## Thriving Together



HAYCARB PLC | Annual Report 2023/24

## **CONSOLIDATED STATEMENT ON ESG PERFORMANCE**

Performance indicator	UOM	2023/24	2022/23
Environmental Performance			
Resources			
Total energy consumption for operations	GJ	1,132,964	1,207,440
Non- renewable energy	GJ	247,352	265,139
LPG	GJ	34,207	32,865
Electricity	GJ	113,477	112,045
Diesel	GJ	33,449	59,995
Furnace Oil	GJ	65,923	59,915
Others	GJ	296	319
Self-generated energy	GJ	885,612	942,301
Electricity generated & supplied to national grid	GJ	2,889	3,656
Out of total electricity consumed	%	2.5%	3.3%
Energy intensity (energy per revenue)	GJ/Rs. Mn	26.24	19.81
Water consumption/ withdrawal for operations	m³	732,634	649,683
Water intensity (water withdrawal per revenue)	m³/Rs. Mn	16.97	10.66
Renewable raw material consumption	Mt	152,221	158,885
Coconut shells	Mt	50,468	46,592
Coconut shell charcoal	Mt	101,753	112,293
Waste			
Solid waste	Mt	5,403	6,589
Total solid non-hazardous waste	Mt	5,402	6,589
Total solid hazardous waste disposed	Mt	1.2	-
Solid waste generated per revenue	Mt/Rs. Mn	0.12	0.11
Percentage of hazardous waste shipped internationally	%	-	-
Waste water treated through internal treatment plants in factories	Liters '000	241,465	196,918
Total wastewater discharged	m³	269,079	223,171
Water discharged per revenue	m³/Rs. Mn	6.22	3.66
Emission			
Carbon emitted for operations	tCO₂e	26,696	28,396
Scope 1 emission	tCO₂e	10,903	12,622
Scope 2 emission	tCO₂e	13,485	13,330
Scope 3 emission	tCO₂e	2,308	2,444
Biogenic emission	tCO <sub>2</sub> e	48,658	41,305
Emission intensity			
Per revenue Mn	tCO₂e/Rs Mn	0.56	0.43
Per Mt of made activated carbon	tCO2e/Mt	0.51	0.53
Trees Planted	No.	>25,000	>500

Secial Performance           People & Employees         No.         1,933         1,808           Activated carbon segment         No.         1,835         1,768           Environmental engineering solutions segment         No.         227         178           Employee turnover         No.         227         178           Local         No.         616         128           Overseas         No.         61         55           Female employees as a percentage of total employees         %         14%         14%           Female employees as a percentage of total employees         %         14%         14%           Female employees in decision-making roles         %         27%         21%           Total training hours         No.         12.1         8.9           Male         No.         12.2         8.9           Male         No.         12.2         8.2           Female         No.         12.1         8.9           Meale         No.         12.2         9.2           Germale         No.         12.2         9.2           Commission         No.         12.2         9.2           Commission         No. <th>Performance indicator</th> <th>UOM</th> <th>2023/24</th> <th>2022/23</th>	Performance indicator	UOM	2023/24	2022/23
Intal employees         No.         1,933         1,880           Activated carbon segment         No.         1,835         1,768           Environmental engineering solutions segment         No.         98         112           Employee turnover         No.         227         1,78           Local         No.         16         50           Deversas         No.         61         50           Female employees an a percentage of total employees         %         14%         14%           Female employees in decision-making roles         %         27%         21%           I female employees in decision-making roles         No.         212         8.8           Average training hours         No.         212         8.9           Average training hours per employee         No.         12.1         8.9           Male         No.         12.2         8.2           Female         No.         12.2         8.2           Female         No.         12.2         8.2           Eemale         No.         11.2         9.2           Decided training hours         No.         11.2         7.3           Toucal         No.         10         10 </th <th>Social Performance</th> <th></th> <th></th> <th></th>	Social Performance			
Activated carbon segment         No         1,835         1,768           Emiloromental engineering solutions segment         No         98         112           Employee turnover         No         26         178           Local         No         166         128           Overseas         No         61         5           Female employees as a percentage of total employees         %         14%         14%           Female employees in decision-making roles         %         23,352         16,800           Average training hours         No         22,352         16,800           Average training hours per employee         No         12.1         8.9           Male         No         12.2         8.2           Fornale         No         12.0         8.2           Fornale         No         12.0         8.2           New Recruits         No         28.0         29.0           Local         No         19.0         14.0           Overseas         No         8.0         14.0           Investments in training & development         Rs         No         3.0           Total number of injuries         No         3.0         1.0	People & Employees			
Environmental engineering solutions segment         No.         277         17.8           Employee turnover         No.         227         17.8           Local         No.         616         12.8           Overseas         No.         616         50           Female employees as a percentage of total employees         %         14%         14%           Female employees in decision-making roles         %         27%         21%           Total training hours         No.         23,352         16,800           Average training hours per employee         No.         12.2         8.9           Male         No.         12.2         8.9           Female         No.         12.2         8.9           Female         No.         12.2         8.9           Pemale         No.         12.2         8.9           Pemale         No.         12.2         9.0           Local         No.         12.6         9.0           Local         No.         12.6         14.2           Local         No.         18.0         14.2           Local         No.         18.0         14.2           Local         No.	Total employees	No.	1,933	1,880
