

Sustainability Statement

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Sustainability Statement

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OUR ROADMAP FOR SUSTAINABILITY

ABOUT THIS SUSTAINABILITY STATEMENT

Inari firmly believes that economic, environmental and social responsibility (“EES”) as well as corporate governance, are at the core of a sustainable business. We are committed to embedding sustainability in our DNA, culture and business strategy, and leveraging sustainability to reduce risk and gain business opportunities.

We present our third Sustainability Statement (“SR” or “Statement”) to our stakeholders with the intention to provide reliable EES information in relation to our Group’s business activities. Since our first Statement reported in FY2017, we remain committed to accomplishing and executing our business strategy in line with the EES targets as we are fully aware of the need to embrace sustainable business practices, not only for financial performance but to ensure that the Group is driven towards the long term and responsible growth.

BASIS OF PREPARATION

Scope and Reporting Boundary

This Statement is prepared for the financial year (“FY”) 2019, which covers the reporting period from 1 July 2018 to 30 June 2019. The reporting boundary includes all of our operating units in Malaysia, Philippines and China. The policies, processes and strategies discussed throughout this Statement are engaged by the Group unless otherwise specified.

Reporting Standard and Initiative

Bursa Listing Requirements

As in previous years, we have prepared this Statement in compliance with the Main Market Listing Requirements issued by Bursa Malaysia Securities Berhad (“Bursa”). The preparation of the Statement is guided by Bursa’s Sustainability Reporting Guide and Toolkits.

GRI Standards

We are pleased to inform that we have expanded the reporting of this Statement to be in accordance with the Global Reporting Initiative Sustainability Reporting Standards’s (“GRI Standards”) Core Option. The GRI Content Index is made available on page 76 to page 81.

UN Sustainable Development Goals

The United Nations General Assembly (“UN”) has set and approved the Sustainable Development Goals (“SDGs”), which consists of a set of 17 goals with priorities for the achievement of peace and prosperity by 2030. In this Statement, we will illustrate the way our sustainability matters relate and aligned to the SDGs.

SUSTAINABILITY GOVERNANCE

Our approach to sustainability is led by the Inari’s Board of Directors (the “Board”) who have the ultimate responsibility to promote sustainability through appropriate EES consideration in the Group’s business strategies. In discharging its duties and responsibilities, the Board has established a committee namely, Sustainability and Risk Management Committee (“SRMC”), chaired by an Independent Director and comprising of majority Independent Directors:

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OUR ROADMAP FOR SUSTAINABILITY (cont'd)

SUSTAINABILITY GOVERNANCE (cont'd)

Sustainability and Risk Management Committee Members

Datuk Phang Ah Tong
Chairman, Independent Non-Executive Director

Foo Kok Siew
Independent Non-Executive Director

Dato' Dr. Tan Seng Chuan
Executive Vice Chairman

The primary responsibility of this SRMC is to assist the Board in overseeing the sustainability matters of the Group, identifying principal risks and business sustainability strategies alongside the C-suite, and ensuring their adherence to appropriate risk mitigation and sustainability efforts within the Group. The SRMC is supported by the Group Chief Executive Officer ("CEO"), who with the support of Group Chief Financial Officer ("CFO"), to provide the overall direction, lead strategic decision making and review sustainability implementation and performance.

The Sustainability Working Committee ("SWC") led by the CEO, which comprises Inari's management team and representatives from various departments, is responsible for materiality assessment and undertake the role of identifying, evaluating and monitoring the sustainability initiatives and actions, and executing and implementing the sustainability initiatives to align to the Group's vision, mission and corporate beliefs.

Board of Directors

- Oversight corporate sustainability strategy and performance

Sustainability and Risk Management Committee

- Responsible for monitoring the implementation of sustainability strategy and performance

Group Chief Executive Officer

- Reviews sustainability matters with the Sustainability Working Committee with the support of CFO
- Reports to the SRMC on sustainability matters

Group Chief Financial Officer

- Supports CEO in sustainability matters

Sustainability Working Committee

- Comprises management team and representatives from operations, business development, health, safety & environment and human resource departments
- Responsible for materiality assessment, identification and monitoring of initiatives/actions, execution of initiatives/actions and reporting
- Reports to CEO on sustainability matters

Sustainability Statement

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OUR ROADMAP FOR SUSTAINABILITY *(cont'd)*

STAKEHOLDER ENGAGEMENT

Effective stakeholder engagement is essential in ensuring we remain sustainable into the future growth within the EES landscape. We affirm that our business and operation success is dependent on the value of effective stakeholder engagement and the degree of influence we have in shaping our shareholders' perspectives.

Inari recognises the importance of stakeholder engagement. We are committed and will continuously engage our stakeholders and will respond to their concerns in a timely, effective and transparent manner. Our investor relations and stakeholder engagement programmes ensure that accurate and quality information about the Group's developments, operations and financial performance reach a broad range of interest groups. Any comments and suggestions can be directed to a designated email address, namely, info1@inariberhad.com.

Members of the SWC conduct stakeholder engagement to identify key stakeholders for the Group. This engagement evaluates the level of influence and dependence, whether directly or indirectly towards the Group. Upon the process of identification, we conduct stakeholder prioritisation through the materiality assessment exercise. The identified key stakeholder groups and our engagement approach can be summarised below:

Stakeholder Group	Type of Engagement	Sustainability Concerns
Customers	<ul style="list-style-type: none"> - Customer satisfaction surveys - Annual audit on operations - Ad-hoc meetings - Real-time production status updates 	<ul style="list-style-type: none"> - Build long term relationships - Ensure product quality and timely delivery; productivity and efficiency - Pursue innovation - Demonstrate good EES and corporate governance adherence and practices
Employees	<ul style="list-style-type: none"> - Volunteer programmes - Hotline - Feedback boxes - Annual appraisal - Townhall meetings 	<ul style="list-style-type: none"> - Promote a safe and healthy working environment - Ensure law-abiding operation - Benchmark employees' performance, reward and compensation packages - Provide equal opportunity for career advancement - Engage in the company's business performance and growth
Shareholders	<ul style="list-style-type: none"> - Quarterly analysis briefing - Quarterly financial results - Annual General Meeting - Annual reports - Corporate website - Dedicated investor relations team - Regular plant visits for further understanding of our operations - Company's email address and contact details for inquiries 	<ul style="list-style-type: none"> - Target strong and sustainable financial performance - Pursue continuous business growth and expansion plans - Demonstrate good EES and corporate governance adherence and practices - Ensure transparency in financial reporting - Provide timely and accurate announcements and information on Inari's website
Suppliers	<ul style="list-style-type: none"> - Supplier selection via pre-qualification and registration - Regular supplier performance evaluation 	<ul style="list-style-type: none"> - Forge strategic partnerships - Enforce fair tender practices - Practice ethics and compliance

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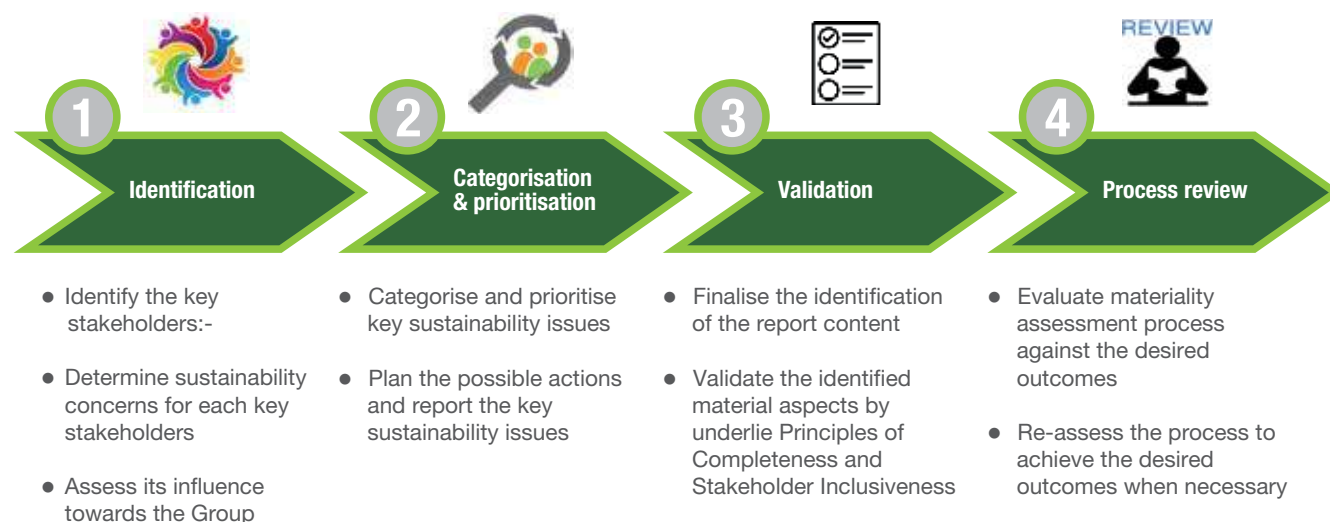
OUR ROADMAP FOR SUSTAINABILITY (cont'd)

STAKEHOLDER ENGAGEMENT (cont'd)

Stakeholder Group	Type of Engagement	Sustainability Concerns
Regulators	<ul style="list-style-type: none"> - Participation in programmes organised by regulatory bodies - Engaging dialogs with regulators - Participation in industry and government interest groups - Organising plant visits 	<ul style="list-style-type: none"> - Adhere to relevant laws and regulations - Practice corporate governance and compliance
Local communities	<ul style="list-style-type: none"> - Volunteering programmes - Engagement and participation in community and corporate social responsibility ("CSR") events 	<ul style="list-style-type: none"> - Volunteer financial and non-financial contributions to local communities - Practice good corporate citizenship

MATERIALITY ASSESSMENT

We identify our Sustainability Matters by having assessed the significance and materiality of each of the sustainability concerns based on its level of impact and influence to the Group, cognisance of the current economic, environmental and social trends both locally and globally. Below summarises the steps we took in determining our material Sustainability Matters:



The Sustainability Matters were being identified through the material assessment using the materiality matrix below. Their significance is relative to the degree of stakeholders' interest and potential business impact to Inari Group. The Sustainability Matters are significantly interconnected, and often change in one can have an impact on others. We have identified the top four (4) material Sustainability Matters of importance to our business with the greatest impact on stakeholders' decisions, which are customer satisfaction, innovation, energy usage and corporate governance and ethics. The remaining twelve (12) Sustainability Matters are still important and will be continuously monitored and reported.

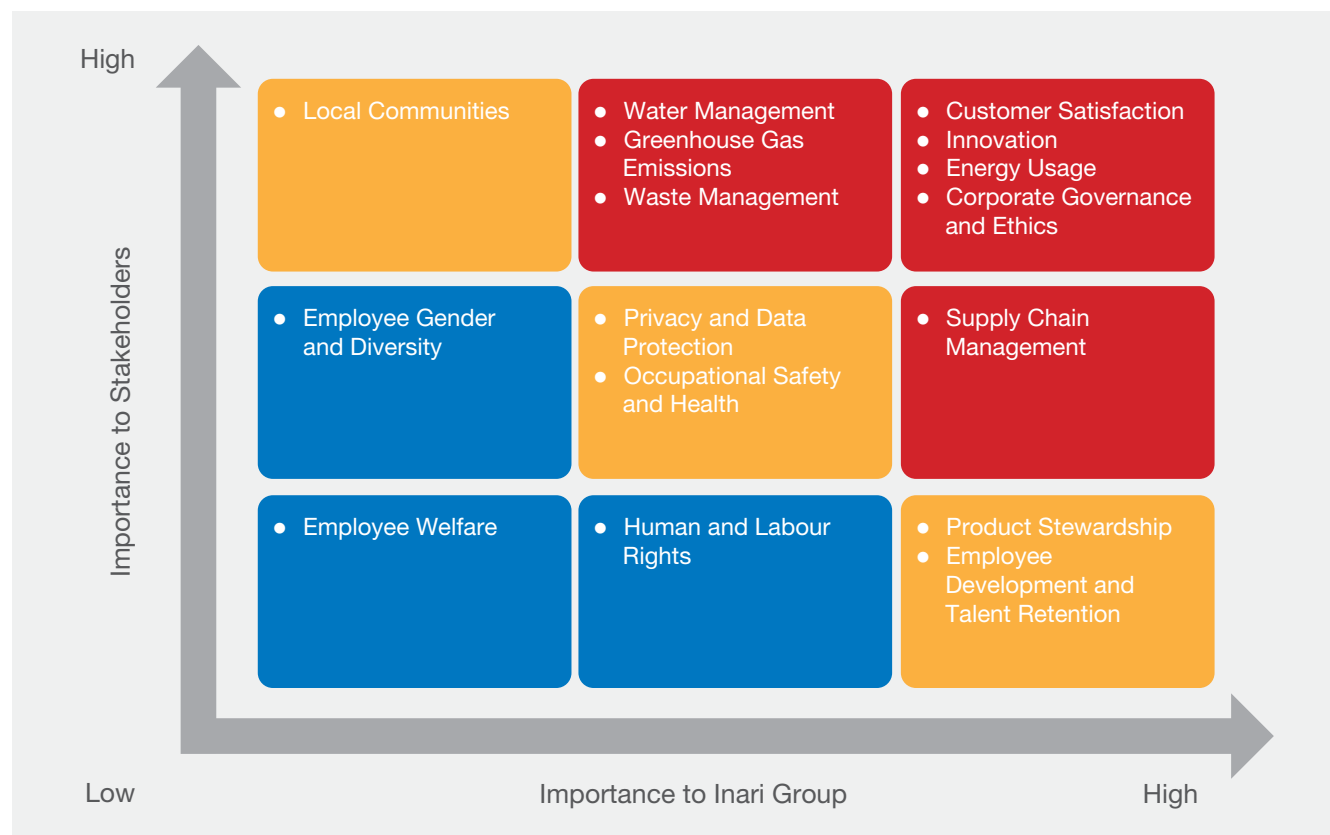
Sustainability Statement

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OUR ROADMAP FOR SUSTAINABILITY *(cont'd)*

MATERIALITY ASSESSMENT *(cont'd)*

Materiality Matrix



Sustainability Statement

cont'd

OUR ROADMAP FOR SUSTAINABILITY (cont'd)

MATERIALITY ASSESSMENT (cont'd)

Material Sustainability Matters		Description
ECONOMIC		
1	Corporate Governance and Ethics	Corporate Charter; Code of Business Conduct and Ethics; Anti-Corruption and Bribery Policy; Whistleblowing Policy and Procedures; Corporate Governance and Compliance
2	Customer Satisfaction	Commitment to Quality, Productivity and Efficiency; Branding and Reputation
3	Innovation	Process Innovation and Industry 4.0
4	Supply Chain Management	Supplier Code of Conduct; Fair Procurement Practices and Supplier Screening; Supporting Local Ecosystem and Local Procurement; Conflict-Free Minerals Policy
5	Privacy and Data Protection	Controls in Maintaining Data Privacy
ENVIRONMENT		
6	Energy Usage	Electricity Consumption; Electricity Intensity
7	Greenhouse Gas Emission	Direct and Indirect Emissions; Emissions Intensity
8	Water Management	Water Consumption
9	Waste Management	Recovery, Re-use and Recycle - 3R Management
10	Product Stewardship	Commitment in Product Stewardship
WORKPLACE		
11	Employee Gender and Diversity	Employee Statistics
12	Employee Development and Talent Retention	Various Training Programmes; Benchmark Performance, Compensation and Benefits
13	Human and Labour Rights	Upholding Human and Labour Rights; Fair Treatment in Managing Foreign Labours
14	Occupational Safety and Health ("OSH")	OSH Policy; Managing OSH Performance; Incident Reporting and Investigation; OSH Awareness and Training; Workplace Health Promotion
15	Employee Welfare	Employee Wellness Activities; Employee Engagement Survey
LOCAL COMMUNITIES		
16	Local Communities - Local Communities Employment - Corporate Social Responsibility Activities	Local Community Engagement; Internship; Corporate Social Responsibility (CSR) activities

