



bm BEHN MEYER
Since 1840

Embracing Sustainability

SUSTAINABILITY REPORT 2022



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MESSAGE FROM BOARD OF DIRECTOR



“Sustainability, innovation, and a passion to create value for our customers are the keys to our success.”

Dear reader,

I am very pleased to present you Behn Meyer's 2022 Sustainability Report. The year 2022 again presented our global community with major challenges. While the Covid-19 pandemic finally lessened to an endemic, Russia's invasion of Ukraine had the greatest impact on the global economy and Europe in particular. The cessation of gas supply from Russia and agricultural raw materials from Ukraine led to an energy crisis in Europe, rising global commodity prices, inflationary pressures and subsequently, higher interest rates. Against this backdrop of considerable economic challenges and geopolitical risks, Behn Meyer showed great resilience and ended the year with very strong financial results.

We are using this momentum to further invest in our offering of sustainable solutions. At the end of 2021, Behn Meyer acquired the Australian company Myosyn Industries Pty. Ltd. in Brisbane. Myosyn produces quality ingredients for the food manufacturing industry. Together with our new company Nutrivo Ingredients Co. Ltd. in Thailand, which achieved the global food safety standard certification FSSC 22000 in 2022, Myosyn will bring vegan solutions to the Australian market. Both companies support their customers with tailored product formulations, a high-demand service given the past year's unprecedented supply chain disruptions. Furthermore, Behn Meyer became a shareholder of Greenitives Norway AS in the year 2022, a company specialising in safe and sustainable nutritional solutions based on 100% renewable marine minerals. Norway is rated one of the world's most sustainable countries, and Greenitives' factory is run with green energy.

Taken together, Behn Meyer is at the forefront of the transition to a sustainable economy and ready to seize opportunities when they present themselves. Our investments demonstrate that sustainability is a core part of our business strategy and that we drive change through our portfolio selection. Moreover, these new assets will be crucial for retaining and attracting customers as they progress with their own sustainability roadmaps. You will find several examples and product features of these new companies in this report. Our sales and technical teams are promoting greener, healthier, and more sustainable products and formulations across all business units. As you will see, sustainability is the connector between all our activities and the focal point of our R&D.



MESSAGE FROM BOARD OF DIRECTOR

Behn Meyer's sustainability strategy details how we are putting this purpose into action. We have set courageous goals, measure improvements and provide transparency on our progress. In 2022, we committed to set science-based GHG emissions reduction targets via the **Science Based Targets initiative (SBTi)**. Furthermore, we have engaged a professional outside certification body to verify the contents of our Sustainability Report according to the **Global Reporting Initiative (GRI)** standards. The assurance statement of TÜV SÜD forms part of this report. As a result, our 2022 Sustainability Report combines our ESG performance and actions into one holistic, transparent and comprehensive statement to all our stakeholders.

The developments in FY2022 outlined in this report also demonstrate how deeply the **United Nations Sustainable Development Goals (UNSDGs)** are embedded in our corporate strategy as a compass for our actions. Our commitment in terms of sustainability to environmental, social, and good governance is further underscored by our membership in the **UN Global Compact (UNGC)**. We are also one of the early adopters of the UNGC's communication programme to showcase our support to the UNGC's Ten Principles in the areas of human rights, labour, the environment, and anti-corruption. All these initiatives are not an end in themselves but help us steer the course in the direction of positive change.

We are therefore pleased that our persistent work in advancing the sustainability of our operations and products has recently been recognised with a Gold rating by EcoVadis®, a leading sustainability rating provider, promoting transparency and sustainability in global supply chains. To be included in the top 5% of all companies is a milestone for us and proves our strong commitment towards sustainability for our external and internal stakeholders. Achieving EcoVadis® Gold status within just a few years is a significant step forward and shows us that our direction is right. It inspires us to aim even higher. At the same time, this recognition reflects our drive for continuous improvement and reassures our business partners that we at Behn Meyer meet our responsibility as one of the leaders in our industry.

The name Behn Meyer stands for family values, partnership, trust and entrepreneurship. Sustainability, innovation and a passion for creating value for our customers. We are a diverse company with a plurality of backgrounds, gender, nationalities and expertise, all adding to our strength. It is our mission to create innovative solutions for a sustainable future. By doing so, we help our customers and principals meet their own sustainability ambitions and advance the sustainability agenda of the end-user industries we serve.

Finally, on behalf of the Board of Directors, I would like to express my sincere gratitude to all our people who did a fantastic job in 2022. Behn Meyer's more than 1,300 colleagues globally are the daily champions of sustainability and the backbone of our creativity and innovation. We know that our ESG performance is important to our customers, suppliers, and employees as they make their choices for their preferred business partners.

We warmly thank all of you for your support throughout the year, and we confirm our commitment to do our part and work with focus and determination to create a more sustainable, equitable, and liveable world for all. I am delighted to share our 2022 Sustainability Report with you, and I welcome your feedback.

Dr. Dirk Lorenz-Meyer

Chairman Corporate

Member of Board of Directors



BEHN MEYER'S STORY IN 2022

MISSION

Our mission is to manufacture and distribute high-performing, sustainable products that demonstrate our commitment to innovation, quality and value for every market we serve.

Through strategic partnerships and collaboration, we strive to provide our customers with a full spectrum of solutions, services, economic incentives, and support to help ensure their sustainable success and future.

VISION

Our vision is to create innovative solutions for a better, more sustainable world. All our activities are guided by integrity, environmental commitment and social responsibility.

We strive to be the trusted brand for our business partners and customers by providing agile leadership, future-oriented products and intelligent services that help address the challenges of a diverse and changing world.

Behn Meyer's business is organised into a number of strategic market sectors with dedicated business groups in each country where we operate. This matrix structure allows us to offer fully integrated and coordinated sales services on a global scale and share technical and commercial knowledge within our organisation. This gives our experienced chemists and technical teams comprehensive insight into the local market and the latest application knowledge.

The business unit directors administer the end market to ensure outstanding organisational performance. However, each country's management is responsible for optimising the services for our customers in all the different market segments. Our local operations continue to be reinforced with support from both our Group's strategy management team and regional business unit heads.

Behn Meyer creates value through the technical expertise employed to extend the reach of our products for customers in the marketplace. At Behn Meyer, we aim to develop a variety of innovative and sustainable solutions to help our customers. These innovative strategies help the continuous growth of the various Behn Meyer companies. As such, we are powered by **Mergers and Acquisitions (M&A)** that function as another critical growth driver for Behn Meyer. Doing this allows us to complement our current product range, expand in new segments, and deepen our cooperation with strategic principals. It also allows us to bring best practices in sustainability to new markets.



BEHN MEYER'S STORY IN 2022



“Healthy ideas, developed organically.”

In the year 2022, Behn Meyer joined Greenitives Norway AS as one of the shareholders. Greenitives Norway produces ingredients based on 100% natural Arctic Marine Minerals sourced from Norway’s crystal-clear waters. Arctic Marine Minerals are soft, very reactive and bio-available, offering various nutritional and health benefits, it serves as a substitute for certain land-based rock-mining (trace) minerals and chemical compounds.



“The partner of “excellence” for the food industry.”

Nutrivo develops and produces innovative solutions for food industry with a particular focus on savoury applications.

Our ingredients range from vegetable fibres, ingredients replacers, food conditioner, enhancers and marinades.

With an emphasis on natural solutions, Nutrivo can provide a multitude of vegan alternative to the currently existing products on the market.



“Comprehensive range of top quality products with expert technical support.”

Myosyn is a customer focused company, committed to manufacture quality ingredient for the food manufacturing industry.

Our formulations can improve product development, simultaneously increasing output and reducing costs.

Our product range includes additives for processed meats, additives for poultry products, additives for seafood products, cheese flow & phosphates, sprinkles, rubs & glazes, fresh meat injectants, and bakery premixes.



CORE VALUES

PERSISTENCE

We have been part of Southeast Asia for over 180 years, making this heritage our anchor. While we are growing globally today, it is the legacy of our unwavering commitment to Asia that has built the trust in our name.



TRUST

We are a family firm and all our employees are part of this Behn Meyer family. We understand that customer confidence is based on reliability in long-term relations, and therefore, we trust in our people, empower them to grow, and treat everyone around us with dignity and respect.

COMMITMENT

We ensure that we possess the highest levels of professionalism and specialised application knowledge in the industries we serve. We think and act with our customers in mind. Our management is based on equality, diversity, and teamwork.



INTEGRITY

All our dealings are guided by the iconic handshake between Hamburg merchants. We always keep our word and practice an open partnership with our colleagues, customers, and business partners, based on honesty, sincerity, and transparency.

SUSTAINABILITY

Corporate Social Responsibility (CSR) has been part of our philosophy right from the company's foundation. We take responsibility for our environmental and social impact, protect the health and safety of everyone around us, and use a CSR management system to validate improvements. Giving back to the communities in which we live and work is an honour we hold in very high regard.



ENTREPRENEURSHIP

Our distinct Behn Meyer spirit is formed by a deep appreciation for business pioneers, our curiosity, and a passion for solutions that help our customers succeed. By listening and embracing technology, we uncover opportunities, innovate, and grow together.



OUR MAIN BUSINESSES

The **Behn Meyer Group** combines the distribution of renowned brands with the development of its own products. Behn Meyer's core business units focus on the following four segments:

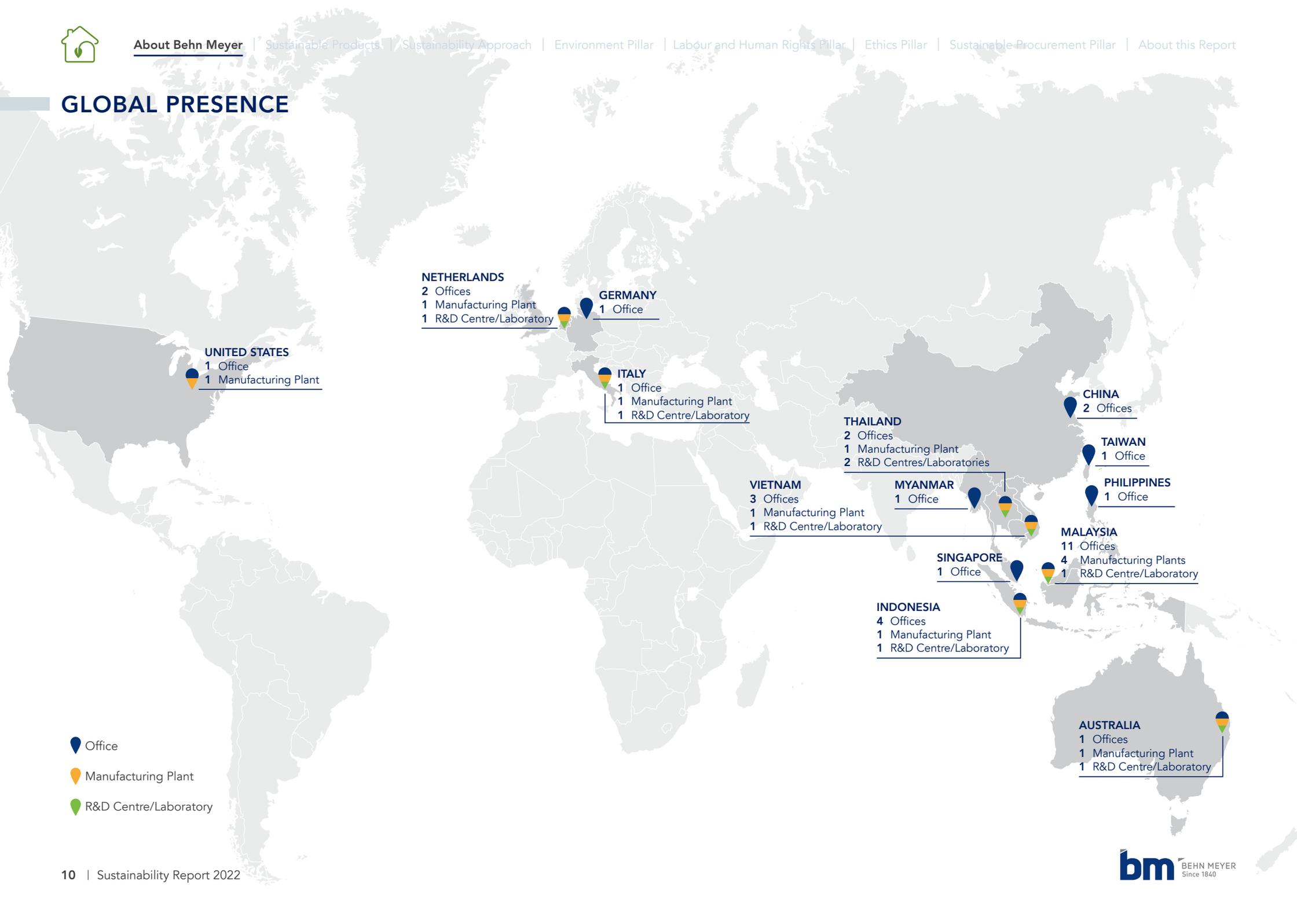
- Agricare** Fertilizers, Additives & Specialty Fertilizers, Crop Protection
- Ingredients** Food Ingredients, Animal Nutrition, Aquaculture, Personal & Home Care, Pharma
- Performance Chemicals** Petrochemicals, Water Treatment, Process Industries, Coatings, Leather & Textile
- Polymers** Plastics, Rubber, Tyres

Behn Meyer's global team of over 1,300 employees place great emphasis on shaping solutions for the future and developing long-term relationships with its partners. Its network covers more than 14 locations in Asia, Europe, Oceania and the USA. Behn Meyer is driven by a passion for customer service and has established R&D centres together with application labs in order to guarantee product quality and an innovative pipeline.

183 years of experience abroad have shaped its key asset: understanding local cultures. Coming from an exciting history of persistence, partnership and innovation, Behn Meyer combines an unrivalled industrial scope with extensive geographical reach to offer its partners a World of Capabilities.



GLOBAL PRESENCE



UNITED STATES

- 1 Office
- 1 Manufacturing Plant

NETHERLANDS

- 2 Offices
- 1 Manufacturing Plant
- 1 R&D Centre/Laboratory

GERMANY

- 1 Office

ITALY

- 1 Office
- 1 Manufacturing Plant
- 1 R&D Centre/Laboratory

THAILAND

- 2 Offices
- 1 Manufacturing Plant
- 2 R&D Centres/Laboratories

CHINA

- 2 Offices

TAIWAN

- 1 Office

PHILIPPINES

- 1 Office

VIETNAM

- 3 Offices
- 1 Manufacturing Plant
- 1 R&D Centre/Laboratory

MYANMAR

- 1 Office

MALAYSIA

- 11 Offices
- 4 Manufacturing Plants
- 1 R&D Centre/Laboratory

SINGAPORE

- 1 Office

INDONESIA

- 4 Offices
- 1 Manufacturing Plant
- 1 R&D Centre/Laboratory

AUSTRALIA

- 1 Offices
- 1 Manufacturing Plant
- 1 R&D Centre/Laboratory

- Office
- Manufacturing Plant
- R&D Centre/Laboratory



Innovating for a Sustainable Future & Delivering Value

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AGRICARE



AZOPRIMO™ is a granulated high-quality organic fertilizer enriched with amino acid, humic and fulvic acid based on plant-based biomass. **AZOPRIMO™** consists of immediately available nutrient humus and a high quantity of permanent humus, which is stable against microbial decomposition in the soil, contributing to long-term increases in soil fertility.

- Provides stable humus to the soil and stimulates CO² sequestration.
- Improves the soil structure and aeration of the soil, especially in sandy and clay soils.
- Increases availability of soil nutrients and improves soil water holding capacity.
- Improves the buffering capacity of soils, neutralising pH.
- Increases fertilizer efficiency and plant productivity.
- Helps to neutralise toxins and sequesters heavy metals in the soil.
- Promotes root respiration and development, especially vertically.
- Helps pollen tube to grow longer, increasing fruiting.
- Regulates the pH value of soils and improve soil quality.
- Improves crops resistance towards diseases and harsh environment.



FERTIGANIC P+ Biologically active plant-based balanced organic fertilizer with Growth Activation Biotechnology from Switzerland. Low chloride N-P-K nutrients with >50% organic matter containing natural trace minerals, humic, fulvic acids and beneficial microbes.

- 100% plant-based and free from animal-related pathogens.
- Fortified with Penergetic® Growth Activation Biotechnology from Swiss in order to provide a positive influence on soil life and helps actively to strengthen plants. It stimulates root growth, intensifies plant properties, and improves photosynthesis performance.
- Fortification with Auruma™ - natural trace minerals to provide holistic and complete organic trace elements to the soil and plant.
- Has the ability to improve soil condition and increase water retention capabilities.
- **FERTIGANIC P+** can increase soil biodiversity and healthy microbes population. It also stimulates the growth of root system.



CONSERVE™ K is a revolutionary natural source of potassium (K) fortified with **BMCATALYZER™** Nutrient Uptake Booster technology which has demonstrated up to 5 times foliar absorptions compared to other traditional potassium sources. **CONSERVE™ K** is a hybrid of an inorganic salt and organic salt, making it a unique foliar fertilizer and offering the best choice for foliar fertilization due to its molecular size and the natural affinity of plants to organic acids.

- Premium source of potassium fertilizer combined with a Natural Plant Metabolite. The fortification with the **BMCATALYZER™** technology results in quicker germination, improved root development, and elevated abiotic stress tolerance, leading to better plant establishment, more vigorous growth, and higher yields.
- Positioned as an ancillary speciality to delay the bud emergence of young buds, **CONSERVE™ K** is very suitable for plants with fruits crop. This product prevents the competition of nutrients between young leaf buds against the fruits, ensuring a better translocation of nutrients to the fruits while supplementing potassium to the fruits more efficiently and providing good crop colour. **CONSERVE™ K** also has a positive influence on soil life and helps actively to strengthen plants.



