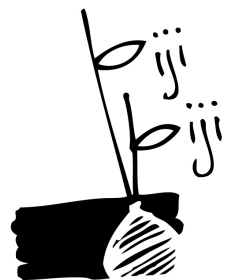


**2017/18**

**Biji-biji Initiative**

**ANNUAL  
SUSTAINABILITY  
REPORT**



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# CEO Statement

With great pleasure, once again, we are sharing the progress and impacts of our work at Biji-biji Initiative through our second Annual Sustainability Report. Our journey to align our works with the UN Sustainable Development Goals is on track. For 2017/18 Annual Sustainability Report, we are reporting 9 Goals, 21 Targets, 21 Indicators. Some indicators that we reported last year have been removed from the report while some new ones have been added, being agile to changing business models.

In FY 2017/18, we remained a signatory to the United Nations Global Compact (UNGC) and a member of the World Fair Trade Foundation (WFTO) in 2017. We also had the privilege to serve as the President of the UNGC Malaysia Chapter. In FY 2017/18, we launched our first subsidiary - Me.reka, with an aim to make education accessible to all as per SDG 4. Me.reka Makerspace is Malaysia's first publicly accessible integrated makerspace featuring latest technological advancements such as laser engraving, 3D printing, virtual reality, interactive electronics, textiles and fabrication.

Our aim to be amongst the most forward thinking and innovative organisations, pushing boundaries and setting new standards of operations for 21st Century businesses, is still core to our business model. There are many exciting projects and ideas we are working on, all of which you can learn about at:



Many thanks to all that have been a part of this journey. We're more readier than ever to take on bigger challenges in pursuing our dreams. Join us in that journey!

Rashvin Pal Singh,  
Chief Executive Officer,  
Biji-biji Initiative  
February 2018

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## End poverty in all its forms everywhere

Global Compact Principle: Human Rights, Labour

### Biji-biji Indicator 1

Ratio of lowest salaries within Biji-biji against the minimum wage, by sex and working geographical location (Kuala Lumpur/Klang).

#### MINIMUM WAGE



#### RATIO OF SALARIES EARNED BY EMPLOYEES IN



#### RATIO OF MALE TO FEMALE EMPLOYEES SALARIES

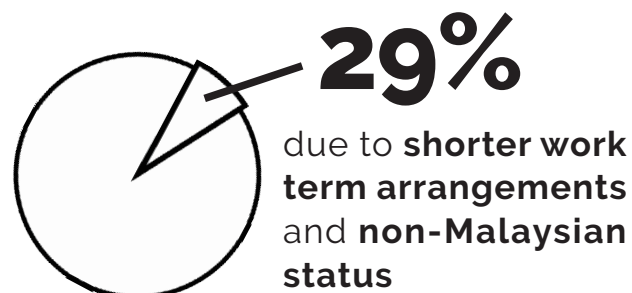


applying GCD 1000 equivalent to Malaysian minimum wage

### Biji-biji Indicator 2

Proportion of population covered by social protection floors/systems (staff welfare benefits, insurance coverage).

#### PERMANENT EMPLOYEES NOT COVERED WITH SOCIAL PROTECTION FLOORS/SYSTEMS





## Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Global Compact Principle: Environment

### Biji-biji Indicator 4

Number of kids, youths and adults, that participated in non-formal education and/or training in the previous 12 months.

 **6,342**  
participation from  
kids, youths & adults



## Achieve gender equality and empower all women and girls

Global Compact: Human Rights

### Biji-biji Indicator 9

Legal frameworks in place, to promote, enforce and monitor equality and non-discrimination on any basis, not limited to sex, age, looks, sexual orientation, race, religion, etc.

### BIJI-BIJI CODE OF CONDUCT




is in place to promote, enforce and monitor  
**equality & non-discrimination**

A total of **3**  
**framework has been established**

## Biji-biji Indicator 10

Number of men and women in managerial and non-managerial positions within Biji-biji and the pay gap between men and women in the same position.