Sustainability Statement

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OUR ROADMAP FOR SUSTAINABILITY *(cont'd)*

SUSTAINABILITY APPROACH

Sustainability Pillars and Goals

Our sustainability strategies are grouped into four (4) Sustainability Pillars, namely Economic, Environment, Workplace and Local Communities. Within each of the Sustainability Pillar, we have set strategic sustainability goals that describing our commitment in addressing the identified Sustainability Matters, which can be demonstrated as follows:

ECONOMIC

Inari promises to deliver quality services and products to our customer, uphold good business conduct and ethics and deliver good returns to our shareholders

WORKPLACE

Inari has systems in place to continually improve workplace wellbeing, respect human right, retain talent and bring untoward incidents at workplace to zero

ENVIRONMENT

Inari will continue to advocate green development across all our current and future projects

COMMUNITIES

Inari is committed to continuously improve the wellbeing and living standard of its surrounding communities



Sustainability Statement

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OUR ROADMAP FOR SUSTAINABILITY *(cont'd)*

SUSTAINABILITY APPROACH *(cont'd)*

Sustainability Pillars and Goals *(cont'd)*

We have further categorised the abovesaid sixteen (16) identified Sustainability Matters into the four (4) Sustainability Pillars, based on the outcome from our stakeholder engagement, peer comparison reviews, industry business trends at a various level as well as environmental and social trends:



Sustainability Statement

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OUR ROADMAP FOR SUSTAINABILITY (cont'd)


SUSTAINABILITY APPROACH (cont'd)

Sustainability Matters and SDGs Mapping

Set and approved by the United Nations General Assembly ("UN"), the Sustainable Development Goals ("SDGs") are a set of 17 Goals with respective targets to be achieved by the year 2030, with a broad objective for the achievement of peace and prosperity for creating of a better world. Below, we illustrate the way our Sustainability Pillars, Sustainability Matters and Sustainability Goals align and mapped with the twelve (12) SDGs relevant to our industry.

Sustainability Pillars and Sustainability Matters	UN SDGs	Sustainability Goals
<u>Economic</u> <ul style="list-style-type: none"> Customer Satisfaction Innovation Supply Chain Management 	   	 
<u>Environment</u> <ul style="list-style-type: none"> Greenhouse Gas Emission Water Management Waste Management 	    	
<u>Workplace</u> <ul style="list-style-type: none"> Employee Gender and Diversity Employee Development and Talent Retention Occupational Safety and Health Employee Welfare 	   	   
<u>Communities</u> <ul style="list-style-type: none"> Local Communities 	 	

Legend – Inari's Sustainability Goals

- | | |
|---|---|
|  a Deliver quality services and products |  e Respect human rights |
|  b Deliver good returns to our shareholders |  f Retain talent and succession planning |
|  c Advocate green development alongside all our current and future projects |  g Bring untoward incidents at the workplace to zero |
|  d Improve workplace wellbeing |  h Contribute to the wellbeing and living standard of surrounding communities |

Sustainability Statement

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ECONOMIC

Better results from better practices

CORPORATE GOVERNANCE AND ETHICS

Inari's Stated Corporate Charter

MISSION/VISION

Deliver Quality Service & Products To Our Customers

Treat Staffs, Customers, Our Business Partners Fairly

Deliver Good Returns For Our Shareholders

KEY BELIEFS

I	Integrity <ul style="list-style-type: none"> • Need all levels to walk the talk at all times
N	No Excuse <ul style="list-style-type: none"> • Focus on the success Formula
A	Aligned Partnership <ul style="list-style-type: none"> • Customers — Our Team — Suppliers
R	Result Oriented <ul style="list-style-type: none"> • To delight stakeholders, customers and employees
I	Initiative <ul style="list-style-type: none"> • Positive and Can-Do attitude

Code of Business Conduct and Ethics

Ethical business conduct is of vital importance to us in staying true to our roots and values. Inari's Code of Business Conduct and Ethics ("Code") sets out the principles and standards which guide the way we conduct our business. The Code explicitly defines our high expectations on each and every employee to comply with the terms of good business practices and high personal conduct beyond the strict adherence to local laws and regulations.

The domestic corporate governance landscape is witnessing an array of reform measures which place greater emphasis on the internalisation of corporate governance culture within companies. In light of these reforms, the Board has continuously directed focus on promoting a sound corporate governance culture through policies and procedures that are in line with regulatory promulgations as well as recognised best practices. These include Policy on External Auditors, Code of Business Conduct and Ethics, Anti-Corruption and Bribery Policy, Whistleblowing Policy and Procedures, and Remuneration Policy and Procedures for Directors and Senior Management, which are made available on our company website at www.inari-amertron.com. We communicate and institutionalise these Code, Policies and Procedures to every new and current employees to ensure they uphold and are aligned with our ethical standards.

Sustainability Statement

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ECONOMIC (cont'd)

Better results from better practices

CORPORATE GOVERNANCE AND ETHICS (cont'd)

Anti-Corruption and Bribery Policy

The Inari Group conducts its business professionally, with integrity and in compliance with the laws of the jurisdictions in which it operates. As part of our commitment to ethical business practices, we will not tolerate acts of corruption, bribery or money laundering. Our Anti-Corruption and Bribery Policy, which can be referred to on the company website, provides principal and guidance to Directors, employees and associated third parties the way to recognise and deal with any act of corruption and bribery that may arise in the course of daily business and operation activities within the Group.

Inari operates a zero-tolerance approach to corruption and bribery. We strictly prohibit any of our Directors, employees and associated third parties from taking part in any form of corruption, bribery, extortion, embezzlement or any kind of money laundering activities. We do not make charitable donations or contributions to political parties. Whilst our employees and the associated third parties acting in their personal capacity as citizens are not restricted to make any personal political donations, Inari Group will not make any reimbursement for these personal political contributions back to its employees or the associated third parties.

All Directors, employees and associated third parties are adequately informed and expected to promptly report, via the established whistleblowing channels as provided for in the Whistleblowing Policy and Procedures, of any suspicious transactions that may indicate corruption, bribery or money laundering. We undertake bribery and corruption risk assessment periodically, and the results are reported to the Sustainability and Risk Management Committee ("SRMC"). In FY2019, there were no reported incidents of corruption or breaches of our Code of Business Conduct and Ethics.

Whistleblowing Policy and Procedures

"We encourage employees to come forward and voice their concerns and report any misconduct occurring in the organisation. We view whistleblowing as a positive act that can make a valuable contribution to the Group."

Inari has put in place a Whistleblowing Policy and Procedures to promote high standards of ethical conduct. The Group has always established a proper channel for whistleblowing. We encourage open communication whilst ensuring the protection to the whistleblower. This Policy outlines the various reporting channels to enable Directors, employees and any stakeholders who have a business relationship with Inari with an avenue to report suspected wrongdoings, inappropriate ethical behaviours or workplace grievances that may cause adverse impact to the Group.

The whistleblowing reporting channels include making a report directly to the employees' immediate superior or to the designated recipients up to the Audit Committee members. Alternately, whistleblower may make report via a whistleblowing hotline that managed by an independent third party. The whistleblower shall be accorded with the protection of confidentiality of identity to the extent reasonably practicable, and protection against any adverse and detrimental actions. For FY2019, there were no whistleblowing reported cases.

Corporate Governance and Compliance

Inari is committed to the principles and best practices of corporate governance as laid out in the Bursa Listing Requirements and Malaysian Code on Corporate Governance ("MCCG"), to ensure that standards of corporate governance are being observed throughout the Group with the ultimate objective of enhancing long term shareholders value and returns to our stakeholders. Details of our corporate governance framework and practices are elaborated in the Corporate Governance Overview Statement on page 84 to page 96 of this Annual Report as well as Corporate Governance Report for an announcement and publication on the website of Bursa Malaysia Berhad.

Sustainability Statement

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ECONOMIC (cont'd)

Better results from better practices

CUSTOMER SATISFACTION

Customer satisfaction is one of the fundamental principles underpinning Inari's business. Understanding and thinking ahead of our customers' needs and expectations will improve our bottom line and strengthen our reputation in the long term. We adopt a customer focussed approach in all our dealings whereby customers' requests and any dissatisfaction are handled in an attentive manner with urgency and utmost respect for privacy. We are highly committed to keeping our customers satisfied at every stage, from design and manufacturing to delivery, via driven quality and top-notch service.

Commitment to Quality, Productivity and Efficiency

"Deliver quality services and products to our customers."

Inari is committed to providing customers with the highest quality of products and services. At Inari, teamwork, engagement and support by everyone are vital for achieving our quality objectives. Our Quality Policy summarises the essential elements of our commitment to excellence and its includes:

- ❖ Maintain the application of Quality Management System ("QMS") based on ISO 9001:2015 QMS model in general.
- ❖ Improve our QMS effectiveness continuously while maintaining the performance of our products.
- ❖ Produce safe and useful products that comply with applicable statutory and regulatory requirements as well as customers' requirements and specifications.
- ❖ Enhance the efficiency of manufacturing processes through elimination of wastage and reduction of process variance.
- ❖ On-time delivery of products and services constantly with zero defects.
- ❖ Inculcate a mindset across our complete value chain that quality is everybody's responsibility and require their total involvement and commitment.

Branding and Reputation

"More than just a chip manufacturer."

A positive brand reputation reflects our core values and increases customer confidence in our products and services, and ultimately driving revenue and bottom-line growth. Our goal is to ensure that Inari is a brand that reflects our core values and the quality of our products and services. We put forward our best effort in our day to day operations to ensure we are an outstanding OSAT & EMS manufacturer and best-of-class in our industry.

We have received numerous awards since our inception of the business honouring and recognising our efforts and achievements, and the quality of services we deliver.

List of Awards Received

- ✓ Asiamoney Awards 2019 for The Most Outstanding Company in Malaysia - Semiconductor & Semiconductor Equipment Sector
- ✓ Industry Excellence Platinum Award 2019 organised by The Institution of Engineering and Technology (IET) Malaysia Network
- ✓ All Executive Team 2019 - ASEAN Most Honored Companies and Special Achievement Award for CEO and CFO organised by Investor Relations Professionals Association Singapore (IRPAS)
- ✓ Broadcom's Strong Partnership & Excellent Shipment Support for 2018
- ✓ The Edge Billion Ringgit Club Awards - Highest Returns on Equity Over Three Years and Highest Growth in Profit After Tax Over Three Years in 2018; High Returns to Shareholders Over Three Years in 2016
- ✓ Malaysia Investor Relations Awards (MIRA) Best CEO for Investor Relations (Mid Cap) 2018

Sustainability Statement

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ECONOMIC (cont'd)

Better results from better practices

CUSTOMER SATISFACTION (cont'd)

Branding and Reputation (cont'd)

List of Awards Received

- ✓ Financial Times FT1000 High-Growth Companies Asia Pacific 2018
- ✓ Broadcom's Best Supplier Award (Best Contract Manufacturers) for 2010, 2015 & 2017
- ✓ Forbes Asia 200 Best Under A Billion Company Award for 2014, 2015 & 2016
- ✓ BestBrands Blue Chip Award 2013 (Electronics Manufacturing) by the BrandLaureate SMEs

INNOVATION

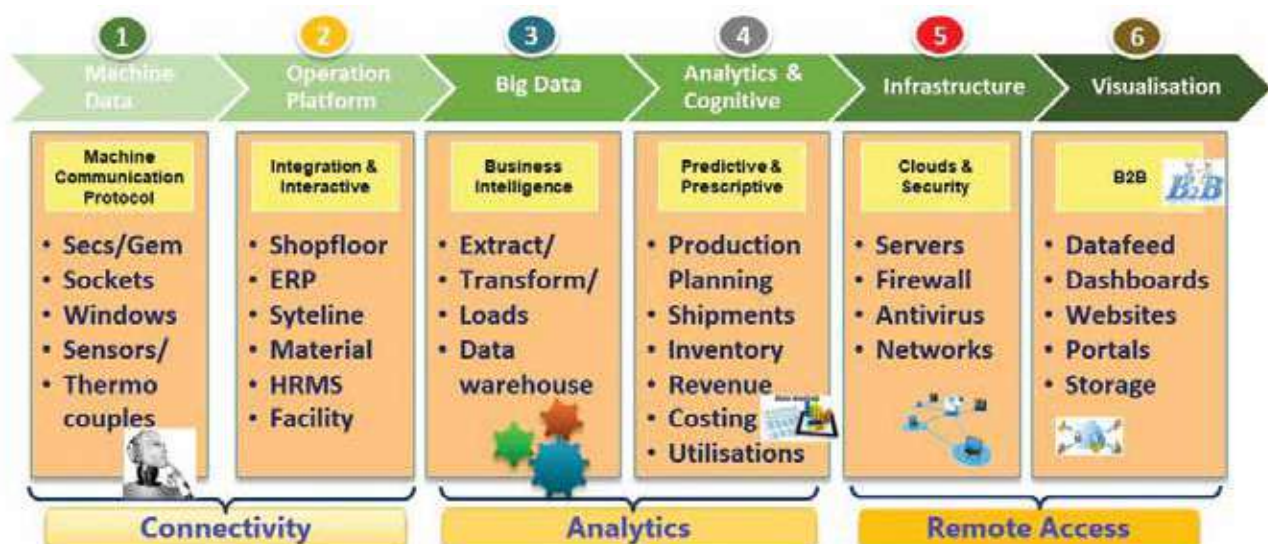
"Think ahead and always stay relevant to the needs of our customers."

Inari operates in a dynamic and fast-paced industry, and we are aware of the importance of being innovative in our operations for driving us to stay ahead and be relevant to our valued customers. Inari's innovation is focussed on constant improvements in people, process, equipment and supply chain. The practice of 'constant improvement' is embedded in Inari's culture to ensure that our operations process flows are becoming more efficient each cycle alongside continual market and customer demands for higher quality, higher complexities and lower costs. This innovation culture isn't something that can be easily copied by others and it is our ability to innovate that makes us stay ahead of our competitors.

Process Innovation and Industry 4.0

Industry 4.0 fosters what is referred to as "smart factory or smart manufacturing" where cyber-physical systems monitor real-time physical progress of the factory. It creates a virtual copy of the physical world and makes a decentralised decision. Inari began the journey to embark into the Industry 4.0 since FY2017. In the integrated Industry 4.0 environment, we have defined our own smart manufacturing pillars consists of six (6) pillars of technology advancements, which comprise of Machine Data, Operation Platform, Big Data, Analytics and Cognitive, Infrastructure and Visualisation.

