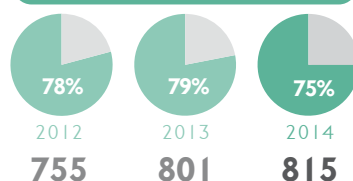


Number of employees in :

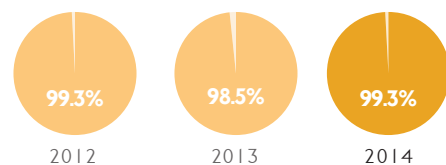
Managerial Positions



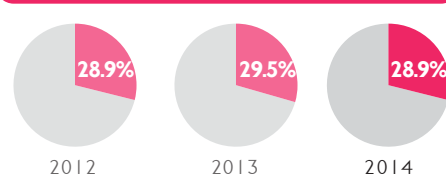
Non-Managerial Positions



% of local citizens who are employees



% of women employees in managerial positions



## Primary Brands, Products & Services

Furthering your product development needs  
with customised natural-based solutions.

Through a global operation that spans three regions:-Asia Pacific, Europe and North America; - we provide customers with best-in-class renewable solutions recognised for its ability to improve processing efficiencies, deliver outstanding technical performance and enhance environmental safety. Our products, derived from renewable resources, are predominantly made from natural oils and fats such as palm kernel oil and tallow. From commodity chemicals to semi-specialty to specialty chemicals, we are able to meet specific application needs in many high-growth sectors such as home and personal care, construction, automotive, lubricants, packaging, food and beverage, pharmaceutical, textiles, electrical and electronics, and agriculture.

Additionally, through our focus in research and technological advancements, we are poised to provide, differentiated, customisable and innovative solutions. Backed by our regional Technical Development Centres, Emery Oleochemicals is in the position to further support both exclusive and joint solutions development efforts with our customers. Together, we aim to bring our business closer to the high-growth marketplace, leveraging our pipeline of renewable resources, global operations, market insights and oleobasics capabilities.

Emery Oleochemicals' solutions portfolio spans six business units, providing you with over 3,000 products and a growing base of leading product brands. Today, our expanded portfolio includes products that are Roundtable for Sustainable Palm Oil (RSPO) Supply Chain System Certified for Segregated (SG) and Mass Balance (MB).

In remaining committed to producing effective renewable and sustainable solutions that contribute towards the development of more efficient end user goods and industrial products for our customers, our natural-based solutions are offered through six (6) business platforms.



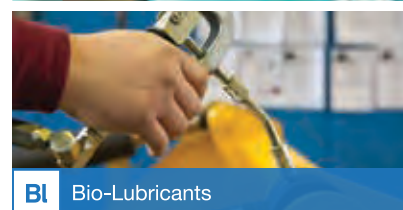
**Ag** Agro Green



**Ep** Eco-Friendly Polyols



**Hp** Home & Personal Wellness



**Bl** Bio-Lubricants



**Gp** Green Polymer Additives



**Ob** OleoBasics





## Industries



Crop Protection



Livestock Farming



Organic Farming



Home &amp; Garden



Turfs and Ornamentals

## Brands

EMERLIFE<sup>®</sup>EMEREEEN<sup>®</sup>EMERION<sup>®</sup>EMTROL<sup>®</sup>

## Industries



Automotive



Greases



Industrial Lubricants



Metal Workings



Oilfields

## Brands

DEHYLUB<sup>®</sup>EMEROX<sup>®</sup>EMERY<sup>®</sup>TERRADRIL<sup>®</sup>

## Industries



Automotive



Building &amp; Construction



Furniture &amp; Bedding



Packaging

## Brands

EMEROX<sup>®</sup>INFIGREEN<sup>®</sup>

## Industries



Automotive



Building &amp; Construction



Coatings &amp; Inks



Electronics



Packaging



Toys &amp; Sports Equipment

## Brands

EDENOL<sup>®</sup>EMEROX<sup>®</sup>LOXIOL<sup>®</sup>

## Industries



Body Care



Cosmetics



Detergents



Hair Care



Oral Care

## Brands

EMERCOL<sup>®</sup>EMEREX<sup>®</sup>EMERLUX<sup>®</sup>EMERSENSE<sup>®</sup>

## Industries



Coatings &amp; Adhesives



Food &amp; Beverages



Paper



Pharmaceuticals



Textiles &amp; Leathers

## Brands

EDENOR<sup>®</sup>EMERSOL<sup>®</sup>EMERY<sup>®</sup>

# Market Presence & Industries Served

CREATING VALUE  
with our natural-  
based solutions



## Our Product Impact

We comply with international regulations and laws in the manufacturing of our products. They are REACH-compliant and are accompanied by safety data sheets, and are producible in halal, kosher, pharmaceutical and RSPO grades. During this reporting period, there was full compliance with regulatory standards, with zero case of non-compliance reported.

As a responsible manufacturer, we are concerned about the impact of our products after they leave our factories. As part of our sales responsibility, our sales system is designed to screen out questionable customers based on information provided by sanctioned government institutions.

Although we are Business to Business (B2B) in nature, our solutions appear in many everyday products available to end users. Being renewable-based provides several competitive advantages for our product range and they primarily are:

Some of our end products are recyclable thus extending usability life and reducing carbon footprint



Greener and safer products to both environment and users due to natural-based ingredients



Viable alternative to non-renewable based derivatives with equal or better performance capabilities

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*As a responsible manufacturer, we are concerned about the impact of our products after they leave our factories.*

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2014 SUSTAINABILITY REPORT



# ACT SUSTAINABLY

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“Act Sustainably is a rallying call to our people to consider the sustainable impact of their decisions and what they can do to contribute to a better world.”



## Sustainability at Emery Oleochemicals

Our sustainability vision – *to grow and create value by acting sustainably to achieve planet habitability, people prosperity and financial profitability.*

Emery Oleochemicals' vision is to become the industry leader in natural-based chemicals. Our products are at the cutting-edge of research and development, and also take into consideration environmental, social and economic impacts. We offer innovative, affordable and sustainable solutions while maintaining ethical practices, product quality and performance. We are thus able to sustain continuous business growth while safeguarding the world for the future.



Our sustainability vision – to grow and create value by acting sustainably to achieve planet habitability, people prosperity and financial profitability – is a perpetual balancing act. Throughout this balancing act, we undertake the challenge to “advance sustainable impacts”. This means to advocate products and practices that are environmentally friendly, socially responsible and ethically sound throughout the products’ entire lifecycles. An all-encompassing undertaking such as this entails not just responsible sourcing, manufacturing and distribution, it also necessitates that our leadership, operations, corporate culture, policies and procedures are similarly aligned.

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Our sustainability vision is supported by four pillars.

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## OUR SUSTAINABILITY PILLARS

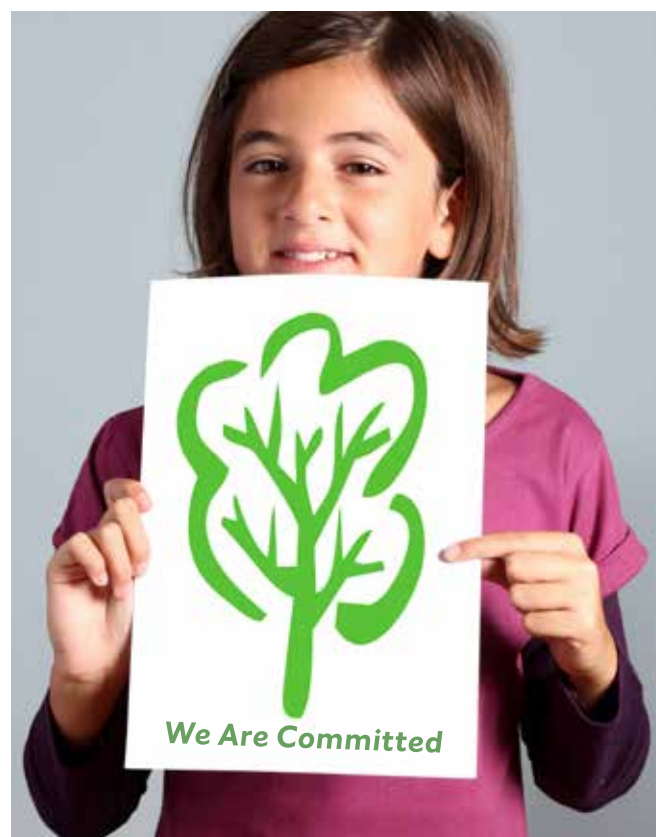
1	<b>Being a Preferred Partner</b> to create, nurture and maintain strategic partnerships with key stakeholders to meet and advance sustainability agendas.
2	<b>Future-Proofing our Environment</b> to respect and protect the environment and biodiversity around us and strive to continuously reduce our ecological footprint.
3	<b>Embedding Sustainable Supply Chains</b> to transition sustainable practices into an efficient and responsible supply chain management system.
4	<b>Ensuring Sustainable Product Stewardship</b> to offer products that protect environmental and societal interest whilst contributing to profitability.

A Sustainability Steering Committee – led by the Group CEO and Chief Sustainability Officer – drives our sustainability efforts. In time, we see ourselves progressing from compliance

to becoming the exemplar for industry best practices. We envision ourselves as the entity that sets industry standards befitting the latest developments associated with our business.

## Sustainability Commitments

As a global corporation, we realise that we have the opportunity to affect the state of the environment in years to come.



So, we conduct our business in a manner that promotes “sustainable impacts”, and indirectly nurtures the long-term wellbeing of the society, our employees, and the global economy.

Our diverse workforce of more than 1,000 strong spans across a global network in over 50 countries. Our employee culture reflects the company’s commitment to sustainability. This extensive reach and internal support have

helped us to achieve significant results in sustainability.

It has been a longtime practice of Emery Oleochemicals to make strategic and operational decisions based on sustainability as the guiding principle. Now, this principle has become a fundamental value that drives our business agenda. Time and again, we reaffirm our commitment to integrate environmentally friendly practices into our corporation and daily

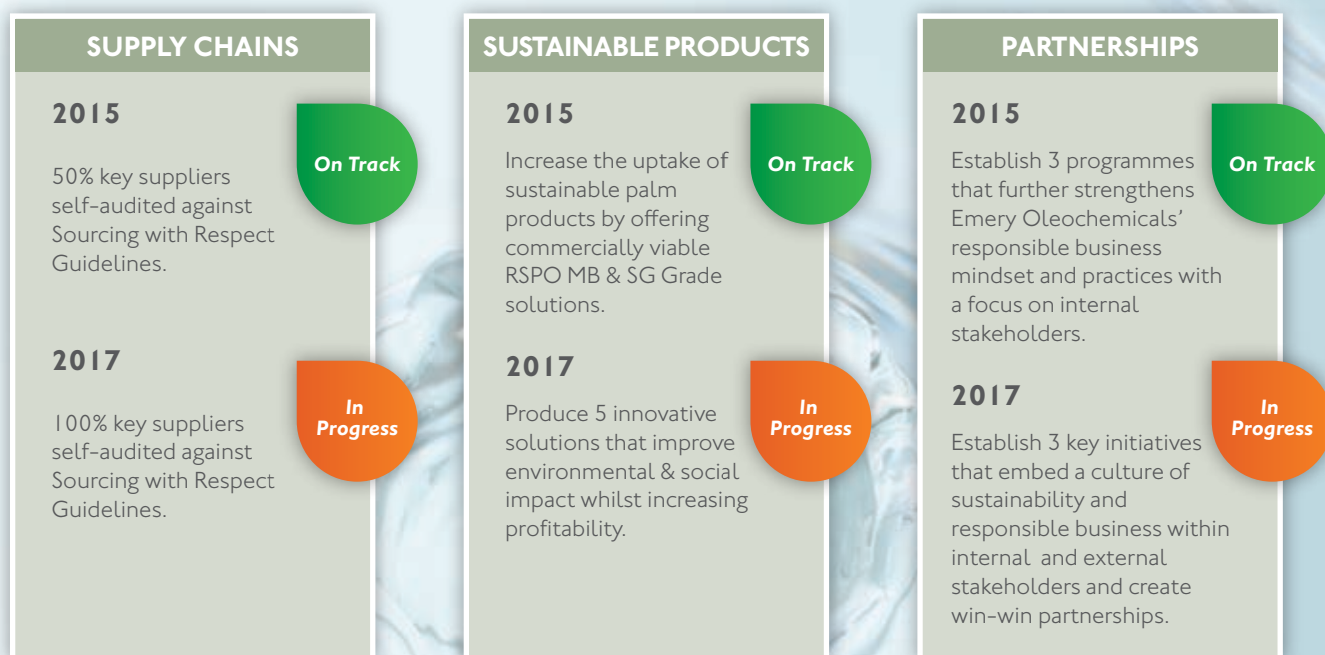
operations. For instance, we promote energy and material conservation, and reduce wastage. We even work with our clients to evaluate, minimise and manage their environmental impact in their palm oil supply chains.