INGREDIENTS

Food Ingredients

The food and beverage industry has undergone rapid development, prompting consumers to prioritise informed consumption that aligns with their health values and goals. Today's consumers are interested in knowing the ingredients and processing methods used in food products, which has led the industry to embrace transparency, structure, and proper labelling. This demand has driven food manufacturers to use natural, safe, and easy-to-understand ingredients while also ensuring their products have nutritional value, functionality, and sustainability. Our Food Ingredients division offers a range of products that can help manufacturers create healthier, functional products that align with values ranging from clean and simple to natural and sustainable. Our team of experts can assist with improving product stability during heat processing, enhancing texture and mouthfeel without chemicals, and formulating natural blends of ingredients that work synergistically.

Nutrifibre HQ1, composed of various plant fibres such as psyllium husk, oats, and peas, is a natural and clean source that can elevate the quality of processed and vegetarian meat products. It enhances the "juiciness" of the meat texture and can be used in vegan burger patties, meatballs, fish balls, sausages, nuggets, or fish cakes. Nutrifibre HQ1 also improves the creamy mouthfeel of ice cream and frozen dairy products with plant fibres, not fats. Additionally, implementing this ingredient allows food manufacturers to better their food texture. Behn Meyer provides a healthier selection of ingredients for food manufacturers looking at improving their products' texture and for consumers who want to enjoy food while staying free of chemically derived food products.

NutriUp is another solution blend that contains plant fibres, plant proteins, enzymes, and soybean oil, which enables food processors to increase the textural firmness of processed meats. This ingredient improves the shapes of the products and the attractiveness of their products in order to ensure better consumer acceptance and reduce food waste for the industry.

Nutrifibre HQ1 and **NutriUp** offer a great alternative for clients who are following the sustainability trend because they are both clean, natural, and chemical-free.



Ovirtun aims to help customers produce more while consuming less by reducing food waste, which is a significant contributor to greenhouse gas emissions and the squandering of natural resources.

In addition to processed foods, the food industry also generates non-marketable items and leftovers, which typically do not meet consumers' expectations for flavour, appearance, and nutritional information and end up being discarded. However, Ovirtun has developed technology that allows 20% to 30% of this rework to be used in new recipes, enabling food manufacturers to produce high-quality by-products while purchasing fewer raw materials. By reducing food waste, we can promote healthy food systems, establish food security, and lessen global greenhouse gas emissions, making Ovirtun's technology a valuable asset to the food industry.



INGREDIENTS

Animal Nutrition



At least 5 million synthetic hoof dressings are used in the cattle industry to rehabilitate lame cows. These non-biodegradable hoof tapes frequently wind up in landfills, manure piles, or on fields and end up in our environment. This problem was addressed by the development of Intra Eco Tape, a biodegradable tape renowned for its easy-tear, superior adhesive capabilities, and environmentally friendly packaging.

Intra Eco Tape, a new standard in sustainable farming, was recently granted the Sommet D'Or 2022 award at the Concours de l'innovation, Sommet De L'elevage in France. The leading European forum for livestock professionals presented Synthese and Intracare with the award for "bande cohésive biodégradable pour les sabots des ruminants" or "biodegradable cohesive tape for ruminant hooves".

Personal Care and Household Care

Sustainability has been a growing concern in the beauty and personal care industry for some time, and the pandemic has only accelerated this trend. Consumers are looking for products that are eco-friendly, cruelty-free, and made with natural ingredients. We offer a highly pure betaine that supports the skin's protein and water balance and is sustainably derived from the by-product of sugar manufacturing. Known as the next generation of sustainable pentylene glycol, it is 100% bio-based.

Our portfolio also has aloe vera extract and liquid for personal and home care. The raw materials are from the largest grower and processor, benefiting our customers significantly. Our supplier ensures sustainable farming, state-of-the-art manufacturing, and advanced scientific research, which make the aloe vera products among the purest and most dependable available. We offer such a high-quality product because the production is controlled every step of the way. Quality begins at farms where aloe vera is grown without pesticides, herbicides, or other harmful chemicals. Then the aloe vera juice, concentrates, or powder is processed using state-of-the-art procedures and techniques developed in research laboratories.

Another sustainable product we offer includes betaine from sugar beet root. It has many benefits, like regulating the cell water balance by increasing osmolytes transporters, protecting the skin proteins, and strengthening the skin barrier - a multi-application ingredient for skin and hair. It is an upcycled ingredient from the sugar production side stream, aligned with the zero-waste beauty movement, clean beauty and sustainability trends.

Finally, our product portfolio entails biodegradable enzymes for detergents, making washing with detergents more sustainable and the ideal ingredient for manufacturers who want to develop eco-friendly products.



PERFORMANCE CHEMICALS

Coatings & Construction



Environmental and Healthy Binders

As film formers, binders are an indispensable raw material in the coatings, adhesives, and construction industries. That is why Behn Meyer actively searches for a sustainable alternative for its business partners. In this industry, many manufacturers use APEO (alkylphenol ethoxylates) as surfactants in the polymerisation process. Nevertheless, many studies describe the harmful effects of APEO and formaldehyde on our health, the environment, and animals.

Although this presents a huge challenge, Behn Meyer offers the coatings and construction industries a variety of water-based emulsions that contain no APEO, formaldehyde and ammonia. In addition, projects such as bio-based polymers and a new class of bio-sourced resins produced by renewable precursors such as rosins, lignin, tannins, terpenes, vegetable oils and more are ongoing. Dealing with bio-based polymers has many advantages, such as a reduction of dependency on fossil fuels and public health security.

Leather & Textile



OEKO-TEX® ECO PASSPORT

Our INNOVAZYME TEX range of enzymes is ECO PASSPORT certified by OEKO-TEX®. **Innovazyme TEX NC** and **Innovazyme TEX BP02N** are neutral cellulases for bio-polish. With these products, it is possible to run a combined process of bio-polish and dyeing (with reactive dyes) to save resources, time, energy, and water.

Innovazyme TEX PL-BR45 is a neutral pectinase for bio-scouring. This innovative solution offers a sustainable alternative to the traditional cotton scouring method, which involves the use of sodium hydroxide and high temperatures. With Innovazyme TEX PL-BR45 the use of sodium hydroxide can be eliminated, thus reducing alkali discharge into wastewater, making it an eco-friendly option. Not to mention, Innovazyme TEX PL-BR45 runs at a lower temperature of 60-70 °C (instead of 90°C for the conventional scouring process), thus reducing energy consumption.

Innovazyme TEX C-LTA has low-temperature cellulase enzymes for denim abrasion. It is effective for denim abrasion at low temperatures (< 40°C), therefore saving energy for the process. Conventionally, the process runs at 55-60 °C. It is possible to achieve a good abrasion effect with Innovazyme TEX C-LTA without abrasive materials.



PERFORMANCE CHEMICALS

Process Industries



Enzymes for Liquefaction and Saccharification

Enzymes are sustainable catalysts that have revolutionised the production of glucose. Their superior performance, low energy costs, biodegradability, and lack of corrosion on equipment make them an ideal choice for glucose production. Traditionally, glucose production relied on a chemical reaction between starch and diluted sulphuric acid at high temperatures at 120 °C under 2-3 atmospheric pressure. However, enzymatic hydrolysis has emerged as a more efficient and eco-friendly alternative. Using our alpha amylase & glucoamylase enzymes instead of acids can run the process at lower temperatures at 90 - 110 °C and yield higher production with lower energy consumption. Moreover, enzymes are readily biodegradable, making them an environmentally friendly choice. The dosage of enzymes used in the production process can be adjusted to achieve faster reaction times and reduce total energy consumption. Unlike acids, enzymes do not harm the equipment used in the process, meaning a longer running time with the same equipment.

Our **Terrasol C-1032** and **Terrasol C-1012** are organic, non-metal-based products, making them more environmentally friendly. These products are designed to tackle the main challenge of TSS levels, which can reach up to 25,000-30,000 ppm. By using our products, we can reduce TSS levels to much lower levels of 200 ppm, ensuring compliance with regulations and producing less sludge in waste collection ponds. This reduction in sludge production has a positive impact on the capacity of the waste collection pond, while the improved effluent water quality enhances the river/freshwater biosphere.

Replacing alumina-based coagulants with more advanced alternatives can bring numerous benefits to the mining industry. Not only can it reduce overall costs, but it can also improve the efficiency of the process and reduce environmental impacts. By adopting our products, mining companies can ensure that their mining process complies with the latest regulations and standards. This shift towards more advanced alternatives can lead to improved performance, cost benefits, and a reduced environmental footprint.



POLYMERS

Plastics

MB3000 series is an oxidant masterbatch, which provides an extension of the service life of polymer to avoid single use of plastic and maximise repeat use. It improves melt flow control over the conventional system. The MB3000 series reduces melt flow index (MFI) changes in polymer from the process, enhances recycling performance and colour stability, and allows higher processing temperatures. With the advantages of increasing the amount of recycled resin to be used while maintaining the MFI, longevity is also achieved from virgin resin to be more durable and reusable. There are MB3000S for styrene polymers and MB3000E for polyolefin.

Eco-Degradant PD 04 is another Behn Meyer additive in polyolefin-based materials. It allows the control of the oxo-bio degradation process of polyolefin. The addition of Eco-Degradant PD 04 to Polyethylene (PE) or Polypropylene (PP) would progressively degrade the material to ever-lower molecular weights. They become brittle, decomposed, and finally digested back by microorganisms into the basic building blocks of carbon dioxide (CO₂), water (H₂O), and biomass without any harmful residues. Eco-degradant PD 04 is the solution to the single use of polyolefin resin (PE,PP), especially in plastic bags and food packaging.

The Product Meets All Industry Standards of ASTM Testing Methods:

D5510 - "Heat Ageing of Oxidatively Degradable Plastics"

G154 - "Operating Fluorescent Light Apparatus for UV Exposure of Non-Metallic Materials"

D3826 - "Degradation End Point Using a Tensile Test"

Elongation and Tensile Strength: Machine Direction (MD)





Tackling Our Net Zero Target

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STRATEGY FOR SUSTAINABILITY

Behn Meyer's sustainability plan is supported by four pillars that were learned via close collaboration with our employees and clients, the findings of the EcoVadis® review, and the contributions of Behn Meyer business representatives. The pillars that we refer to are:

Environment Pillar

Behn Meyer is committed to becoming a more sustainable manufacturer and distributor for the chemical, agricultural and life science industries while minimising its CO₂ emissions. We optimise the use of planetary resources in our operations and supply chain to counteract climate change and reduce our environmental impact.

Labour and Human Rights Pillar

Our values of trust, integrity and mutual respect guide us. We are accountable for the living and personal development of our people to bolster possible future capacities that can create value for the company as well, as the community of stakeholders we serve.

Ethics Pillar

To promote a culture of accountability, we conduct our business in accordance with the highest ethical and legal standards in all business activities.

Sustainable Procurement Pillar

Our practices ensure fair sourcing and transparency. This is made possible by the sustainable sourcing principles assessing our supply chain.



Behn Meyer was awarded the Gold medal in the EcoVadis® business sustainability performance rating scheme. The rating positions Behn Meyer in the **top 5%** of more than **100,000 companies** globally assessed by EcoVadis® in the areas of Environment, Labour and Human Rights, Ethics, and Sustainable Procurement.



VALUE CREATION

At the Behn Meyer Group, we are fully committed to advancing our business goals and achieving them in a responsible and sustainable manner.

Behn Meyer pursues sustainability in all aspects of its global business. We are able to achieve this goal by aligning our strategies with the UN SDGs, which focus on a particular commitment to health, safety and environmental protection in Behn Meyer's value chain. Behn Meyer complies with all relevant laws and regulations in its areas of activity worldwide because, as a responsible business, it strives to meet the most critical industry standards.



Being a member of the UNGC initiative, our strategy encompasses the ten UNGC principles in areas such as human rights, labour standards, environmental protection, and anti-corruption.



SUSTAINABILITY PROGRESS

Near-term Targets

We are committed to achieving our set near-term goal by the year 2025. Through our four pillars of sustainability, we are able to measure our progress using important **Key Performance Indicators (KPIs)** and other indicators. Our sustainability goals and KPIs are continuously reviewed together with our ambitions to continue growing. With less than five years left to reach the short-term goals, Behn Meyer sees balancing our human aspirations with the planet’s ability to sustain them as a priority.



Environment Pillar



Expand Energy Conservation and Reduce Emissions

25%

- Clean energy/renewable energy usage coverage. **(In progress)**
- Energy intensity reduction below the 2021 baseline. **(On track)**
- Greenhouse gas emission intensity reduction below the 2021 baseline (Scope 1+2). **(On track)**

Reduce Compliance Risks Associated With Waste Disposal

25%

- Waste production intensity reduction below the 2021 baseline. **(In progress)**
- Packaging reusable, recyclable, or compostable. **(On track)**

Water Management Plans in Explicit Alignment With Municipal, Regional, and State Priorities

50%

- Water reuse of total water consumption. **(Reach optimum)**

25%

- Reduction in wastewater production intensity below the 2021 baseline. **(Reach optimum)**

Ensure Minimal Risk To Local Communities And The Environment

- Maintain zero environmental accidents. **(Reach optimum)**
- Protect environmental and public health by complying with the environmental requirements. **(Reach optimum)**



SUSTAINABILITY PROGRESS



Labour & Human Rights Pillar



Engagement on Sustainability Issues With Key Stakeholder Groups

- Launch Behn Meyer Sustainability Campaign to advance innovation and collaboration on sustainability within Behn Meyer employees. **(Completed)**
- Drive sustainability efforts at all company levels, train 100% of employees on labour and human rights issues. **(On track)**
- Implement a unified approach toward staff volunteering and community engagement across different locations. **(On track)**
- Obtain 80% above for employee satisfaction rating and customer satisfaction rating. **(Reach optimum)**

Diversity and Inclusion

- 100%** • 100% of managers and above will be trained in diversity and inclusive leadership. **(On track)**
- 30%** • Management positions to be held by women. **(Reach optimum)**

Working Conditions

- 80%** • Employee satisfaction for work-life balance. **(Reach optimum)**
- Align employee caring efforts to increase health benefit and improve health outcomes. **(On track)**
- Zero workplace accident with lost time. **(Reach optimum)**



SUSTAINABILITY PROGRESS

Ethics Pillar



Compliance Management

- No reported issues of non-compliance with laws or regulations in social or economic areas.
(Reach optimum)

Ethics and Fair Business Practices

- 100% of employees trained in policies and procedures relating to ethics.
(On track)
- No material breaches of these policies and procedures.
(Reach optimum)

Crisis Management

- 100% of Behn Meyer sites to have effective crisis management and business continuity plans in place.
(In progress)

Sustainable Procurement Pillar



- Set up a comprehensive and systematic management approach toward sustainable procurement practice.
(Completed)

- Responsible, ethical and sustainable sourcing of materials.
(On track)

- Screen 100% of 1st tier supplier's ESG performance by 2025.
(On track)

- Incorporate sustainability topics into all procurement procedures.
(On track)

- 25% of CO₂ emission reduction in our supply chain by 2025.
(In progress)



SUSTAINABILITY PROGRESS

Long-term Targets



Bring down Behn Meyer's Global Greenhouse Gas (GHG) emissions to net zero by 2040 in line with climate science

Make 100% of Behn Meyer-label products environmentally sustainable by designing more durable items, eliminating waste, and encouraging reuse by 2040

Create carbon-neutral products



SUSTAINABILITY STAKEHOLDER ENGAGEMENT

An essential part of our relationship with stakeholders is regular, open and honest communication, which allows us to work closely with the many parties on which Behn Meyer relies deeply. In order to respond appropriately to any concerns and to act sensibly, we strive to build and maintain long-term and close relationships with our partners. This creates added value for the company and serves the interests of our stakeholders at the same time. It is important for us to maintain communication with these stakeholders to focus on the core of the operational approach. Behn Meyer runs an annual Sustainability Stakeholder Engagement Survey through web-based questionnaires designed for internal and external stakeholders to continue improving. This survey aims to provide feedback anonymously to enhance our workplace culture, supply chain management and risk assessment for the areas of **Environmental, Social & Governance (ESG)**.

Behn Meyer prioritises those groups fundamental to creating sustainable business operations and communicates with its key stakeholders throughout each financial year. There are different parties that lead Behn Meyer's business to success. These stakeholders are selected based on Behn Meyer's ability to influence their value chain and potential impact on Behn Meyer's business. Key stakeholder groups include company employees, customers, industry groups, business partners, distributors, suppliers, and community etc.

INTERNAL	Board Members
	Directors
	Middle Management
	Employees

EXTERNAL	Customers
	Suppliers
	Business Partners
	Industry Associations
	Community

Behn Meyer's stakeholders have been consulted to assess their views on the company's sustainability performance and future priorities. Through our FY2022 stakeholder engagement exercise, we identified that the top three areas of concern to our stakeholders are:



Product safety compliance



Privacy and security



Ethics and integrity

i.e., the detailed materiality results of and integrity

The detailed materiality results of the stakeholder feedback are presented in the following section. The next annual stakeholder engagement exercise will take place in FY2023.