Inari: 6 pillars of technology advancements



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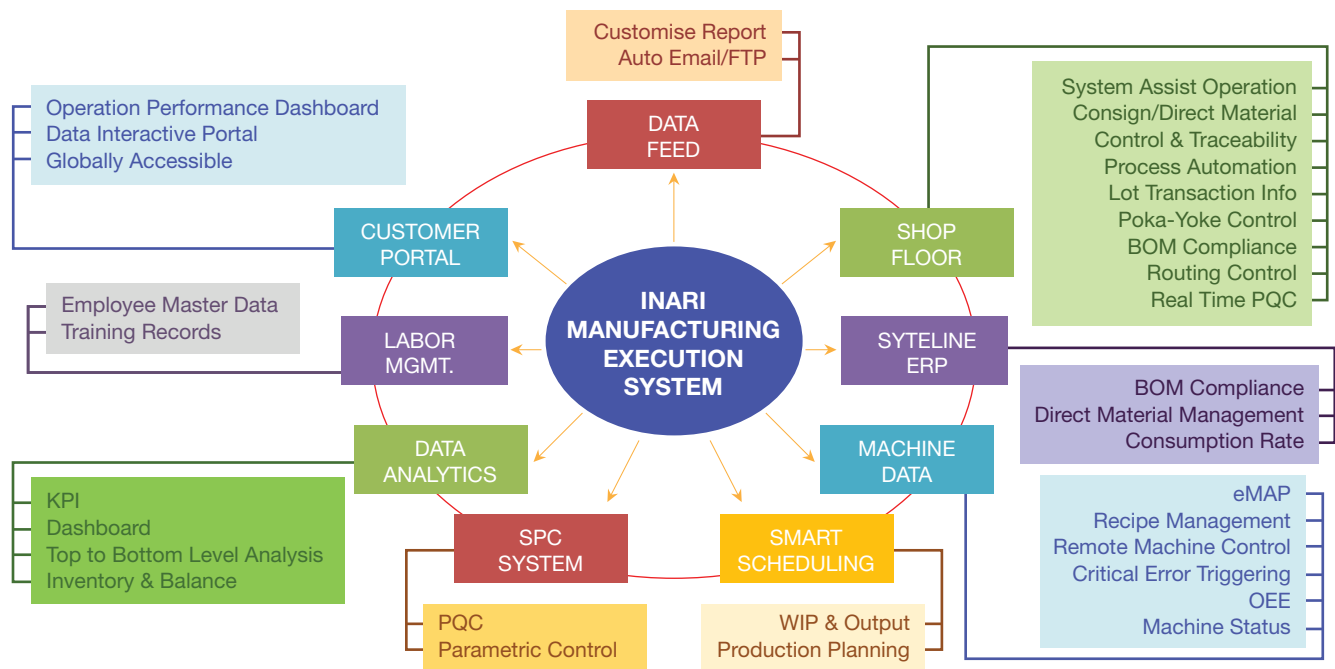
ECONOMIC (cont'd)

Better results from better practices

INNOVATION (cont'd)

Process Innovation and Industry 4.0 (cont'd)

At Inari, we embarked a Manufacturing Execution System (“MES”), a system that runs on a system integration platform which forms a vital tool and component of our Industry 4.0 efforts. MES is an information system that connects, monitors and controls complex manufacturing systems and data flows on the production floor. The main goal of MES is to ensure effective execution of the manufacturing operations and improve production output. MES help to achieve the goal by tracking and gathering accurate, real-time data about the complete product lifecycle, start with order released until the product delivery stage of finished goods. We have designed the scope of MES to undertake nine (9) core functions as shown in the diagram below.



A high-quality MES will provide the best tools for controlling the scheduling needs directly on the shop floor, which involves a complex environment handling a wide range of planning and process requirements. Inari is constantly looking for key opportunities to improve production results. Below is the summary of the seven (7) modules of Inari's MES and examples.

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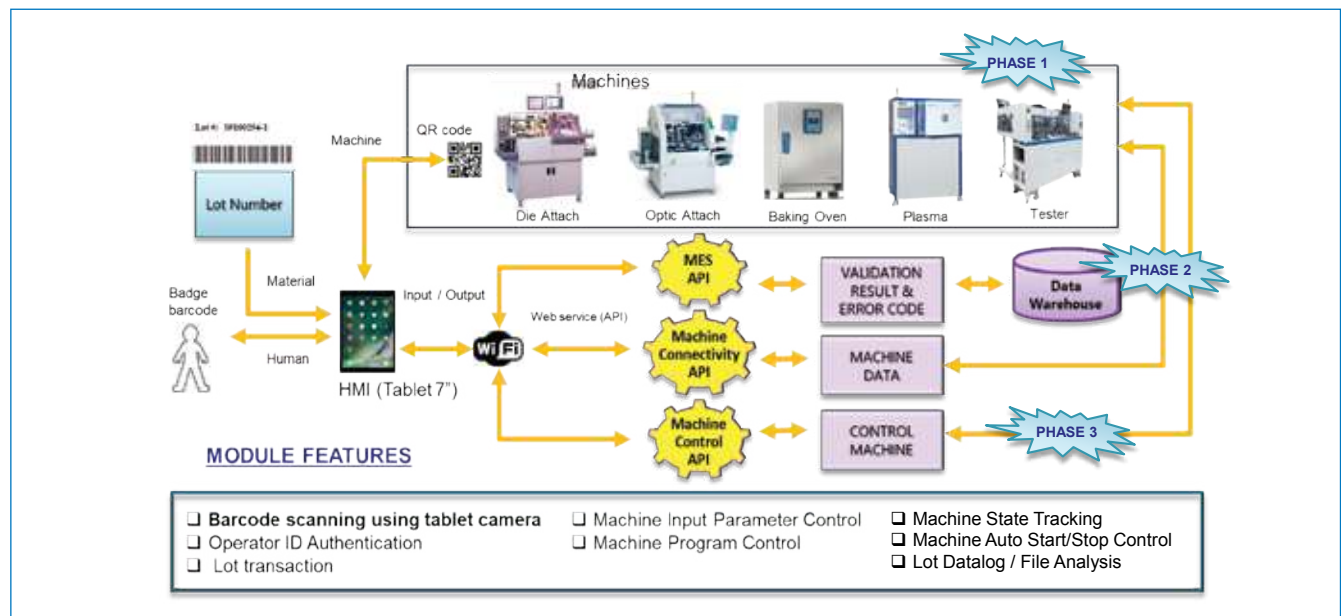
ECONOMIC (cont'd)

Better results from better practices

INNOVATION (cont'd)

Process Innovation and Industry 4.0 (cont'd)

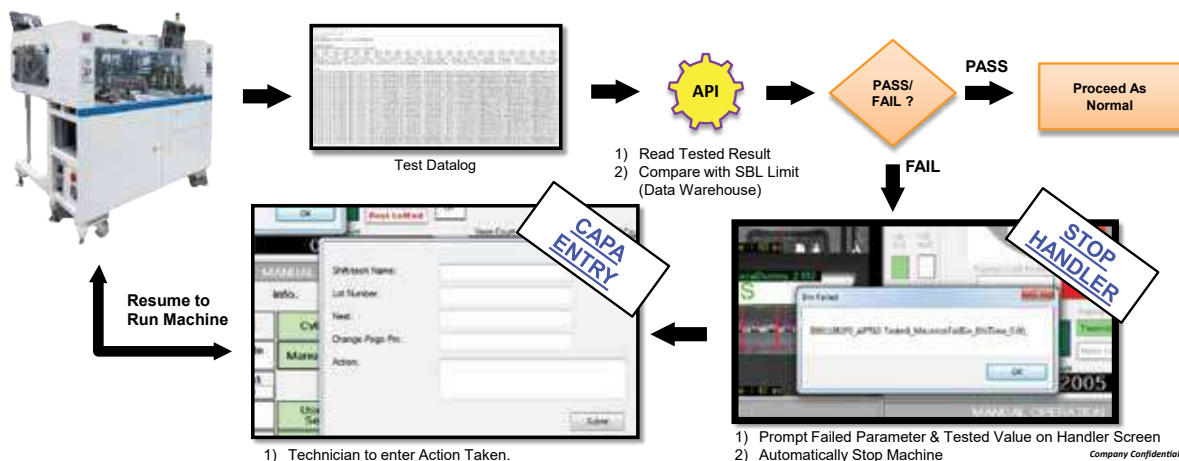
Module 1: Smart Human-Machine Interface (HMI)



Module 2: Real-Time Tester SBL/LYT Trigger and Control

Project Description

Stop Handler if Test Datalog Fail / LYT / out of Statistical Bin Limit. Collect disposition remarks or actions taken, for further analysis.



Sustainability Statement

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ECONOMIC (cont'd)

Better results from better practices

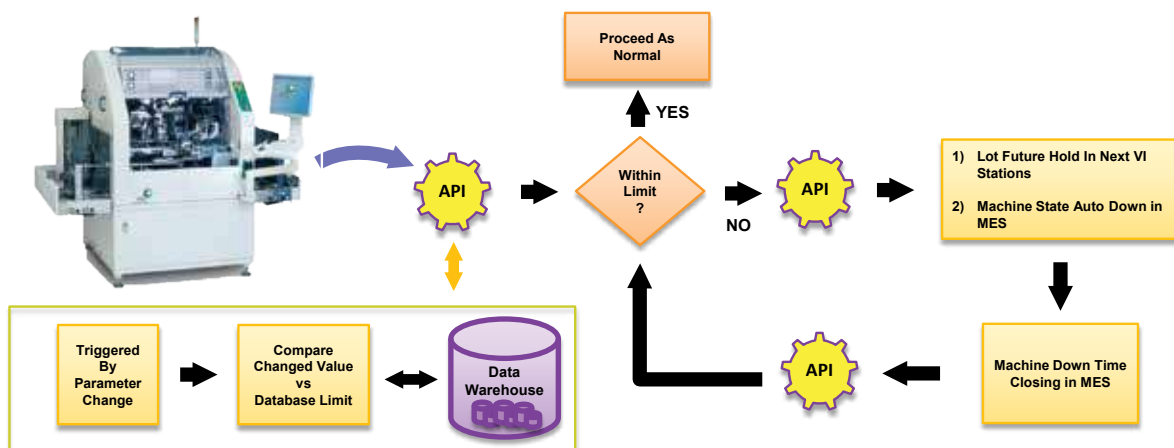
INNOVATION (cont'd)

Process Innovation and Industry 4.0 (cont'd)

Module 3: Machine Input Parameters Monitoring and Control

Project Description

Machine Parameters auto validation, to trigger and tag maverick lot if out of limit. Affected lot auto hold in nearest Visual Inspection Area.

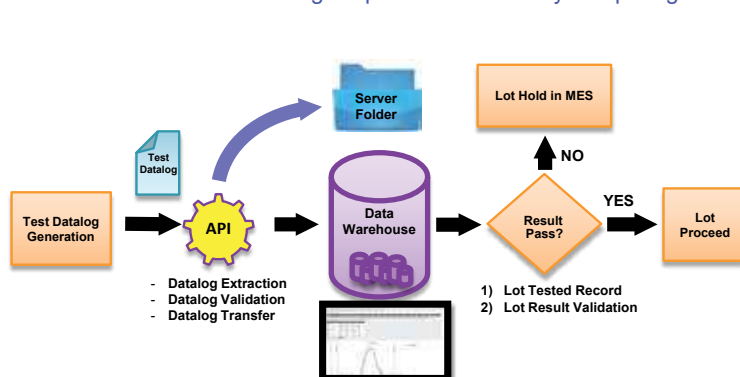


Company Confidential

Module 4: Test Data Log Automation

Project Description

Auto transfer Test Datalog & update final result by comparing CPK to reference limit.



Outcome

Fool-proof system auto checking enable escapee prevention.



1) Test Datalog & CPK Trend Chart available to view & download via Portal



2) Lot Auto Hold in MES.

Company Confidential

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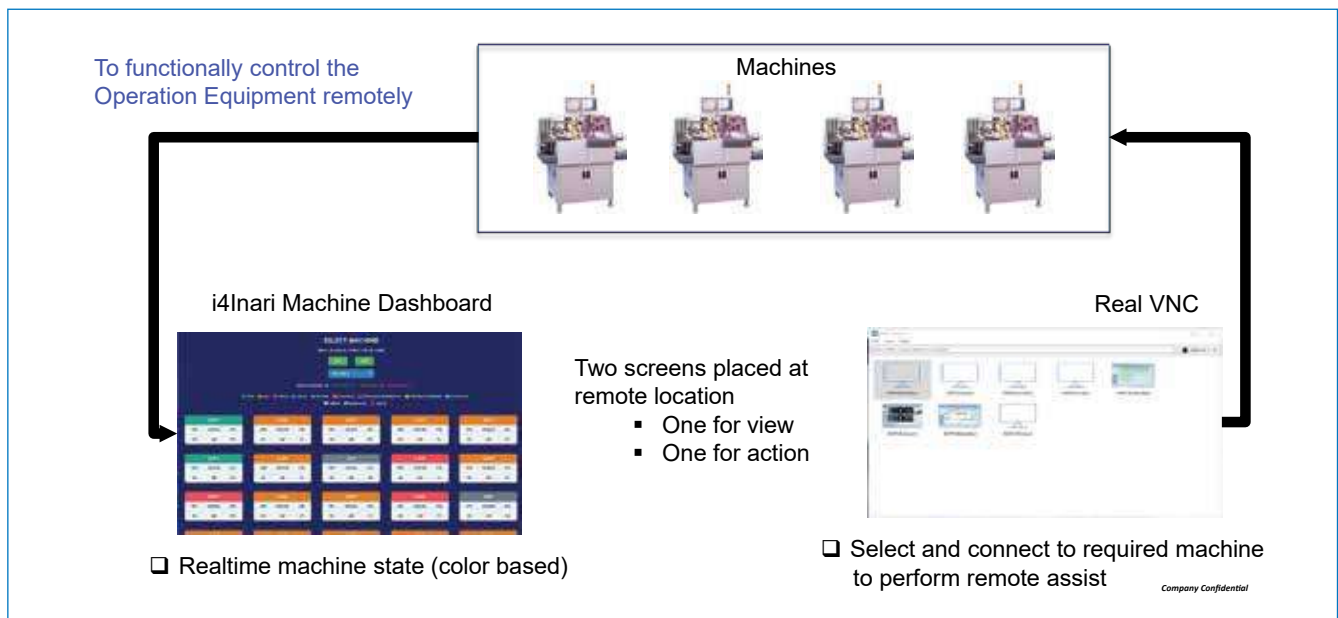
ECONOMIC (cont'd)