Employee tumover         No.         227         178           Local         No.         166         128           Overseas         No.         164         278           Female employees as a percentage of total employees         %         14%         14%           Female employees in decision-making roles         %         27%         21%           Total training hours         No.         23,352         16,800           Average training hours per employee         No.         12.1         8.9           Male         No.         12.1         8.9           Female         No.         11.5         13.3           New Recruits         No.         10.2         200           Local         No.         194         142           Overseas         No.         194         142           Investments in training & development         Rs. Mn         11.3         7.3           Total number of injuries         No.         3.0         9.0           Occupational         No.         3.0         9.0           Dest working days         No.         2.0         9.0           Productions flag development         No.         2.0         1.0	Activated carbon segment	No	1,835	1,768
Local         No         166         128           Overseas         No         61         50           Female employees as a percentage of total employees         %         14%         14%           Female employees in decision-making roles         %         12%         21%           Total training hours         No.         23.35         16,800           Average training hours per employee         No.         12.1         8,9           Male         No         12.2         8,2           Female         No         12.2         8,2           Female         No         12.3         3,3           New Recruits         No         19.3         14,3           Ocerseas         No         19.4         142           Overseas         No         18         14           Investments in training & development         Rs. Mn         11,32         7,35           Total number of injuries         Rs. Mn         11,32         7,35           Total praining & development         Rs. Mn         2         30           Extra training four         No         2         30           Lest working days         No         2         40	Environmental engineering solutions segment	No	98	112
Overseas         No         61         50           Female employees an a percentage of total employees         %         14%         14%           Female employees in decision-making roles         %         27%         21%           Total training hours         No.         23,352         16,800           Average training hours per employee         No.         12.2         6.2           Female         No         11.5         13.3           New Recruits         No.         280         290           Local         No         194         142           Overseas         No         8         148           Investments in training & development         Rs. Mn         11.32         7.35           Total number of injuries         No.         32         30           Estal         No         32         30           Coccupational         No         32         30           Lot working days         No         226         112.5           Health and safety training hours         No         226         122.5           Promotions         No         28         40           Apprenticeships provided for technical education         No         28	Employee turnover	No.	227	178
Female employees as a percentage of total employees         %         14%         14%           Female comployees in decision making roles         %         27%         21%           Total training hours         No.         23,352         16,800           Average training hours per employee         No.         12.1         8.0           Male         No.         12.2         8.2           Female         No.         115.         13.3           New Recruits         No.         280         290           Local         No.         10         14         14           Overseas         No.         8         14         14           Investments in training & development         Rs. Mn         13.2         7.5           Total number of injuries         No.         3         3           Fatal         No.         3         3         3           Lost working days         No.         2         0         10           Occupational         No.         2         0         11         5           Health and safety training hours         No.         2         0         11         5         4         4         4         4         4	Local	No	166	128
Female employees in decision-making roles         %         27%         21%           Total training hours         No.         23,352         16,800           Average training hours per employee         No.         12.1         8.9           Male         No.         12.2         8.2           Female         No.         15.5         13.3           New Recruits         No.         280         290           Local         No.         16.4         142           Overseas         No.         36         148           Investments in training & development         Rs. Mn         11.32         7.35           Total number of injuries         No.         30         30           Fatal         No.         3         30           Occupational         No.         3         30           Lost working days         No.         26.0         10           Promotions         No.         7.40         4,880           Promotions         No.         2.8         40           Apper training hours         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         2.2         3.5           Revenue per employee <td>Overseas</td> <td>No</td> <td>61</td> <td>50</td>	Overseas	No	61	50