SUSTAINABILITY STAKEHOLDER ENGAGEMENT

Membership & Associations

Behn Meyer actively participates in a number of industry organisations and advocacy groups around the globe. Our affiliation with these reputable associations demonstrates the company's commitment to a high standard of corporate governance. This list represents a cross-section of our areas of business:

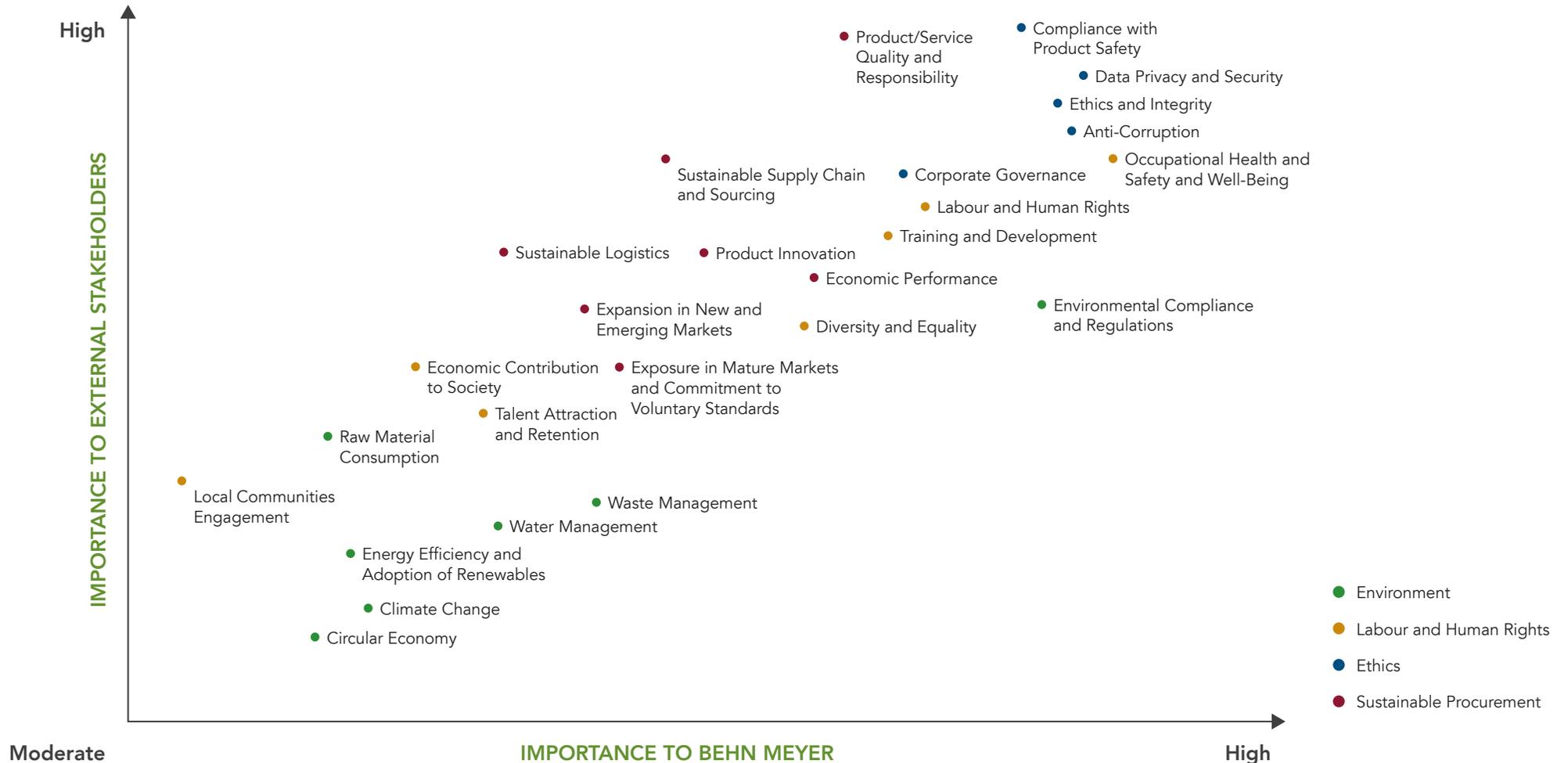
 Animal Health Companies Association (ASOHI)	 Malaysian CropLife & Public Health Association (MCPA)
 Association of Hamburg Exporters e.V. (VHE)	 Malaysian International Chamber of Commerce & Industry (MICCI)
 Association of Indonesian Cosmetics Companies (PERKOSMI)	 Malaysian Plastics Manufacturers Association (MPMA)
 Business Association of the German Rubber Industry e.V. (WDK)	 Malaysian Rubber Glove Manufacturers' Association (MARGMA)
 Chamber of Commerce Hamburg	 Malaysian Rubber Products Manufacturers' Association (MRPMA)
 Chamber of Commerce & Industry Queensland (CCIQ)	 Malaysian-German Chamber of Commerce (MGCC)
 Chemical Industries Council of Malaysia (CICM)	 Myanmar Ministry of Agriculture, Livestock and Irrigation (MOALI)
 Confederation of Italian Industry (Confindustria)	 Responsible Care® Global Charter
 Dutch Poultry Association	 Responsible Care Management Committee of Thailand (RCMCT)
 Employers' Confederation of Thailand (ECOT)	 Roundtable of Sustainable Palm Oil (RSPO)
 Employers Confederation of the Philippines (ECOP)	 The Federation of Malaysian Manufacturers (FMM) Women in Business
 Fertilizer Industry Association Malaysia (FIAM)	 The Federation of Thai Industries (FTI)
 FMM Export & International Business (EIB)	 The German-Indonesian Chamber of Industry and Commerce (EKONID)
 FMM Subang Jaya & Puchong Regional	 The German-Thai Chamber of Commerce (GTCC)
 German Asia-Pacific Business Association (OAV)	 The Indonesian Food and Beverage Industry Association (GAPPMI)
 German Myanmar Business Chamber	 The Italian Federation of the Chemical Industry (Federchimica)
 German Rubber Society e.V. (DKG)	 The Plastics & Rubber Institute Malaysia (PRIM)
 Glastuinbouw Nederland	 The Thai Chamber of Commerce (TCC)
 Global Compact Network Germany	 The Union of Myanmar Federation of Chambers of Commerce and Industry (UMFCCI)
 Indonesian Chamber of Commerce and Industry (KADIN)	 Überseeclub e.V.
 International Fertilizer Association (IFA)	 United Nations Global Compact (UNGC)
 Malaysian Animal Health & Nutrition Industries Association (MAHNIA)	



MATERIALITY

Materiality Matrix

Behn Meyer’s annual comprehensive stakeholder engagement exercise was conducted in FY2022. Based on this engagement, two key dimensions were evaluated: 1) stakeholders provided feedback on the relevance of each topic to Behn Meyer from their perspective, and 2) the company internally evaluated the topics for Behn Meyer’s value creation. The latter assessment includes the potential impact of each issue on strategy development and achievement, market positioning and growth opportunities, risk management, observance, and reputation management. A materiality matrix was created so we can concentrate on the topics that are most important for our stakeholders in a structured manner. During this materiality assessment, we identified 27 key sustainability aspects that impact our business operations at Behn Meyer.





MATERIALITY

Stakeholder-Driven Material ESG Issues

ISSUES					
	Topic	Material ESG Issues	Boundary and Impact	Importance in Behn Meyer's Value Creation	Importance to External Stakeholders
Environment	Climate Change	<ul style="list-style-type: none"> Global warming and commitment to reducing air pollution 	All stakeholders across our value chain	●	●
	Energy Efficiency and Adoption of Renewables	<ul style="list-style-type: none"> Energy efficiency in production process Utilising renewable sources of energy 	All stakeholders across our value chain	●	●
	Water Management	<ul style="list-style-type: none"> Water use efficiency in production process Responsible waste and wastewater management at plant Mitigating risks of water pollution from effluent discharge 	All stakeholders across our value chain	●	●
	Raw Material Consumption	<ul style="list-style-type: none"> Reducing the use of natural raw materials 	All stakeholders across our value chain	●	●
	Waste Management	<ul style="list-style-type: none"> Mitigating risks of soil contamination 	All stakeholders across our value chain	●	●
	Circular Economy	<ul style="list-style-type: none"> Life-cycle considerations in value chain Exploring opportunities for a circular business model 	All stakeholders across our value chain	●	●
	Environmental Compliance and Regulations	<ul style="list-style-type: none"> Compliance with environmental standards and regulations Sustainability and carbon emissions reporting Adopting energy or water management facilities 	All stakeholders across our value chain	●	●
Labour and Human Rights	Occupational Health and Safety and Well-Being	<ul style="list-style-type: none"> Ensuring occupational health and safety for all personnel Worksite health, hygiene, and wellness Emergency preparedness and response 	All stakeholders across our value chain	●	●
	Diversity and Equality	<ul style="list-style-type: none"> Ensuring employees' diversity of gender, age, ethnic background, etc. Ensuring that indefinite and non-permanent workers are not exploited 	Within organisation	●	●
	Training and Development	<ul style="list-style-type: none"> Employee training and development 	Within organisation	●	●
	Talent Attraction and Retention	<ul style="list-style-type: none"> Employee remuneration, benefits, recruitment, and retention 	Within organisation	●	●
	Local Communities Engagement	<ul style="list-style-type: none"> Monitoring the economic impact of development Respect for labour and social policy rights Providing channels for local communities to express their grievances Social commitment, including employee volunteering programmes and social investment 	All stakeholders across our value chain	●	●
	Human/Labour Rights	<ul style="list-style-type: none"> No forced or compulsory labour Non-discrimination 	All stakeholders across our value chain	●	●
	Economic Contribution to Society	<ul style="list-style-type: none"> Operations contribution with tax revenue, local employment, and investments in community 	All stakeholders across our value chain	●	●

● Moderate Material Issues ● Critical Material Issues ● Highly Critical Material Issues



MATERIALITY

Stakeholder-Driven Material ESG Issues

ISSUES					
	Topic	Material ESG Issues	Boundary and Impact	Importance in Behn Meyer's Value Creation	Importance to External Stakeholders
Ethics	Corporate Governance	<ul style="list-style-type: none"> Maintaining strong corporate governance practices 	Within organisation	●	●
	Anti-Corruption	<ul style="list-style-type: none"> Commitment to anti-corruption and anti-bribery policies 	All stakeholders across our value chain	●	●
	Ethics and Integrity	<ul style="list-style-type: none"> Ensuring adherence to company Code of Conduct; commitment to ethical workplace and labour practices Ethical behaviour in accordance with accepted principles of right 	All stakeholders across our value chain	●	●
	Compliance with Product Safety	<ul style="list-style-type: none"> Product compliance with standards, including restricted substances lists 	All stakeholders across our value chain	●	●
	Data Privacy and Security	<ul style="list-style-type: none"> Privacy and security, data protection 	All stakeholders across our value chain	●	●
Sustainable Procurement	Sustainable Supply Chain and Sourcing	<ul style="list-style-type: none"> Traceability Factoring supplier environmental performance into the selection process for materials and services Factoring supplier workplace ethics performance into the selection process for materials and services Factoring supplier diversity into the selection process for materials and services Factoring supplier health and safety performance into the selection process for materials and services 	All stakeholders across our value chain	●	●
	Sustainable Logistics	<ul style="list-style-type: none"> Embracing green transportation practices and principles 	All stakeholders across our value chain	●	●
	Economic Performance	<ul style="list-style-type: none"> Meeting financial performance expectations 	Within organisation	●	●
	Product/Service Quality and Responsibility	<ul style="list-style-type: none"> Commitment to customer satisfaction and service quality Provision of online tools or advisory services to assist customers in the selection of more sustainable products Adherence to ethical marketing principles 	All stakeholders across our value chain	●	●
	Expansion in New and Emerging Markets	<ul style="list-style-type: none"> Expansion into new and emerging markets Innovation and adopting new technologies 	All stakeholders across our value chain	●	●
	Exposure in Mature Markets	<ul style="list-style-type: none"> Exposure in mature markets 	All stakeholders across our value chain	●	●
	Product Innovation	<ul style="list-style-type: none"> Development of more resource-efficient and sustainable products 	All stakeholders across our value chain	●	●
	Commitment to Voluntary Standards	<ul style="list-style-type: none"> Commitment to voluntary standards 	All stakeholders across our value chain	●	●

● Moderate Material Issues ● Critical Material Issues ● Highly Critical Material Issues



Conserving Nature

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CONSERVING NATURE

The environment pillar prioritises the conservation and the responsible use of Earth’s resources. To achieve this objective, Behn Meyer’s operation team has established sustainability targets for 2025 and a net-zero goal by 2040. These goals encompass the resources utilised in production and business operations, such as energy and water, as well as their corresponding outputs, including GHG emissions, waste, and wastewater. The company recognises the importance of maintaining an efficient operational system to stay within planetary boundaries, and this approach is also cost-effective, enhancing Behn Meyer’s industry competitiveness.

Scope and Methodology

Behn Meyer has monitored environmental performance through a centralised reporting system that includes all manufacturing facilities, warehouses, distribution centres, and laboratories. Additionally, a standardised dashboard tool assists teams in comprehending their progress toward all 2025 targets.

Behn Meyer’s data set comprises manufacturing sites, administrative offices, laboratories, distribution offices, and warehouses that the company owns or operates worldwide. Although many of these smaller locations do not significantly impact the company’s overall environmental profile, reporting on their footprint offers a comprehensive view of all locations under Behn Meyer’s ownership or operation. The majority of the company’s environmental impacts are from production and distribution activities. Therefore, the ecological performance intensity is calculated based on the total manufacturing output or total sales volume of the distribution offices and warehouses.

Key Performance Indicators

Greenhouse Gas (GHG) Emissions	Unit Measurement	Year 2022
Scope 1 GHG Emissions	tonnes CO ₂ e	7,695
Scope 2 GHG Emissions	tonnes CO ₂ e	10,141
Scope 3 GHG Emissions	tonnes CO ₂ e	280,561
GHG Intensity (Scope 1+2)	tonnes CO ₂ e per ton of production ¹	0.02

Energy Usage	Direct Energy	TJ	100
	Indirect Energy	TJ	67
	Renewable Energy	GJ	241
	Energy Usage Intensity	MJ per ton production ¹	206

Water Usage	Water (Total)	thousand m ³	379
	Water Reused	thousand m ³	260
	Water Usage Intensity	m ³ per ton production ¹	2.08

Waste-water	Wastewater Discharged	thousand m ³	281
	Wastewater Intensity	m ³ per ton production ¹	0.35

Waste	Hazardous Waste	tonnes	940
	Non-Hazardous Waste	tonnes	1,802
	Waste Intensity	kg per ton production ¹	3.38

Packaging	Packaging (Total)	tonnes	2,216
	Packaging Recycled	tonnes	67
	Packaging Intensity	kg per ton production ¹	2.73

¹ Production volume includes the operation output of the manufacturing plant and/or the total sales volume of distribution office/warehouse.



GHG EMISSIONS

Behn Meyer operations use tonnes of CO₂ - equivalent (tCO₂e) per tonne of production and/or sales volume to evaluate GHG emissions to measure performance. Although non-production sites, such as administrative offices, only account for a small portion of the company's emissions footprint, they also contribute to Behn Meyer's objective of reducing emissions intensity by 25% by 2025. This is achieved by tracking and evaluating their emissions profiles in absolute quantities.

Behn Meyer uses the Greenhouse Gas Protocol Corporate Standard, developed by the **World Resources Institute (WRI)** and World Business Council for Sustainable Development, to quantify Scope 1, Scope 2, and Scope 3 emissions. Scope 1 emissions are selected for reporting based on their presence in the company's operations, and the CO₂e figures for Scope 1 emissions sources include carbon dioxide, methane, nitrous oxide, and hydrofluorocarbons. The company uses **Global Warming Potential (GWP)** and Scope 1 emission factors outlined in the GHG Protocol guidelines. To calculate Scope 2 and Scope 3 emissions, Behn Meyer draws on various sources, primarily the Guidelines to Defra/DECC's GHG Conversion Factors for Company Reporting, which was jointly developed by the United Kingdom Department for Environment, Food, and Rural Affairs and the Department for Energy and Climate Change.



Scope 1 & Scope 2

Scope 1 emissions are the direct emissions from sources owned or operationally controlled by Behn Meyer. These include emissions from stationary combustion fuels, vehicular fuels, process emissions, refrigerants, and ozone-depleting substances. Scope 2 emissions cover indirect emissions produced during the generation of purchased electricity and purchased steam.

In FY2022, Behn Meyer's Scope 1 and Scope 2 GHG emissions totalled around 17,837 tCO₂e. Within the Scope 1 emission, process emissions and refrigerants contributed to 1,075 tCO₂e. Natural gas was responsible for 2,192 tCO₂e, followed by stationary combustion of fuel oil and diesel, which resulted in 3,113 tCO₂e, and combined vehicular fuels, which contributed 1,265 tCO₂e. Scope 1 GHG emission data in the 2021 baseline is retrospectively corrected in this year's reporting to reflect more accurate data collection to Behn Meyer operations. Scope 2 sources accounted for 10,141 tCO₂e, with purchased electricity contributing 10,120 tCO₂e, renewable energy contributing to 8 tCO₂e, and a small amount of purchased steam accounting for 13 tCO₂e.

Behn Meyer coordinates its energy reduction efforts by managing Scope 1 and Scope 2 GHG emissions. The company implements measures to reduce energy consumption by optimising production operations and product ranges. Behn Meyer's primary focus is to increase the use of renewable energy, such as solar power, in its manufacturing plants. This initiative aims to reduce the impact of GHG emission intensity.