Better results from better practices

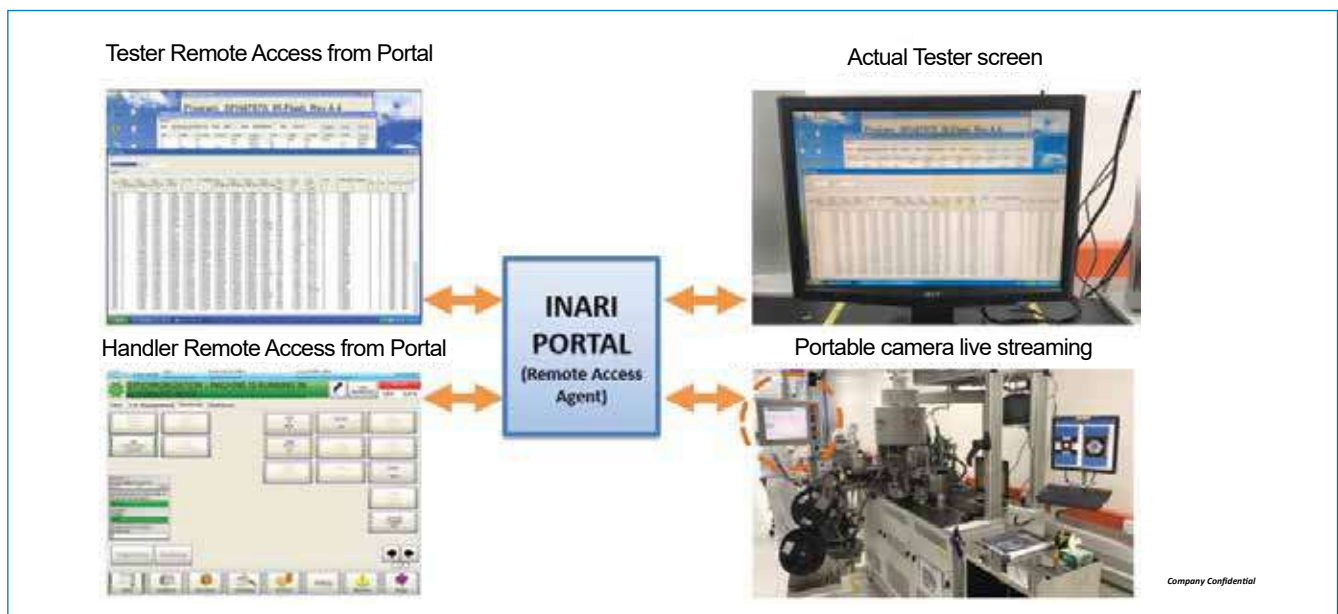
INNOVATION (cont'd)

Process Innovation and Industry 4.0 (cont'd)

Module 5: Remote Assist



Module 6: Remote Access



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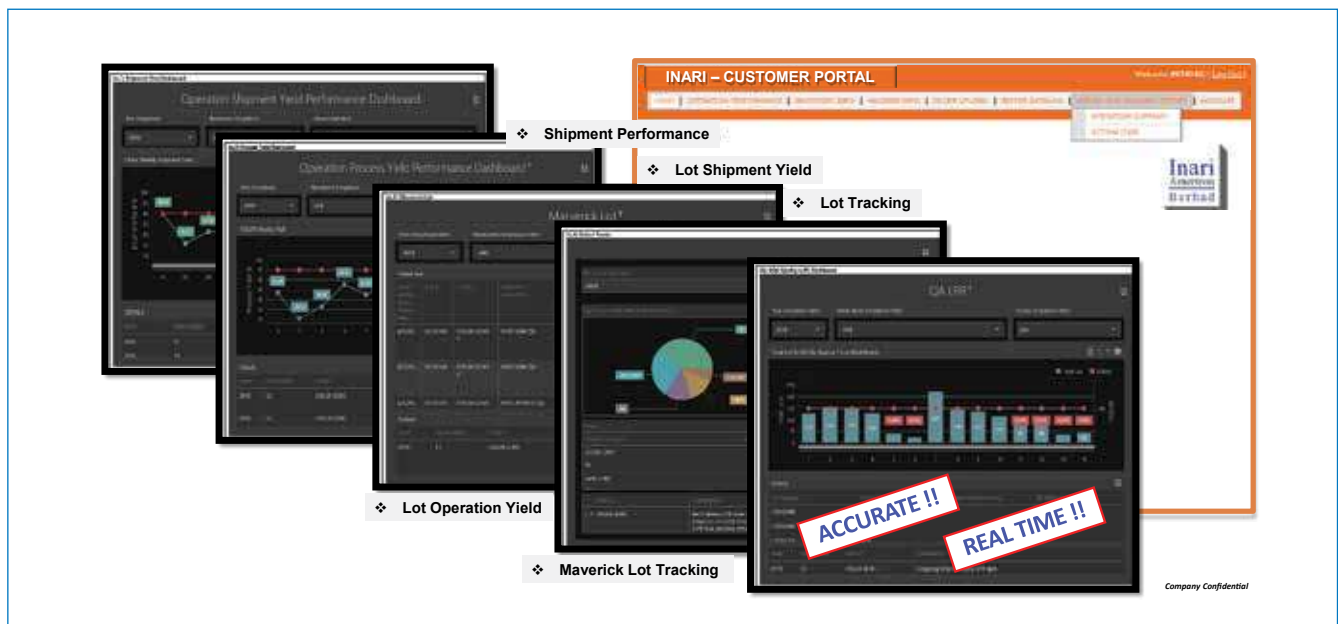
ECONOMIC (cont'd)

Better results from better practices

INNOVATION (cont'd)

Process Innovation and Industry 4.0 (cont'd)

Module 7: Outcome



In addition to in-house effort, Inari collaborates with external parties such as system integrators, equipment suppliers, academia and government agencies. For FY2019, the list below are some of the events in which Inari played leading roles:

Date	Event
August 2018	Seminar on “Digital Factory” organised by EPCON Asia with aim to create a more transparent, resilient and responsive manufacturing environment.
August 2018	International Conference on Electronic Design (ICED) 2018 conducted by UniMap in collaboration with Prince of Songkla University Thailand with the title of “Empowering Industry 4.0: Challenges and Future Vision”.
September 2018	Inari served as a Panel Member of INTI University and Colleges in their Industry Advisory Board Focus Group-Engineering.
October 2018	Seminar on “Embracing the Future of Manufacturing” organised by Advanced Technology Training Centre (“ADTEC”).

Sustainability Statement

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ECONOMIC *(cont'd)*

Better results from better practices

SUPPLY CHAIN MANAGEMENT

Inari actively engages our suppliers to eliminate risks of non-compliance to ensure their business operations are environmentally responsible and the working conditions along the supply chain including labour, health and safety are ethically conducted.

By acting responsibly and professionally with our procurement and supply chain, we aim to provide a safe, legal and high quality of products and services for our customers and at the same time supporting our suppliers and their employees.

Our procurement processes are designed to select and retain suppliers through a non-discriminatory bidding and tendering process. Our procurement complies with relevant local laws and regulations in the countries we operate and reflects our on-going commitment to sustainable procurement practices.

Our objective is to establish mutually beneficial relationships with our suppliers. To achieve this, we ensure our requirements are made clear to our suppliers and we include our Supplier Code of Conduct as part of our standard procurement's terms and conditions.

Supplier Code of Conduct

Inari is strongly committed to embedding sustainability in our day to day business operations. We expect similar principle conduct from all stakeholders with whom Inari has commercial dealings. Further, Inari strives to continuously improve the EES sustainability of our operations and required our suppliers to participate in this effort by adopting sustainable practice in their operations. We also expect our suppliers to use their best efforts to implement these standards with their suppliers and subcontractors.

Our resolution to practice ethical partnership is stipulated in our policies include Supplier Code of Conduct, Code of Business Conduct and Ethics, Anti-Corruption and Bribery Policy, Whistleblowing Policy and Procedures, and other policies that are made available on our company website from time to time.

In particular, the EES and governance standards are outlined below, which is make reference to the Responsible Business Alliance Code of Conduct, GRI Sustainability Reporting Standards, United Nations Global Compact Initiative, United Declaration of Human Rights, and International Labour Organisation Conventions:

Environment

- Comply with all local and international regulations on environmental, health and safety matters.
- Use resources efficiently, apply energy and water-efficient environmentally technologies and reduce waste as well as gas emissions.
- Adopt appropriate management systems to ensure product quality and safety meet the applicable requirements.
- Minimise the negative impact on biodiversity, climate change and water scarcity.
- Identify the potential safety and health issues and minimise their impact by implementing occupational safety and health procedures, including emergency reporting, employee notification and evacuation procedures, employees training and drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans.

Social

- Respect the personal dignity, privacy and rights of each individual.
- Support the protection of human rights and prohibit any forced labour and child labour.
- Uphold the freedom of association and the right to collective bargaining.
- Provide the employee a workplace with no harassment, no harsh and inhumane treatment and no discrimination.
- Ensure the employees are fairly compensated and that, at a minimum, comply with local laws on minimum wages and working hours.
- Enable all of the stakeholders to report concerns or potentially unlawful practices at the workplace via our whistleblowing channel.

Sustainability Statement

cont'd

ECONOMIC *(cont'd)*

Better results from better practices

SUPPLY CHAIN MANAGEMENT *(cont'd)*

Supplier Code of Conduct *(cont'd)*

Governance

- Abide by all applicable local and international trade laws and regulations.
- Consider business integrity as the basis of business relationships.
- Prohibit all types of bribery, corruption and money laundering.
- Endeavor to deal fairly and should not take unfair advantage of anyone through the manipulation, concealment, abuse of privileged information, misrepresentation of a material fact or any other unfair business practices.
- Declare any potential or actual conflicts of interest to Inari.
- Respect the privacy and confidential information of all the employees and business partners as well as protect data and intellectual property from misuse.

Inari reserves the right to terminate its trading agreement if the supplier is unable to demonstrate his commitment to this policy. Therefore, suppliers shall maintain appropriate documentation to demonstrate adherence to this code of conduct and to provide Inari such documentation upon requests. Suppliers also required to conduct periodic self-evaluations and implement any action plan to rectify any negative environmental and social impacts.

Fair Procurement Practices and Supplier Screening

As part of our quality and process improvement, we have designed a fair sourcing process with our Procurement Policy to ensure all suppliers are treated fairly and equally. This Policy enables us to establish a common mindset with our suppliers to achieve a favorable balance between quality and price whilst fulfilling the EES responsibilities underlined under Supplier Code of Conduct. We believe that our sourcing process is key to conducting successful tender projects together with our suppliers that add value to Inari as well as to the communities in which we operate.

Supporting Local Ecosystem and Local Procurement

Inari believes the health of the local electrical and electronics (“E&E”) ecosystem is an important requirement in our long-term economic sustainability, and therefore it is important for Inari to work with government agencies and industry groups as well as on our own to support and develop the local E&E ecosystem. In recent years, Inari initiated its local industry ecosystem and has worked with various local equipment manufacturers and academia to co-develop or improve existing equipment performance and create new automation, machine connectivity and data extraction systems. Such collaboration also forms part of our Industry 4.0 framework.

Our efforts have benefited local equipment manufacturers in to gain new capabilities and new platforms resulting in enhancement of their company portfolios and profiles. This has also further enabled supporting industries such as metal fabrication and component suppliers to increase their revenues thereby creating more employment job opportunities. The academia sector also benefits in this programme as university-owned research and development are used and tested in industry, concurrently providing platforms for students and lecturers to gain more knowledge and practical experiences in real-time.

At the same time, Inari is also able to reduce dependency on foreign equipment and the impact of foreign exchange fluctuations thru local purchases. We contribute a direct positive economic impact on the communities where we operate. Further, working with local equipment suppliers not only reduces currency outflows but improves production and development turnaround time with services and support from local suppliers and academia.

Sustainability Statement

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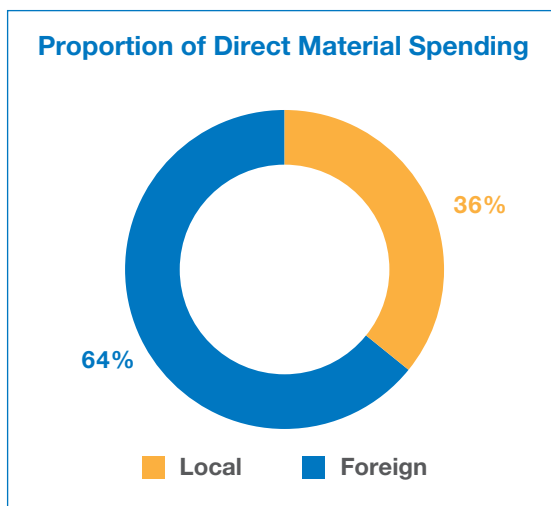
ECONOMIC (cont'd)

Better results from better practices

SUPPLY CHAIN MANAGEMENT (cont'd)

Supporting Local Ecosystem and Local Procurement (cont'd)

We support purchases from local suppliers to promote the growth of the local economy. In FY2019, the proportion of our direct material spending sourcing from local suppliers is shown as below.



Conflict-Free Minerals Policy

As part of Inari's commitment to EES responsibility, we have established a policy to assure that material defined as conflict minerals do not directly or indirectly finance or benefit the armed groups in the Democratic Republic of the Congo ("DRC"), or any adjoining countries while continuing to support responsible mineral sourcing in the region.

Inari has defined its Conflict Minerals Due Diligence Programme as aligned with the framework of "Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Area" promulgated by the Organisation for Economic Cooperation and Development ("OECD"). Inari has also evaluated its internal controls for conflict minerals and encourage our suppliers in turn to conduct similar evaluation with their suppliers.

All the minerals used in our supply chain are conflict-free. We encourage our suppliers to purchase minerals from smelters who are listed on the Conflict-Free Smelter Programme Compliant Smelter List. Our Conflict Minerals Policy is made available on our company website.

PRIVACY AND DATA PROTECTION

At Inari, we believe privacy is a fundamental human rights. We are strongly committed to protecting information assets and personal data for our customers, suppliers and employees. The effort in managing data privacy is vital to building trust and accountability with customers and business partners who expect their data to be private.

Our data protection and information security practices are focused on sharing information appropriately and lawfully while providing data confidentially, integrity and availability. We secure information assets and personal data through the use of integrated data protection and information security strategy. Our key internal controls to protect data privacy are listed below.

- ❖ Protect our technology resources and assets with encryption, firewalls, antivirus or anti-malware software, automated patching and security vulnerability assessments.
- ❖ Use appropriate physical and organisational security measures to protect personal data.
- ❖ Require all employees to comply with Inari's Code of Business Conduct and Ethics.
- ❖ Provide training and awareness programmes.
- ❖ Sign Non-Disclosure Agreements between Inari and the customers, suppliers and contractors.

Sustainability Statement

cont'd

ENVIRONMENT

Caring for our planet



“We aim to deliver green and safe products and services while maintaining the good of the environment.”

We are committed to providing environmentally friendly products for our customers. This is achieved through a continual effort to improve operations, processes and the work environment to be cleaner and safer for the customers, employees, communities and our society. Our Environmental Policy is outlined below, which is also made available on our company website.

Environmental Policy

- ✓ We use only environmentally-safe materials that comply with RoHS, REACH and Halogen-free requirements in our products and processes.
- ✓ We establish objectives, targets and standards for continual environmental improvement and protection.
- ✓ We prevent water, air and noise pollution, reduce waste and minimise the consumption of natural resources.
- ✓ We always comply with relevant environmental regulations and customer’s specific requirements.
- ✓ We educate, train and motivate employees to be environmentally friendly in a responsible manner.
- ✓ We encourage and influence environmental protection among the suppliers and subcontractors.