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Our employee culture reflects the company’s commitment to sustainability.

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## Sustainability Commitments Progress Dashboard



In 2014, Emery Oleochemicals incorporated targets to keep track of our sustainability goals. Since then, we have made progress towards these sustainability targets :

1

Reduce sustainability risks undertaken by our partners and us, ensuring that the entire supply chain is sustainable from feedstock to product.

2

Produce innovative and affordable sustainable derivatives and ingredients, to create sustainable products and solutions that help our clients overcome sustainability challenges and to support them when such issues arise.

3

Build a business model that consciously seeks to reduce our environmental footprint and continuously implement cleaner manufacturing processes.

4

Create a culture of responsible and sustainable practices for our internal and external stakeholders to meet our short-term and mid-term targets. Emery Oleochemicals' core values cultivate a culture that upholds integrity, mutual respect and social responsibility. Our employees therefore leverage on their experience, technical expertise and teamwork to create value-adding products and solutions.



## Stakeholder Engagements

Emery Oleochemicals believes that strong stakeholder engagement involves not only active discourse and building trust, but also leveraging on various expertise and viewpoints offered by our stakeholders.

**This broader definition of 'engagement' ensures that we actively seek insights into issues and concerns that affect our stakeholders, which in turn bolsters our business performance. We are open to new ideas and solutions to overcome challenges, and surpass our past successes.**

Engagement efforts have to be consistent, clear and constant, to gauge the effect of our decisions. These efforts are in the form of dynamic dialogues, town hall sessions, site tours, and suggestion schemes, to name a few. They revolve around the subjects of sustainability and responsible supply chain implementation.

Subject matter experts from various backgrounds – including academia, NGO, investor community and industry counterparts – are included

in our discussion and exploration of ways to enhance our sustainability. We further organise one-on-one meetings with various stakeholders to solicit direct feedback and review our past sustainability achievements. Our reporting process is continuously improved to achieve clarity and transparency.

Understanding our stakeholders' expectations and evolving needs helps us make better, informed decisions. We recognise that our stakeholders are different and distinct, each with unique needs and expectations. We make changes to our business to address evolving circumstances for these different parties. We strive for a mutually beneficial outcome for all parties who are affected by our business, regardless of whether the impact is small or big.

*Below are some additional examples of how we engage with stakeholders*

Stakeholders	Approach	Key Sustainability Concerns
Customers	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Townhalls</li> <li>• Site Tours</li> <li>• Audits</li> <li>• Dialogues</li> <li>• Feedback forms</li> <li>• Suggestion schemes</li> </ul>	<ul style="list-style-type: none"> <li>• Product &amp; Service Quality</li> <li>• Environmental, Social &amp; Community Impacts</li> <li>• Sustainability Certifications</li> </ul>
Shareholders		<ul style="list-style-type: none"> <li>• Ethics &amp; Corporate Values</li> <li>• Corporate Governance</li> </ul>
Employees		<ul style="list-style-type: none"> <li>• Health &amp; Safety</li> <li>• Talent Management</li> <li>• Labour Rights</li> </ul>
Policymakers		<ul style="list-style-type: none"> <li>• Creating Economic &amp; Social Opportunities</li> </ul>
Business Partners		<ul style="list-style-type: none"> <li>• Supply Chain Management</li> </ul>
Communities		<ul style="list-style-type: none"> <li>• Environmental &amp; Social Impacts</li> </ul>
NGOs		<ul style="list-style-type: none"> <li>• Accountability &amp; Transparency</li> </ul>

# Materiality

**Sustainability could be said to be the fundamental value that underlies all our corporate values. It therefore influences our entire value chain, in which each part works cohesively with one another to reduce environmental and social impacts.**

Sustainability is an ongoing effort that changes with the needs of the environment. It is not an absolute end. So here at Emery Oleochemicals, we focus on continuous improvements to our sustainable solutions. Our solutions deliver growing

benefits for our customers, employees, shareholders, the community and the planet.

To do so, we have identified the following comprehensive list of essential areas that require our unwavering attention and efforts:

Aspect	Boundary		External entities affected
	Within Organisation	Outside Organisation	
Economic Performance	•		
Market Presence	•		
Indirect Economic Impacts	•	•	Local communities at all our sites
Procurement Practices	•		
Materials	•		
Energy	•		
Water	•		
Biodiversity	•	•	Local communities at all our sites
Emissions	•	•	Local communities at all our sites
Effluents & Waste	•	•	Local communities at all our sites
Products & Services	•		
Transport	•	•	Local communities at all our sites
Employment	•		
Labour/Management Relations	•		
Occupational Health & Safety	•		
Training & Education	•		
Diversity & Equal Opportunity	•		
Labour Practices Grievance Mechanisms	•		
Non-discrimination	•		
Assessment	•		

We continuously adapt our approaches and practices to deliver solid business performance without compromising the future environment. We also strongly believe that transparency and

accountability are essential to maintain and monitor sustainable business practices, and have developed specific mechanisms to do so.



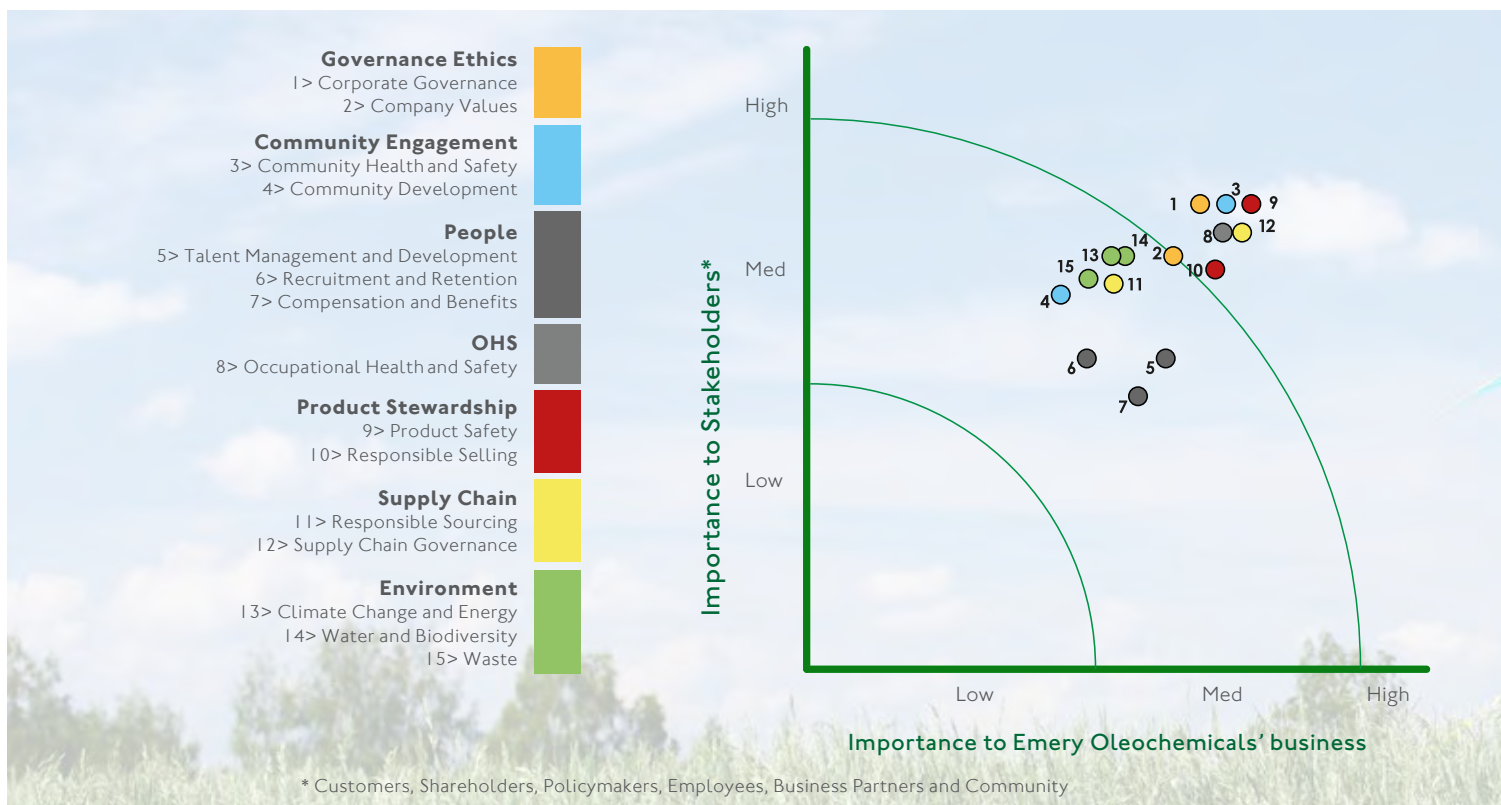
# Materiality Matrix

The Materiality Matrix determines the importance of specific sustainability issues, to our business as well as to various stakeholders.

To determine the importance of these issues to our business, we ask ourselves these questions:

- **What sustainability issues impact our business?**
- **What is the extent of this impact to our business?**
- **How do our stakeholders view these issues?**

We then obtain feedback from key senior management personnel from across the globe, who hold cross-functional roles, to determine our various stakeholders' point of view.



The resulting matrix helped us determine that Product Safety, Supply Chain Governance, Community Health & Safety, Corporate Governance, Occupational Health & Safety, and Responsible Selling ranked

high in importance for both the business and company stakeholders. When compared with materiality matrixes from other organisations within the same industry, it was found that our priorities were consistent.

**The Materiality Matrix has reaffirmed our Sustainability Pillars and influenced our action plan by helping us to focus resources where it matters most.**

## Participation in External Sustainability Platforms

Our active participation in a number of sustainability bodies and programmes is a sign of our commitment towards this cause, and also a way for us to share experience and expertise with other like-minded organisations.







2014 SUSTAINABILITY REPORT

# SUSTAINABLE IMPACTS

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## Feedstock Tallow

Tallow is a byproduct of the meat industry, and by converting it into useful products, we are maximising utilisation of the source product and minimising waste. Our operations which use tallow as raw material are mainly located in the US and Europe.