Ozone-Depleting Chemicals (ODCs)

Although ODCs are not a direct result of Behn Meyer's products or processes, the group includes any ODCs used as refrigerants on-site, and the GWP for refrigerants is derived from the Intergovernmental Panel on Climate Change's Fifth Assessment Report. In FY2022, Behn Meyer did not produce any direct ODCs as it only relied on the use of standard refrigerants, including R-22, R410A, and R404A. No refrigerant leakage has been reported in FY2022.



GHG EMISSIONS

Scope 3

Scope 3 emissions refer to all the emissions that are not directly included in Scope 2 and occur in Behn Meyer’s value chain, encompassing both upstream and downstream emissions. Such emissions originate from activities related to the company’s operations that are not directly owned or controlled by Behn Meyer.

Behn Meyer has completed calculations of its Scope 3 emissions, which amounted to approximately 280,561 tCO₂e. Consistent with trends observed in other companies, Behn Meyer’s Scope 3 emissions constitute the largest portion of the company’s overall emissions profile, in conjunction with its Scope 1 and Scope 2 emissions. Upstream goods transportation and distribution (2,762 tCO₂e), downstream goods transportation and distribution (14,187 tCO₂e), processing of sold products (5,849 tCO₂e), fuel- and energy-related activities (2,622 tCO₂e), and waste generated in operations (257 t CO₂e) are among the sources of Scope 3 emissions. Of these, purchased goods and services contributed the most to Scope 3 emissions (280,561 tCO₂e), while the remaining emissions are related to business travel (349 tCO₂e).

Scope 3 GHG Emissions	tonnes CO ₂ e
Category 1 - Purchased Goods And Services	253,419
Category 2 - Capital Goods	1,116
Category 3 - Fuel- And Energy-Related Activities	2,622
Category 4 - Upstream Transportation And Distribution	2,762
Category 5 - Waste Generated In Operations	257
Category 6 - Business Travel	349
Category 9 - Downstream Transportation And Distribution	14,187
Category 10 - Processing of Sold Products	5,849

Managing our Scope 3 emissions presents several challenges, as these emissions cannot be directly controlled. Addressing them requires working with suppliers and acknowledging the limited influence we may have. Additionally, measuring emissions is a complex task that requires collaboration with peers within and across industries to establish common measurement standards that facilitate comparison and benchmarking.

As a significant part of our sustainable procurement approach, we are increasing our efforts to form partnerships with all upstream and downstream businesses, as well as suppliers, to make measurable progress in reducing our Scope 3 emissions. To take concrete steps towards managing our Scope 3 contributions, we are digitising and updating our data collection and analysis processes. These initiatives will enhance our understanding of the impact and potential of our value chain, enabling us to create a sustainable foundation for future targeted actions.

To overcome the challenges associated with Scope 3 emissions, we have implemented several measures, including:

- Striving to collect Scope 3 data from internal stakeholders.
- Enhancing our interactions with sustainability-focused suppliers, continuously emphasising data quality and traceability.
- Launching Supplier Sustainability Guidelines for purchasing and integrated supply chain integrating ESG key performance indicators and CSR risk assessment.
- Incorporating sustainability concerns into our procurement procedures to monitor supplier input.
- Engaging suppliers in climate action by monitoring primary GHG data from suppliers’ Scope 1 and Scope 2 emissions.
- Collecting suppliers’ GHG emissions during their sustainability assessments at the corporate level remains challenging as only some suppliers have performed their GHG emission calculations.
- Setting Behn Meyer absolute internal Scope 3 emissions reduction targets.
- Digitising our processes to optimise logistics efficiency.



GHG EMISSIONS

Taking further steps to manage Behn Meyer's GHG emission, we have committed to set science-based GHG emissions reduction targets via **Science Based Targets initiative (SBTi)**.

We intend to set a dedicated sustainability budget for GHG management, linking the management team's compensation to progress towards GHG emissions reduction targets. We are working on accounting for the product-level GHG data following GHG protocol or other GHG accounting standards for product GHG footprints.

Moreover, Behn Meyer is taking measures to neutralise the GHG emissions from our business travel. We recognise that travel significantly contributes to GHG emissions, and we are committed to mitigating the environmental impact of our operations. To achieve this, we have implemented various initiatives, such as promoting the use of virtual meetings as an alternative to in-person meetings, encouraging the use of public transportation and sharing economy platforms, and offsetting our remaining travel-related emissions through reputable carbon offsetting programs. In addition to neutralising our business travel emissions, Behn Meyer is also working on other aspects of address the global challenges of climate change.



AIR POLLUTION

While air pollution is a significant concern due to its impact on human health and the environment, it does not apply to Behn Meyer as the company does not emit a material amount of harmful substances such as particulate matter, ozone, nitrogen oxides, and sulphur dioxide through its products and services. Instead, Behn Meyer takes proactive measures to prevent emissions of atmospheric pollutants and other environmental nuisances, such as noise, odour, vibration, road, and light, in compliance with local environmental laws and industrial regulations. The company also conducts periodic analyses on the volumes of major air pollutants or ambient air quality monitoring. It has installed systems to mitigate emissions of dust and particulate matter at its manufacturing plant.





ENERGY

Behn Meyer utilises various energy sources, including purchased electricity, steam, natural gas, stationary combustion fuels such as diesel and fuel oil, and vehicular fuels. Electricity is mainly utilised for plant machinery, IT systems, and air-conditioning, while steam is purchased from external providers and used for process heating. The focus of energy-saving efforts is primarily on production sites, and production heads take necessary steps to achieve reduction targets. Routine joint reviews with management provide an opportunity for the production teams to discuss the feasibility of newly proposed measures while monitoring progress.

In FY2022, Behn Meyer's overall energy consumption was 166.77 TJ, and the energy intensity for the output was 206 MJ per tonne despite ongoing efforts to shift towards less carbon-intensive resources. Special efforts are being made to support the company's less-efficient operations to match the rest of the energy management strategy. Direct energy sources accounted for 60% of Behn Meyer's total demand, with natural gas and stationary combustion fuels being the primary sources. Indirect energy from purchased electricity and steam comprised 40% of the company's overall energy use. The best approach for reducing energy use has been found to be the diligent implementation of simple and cost-effective alternatives.

Behn Meyer consumed approximately 241 MJ of renewable energy in total for FY2022, and renewable energy development is being closely monitored in manufacturing plants. Solar photovoltaic panels are forecasted to remain the primary source of growth in renewable electricity, and capacity additions are expected to increase in Behn Meyer's operations in the coming years. Behn Meyer Thailand is also pursuing the **International Renewable Energy Certificate (IREC)** to decrease its GHG emissions. By obtaining IRECs, Behn Meyer can demonstrate the commitment to utilising renewable energy sources and reducing the dependence on fossil fuels, thereby mitigating GHG emissions.



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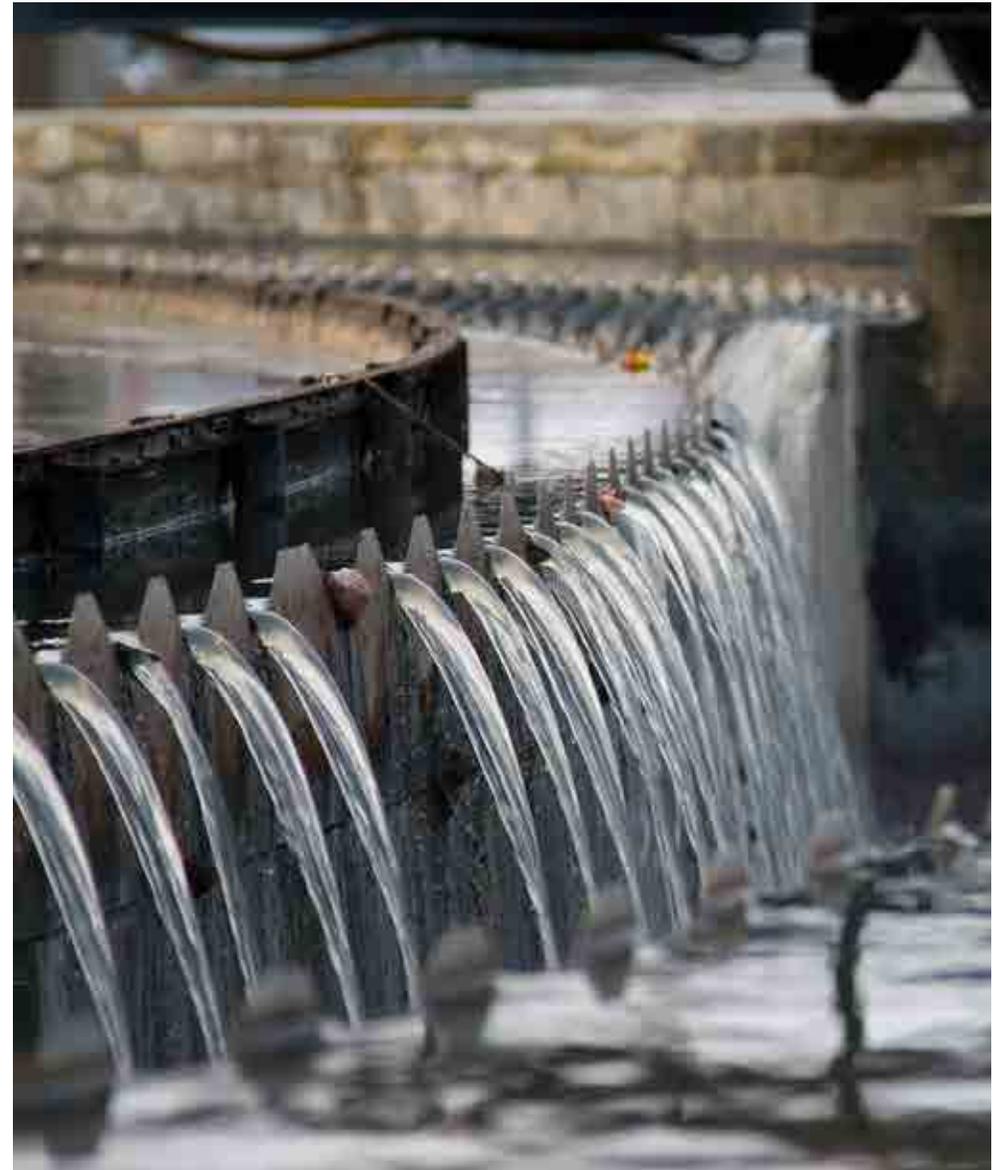


WATER

The intensifying climate crisis has far-reaching impacts on our freshwater resources, which are essential for the health of neighbouring communities, ecosystems, and economic growth. Water is vital for Behn Meyer's routine activities and a crucial component of some of its products. In FY2022, the company withdrew 379 thousand m³ of water at an intensity of 0.79 m³ per tonne of operational volume.

Behn Meyer employs an effective method of reusing operation water at its manufacturing plant to minimise water withdrawal. Behn Meyer Malaysia plant has installed a water treatment system to ensure that the water used in its manufacturing processes meets the requirements for various applications. The water treatment system removes impurities and contaminants from the wastewater, optimising its use and reducing its environmental impact. By treating and reusing water, Behn Meyer can conserve water resources, reduce wastewater discharge, and minimise its carbon footprint. Furthermore, Behn Meyer is also considering installing rainwater harvesting systems, which would allow for the collection of rainwater instead of allowing it to runoff from rooftops and go to waste.

Reusing water is a fundamental and easily applied practice that can reduce water withdrawal quantities at specific locations. Behn Meyer has reused 260 thousand m³ of water, which is equivalent to 68% of its total consumption needs. The company has set a target to maintain at least 50% of its water reuse, reflecting its commitment to sustainable water management practices.





WASTEWATER

Behn Meyer employed responsible wastewater management practices to ensure minimal risk to communities and the environment. The company uses a combination of on-site and offsite approaches to treat wastewater. Each water-usage - intensive plant has effective treatments tailored to the unique characteristics of its activities. The treatment process involves a sequence of chemical, biological, mechanical, or thermal treatments that depend on the physical and chemical nature of the wastewater generated at the production plant. Whether Behn Meyer or an external contractor conducts the final treatment, the treated wastewater is discharged only in accordance with applicable legal frameworks and local permits.

Furthermore, on-site wastewater treatment facilities are installed in Behn Meyer's manufacturing plant, and treated wastewater intended for final treatment elsewhere undergoes monitoring to ensure that regulatory or contractual threshold limits are not exceeded. External wastewater quality tests or assessments are also conducted to ensure the effluent discharge is in compliance with legal requirements. This also applies to wastewater that is bound for final treatment at a municipal plant or handled by third-party contractors. Behn Meyer does not allow the reuse of its wastewater by other organisations. In FY2022, Behn Meyer treated 281 thousand m³ of wastewater, and the wastewater intensity stood at 0.35 m³ per tonne of production.





WASTE

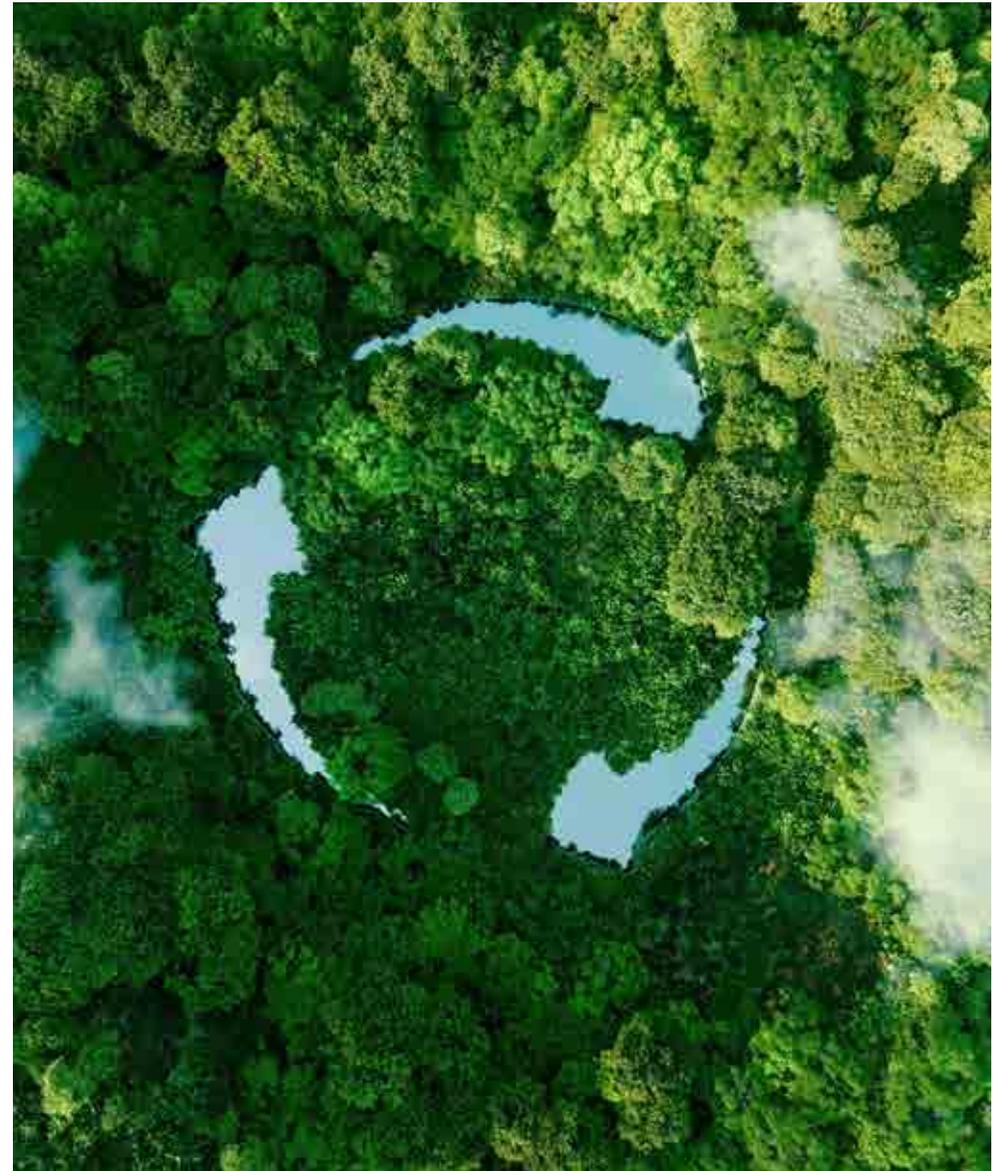
The majority of waste generated by Behn Meyer comes from manufacturing activities. Hazardous waste includes packaging material, product and production residues, and other liquids that cannot be disposed of as wastewater. Non-hazardous waste includes office waste, uncontaminated packaging material, and other industrial waste. Behn Meyer's teams aim to reuse and recycle as much non-hazardous waste as possible, but the acceptable material categories for recycling vary from country to country. Non-recyclable waste is disposed of as municipal waste.

Behn Meyer is committed to reducing waste globally. In FY2022, Behn Meyer generated 2,742 tonnes of hazardous and non-hazardous waste, with a waste intensity of 3.38 kg per tonne of production. There were no major hazardous waste spillage incidents in FY2022. Of the total waste generated, 32 tonnes were either reused or recycled.

Hazardous waste is handled by licensed waste management contractors, and Behn Meyer's external partners are required to comply with all applicable laws and regulations and undergo annual audits. Behn Meyer's policy prohibits hazardous waste disposal in any way that may harm the environment or communities. Transportation of company waste across national borders is also prohibited.

Behn Meyer's new manufacturing sites undergo environmental and social impact assessments. Hazardous waste and wastewater contractors are also evaluated based on their environmental impact.

In FY2022, Behn Meyer spent over 1.27 million USD on waste disposal, emissions treatment and remediation, then another 326 thousand USD on environmental protection measures.





