



SUSTAINABILITY REPORT 2021

Chairman's Message

Dear Reader,

Sustainability is core to our business. TBC plays a central role in two crucial challenges for our future: the global renewable energy transition and a sustainable planet. Nowadays, energy accounts for a large share of global greenhouse gas emissions making it a major contributor to the climate crisis. This must change at all costs.

Youth is coming forward demanding change. One of the prime needs is that the global energy supply must fundamentally change the way it produces, distributes, and uses energy. Yet, being renewable energy producers is not enough. Our entire operation needs to be sustainable.

At TBC, we not only harness wind and solar for energy generation, but also maintain an ethical obligation to do so in a sustainable manner for both the people and the biodiversity of our planet.

Although 2021 was a challenging year, we successfully completed the commissioning of the Hong Phong 1 Wind Power Plant (40 MW) in Vietnam, keeping our promise to involve sustainability in whatever we do.

We currently own the largest pipeline of wind and solar power projects in SEA (2,537 MW total pipeline capacity as of September 2021).

Working in strong partnerships with all of our customers, governments, investors, financial institutions, suppliers, communities, and universities is key to develop projects in a sustainable manner.

TBC is therefore involved in several initiatives and projects dedicated to lowering carbon emissions, engaging with the local communities and increase recyclability.

We want to be nimbler and more focused on the operational performance of existing activities while executing some of the new projects with corporate support, stakeholder engagement and environmental and social plan.

Our geographical expansion naturally leads to new initiatives ensuring we contribute positively to the development of local communities.

Therefore, I am pleased to announce that The Blue Circle reaffirms its support of Ten Principles of the United Nations Global Compact Goals involving Human Rights, Labor, Environment and Anti-Corruption.

In this annual report on our progress, we describe our actions to continually improve the integration of the Global Compact Goals and its principles into our strategy, company culture and operations.

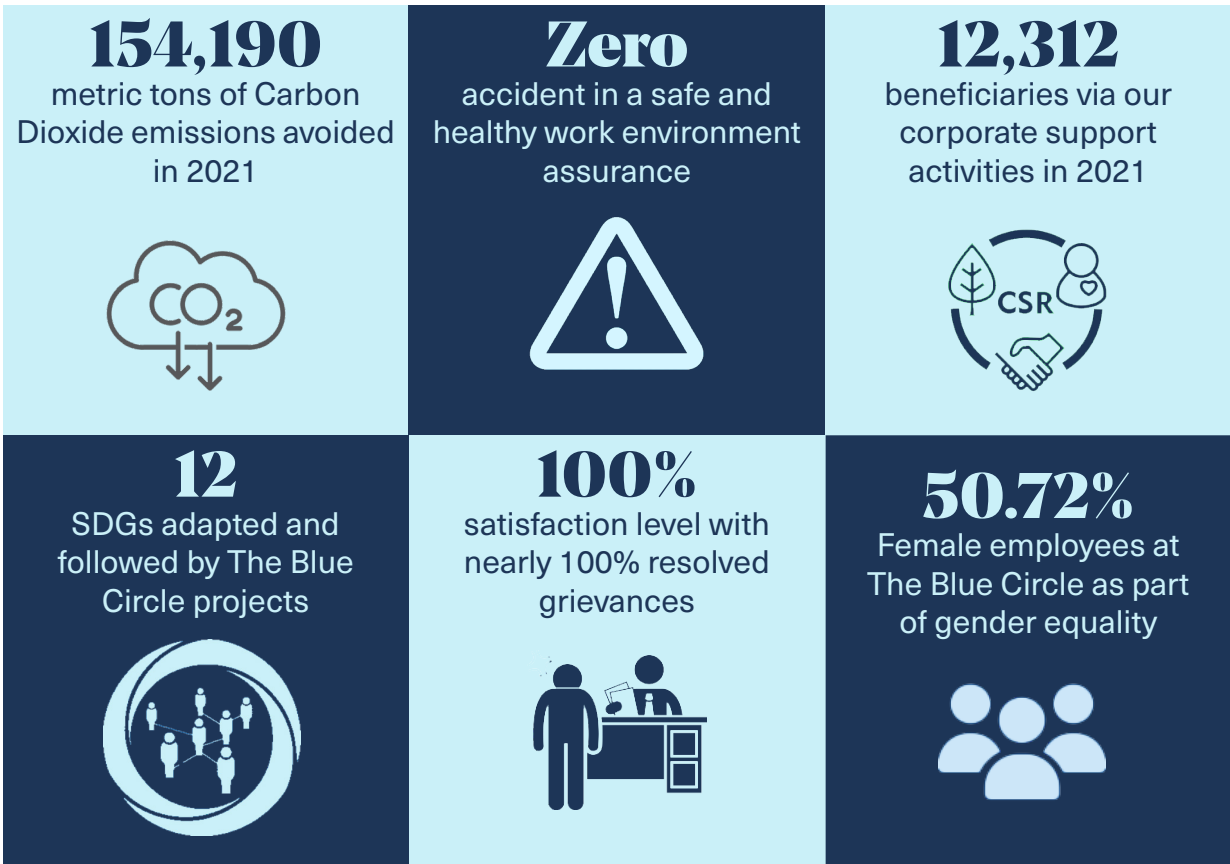
We also commit to sharing this information with our stakeholders using our primary channels of communication and would like to thank our team members, customers, suppliers, and partners for their unwavering commitment and support in our overall effort towards sustainability.

Happy Reading.



Olivier Duguet
Chief Executive Officer





Our Mission & Vision

Founded in 2013, The Blue Circle identifies, develops, finances, owns and operates renewable energy projects in the Asia-Pacific region. The Blue Circle uses the most advanced technology to build responsible and sustainable projects. With offices in Singapore, Ho Chi Minh City, Bangkok and Phnom Penh, The Blue Circle is the leading renewable wind power company of Southeast Asia. We are committed to changing the world one green electron at a time.



Renewable electric power will be the ultimate source of energy for all future human activities



The combination of hydro, solar and wind power paired with peaking generation capacity or energy storage will be the new standard



Electric transportation will revolutionize how we travel and will be fueled by renewables



We take responsibility for changing the world and educating citizens as well as governments



We are building The Blue Circle as the ultimate 21st century sustainable power utility company

Our Values



Visionary

The Blue Circle teams are inventing the future of power generation and participating in the new energy revolution every day.

Professional

We are setting the benchmark for ourselves and the sector at the highest level of environmental, social and governance excellence.

Responsible

We treat our partners, our project communities and the planet with respect, focusing on building long-term sustainable relationships.

Aware

We are driven by higher purposes, which include stakeholders' consideration and holistic project impact assessments.

Our Milestones

October: The Blue Circle is founded in Singapore to develop, own and operate renewable energy projects in Southeast Asia.

February: Concession is signed for the Dam Nai project – Ninh Thuan Province, Vietnam.

May: Investment agreement is signed for the Dai Phong project, Binh Thuan Province, Vietnam.

July: First joint development agreement is signed with EREN Renewables for wind power projects in Thailand.

August: First 120-metre wind-monitoring mast is installed in Thailand.

September: Collaboration agreement is signed with Vestas Wind Systems for wind power project development in Thailand.

2013

2015

2014

April: First joint development agreement is signed in Vietnam.

September: The first ever 100-metre wind monitoring mast of Vietnam is installed by TBC.

December: First joint development agreement is signed in Indonesia.

February: Construction of the first phase (6MW) of the Dam Nai wind power project, Ninh Thuan Province, Vietnam.

February: Turbine supply agreement is signed with Siemens Gamesa for the Dam Nai wind power project, Ninh Thuan Province, Vietnam.

April: First joint development agreement is signed in the Philippines.

May: First TBC Sustainability Officer recruited to lead the company's best ESG practices.

June: Collaboration agreement is signed with Siemens Gamesa for wind farm developments in Vietnam and Cambodia.

October: First ever 100-metre wind-monitoring mast of Cambodia is installed by TBC.

Commercial Operation Date is signed with EVN for the Dam Nai project's first phase (6MW) featuring the largest turbines in Southeast Asia (114 meters rotor diameter).

2017

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2016

February: First 140-metre wind-monitoring mast is installed in Thailand and the first ever 70-metre wind-monitoring mast of Cambodia is installed by TBC.

May: The Blue Circle is the first renewable energy project developer to sign a cooperating partner agreement with the United Nations Environment Program under the Seed Capital Assistance Facility (SCAF II) for US\$1.4 million of assistance on 3 years.