Climate Change Management

The key areas of focus in our climate change management are to enhance energy consumption efficiency, reduce hazardous greenhouse gas emission, ensure efficient use of water resources, and maximise recovery, re-use and recycling activities.

Sustainability Statement

cont'd

ENVIRONMENT *(cont'd)*

Caring for our planet

Climate Change Management *(cont'd)*

Inari Malaysia received several certifications from local and international governing bodies which recognise our effort to preserve the environment. Below are the certifications which we received pertaining to Environment, Health and Safety ("EHS") compliance:



ENERGY USAGE

At Inari, we continuously expend effort to re-engineer our production lines to conserve energy by improving energy consumption efficiency. To optimise energy consumption, we work on ensuring our facilities and manufacturing processes utilise energy efficiently to contribute to reducing our global warming footprint.

Our initiatives on energy-efficiency projects are listed below:

- Re-engineering of production equipment facilities and supports systems;
- Conversion of screw-type to centrifugal type compressors;
- Installation of LED lighting;
- Conversion of refrigerant air-cooled air-conditioners to centralised chilled water air-conditioners;
- Disciplining the switching off unused lighting and electronic equipment; and
- Plans to install solar panels on out buildings' rooftop.

Our total energy consumption in FY2019 is approximately 370,100 GJ of energy. Compared to last year, we saw an increase of 9.8% in our energy consumption, hence translates to an increase in energy intensity. The increase was mainly due to the expansion of the production floor in P13 and P21 plants located at Penang, Malaysia, to allow for additional machineries to be installed and the qualification of new production lines.

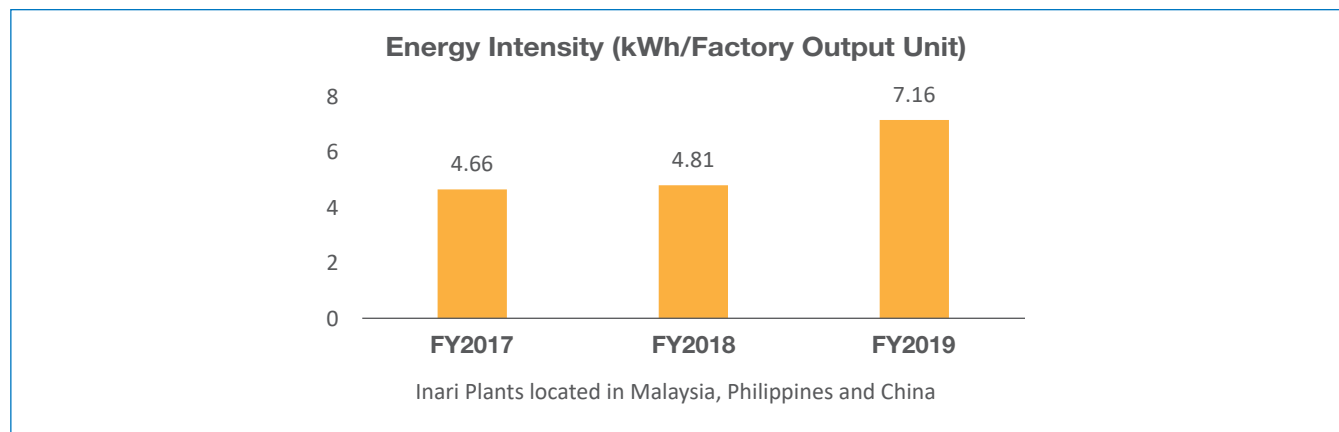
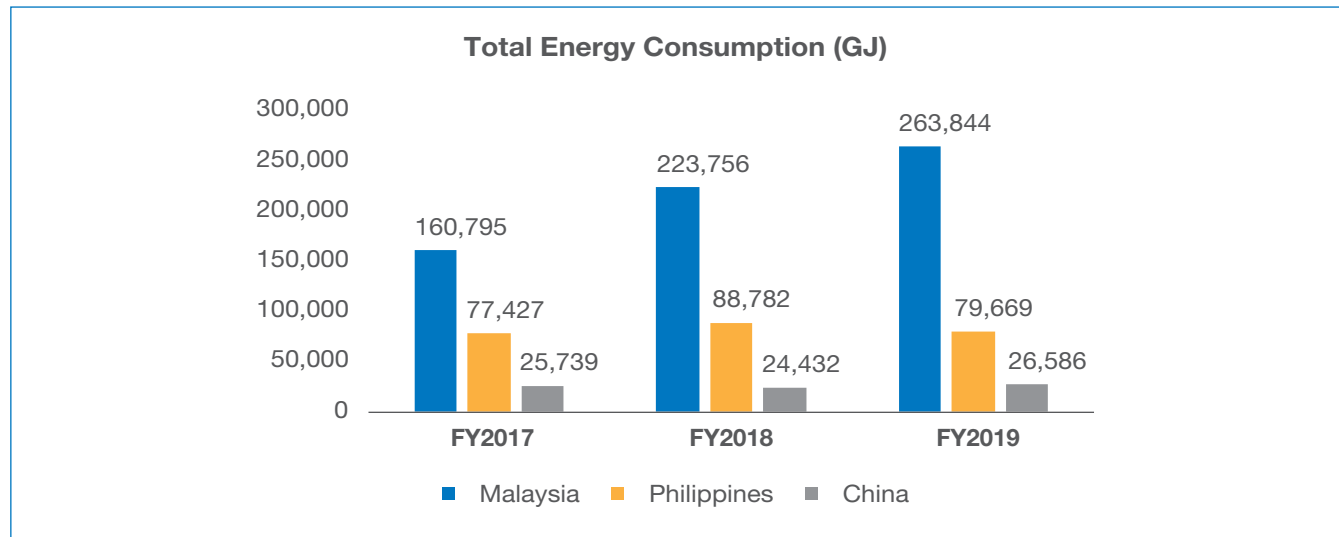
Sustainability Statement

cont'd

ENVIRONMENT (cont'd)

Caring for our planet

ENERGY USAGE (cont'd)



GREENHOUSE GAS ("GHG") EMISSIONS

Good air quality is fundamental to our well-being and poor air quality, in turn, will adversely affect our health and the environment. Inari works constantly to reinforce and improve pollution prevention measures. We implement ISO 14001 Environmental Management in our facilities to minimise environmental impact through use of pollution prevention mechanisms.

Our intensity of operational GHG emissions reporting is measured and disclosed as:

- Scope 1 (Direct emissions), which covers the GHG emission generated from the activities in our organisation including fuel combustion on-site such as automobiles, trucks and buses; and
- Scope 2 (Indirect emissions), which covers the GHG emission generated from the consumption of purchased electricity.

Sustainability Statement

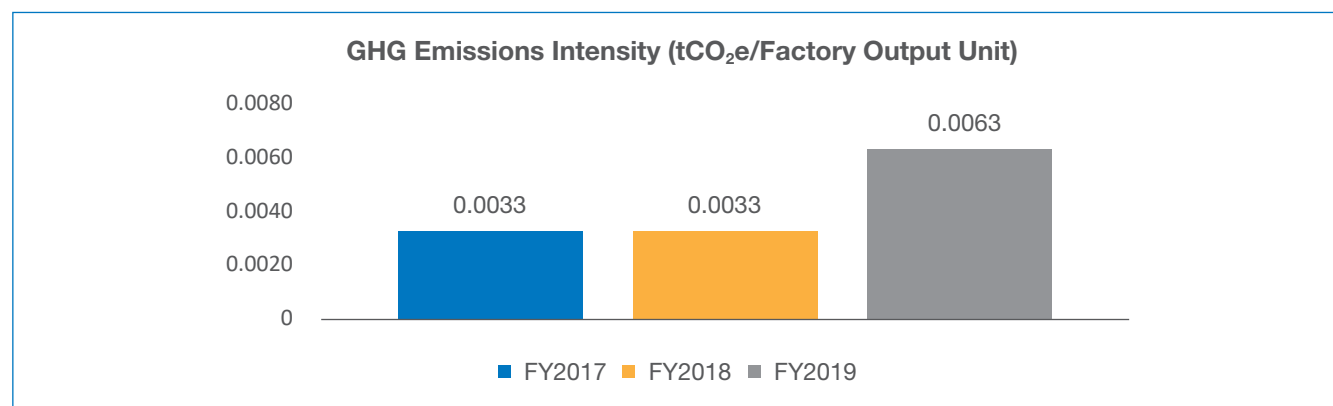
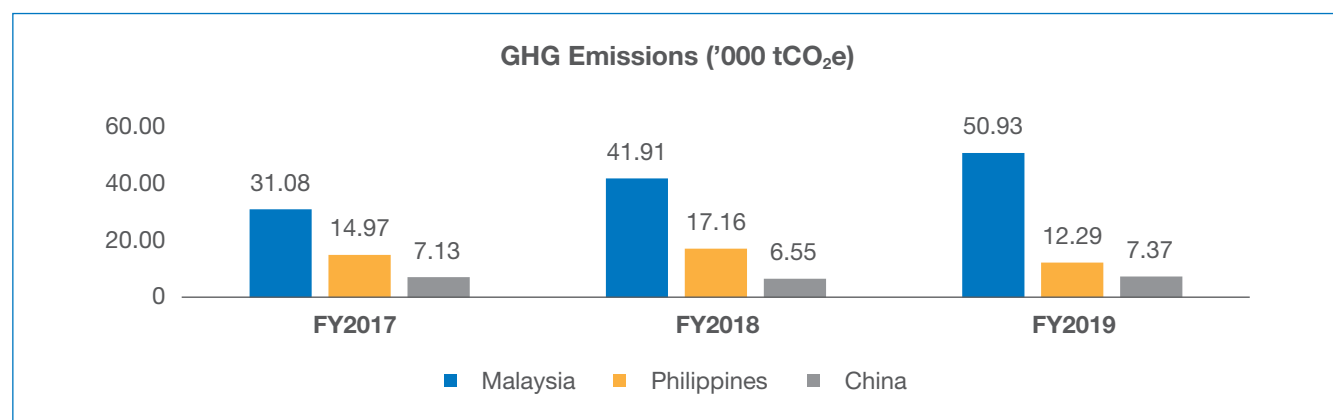
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ENVIRONMENT (cont'd)

Caring for our planet

GREENHOUSE GAS ("GHG") EMISSIONS (cont'd)

Scope ('000 tCO ₂ e)	FY2017	FY2018	FY2019
Scope 1 (Direct emissions)	0.13	0.13	0.22
Scope 2 (Indirect emissions)	53.05	65.49	70.37
Total (Scope 1 and Scope 2)	53.18	65.62	70.59



For FY2019, our GHG emissions generated a total of 70,590 tCO₂e. In comparison to FY2018, Inari recorded an increase in GHG emissions, hence translates to an increase in emissions intensity. The expansion of the production floor in P13 and P21 plants located at Penang, Malaysia resulted in installation of additional machineries and the qualification of new production lines causing the increase in electricity consumption.

Our direct GHG emissions related to fuel consumption make up only less than 1% of total GHG emissions, whilst the remaining 99.69% are indirect emissions generated from our consumption of purchased electricity. The detailed energy usage is shown in the section above.

Sustainability Statement

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ENVIRONMENT (cont'd)

Caring for our planet

GREENHOUSE GAS ("GHG") EMISSIONS (cont'd)

We have implemented several energy efficiency projects to mitigate our GHG emissions.

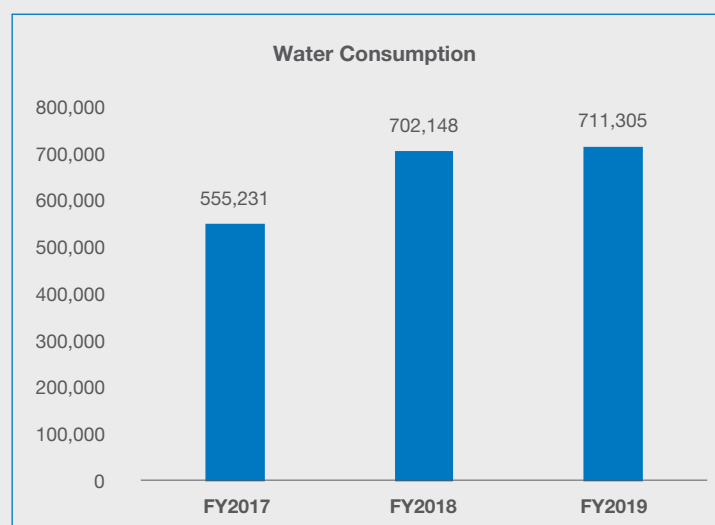
Activity	Purpose	Target	Status
1) Conversion to LED Lighting	Energy efficiency	1% reduction in GHG emission	Achieved
2) Installation of solar panel	Reduction of fossil fuel consumption	6% reduction in GHG emission	In-progress

Our commitment towards reducing GHG emissions related to our energy consumption also covers energy conservation which embeds day-to-day practice to include switching off lights and air-conditioning during lunch hour and setting an optimum temperature for our air-conditioning units.

Additionally, Inari does not produce any NOx and SOx emissions as none of our business activities involve biomass combustion. Although we have yet to collect the data for Scope 3 (indirect emission) which relates to the business travel, we have begun long ago reduction efforts by encouraging the utilisation of groupwide and personal video conferencing facilities to minimise non-essential air and ground travel.

WATER MANAGEMENT

Water is a precious shared resource with high social, cultural, environmental and economic value. It is a basic human need and is vital to our health. We continuously put efforts into improving water conservation. Our wafer fabrication and packaging facilities consumed a large portion of our daily water usage. The water is utilised to clean silicon wafers during fabrication.



Our water consumption in FY2019 amounted to a total of 711,305 m³ and experienced a slight increase of 1.3% compared to the last financial year. The increase was mainly due to the expansion of the production floor in P13 and P21 plants located at Penang, Malaysia, which provides for additional machineries to be installed and the qualification of new production lines.

We have taken necessary actions to ensure the reduction in our water usage. One of our efforts to reduce water consumption is by converting from single spindle to dual spindle machines which increase wafer fabrication capacity while having the same water intake.

Our plants are equipped with complex rinse water collection systems with separate drains to collect lightly contaminated wastewater for reuse in our plants' toilet flushing systems. Our other on-going water-saving plans include rainwater harvesting. With this reuse strategy, we recycle as much water as we can from our manufacturing processes for re-use purposes.

Sustainability Statement

cont'd

ENVIRONMENT *(cont'd)*

Caring for our planet

WASTE MANAGEMENT

At Inari, we practice the **3R program** of “Recovery, Re-use and Recycle” in managing waste produced by our operations. The waste produced are properly segregated, recovered and recycled wherever possible. We hire reputable and licensed local waste recovery contractors with expertise in recycling electronics and scheduled waste to recycle the waste into usable and re-usable forms. The waste recovery contractors are selected through a rigorous selection and audit process.

Below, we summarise our methodology of the 3R programme and the 3R waste management diagram.

