


# SUSTAINABILITY STATEMENT

## OUR SUSTAINABILITY GOALS

Pecca is committed to supporting the UN SDGs. We have identified ten (10) UN SDGs and realigned our strategies to the goals. The table below illustrates the sustainability goals adopted by Pecca, categorised according to our ESG pillars.

Contributing to Economic Growth 		
Material Topics	GRI Standards	Sustainability Goals
Economic Performance	GRI 201: Economic Performance 2016 GRI 207: Tax 2019	<ul style="list-style-type: none"> <li>Enhance economic performance by promoting responsible financial practices</li> <li>Increase value generated for our stakeholders</li> <li>Foster economic growth within our communities</li> </ul>
Procurement and Supply Chain Management	GRI 204: Procurement Practices 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016	<ul style="list-style-type: none"> <li>Establish a responsible and sustainable supply chain</li> <li>Ensure ethical sourcing</li> <li>Minimise environmental impacts</li> </ul>

Environmental Conservation 		
Material Topics	GRI Standards	Sustainability Goals
Energy Consumption	GRI 302: Energy 2016 GRI 305: Emissions 2016	<ul style="list-style-type: none"> <li>Reduce energy consumption</li> <li>Increase energy efficiency</li> <li>Reduce greenhouse gas emissions</li> </ul>
Water Management	GRI 303: Water and Effluents 2018	<ul style="list-style-type: none"> <li>Prevent water pollution</li> <li>Minimise water usage</li> </ul>
Effluent and Waste Management	GRI 301: Materials 2016 GRI 304: Biodiversity 2016 GRI 306: Waste 2020	<ul style="list-style-type: none"> <li>Reduce waste generation</li> <li>Minimise the environmental impact of waste disposal</li> <li>Promote recycling and responsible waste management</li> </ul>

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## OUR SUSTAINABILITY GOALS (CONT'D)

People First		
Material Topics	GRI Standards	Sustainability Goals
Occupational Health and Safety	GRI 403: Occupational Health and Safety 2018 GRI 416: Customer Health and Safety 2016	<ul style="list-style-type: none"> <li>• Achieve zero (0) workplace incident</li> <li>• Ensure a safe and healthy work environment for all employees</li> </ul>
Training and Education	GRI 404: Training and Education 2016	<ul style="list-style-type: none"> <li>• Provide training and educational opportunities for employees</li> <li>• Enhance employees' skills and knowledge</li> <li>• Contribute to personal growth and career development</li> </ul>
Employee Welfare	GRI 401: Employment 2016 GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-discrimination 2016 GRI 407: Freedom of Association and Collective Bargaining 2016 GRI 408: Child Labor 2016 GRI 409: Forced or Compulsory Labor 2016 GRI 413: Local Communities 2016	<ul style="list-style-type: none"> <li>• Promote diversity and inclusion</li> <li>• Prioritise employee welfare including physical and mental well-being</li> </ul>

Corporate Governance		
Material Topics	GRI Standards	Sustainability Goals
Corporate Governance and Ethics	GRI 205: Anti-corruption 2016 GRI 418: Customer Privacy 2016	<ul style="list-style-type: none"> <li>• Ensure full compliance with applicable laws and regulations</li> <li>• Promote responsible and ethical business conduct</li> </ul>