June: First 80 meters and 100 meters wind-monitoring masts are installed in Indonesia.

July: First investment certificate is granted for the Dam Nai project, 40MW, Ninh Thuan Province, Vietnam.

February: Memorandum of Cooperation signed with the Lao PDR government for the survey of three potential wind projects sites in Central Laos during three years.

March: Construction of the Dai Phong wind power project (40MW), Binh Thuan Province, Vietnam started. Turbines Supply Agreement is signed with Vestas Wind Systems for the supply of the first V150-4.2MW in Southeast Asia.

April: Framework Agreement signed with General Electric Wind Energy Equipment Manufacturing for the reservation in 2020 of the first GE 158-5.3MW in Southeast Asia.

June: Opening of The Blue Circle's Phnom Penh office, Cambodia.

July: The Bokor wind power project (80MW) is included in the Energy Master Plan of the Ministry of Mines and Energy of Cambodia for completion in 2023.

2019

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2018

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April: Strategic partnership is signed with AC Energy, power subsidiary of Ayala Corporation from the Philippines, which becomes The Blue Circle's second-largest shareholder.

August: Construction of the second phase (34MW) of the Dam Nai wind power project, Ninh Thuan Province, Vietnam finalized.

August: The Blue Circle staff count exceeds 50, opening of The Blue Circle Cambodia branch.

December: First concession via a Wind Service Contract signed for a 100MW project in Kalayaan, Luzon island, Philippines.

March: Restructuring of the Vietnam pipeline by The Blue Circle in anticipation of the end of the Feed-in-Tariff on November 1st 2021.

March: Major extension of The Blue Circle pipeline in the Philippines started with 5 applications for Wind Services Contracts placed.

June: Repositioning of the Bokor wind power project in agreement with the Ministry of Environment, Cambodia, start of negotiations on the Mondulkiri project site.

July: First joint development agreement signed by The Blue Circle in Sri Lanka.

September: Commercial Operation Date of Hong Phong 1 project (40MW) pending after Power Purchase Agreement signed with EVN and production tests done.

2021

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2020

February: Technical, Environmental & Financial proposal approved by the Inter-Ministerial Meeting in Cambodia for the Bokor project (80MW).

March: Construction of the Hong Phong 1 wind power project (40MW), Binh Thuan province, Vietnam started. Turbines Supply Agreement is signed with General Electric Renewables for the supply in 2020 of the first GE158-5MW in Southeast Asia.

June: Master Plan Approval signed for next Dam Nai project phase in Ninh Thuan province, Vietnam.

July: Participation by The Blue Circle to Myanmar's first solar power tender in consortium with AC Energy and YOMA Development Group.

July: Commercial Operation Date of the Dai Phong wind power project for 40 MW started after signing a Power Purchase Agreement with EVN and production tests done.



 **Myanmar**
42 MW in development

 **Laos**
159 MW in development

 **Thailand**
455 MW in development

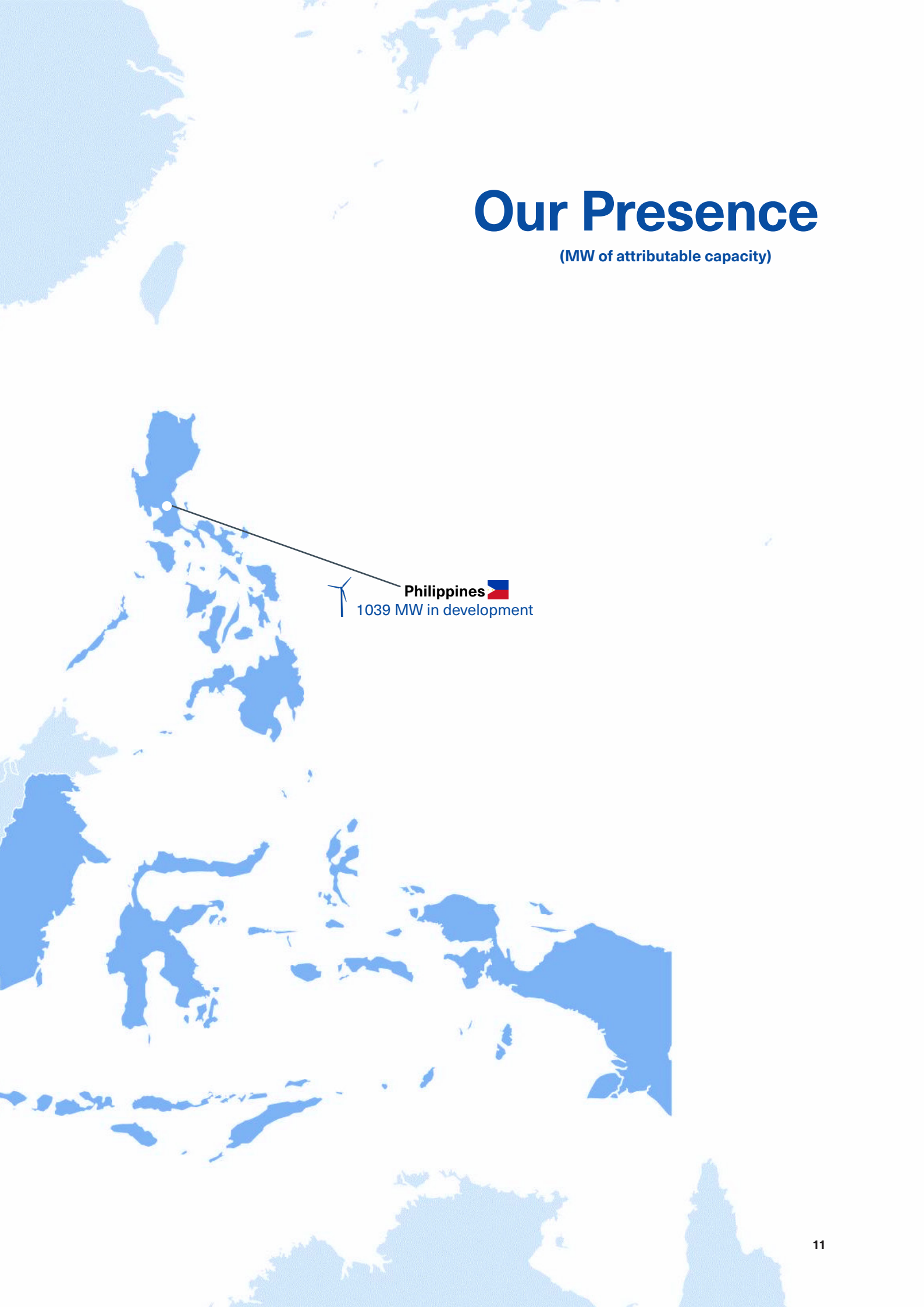
 **Vietnam**
410 MW in development
84 MW in operation

 **Cambodia**
361 MW in development

 **Indonesia**
71 MW in development

Our Presence

(MW of attributable capacity)



 **Philippines** 
1039 MW in development

Our Sustainable Approach

At The Blue Circle, ESG lies at the core of our business. We are committed to take direct action to tackle social and environmental issues. Every single day we fight the climate crisis by bringing clean energy via wind and solar projects. Our increasing footprint in Southeast Asia is contributing to global emission reductions.

We have integrated these commitments in our sustainability strategy and policies, aligning to local and international ESG standards including:

- IFC Performance Standards
- World Bank Group Environmental, Health and Safety Guidelines
- Equator Principles
- Environmental, health and safety laws and regulations of our hosting jurisdictions

The Sustainability agenda follows a top to bottom approach to govern and oversees TBC's commitment for the development, monitoring and implementation of ESG policies and develop and implement CSR programs. The overall role of this department is to:

1. Oversee and incorporate ESG standards
2. Environmental conservation, resource management and pollution mitigation

As a member of the UN Global Compact, we support the global principles on anti-corruption, human and labour rights, and the environment. Our vision specifically keeps us motivated to be responsible, towards our project communities and the planet with consideration and respect, focusing on building long-term sustainable relationships. In 2021 we redesigned our sustainability action areas, placing a strong focus on climate, local community, and health & safety. As 2021 unfolds, we look forward to continuing our work towards a world energized by renewable energy.

In 2020-21 we have redesigned to focus our attention on three major aspects. All of our actions are designed taking United Nations Sustainable development goals into consideration.