Total training hours         No.         23.352         16.800           Average training hours per employee         No.         12.1         8.9           Male         No.         12.2         8.2           Female         No.         11.5         13.3           New Recruits         No.         12.8         14.2           Local         No.         19.4         14.2           Overseas         No.         8.6         14.8           Investments in training & development         Rs. Mn         11.32         7.35           Total number of injuries         No.         32         30           Fatal         No.         32         30           Gocupational         No.         32         30           Lost working days         No.         32         30           Descriptional         No.         226         11.25           Health and safety training hours         No.         28         40           Promotions         No.         28         40           Apprenticeships provided for technical education         No.         18         14           Profit per employee         Rs. Mn         2.2         3.5           Reve	Female employees as a percentage of total employees	%	14%	14%
Average training hours per employee         No.         12.1         8.9           Male         No.         12.2         8.2           Female         No.         11.3         3.3           New Recruits         No.         280         290           Local         No.         194         14.2           Overseas         No.         19.3         3.0           Investments in training & development         Rs. Mn         11.32         7.3           Total number of injuries         No.         32         30           Fatal         No.         32         30           Occupational         No.         32         30           Lost working days         No.         22.6         112.5           Health and safety training hours         No.         22.6         112.5           Hearth and safety training hours         No.         28.0         4.0           Promotions         No.         28.0         4.0           Apprenticeships provided for technical education         Rs. Mn         22.2         3.5           Revenue per employee         Rs. Mn         22.4         32.4           Value added per employee         Rs. Mn         22.4         32.5 <td>Female employees in decision-making roles</td> <td>%</td> <td>27%</td> <td>21%</td>	Female employees in decision-making roles	%	27%	21%
Male         No         12.2         8.2           Female         No         11.5         13.3           New Recruits         No.         280         290           Local         No         194         142           Overseas         No         194         148           Investments in training & development         Rs. Mn         11.3         7.35           Total number of injuries         No.         32         30           Gatal         No         32         30           Gatal         No         32         30           Goccupational         No         32         30           Lost working days         No.         226         112.5           Health and safety training hours         No.         226         112.5           Health and safety training hours         No.         28         40           Apprenticeships provided for technical education         No.         28         40           Promotions         Rs. Mn         2.2         3.5         4           Revenue per employee         Rs. Mn         2.2         3.5         4           Revenue per employee         Rs. Mn         2.9         8.5         5 <td>Total training hours</td> <td>No.</td> <td>23,352</td> <td>16,800</td>	Total training hours	No.	23,352	16,800
Female         No         11.5         13.3           New Recruits         No.         280         290           Local         No         194         142           Overseas         No         86         148           Investments in training & development         Rs. Mn         11.32         7.35           Total umber of injuries         No.         32         30           Fatal         No.         0         0         0           Occupational         No.         32         30           Ost working days         No.         32         30           Used withing flours         No.         226.0         112.5           Health and safety training hours         No.         7.404         4,880           Promotions         No.         7.404         4,880           Promotions         No.         7.40         4,880           Apprenticeships provided for technical education         No.         18         14           Profit per employee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         2.2         3.5           Lottomers         2         5         5           Lottom	Average training hours per employee	No.	12.1	8.9
New Recruits         No.         280         290           Local         No         194         142           Overseas         No         86         148           Investments in training & development         Rs. Mn         11.32         7.35           Total number of injuries         No.         32         30           Fatal         No         0         0         0           Occupational         No         32         30           Lost working days         No.         226.0         112.5           Health and safety training hours         No.         7.40         4,880           Promotions         No.         7.40         4,880           Apprenticeships provided for technical education         No.         18         14           Profit per employee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         2.2         3.5           Activated carbon segment         %         9.0         85           Activated carbon segment         %         9.0         85           Environmental engineering solutions segment         No.         1	Male	No	12.2	8.2