SUSTAINABLE PACKAGING AND LOGISTICS

Ensuring transportation safety is crucial when dealing with chemicals, as cargo mishandling can result in spillage and pose risks to human health, safety, and the environment. Behn Meyer implements multiple precautionary measures to mitigate these risks to guarantee that its products arrive safely and intact. This includes selecting experienced and licensed transportation contractors, using appropriate packaging to contain and protect products during transit, and applying appropriate warning labels in compliance with the **United Nations Globally Harmonized System of Classification and Labelling of Chemicals (GHS)**.

The company strategically locates its distribution centres and local warehouses near clusters of producers. This helps reduce the number of partial truckload trips required to reach customers and ensures efficient distribution networks.

Overall, Behn Meyer’s transportation safety measures prioritise minimising the potential risks associated with chemical transportation, ensuring compliance with regulations and industry standards, and protecting the health and safety of its customers, employees, and the environment.



In FY2022, Behn Meyer used **2,216 tonnes** of packaging materials, such as cardboard boxes, plastic drums, bulk containers, and plastic wrapping, with an overall packaging intensity of **2.73 kg per tonne** of production and sales volume for distribution.



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EMPLOYEE ENGAGEMENT

Dedicating a Safe, Fair, and Inclusive Business Environment

Being sustainable is more than a mission. It is also about creating a great place to work and establishing long-term relationships with all our stakeholders. This can be measured by the proudness of being part of the Behn Meyer family.

Behn Meyer has experienced continued success over the decades thanks to the aid of our goal-oriented employees. As a company, we focus heavily on recruiting top talents and offering an integrative environment because we want to build a strong future together and give our employees scope for their development. The employee engagement programme aims to offer every employee a specific opportunity to achieve their goals. We maximise the potential of each employee through training and advancement opportunities tailored to their specific needs and skills. This effective approach has shown positive results both in terms of workforce diversity and increasing long-term employee retention.

The workforce of Behn Meyer in total consists of about 1,328 employees and is made up of 95% full-time permanent employees and over 1% part-time permanent employees. About 4% are temporary employees, including employees on temporary or fixed-term contracts. Approximately 1% of work performed at all our Behn Meyer locations is conducted by external contract workers, including those overseeing security, cleaning, and maintenance services, based on the number of man-hours.

As of 2022, around 4% of Behn Meyer’s global workforce comprises individuals from groups known to be minority or non-local employees in the country’s locations. When looking at all the Behn Meyer locations, the number of employees has not changed particularly much this year. In terms of total working hours, besides office workers, 14% of the total working hours were contributed by production site workers and laboratory staff. In comparison, external contract workers performed 15% of the total number of hours of work.

Analyst Data Summary	Total	Male	Female
Total Workforce ¹	1328	827	501
Senior Management	56	42	14
Middle Management	270	165	105
Admin / Support Staff	595	277	318
Technical / Laboratory Staff	219	163	56
Production Workers / Supervisors	188	180	8

Full-time Employees	1263	785	478
Non-full Time Employees <small>(Including part-time employees; fixed-term or temporary employment and regular on-site workers)</small>	65	42	23

New Employee Hires Rate (Aged 18-29)	7.5%	5.1%	2.4%
New Employee Hires Rate (Aged 30-49)	7.7%	5.3%	2.3%
New Employee Hires Rate (Aged 50-64)	0.2%	0.2%	0.0%
New Employee Hires Rate (Aged 65 and Above)	0.0%	0.0%	0.0%
Overall Rate of New Employee Hires	15.4%	10.6%	4.7%

Employee Attrition Rate (Aged 18-29)	4.2%	3.2%	1.1%
Employee Attrition Rate (Aged 30-49)	7.2%	4.6%	2.6%
Employee Attrition Rate (Aged 50-64)	1.0%	0.7%	0.3%
Employee Attrition Rate (Ages 65 and Above)	0.2%	0.2%	0.0%
Overall Employee Attrition Rate	12.7%	8.7%	4.0%

¹ Figures include all employees.



EMPLOYEE ENGAGEMENT

Working Conditions

Employee perks include a wide range of competitive benefits for our employees. Temporary employees are eligible for selected benefits. Behn Meyer's benefit plans deviate for some countries as they are adapted to each environment. At many Behn Meyer locations, employees are offered comprehensive benefits to support them in balancing their private and professional lives, such as:

- Medical plans.
- Life or accident insurance.
- Paid vacation and leave programmes.
- Additional compensation to employees for overtime and/or all other forms of hours worked in excess of the normal hours.
- Additional leave beyond the standard vacation days, such as maternity leave, paternity leave, marriage leave, childcare leave, compassionate leave, study leave, etc, are also provided to those who need it.
- Flexible working arrangements.
- Bonus scheme related to company performance monetary remuneration for employees beyond basic salary-linked to company performance.

80.41%

Behn Meyer employees feel their colleagues from different departments cooperate well.

78.48%

Employees feel satisfied with work-life balance.



Behn Meyer Indonesia Appreciates 2022 with a Thankful Heart



Behn Meyer Brought Oktoberfest to Vietnam



Behn Meyer Vietnam Strengthens Bonds Through Family Day



Behn Meyer Malaysia held its annual Christmas and Year-End Party



EMPLOYEE ENGAGEMENT

Employee Survey

In order to continue to maintain a positive working environment, we encourage lively interaction and effective communication among all contributors. We believe that when employees are given a channel to express suggestions for improvement, the Management can improve themselves in a more targeted manner.

According to the current employee survey conducted from November 2021 to January 2022, Behn Meyer’s overall employee job satisfaction rate is 83.75%. Employees’ excitement about working at Behn Meyer is reflected in their willingness to do more than what is expected at the company. Out of all employees, 82.23% are motivated to go above and beyond what is expected at work. The survey also yielded that 80.62% of the respondents would recommend Behn Meyer as an employer to their friend. This high percentage illustrates a positive and peaceful work culture at Behn Meyer.



77%
Basic Needs



82%
Teamwork



81%
Management & Leadership



78%
Career Growth



79%
Retention

Collective Agreement

Employees in trade unions or employee organisations are protected by collective agreement. All these agreements on working and employment conditions (e.g., wages, working hours, vacation days, etc.) are written in black and white to protect employees. Any agreement entered between Behn Meyer as an employer and the representatives of that employee organisation must be legally accurate and comply with the regulations. An average of 23% of the total workforce (including employees with contracts and workers without contracts) is covered by collective bargaining agreements.

Grievance Mechanism

All complaints and critical concerns regarding health and safety or working conditions-related topics are handled through the established complaint and incident handling procedure. Claims raised by (potential) third parties are reported to the Country Head and Group Management. Emergency situations can also be communicated to Behn Meyer through a 24-hour emergency response provider or a local contact with Behn Meyer’s country head.

Over 2022, no grievances or complaints concerning labour practices were filed through grievance mechanisms. There was no fine or non-monetary sanctions or penalties paid in 2022 for labour-related violations, as well as resulting from labour-related practices, including those concerning employee health and safety. There was also no labour-related case brought through dispute resolution mechanisms.



OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety for employees have the highest priority at Behn Meyer. In principle, Behn Meyer ensures that all applicable laws and regulations are complied with. It implements health and safety policies adapted to the company's location. The **SHEQ team (Safety, Health, Environment and Quality)** ensures that all guidelines are met under the leadership of each country. Each local SHEQ manager and their team will ensure all employees and subcontractors comply with local laws, regulations, and internal policies. In addition, the SHEQ teams develop vigilance-related guidelines and training programmes. These are used to train technical and production staff to protect themselves and their colleagues.

The goal is to provide a safe environment for Behn Meyer's employees and workers on the site. A strict safety policy also inculcates a safety mindset to support the goal of eliminating risks. It is essential to implement safety rules in offices and production sites, set by policy, to deal with potential risks that may arise in facilities and plants and to have a planned-out route of contingency plans and advice on evacuation routes. For safety and security to be successful, it requires the support of everyone who works in the company's facilities.

All employees must be able to intervene at any time if emergencies arise unexpectedly. The health of our employees is of foremost importance, and as a result, Behn Meyer conducts training to ensure its employees are aware of many health risks they may be exposed to at work. This year, 7,982 hours of training were devoted to HSE (Health, Safety and Environment) topics.

In addition, a joint management and employee health and safety committee helps oversee and advise on-site health and safety programmes following health and safety policies. At Behn Meyer, approximately 8% of the total workforce is represented on formal joint management-worker health and safety committees. Our health and safety management system covers all employees and includes health and safety risk assessment.

All reported concerns, complaints and incidents are registered, investigated, and concluded. Reported non-compliance claims are registered using systems and following procedures. The local SHEQ Manager is responsible for assessing the compliance impact of non-conformities and determining the actions required. Significant complaints and incidents must be communicated to the relevant Behn Meyer Product Manager, the local Managing Director, and the Group Director. The latter is responsible for assessing the concerns raised, communicating critical concerns to the Management Board and Supervisory Board, and managing the required actions.

Behn Meyer's manufacturing plant locations rely on a system of regulations that are applied in recording and reporting accident statistics. Five incidents of occupational injury affected employees between January to December 2022. No incident of occupational injury involving external contractors working on-site was recorded, and no work-related employee or external contract worker fatalities occurred in the year 2022.

Lost time injury (LTI) frequency rate* for direct workforce *(total number of lost time injury events) x 1,000,000 / total hours worked company wide	1.96
Lost time injury (LTI) severity rate* for direct workforce *(number of days lost due to injuries) x 1,000 / total hours worked	0.09



INVESTING IN OUR PEOPLE

Recruitment

A sustainable workforce is based on long-term employer-employee relationships and begins with recruitment. Behn Meyer recognises and acknowledges this and ensures transparency for the recruitment process right from the start by providing precise job descriptions. When prospecting, we describe the basic conditions an employee needs to fulfil and set requirements for the required skills for every job advertisement. We, therefore, detail the work position unambiguously so that our potential employees get a clear and transparent overview of what we expect at Behn Meyer.

Once a shortlisted candidate is hired, they will be required to submit their personal details to the company, undergo a medical check-up, acknowledge the Company's Code of Conduct, and declare any conflict of interest. Since we have to ensure that the newly hired employees share our core values and are also able to meet the requirements, the steps in the recruitment process are unavoidable.

There is also the possibility of career advancement chance that every employee should be given to achieve. Therefore, this is a crucial factor in determining employee retention. Employees may be eligible for a promotion if they have demonstrated competency in the work environment.

Behn Meyer informs the staff of resignations to lessen layoffs/cutbacks and prevent negative repercussions for employees and the business. By assisting with job searches, Behn Meyer even goes above and above to maximise its employees' prospects of being rehired.

Employees shall be informed if their employment is terminated due to poor performance or improper behaviour. They will receive a formal warning letter to inform them of the misconduct. As soon as recurring behaviour is identified, a termination letter will follow.

Rumeration Process

A challenging task for many companies is calibrating ESG metrics to employee compensation, which consists of ideas about risk mitigation, performance targets and financial performance. Even so, at Behn Meyer, we perceive the need to further mould these two together to improve our sustainable impact. For Behn Meyer to maintain its solid wage structure, we ensure that employees' compensation reflects labour market practice to avoid unnecessary operational costs and difficulties in retaining talent.

Behn Meyer adheres to the principle of equality and does not tolerate any form of discrimination based on ethnicity, nationality, gender, religion, age, family status, disability, or any other protected status under local law. We stand for diversity and inclusiveness and reflect that in our remuneration policies which advertise fairness. Our employment-related decisions, including compensation decisions, are made based on an individual's performance and behaviour and other legitimate interests and other legitimate business considerations, such as the profitability of the group and the strategic needs of the group. Behn Meyer's Management Board regularly analyses our compensation practices to identify potential areas that require additional attention, consistent with our long-term commitment to fair pay. As per the employee survey in the year 2022, 76.68% of Behn Meyer employees are satisfied with the benefits that they are receiving. Annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees ratio at 13.29.

Basic Salary and Remuneration of Women to Men	Ratio
Senior Management	0.87
Middle Management	1.01
Admin/Support Staff	1.27
Technical/Laboratory Staff	0.80
Production Workers/Supervisors	1.42
Average	1.08



INVESTING IN OUR PEOPLE/CAREER MANAGEMENT & TRAINING

Training and Skill Development

Behn Meyer’s long-standing success is primarily due to the skills and capabilities of its talented workforce. In addition to recruiting, Behn Meyer also strives to retain our talents by implementing sustainable knowledge in coaching and mentoring programmes. We offer many opportunities and training programmes to improve the employees’ skills. The latest industry knowledge and learning opportunities are brought together, allowing the company to expand its technological advances.

All employees of the company Behn Meyer receive training opportunities in order to effectively further their education and to be able to deal with challenges through newly acquired capacities. Training opportunities are available and encouraged to every company employee at all levels.

Behn Meyer uses English as the world language in 14 countries and regions to promote its global presence and ease the daily work environment for its customers and employees. Clear and consistent communication enables the best ideas to be exchanged and effectively implemented.

The help that Behn Meyer provides its employees encourages them to constantly improve their knowledge and skills and advance their career, but also that of the company and to achieve sustainable growth. In FY2022, Behn Meyer sponsored 13,232 training hours dedicated to skills enhancement and 7,982 hours of training on HSE topics. In 2022, Behn Meyer provided an average of 17 hours of training per employee.

Hours Of Training Or Education Were Provided	Total	Male	Female
Senior Management	2,144	1,333	811
Middle Management	5,529	3,762	1,767
Admin/Support Staff	9,258	5,774	3,484
Technical/Laboratory Staff	1,880	1,523	357
Production Workers/Supervisors	3,924	3,823	101
Total	22,733	16,214	6,519

Due to the change we experience every day, furthering the workforce’s education is crucial. Nowadays, certain qualifications are essential because otherwise, workers could be left behind or even excluded from the labour market. The human resources team works to achieve the training goals by collaborating with regional offices. This includes mandatory training for regulatory, safety, quality, business ethics, human rights, certification work, technical training related to improving and enhancing job competencies, and soft skills training for supervisory and interpersonal skills. This helps employees perform their job at Behn Meyer better.

In addition to the training courses, Behn Meyer achieves a lively workforce with many other means. Educational sponsorship for young professionals, including an employee recognition programme, is offered to employees who positively impact Behn Meyer. As per the employee survey, 81.22% of Behn Meyer’s employees are encouraged to be innovative by developing improved ways of doing things in their roles. 78.37% of employees had the opportunity to learn and grow in the company in the year 2022.



Behn Meyer Chemicals Team in Indonesia Update Skills to Hybrid Selling Systems



INVESTING IN OUR PEOPLE/CAREER MANAGEMENT & TRAINING

Appraisal

For us as a company, conducting regular evaluations of the quantitative and qualitative performance of the employees is imperative for continuous growth. Hence, open communication is always encouraged within the company. For that reason, we conduct performance appraisals annually. It has been identified that employees are more engaged in their work when an assessment follows and when they are encouraged to carry out a self-assessment beforehand. As many as 84% of Behn Meyer permanent employees receive annual performance appraisals and career development planning, which aim to assist employees in reaching their short and long-term career goals while improving present job performance.

Long Service Awards are also granted to recognise loyal and steadfast employees of Behn Meyer. The company invests in what is known as the Employee Provident Fund to provide for and secure these employees after they retire. With the help of this provident fund, former loyal Behn Meyer employees can remain financially stable and independent after leaving the company.

As per employee survey results, 80.55% of Behn Meyer employees feel their superiors have shown appreciation for their work, and 79.50% think their superiors support their career development through coaching and guidance. 82.12% of employees believe they receive strong support from colleagues in carrying out their duty. The survey also shows 79.01% feel valued and important as an employee of this organisation.

Regular Performance and Career Development Reviews	Average	Male	Female
Permanent employees <i>(i.e., permanent full-time and permanent part-time)</i>	84%	79.7%	88.3%
Non-permanent employees <i>(e.g., temporary or fixed-term employees)</i>	44.9%	18.4%	71.4%

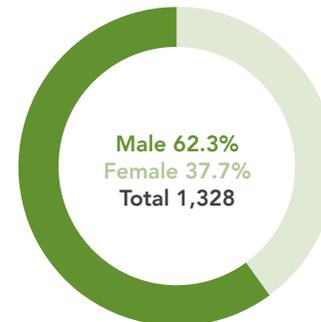
Diversity and Inclusion

At Behn Meyer, we are committed to diversity within our global offices, laboratories, and manufacturing facilities. We strive for an equitable work environment and fair handling amongst each other. We treat our employees fairly in all our offices in 14 countries of operation and offer equal access to career opportunities. Moreover, we encourage team collaboration and leadership integration, creativity and organisational flexibility in the workforce and focus on sustainable innovation.

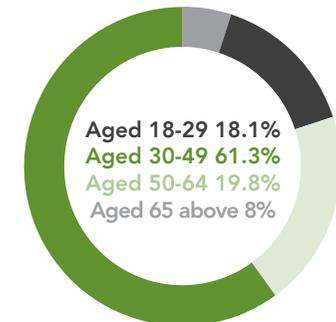
Gender equality is embedded in our corporate sustainability strategy. Although there are currently some jobs that can only be done by men, we still strive to place women in important job positions to ensure gender balance. Currently, women comprise about 38% of the workforce and 37% of management roles. In FY2022, 31% of new hires at the company were women. We strive to reduce the gender gap in the work environment continuously. It is also noted that having a gender-diverse board is a key indicator of good corporate governance and sustainability. Behn Meyer has 50% Asian and 33% female board members.

Job protection provided by parental leave following the birth of an employee's child is an entitlement that is contractually given to 99% of Behn Meyer's employees. 100% of female employees returned to work after their maternity leave in 2022, while all men also returned to work after their paternity leave.