Risk Identification and Mitigation

Climate change is a reality and is the greatest risk that we as an individual or we as a business are facing. Around the world floods, storms and wildfires are intensifying, air pollution has started affecting the health of every individual. Unpredictability of environmental factors are having major impact on the livelihood and has already created severe damage to mankind and nature.

At TBC our very core business is winded with our climate strategy.

- We select equipment and technologies that are resilient to weather conditions, including temperatures, wind speeds and other external elements. In this regard, technological innovation from our equipment suppliers is important for the implementation of our projects. We work closely with our equipment suppliers and provide all the relevant weather conditions and wind data to undergo the suitability study of the technology being used before implementation on site.

The risk identification and mitigation are important steppingstone to success of a project and for overall success for an organization. We at TBC believe in mitigating the risk if unavoidable. Here are some of the risk mitigation strategies followed by TBC:

- Preliminary Environmental and social impact assessment – identification of any potential risk/red flags relating to land, climate and social risk.
- Technological identification and feasibility Study
- Detailed civil design and planning,
- Comprehensive emergency response plans and trainings.
- Robust insurance coverage









		
<p>Environmental Actions</p> <ul style="list-style-type: none"> Impact Assessment Compliance with applicable standards (E&S performances) Pollution prevention measure Waste management Biodiversity conservation Bird & bat surveys Terrestrial survey Noise monitoring surveys 	<p>Local Actions</p> <ul style="list-style-type: none"> Labour & working conditions Site training Stakeholder engagement Respect Indigenous groups Community development plan Livelihood Restoration Plan/ CSR Preserving cultural heritages Grievance mechanism 	<p>Corporate Governance</p> <ul style="list-style-type: none"> Staff & Sub- contractors trainings Relevant policies (Code of Conduct: Anti-corruption policies, CSR, HR policy) Integrating UN Sustainability Develop Goals into TBC business

Our SDGs Commitments

3 GOOD HEALTH AND WELL-BEING 	Unlike other parts of the world our community has also been facing unprecedented challenges with communities and economies affected by the pandemic. Our commitment took a serious turn with ever increasing investment and support for the health & well-being of our people and the community around.
4 QUALITY EDUCATION 	We understand and respect the philosophy that today's students are tomorrow's leader and it's our duty to pass on the knowledge hence we at TBC touch the lives of kindergarten students to the engineering graduate and the lives of anyone and everyone who is willing to learn and explore more about the greener future.
5 GENDER EQUALITY 	A series of programs designed and implemented at the commune & provincial level for empowering the women, which is a critical aspect of achieving gender equality.
6 CLEAN WATER AND SANITATION 	Some of our programs at the project level have recognized that water scarcity is critical in the region hence we supported the communes and the households by initiating and participating in water security programs.
7 AFFORDABLE AND CLEAN ENERGY 	Our pipeline, & the projects under development have reached 2,537 MW promising our commitment to affordable and clean energy.
8 DECENT WORK AND ECONOMIC GROWTH 	Our focus has always been the people around our project and supporting them to the extent possible lies at the core of our operations. We carefully survey unemployment areas and in accordance with national labour laws, TBC contribute positively to economic growth and decent working conditions.

<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>With every project entering construction phase, we not only increase our footprint we make an investment in reliable and resilient energy infrastructure. The overall development around the project contributes positively to the economic development and human well-being.</p>
<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>We closely support through our CSR and customized policies the welfare of the communities around our projects.</p>
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>We're supporting the shift to renewable consumption and production using wind energy for electricity generation, encouraging more responsible behaviours.</p>
<p>13 CLIMATE ACTION</p> 	<p>As TBC is entering new regions and expanding in the existing ones, it contributes to the development the renewable energy policies and at some point, we may achieve a society that is more dependent on renewable source of energy in turn combating the climate crisis.</p>
<p>15 LIFE ON LAND</p> 	<p>We are equally concerned by Mother Nature as we are for the people hence at TBC we follow industry best practices to ensure that our project cause minimal environmental disruption.</p>
<p>17 PARTNERSHIPS FOR THE GOALS</p> 	<p>TBC has been a member of the United Nations Global Compact since 2019 and always strive to achieve its goals in its partnership towards sustainability.</p>

<p>3 GOOD HEALTH AND WELL-BEING</p> 	<p>Enhancing community health and safety (Fight against Covid-19 & vaccination drive)</p>		<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>Clean energy generation : Our very business</p>	
<p>4 QUALITY EDUCATION</p> 	<p>Special sessions & visits for students by industry experts</p>		<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>Employment opportunities for locality.</p>	
<p>5 GENDER EQUALITY</p> 	<p>Women empowerment</p>		<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>Improving local roads for public accessing.</p>	
<p>6 CLEAN WATER AND SANITATION</p> 	<p>Water scarcity support</p>		<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>For the communities</p>	

<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>Shift to sustainable consumption and production (using wind energy to electricity generation)</p>	
<p>13 CLIMATE ACTION</p> 	<p>Avoided 119,273 of CO2 emission (Dai Phong windfarm)</p>	
<p>15 LIFE ON LAND</p> 	<p>Protect terrestrial ecosystem and biodiversity.</p>	
<p>17 PARTNERSHIPS FOR THE GOALS</p> 	<p>TBC is a member of UN Global Compact</p>	<p>WE SUPPORT</p> 



Our endorsement and commitment to 10 Principles of UNGC

Human Rights



Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights within their area of influence.

Principle 2

Businesses should make sure that they are not complicit in human rights abuses.

Labour



Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4

Businesses should uphold the elimination of all forms of forced and compulsory labor

Principle 5

Businesses should uphold the effective abolition of child labor.

Principle 6

Businesses should uphold the elimination of discrimination in respect of employment.

Environment



Principle 7

Businesses should support a precautionary approach to environmental challenges.

Principle 8

Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9

Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption



Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

Our Professional Affiliations



Thai Wind Energy Association is a non-profit membership-based association. This association is formed to understand, deploy and promote the wind energy market in Thailand. TBC is an active member of the association, giving its contribution and sharing world-class experience of wind power policies and guidelines.

It's a privilege to share that Mr. Watcharapong Khemkaew (Chief Development Officer - The Blue Circle Thailand) is also an acting board member of Thai Wind Energy Association.



The Sustainable Energy Association of Singapore (SEAS) is a non-government and non-profit business association that represents the interests and provides a common platform for companies in Sustainable Energy sector. SEAS was established in the year 2006. The Blue Circle joined the membership in the year 2013 and with our commitment to implement sustainability in business, we seek continuous support from the association.

WE SUPPORT



The United Nations Global Compact (UNGC) is an initiative for organisations to commit and to align with the ten universally accepted principles in the areas of human rights, labour, environment, and anti-corruption. TBC is signatory in the UNGC global movement to disclose our sustainability commitments, progress and targets.



The Blue Circle is member of the Southeast Asia Taskforce of the Global Wind Energy Council. The Blue Circle has been an active participant to GWEC lobbying actions in Vietnam, Thailand and the Philippines.



Wind Energy Association Cambodia is a non-profit membership-based association. This association is formed to understand, deploy and promote the wind energy market in Cambodia. TBC is an active member of the association, giving its contribution and sharing world-class experience of wind power policies and guidelines.



Social

Our people are our asset. We have a team of highly qualified professionals, believing in our core values. Year 2020-21 where the world was hit by Covid-19 pandemic our team well adapted to the situation and produced results despite been through tremendous stress and ever-changing requirements.

TBC respects the fundamental principles set out in the UN Universal declaration of human rights and

International Labor Organization (ILO) on fundamental principles and rights at work. At TBC we follow fair employment practices, and work on the development of our people while providing supportive environment.

We believe our company's culture is built upon shared values, trust, and commitment for green energy. As we comply with fair employment practices and rules in all nations where we operate.

Some values and polices highlight that are specifically to protect our people in any form is summarized as below:

- Our Code of Conduct and Human Resources Policy prohibit any form of discrimination (including those based on gender, sex, race, religion, age, ethnicity, citizenship, marital status, and physical or mental disability and also sets out the behavioural aspect while representing TBC in various platforms.
- Grievance Mechanism – to report ethical dilemmas and to discuss the nitty gritty of the situation.
- Equal Opportunity policy
- Right of self determination
- Recruitment and On-boarding procedure to reflect system transparency
- Training & Knowledge Sharing
- Performance evaluation and development.