3R Program	Methodology
Recovery	<ul style="list-style-type: none"> Invest in Industrial Effluent Treatment System Increase efficiency in extracting pollutants Ensure cleaner waster discharged to the environment Provide of recycle bins in strategic locations
Re-use	<ul style="list-style-type: none"> Collaborate with licensed hi-tech waste recycling contractor Increase waste re-use proportion Re-use of carton box Re-use of plastic tray and reel
Recycle	<ul style="list-style-type: none"> Collaborate with licensed hi-tech waste recycling contractor
Disposal	<ul style="list-style-type: none"> Minimise the mass ended up in landfill

3R waste management diagram:



Sustainability Statement

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ENVIRONMENT (cont'd)

Caring for our planet

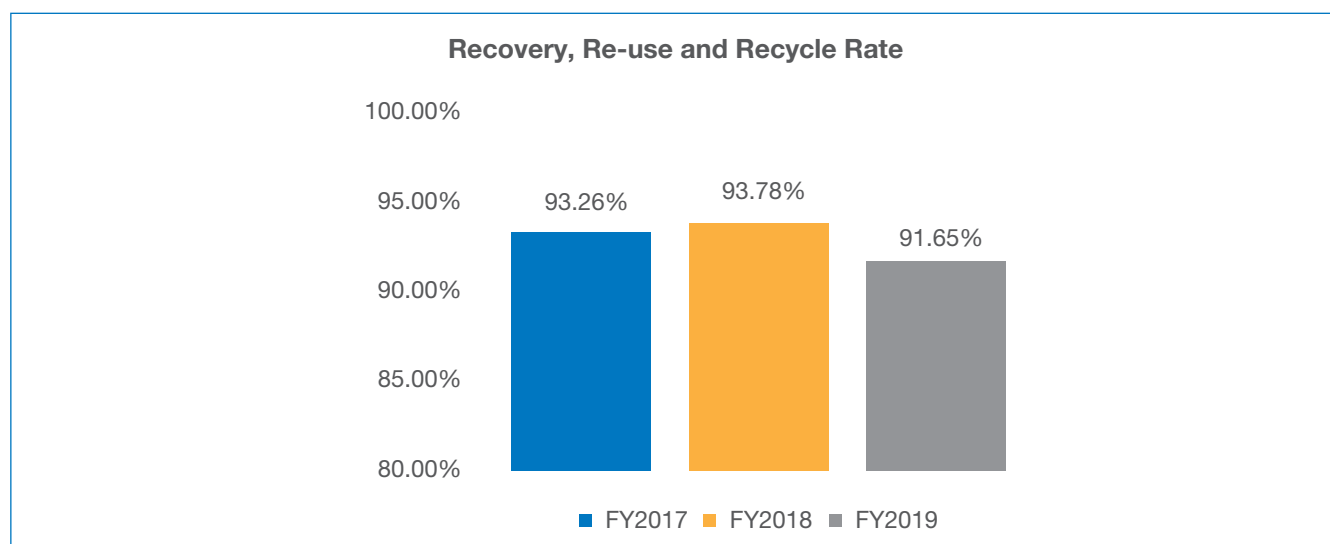
WASTE MANAGEMENT (cont'd)

Apart from that, we also recycle our organic and non-organic waste chemicals. The organic waste chemicals are converted into raw materials for pesticides and water treatment solutions, while the non-organic waste chemicals are broken down to produce alcohol, thinner and solutions used by other industries.

Below is a sample list of production waste which Inari recover, re-use and recycle:

Production Waste	3R Program	Recycled Products
Electronic waste	Recovery	Precious metal recovery (gold, nickel & copper)
Metal sludge	Recovery	Heavy metal extraction
Spent lubricating oil	Recovery/Recycle	Industrial lubricating oil
Waste of non-halogenated organic solvent	Recovery/Recycle	Recycled solvent (propanol, pesticide & coagulant)
Contaminated container	Re-use	Cleaned container
Contaminated rags & gloves	Re-use	Reuse as low grade rags & gloves
Plastic scrap	Recycle	Plastic pallet for consumer product
Metal waste	Recycle	Precious metal (iron & aluminum bar)
Solder waste	Recycle	New solder wire

Waste Reduction Target: Achieve 90% Recycling Rate of Waste Generated.



For FY2019, Inari generated 363.5 tonnes of waste and 91.65% of the waste was recovered, re-used and recycled. Inari has in place proper waste management for the treatment, storage and disposal of hazardous and non-hazardous waste. We will ensure the hazardous waste are properly stored and handled by authorised vendors for proper disposal and subsequent usage, whereas non-hazardous waste is recovered, re-used and recycled where possible.

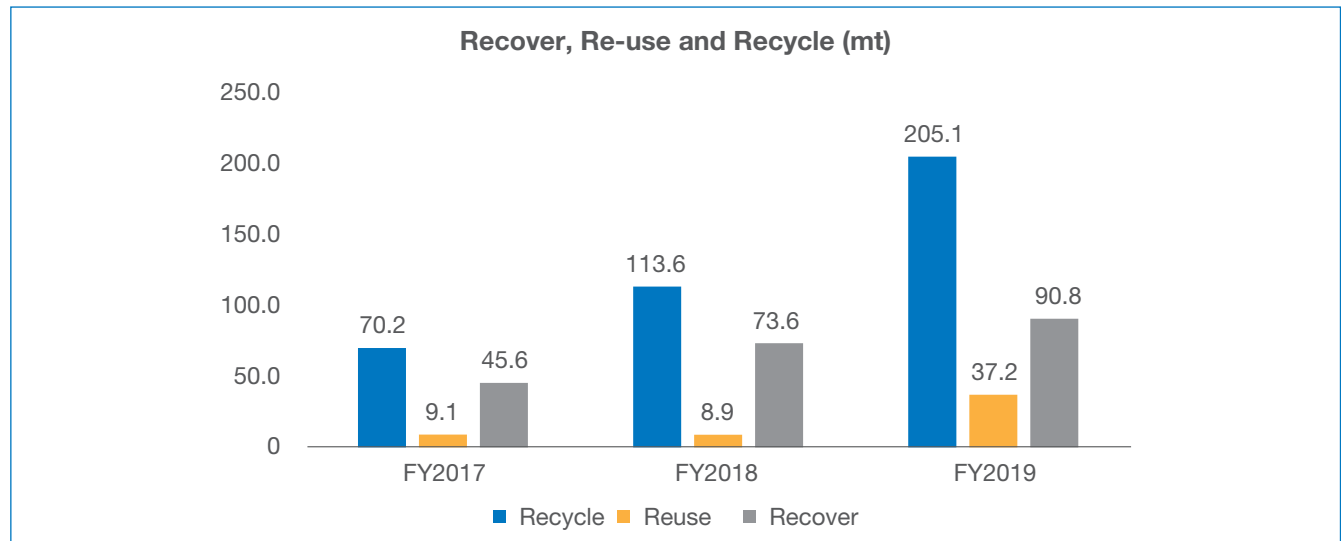
Sustainability Statement

cont'd

ENVIRONMENT *(cont'd)*

Caring for our planet

WASTE MANAGEMENT *(cont'd)*



Our recycling efforts are also driven by the goal of reducing consumption of new material. These initiatives have contributed to cost savings and allow more effective use of materials. We recorded a significant increased in the recycling and re-use tonnage over the years, derived mainly from:

- re-use of packaging carton when shifting material and semi-finished goods for inter-warehouse and inter-production floor transfer; and
- increase the use of recycled plastic trays in our plants rather than reels for material and semi-finished products for inter-production line transfer.

PRODUCT STEWARDSHIP

We are committed to ensuring the products that we produce are safe throughout all stages in its lifecycle. In order to understand and manage the potential environmental, safety and health risks presented by our products, we evaluate them carefully by working closely and supporting with research work with our customers and suppliers to monitor any adverse impact from the science behind our products.

We comply with the European Union Restriction of Hazardous Substances (“RoHS”) underlying the restricted use of certain hazardous substances in the electronics industry. We monitor and collect extensive information to support collaborative work with our customers and suppliers with the objective to ensure our products are safe and sustainable. Analysis of information is performed through structured Safety Data Sheets, which set out any hazards associated with a particular product alongside any relevant local regulatory requirements.

Sustainability Statement

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WORKPLACE

Caring for our people



“We respect human rights and appreciate the value brought by our employees, beliefs which are fundamental to our ability to grow successfully to the size of the Group that we are today.”

Inari abides by international practices, local laws and regulations on the protection of the rights and interests of all our employees. We are a responsible and fair employer. We treat all employees equally and provide equal career development opportunity to all our employees. We strictly uphold our employment policies which require that recruitment, promotion, wages, training and development opportunities, and retirement must be people-oriented, lawful, fair and without discrimination of disabilities, gender, age, nationality, race, religion, birthplace, country of origin and language.

EMPLOYEE GENDER AND DIVERSITY

Diversity has been part of our corporate DNA and remains one of our strategic priorities. We believe diversity and inclusion bring value to our business through effective innovation, attractiveness of workplace, employee engagement and corporate agility. It fuels our sustainable growth and performance. Our strategy, strongly supported by our leadership, is to:

- ❖ foster an inclusive culture;
- ❖ provide equal opportunities for career development and advancement, regardless of gender, ethnicity, age and culture; and
- ❖ diversity of our workforce by attracting diverse talent.

Sustainability Statement

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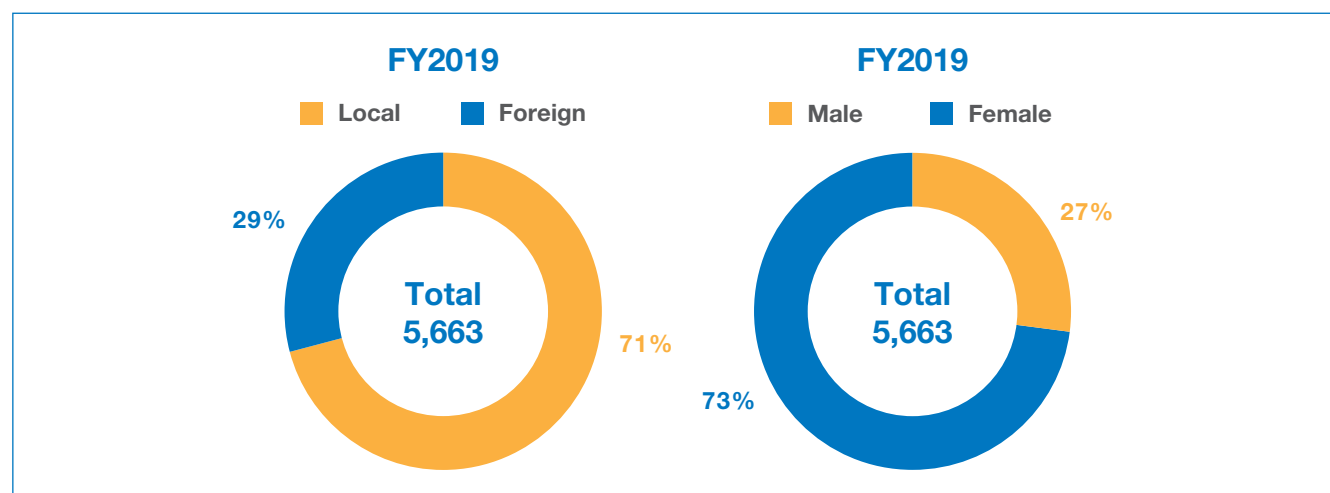
WORKPLACE (cont'd)

Caring for our people

EMPLOYEE GENDER AND DIVERSITY (cont'd)

Employee Statistics:

Total Employees



48% Local Hires at Inari Malaysia.	99% Local Hires at Amertron Incorporated, Philippines	99% Local Hires at Amertron Technologies (Kunshan) Co. Limited
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Turnover by Gender

Turnover Rate	FY2017	FY2018	FY2019
Male	12.6%	13.6%	17.6%
Female	13.6%	16.2%	26.7%

New Hired Employee

New Hired Rate	FY2017	FY2018	FY2019
Male	17.5%	14.9%	13.8%
Female	19.3%	14.9%	15.9%

As of 30 June 2019, we have a total of 5,663 employees in our group spread regionally across three (3) countries namely Malaysia, Philippines and China. On average, 71% of our employees are local hires comparing to 29% foreign hires. On gender diversity, 73% of our employees are female. Our employee turnover rate increased by 14.5% as compared with FY2018. We believe the main contributing factor is the mounting skill gap dilemma faced by the manufacturing and fabrication industries. Multiple studies estimate that nearly 2.5 million manufacturing jobs will go unfilled through 2028 leading to job hopping.

The workforce is Inari's greatest asset. We will continue to invest in the learning and professional development of our team to support Inari's competitiveness.

Sustainability Statement

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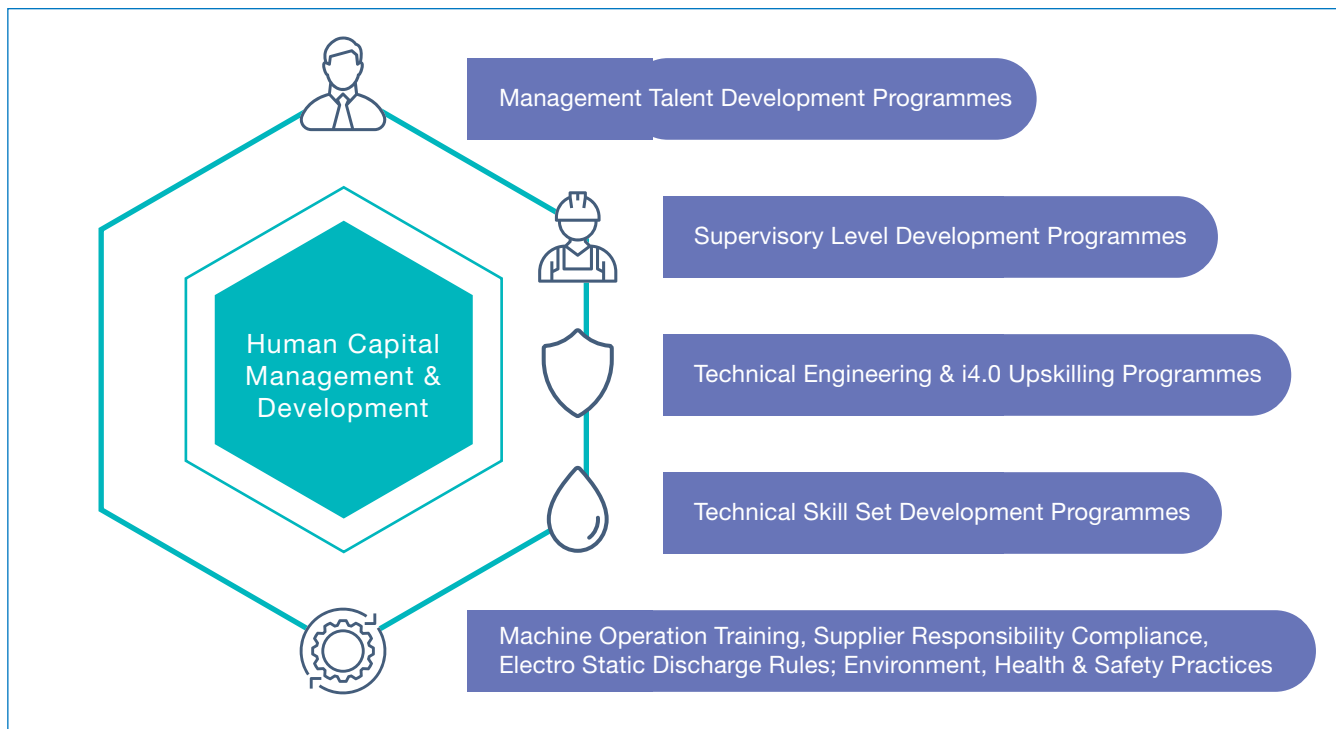
WORKPLACE (cont'd)

Caring for our people

EMPLOYEE DEVELOPMENT AND TALENT RETENTION

We invest in providing professional development, leadership training and continuous learning to our employees with aims to reform, develop and update performance and quality standards across the Group. A positive outcome will enable the Group to stay at the forefront of innovation. Our employees undergo comprehensive orientation to understand the Group's vision, mission, business and values.