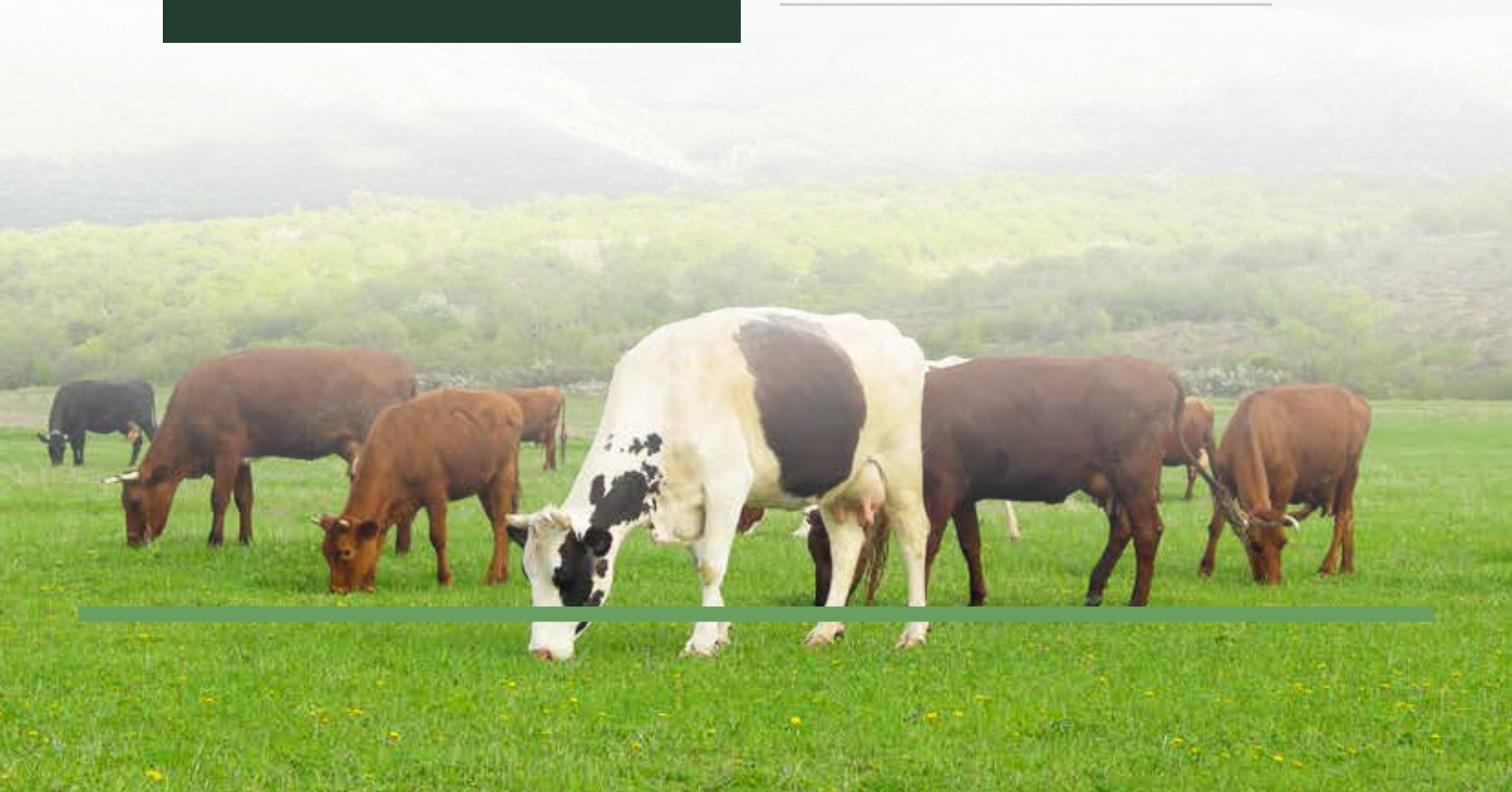
Our tallow suppliers are in compliance with national and trade associations' regulations, which regulate the industry's hygiene and environmental standards. In the US, we give preference to suppliers that are in compliance with the AFOA Trade Rules and in the European Union, we favour suppliers that comply with GROFOR or NOFOTA Trade Rules.

Our **TALLOW** suppliers are in compliance with national and trade associations' regulations, which regulate the industry's hygiene and environmental standards.

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*In the US, we give preference to suppliers that are in compliance with the AFOA Trade Rules and in the European Union, we favour suppliers that comply with GROFOR or NOFOTA Trade Rules.*

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## Roundtable on Sustainable Palm Oil (RSPO)

Consumers grow ever more discerning towards the products they use, and demand that these products are not manufactured at the expense of the environment. This has led to a growing demand for certified sustainable palm oil.

RSPO has set the most widely adopted criteria for sustainable oil palm products, which uphold eight principles: transparency, compliance with laws, long-term financial viability, implementation of best practices, environmental responsibility,

responsible employment, responsible new planting, and continuous improvement.

In our procurement of palm oil products, **we give priority to suppliers that are: members of the RSPO and are able to supply RSPO certified oils**; are certified by national standards like the Malaysian Sustainable Palm Oil and the Indonesian Sustainable Palm Oil System; are able to provide supply chain traceability.

### RSPO FAQ

#### What is RSPO?

The Roundtable on Sustainable Palm Oil (RSPO) is a global, multi-stakeholder initiative on sustainable palm oil. Members and participants come from many different backgrounds and include environmental NGOs, banks and investors, growers, processors, manufacturers and retailers of palm oil products and social NGOs. They come from the many countries that produce or use palm oil.

The principal objective of the RSPO is **“to promote the growth and use of sustainable palm oil through cooperation within the supply chain and open dialogue between its stakeholders.”**

#### What is RSPO certification?

RSPO Certification is a seal of approval that the palm oil used in products is produced with undue harm to the environment or society and volumes are traceable. Producers are certified through strict verification of the production process by accredited certifying agencies. The certification may be withdrawn at any time upon infringement of the rules and standards. The certified sustainable palm oil (RSPO Oil) is traceable through the supply chain by certification of each facility along the supply chain that processes or uses the certified oil.

#### Which Emery Oleochemicals products are available in RSPO certified grades?

All our products are available in MB grade and our EMERCOL series are available in SG grade.

#### Which RSPO certification has Emery Oleochemicals obtained?

We have obtained RSPO Supply Chain System certification for segregation (SG) and mass balance (MB) for our Asia Pacific and European sites. The SG supply chain model ensures that products come only from RSPO certified sources. Segregated products require complete separation from conventional products during the manufacturing process. The MB system allows for mixing of RSPO and non-RSPO certified palm oil at any stage in the supply chain provided that overall facility quantities are controlled. In short, it is a volume in – volume out mechanism.





## “Sourcing with Respect” Guidelines

In 2014, Emery Oleochemicals launched its “Sourcing with Respect” Guidelines (SRG). The SRG is a tool to identify suppliers that meet current social and environmental standards or, if they do not, encourage them to achieve these standards.

The SRG includes a comprehensive self-assessment checklist that covers areas of human rights, labour, environment and corruption, and takes into consideration additional certifications already obtained by the supplier.

The SRG is a requisite for the contractual agreement with all suppliers. Fat and oil suppliers, which contracts exceed USD5 million, and non-fat and oil suppliers, which contracts exceed USD500,000, must support their claims with documentation. While we do not, at this time, audit our suppliers for compliance, we engage with them to encourage at least minimal compliance.

In line with our aspiration to engender “sustainable impacts”, we work closely with non-compliant suppliers to improve the sustainability aspect of their business, rather than dismiss them immediately. We help them to implement corrective actions through

a time-bound plan, to meet the core principles outlined in the SRG. However, we reserve the right to review the contract if the plan is repeatedly unfulfilled, and we have a zero-tolerance policy towards labour issues and corruption.

The SRG can be accessed via an online platform that facilitates the self-auditing process, as well as helps Emery Oleochemicals to develop and monitor the supplier’s corrective action plan. We target to have 50% of our suppliers complete the self-audit by end 2015.

Due to changes in the industry and the needs of the environment and community, the SRG will be reviewed every three years, with input from our suppliers.



## Our SRG Principles

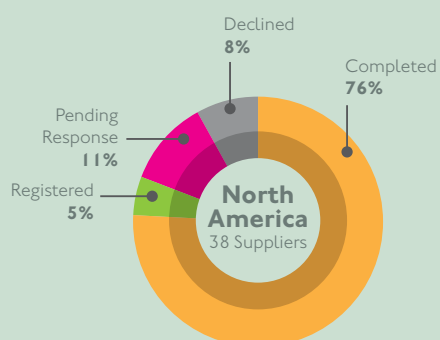
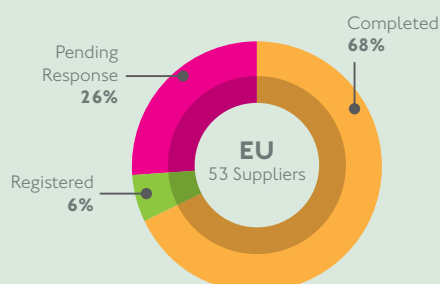
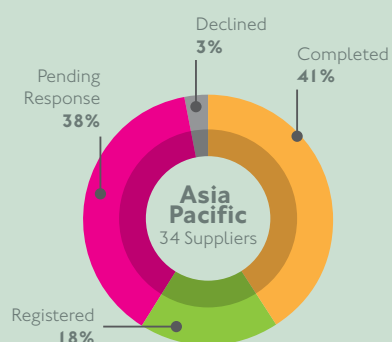
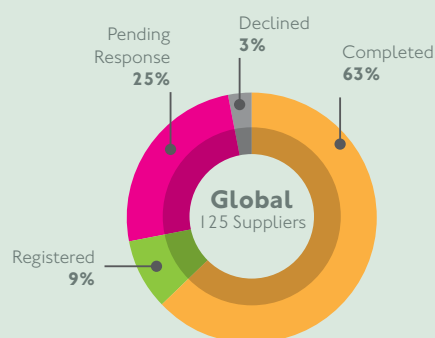
We are guided by the 10 principles of the United Nations Global Compact (UNGC). The UNGC addresses human rights, labour, the environment and corruption, and provides a framework for engagement by enlightened global business.



WE SUPPORT

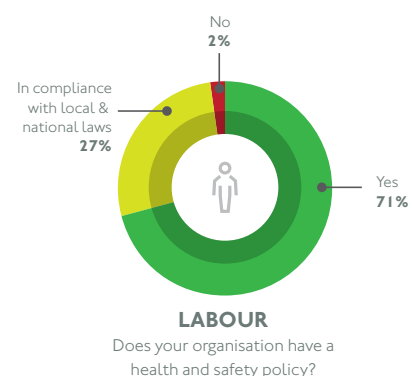
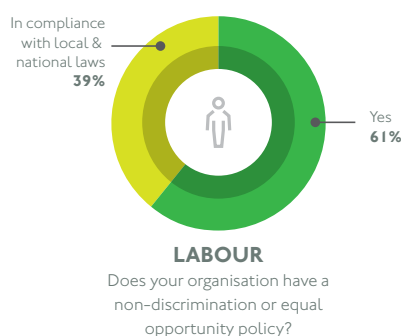
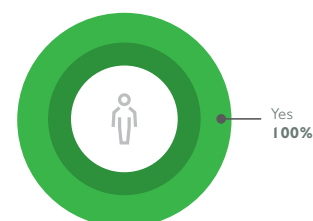
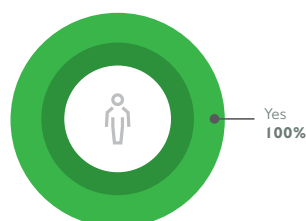
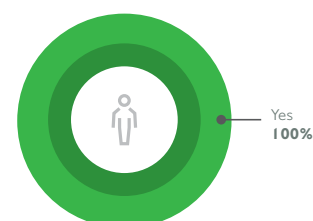
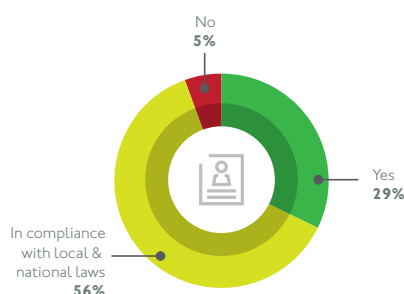


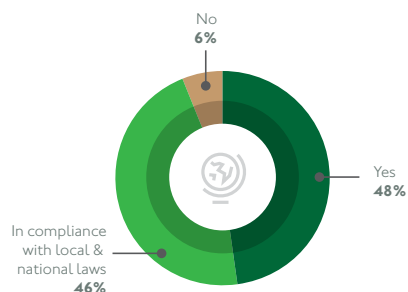
## Overall completion status:



## “Sourcing with Respect” Response Dashboards

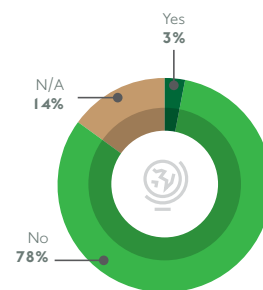
125 suppliers were requested to complete the SRG self-assessment via an online sustainability platform. Suppliers were given a four-month window to respond, with extensions being given for a handful of suppliers.