Stakeholder Engagement

We engage with relevant stakeholders, stakeholders that includes but are not limited to person or organization. Stakeholders that are affected directly or indirectly by our activities. We keep them updated and share information about our activities, about our plan and about the basic technicality of the project.

The entire exchange of the conversation helps us gain a greater understanding of their needs, interests, and perspectives while, at the same time, en-

courage shared decision making to promote mutually beneficial outcomes.

With years of relationship building, we can proudly say that the communities contribute and participate in decisions and support the project in various fronts. We therefore work to establish transparent and participatory engagement mechanisms which help deliver timely information regarding energy operations, and to provide access to company's representatives who listen to, and act on, community concerns. Effective engagement also provides a forum for the resolution of community grievances or to discuss the risks and opportunities linked to our windfarm projects in a fair and open manner.





We believe the most effective community engagement is managed and delivered at the local level. We set out our commitment to developing strong community relations and positive engagement activities.

As the project progress we plan to maintain and develop every front of our relationship with the community under 3 pillars to a successful and transparent communication on the ground:

- **Engagement:** Engage with host communities through means that are culturally appropriate and transparent, and duly consider the circumstances of vulnerable persons and groups. In our case and in recent years due to covid restriction we preferred one to one meetings (instead of group) also shared the hotline to register any concern, initiate any discussion or to understand more about our upcoming plans

- **Management:** Establish management systems for community relations in line with international and industry best practice, that help us identify and manage significant social risks and opportunities. In TBC we have a dedicated CLO (Chief Liaising Officer) for each project, preferably one of them, who can act as bridge between the TBC management and the community.

- **Structures:** Establish context-appropriate engagement structures and systems to involve stakeholders in decisions that affect them, making our development initiatives more effective and sustainable over the long term. As the project is identified, we start stakeholder identification in parallel and prepare a data base system to divide the stakeholders in various groups and keeping it updated throughout the life of the project.

Stakeholders engaged	Key Topics raised	Engagement mechanisms
<p>Business Partners (Shareholders, investors and analysts)</p> 	<ul style="list-style-type: none"> - Partnership regulations and permitting - Corporate governance - Financial and operating performance - Reserves and resources - Environmental, social and governance (ESG) performance 	<p>Annual reports, regulatory filings, investor conferences, annual general meeting, regular meetings and communications via telephone, email, website and mailings .</p>
<p>Employees</p> 	<ul style="list-style-type: none"> - Work operation, problem-solving discussion - Safe and healthy work environment - Wages, benefits, recognition and commitments - Workplace agreement terms and conditions 	<p>Contract negotiations, conversations between managers and employees, performance feedback through annual TBC's performance views, engagement surveys, training programs.</p>
<p>Governments</p> 	<ul style="list-style-type: none"> - Safe and esponsible business practices - Government regulations and permitting - Regulatory and legal compliance - Compliance with relevant electricity generation licenses - Land use plans - Taxes and royalties - Infrastructure development - Status Updates on projects operations - Covid-19 responses 	<p>Regulatory filings, responses to requests for information, participation in events, collaboration on government campaigns and programs, public advisory processes, site tours of operations and site visits (limited or temporarily suspended due to COVID-19), meetings and personal communications.</p>
<p>Host Communities</p> 	<ul style="list-style-type: none"> - Safe and healthy operations - Community supports - Environmental protection measures during construction phases - Infrastructure improvement plans - Transparency in the distribution of economic contributions - Public consultation. - Engaging with residents for environmental and social surveys - Solving grievances 	<p>Participation in socio-economic programs, foundations and funds, complaints and grievances mechanisms, site surveys, community development committees and boards, participatory monitoring, meetings and personal communications.</p>
<p>Suppliers/contractors</p> 	<ul style="list-style-type: none"> - Safe and healthy work environment - Contract terms and conditions. - Human resources. - Supply chain resilience - Business opportunities - Increased opportunities for local businesses - Financial and operating performance - Responsible business practices - Operating efficiencies - Trainings 	<p>Contract negotiations, regular meetings, participation in contractor safety programs and continuous improvement initiatives, local content partnerships, social responsibility partnerships, meetings, and personal communications.</p>

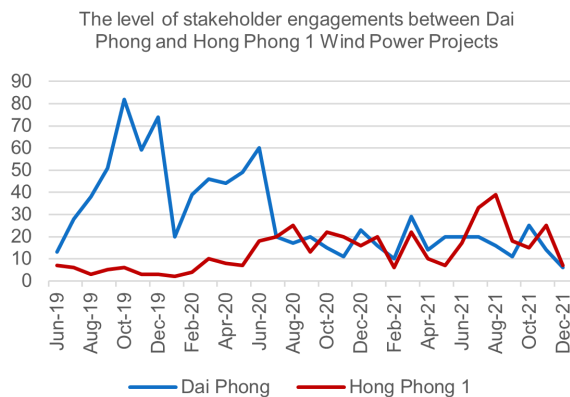
Work with stakeholders for stakeholders

Stakeholder engagement has always been an important step to reach social sustainability. Identification of stakeholders and a focused assessment to identify the +social effort is done at the project conceptualization stage.

Our stakeholders include employees, customers, suppliers, communities, governments at different levels (Village, Commune, District, Province and State) and policy makers and the wind industry.

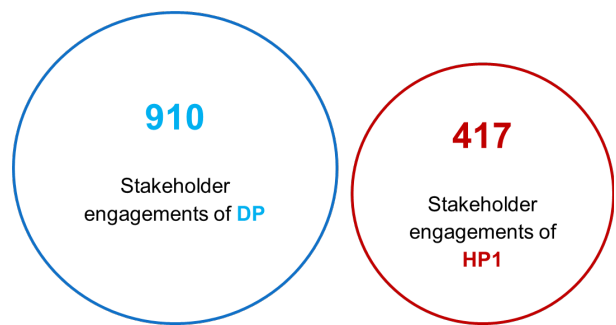
We regularly engage with our various stakeholders to listen to their questions and concerns, using a variety of channels. Such dialogues strengthen our relationships and build trust.

Rather than a one-off effort, we maintain a continuous dialogue with our stakeholders. Our company's vision captures the importance of working together and our collaborative approach to running the business.



The graph shows the level of stakeholder engagements conducted by Project Team (TBC) in Vietnam. Between the construction phase and the operation phase. To demonstrate, during the operation phase, the DP Project team engaged in more stakeholders than in the operational phase.

Meanwhile, the number of stakeholder engagements of the Hong Phong 1 project have been slow and steady between the construction phase (July 2020 to May 2021) and the operation (from Oct 2021 to the present).



Grievance Mechanism

Grievance mechanisms to enable communities to formally lodge grievances. We track the number of community grievances lodged on a monthly basis. This helps us understand and address any community concerns before they escalate. Our goal is to respond to all grievances lodged within 30 days of receipt, and to resolve all grievances through our grievance mechanism.

To comply with the World Bank Group (IFC) standards, TBC aims to support participatory engagement by deploying effective grievance management systems that can respond to issues raised by project-affected communities. Every project has a fully functioning project grievance mechanism to receive, record and help resolve, any concerns raised by local communities.



Grievances Related to Dai Phong solved with positive feedback



Grievances Related to Hong Phong 1 solved with positive feedback

Local Benefit and Community Development

Through our community relations strategy we seek opportunities to leverage that benefit long-term development through monetary and in-kind support for a broad range of local community programs, developed in consultation with our stakeholders.

We work to understand the socio-economic context and conditions of the local area, focusing in particular on vulnerable groups that are inadvertently or systemically excluded from participating in opportunities for employment or local business.

Across our windfarm sites, we contributed monetary and in-kind support, including COVID-19 support in host countries. Our support was directed to approximately 12,312 beneficiaries in our local communities during 2021. We maintained high levels of support among our host communities and adapted our community programs to respond to the impact and risks of the pandemic. We worked to ensure support was there for vulnerable groups, many of which have been disproportionately affected by the pandemic.