We have established the following framework for our human capital management development:



We provide equal opportunities for all employees to develop their skills, gain more knowledge and update their technical knowledge through various training programmes.

Year	Average hours of training per employee per year
2019	12
2018	15
2017	15

Sustainability Statement

cont'd

WORKPLACE *(cont'd)*

Caring for our people

EMPLOYEE DEVELOPMENT AND TALENT RETENTION *(cont'd)*

Below, we summarise the type of training and development programmes conducted at Inari Group.

Training and Development Programmes	Description
Orientation	It is a one-time programme that formally welcomes and introduce new employees to our company within their first week on the job. The programme is conducted by our Human Resource Department on topics such as corporate culture, organisational structure, an overview of benefit plans, Human Resource Policy include human rights, administrative procedures, key corporate policies and other relevant information.
Onboarding Training	It is prepared by respective department leaders to focus on departmental goals and engaging employees with the overall company objectives. We focus on topics that address employee needs and provide them with easy access to information and skills they need to deliver their job efficiently.
Technical Skills Development Training	This programme includes the know-how of performance delivery including big data analysis, coding & programming, technical writing and database software. We engage our employees in on-going learning periodically to stay up-to-date with the latest developments.
Soft Skills Development Training	Soft skill training will enable our employee to interact effectively with other people in the workplace. Topics covered in our soft skills training include presentation skills, communication skills, leadership skills, emotional intelligence, teamwork, etc.
Mandatory Training	Depending on the industrial areas we operate in, relevant employee preparedness and training of regulations are applied. In the case of Inari, our employees are required to undergo OSH training and environmental training.

Compensation and Benefits

We comply with the minimum wage guidelines of the respective countries in which we operate. In addition to competitive salary, performance bonus and benefits packages, we also provide our employees with the Employee Share Option Scheme ("ESOS"). We conduct annual performance appraisal for all our employees and the salary scale is reviewed on a periodic basis and benchmarked against companies in the same industry.

Below, we summarise some of the benefits and privileges given to our employees.

Insurance/Medical Coverage

- Social insurance
- Personal accident, hospitalisation and term life insurance coverage to all permanent employees
- Free medical attention and treatment by medical practitioner duly appointed by the Company
- Executive health screening
- Outpatient medical benefits extended to family or dependents
- Hospitalisation scheme extended to the employee's family or dependents

Sustainability Statement

cont'd

WORKPLACE (cont'd)

Caring for our people

EMPLOYEE DEVELOPMENT AND TALENT RETENTION (cont'd)

Compensation and Benefits (cont'd)

Benefits Required by Law

- Adherence to minimum wages or better
- Annual leave, maternity leave, parental leave, medical and hospitalisation leave, compassionate leave, calamity leave, etc
- Contribution to statutory funds as required such as EPF, SOCSO, EIS and HRDF
- Public holidays
- Overtime payments

In-house facilities

- 24-hour canteen
- Prayer rooms
- Hostel for operators
- Personal lockers
- Transport services
- Car parking space where available

Employees with special needs

- Dedicated parking spaces for disabled employees
- Surau for Muslim employees
- Dedicated mother's room
- Sickbay for sick employees

HUMAN AND LABOUR RIGHTS

Inari respects human and labour rights, and is committed to upholding and protecting our employees' rights, and treating employees with dignity and respect. We have our Human Resource Policy that enshrines the following:



We comply with all applicable labour laws, rules and regulations in the countries we operate as well as regulations governing key matters such as child labour. We communicate our Human Resource Policy, which includes the principle of respecting human rights, to our new and current employees as well as to all our business partners and encourage them to adopt similar practices within their business.

Sustainability Statement

cont'd

WORKPLACE (cont'd)

Caring for our people

HUMAN AND LABOUR RIGHTS (cont'd)

For FY2019, the Group recorded zero (0) cases on disputes of human and labour rights.

Human Rights and Labour Standards	FY2017	FY2018	FY2019
Number of discrimination incidents	0	0	0
Number of child labour incidents	0	0	0
Number of grievances about human rights issues	0	0	0
Number of forced or compulsory labour incidents	0	0	0

Fair Treatment in Managing Foreign Labour

Only foreign workers with legal work permits are hired. We do not require foreign workers to lodge monetary deposits as condition of employment and no recruitment fees are charged back to the workers. We abide strictly to the law that all employees must receive at least minimum wages, and wage deduction must not imposed as a disciplinary measure. Foreign workers are given a contract of employment and are entitled to similar benefits as local employees. We strictly prohibit and will not enforce unlawful withholding of their wages, passport or other personal documents. Inari does not employ any persons below the age of eighteen.

OCCUPATIONAL SAFETY AND HEALTH

Inari is committed to good health and safety practices, and a good work environment. We strive to achieve zero injuries and casualty in our production plants by creating safety awareness in every employee. Safety awareness is essential to avoid any accidents in the plants and to prevent occupational illnesses. Our commitment to safety in the plants is supported by the management team at all levels and involves their close monitoring the business units' safety records.

A Robust Occupational Safety and Health ("OSH") Policy

Safety and health of the employee must always be safeguarded as far as practicable, and therefore, Inari has established a OSH Policy and is committed to:

- ❖ Making OSH a core value of everything we do;
- ❖ Having a risk-based process in place for the identification, classification and control of hazards and risks;
- ❖ Providing all employees, contractors and visitors with relevant information, operational controls and regular training on OSH requirements to enable them to conduct their activities safely;
- ❖ Providing a positive culture in which every employees, contractors and visitors feel free to share their concerns about non-conformance, undesirable, unsafe situations or any OSH related issues;
- ❖ Implementing effective approaches to protect people from safety and health risks;
- ❖ Being fully transparent in the periodic reporting on OSH performance;
- ❖ Consulting and collaborating with employees and other stakeholders on OSH matters;
- ❖ Complying with all applicable laws and regulations which apply to our business.

Sustainability Statement

cont'd

WORKPLACE (cont'd)

Caring for our people

OCCUPATIONAL SAFETY AND HEALTH (cont'd)

Managing OSH performance

We have in place an OSH committee to look after and report areas related to the Group's occupational safety, health and environment performance. The OSH committee reports on measures to be taken to prevent accidents from occurring and recurring. In the last three years, there was zero occupational fatality and work-related illness reported in the Group.

We ensure the following continuous efforts to:

- ❖ Limit the number of incidents in the workplaces;
- ❖ Perform evacuation exercises in facilities with difficult escape paths;
- ❖ Improve hazard control, notably in hazardous chemical work areas; and
- ❖ Improve the safety of equipment or activities, with a special emphasis on lifelines.

There was only one minor workplace injury reported for FY2019, representing a decrease of 50% as compared to FY2018. One employee was feeling nausea and vomiting due to the exposure to a hazardous substance. The root cause of this incident is because of improperly wearing of the personal protection equipment ("PPE") by that particular employee.

To prevent the reoccurrence, Inari will continue to:

- Emphasise the training to employees regarding the use and care of the PPE.
- Periodically reviewing, updating and evaluating the effectiveness of the PPE programme.
- Regularly consult with employees to maintain and improve existing safety and handling practices.

Incident Reporting and Investigation

Inari has established formal programmes to promote the OSH management system for all employees and others on the work sites to minimise occupational injuries and illness. All our employees, visitors and contractors are informed of the incident reporting platforms and encouraged to report any risky or unsafe conditions to the supervisor or area owner.

We keep track and monitor all workplace accidents and illnesses.

FY2019

Minor Injury Reported

1 Case (FY2018: 2 cases
FY2017: 4 cases)

Sustainability Statement

cont'd

WORKPLACE *(cont'd)* *Caring for our people*

OCCUPATIONAL SAFETY AND HEALTH *(cont'd)*

Incident Reporting and Investigation *(cont'd)*

We summarise our incident reporting process flow as below.



The area supervisor will carry out an initial investigation and provide accident/incident/near-miss report to Environment, Health and Safety (“EHS”) department within 24 hours. EHS department will then review the report, make further investigation if necessary and issue corrective action requests to the respective Area Manager to prevent a recurrence. The Head of the department and Human Resource department may take appropriate disciplinary action on those who are involved in unsafe acts or unsafe conditions in the workplace. Finally, the management will review from time to time the opportunities for continual improvement when necessary.

OSH Awareness and Training

OSH training is offered to the Group’s employees on a regular basis in order to build safety awareness and competencies in all business units. Training includes in-house and external courses covering on-job training, incident management, combustible dust hazard management and emergency preparedness and response.



Employees attending safety training

Sustainability Statement

cont'd

WORKPLACE (cont'd)

Caring for our people

OCCUPATIONAL SAFETY AND HEALTH (cont'd)

OSH Awareness and Training (cont'd)

Types of OSH Awareness and Training Programme

- ✓ Electrical Safety Awareness
- ✓ First Aid
- ✓ Fire Safety Training
- ✓ Hazard Prevention and Control Awareness
- ✓ Incident Management
- ✓ Lift Truck/Forklift Safety Training
- ✓ Manual Material Handling
- ✓ On-Job Training
- ✓ Personal Protective Equipment



Workplace Health Promotion

We believe that a healthy mind and body reduces the risk of accidents due to inattention and lack of focus. Our employees are entitled to a panel clinic doctors, executive medical health checks and other health benefits. We also spend time to educate our employees on healthy nutritional habits.



Free Health Screening Test with the collaboration of Penang Adventist Hospital

EMPLOYEE WELFARE

The wellbeing of all employees is of primary concern to Inari. By investing in the health and welfare of employees, Inari is investing in the efficiency and effectiveness of the organisation. We are committed to producing a caring and supportive working environment which is conducive to the welfare of all employees, and which enables them to develop and realise their career potential.

Employee Wellness Activities

As an initiative to enhance and promote a healthier work-life in Inari, we set up and support employees' sport clubs to organise various activities for our employees to participate, release stress and foster positive relationship between colleagues in events such as weekly indoor fitness classes like yoga at our plants and outdoor sport events such as bowling, volleyball, badminton and Unity Game-Basketball Tournament.

Sustainability Statement

cont'd

WORKPLACE (cont'd)

Caring for our people

EMPLOYEE WELFARE (cont'd)

Employee Wellness Activities (cont'd)



Bowling Tournament 2018 by Inari's subsidiary in Penang



FMM-OCBC Heritage Walk 2018 by Inari's subsidiary in Penang



Hiking and Visit Turtle Sanctuary at Pantai Kerachut by Inari's subsidiary in Penang



Baking Class by Inari's subsidiary in China



Mother's Day 2019 by Inari's subsidiary in China

Sustainability Statement

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WORKPLACE (cont'd)

Caring for our people

EMPLOYEE WELFARE (cont'd)

Employee Wellness Activities (cont'd)



Basketball and Volleyball Events held in Philippines.



Dart Competition by Inari's subsidiary in Philippines



Table Tennis Competition by Inari's subsidiary in Philippines

Employee Engagement Survey

Employee engagement is one of Inari's key stakeholders' engagement. The outcome represents the levels of enthusiasm and connectivity the employees have with Inari. It is also a measure of how motivated employees are to go the extra mile for Inari, and a indicator of employee retention. With feedback from employee engagement, our HR teams can take meaningful action on what matters to motivate people at work.

Our employee engagement survey ("Survey") collects employee feedback and provides our HR team with the feedback data. Such feedback helps to flag problem areas before they grow to be detrimental to productivity and the overall company culture. We conducted the Survey in FY2019 for our subsidiary in Penang. The results are summarised below:

Inari Employee Engagement Score

81%



- Score 81% – positive feedback
- 90% response rate
- Completed by 5% of each employee category (Operator, Non-Executive and Executive).

Sustainability Statement

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WORKPLACE *(cont'd)*

Caring for our people

EMPLOYEE WELFARE *(cont'd)*

Employee Engagement Survey *(cont'd)*

Key Driver Questions		Score
1.	I believe Inari respects individual differences.	78%
2.	I have confidence in the leadership within Inari.	77%
3.	I am satisfied with my physical working environment.	82%
4.	I have access to the learning and development I need to do my job well.	66%
5.	I feel that my contributions to the Inari are valued.	81%

The survey results covered the five (5) key aspects of working life we looked at as important drivers of employee engagement. Some of these drivers of engagement are areas that we are doing well and will want to maintain, such as good physical working environment and the way we value our employees' contribution. Our next target from the survey results is to improve employee learning and development by arranging more relevant and useful training to our employees.

Sustainability Statement

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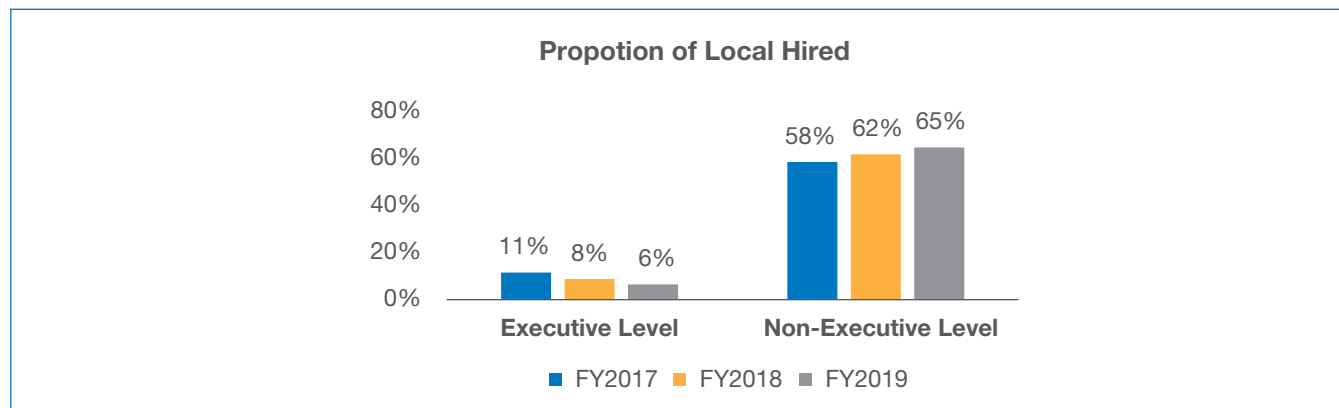
LOCAL COMMUNITIES

Giving back

At Inari, we believe that it is essential to give back to our community. During FY2019, we have carried out various community projects as summarised below.