 1 Employee

 Male Employees

 Female Employees

Senior Management



Management



Senior Executive



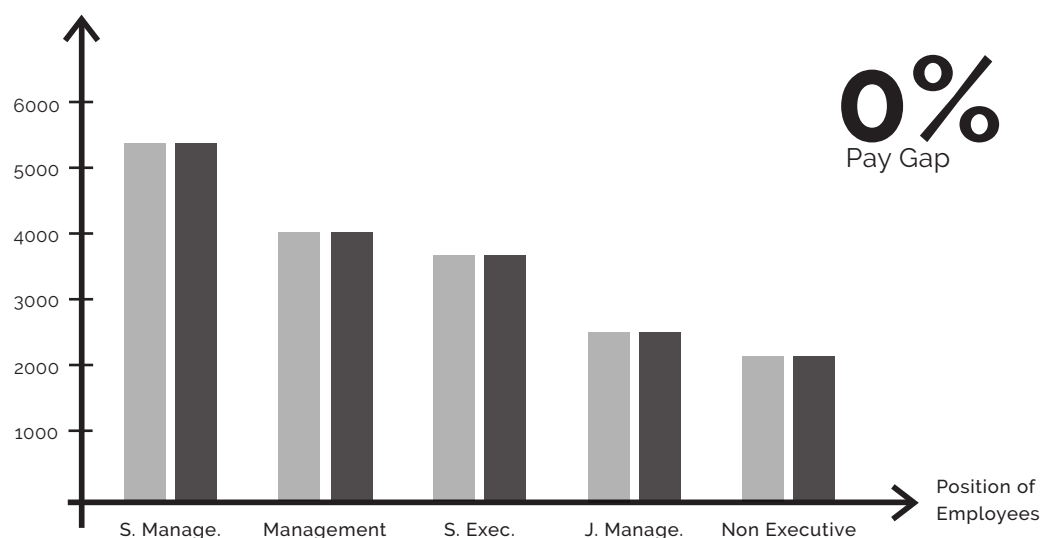
Junior Management



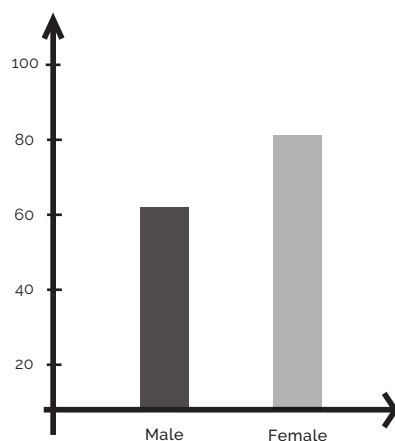
Non Executive



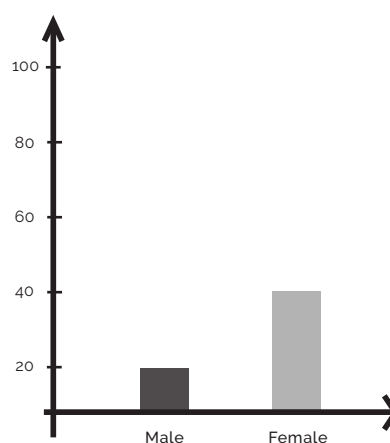
Median Salary of Employees (RM)



Percentage of Employees who Received Salary Increment (%)



Percentage of Employees who were Promoted (%)





## Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Global Compact Principle: Environment

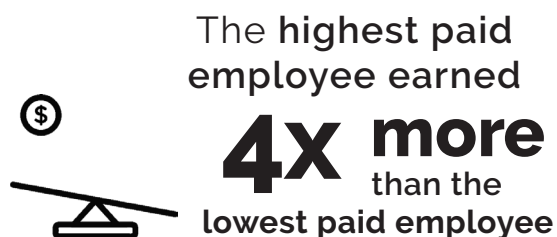
### Biji-biji Indicator 15

Biji-biji's annual growth rate of revenue per employee, calculating interns and trainees.



### Biji-biji Indicator 17

Maintaining a salary cap of maximum 12 times between highest and lowest earner.



### Biji-biji Indicator 20

Maintain high health and safety standards at all times, for all type of employees and for participants in our activities



Note : Injured employees were sent away to the clinic/hospital as soon as the injury happened and medical fees were claimed



## Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

Global Compact Principle: Human Rights, Labour, Environment

### Biji-biji Indicator 21

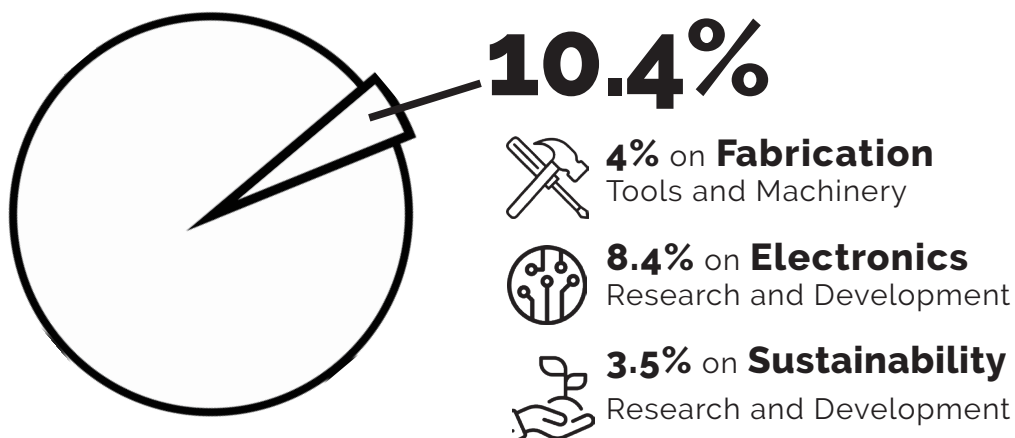
Number of SEs and NGOs integrated into value chains of Biji-biji, in comparison to total number of suppliers

5 SEs were integrated into Biji-biji Initiative's value chain

**0.33%** of total Biji-biji suppliers

### Biji-biji Indicator 23

Investment in capacity development mechanisms for employees and departments (e.g. research and development, training and certification, tools and machinery) as a proportion of revenue, disaggregated by divisions.





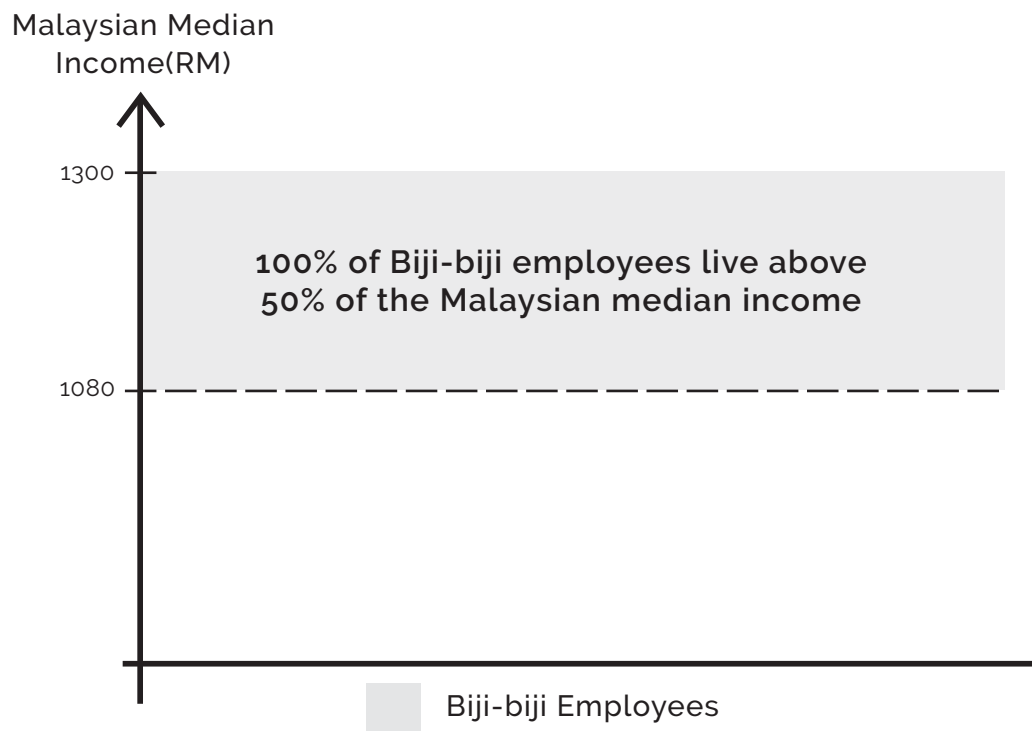


## Reduce inequality within and among countries

Global Compact Principle: Human Rights, Labour

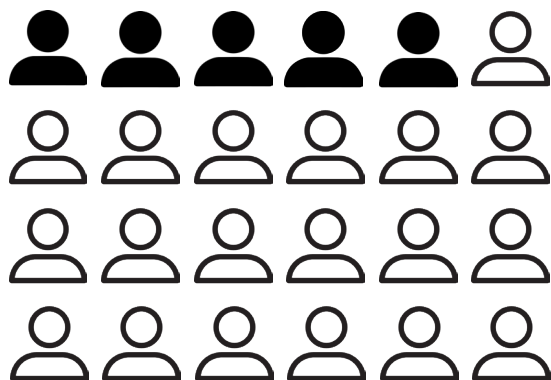
### Biji-biji Indicator 25

Proportion of people that are living below 50 percent of Malaysian median income.