Local women group



**Hong Phong's
People Committee**



Local farmer group



**Bac Binh District's
People Committee**



**Vice Chairman of
Bac Binh's People
Committee**



**Fire Fighting
Inspectors**



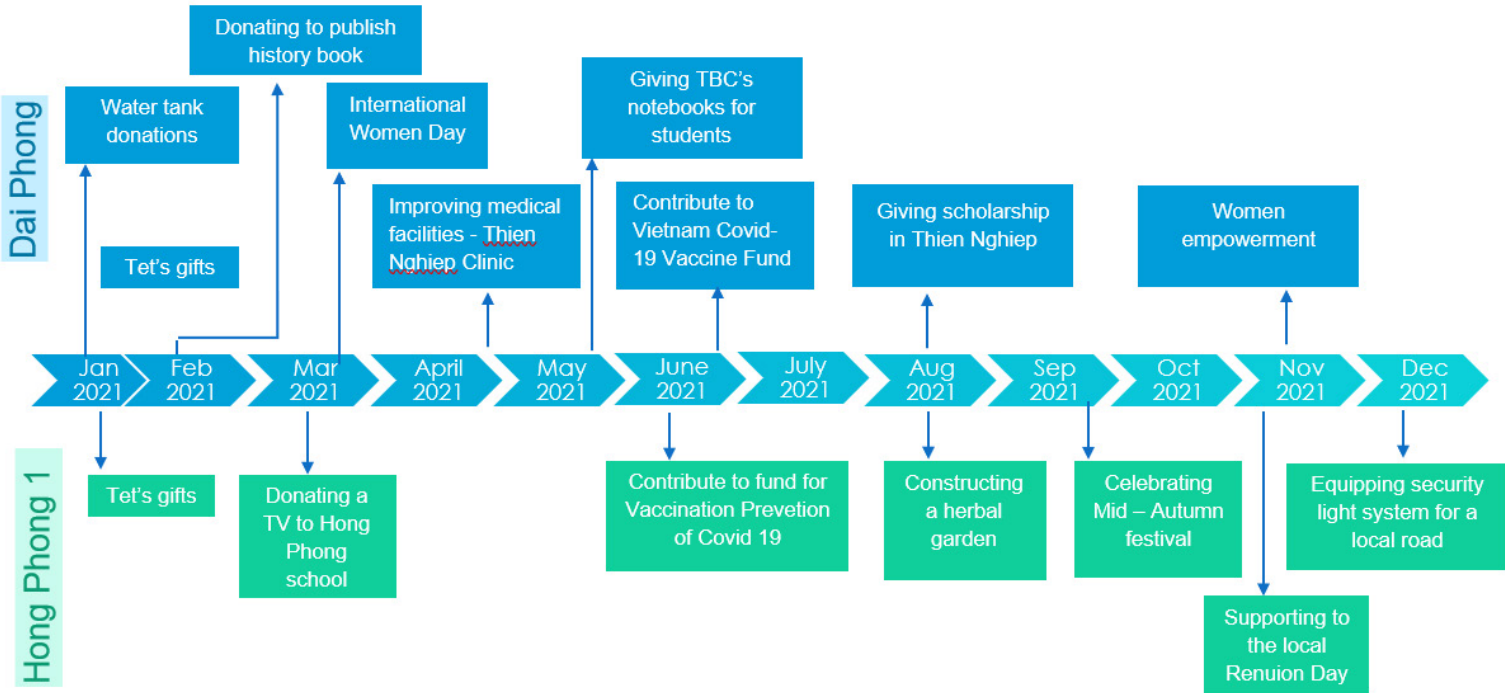
Affected community



**TBC's Projects
Landowners**

Contribute to the dynamism of our markets

In addition to the local taxes paid by TBC to local authorities, our company continues to work with the communities through a variety of sponsorship initiatives. TBC primarily supports actions to creating a positive social impact in our community through a variety of community service initiatives. We continuously identify and support social causes through financial donations and in-kind contributions, education, public health, women empowerment, and corporate volunteering services.



Since TBC signed up to the United Nations Global Compact in 2018, our integration of Sustainability has continued to grow and develop within the organization. We have published an annual Sustainability Report since 2019. Through our dedicated Sustainability efforts, we also work towards achieving more SDGs.



Building an herbal garden at Hong Phong station

In association with Hong Phong Health Station, TBC decided to collaborate with the health station to build a simple herbal garden of 60 m2 in its backyard. In Dec 2021, a beautiful herbal garden at Hong Phong Health Station was successfully constructed with over 40 herbal species used as natural medicines for local patients. Obviously, the herbal garden plays an important role in medical treatment methods at the locality because it brings good value herbal medicine for local patients.



COVID-19: Contributing to the community health and safety

Though Viet Nam has been one of the most successful countries in the world at containing the COVID-19 pandemic as evidenced by low infection and death rates, the pandemic is still evolving with new strains first found in India and the UK behind the recent surge of domestic cases in the country. Therefore, Vietnam's national Covid-19 vaccine fund launched on 06 June 2021.

To join hands with the Government in effort to purchase Covid-19 vaccine, TBC contributed to the fund through Binh Thuan Province where our Dai Phong and Hong Phong 1 windfarm located in. The fund will be used to administer free vaccines to all people to soon achieve herb immunity, considering

it is a fundamental, long-term, strategic, and decisive solution to get rid of the pandemic.



In end of 2021, Binh Thuan and HP Commune experienced a high number of positive cases in the locality. Therefore, to avoid the spread of the Covid-19, the Government restricted some areas. The practice caused many difficulties for livings of many households, especially the poor.

With the purpose of “No one left behind”, TBC (HP1 Project Team) was active in providing prompt assistances to the difficulties households living quarantine areas in Hong Phong Commune. With the collaboration with the local authorities of Hong Phong Commune, TBC Project Team also visited and supported necessities (including rice and instant noodles) to poor households in quarantine areas because of Covid-19.





Equipping educational equipment - television for classrooms

On 27th Feb 2021, the ESG Team received a letter from the Principal of Hong Phong 1 Primary & Secondary School about asking for a support to improve the quality of teaching at the school. Based on the critical request, TBC HP1 Project Team equipped a television (60 inches) to the Grade I class in the Hong Phong 1 Primary & Secondary School on Mar 23, 2021. With the new TV, the teacher can create more interesting lessons for their students.



Giving notebooks and health issuances to poor students

As part of a scholarship program, TBC gave 2,000 notebooks for good students studying at three schools in Thien Nghiep Commune during their year-end closing ceremony in May 2021. Notebooks were designed by the TBC's ESG team with a message covering useful background information about TBC's projects, so that students can acquire new knowledge about clean energy sources from the wind turbined built in their own hometown.



TBC received a community suggestion to support local studens for a national online study program which was caused by the spreading of Covid-19 with a high number of positive cases in Vietnam in general and Binh Thuan in particular. In Sep 2021, TBC Project Team visited and gave a large TV for students at Hong Phong Highschool. This practice was appreciated by the Principal because their students could enjoy online lessons by the TV during the effect of Covid-19 pandemic period.

In Nov 2021, TBC Team grant five scholarships (with an educational support of one million VND per student). In addition, ten students received health insurance certificates from the CSR Program of HP1 Project Team.





International & Vietnamese Women's Day

Women play central roles in individual family, village, commune and province, state and to the whole nation. Thien Nghiep & Hong Phong Commune celebrate the International Women's Day & Vietnamese Women's Day annually for local women (on March 08 and Oct 20 respectively).

Obviously, contributing to Vietnam Women's Day is seen as a great opportunity to tighten the relationships between TBC and the local community. Particularly, on these days, the ESG Team cooperated with the Commune's Women Association to organize the Vietnam Women's Day and gave some gifts (rice) to poor women in Hong Phong and Thien Nghiep Commune.



Water Scarcity Support

Regarding to the issue, Vice President of Thien Nghiep Commune had a formal discussion to DP's ESG Team and asked for a support to 10 poor households in the Commune. After conducting several surveys, on 27th Jan 2021, Dai Phong Team representatives and the leader of Thien An Hamlet, Thien Nghiep Commune visited and provided 10 water tanks (the capacity of 4,000 liters) to local poor households who are not able to afford large water containers in dry season in affected commune by Dai Phong Wind Project.



Women Empowerment Program

TBC established the "Women Empowerment Program" with the purpose of helping low income female-headed households to build stronger economies and improve their quality of life in the TBC's Projects community.

This is TBC's effort to advance gender equality and empower women. In 2021, TBC worked closely with the President of women's union association in communes and selected four low income women who were living in difficult circumstances and did not have a stable income. Based on these women's working experiences, TBC provided necessary items to the women headed households (including financial support, material sources to run their small businesses and providing chickens, pigs to improve their livestock).





Security light system set up

On 24th Jan 2021, after receiving the local community' request, ESG Team liased with local supplier to change the security light system on main roads at Thanh Thinh Hamlet.