Local         No         194         142           Overseas         No         86         148           Investments in training & development         Rs. Mn         11.32         7.35           Total number of injuries         No.         32         30           Fatal         No         0         0         0           Occupational         No         32         30           Lost working days         No.         226.0         112.5           Health and safety training hours         No.         7.40         4,880           Promotions         No.         7.40         4,880           Apprenticeships provided for technical education         No.         18         4           Apprentices premployee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         2.2         3.5           Lotstomers         Rs. Mn         2.2         3.5           Activated carbon segment         %         8         8         8         8         8         8         8         8         8         8         8         8         8         8	Female	No	11.5	13.3
Overseas         No         86         148           Investments in training & development         Rs. Mn         11.32         7.35           Total number of injuries         No.         32         30           Fatal         No.         0         0         0           Occupational         No.         32         30           Lest working days         No.         226.0         112.5           Health and safety training hours         No.         7,404         4,980           Promotions         No.         28         40           Apprenticeships provided for technical education         No.         18         14           Profit per employee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         2.2         3.5           Activated added per employee         Rs. Mn         7.3         9.5           Environmental engineering solutions segment         %         90         >85           Activated carbon segment         %         90         >85           Environmental engineering solutions segment         %         90         >85           New custome	New Recruits	No.	280	290
Investments in training & development         Rs. Mn         11.32         7.35           Total number of injuries         No.         32         30           Fatal         No         0         0           Occupational         No         32         30           Lost working days         No.         226.0         111.5           Health and safety training hours         No.         7,404         4,980           Promotions         No.         28         40           Apprenticeships provided for technical education         No.         18         14           Profit per employee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         2.2         3.5           Activated added per employee         Rs. Mn         7.3         9.5           Settomers         Sm.         90         >85           Activated carbon segment         %         90         >85           Environmental engineering solutions segment         %         90         >85           New customer acquired         No.         14         16           Revenue generated from new products <t< td=""><td>Local</td><td>No</td><td>194</td><td>142</td></t<>	Local	No	194	142
Total number of injuries         No.         32         30           Fatal         No         0         0           Occupational         No         32         30           Lost working days         No.         226.0         112.5           Health and safety training hours         No.         7,404         4,980           Promotions         No.         28         40           Apprenticeships provided for technical education         No.         18         14           Profit per employee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         2.2         3.2           Value added per employee         Rs. Mn         7.3         9.5           Customers         S         Nn         7.3         9.5           Customer Satisfaction Index         %         90         >85           Activated carbon segment         %         90         >85           Environmental engineering solutions segment         %         90         >85           New customer acquired         No.         34         53           New products developed         No.         14         16           Revenue generated from new products         Rs. M	Overseas	No	86	148
Fatal         No         0         0           Occupational         No         32         30           Lost working days         No.         226.0         112.5           Health and safety training hours         No.         7,404         4,980           Promotions         No.         28         40           Apprenticeships provided for technical education         No.         18         14           Profit per employee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         2.2         32.4           Value added per employee         Rs. Mn         7.3         9.5           Customers         Total carbon segment         %         90         >85           Activated carbon segment         %         90         >85           Environmental engineering solutions segment         %         90         >85           New customer acquired         No.         34         53           New products developed         No.         14         16           Revenue generated from new products         Rs. Mn         47         3,39           Products in pipeline         No.         7         4           Revenue generated         <	Investments in training & development	Rs. Mn	11.32	7.35