TOTAL WORKFORCE BY GENDER



TOTAL WORKFORCE BY AGE





DIVERSITY AND INCLUSION

Discrimination and Harassment

Behn Meyer does not accept or support any form of discrimination. No person working at Behn Meyer may be evaluated or disadvantaged based on ethnicity, gender, religion, age, ideology, disability or sexual orientation. Behn Meyer's Code of Conduct does not tolerate any harassment and will act on reported incidents pertaining to discrimination or harassment.

To prevent discrimination and harassment at work, Behn Meyer offers regular awareness training to widen and strengthen their knowledge on this topic. This is so that hostile situations can be dealt with in the future. All Behn Meyer employees received training on preventing human rights violations. To address these issues, we have an open channel for whistleblowers.

Freedom of Association

Behn Meyer respects the rights of its employees to form and support unions and work councils and participate in collective bargaining. Behn Meyer does not discriminate against labour union representatives, and their members have full access to the workplace. In ensuring that the welfare of unionised workers is taken care of, the company works together with the collective bargaining associations. In Thailand, the Thai Employers' Association regularly updates the company on the new Thai Labour Code and holds consultations on revised employment contracts. Furthermore, working with the Vietnam Confederation of Labour has benefitted Behn Meyer to work better with its unionised workers. Union employees are now entitled to a complimentary breakfast once a month. Resulting of this partnership with various labour organisations to protect workers, Behn Meyer had no labour-related violations or fines in 2022.





HUMAN RIGHTS

Being a responsible transnational company, Behn Meyer respects the fundamental rights of both its employees and external parties. We adhere to laws and regulations regarding labour and human rights across all countries of operation without any exceptions. Therefore, any operational changes that may affect employees’ employment significantly will be dealt with by a notice period within 4 to 17 weeks prior to the implementation of these operational changes. Behn Meyer has not received fines or penalties for labour practices and human rights abuse. Moreover, there was no illegal conduct surrounding the treatment of local communities and indigenous people.

A vital aspect of Behn Meyer’s Code of Conduct is the social accountability declaration. The company subscribes to the philosophy that discrimination regarding the topics of race, ethnic origin, gender, religion, philosophy, political or union membership, disability, age, or sexual orientation is under no circumstances accepted.

Behn Meyer empowers its management teams to adhere to the Code of Conduct. Rather than formal procedures for human rights assessments and active monitoring of activities at each site, the approach ensures that Behn Meyer’s activities are conducted in a locally relevant manner and that all risks and breaches of ethics are addressed directly.

We encourage employees to report violations directly to the compliance committee through open feedback channels where all employee contact details can be accessed. Any other violations can also be reported to Behn Meyer’s **CSR (Corporate Social Responsibility)** steering committee via the local reporting channel. We require all new employees to read the human rights policy and acknowledge the code of conduct. Furthermore, all Behn Meyer’s contracts contain a clause requiring business partners to abide by all local laws and rules.

The company’s facilities are subjected to ongoing human rights judgement. For example, operations in Thailand have been assessed by the **Thai Ministry of Labour (Department of Labour Protection and Welfare)** and received a Thai Labour Standard certification. Behn Meyer regularly and strictly reviews its supply chain for human rights abuses through the supplier engagement process and site visits.

The organisation regularly evaluates its supplier management strategy to ensure that all parties are upholding fundamental business ethics. We can gladly state that we have not filed any complaints regarding forced or child labour, gender equality, free association, or any other form of discrimination.



Behn Meyer Thailand received the “Outstanding Corporate Award” for its Human Rights and Labour Practices under the “Labour Welfare” category from Thailand’s Ministry of Labour in September 2022.



HUMAN RIGHTS

Child Labour, Forced or Compulsory Labour

Child labour or the employment of children at any facilities under the company's control is strictly prohibited, following the laws of the countries in which we operate. We have a zero-tolerance policy for child labour when it comes to our suppliers, and high-risk vendors are subject to an annual external audit.

Internal and external audits are necessary to ensure that forced or child labour does not occur anywhere in Behn Meyer's facilities. Despite the low internal risk, the company is wary of any indications of forced or child labour in the supply chain, including prison labour.

As soon as human rights violations such as child labour, forced labour, workplace violence and harassment and discrimination are identified, remedial action is taken. The company will immediately remove affected individuals from the situation. An investigation will be undertaken, and a remediation plan will be developed in close cooperation with affected parties and specialists, where needed.





SOCIOECONOMIC IMPACT

Behn Meyer's presence is modest in its areas of operation and would seldom impact at the state, provincial, or national level. There is no support for lobbying activities related to any law or regulation affecting the industry.

As a company, Behn Meyer is very aware of its economic importance in relation to its neighbouring area. We recognise that communities are the bedrock of society and the pool from which our talents come. This is proven by the fact that 96% of Behn Meyer's employees are from the local community.

When Behn Meyer invests in local communities, the company often indirectly secures the future of its own workforce as well. A company that works close to local communities provides jobs and opportunities for residents while being responsible for minimising environmental risks. The ratio of the standard entry-level wage for a permanent, full-time employee at Behn Meyer to the legal minimum wage is 1.18. Regarding sourcing practices, the spending ratio of local suppliers to foreign suppliers varies widely by product line, ranging from 21% to 95%. Most agricultural products are sourced locally; however, domestic products are sourced internationally.

Behn Meyer cares about its community and therefore takes any concerns expressed by community representatives about our activities' local impact seriously. Behn Meyer dedicates to reducing the effects of the community's grievance by encouraging locals to see the facilities and equipment as well as to look at the safety precautions and environmental protections. Through this method, we hope to obtain reliable input from the community. Furthermore, an open-door policy has also enabled our plant managers to effectively address any concerns related to operations and their impact.

In terms of significant indirect impacts on the local economy, Behn Meyer strives to positively contribute to water and food accessibility, capacity building and education. This effort benefits an important strategic goal, not just a philanthropic one. Thus, Behn Meyer's teams take the lead in identifying and implementing social initiatives to meet the local community's needs and expectations. Behn Meyer does its best to identify and filter the community's needs, subsequently holding meaningful discussions with stakeholders to understand them better.



For example, Behn Meyer Chemicals Indonesia signed a collaboration memorandum with Hasanuddin University collaborated to advance Indonesia's livestock industry through knowledge-sharing and joint research efforts.

In summary, Behn Meyer donated at least 32,000 USD in 2022 to various local societies. Besides direct monetary contributions, many in-kind or pro bono contributions were also made throughout the year. For instance, Behn Meyer Malaysia trained new upcoming farmers interested in switching from traditional farming to fertigation. In Thailand, Behn Meyer donated IT equipment to the community in need. Behn Meyer will benefit further from ongoing collaborations with local authorities, non-governmental organisations, and research institutions will also help the company provide support in education, training, green energy, and water conservation.



COMMUNITY ENGAGEMENT

As a company with a keen sense of social mission, Behn Meyer understands the importance of interacting and collaborating closely with the communities around us. For that reason, the Behn Meyer Foundation was established in 1987. A percentage of our yearly net income is made viable annually for various grants and scholarships to support eligible employees and their families. Behn Meyer actively organises CSR and disaster relief initiatives to benefit our communities further.

For Behn Meyer to function smoothly, it does not only need the communities' social license; it also must acquire a source of talent and expertise for its workforce. For this reason, Behn Meyer targets to draw constructive collaboration with its local communities by advancing residents with education and employment and investing in the region to help secure its own talent pool.

This strategy differs from typical philanthropy and is a key area of focus. The success of these efforts is not measured by the monetary value of corporate donations but by the quality of the social impact on the local community. All teams across the business are committed and accountable for initiating social programmes that help meet the local community's needs. Stakeholders and Company Management are in close contact to determine needs and CSR programmes. The Management is encouraged to meet the needs and desires of neighbours through interactive conversations with community stakeholders. This support provides focus and purpose for Behn Meyer's philanthropic activities as well as for its overall business strategy and vision.

Behn Meyer maintains open lines of communication with local community leaders and takes any concerns seriously. Our engagement with the community facilitates the address of any grievances and mitigating any impacts should they arise. This transparent approach enables operations managers to address any operational impact concerns. To date, we have not identified any sites with a significant negative impact on the local community.





CORPORATE SOCIAL RESPONSIBILITY (CSR)

Behn Meyer has the responsibility of integrating all areas of society with responsibility. We aim to make a massive positive impact on the local economy, especially on the accessibility of water, food and education. By working closely with local authorities, non-governmental organisations and research institutes, Behn Meyer continuously strives to improve education and economic development while protecting planetary resources for local communities. Behn Meyer promotes relationships with its local community through the following CSR activities, thereby spreading positivity.



Behn Meyer Donates Educational Aid for Special Needs Class



Behn Meyer Group Collaborate With Kompas Gramedia for supported the victims of the Cianjur Earthquake



Pallets Donation for Bangkok Community



BM AgriCare Education Fund Scholarship Awards 2022



CORPORATE SOCIAL RESPONSIBILITY (CSR)



Behn Meyer Indonesia Distributed Education Tools for Children, Tuapanaf, Kupang



BM Vietnam, in coordination with The Voice of Ho Chi Minh City People (VOH) broadcasting station, headed to Phia Kham School in Nghe An in September 2022 to inaugurate solar panel systems installed for Remote School.



Financial Supports for Students from Low-Income Family in Binh Duong, Vietnam



BM Vietnam Join Hands to Preserve the Green Forest, to plant 200 white trees in the Can Gio district, notable for its extensive mangrove forest, to follow its slogan, Embracing Sustainability.



Attaining Ethically Justifiable and Fair Principles

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GOVERNANCE STRUCTURE

Attaining Ethically Justifiable and Fair Principles

In each of our businesses, Behn Meyer has a long tradition of upholding high standards of corporate performance, governance, and fair dealing. The company's board members and senior management set a good example for others to follow. Hence, Behn Meyer's long-term viability will be guaranteed through transparency and accountability in management.

Supervisory Board

The Supervisory Board, the Board of Directors, and the Steering Committee of the German holding company Behn Meyer Holding AG are the Behn Meyer Group's most significant corporate governing bodies.

Six people make up the Supervisory Board of Behn Meyer Holding AG; the shareholders appoint three at the annual general meeting, and three are chosen from among all ownership families. A member from outside the board is only eligible to serve as Chairman of the Supervisory Board.



Hoh Sooi Kim



Bernhard Becker



Christa Lorenz-Meyer



Jens Kellinghusen



Peter-Joachim
Schoenberg



Khoo Su Chin



GOVERNANCE STRUCTURE



The Management Board members provide core competencies to the Group’s capacity for decision-making. The Supervisory Board of Behn Meyer chooses the Management Board of the Holding AG members. The Group’s business and initiatives, including sustainability strategies, are currently overseen by six board members.

The business of the Management Board lies in the execution of the company’s function as the general partner in Behn Meyer Deutschland Holding AG & Co. KG. The scope reflected in the Board of Directors with the following board members, each responsible for one key area: Mr Prasonk Aramwittaya, the Chairman of Chemical Distribution; Mr Oliver Meyer, the Chairman of Chemical Manufacturing; Mr Teo Tee Seng, the Chairman of Behn Meyer AgriCare; Mrs Rohaya Muhammad, the Head of Corporate Finance, Accounting and IT;

Dr Dirk Lorenz-Meyer, the Chairman of Behn Meyer Corporate, and Mrs Lotta Kellinghusen, the Head of Corporate Marketing and Human Resources. Collectively, this approach enables balanced and quality decision-making.

The Board of Directors at Behn Meyer is in charge of the guardianship of the company. It manages Behn Meyer’s long-term business goals, organisational strategy, risk management and global operations. The Board of Directors analyse and approves business ideas to secure sufficient resources to accomplish the company’s objectives. Their responsibilities also include ensuring that Behn Meyer’s operations prioritise ecological, social, and economic responsibility. Dealing with global partners and the legal behaviour of Behn Meyer is covered by the corporate responsibility of the Board of Directors.



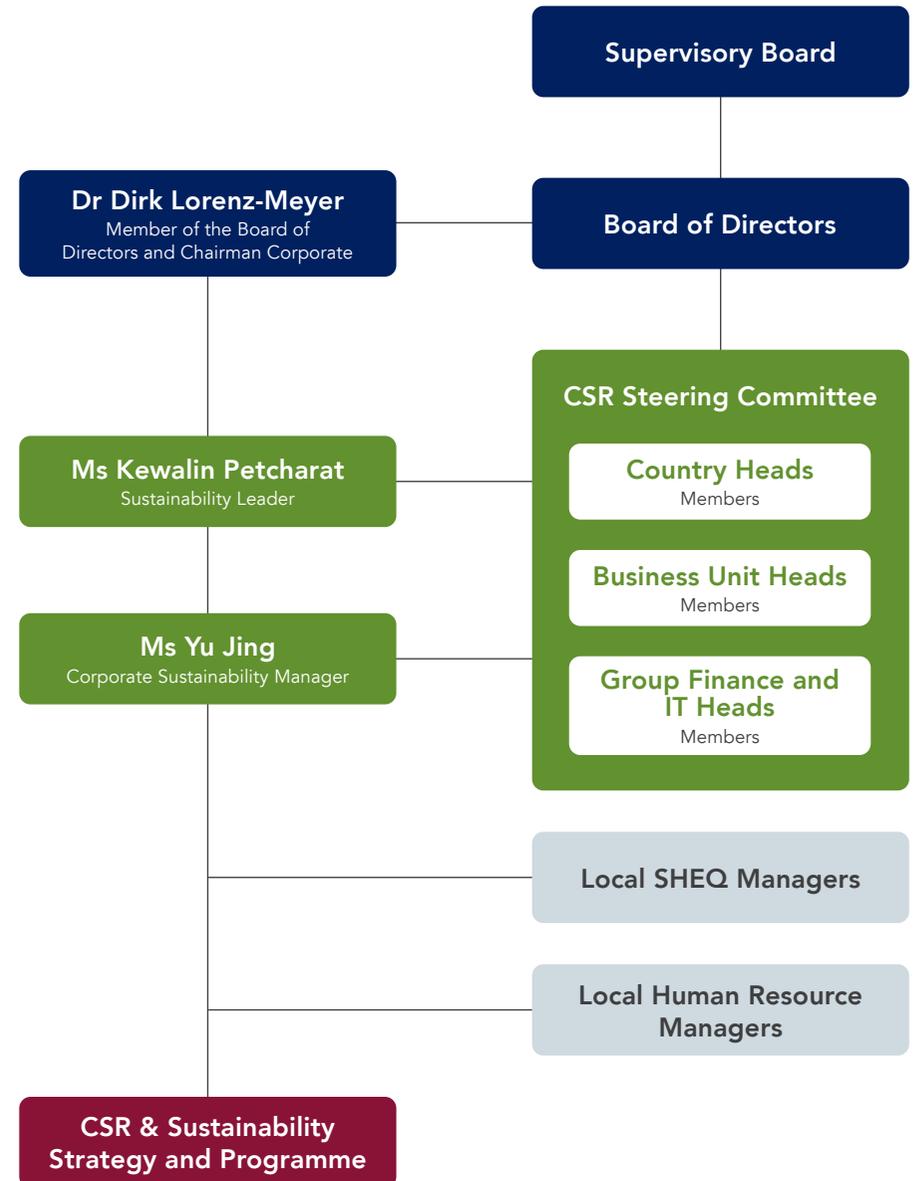
GOVERNANCE STRUCTURE

CSR Steering Committee

Sustainability is at the forefront of all of Behn Meyer’s global activities. This is evident by Dr Dirk Lorenz-Meyer, a member of the Board of Directors and Chairman Corporate, taking direct responsibility for the Group’s sustainability efforts at the holding level.

Underneath the Board level, the Group’s **Corporate Social Responsibility (CSR) Steering Committee** oversees the execution of Behn Meyer’s CSR and sustainability strategy in all affiliates. The CSR Steering Committee consists of all Behn Meyer’s country heads, all business unit heads, and the Group’s Finance Director as well as IT Director and currently has 16 members. Leaders from relevant functions and regions are responsible for implementing CSR activities. These leaders also integrate sustainability into our business strategy, corporate culture and ground operations. Management team’s compensation also links to progress towards sustainability targets progress. Steadfast leadership in this area is one of Behn Meyer’s most important strengths, allowing us both the scope and penetration of sustainability-related initiatives.

The Business Unit (BU) Director for the Rubber, Tyres and Coatings Business, Ms Kewalin Petcharat, is in charge of Behn Meyer’s CSR Steering Committee. Ms Yu Jing, the Corporate Sustainability Manager for the Group, works under the direction of Ms Kewalin Petcharat and oversees all operational aspects of the Group’s sustainability initiatives. Ms Yu Jing gathers and analyses the relevant data with her team, develops sustainability guidelines, and, with the assistance of regional SHEQ and HR leaders, ensures that they are fully implemented across the Group of Companies. She also develops goals for the CSR Steering Committee’s consideration and oversees Behn Meyer’s Annual Sustainability Report. The Group’s Board of Directors reviews the final sustainability goals and action plans yearly, then approves, communicates, and adopts them. Managers from the respective functions and regions are responsible for implementing the sustainability targets, supported by relevant experts from across the company.





RISK MANAGEMENT

Being able to manage risks effectively inside the organisation is a goal that is extremely important to Behn Meyer. We have a strategic commitment and willingness when it comes to risk management because our capacity to manage risks is imperative for our business's longevity and growth. Behn Meyer needs to address all of the implications, including risks and opportunities, that come with each of our businesses to continue serving our stakeholders' interests and aspirations.