As observed, the old light bulbs had been used under poor condition and electric poles have been damaged. This support of TBC was appreciated by the local Government of the Thanh Thinh Hamlet because it contributed to reduce the traffic accidents and robbery in the hamlet.

In Dec 2021, there were additional 15 solar lights installed in the public road of Hong Phong Commune under the CSR Program of HP1.



Solidarity & Community engagement: Vietnam Reunion's Day

Vietnam Reunion's Day (Nov 7, 2021) is recognized as a special occasion for the citizens and villagers to reunite with each other. This event is organized with a sole purpose of enhancing the connection and love among local communities.

TBC acknowledge the importance of the healthy and happy society and with a humble contribution, we tried to keep the spirt up for the community around HP1 Project.

In Nov 2021, TBC Team supported and collaborated with the Chairman of Father Front Committee of Hong Phong PC to visit local household in the reunion day in Hong Phong Commune.



Mid-autumn festival celebration for local children

Mid-Autumn Festival is a traditional festival in Vietnam. To join hand in helping children in TBC Project areas (Dai Phong & Hong Phong 1) to have an enjoyable Mid-autumn festival. TBC Team collaborated with local communes to celebrate the festival for local children.

In September 2021, TBC representatives gave Mid-autumn Festival gifts and mooncakes to the local children in Hong Phong Commune.



Lunar New Year Festival

The Lunar New Year (Tet) comes, and the Spring is an opportunity for TBC Company to show our gratitude and appreciation to our stakeholders who have supported us over the past year.

Representatives of TBC prepared and delivered more than 300 Tet's gifts to the Project stakeholders including: local authorities in Binh Thuan Prov-

ince, around 85 affected households of Dai Phong's and 13 landowners of Hong Phong 1 Project during Jan-Feb 2021.



Guarantee the safety of our people and our equipment

Our top priority is to make sure the people we work with are respected and safe, and we believe everyone should go home safe and healthy every day, from our office employees to the people working at our windfarm sites. Risk control is based on in-depth analysis and accident monitoring to define areas for priority improvement.

Our operations team has all the safety equipment they need to carry out their activities. Training in safety skills is organized regularly for members of the operations team to maintain appropriate behaviors: PPE verification, ladder backup and use of the evacuation kit and fire extinguishers.



We are determined to protect our people from occupational health issues, and in 2021 all our workers (100%) were covered by medical check programs (Vietnam). Through our health and safety management system, we apply a systematic approach to anticipating, identifying, evaluating, controlling, and monitoring occupational health hazards and exposures across all operations.

Our response to the Covid-19 pandemic

In the face of the Covid-19 pandemic, we have continued to live this culture. Throughout 2011, we worked tirelessly to introduce Covid-19-specific safety protocols and the most up to date controls to help our people stay safe and keep our windfarm operating. We implemented numerous preventive hygiene measures to maintain a safe working environment and to prevent the virus from spreading to surrounding communities. In Vietnam, we continue to monitor developments in the COVID-19 pandemic in cooperation with the Public Health authorities and governments in each region where we operate

and ensure that our measures are updated as needed.

Throughout the pandemic our focus has remained on three key priorities: protecting our employees, protecting our communities, and protecting our operations.

a. Protecting our employees

During 2021, the Company responded quickly to the COVID-19 pandemic. A designated COVID-19 safety coordinator was responsible for developing the COVID-19 safety plan, which outlines the guidelines, and procedures that have been put in place to reduce the risk of transmission and includes communication plans and training. Additional internal measures were taken to address the needs of our employees' health and well-being. This includes delivering extensive, ongoing well-being communications and virtual presentations throughout the pandemic.

As Government vaccination programs for COVID-19 started being rolled out in all the regions in which the Company operates, we offered convenient conditions for all employees to ensure them get sufficient two doses of Covid-19 vaccine.

We established regional hygiene committees and working groups to manage site-specific impacts, including health and safety, employee well-being, telecommuting, business travel, business resilience, community impacts, public health regulations, and government relations.

Particularly, we have been providing anti-pandemic items (masks and sanitizing gels), appropriate measures to mitigate threats to our employees since the 4th outbreak of COVID-19 happening in Vietnam (since May 2021). We cleaned and disinfected common areas daily in our offices. Additionally, body temperature checkpoints were set up at the workplace, and all workers were often check temperature before they start working.

In Vietnam, we are collaborating with the local government to manage migrant workers through updating the list of onsite workers and strictly follow the Vietnam Ministry of Health's 5K message:

“Khu trang (facemask), Khu khuẩn (disinfection), Khoảng cách (distance), Không tụ tập (no gathering) and Khai báo y tế (health declaration)”. In case, staff who had been in close contact with infected persons will be required to be quarantined and were offered COVID-19 tests under the Vietnam government management.



- Work from home was facilitated with equipment, collaborative workspace software, training, and secure access to networks.

- Supply chain resilience was maintained, with key suppliers identifying potential issues and making appropriate decisions regarding sourcing and inventory; and

- A sufficient inventory of PPE was built and has been maintained.

b. Protecting Our communities

TBC was quick to respond with assistance and support to communities impacted by COVID-19. Beyond increased safety and isolation protocols, we continued to consult with local authorities to understand community-based priorities and ensure we provided sustained support where it is most needed. In 2021, we:

- provide support at local health clinics and in communities and conduct rapid Covid-19 tests and self-isolate for outside employees/ workers prior to entering to windfarm project sites to avoid the spread of coronavirus in local communities.

- in Binh Thuan, we have helped students to pursue their education during this difficult time by equipping a big television for an elementary school to help them get a better access to online classes.

c. Protecting Operations

During the period of Covid-19 pandemic, essential work was carried out to maintain infrastructure and to ensure compliance with safety and environmental requirements, all while maintaining minimum staffing levels. For example:

- Employee business travel was restricted. Instead, online meeting platforms were used to host meetings and training sessions.



Environment

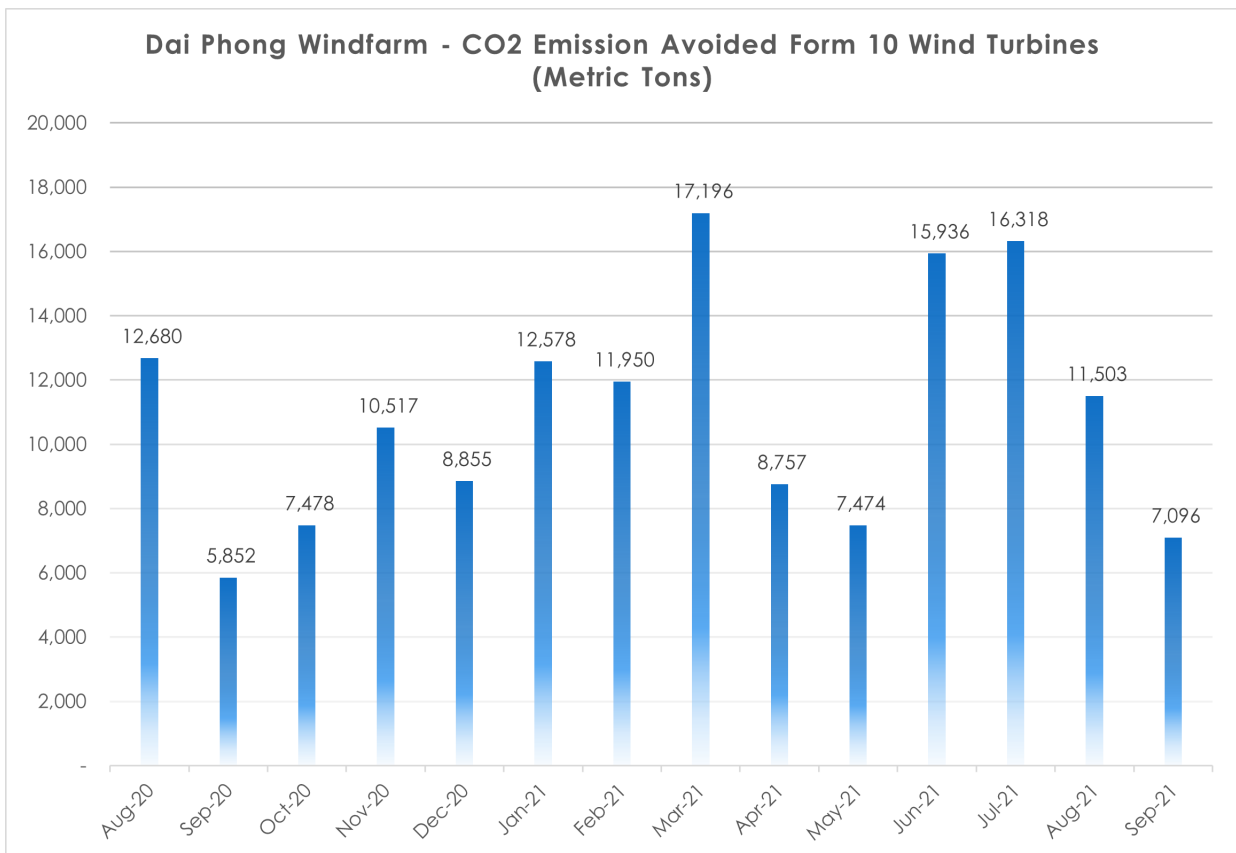
Renewable energy operations can have direct and indirect impacts on all aspects of the environment including climate, water, air, and biodiversity. Risks to water supply, the impact of climate change, wild-life migration and environmental compliance can also directly and indirectly impact our production.