Occupational         No         32         30           Lost working days         No.         226.0         112.5           Health and safety training hours         No.         7,404         4,980           Promotions         No.         28         40           Apprenticeships provided for technical education         No.         18         14           Profit per employee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         2.2         3.5           Value added per employee         Rs. Mn         7.3         9.5           Customers         Rs. Mn         7.3         9.5           Customer Satisfaction Index         %         >90         >85           Activated carbon segment         %         >90         >85           Environmental engineering solutions segment         %         >90         >85           New customer acquired         No.         34         53           New products developed         No.         14         16           Revenue generated from new products         Rs. Mn         479         3,390           Products in pipeline         No.         7         4           Revenue generated         R	Total number of injuries	No.	32	30
Lost working days         No.         226.0         112.5           Health and safety training hours         No.         7,404         4,980           Promotions         No.         28         40           Apprenticeships provided for technical education         No.         18         14           Profit per employee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         7.3         9.5           Customers         Rs. Mn         7.3         9.5           Customer Satisfaction Index         %         >90         >85           Activated carbon segment         %         >90         >85           Environmental engineering solutions segment         %         >90         >85           New customer acquired         No.         34         53           New products developed         No.         14         16           Revenue generated from new products         Rs. Mn         479         3,390           Products in pipeline         No.         7         6,944           Revenue generated         Rs. Mn         43,179         60,943	Fatal	No	0	0
Health and safety training hours         No.         7,404         4,980           Promotions         No.         28         40           Apprenticeships provided for technical education         No.         18         14           Profit per employee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         2.2         3.2           Value added per employee         Rs. Mn         7.3         9.5           Customers         S. Mn         7.3         9.5           Activated carbon segment         %         >90         >85           Environmental engineering solutions segment         %         >90         >85           New customer acquired         No.         34         53           New products developed         No.         14         16           Revenue generated from new products         Rs. Mn         479         3,390           Products in pipeline         No.         7         4           Revenue generated         Rs. Mn         43,179         60,943	Occupational	No	32	30
Promotions         No.         28         40           Apprenticeships provided for technical education         No.         18         14           Profit per employee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         2.4         32.4           Value added per employee         Rs. Mn         7.3         9.5           Customers         Toustomer Satisfaction Index         %         >90         >85           Activated carbon segment         %         >90         >85           Environmental engineering solutions segment         %         >90         >85           New customer acquired         No.         34         53           New products developed         No.         14         16           Revenue generated from new products         Rs. Mn         479         3,390           Products in pipeline         No.         7         4           Revenue generated         Rs. Mn         43,179         60,943	Lost working days	No.	226.0	112.5
Apprenticeships provided for technical education         No.         18         14           Profit per employee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         22.4         32.4           Value added per employee         Rs. Mn         7.3         9.5           Customers         S         50         >85           Activated carbon segment         %         >90         >85           Environmental engineering solutions segment         %         >90         >85           New customer acquired         No.         34         53           New products developed         No.         14         16           Revenue generated from new products         Rs. Mn         479         3,390           Products in pipeline         No.         7         4           Revenue generated         Rs. Mn         43,179         60,943	Health and safety training hours	No.	7,404	4,980
Profit per employee         Rs. Mn         2.2         3.5           Revenue per employee         Rs. Mn         22.4         32.4           Value added per employee         Rs. Mn         7.3         9.5           Customers         S         8         90         >85           Activated carbon segment         %         90         >85           Environmental engineering solutions segment         %         90         >85           New customer acquired         No.         34         53           New products developed         No.         14         16           Revenue generated from new products         Rs. Mn         479         3,390           Products in pipeline         No.         7         4           Revenue generated         Rs. Mn         43,179         60,943	Promotions	No.	28	40