The sustainable materiality assessment, the stakeholder engagement strategy, and our enterprise risk management are some of the approaches we use to identify and prioritise opportunities and risks. Our primary concern is regulatory compliance; thus, we apply the integrated enterprise risk management method to manage risks at the corporate level efficiently. The possible risks are then communicated to the management regularly. Once identified, risks are assessed, and risk mitigation actions are implemented.

The responsibility for managing risk lies with Executive Management. The enterprise risk management model is reviewed and approved by the Board and the Committees, who also monitor the overall risk management process.



	Climate Change Risks	Supply Chain Risks
Risks Landscape	Climate change consistently impacts businesses around the world as well as humanity. The risks that come along with changing climate include extreme weather conditions (such as international health risks, heavy flooding or pandemics), which often result in supply chain interferences, volatile energy prices, water scarcity, and the increase in value. Carbon efficiency in different markets.	Dealing with risks in a business can result in significant cost increases and supply chain disruptions; furthermore, business continuity could get disrupted. Most risks that could disrupt your operations fall into four categories: economic, environmental, political and ethical.
Mitigation Measures & Opportunities	Behn Meyer continues investing in innovative technologies to minimise its environmental footprint and strives for constant improvement and innovation. The company makes continuous efforts to adapt itself to counteract climate change. Moreover, to continue to withstand climate change and thrive in a low-carbon future as a company, we must constantly adapt and adhere to the official guidelines. As awareness and transparency continue to increase, Behn Meyer's environmental leadership will continue to improve the preference for our products, driving a competitive advantage and market share into the future.	Behn Meyer has been implementing guidelines that contain strict specifications for responsible sourcing down our supply chain. Therefore, Behn Meyer takes on the task of implementing the Supplier Sustainability Guidelines towards a sustainable future for all. Conducting the EcoVadis® (sustainability rating platform) assessment also drives our sustainable supply chain management forward. It is necessary for all suppliers to sign a Supplier Code of Conduct, which provides comprehensive guiding principles for our vendors and suppliers. This helps them comply with Behn Meyer's expectations, including health, personal safety, environment and ethical employment. Behn Meyer is also implementing a sustainability performance assessment where environmental and social risks are assessed for its top suppliers. Specific details are discussed in the Sustainable Procurement section.



	Environmental Regulatory Risks	Information Security Risks	Community Risks	Safety Risks	Regulatory Risks
Risks Landscape	Due to resource and raw material shortages, strict environmental policies limit the manufacturing output, which can lead to the closure of small suppliers and sudden supplier closures due to spot inspections.	Breach of information and security incidents could lead to business disruption and damage to reputation.	Communities near our operations are experiencing significant socioeconomic challenges while maintaining a strong cultural heritage and striving to overcome these challenges. A lack of understanding of this duality in our communities and the inability to maintain a harmonious relationship with them poses a significant risk to our business operations and reputation.	The employees' physical and mental health, safety and well-being are vital to Behn Meyer. After the past year, we as a company have clearly felt the consequences of this pandemic, making compliance with rules and measure more critical. Failure to enforce these measures may result in governmental fines and/or disruption to Behn Meyer's operations.	Greenwashing remains a key concern for regulators, governments, and industry. The greenwashing risk can arise inadvertently. Without appropriate governance and oversight, Behn Meyer will be particularly susceptible to the actions of third parties in the value chain.
Mitigation Measures & Opportunities	Behn Meyer closely monitors environmental performance indicators and ecological regulatory risks to ensure continuous improvement and compliance with applicable regulations.	Behn Meyer has made significant efforts to increase IT security awareness by investing in IT security and compliance and obtaining comprehensive cyber insurance.	Behn Meyer is dedicated to co-creating scalable solutions for our communities' most endemic development concerns. We invest in our communities each year through proven programmes promoting health, education, livelihood generation, and basic amenities. Behn Meyer deeply engages with the community and actively promotes cultural and ethnic diversity. We also recognise the value of cultural differentiation at our operating locations and foster a relationship with our communities where we celebrate their history, culture, and tribal identity.	Our employees' and workers' safety, health and wellness have always been Behn Meyer's priority. Behn Meyer has a comprehensive safety management system with mechanisms and procedures for avoiding risks, assessment, and mitigation. Behn Meyer's safety and health policy and assessment have been continually enhanced in standard and scope. We have been working closely with the respective country leads to ensure employee and workers' work conditions align with national guidelines.	Behn Meyer has enhanced the clarity around disclosure requirements for Environmental Social Governance reporting in order to avoid the proliferation of greenwashing. Furthermore, we align our climate strategies and net-zero commitments with the science-based target and use this approach to reduce greenwashing risks.



CODE OF CONDUCT

The Behn Meyer Group respects principles such as honesty, courage, hard work, reliability, perseverance and gratitude in its activities. We know very well that these qualities constitute a sustainable business. Hence as a company, we pursue our goals with care and pay the greatest attention to the principles of value creation, transparency, integrity, honesty, fairness and compliance with all legal regulations and authorities.

Increasing global awareness of environmental impacts and growing economic and societal interest have resulted in companies becoming corporate citizens. To reinforce existing security rules, Behn Meyer has taken steps to combat corruption and fraud. In addition to the Code of Conduct, Behn Meyer has a guideline for tackling bribery (“ABC Policy”) and rules for dealing with inappropriate activities and problems that may arise within the company. The Code of Conduct that must be followed is necessary for a good relationship and cooperation amongst our business partners, external service providers and suppliers of Behn Meyer. Behn Meyer’s principles and policies are the first line of defence against corruption and depend on the day-to-day vigilance of managers and employees.

The Code of Conduct was established to provide a common understanding of the company’s expectations and to conduct all of our business activities following the highest ethical and legal standards, which Behn Meyer adheres to. This Code of Conduct sets out legal and ethical principles of work and is compulsory for all employees in the group companies. Behn Meyer requires avoiding personal activities and financial interests, in the event of conflicts in corporate duties, for all company employees. Behn Meyer adheres strictly to these commitments in order to protect its reputation as an employer of choice and a reliable business partner.

The internationally recognised ethical standard Code of Conduct in business promises transparency in operations and safe practices in the workplace, which Behn Meyer complies with. This Code of Conduct protects the morals of the company and the interests of internal and external stakeholders. For FY2022, there are no reported issues of non-compliance with laws or regulations in social or economic areas.



A Diverse Workforce and Culture



Compliance with Laws, Rules, and Regulations



An Inclusive and Responsible Workplace



Equal Opportunity



Safe and Healthy Working Conditions





BUSINESS ETHICS

The Behn Meyer Code of Ethics communicates its basic principles and expectations of business partners. This applies to all customers and material suppliers of our company, between intermediate and finished products and engineering suppliers or service providers, freight forwarders and logistics service providers. Companies and employees of Behn Meyer are obliged to comply with the principles set out in the Code of Ethics if they want to maintain long-term relationships with our company, regardless of the geographic location.

As part of the policy, Behn Meyer does not tolerate any bribes. Corruption is unjustified because it exposes Behn Meyer as a company and its employees to potential criminal prosecution, civil fines, and penalties. Its Code of Ethics prohibits improper payments - whether to the government or private sector organisations and applies to all business functions and operations in the countries in which it operates. These are special approval procedures for sensitive transactions (e.g., gifts, travel) to allow our employees to report or approve these transactions that normally involve external stakeholders, and which could be perceived or implied as a courtesy. We counteract conflicts of interest by prohibiting our employees from accepting payments, gifts or entertainment from people or companies who want to do business with Behn Meyer. Due diligence procedures are in place and well respected. If employees violate the Code of Conduct or have been dismissed and business relationships with partners who violate company policies or repeatedly fail to implement corrective measures in their operations, they will be suspended.

Risks for downstream stakeholders can also arise for upstream companies. Suppliers are expected to comply with Behn Meyer's fair competition and anti-trust rules, maintain accurate books and business records and comply with applicable local, national and international laws and regulations in the company's product supply. Our trusted suppliers have control systems in place to comply with all laws and policies set out in the Behn Meyer Code of Conduct. These include

policies, training, monitoring and auditing mechanisms. Suppliers of Behn Meyer should apply these principles to their own suppliers and contractors. Compliance and due diligence measures have been implemented, which act on behalf of the company when dealing with external stakeholders.

For FY2022, no violations of the Code of Ethics or incidents were reported through the whistleblower mechanism. For FY2022, 50% of all operating sites have undergone an internal risk assessment related to business ethics issues. 87% of the total workforce is trained in business ethics.





COMPLIANCE MANAGEMENT

ABC Policy

Behn Meyer's **Anti-Bribery and Corruption Policy ("ABC Policy")** was created to enhance the Company's anti-bribery efforts. This policy promotes a work environment where employees can safely and anonymously report any known or suspected corruption, conflict of interest, fraud, money laundering etc. The policy also increases efficiency in identifying misconduct by reassuring potential whistleblowers that they can act without fear of unfair retaliation. An internal compliance management team is in place to ensure the effectiveness of this policy and to provide reasonable assurance that internal processes are being followed. All Behn Meyer employees have been notified of the existence of this Anti-Corruption Policy. Virtual and face-to-face training programmes are also offered to employees to increase their knowledge of preventing corruption and bribery issues.

76% of Behn Meyer's employees have been made aware of the company's anti-bribery policies and procedures. In fact, 83% of the sites implement an anti-corruption management system. Regular monitoring of the effectiveness of ethics and compliance control systems is done through internal audits. Behn Meyer Malaysia Group of Companies is ISO 37001 certified for implementing and enforcing a **Comprehensive Anti-Corruption Management System (ABMS)**. The ABMS is maintained and enforced by the Compliance Committee to ensure our operations are free from any form of bribery and corruption. There were zero confirmed incidents of corruption in FY2022.

Due Diligence

As part of Behn Meyer's controls, due diligence is performed by the **Head of Departments (HODs)** to ensure the most appropriate business partner is selected. For large or ongoing projects, due diligence procedures include:

- Checks on whether the Business Associate has appropriate anti-bribery and corruption controls.
- Ensuring that there are no convictions or allegations of bribery or corruption against the candidate.
- Verification and periodic monitoring conducted by persons in charge of procurement in Behn Meyer.
- Making sure the procurement process is conducted in an efficient, transparent, non-biased manner.
- Removing any persons with a conflict of interest from the selection process.

All dealings with external parties, such as supervisory authorities, business partners or customers, must be transparent and free from external influences. Business partners, transactions or projects are regularly monitored for bribery and corruption by the relevant business functions at Behn Meyer. Business partners may be subject to inspections, audits, risk assessments and due diligence at Behn Meyer's sole discretion. This includes appraisals of transactions and projects before a formal agreement is signed or after a formal agreement has been reached. Business partners are obligated to cooperate with any such inspection, review or evaluation by Behn Meyer or a party designated by Behn Meyer.



COMPLIANCE MANAGEMENT

Anti-Competition Practices

Behn Meyer does not tolerate anti-competitive behaviour and makes this clear to employees because the company has a duty to comply with laws and regulations. Compliance with all laws and regulations is part of our Company policy, and legal counsel is available for any employee who has questions about what may or may not constitute anti-competitive behaviour. In order to strengthen employees' knowledge and prevent anti-competitive practices, the company also runs awareness programmes for all employees. Relevant employees are directed by management to interact appropriately with competitors to avoid any collision. During FY2022, there were zero pending or completed legal proceedings related to violations of anti-competitive behaviour, anti-trust and monopoly regulations in which the organisation was identified as involved.

Whistleblowing Policy

Behn Meyer's Whistleblowing Policy is valid for all our employees, directors, business partners and customers. Through whistleblowing channels, the public is able and even required to report suspected, actual or attempted inappropriate behaviour by Behn Meyer. The whistleblowing process for stakeholders to report corruption, bribery, anti-competitive matters and information security concerns is guaranteed through dedicated channels to ensure confidentiality and non-retaliation. There were no reports concerning the whistleblower procedure in the past year.





QUALITY MANAGEMENT

Behn Meyer's quality management articulates the company's commitment to manufacturing reliable products with high ecological standards that are environmentally friendly and safe for human use. The main goal of this policy is to ensure product quality compliance and risk-free product usage by its customers and end users.

Behn Meyer's customer service quality performance for FY2022 yielded a close to 88% customer satisfaction rating, further endorsing Behn Meyer's service-quality class. The quality management system also includes risk management control in Behn Meyer's business operations to lower risk susceptibility. In summary, the Quality Management System Behn Meyer has put in place is a framework to achieve best-in-class quality excellence in the industry.

REACH

Protecting the environment and public health from unsafe chemicals is critical to Behn Meyer's business. Chemicals regulations such as the **Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH)** aim to improve the protection of human health and the environment through better and earlier identification of the inherent properties of chemical substances. As such, Behn Meyer will continue to fulfil its compliance-related business activities with these obligations.

The properties of registered substances must be carefully cross-checked and implemented in the respective registration dossiers and assessment risks. In addition, the **European Chemicals Agency (ECHA)** evaluates the registration dossiers submitted and requests the registrants to revise the dossiers and even to carry out further tests in the event of ambiguities.

Environmental Compliance

Environmental compliance audits examine an entity's compliance with environmental legislation and the resulting liability for non-compliance. This usually includes a scope of investigation of operations, waste streams, permitting requirements, regulatory reporting, and records use and handling of chemicals and hazardous materials and any discharges to air, land or water. Audits like these are conducted at facilities to confirm that environmental management systems have been effective and identify related issues. They can help maintain compliance, pinpoint deficiencies on site, and take corrective actions to improve these areas.

To show our commitment to environmental protection, Behn Meyer's operations in various countries have implemented the Environmental Management System (ISO 14001:2015) in their operations. The Environmental Management System auditor also praised the commitment and understanding of all employees during the audit in these countries. In addition, Behn Meyer Thailand has obtained Green Industry Certification from the **United Nations Industrial Development Organisation (UNIDO)** to maintain resource-efficient, low-carbon growth while creating new business opportunities and environmental protection.





INFORMATION SECURITY

Information security materials are available to better educate stakeholders about risks, particularly when dealing with sensitive company data. Behn Meyer respects the privacy of individuals and is committed to protecting personal information in accordance with the **European Union (EU) General Data Protection Regulation (GDPR)** and other applicable privacy laws, including the **Personal Data Protection Act (PDPA)**, where applicable.

As part of our commitment to information security, Behn Meyer has adopted and implemented the Privacy Policy, which outlines its practices with respect to the collection, processing, use and disclosure of personal information and describes privacy rights. This legislation requires data controllers, including companies and their employees, to fulfil certain obligations in relation to personal data. Failure to comply will result in legal consequences. Employees are obliged to consult and inform customers about the details of the collection and storage of their personal data, the type of data collected, the transfer of data to third parties, etc. There was zero substantiated complaint concerning breaches of customer privacy and losses of customer data in FY2022. In addition, Behn Meyer's IT security guidelines advocate the responsibility of the employees when dealing with company data and confidential information and take precautions to protect privacy. Behn Meyer's IT team secures that customer information remains private and confidential.

Awareness training courses on how to avoid information security breaches are conducted regularly so that employees can deepen their knowledge of information security issues. Control process audits take place to prevent information security breaches and to minor the effectiveness of information security control systems. Non-compliance with the IT security guideline must be reported to the relevant department head so that appropriate measures can be taken. Any non-compliance must be taken seriously when reported or detected. This can lead to disciplinary measures taken, including termination of employment. Additional internal controls have been put in place to limit physical or digital access to third-party data by unauthorised employees and third parties. There were zero confirmed information security incidents in FY2022.





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RESPONSIBLE PRODUCTS AND SERVICES

Developing a Sustainable Supply Chain

Behn Meyer aims to help various stakeholders achieve higher environmental, safety, and quality standards covering the value chain while continually investing in resources in innovation to provide sustainable products. The different business teams at Behn Meyer are focused on product quality and performance by examining the entire life cycle of a product. An initial precaution at the design and procurement level could positively impact the value chain. The intention behind Behn Meyer’s successfully delivered products is that our way of minimising the effect is exercised on its consumers and the end-users. Nevertheless, customers and stakeholders expect far more than a good product; having an extensive support system to easily achieve their targets is a necessity.

To accommodate this request and to support our customers, the scope of Behn Meyer’s responsibility has expanded massively. At the same time, product administration continues to be an essential component of our sustainability framework. Today it contains many solutions that facilitate downstream stakeholders to make wise and reliable decisions covering areas from product selection to process optimisation.

As a testament to our high performance, Behn Meyer was presented with the Platinum Award from the “7th Innovation Group Partnership Award 2020-2021” in August 2022 in Bangkok, Thailand. The Platinum Award is the highest accolade that can be awarded to a company based on its quality rating from 2020 to 2021.

Sustainable Value Chain

Behn Meyer’s integrated business process depends on the dedication and expertise of multiple divisions towards one common goal: to identify and minimise environmental, health and safety risks throughout a product’s lifecycle. We acknowledge that the indirect impact of a product can be comparable to or even greater than that resulting from the company’s internal activities. Therefore, Behn Meyer’s strategy concentrates on how the initial stages of design and sourcing can include sustainability. By doing this, our consumers are more likely to find the goods and services they know are good for the environment, communities, and workers.

Product and Marketing Compliance

During the reporting period, Behn Meyer received zero fines, penalties, or warnings for its products and services’ health and safety impact violations. There were no violations of local regulations and laws concerning the use of Behn Meyer’s products and services. Regarding product and service information and the labelling for FY2022, Behn Meyer had no fines or penalties. Lastly, there has not been any non-compliance with regulations and/or voluntary codes concerning product and service information and labelling. The company is liable to all applicable regulatory and voluntary codes for marketing communication practices, and FY2022 had zero fines, penalties, or warnings related to the company’s recruitment, promotion or sponsorship activities.