Properly managing and mitigating environmental risk is critical to protecting the environment, as well as human health, and thus maintaining the sustainability of our business. TBC focuses on minimizing our environmental footprint, by preventing or limiting emissions, and reducing waste.

Each of our operations is responsible to identify, analyze, and manage environmental risks and to work in a transparent manner with local stakeholders, building a foundation of trust and cooperation.

Wind power is a low-carbon energy source—when a wind turbine generates electricity it produces zero carbon emissions. The development of clean wind energy avoids significant carbon dioxide (CO₂) pollution.

At present, TBC has managed and operated a wind power plant in operation phase. Up to Dec 2021, the total carbon dioxide emissions avoided by TBC's windfarm, which are Dai Phong's wind turbines (Vietnam), reaches 154,190 metric tons (updated in Sep 2021).





Air survey



Water survey



Soil survey



Bird survey



Bat survey

Develop the best projects with the help of independent experts

Many environmental studies were carried out to obtain the necessary authorizations and international financial institutes for the construction of Hong Phong 1 wind farm and the operation of Dai Phong wind farm. For example:

Hong Phong 1: These studies included major aspects on air, water, soil and ecology at the Project site. These surveys were undertaken by PECC4 Team in Nov 2020.

Dai Phong: As requirements of the Project Environmental Project Plan, a bird and bat monitoring survey (dry season) were also implemented at the site by Wild Tour Team in Jan 2021 and Oct 2021.

These studies must be implemented in strict compliance with existing regulations to minimize the environmental impact of the wind farm as far as possible, from its construction to its decommission.

TBC has decided to undertake these studies based on an analysis conducted by a specialized consulting firm to ensure these projects are as environmentally and economically sustainable as possible.

Emission and waste management

During wind turbine manufacturing, the TBC's projects generate relatively a small level of waste, mainly comprising a small amount of hazardous waste and general solid waste. Hazardous waste mainly includes organic resins and organic solvents; solid waste includes solid packaging materials and general waste, and waste generated during the construction of wind farms.

The Company properly handles all types of waste and uses its environmental statistics system to monitor the amount of waste generated and recycled by different facilities in strict compliance with the principles of sorting and recycling and centralized storage and processing.

For general solid waste, the Company takes the approach of centralized management and recycling, or it entrusts a third party for recycling and disposal. For hazardous waste, it formulates the Hazardous Waste Management Plan to standardize the storage, and treatment of hazardous waste, reducing their adverse impact on the environment.

Water is not used in the manufacturing process of wind turbines only for onsite TBC's general office use. The Dai Phong and Hong Phong 1 windfarm, the main office of employees of TBC, is equipped with a septic tank to treat the sewage produced in the office.

It is important that at Dai Phong and Hong Phong 1 windfarms, their contractors signed contracts with local waste and wastewater collection and treatment contractors (e.g Binh Thuan Environment and Urban Services JSC) to collect and treat waste (i.e general and hazardous wastes) and domestic wastewater (e.g from workers accommodation, substations) in the Project sites during the construction and operation phase.

Guarantee an exemplary site for each of our projects

Even though the construction and operation of a wind farm does not require the use of hazardous chemicals, it is essential to ensure the safety of people, while also managing waste to limit the impact of our activity.

Every site is covered by a Waste Management Plan which defines, among other things, the conditions for the storage, disposal, and removal of waste. A single collection point in clearly identified skips is defined for every type of waste (e.g., hazardous, and non-hazardous waste).

The site manager systematically ensures that people working on the site are made aware of good practices to ensure everyone's safety and limit the impact on the environment. To manage its waste, TBC focuses as much as possible on the 3R approach: Reduce, Reuse and Recycle.



Ambient Noise Control

Different levels of noises will be generated during the processes of wind turbine production, transportation, installation, and operation. The Company strictly abides by the Law on the Prevention and Control of Ambient Noise Pollution and the Emission Standard of Environment Noise for Boundary of Construction Site, and other laws and regulations to mitigate noise pollution. As for transportation and installation, the TBC's Projects chooses to operate in less populated areas and avoid nighttime construction whenever possible.

In Vietnam, according to the Environmental Social Management Plan of Dai Phong and Hong Phong 1 Wind Power Plant (ESMP, 2019), the Projects were required to implement a noise environment moni-

itoring survey of the operational phase of the Plants.

Therefore, the noise monitoring surveys were conducted during Dec 6-10, 2021, at five different sensitive locations (48 consecutive hours of monitoring per location) to confirm the compliance of Dai Phong and Hong Phong1 Wind Power Plant against to noise control standards, particularly the National Technical Regulation on Noise standard QCVN 26:2010/BTNMT and IFC international standards for noise control (IFC General EHS Guidelines – Noise Management).



The Company adopts advanced wind turbine control strategies and optimization schemes of wind farm noise reduction to control noise from the machines itself. The nacelle cover features strong sound insulation and absorption, reducing generator noise. In addition, permanent magnet direct-drive technology is applied in the wind turbines, which eliminates most gear drive noises.

The Company also reduces noise generated from the operation of wind turbines by installing trailing-edge serrations on the blades. Prior to installation of any wind farm, assessments are done by the TBC's ESG Team to research and develop wind farm noise emission models to accurately calculate the noise level based on site factors and noise limit, thereby producing countermeasures and other solutions to reduce overall noise emission.

Environmental Protection

With years of experience in wind farm development, construction, operation, and maintenance, and based on laws, regulations, standards and technical requirements regarding environmental protection, the Company gradually improves the environmental management system and protect the ecological environment of project sites during

construction of wind farms. With the change of national and local energy policies and reduction in the cost of new energy, the Company improves related ecological protection measures and solutions for the identified ecological and environmental factors, as well as learns about and implements national and local standards for ecological protection and restoration to ensure the compliance.

Biodiversity

The Company has developed a project's Environment and Social Management Plan (ESMP) to clarify the requirements for biodiversity protection in the process of the development, construction, operation, and maintenance of wind farm projects.

The Company defines protection and compensation plans by identifying and analyzing biodiversity risks of wind farms and surrounding habitats, particularly in areas rich in biological resources, aiming to mitigate and avert the impacts of wind power projects on plants and animals, as well as their habitats.

The Company focuses on the impacts including bird collision, wildlife migration, habitat loss, and environmental pollution and aims to protect and preserve biodiversity by adjusting the number, size, and distribution of wind turbines, developing, and applying bird repelling systems, banning the construction of artificial landscapes that attract birds and bats, and strictly implementing the Management System of Environmental Protection and Conservation of Soil and Water.

Biodiversity underpins many of the ecosystem services on which our windfarm project site and their surrounding communities depend. If improperly managed, refining and exploration activities have the potential to negatively affect biodiversity and ecosystem services.

Impacts could include reductions in water quality or quantity, loss of protected species and habitat fragmentation. Such risks could affect our social license to operate as well as our reputation.

Our aim is to play a positive role in the management of the biodiversity in the areas in which we operate.

Management Approach

We work to proactively manage our impact on biodiversity and strive to protect the ecosystems in which we operate. Wherever possible we aim to achieve a net neutral biodiversity impact, particularly for ecologically sensitive environments.

Our approach is informed by international best practice, such as the guidelines set by the International Union for the Conservation of Nature (IUCN) and IFC.

ESMP detail the flora, fauna, and habitats on and around the site and outline the strategy we will follow to restore the site ecosystem to its original state.