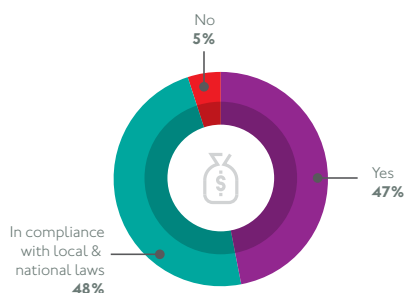
#### ENVIRONMENT

Has your organisation adopted an environmental policy?



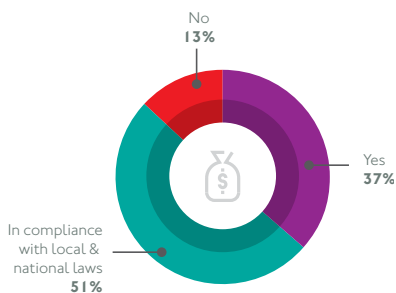
#### ENVIRONMENT

Has your organisation received any significant environmental fines in the reporting period?



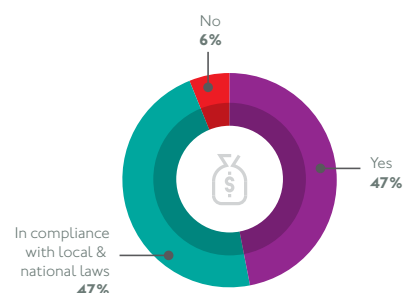
#### CORRUPTION

Does your organisation have an anti-corruption and bribery policy?



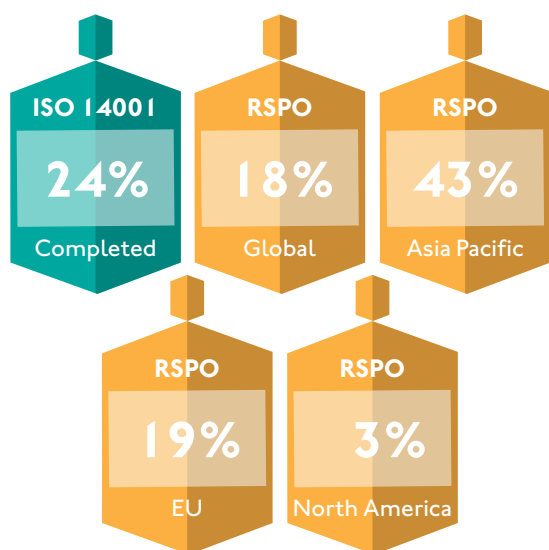
#### CORRUPTION

Does your organisation have a whistle blowing policy?

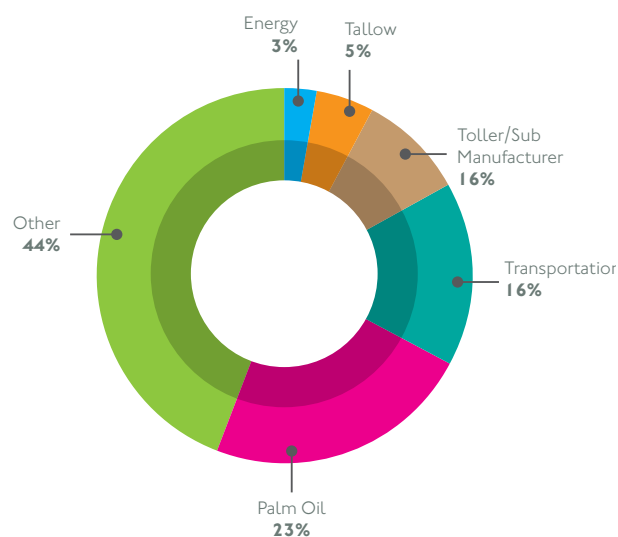


#### CORRUPTION

Does your organisation have a policy of anti-competitive practices?



#### SUPPLIER CERTIFICATIONS



#### PRODUCTS & SERVICES SUPPLIED TO EMERY OLEOCHEMICALS

## Process

The same standards govern all our manufacturing sites across the globe, ensuring consistency in product quality, manufacturing and operational efficiencies, and commitment to sustainable impact.

We embrace the lean manufacturing approach, to enhance efficiency at every stage of production. Our management of water utilisation and disposal, energy consumption, land and air emissions, and waste are exemplary in the industry. Health and safety conditions of our sites and the surrounding areas are imperative, and we drive improvements with internal and external benchmarking.

People are an integral part of a sustainable manufacturing process. Our employees proactively help the company to identify sustainability risks along the production process, and in enhancing workplace health and safety.

## Accreditations



HAACP



iPEC-GMP



ISO 17025



HALAL



Kosher (OU)  
Kosher for Fatty Acids  
Kosher for Glycerine  
and Triacetate



ISO 14001



ISO 9001

MS ISO 9001:2003  
Reg. No.: AR4409



Contains  
Certified  
Sustainable  
palm oil  
[www.rspo.org](http://www.rspo.org)



MIXED  
Contributes to  
the production  
of certified  
sustainable  
palm oil  
[www.rspo.org](http://www.rspo.org)



OMRI  
LISTED  
Pure Production Organic  
For Organic Use







### Harnessing Geothermal Energy at the new Technical Development Centre - Loxstedt

Emery Oleochemicals' new Technical Development Centre has been equipped with modern geothermal heating, which also allows for cooling in summer conditions. The drilling goes an amazing 80 metres deep into the ground. A heat transfer fluid is circulated by pump under pressure which is closely monitored with several probes. The basic principle corresponds to a simple refrigeration process in which both heating and cooling are possible. By harnessing natural conditions, we are able to offset the consumption of natural gas for heating. This has led to a saving of €10,000 annually.



### On-Site Biogas Plant - TPG

In 2009, at our Malaysia manufacturing site, we commissioned the development of our first on-site biogas plant to reduce our water and energy footprints. This plant is the first of its kind to be used in the oleochemical industry in South East Asia. It uses a high-rate anaerobic digester technology with superior performance that leaves a smaller carbon footprint. Completed in 2011, this plant not only treats our waste water but also uses the collected waste biomass to create biogas via an anaerobic bacterial treatment. The biogas is then channelled into our energy grid as part of our renewable energy portfolio.



## Supply Chain

The supply chain of an oleochemicals manufacturer is exceedingly complex. Our major partners are feedstock suppliers, energy providers, logistics companies, and there are thousands of smaller contractors. Emery Oleochemicals' customers are leading corporations in their industries with high sustainability standards. To meet these standards, we have to be mindful of the impact of each component in our supply chain.

**We select energy and transportation providers which share similar environmental concerns as us. In choosing energy suppliers, we give preference to companies with carbon reduction targets and renewable energy alternatives. For transportation providers, we also prefer to engage companies that have carbon reduction goals. Furthermore, in developing countries, we give preference to transportation companies that have a maximum driving hours policy, conduct regular vehicle maintenance and provide training for their drivers.**

Preserving the purity of a volume of palm oil is extremely difficult and costly. The route from harvesting to the finish product is multi-layered, has divergent configurations, involves multiple operators, and is at risk of being mixed with non-RSPO certified oils. It is therefore challenging to trace the oil accurately to its origins. The RSPO Supply Chain Certification Systems (SCCS) helps customers determine whether a particular volume of oil is comprised wholly or partially of Certified Sustainable Palm Oil (CSPO). In our Asia Pacific and European manufacturing sites, we have the certification for Segregation (SG) for our EMERCOL™



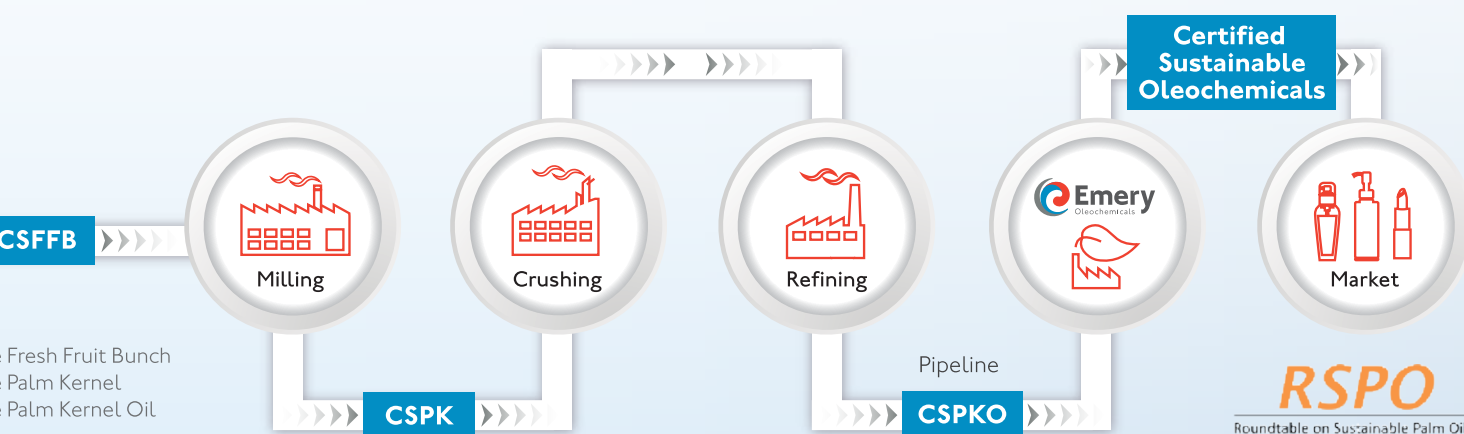
**Key:**

CSFFB : Certified Sustainable  
CSPK : Certified Sustainable  
CSPKO : Certified Sustainable

### RSPO Product

#### Mass Balance Ready





## Portfolio



### Segregated



Ready

Pipeline

Ep

Eco-Friendly  
Polyols

Gp

Green Polymer  
Additives

Hp

Home & Personal  
Wellness

Ob

OleoBasics

Hp

Home & Personal  
Wellness

EMERCOL®

Hp

Home & Personal  
Wellness

EMEREX®

Hp

Home & Personal  
Wellness

EMERLUX®

Hp

Home & Personal  
Wellness

EMERSENSE®

series. We target to extend the SG grade to our other brands in the near future. All our products are available in Mass Balance (MB) grade.

Building on the success of our 2013 pilot project, in which we supplied SG grade products to a multinational FMCG corporation, we have augmented our production capacity for cost-effective SG grade products. With our Asia Pacific and European manufacturing sites being able to produce RSPO certified products, we are in a

strong position to encourage widespread uptake of sustainable palm oil derivatives. This is in line with our ambition to “advance sustainable impacts”.

Furthermore, we participate in the RSPO Supply Chain Certified Review Task Force as a representative of the ASEAN Oleomanufacturing Group. We contribute our industry insights and ideas on how to promote adoption of sustainable oleochemicals.

## Product & Innovation

Product research & development is a core component of our business. In recent years, we have made significant investments to discover innovative, high-performance and sustainable solutions.

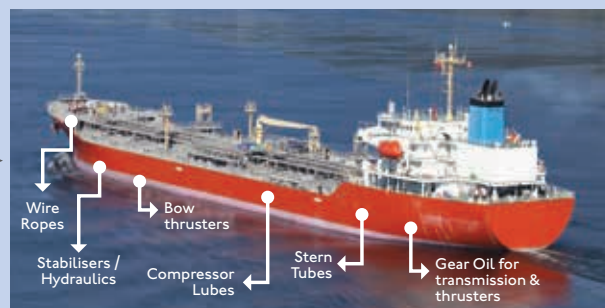
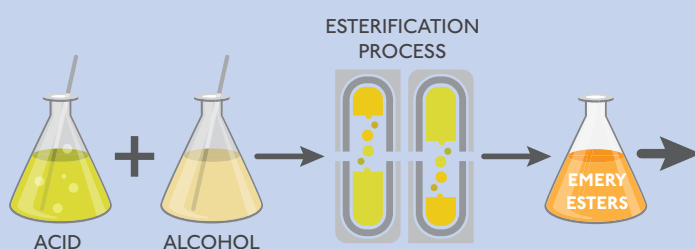


**Emery Oleochemicals Bio-Lubricants platform expands with the introduction of two new esters catering to new US Environmental Protection Agency (EPA) Regulatory.**

### Esters in Marine Lubricants

DEHYLUB® Esters are based on renewable raw materials, offering value-add by providing high-performance properties like superior lubricity, excellent low temperature behavior and high viscosity index. Combined with its environmentally-friendly characteristics, including good biodegradability and low aquatic toxicity, esters

are the right choice when formulating fluids for demanding applications and special regulations such as the Vessel General Permit (VGP). Backed by the Environment Protection Agency (EPA), all vessels navigating to United States shores greater than 27 meters must be fitted with Environmentally Acceptable Lubricants (EAL).