Revenue per employee         Rs. Mn         22.4         32.4           Value added per employee         Rs. Mn         7.3         9.5           Customers         S         S         S         P         85           Activated carbon segment         %         P         90         P85           Environmental engineering solutions segment         %         P         90         P85           New customer acquired         No.         34         53           New products developed         No.         14         16           Revenue generated from new products         Rs. Mn         479         3,390           Products in pipeline         No.         7         4           Revenue generated         Rs. Mn         43,179         60,943	Apprenticeships provided for technical education	No.	18	14
Value added per employee         Rs. Mn         7.3         9.5           Customers         Section Index         %         >90         >85           Activated carbon segment         %         >90         >85           Environmental engineering solutions segment         %         >90         >85           New customer acquired         No.         34         53           New products developed         No.         14         16           Revenue generated from new products         Rs. Mn         479         3,390           Products in pipeline         No.         7         4           Revenue generated         Rs. Mn         43,179         60,943	Profit per employee	Rs. Mn	2.2	3.5
Customer Satisfaction Index         %         >90         >85           Activated carbon segment         %         >90         >85           Environmental engineering solutions segment         %         >90         >85           New customer acquired         No.         34         53           New products developed         No.         14         16           Revenue generated from new products         Rs. Mn         479         3,390           Products in pipeline         No.         7         4           Revenue generated         Rs. Mn         43,179         60,943	Revenue per employee	Rs. Mn	22.4	32.4
Customer Satisfaction Index         %         >90         >85           Activated carbon segment         %         >90         >85           Environmental engineering solutions segment         %         >90         >85           New customer acquired         No.         34         53           New products developed         No.         14         16           Revenue generated from new products         Rs. Mn         479         3,390           Products in pipeline         No.         7         4           Revenue generated         Rs. Mn         43,179         60,943	Value added per employee	Rs. Mn	7.3	9.5
Activated carbon segment%>90>85Environmental engineering solutions segment%>90>85New customer acquiredNo.3453New products developedNo.1416Revenue generated from new productsRs. Mn4793,390Products in pipelineNo.74Revenue generatedRs. Mn43,17960,943	Customers			
Environmental engineering solutions segment % >90 >85  New customer acquired No. 34 53  New products developed No. 14 16  Revenue generated from new products Rs. Mn 479 3,390  Products in pipeline No. 7 4  Revenue generated Rs. Mn 43,179 60,943	Customer Satisfaction Index	%	>90	>85
New customer acquired         No.         34         53           New products developed         No.         14         16           Revenue generated from new products         Rs. Mn         479         3,390           Products in pipeline         No.         7         4           Revenue generated         Rs. Mn         43,179         60,943	Activated carbon segment	%	>90	>85
New products developedNo.1416Revenue generated from new productsRs. Mn4793,390Products in pipelineNo.74Revenue generatedRs. Mn43,17960,943	Environmental engineering solutions segment	%	>90	>85
Revenue generated from new productsRs. Mn4793,390Products in pipelineNo.74Revenue generatedRs. Mn43,17960,943	New customer acquired	No.	34	53
Products in pipelineNo.74Revenue generatedRs. Mn43,17960,943	New products developed	No.	14	16
Revenue generated         Rs. Mn         43,179         60,943	Revenue generated from new products	Rs. Mn	479	3,390
	Products in pipeline	No.	7	4
Investment in research & development Rs. Mn 231 187	Revenue generated	Rs. Mn	43,179	60,943
	Investment in research & development	Rs. Mn	231	187

## **CONSOLIDATED STATEMENT ON ESG PERFORMANCE**

Performance indicator	UOM	2023/24	2022/23
Suppliers and Business Partners			
Total number of Suppliers	No.	850	832
Coconut shells & charcoal suppliers	No	637	570
Other materials & service suppliers	No	213	262
SME Suppliers	No.	555	504
New coconut shells & charcoal suppliers added during the year	No.	172	242
Payments to suppliers	Rs. Mn	18,303	23,730
Coconut shells & charcoal suppliers	Rs. Mn	12,828	17,613
Other materials & service suppliers	Rs. Mn	5,475	6,117
Proportion of spending on local suppliers	%	87	88
Investment in supplier development	Rs. Mn	2.5	6
Community Engagement			
Investment in CSR	Rs. Mn	40.8	40
Beneficiaries of CSR	No.	>105,000	>100,000
Taxes to Government	Rs. Mn	2,834	3,954
Sri Lanka	Rs. Mn	1,206	1,756
Overseas	Rs. Mn	1,627	2,198
Governance Performance			
Values and Ethics			
Employees trained on Hayleys/ Haycarb code of business conduct	No.	222	39
Whistle-blower cases reported and solved	No.	0	0
Management Systems			
Total audits conducted on management systems	No.	59	55
Internal Audits	No	52	48
External Audits	No	7	7
Significant non-compliances reported in management systems	No.	0	0
Occasions the sustainability committee met	No.	4	4
New certifications	No.	2	1
Data Privacy and Security			
Employees trained on data privacy	No.	73	35
Other			
Human rights violations	No.	0	0
Anti-corruption incidents	No.	0	0
Instances of socio-economic non-compliance	No.	0	0
Instances of environmental non-compliance	No.	0	0