They identify areas around the mine that could benefit from conservation support as well as existing conservation areas that require additional support and resources. Our goal is to ultimately achieve a net neutral impact of key biodiversity features.

As part of our approach to biodiversity, we emphasize concurrent reclamation and work to keep the overall footprint of our windfarm project area to a minimum.

Protecting biodiversity and natural habitats

Wind energy provides environmental benefits including ability to generate electricity without carbon emissions, water use, or emissions of water and air pollutants.

However, the siting and operation of wind energy can present a risk of adverse impacts to wildlife, particularly individual birds and bats.

For example, the verifications include the impact of Dai Phong wind farm on flying fauna (birds and bats), its acoustic impact on the surrounding inhabited areas, and the effective operation of wind turbine equipment to control risks to people, the environment and property.

Once Dai Phong windfarm has been commissioned, its impact on birds and bats is assessed by an independent research team (Wildtour Company).

A specialist makes many field trips during the period of Jan 20-24, 2021, and Oct 26-29, 2021 to measure the impact of wind turbines on their activity and mortality. If deviations from the findings of the environmental studies are observed, corrective actions are put in place.

To follow the Environmental & Social Management Plan in term of biodiversity monitoring, Risk factors for collision fatalities has been concerned by the TBC Project Team.

Fatalities of birds and bats have been recorded and report every day at all wind energy facilities by TBC subcontractors.



Results of biodiversity survey

Based on the survey in the two seasons (dry season in Jan 2021 and wet season in Oct 2021), there were 36 bird species and 10 bat species were observed at Dai Phong windfarm during the operation phase.

It is noted that all species are common and widespread, and no species is listed as threatened according to IUCN list and Vietnam Red Databook.



36 Bird Species



10 Bat Species

Environmental Management & Resource Efficiency

Through our careful use of resources, we aim to continually reduce our environmental footprint. As a renewable energy producer, the selection and use of facilities for environmentally friendly and efficient power generation from wind is the core of our business model.

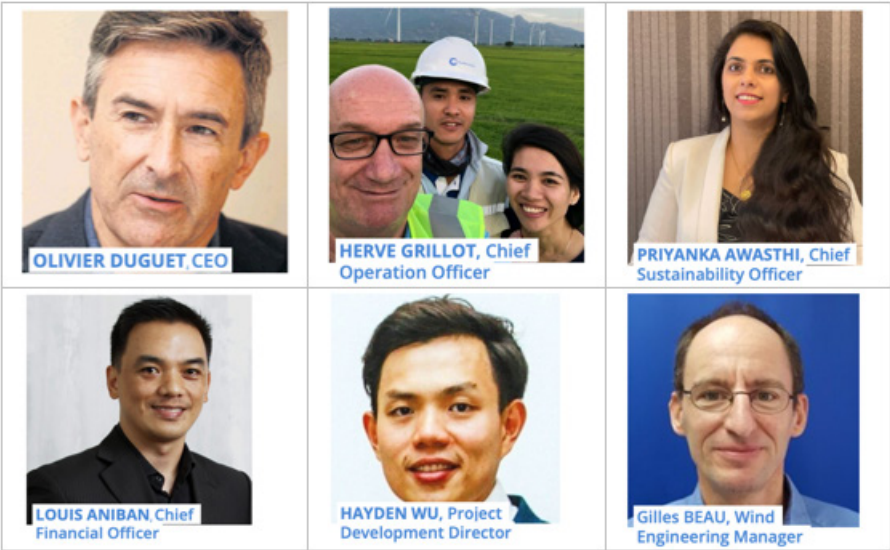
In this regard, we place a high value on environmental protection across all life cycle phases of our systems, from development to procurement, production and operation all the way.

To this end, we rely on integrated systems for quality management, work management, occupational health and safety and environmental management.

Governance

During 2021, the TBC Management Board Committee and the Chief Sustainability Officer added oversight of ESG reporting to its mandate. Specifically, this Committee is responsible for providing oversight with respect to sustainable business practices, including environmental, health and safety, social responsibility (including human rights and engagement with local communities) and related matters in the conduct of Company activities.

TBC’s Sustainability Chief Officer, Project Directors, onsite Project Managers and ESG officer and Legal team are responsible for the management of ESG topics. They report monthly to the Board and periodically to the Governance and Sustainability Committee on ESG issues and their impacts, risks, and opportunities.



Voluntary Commitments

The Blue Circle has made several voluntary commitments to adhere to high standards of ESG performance. These voluntary commitments reflect our values and allow external stakeholders to hold ourselves accountable.

United Nations Global Compact

In October 2018, The Blue Circle joined the UN Global Compact. Since signing on, The Blue Circle has developed several policies to align our operations and strategy with the UN's ten principles in the areas of human rights, labor, environment, and anti-corruption.

As a participant, The Blue Circle will also take actions that support broader UN goals, including the Sustainable Development Goals and will report on our progress annually as part of this commitment.

The Blue Circle innovates and finds new and improved ways of doing business in which we work closely with all of our partners, our communities and our stakeholders.

This helps us to understand what their concerns are regarding our business and measure our impacts as well as our performance through several stakeholder engagement meetings and social interviews.

The Blue Circle maintains the highest standards of corporate governance. To ensure that our decision-making incorporates our values and ethics, we operate under a robust set of rules, practices, and processes.

Environmental and Social Policy

This policy was developed to address environmental and social issues developed during the life cycle of The Blue Circle's projects.

We ensure effective management of all identified environmental and social risks and practice sustainability throughout our project development, construction and operation. In doing so, we put transparency into practices and ensures that its supply chain understands the policy commitments.

CSR Policy

The Blue Circle is committed to sustainable development by developing renewable energy project in a manner that is highly reverential for the communities around which we work.

We are committed to enhance the sustainability

value of the project by adhering to the United Nations Global Compact (UNGC) goals and develop the site-specific CSR Plan harmonized with the sustainable development goals.

Policy Statement:

- To provide a strategic, effective and efficient mechanism to manage ongoing support from the Project to the local communities in the Project area.

- Support sustainable local development.

- Promote a clean local environment, including renewable energy.

Code of Conduct

TBC's Code of Conduct outlines the standards of ethical behavior we expect from our people and those working on our behalf around the world.

The Code applies to all directors, officers, employees, and agents and commits them to conducting business in accordance with all applicable laws, rules, and regulations to the highest ethical standards.

We have also adopted a Code of Ethics for consultants and contractors and a Supplier Code of Conduct.

In addition, we have established "Whistleblower Policy" for anonymous reporting of any suspected violations of the Code of Conduct and Ethics, including concerns regarding accounting, internal accounting controls or other auditing matters, Code of Conduct violations, ethical conflicts, environmental issues, harassment, or discrimination.

Anti-Corruption

In the Code of Conduct, we also aim to conduct business in accordance with all applicable laws, rules and regulations and the highest ethical standards.

We do not tolerate bribery or corruption and we are committed to acting professionally, honorably and with integrity in all business dealings and relationships.

Operations and business activities are assessed on a periodic basis to ensure that the requirements of our Anti-Corruption and Anti-Bribery Policy and applicable procedures and guidelines are met.

In 2020, no instances of fraud were reported to the Audit Committee and there were no legal actions for anti-competitive behavior, anti-trust, or monopolistic practices.

The Blue Circle HR Policy

The Blue Circle Human Resource Policy Manual provides the policies for managing and developing staff. It also provides guidelines The Blue Circle will use to administer these policies.

We conduct business in regions where human rights laws are respected and promoted, and we are committed to upholding fundamental human rights as defined in the principles of United Nations Global Compact on human rights, labour, environment, and anti-corruption.

As per our engagement with United Nations, we are committed to make UN Global Compact and its principles a part of our strategy, culture and day-to-day operations of our business. The HR policy is designed in accordance with these principles and TBC will keep this policy current and relevant.

Training Procedure

This Procedure is designed to introduce best practice tools, provide recommendation for an efficient training system. It complements TBC HR Policy Manual which provides general principles of the training policy in its Sections 6.

- a. Scope: This Procedure applies to all employees and departments of The Blue Circle Group. It is also applicable for long-term consultants or interns.
- b. Process: The critical steps covered by this procedure are the following:
 - Induction training
 - Training application form and record Individual training plan
 - Department Training plan and budget





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All turbine pictures used in this report are from projects of the Mui Ne wind power site, Binh Thuan province, Vietnam.