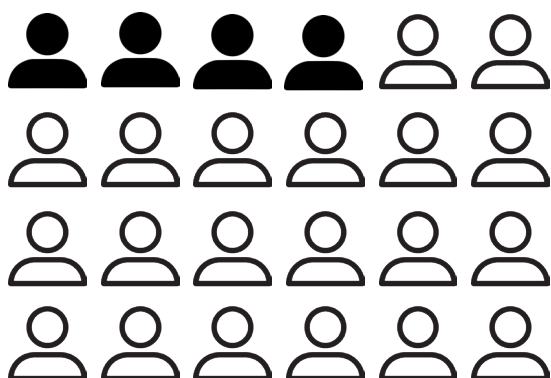


**Biji-biji Indicator 26**

Proportion of the workforce who reported having personally felt discriminated against or harassed within the previous 12 months, with reference to Biji-biji's Code of Conduct.



**5 out of 24** respondents of an Anonymous Survey reported to have **personally experienced harassment**



**4 out of 24** respondents of an Anonymous Survey reported to have **personally experienced discrimination**

Note : The findings have been reported to HR and CEO and actions are to be taken to fully understand the issue, get more clarity on what actually happened, and take remedial actions.

**Biji-biji Indicator 27**

Labour share of revenue, comprising wages and social protection transfers.



12 RESPONSIBLE  
CONSUMPTION

## Ensure sustainable consumption and production

Global Compact Principle: Environment

### Biji-biji Indicator 31

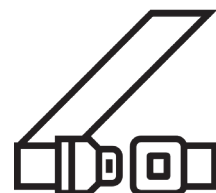
Amount of recyclables collected compared to amount of waste sent to landfill.

 **11,558.8kg**  
of **recyclables**  
were recycled since  
February 2017 - Jun 2017

**1920** cubic ft of  
waste  
was landfilled from   
March 2017 - Jun 2017

### Biji-biji Indicator 32

Proportion of upcycled materials used in our own manufactured products, in comparison to new materials.

 **32.5m**  
rejected  
seatbelts,  
**4.6m** felt &  
**244.9m<sup>2</sup>** event  
banners  
were upcycled into bags,  
folders and pouches.

**Biji-biji Indicator 37**

Amount of financial and human resources support provided for sustainability management and environmentally sound technologies.

**RM49,789**

spent on salary for

**2 personnel**, who worked on sustainability managementThat's **2.3%** of total expenses



## Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Global Compact Principle: Anti-Corruption

### Biji-biji Indicator 41

Proportion of population in Biji-biji who believe decision-making is inclusive and responsive.



**85.7%** of male Biji-biji employees felt that **decision-making is inclusive**

**85.7%** of female Biji-biji employees felt that **decision-making is inclusive**



**14.3%** of male Biji-biji employees felt that **actions were not taken** when opinions were expressed

**14.3%** of female Biji-biji employees felt that **actions were not taken** when opinions were expressed

Note : The findings have been reported to HR and CEO and actions are to be taken to fully understand the issue, get more clarity on what actually happened, and take remedial actions.

### Biji-biji Indicator 42

Proportion of population in Biji-biji that has access to information.

**66.7%**

of Biji-biji employees felt that they have **access to information**





## Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

Global Compact Principle: Human Rights, Labour, Environment

### Biji-biji Indicator 44

Number of science and/or technology partnership agreements and programmes between Biji-biji and external parties.



Biji-biji Initiative had established

**4** technological partnership programmes

with external parties

### Biji-biji Indicator 45

Number of mechanisms in place to ensure logical and consistent adoption and implementation of Biji-biji Sustainability Goals, Targets and Indicators.

Signatory to United Nations Global Compact

Existence of Sustainability Department



Annual Sustainability Report

World Fair Trade Organization Membership

Conscious And Committed Employees Of Biji-biji Initiative

**Biji-biji Indicator 46**

Proportion of Biji-biji targets and indicators reported on, with full disaggregation compared to total list of Biji-biji indicators.



**21** indicators  
are reported on,  
in comparison to  
**47** numbers  
of total **Biji-biji**  
indicators