**Esters are currently the only base stocks capable of fulfilling the demand for renewable content** with our solutions welcomed across all continents and in the seven seas.

### PRODUCT & APPLICATIONS

Product Name	Kinematic Viscosity at 40°C (mm²/s)	Viscosity Index (VI)	Flash Point (°C)	Gear Oil for transmission and thrusters	Stern Tubes	Stabilizers/ Hydraulics	Compressor Lubes	Wire Ropes
DEHYLUB® 4022	18 - 21	140	>270			✓		
DEHYLUB® 4030	42 - 50	180	>310			✓		
DEHYLUB® 4059	105 - 120	150	>270	✓	✓	✓	✓	✓
DEHYLUB® 4060	61 - 75	180	>310	✓	✓	✓	✓	
DEHYLUB® 4062	125 - 165	180	>310	✓	✓		✓	✓
DEHYLUB® 4064	288 - 352	180	>310	✓	✓			✓
DEHYLUB® 4071	43 - 51	140	>270	✓	✓	✓	✓	
DEHYLUB® 4100	425 - 465	110	>300	✓				✓

Note: Products above are compliant or are currently being registered with the Lubricant Substance Classification (LUSC) of the European Ecolabel.

### Advantages our solutions provide:

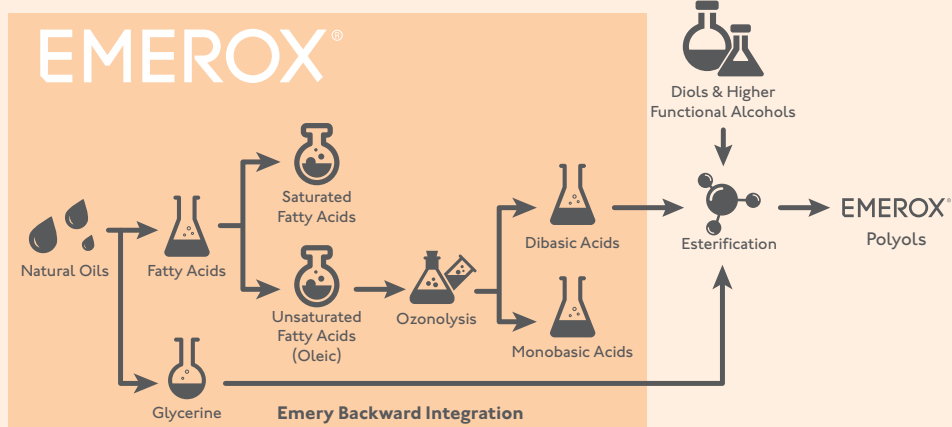
- Available in all viscosity grades and miscible with conventional fluids
- Applicable for low and high performance marine lubricants
- High flash points, Intrinsic lubrication & Low volatility
- High viscosity index base stocks for wide temperature range applications
- Readily bio-degradable according to OECD 301B
- Minimally aqua toxic with no visible sheen on water surface
- Not bio-accumulative





EP Product Group

EMEROX<sup>®</sup>  
INFIGREEN<sup>®</sup>

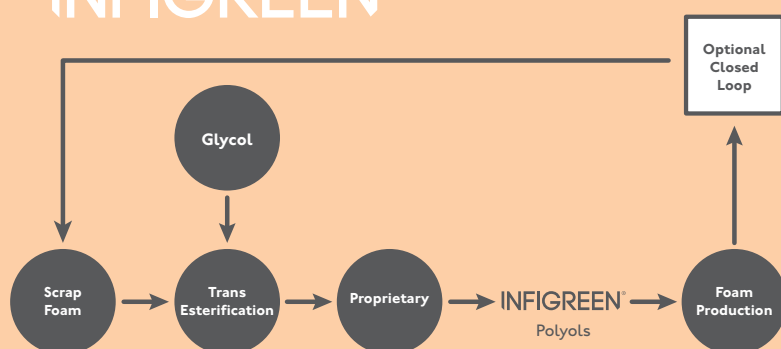


- Developed with 175 years of experience in natural-based solutions.
- Manufactured through our proprietary ozonolysis process.

Unique renewable polyol chemistry for flexible, rigid and CASE applications based on natural oils and ozonolysis chemistry.

- Versatile chemical formulations with a range of molecular weights and viscosities possible.
- From linear to highly branched and high to moderate reactivity (*primary and/or secondary hydroxyl groups*).
- Sustainable performance with renewable content typically in the 70 - 100% range.
- EMEROX<sup>®</sup> polyols can replace petroleum based polyols, typically at higher substitution rates than other renewable polyols.
- EMEROX<sup>®</sup> polyols are cost competitive versus petroleum based polyols.

INFIGREEN<sup>®</sup>



- Developed through our two-stage proprietary glycolysis process.
- Converts polyurethane scrap foam into renewable polyols.

Unique and sustainable polyol chemistry that recycles polyurethane foam

- Polyols available for rigid and flexible polyurethane foam applications.
- Broad feedstock capabilities for custom tailored solutions.
- Closed-loop processing is available, minimizing/eliminating formulation changes.
- Cost-effective solution for difficult to rebond polyurethane scrap.

2014 SUSTAINABILITY REPORT

# SUSTAINABILITY DASHBOARD





# Habitability

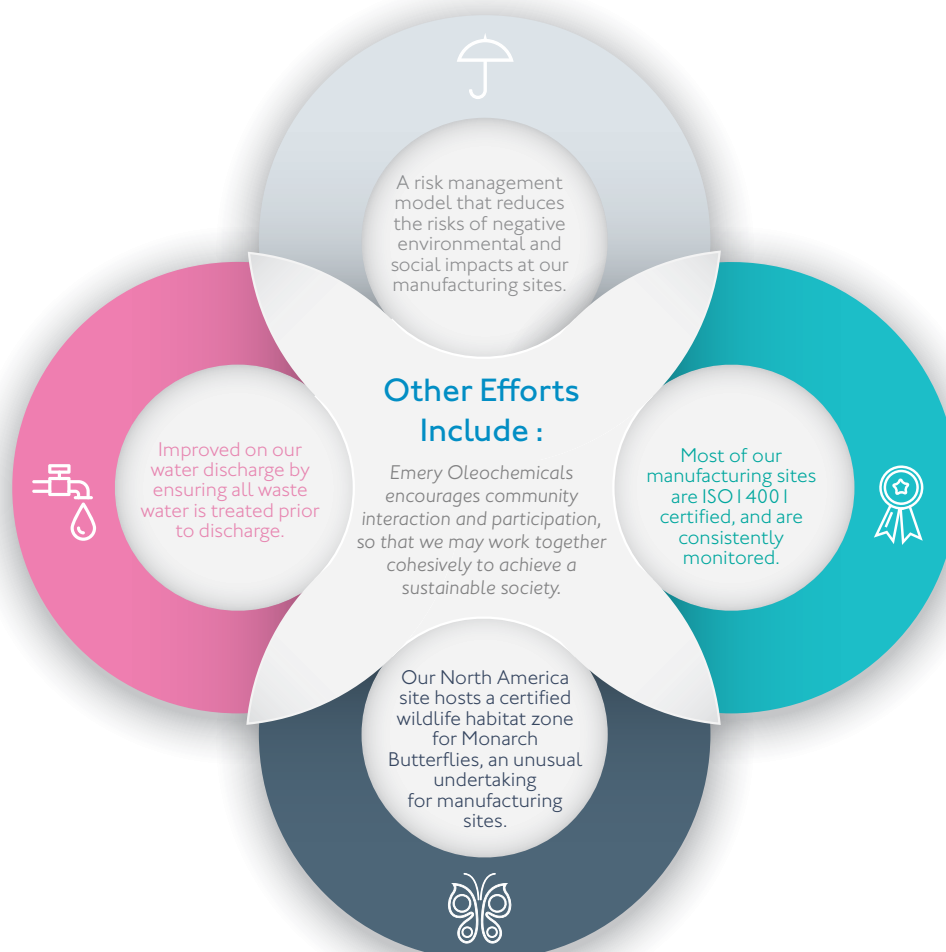
## Overview

Emery Oleochemicals plans for long-term sustainability while still meeting the needs of the present. We proactively manage resources and our operations today so that generations to come are still able to maintain a high quality of life.

It takes discipline and commitment to maintain planet habitability. We have to simultaneously preserve economic prosperity, environmental quality and social consciousness, while still ensuring business viability. As our manufacturing footprints spread further across the world, we engage with domestic stakeholders and conduct

detailed environmental impact assessments in the different locales. We utilise exploration activity, mine modeling and make strategic decisions that balance present and future demands for resources. Wherever feasible, we harness natural energy to power our green infrastructures.

Our industry is highly regulated and has superior industry standards, which keep businesses like ours in check and in line with sustainability aspirations. On top of this, we make conscious efforts to realise these aspirations; these include:

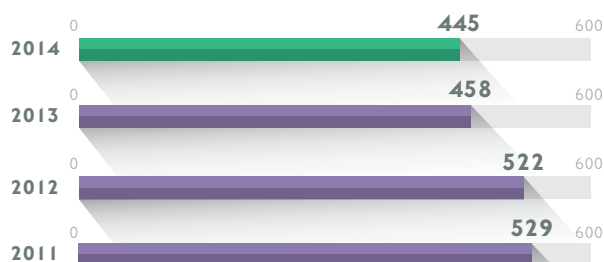




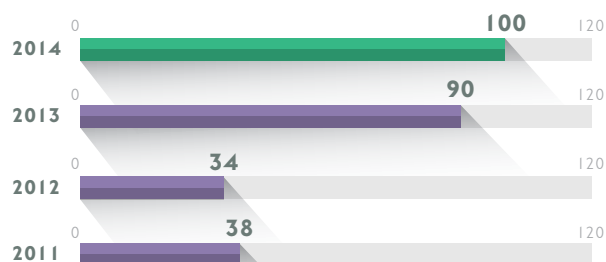
# Environmental

## Materials Used By Weight or Volume

Renewable Materials : Fats & Oils ('000 mT)



Non-renewable materials : Chemicals & Processing Aids ('000 mT)

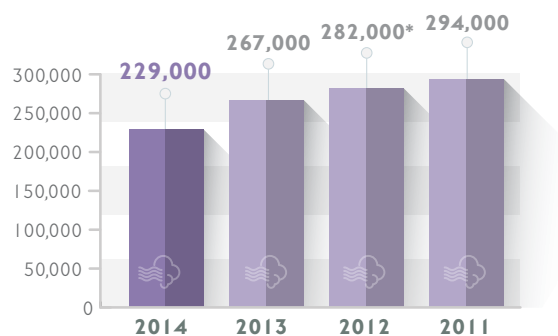


## Energy Consumption within the Organisation

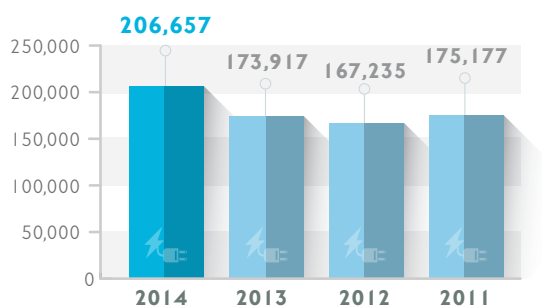
Total fuel consumption from non-renewable sources