Behn Meyer is obliged to the industry’s responsible handling and management of chemicals. The company’s chemical groups, such as Behn Meyer Chemicals Thailand and Performance Additives, actively attend the Responsible Care® programme.



As a testament to our high performance, Behn Meyer was presented with the Platinum Award from the “7th Innovation Group Partnership Award 2020-2021” in August 2022 in Bangkok, Thailand. The Platinum Award is the highest accolade that can be awarded to a company based on its quality rating from 2020 to 2021.



RESPONSIBLE PRODUCTS AND SERVICES

Customer Health and Safety

The most efficacious way to alleviate the impact of a product’s lifecycle is to get it right from the commencement. We endeavour to supply safer and environmentally friendly products for customers, who are ultimately our end users. Behn Meyer evaluates all products and services for health and safety-related repercussions and improvements. **Product Safety Data Sheets (SDS)** are also made available for our customers following the set regulations. No justified violations have occurred in this respect. There was no product recall related to end-of-life procedures. 71% of Behn Meyer’s customers are aware of the available channel where grievances related to Behn Meyer’s products or services can be expressed. We have appointed ‘CHEMTREC’ for chemical emergency (Spill, Leak, Fire, Exposure or Accident) response, including a 24-hour call hotline and the number on all our own branded SDS.

We value our customers’ views to offer them the best possible products and services. Behn Meyer conducts an annual customer/supplier survey on sustainability, products and services, health and safety, where the stakeholders are free to express their opinions. The quality of Behn Meyer’s customer service in FY2022 resulted in an evaluation of the satisfaction of our customers with Behn Meyer’s products and services of almost 88.2%, which also attests to Behn Meyer’s service quality class. As sustainability was promoted throughout our supply chain, 51.2% of our customers were aware of Behn Meyer’s Sustainability strategy, and 50.4% of Behn Meyer’s customers were aware of the long-term Sustainability goals and commitment. We continue to work with our customers for sustainable product development.



In the Vietnam Animal Nutrition division, our engineering team is available 24/7 to corroborate that all the continuity and servicing of the system ran smoothly. Inspections are carried out and accurately recorded by Behn Meyer to ensure that the spray system works stably and unerring. The team is available to respond to the customer’s request or inquiries the whole time.





RESPONSIBLE PRODUCTS AND SERVICES

Reliable Services and Market Engagement

Behn Meyer is proud to maintain its position as one of the market leaders for the Asia Pacific chemical distribution (sales) in 2021, as ranked in a special report by ICIS Chemical Business Magazine in its May 2022 issue. Behn Meyer was ranked #12 in Asia-Pacific in terms of sales figures, having achieved total sales worth 801.2 million USD. Globally, the report placed the Behn Meyer Group at #29 with a total sales figure of 883.7 million USD. In Europe and North America, Behn Meyer was ranked #101 and #132, respectively.



Behn Meyer AgriCare Joins NATSEM 2022 in Addressing Challenges in the Plantation Industry.



In December, the Behn Meyer Animal Nutrition Division organised a seminar at Ho Chi Minh City where more than 50 key customers attended and shared their interest towards the theme of the day: "Solution to Optimise Feed Production Cost and Managing Intestinal Integrity by Behn Meyer." Highlighting solutions to replace AGP and reducing the environmental impact of raw materials.



"Discover the Latest Trends & Technology in Beauty Care", a collaboration seminar between the Personal Care division team and our principal supplier, Seppic took place at Malaysia in November 2022, where the main purpose of the seminar was to present the latest market trends and technologies in the beauty care industry.



Behn Meyer Malaysia at ASIAWATER 2022: The Region's Leading Water & Wastewater Event for Developing Asia.



SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Behn Meyer has always followed the principle of sustainable procurement and has developed numerous comprehensive systems concerning supplier and procurement management which help us evaluate each supplier qualitatively and quantitatively. Within each supply chain management process, we as a company follow the principles of receptiveness, equity, fairness and efficiency and are subject to the oversight of suppliers and customers to realise the interests of all stakeholders. We are committed and focused on building a sustainable supply chain to ensure that our cooperation is free from environmental or governance risks.

As a business that continually aspires to grow and engage with its stakeholders, Behn Meyer has positioned itself clearly to achieve the goal of creating a sustainable society. For this reason, it is crucial that our cooperating business partners pursue the same sustainability goals and requirements to alleviate considerable risks and expand the Group's influence as one sustainable organisation.

Currently, Behn Meyer has extensive rules for managing the supply chain. It has incorporated ESG standards in relevant sustainable procurement processes consisting of Supplier Sustainability Performance Assessment, Supplier CSR Risk Assessment, Audit and Corrective Action. Behn Meyer will lead our partners/suppliers to operate with zero harmful emissions to the environment whilst improving their social impact on the world at once.



Behn Meyer Thailand Receives Supplier Excellence Awards 2022 from Betagro Group

On 18 November 2022, the Animal Nutrition Division team of Behn Meyer Thailand was bestowed the Supplier Excellence Awards 2022 from Betagro Public Company Limited, famously known as one of Thailand's biggest integrators of livestock businesses. Receiving such a distinguished award as a supplier is an honour given the 20 years of relationship with the Betagro company. Out of more than 3,000 candidate suppliers, we are honoured to be awarded this highly coveted distinction.



SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Training of Procurement Professionals

As a part of the company's training and development effort, Behn Meyer conducts educational supply chain programmes on sustainable purchasing for our procurement professionals (i.e., buyers on behalf of Behn Meyer). These procurement experts are selected from different business units. Therefore, each business area is responsible for integrating sustainability into its individual business process. Introducing this programme aims to ensure that these professionals are aware of the social and environmental issues that exist and are more apprised of the means to make the procurement process more meaningful. Procurement professionals are also trained to identify and recognise major supply chain risks such as slavery and human trafficking and ways to react to them.

Sustainable procurement goals, such as the supplier's CSR performance, are also taken into account by the procurement experts during the supplier selection and performance evaluation. Our favoured suppliers are those that perform well in terms of environmental and social concerns. As of 2022, we have 64% of buyers located at all our locations who have received training on sustainable procurement.

Supplier Sustainability Guidelines

Behn Meyer's Sustainability Guidelines for suppliers bring forth an overview of the minimum environmental, social, and governance standards we expect from our suppliers. Moreover, they delineate how we are able to check our supplier's compliance with these standards and explain why observance is pivotal for both our and our suppliers' businesses. We have developed guidelines to further promote the close collaboration between our company and suppliers. These policies cover responsible business practices, labour and human rights, the environment and sustainable sourcing of natural materials.

The sustainable procurement actions of Behn Meyer encompass the entire company's suppliers and operations. In 2022, we have 85.0% of targeted suppliers who have signed the Sustainable Supplier Code of Conduct. 87.7% of suppliers acknowledged our Supplier Sustainability Guidelines, which include clauses on environmental, labour, and human rights requisitions.

Supplier Diversity

The supply chain represents the largest concentration of the environmental footprint of Behn Meyer operations. We recognised its responsibility to play a role in reducing environmental impacts across the supply chain. We also seek to further promote ethical and social practices in our supplier interactions. As such, Behn Meyer has established a supplier policy and sustainability guidelines to source sustainably. We also assess the sustainability protocols of our suppliers, help them develop their own sustainability practices, and improve standards across the value chain.

We promote the inclusion of diverse suppliers and practice fairness and inclusiveness in our supplier selection. Hence, we do not discriminate against suppliers, regardless of whether they are women-owned businesses, minority-owned, disability-owned, or any other business whose ownership is held by members of vulnerable groups in the supply chain. Furthermore, as a trading-based company, we intend to expand our supplier diversity for more resilient business operations.

Supplier CSR Risk Assessment

We will review responses to the sustainability performance assessment questionnaire to categorise the selected suppliers as high, medium, or low risk. The classification also considers the result of previous audits reported to Behn Meyer and the inherent risks associated with the supplier's specific location and business activities.



SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Supplier Sustainability Performance Assessment

We ask chosen suppliers to conduct an annual sustainability performance assessment of their compliance with legal and industry-specific labour, health, safety, and environmental standards. This includes filling out an assessment questionnaire provided by Behn Meyer. It covers the three sustainability elements – Environment, Social and Governance. Questions include, but are not limited to, labour standards, health and safety, the environment and business practices. At Behn Meyer, we endorse the rating system or evaluate suppliers' sustainability performance, which is part of our supplier selection process. In the year 2022, 70.3% of targeted suppliers have completed the sustainability performance assessment.

We determine our supply chain on Scope 3 emissions by understanding the current supply chain emissions profile and engaging suppliers on emission calculation and reduction activities. In FY2022, 18.4% of our suppliers adopt the **Greenhouse Gas (GHG)** emission calculation for their operation. Setting reduction targets is also crucial for the improvement of GHG operational management. 25.1% of our suppliers have set GHG emission reduction targets, and 11.3% performed an **Life Cycle Assessment (LCA)** or environmental product declaration to calculate the carbon footprint of the material supplied to Behn Meyer.

Audit & Corrective Action

It is required for selected high-risk suppliers to undergo an independent external audit. Behn Meyer determines audits conducted by internationally recognised auditing firms and completed within the last 1-2 years (depending on the risk and nature of previous violations). External accountants schedule a visit to the facilities of the selected suppliers to assess their compliance with minimum labour, health, safety, and environmental standards.

Should the audit find any non-conformities, the suppliers will be asked to identify corrective actions and timetables for the implementation of those actions. Auditors would require confirmation that corrective actions have been completed to achieve compliance. Depending on the nature of the problem, the auditor may need to make a follow-up on-site visit.

We expect our suppliers to comply with the Behn Meyer requirements even if they go beyond local regulations. Suppliers should investigate the root cause of the non-compliance and distinguish applicable corrective actions.

Digital Transformation

Digitalisation is essential in our strategy for creating sustainable value and innovation through formulation. We are creating a customer e-portal to draw greater attention from our customers, particularly highlighting the sustainable features of our products. Our customers can easily use our digital platforms to get high-quality technical knowledge and learn more about the added values Behn Meyer has to offer. We use this platform to easily reach our technical experts, intending to create value and defeat innovation time to market. This platform's creation was also aimed to highlight the latest sustainability developments, emphasise product portfolios, provide complete regulatory information and certifications, and offer samples to our customers.

Behn Meyer's business unit AgriCare, has established a platform to assist farmers in finding the right solutions to solve their concerns. As such, they introduced the bm AgriCare app, a mobile crop doctor that can help users diagnose crop problems and give corrective suggestions on solving them. It allows users to self-assess the issue and remedy the field crop quandary based on existing images of sick crops. Additionally, this mobile app can also connect users to our agronomist experts, who can provide insights on how to fertile, weed, spray, and harvest their crops professionally and sustainably. By engaging in active customer communication, Behn Meyer hopes to assist its consumers as much as possible in making more environmentally friendly product substitutions.



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METHODOLOGY

Behn Meyer Group's annual Sustainability Report provides an overview of our sustainability commitments and performance that are of utmost importance to our stakeholders and business prosperity. It also highlights Behn Meyer's vision and strategies to promote sustainability in our business operations. We are embarking on a new phase in our journey towards a net-zero future. The report primarily emphasises our progress towards achieving our 2025 goals, with our 2040 aspirations serving as a beacon, guiding us towards a new horizon.

This report by Behn Meyer aims to extend its outreach to a broad spectrum of stakeholders and present an open and honest account of its advancement in promoting sustainable practices throughout the value chain. Behn Meyer recognises that its sustainability strategy is crucial to its long-term triumph. Behn Meyer values the viewpoints of its internal and external stakeholders as a valuable asset in its quest for continuous enhancement. We encourage you to share your queries, comments, and proposals with us. Please reach out to us at sustainability@behnmeyer.com.sg

Scope of the Report

This report covers Behn Meyer's global operations for the financial year January 2022 to December 2022. It comprises performance statistics for all Behn Meyer production facilities, warehouses, offices, and laboratories. Behn Meyer reports on an annual basis.

Data and External Assurance

Behn Meyer collects and analyses data across all its operations in a standardised manner. A centralised data management system is utilised to collect and assess sustainability performance data from all its business entities. Information supplied to this system undergoes a two-step verification process to ensure the integrity of the final report's data. The procedure also lends accuracy to the year-on-year performance results. Wherever relevant, applied methods and assumptions are detailed within the body of the report. This report has been reviewed by the Board of Directors of Behn Meyer Group and verified by external third party.

Reporting Framework

This report has been prepared in accordance with the **Global Reporting Initiative (GRI)**. The GRI Standards provide the principles and disclosures organisations require to report their economic, environmental, and social performance and impacts. Behn Meyer applies the GRI's principles in defining report content and quality, as set out by the GRI Standards. Readers may refer to the full GRI Standards Index at the end of this report for an overview of the company's approach in this regard.

This document also serves as Behn Meyer's UN Global Compact Communication of Progress for 2022. The report's contents also provide an update on our progress with the implementation of the Ten Principles of the UN Global Compact and the **Sustainable Development Goals (SDGs)**.



EXTERNAL ASSURANCE STATEMENT





GRI CONTENT INDEX

Behn Meyer has reported per the GRI Standards from 1 January 2022 to 31 December 2022. This Content Index serves as a navigation tool for the GRI Standard disclosures. The Management of Behn Meyer is responsible for the completeness, accuracy, and validity of the ESG disclosures referenced or included in the GRI Content Index as of 31 December 2022. The Management is also responsible for collecting, quantifying, and presenting the information included in the 2022 Sustainability Report. The criteria selection is essential in providing an objective basis for measuring and reporting on ESG disclosures.

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SDG INDEX

HOW BEHN MEYER SUPPORTS THE SUSTAINABLE DEVELOPMENT GOALS

At Behn Meyer, we believe businesses play a vital role in helping to achieve SDGs. Using Behn Meyer’s Sustainability Four Pillars (Ethics, Environment, Labour & Human Rights, Sustainable Procurement) as a base, we have reviewed how our sustainability activities can support the 17 Goals. As a global corporation, we acknowledge our ability to have a direct and indirect impact on all the goals that Behn Meyer is able to contribute in meaningful ways.



**SUSTAINABLE
DEVELOPMENT
GOALS**

<p>1 NO HUNGER</p> 	<p>End Poverty in All Its Forms Everywhere</p> <p>SDG Target: 1.1 & 1.5 Page(s): 45-46, 53</p>	<p>6 CLEAN WATER AND SANITATION</p> 	<p>Ensure Access to Water and Sanitation for All</p> <p>SDG Target: 6.3 & 6.4 Page(s): 36-37</p>	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>Ensure Sustainable Consumption and Production Patterns</p> <p>SDG Target: 12.2, 12.4, 12.5, 12.6, 12.7 & 12.8 Page(s): 12, 14</p>
<p>2 ZERO HUNGER</p> 	<p>End Hunger, Achieve Food Security and Improved Nutrition and Promote Sustainable Agriculture</p> <p>SDG Target: 2.1 & 2.4 Page(s): 12, 14</p>	<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>Ensure Access to Affordable, Reliable, Sustainable and Modern Energy for All</p> <p>SDG Target: 7.2 & 7.3 Page(s): 35</p>	<p>13 CLIMATE ACTION</p> 	<p>Take Urgent Action to Combat Climate Change and Its Impacts</p> <p>SDG Target: 13.2 & 13.3 Page(s): 32-34</p>
<p>3 GOOD HEALTH AND WELL-BEING</p> 	<p>Ensure Healthy Lives and Promote Wellbeing for All at All Ages</p> <p>SDG Target: 3.8 & 3.9 Page(s): 37-39, 44</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>Promote Inclusive and Sustainable Economic Growth, Employment and Decent Work for All</p> <p>SDG Target: 8.2, 8.5, 8.7 & 8.8 Page(s): 44, 47-50</p>	<p>15 LIFE ON LAND</p> 	<p>Sustainably Manage Forests, Combat Desertification, Halt and Reverse Land Degradation, Halt Biodiversity Loss</p> <p>SDG Target: 15.6 Page(s): 12, 54</p>
<p>4 QUALITY EDUCATION</p> 	<p>Ensure Inclusive and Quality Education for All and Promote Lifelong Learning</p> <p>SDG Target: 4.1, 4.4 & 4.7 Page(s): 46, 53-54</p>	<p>10 REDUCED INEQUALITIES</p> 	<p>Reduce Inequality Within and Among Countries</p> <p>SDG Target: 10.3 Page(s): 47-48, 52-53</p>	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	<p>Promote Just, Peaceful and Inclusive Societies</p> <p>SDG Target: 16.5 & 16.7 Page(s): 56-58, 61-63</p>
<p>5 GENDER EQUALITY</p> 	<p>Achieve Gender Equality and Empower All Women and Girls</p> <p>SDG Target: 5.1 & 5.5 Page(s): 47-48</p>	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>Make Cities Inclusive, Safe, Resilient and Sustainable</p> <p>SDG Target: 11.6 Page(s): 38</p>	<p>17 PARTNERSHIPS FOR THE GOALS</p> 	<p>Revitalise the Global Partnership for Sustainable Development</p> <p>SDG Target: 17.7, 17.14, 17.15, 17.16 & 17.17 Page(s): 26, 53-54, 68</p>



UNGC INDEX

The **United Nations Global Compact (UNGC)** is a voluntary initiative through which companies committed to exercising responsible leadership act to help create global frameworks for realising sustainable growth. The UNGC details ten universally accepted principles for corporate social responsibility in the areas of human rights, labour, environment, and anti-corruption. As a signatory member, Behn Meyer is committed to incorporating the ten principles in how we conduct our business and disclose how we do so through this report which serves as our formal **Communication on Progress (COP)**.

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