 **LNG** ('000 nm3)



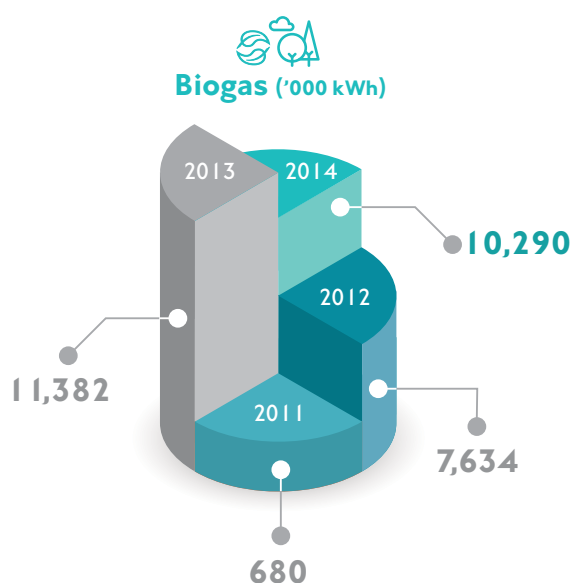
 **Steam** ('000 kWh)



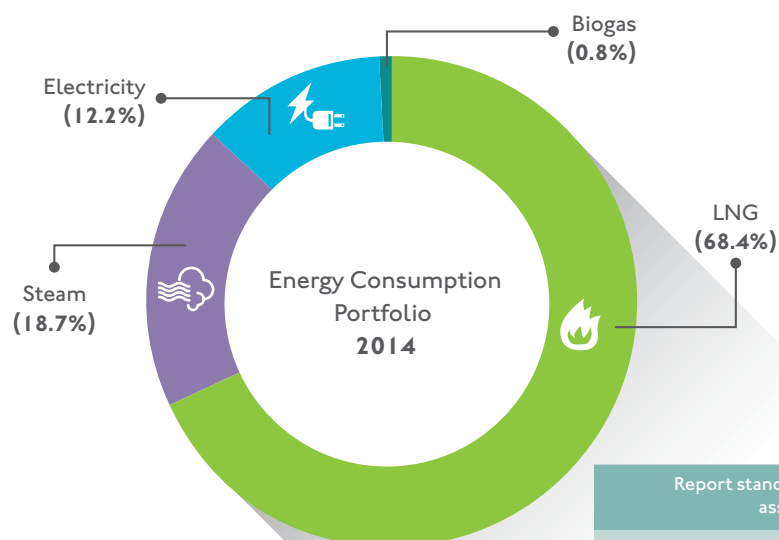
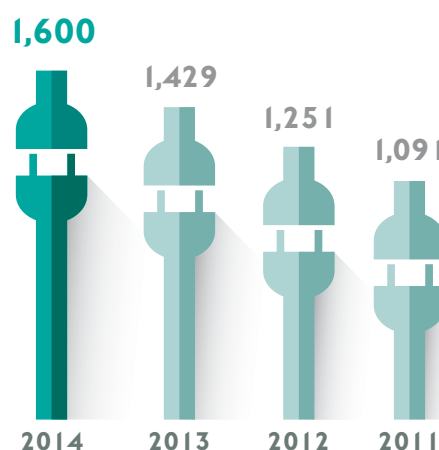
 **Electricity** ('000 kWh)

## Energy Consumption within the Organisation

Total fuel consumption from renewable sources



Total energy consumption  
('000'000 kWh)

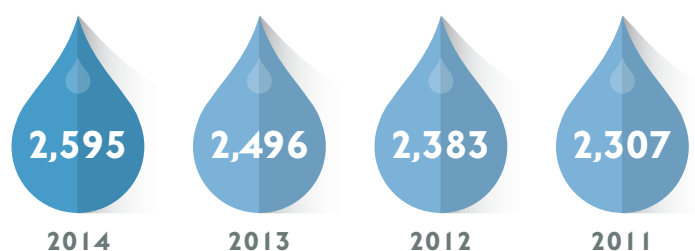


Report standards, methodologies, and assumptions used

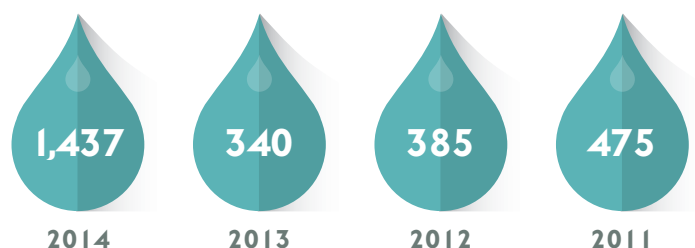
- 2012 Guidelines to Defra / DECC's GHG Conversion Factors for Company Reporting
- Methodology Paper for Emission Factors, Pg 25, Table 11  
[www.iea.org/countries/non-membercountries/malaysia/](http://www.iea.org/countries/non-membercountries/malaysia/)
- [www.epa.gov/cleanenergy/documents/egridzips/eGRID2012V1\\_0\\_year09\\_SummaryTables.pdf](http://www.epa.gov/cleanenergy/documents/egridzips/eGRID2012V1_0_year09_SummaryTables.pdf)
- [www.umweltbundesamt.de/energie-e/politik.htm](http://www.umweltbundesamt.de/energie-e/politik.htm)

## Total Water Withdrawal by Source ('000 m<sup>3</sup>)

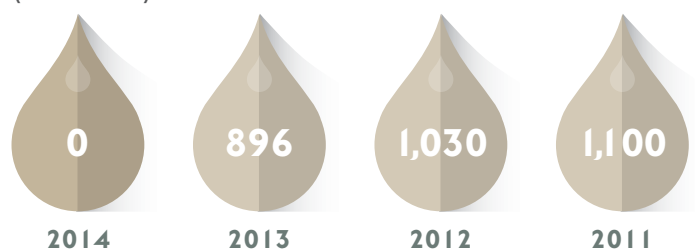
### Water utilities ('000 m<sup>3</sup>)



### Ground water ('000 m<sup>3</sup>)



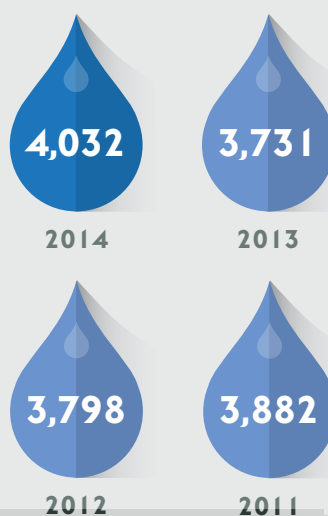
### Waste water from another organization ('000 m<sup>3</sup>)



#### Volume of recycled water

Water used in our cooling towers are continuously recycled.

### Total ('000 m<sup>3</sup>)

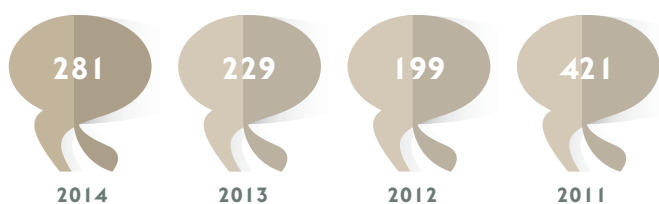


### Water Sources Significantly Affected By Withdrawal Of Water

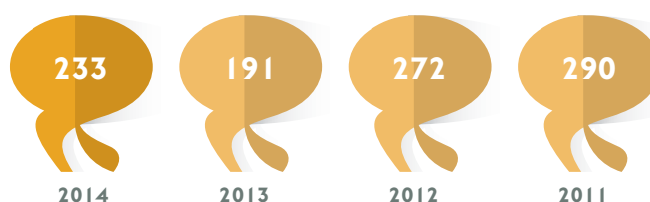
At our Cincinnati plant, we are supplied water by Southwestern Ohio Water which draws water from nearby an aquifer. There is a risk that over exploitation may drain the aquifer.

## Emissions ('000 tCO<sub>2</sub>)

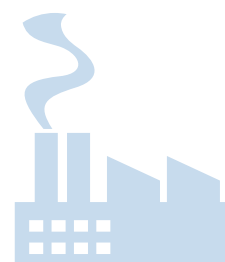
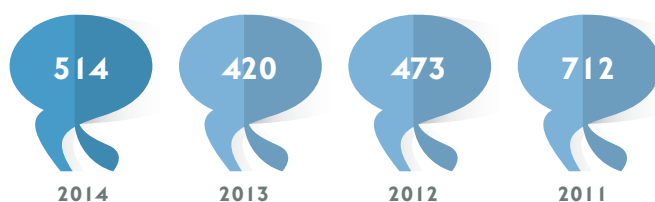
Direct Greenhouse Gas (Ghg) Emissions (Scope 1)  
(CO<sub>2</sub>, HFC, PFC, NO<sub>x</sub>) ('000 tCO<sub>2</sub>)



Energy Indirect Ghg Emissions (Scope 2) ('000 tCO<sub>2</sub>)

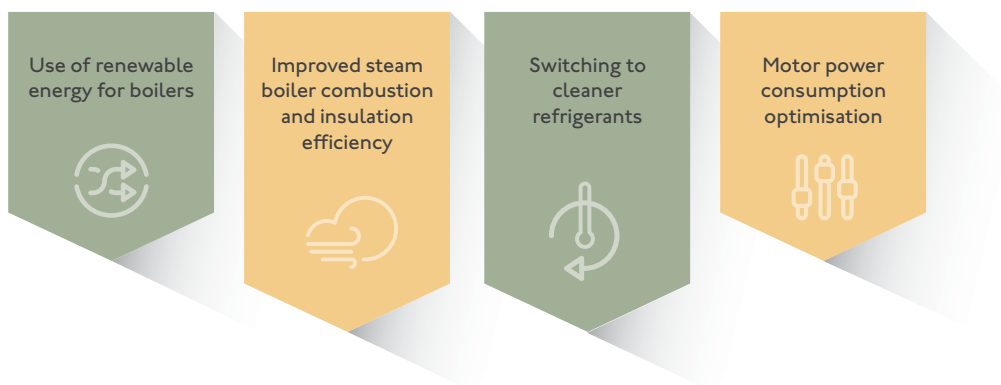


Total Ghg Emissions ('000 tCO<sub>2</sub>)



### Reduction Of Greenhouse Gas (Ghg) Emissions

We reduced our Ghg emission through concentrated efforts including:



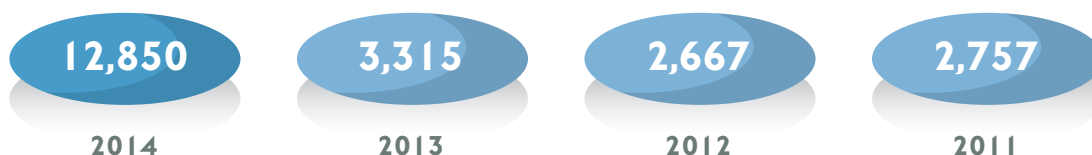


## NO<sub>x</sub>, SO<sub>x</sub> and Other Significant Air Emissions

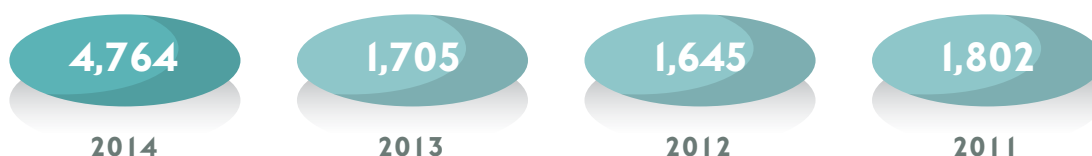


## Total Water Discharge by Quality and Destination

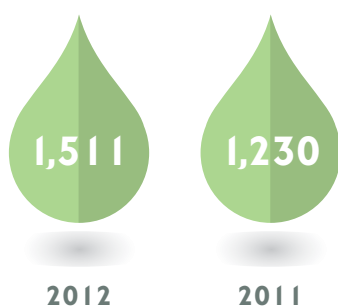
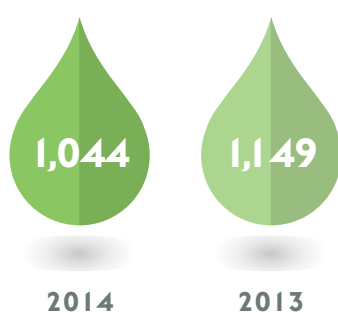
### Chemical Oxygen Demand (mT)



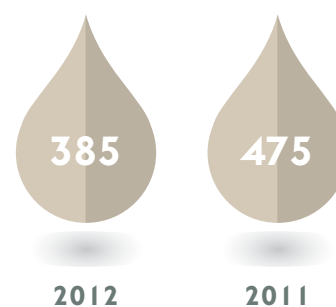
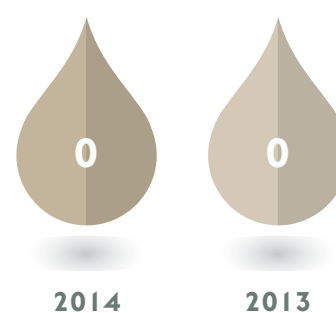
### Biological Oxygen Demand (mT)



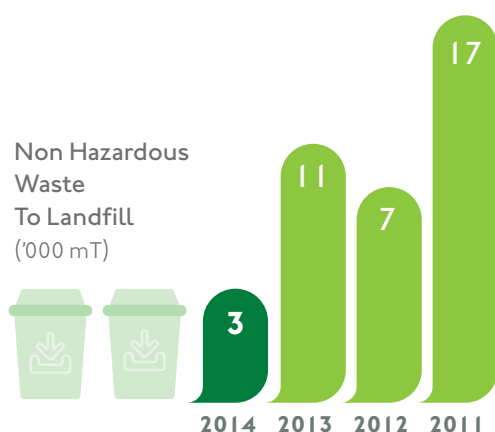
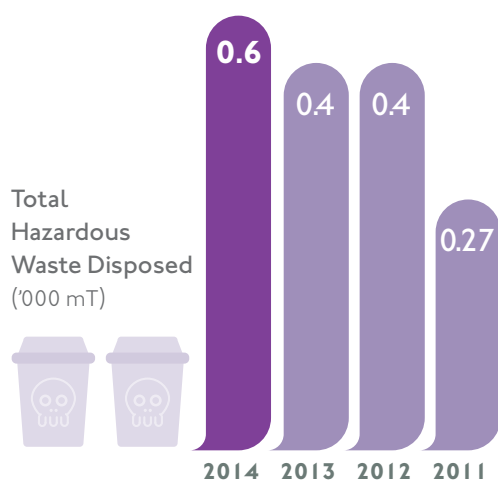
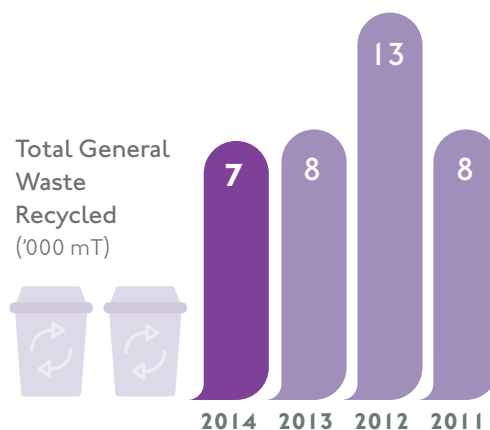
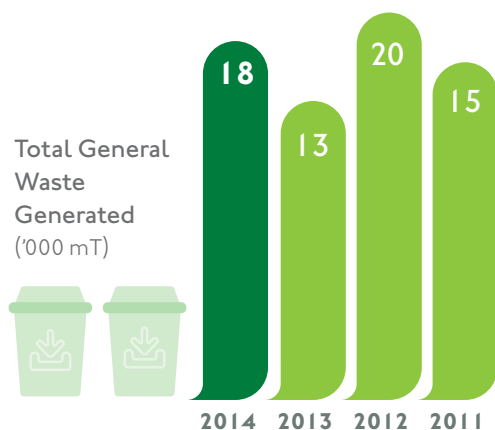
### Treated Wastewater ('000 m<sup>3</sup>)



### Untreated Wastewater ('000 m<sup>3</sup>)



## Total Weight of Waste by Type and Disposal Method



# Prosperity

## Labour Practices and Decent Work

People are the building blocks of our company. The health of our employees takes topmost priority.

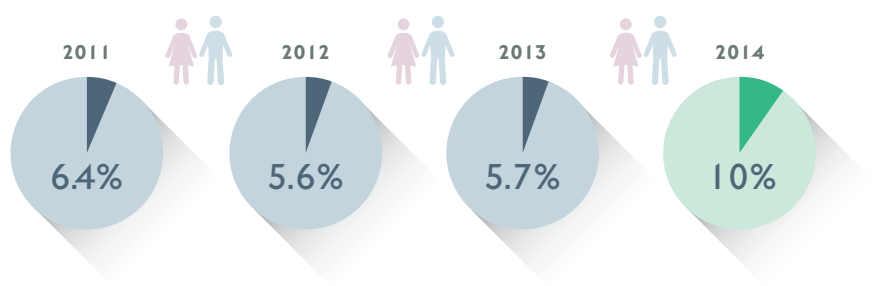
All of our employees receive benefits that ensure their personal wellbeing, including medical and dental coverage, life and disability insurance, education loans, pension schemes and car schemes. Work-life balance is facilitated by flexible working hours options, depending on the employee's level.

Our people's professional and personal development are of great importance to us. For instance, we offer a combination of formal and on-the-job trainings, inter-departmental placements, peer and mentor coaching and self-empowerment to discover their own developmental needs. Regional postings and cross-functional exposure allow our employees to gain broader first-hand experience, and exchange knowledge and ideas for best practices.

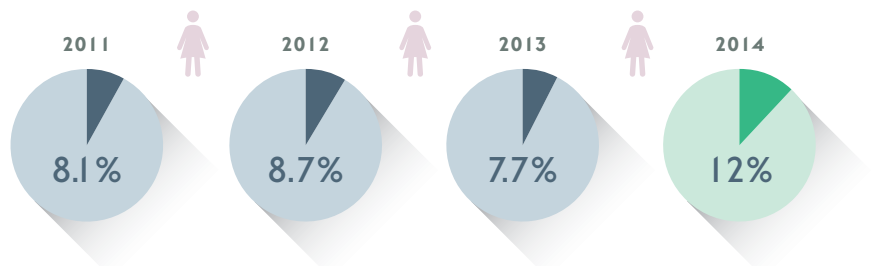
All of our key employees undergo anti-corruption training. Our entire operation is consistently audited internally and by shareholders, to ensure that we are in line with our zero-tolerance policy towards corruption. We have had no incidences of corruption since 2013.

### Employee Attrition

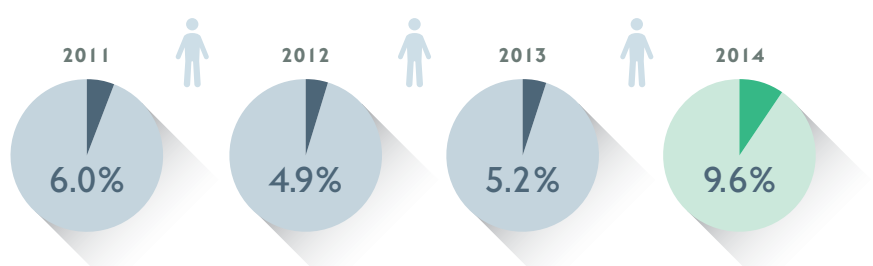
Total attrition



Women attrition



Men attrition



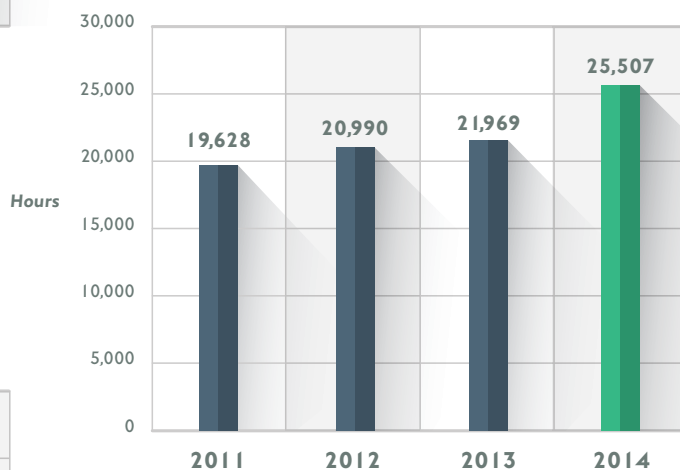


## Training & Development

Total training hours for staff (Non-managers)



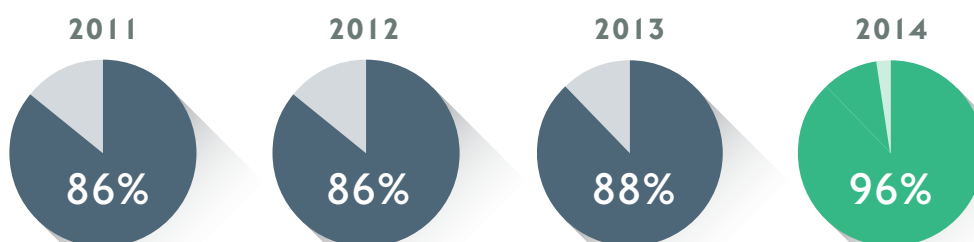
Total training hours



Total training hours for managers



Percentage of Employees with Regular Performance And Development Plans

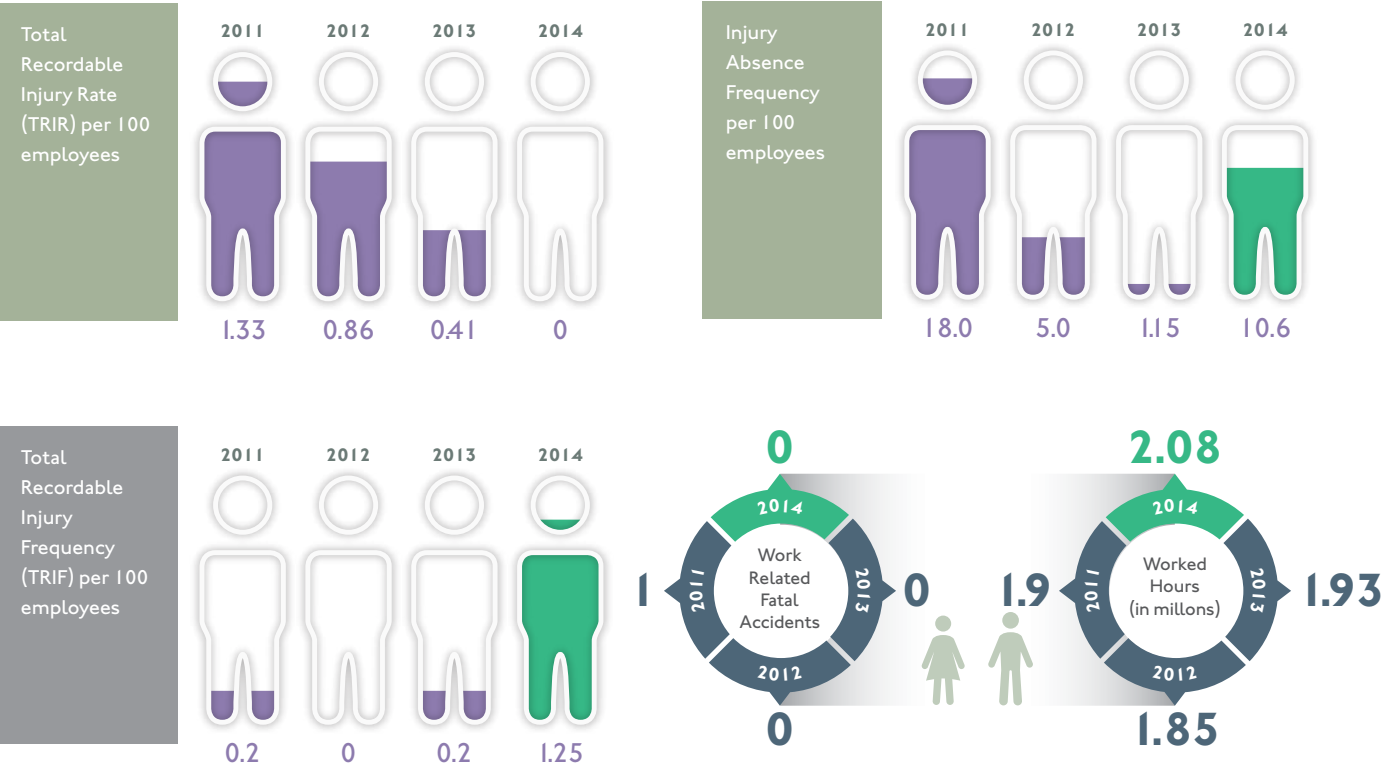


# Prosperity

## Health & Safety

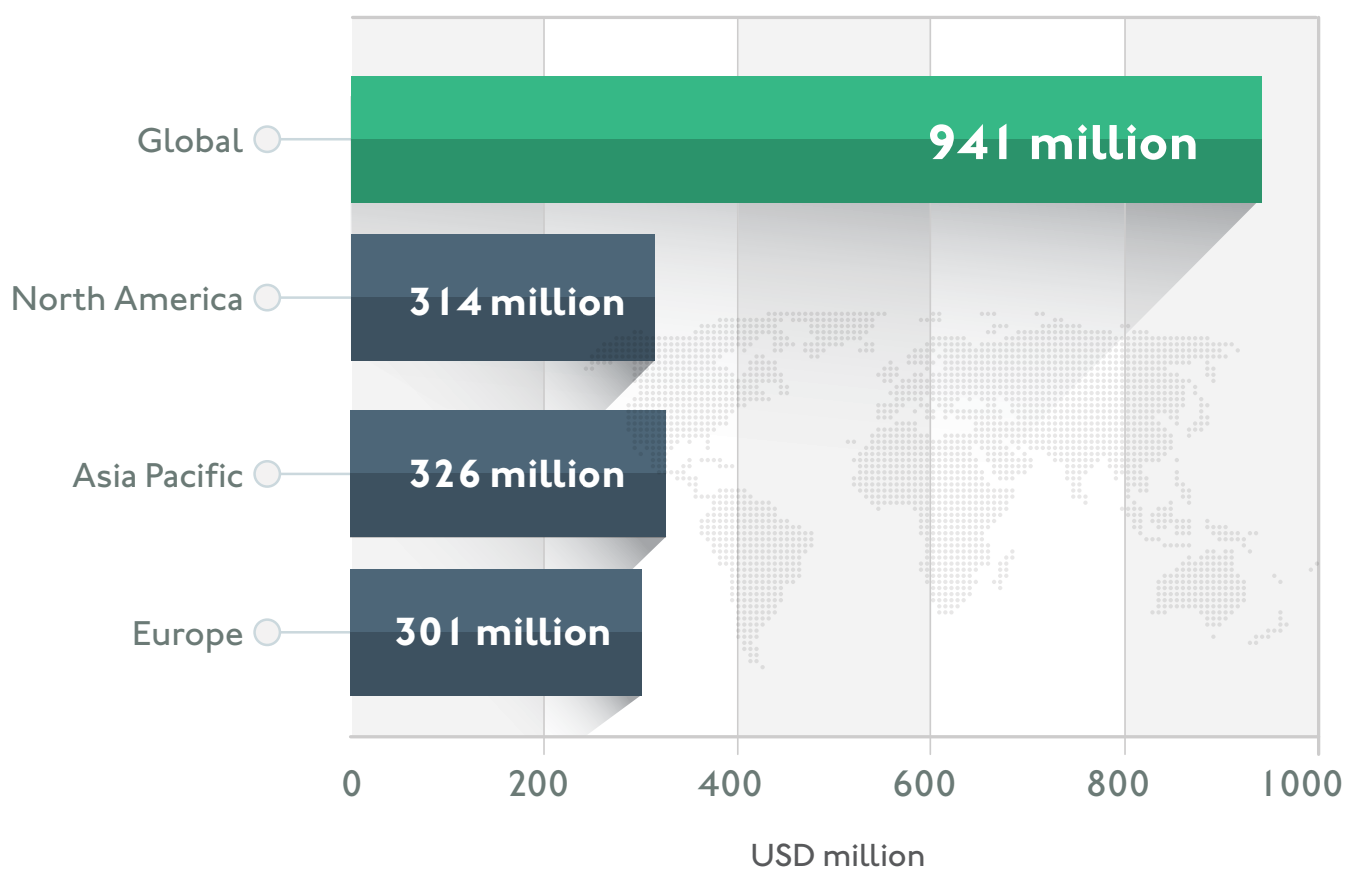
Our facilities far surpass compliance with laws and regulations on environmental, health and safety standards. This is a testament to our commitment to sustainability and our goal to be the industry benchmark. We have Health, Safety and The Environment (HSE) professionals on board, who work closely with our leaders to ensure the long-term health and safety of all occupants of our properties and their surroundings. We strive for improvements and inculcate the importance of HSE across our entire enterprise. Employees

play an active role in managing sustainability risks and environmental impacts, and in improving health and safety at the workplace. Each Emery Oleochemicals' location hosts regular HSE committee meetings – comprising both managerial and non-managerial members – to track, monitor and improve performance in health and safety. The focus of these meetings is on safety improvement and accident avoidance, and improvement of general wellbeing. The meetings take place at an average of 25 times annually at each site.



# Profitability

Financial Data : Net Revenue (USD)



## Contact Point

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# 2014 SUSTAINABILITY REPORT

## GRI G4 Index Table

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This report is produced based on 'in accordance' - Core GRI G4 Reporting Principles, for the year 2014 and covers disclosure for the listed entities below:

Code	Description	Page
G4-1	Provide a statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and the organisations strategy for addressing sustainability.	4
G4-2	Provide a description of key impacts, risks & opportunities.	16, 20, 21, 22, 23
G4-3	Report the name of the organisation.	12
G4-4	Report the primary brands, products & services.	14
G4-5	Report the location of the organisations HQ.	12
G4-6	Report the number of countries where the organisation operates and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report.	12
G4-7	Report the nature of ownership and legal form.	12
G4-8	Report the markets served ( <i>including geographic breakdown, sectors served and types of customers and beneficiaries</i> ).	15
G4-9	Report the scale of the organisation including : <ul style="list-style-type: none"> <li>Total number of employees</li> <li>Total number of operations</li> <li>Net sales</li> <li>Quantity of products or services provided</li> </ul>	13
G4-10	<ul style="list-style-type: none"> <li>Report the total number of permanent employees by employment type and gender.</li> <li>Report the total workforce by region and gender.</li> </ul>	13
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	54
G4-12	Describe the organisations supply chain.	40, 41
G4-14	Report whether and how the precautionary approach or principle is addressed by the organisation.	38
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses.	28
G4-16	List memberships of associations in which the organisation : <ul style="list-style-type: none"> <li>Participates in projects or committees</li> <li>Views membership as strategic</li> </ul>	28
G4-18	a) Explain the process for defining the report content and the Aspect Boundaries. b) Explain how the organisation has implemented the Reporting Principles for Defining Report Content.	27
G4-19	List all the material Aspects identified in the process for defining report content.	26
GG4-20	For each material Aspect, report the Aspect Boundary within the organisation as follows : <ul style="list-style-type: none"> <li>Report whether the Aspect is material within the organisation</li> <li>Report any specific limitation regarding the Aspect Boundary within the organisation</li> </ul>	26
G4-21	For each material Aspect, report the Aspect Boundary outside the organisation as follows : <ul style="list-style-type: none"> <li>Report whether the Aspect is material outside of the organisation</li> <li>If the Aspect is material outside the organisation, identify the elements for which the Aspect is material</li> </ul>	26
G4-24	Provide a list of stakeholder groups engaged by the organisation.	25
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	24
G4-26	Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	24
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	25
G4-28	Reporting period for information provided.	12
G4-29	Date of the most recent previous report.	47
G4-30	Reporting cycle.	12
G4-31	Provide the contact point for questions regarding the report or its contents.	37
G4-32	a) Report the 'in accordance' option the organisation has chosen.	12



Code	Description	Page
G4-34	Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision making on economic, environmental and social impacts.	21
G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	21
G4-38	Report the composition of the highest governance body and its committees.	21
G4-42	Report the highest governance body's and senior executives roles in the development, approval, and updating of organisations purpose, value or mission statements, strategies, policies and goals related to economic, environmental and social impacts.	21
G4-45	a) Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks and opportunities. b) Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks and opportunities.	21
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics.	21
G4-56	Describe the organisation's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	8, 9
EC6	a) Report the percentage of senior management at significant locations of operation that are hired from the local community. b) Report the definition of 'senior management' used. c) Report the organisation's geographical definition of 'local'. d) Report the definition used for 'significant locations of operation'.	13
EN1	a) Report the total weight or volume of materials that are used to produce and package the organisation's primary products and services during the reporting period, by : - Non-renewable materials used - Renewable materials used	47
EN3	a) Report total fuel consumption from non-renewable sources in joules or multiples, including fuel types used. b) Report total fuel consumption from renewable fuel sources in joules or multiples, including fuel types used. c) Report in joules, watt-hours or multiples, the total: - Electricity consumption - Steam consumption e) Report total energy consumption in joules or multiples. f) Report standards, methodologies, and assumptions used. g) Report the source of the conversion factors used.	48
EN8	a) Report the total volume of water withdrawn from the following sources : - Ground water - Waste water from another organisation - Municipal water supplies or other water utilities b) Report standards, methodologies, and assumptions used.	49
EN9	a) Report the total number of water sources significantly affected by withdrawal by type : - Size of water source - Whether or not the source is designated as a protected area (nationally or internationally) b) Report standards, methodologies, and assumptions used.	49
EN15	a) Report gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances. b) Report gases included in the calculation (whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all). e) Report standards, methodologies, and assumptions used.	50
EN16	a) Report gross energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances. b) Report gases included in the calculation, if available. d) Report standards, methodologies, and assumptions used.	50
EN19	a) Report the amount of GHG emissions reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO2 equivalent. b) Report gases included in the calculation (whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all). d) Report standards, methodologies, and assumptions used.	50
EN20	a) Report production, imports, and exports of ODS in metric tons of CFC-11 equivalent. c) Report standards, methodologies, and assumptions used.	51

Code	Description	Page
EN21	a) Report the amount of significant air emissions, in kilograms or multiples for each of the following: <ul style="list-style-type: none"> <li>- NOX</li> <li>- SOX</li> <li>- Volatile organic compounds (VOC)</li> <li>- Other standard categories of air emissions identified in relevant regulations</li> </ul> b) Report standards, methodologies, and assumptions used.	51
EN22	a) Report the total volume of planned and unplanned water discharges by: <ul style="list-style-type: none"> <li>- Destination</li> <li>- Quality of the water including treatment method</li> </ul> b) Report standards, methodologies, and assumptions used.	52
EN23	a) Report the total weight of hazardous and non-hazardous waste, by the following disposal methods: <ul style="list-style-type: none"> <li>- Recycling</li> <li>- Landfill</li> </ul> b) Report how the waste disposal method has been determined: <ul style="list-style-type: none"> <li>- Disposed of directly by the organisation or otherwise directly confirmed</li> </ul>	53
EN25	a) Report the total weight for each of the following: <ul style="list-style-type: none"> <li>- Hazardous waste treated</li> </ul> b) Report the percentage of hazardous waste shipped internationally.	53
EN27	a) Report quantitatively the extent to which environmental impacts of products and services have been mitigated during the reporting period.	46
LA1	b) Report the total number and rate of employee turnover during the reporting period, by age group, gender and region.	54
LA4	a) Report the minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them.           b) For organisations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	54
LA6	a) Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce (that is, total employees plus supervised workers).	56
LA9	a) Report the average hours of training that the organisation's employees have undertaken during the reporting period, by: <ul style="list-style-type: none"> <li>- Gender</li> <li>- Employee category</li> </ul>	55
LA11	a) Report the percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	55
SO3	a) Report the total number and percentage of operations assessed for risks related to corruption.           b) Report the significant risks related to corruption identified through the risk assessment.	55



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