LOCAL COMMUNITIES EMPLOYMENT

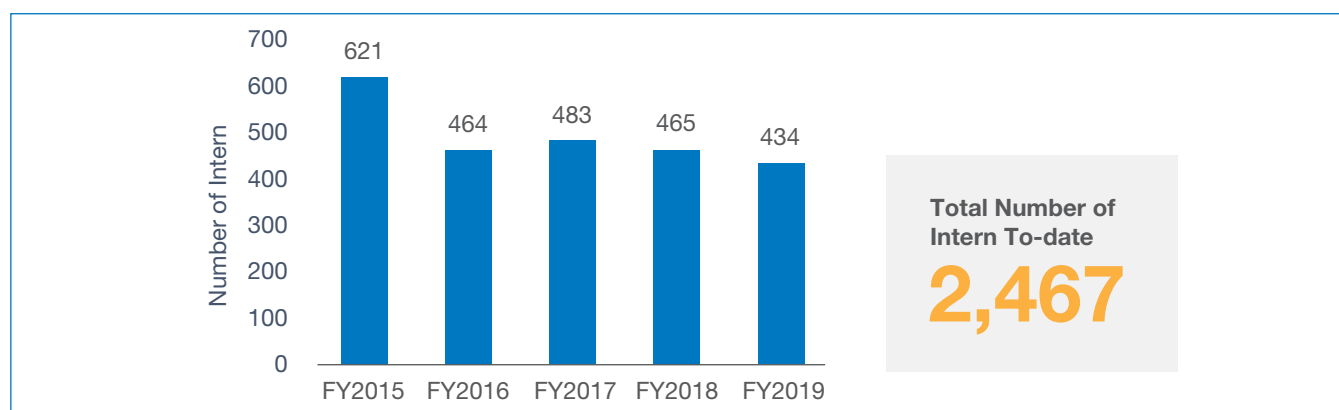
Creating more and better job opportunities is key to boosting growth, reducing poverty and increasing social cohesion. Inari operates across three countries, namely Malaysia, Philippines and China. The jobs created contribute to local communities, especially the production facilities that employ significant numbers of locals. Further by paying national and local taxes, the Group and our employees make economic contributions to the communities where we operate.



Internship

Attracting, engaging and inspiring talent are crucial for the long-term sustainability of Inari. We work hard at strengthening the sustainability of our business in part by setting up a pipeline of future talent through internship programmes.

Since FY2015, we have collaborated with various higher institutional and colleges in Malaysia with annual plans to train industrial interns and to provide them with an environment to hone their knowledge and sharpen skills with practical experience. We believe Inari's internship programmes host one of the highest numbers of interns per year amongst Malaysian companies in our industry. We are proud to say we have hired 2,467 interns since the inception of this internship programme.



Sustainability Statement

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LOCAL COMMUNITIES (cont'd)

Giving back

CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES

Gotong Royong Activity

On a bright morning on 13 October 2018, a total of 60 employees of Inari participated in a gotong-royong or community clean up activity held and organised by Persatuan Komuniti Cassia.



Blood Donation Campaign



Inari encourages all its employees to participate in blood donation campaigns. We collaborate with Penang General Hospital to organise a blood donation campaign annually. In FY2019, we manage to attract 30 employees to participate in the year's campaign.

Top Up Financial Assistance Education Fund and Excellence Award

Inari Malaysia collaborates with Penang Skills Development Centre (PSDC) to provide financial assistance and excellence awards for a 3-year period amounting to RM300,000. The objective of this programme is to help deserving candidates from low income families to complete their engineering studies.

Donation to Children's Protection Society

Children's Protection Society ("CPS") is a non-profit organisation which helps neglected, abandoned and abused children coming from dysfunctional and poverty-stricken families. Every year, Inari will contribute a donation to CPS and also organised a "day out" event with these children.



Sustainability Statement

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LOCAL COMMUNITIES (cont'd)

Giving back

CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES (cont'd)

Lingap Para Sa Mga Katutubo: Care for Indigenous People



It is an annual community project held at Haduan Aeta Village, Philippines. In this project, Inari Philippines donates basic necessities such as medicines, clothes and food to the local villagers each year.

The Edge Kuala Lumpur Rat Race 2019

Inari Malaysia supported The Edge Publication Rat Race event by contributing a donation amounting to RM18,000. Funds raised from the Race will channel to selected beneficiaries for education and training projects. It will also be used for The Edge Education Foundation to promote English and Financial Literacy programme.

Soup Kitchen

Inari organised a soup kitchen event around Jalan Masjid Kapitan Keling, Penang. We provided packages of groceries to the infirm and aged regardless of faith, religion or background.



Sustainability Statement

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Global Reporting Initiative Sustainability Reporting Standards ('GRI' Index)

GRI Content Index			
GRI Standards	Disclosure	Response	Page Number
GRI 102: General Disclosures			
102-1	Name of the organisation	Corporate Structure	3
102-2	Activities, brands, products and services	Management Discussion and Analysis	20-29
102-3	Location of headquarters	Corporate Information	2
102-4	Location of operations	Management Discussion and Analysis	20-29
102-5	Ownership and legal form	Analysis of Shareholding	221-223
102-6	Markets served	Management Discussion and Analysis	20-29
102-7	Scale of the organisation	Corporate Structure & Audited Financial Statement	3/110-218
102-8	Information on employees and other workers	Sustainability Statement - Employee Gender and Diversity, Employee Statistics	61-62
102-9	Supply chain	Sustainability Statement - Supply Chain Management	50-52
102-10	Significant changes to the organisation and its supply chain	Management Discussion and Analysis Sustainability Statement - Supply Chain Management	20-29 50-52
102-11	Precautionary principles or approach	Statement of Risk Management and Internal Control	100-104
102-12	External initiatives	Sustainability Statement - Basis of Preparation	32
102-13	Membership of associations	Sustainability Statement - Basis of Preparation	32
102-14	Statement from senior decision-maker	Chairperson's Letter to the Shareholders	18-19
102-16	Values, principles, standards and norms of behaviour	Sustainability Statement - Corporate Governance and Ethics	41-42
102-18	Governance structure	Profile of Directors, Profile of Key Senior Management, Corporate Governance Overview Statement, Sustainability Statement - Sustainability Governance	12-17/ 84-96/ 32-33
102-40	List of stakeholder groups	Sustainability Statement - Stakeholder Engagement	34-35
102-41	Collective bargaining agreements	Inari Group does not have collective bargaining agreement. However, it is stated in our HR Policy that all employees have the rights to form and join organisation of their choice.	-
102-42	Identifying and selecting stakeholders	Sustainability Statement - Stakeholder Engagement	34-35
102-43	Approach to stakeholder engagement	Sustainability Statement - Stakeholder Engagement	34-35
102-44	Key topics and concerns raised	Sustainability Statement - Stakeholder Engagement	34-35
102-45	Entities included in the consolidated financial statements	Audited Financial Statement	110-218
102-46	Defining report content and topic boundaries	Sustainability Statement - Basis of Preparation	32

Sustainability Statement

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Global Reporting Initiative Sustainability Reporting Standards ('GRI' Index) (cont'd)

GRI Content Index			
GRI Standards	Disclosure	Response	Page Number
102-47	List of material topics	Sustainability Statement - Materiality Assessment, Material Sustainability Matters	35-40
102-48	Restatements of information	In this Sustainability Statement FY2019, certain reported key performance has been restated to better reflect the sustainability matters	-
102-49	Changes in reporting	Sustainability Statement - Basis of Preparation	32
102-50	Reporting period	Sustainability Statement - Basis of Preparation	32
102-51	Date of most recent report	Sustainability Statement - Basis of Preparation	32
102-52	Reporting cycle	Sustainability Statement - Basis of Preparation	32
102-53	Contact point for questions regarding the report	Any queries concerning this Report can be sent to info1@inariberhad.com Sustainability Statement - Stakeholder Engagement	94 34
102-54	Claims of reporting in accordance with the GRI Standards	Sustainability Statement - Basis of Preparation	32
102-55	GRI content index	Sustainability Statement	76-81
102-56	External assurance	To be applied in the future	-
GRI 103: Management Approach			
103-1	Explanation of the material topic and its boundary	Sustainability Statement - Basis of Preparation, Material Sustainability Matters	32/ 35-40
103-2	The management approach and its components	Sustainability Statement - Economic, Environment, Workplace, Local Communities	32-75
103-3	Evaluation of the management approach	Sustainability Statement - Economic, Environment, Workplace, Local Communities	32-75
GRI 201: Economic Performance			
201-1	Direct economic value generated and distributed	Audited Financial Statement	110-218
201-2	Financial implications and other risks and opportunities due to climate change	To be applied in the future	-
201-3	Defined benefit plan obligations and other retirement plans	Audited Financial Statement	110-218
201-4	Financial assistance received from government	Audited Financial Statement	110-218
GRI 202: Market Presence			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	To be applied in the future	-
202-2	Proportion of senior management hired from the local community	Sustainability Statement - Local Communities	73

Sustainability Statement

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Global Reporting Initiative Sustainability Reporting Standards ('GRI' Index) (cont'd)

GRI Content Index			
GRI Standards	Disclosure	Response	Page Number
GRI 203: Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	To be applied in the future	-
203-2	Significant indirect economic impacts	Sustainability Statement - Local Communities	73-75
GRI 204: Procurement Practices			
204-1	Proportion of spending on local supplies	Sustainability Statement - Supply Chain Management	52
GRI 205: Anti-corruption			
205-1	Operations assessed for risks related to corruption	Sustainability Statement - Corporate Governance and Ethics, Anti-Corruption and Bribery Policy	41-42
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Statement - Corporate Governance and Ethics, Anti-Corruption and Bribery Policy	41-42
205-3	Confirmed incidents of corruption and actions taken	Sustainability Statement - Corporate Governance and Ethics, Anti-Corruption and Bribery Policy	41-42
GRI 206: Anti-competitive Behaviour			
206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	N/A	N/A
GRI 301: Materials			
301-1	Materials used by weight or volume	N/A	N/A
301-2	Recycled input material used	N/A	N/A
301-3	Reclaimed products and their packaging materials	N/A	N/A
GRI 302: Energy			
302-1	Energy consumption within the organisation	Sustainability Statement - Energy Usage	54-55
302-2	Energy consumption outside the organisation	To be applied in the future	-
302-3	Energy intensity	Sustainability Statement - Energy Usage	54-55
302-4	Reduction of energy consumption	Sustainability Statement - Energy Usage	54-55
302-5	Reductions in energy requirements of products and services	To be applied in the future	-
GRI 303: Water and Effluents			
303-1	Interactions with water as a shared resource	To be applied in the future	-
303-2	Management of water discharge-related impacts	To be applied in the future	-
303-3	Water withdrawal	To be applied in the future	-
303-4	Water discharge	To be applied in the future	-
303-5	Water consumption	Sustainability Statement - Water Management	57

Sustainability Statement

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Global Reporting Initiative Sustainability Reporting Standards ('GRI' Index) (cont'd)

GRI Content Index			
GRI Standards	Disclosure	Response	Page Number
GRI 305: Emissions			
305-1	Direct (Scope 1) GHG emissions	Sustainability Statement - GHG Emissions	55-57
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Statement - GHG Emissions	55-57
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Statement - GHG Emissions	55-57
305-4	GHG emissions intensity	Sustainability Statement - GHG Emissions	55-57
305-5	Reduction of GHG emissions	Sustainability Statement - GHG Emissions	55-57
305-6	Emissions of ozone-depleting substances (ODS)	To be applied in the future	-
305-7	Nitrogen oxides (Nox), sulfur oxides (SOx) and other significant air emissions	Sustainability Statement - GHG Emissions	55-57
GRI 306: Effluents and Waste			
306-1	Water discharge by quality and destination	To be applied in the future	-
306-2	Waste by type and disposal method	Sustainability Statement - Waste Management	58-60
306-3	Significant spills	No significant spills as of FY2019	-
306-4	Transport of hazardous waste	To be applied in the future	-
306-5	Water bodies affected by water discharges and/or runoff	To be applied in the future	-
GRI 307: Environmental Compliance			
307-1	Non-compliance with environmental laws and regulations	We have not identified any non-compliance with environmental laws and regulations as of FY2019.	-
GRI 308: Supplier Environmental Assessment			
308-1	New suppliers that were screened using environmental criteria	Sustainability Statement - Supply Chain Management	50-52
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainability Statement - Supply Chain Management	50-52
GRI 401: Employment			
401-1	New employee hires and employee turnover	Sustainability Statement - Employee Gender and Diversity	61-62
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Statement - Employee Development and Talent Retention, Employee Welfare	63-72
401-3	Parental leave	Sustainability Statement - Employee Development and Talent Retention	65
GRI 402: Labour/Management Relations			
402-1	Minimum notice periods regarding operational changes	We will ensure the employees are informed with appropriate notice periods regarding operational changes in Inari.	-

Sustainability Statement

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Global Reporting Initiative Sustainability Reporting Standards ('GRI' Index) (cont'd)

GRI Content Index			
GRI Standards	Disclosure	Response	Page Number
GRI 403: Occupational Health and Safety			
403-1	Occupational health and safety management system	Sustainability Statement - Occupational Safety and Health	66-69
403-2	Hazard identification, risk assessment and incident investigation	Sustainability Statement - Occupational Safety and Health	66-69
403-3	Occupational health services	Sustainability Statement - Occupational Safety and Health	66-69
403-4	Worker participation, consultation and communication on occupational health and safety	Sustainability Statement - Occupational Safety and Health	66-69
403-5	Worker training on occupational health and safety	Sustainability Statement - Occupational Safety and Health	66-69
403-6	Promotion of worker health	Sustainability Statement - Occupational Safety and Health	66-69
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Statement - Supply Chain Management, Product Stewardship	50-52/60
403-8	Workers covered by an occupational health and safety management system	Sustainability Statement - Occupational Safety and Health	66-69
403-9	Work-related injuries	Sustainability Statement - Occupational Safety and Health	66-69
403-10	Work-related ill-health	Sustainability Statement - Occupational Safety and Health	66-69
GRI 404: Training and Education			
404-1	Average hours of training per year per employee	Sustainability Statement - Employee Development and Talent Retention	63-65
404-2	Programmes for upgrading employee skills and transition assistance programmes	Sustainability Statement - Employee Development and Talent Retention	63-65
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Statement - Employee Development and Talent Retention	64
GRI 405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	Profile of Directors, Profile of Key Senior Management, Sustainability Statement - Employee Gender and Diversity	12-17/ 61-62
405-2	Ratio of basic salary and remuneration of women to men	To be applied in the future	-
GRI 406: Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	Sustainability Statement - Human and Labour Rights	65-66
GRI 407: Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Statement - Supply Chain Management, Human and Labour Rights	50-52/ 65-66

Sustainability Statement

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Global Reporting Initiative Sustainability Reporting Standards ('GRI' Index) (cont'd)

GRI Content Index			
GRI Standards	Disclosure	Response	Page Number
GRI 408: Child Labour			
408-1	Operations and suppliers at significant risk for incidents of child labour	Sustainability Statement - Supply Chain Management, Human and Labour Rights	50-52/ 65-66
GRI 409: Forced or Compulsory Labour			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Sustainability Statement - Supply Chain Management, Human and Labour Rights	50-52/ 65-66
GRI 412: Human Rights Assessment			
412-1	Operations that have been subject to human rights reviews or impact assessments	Sustainability Statement - Supply Chain Management, Human and Labour Rights	50-52/ 65-66
412-2	Employee training on human rights policies or procedures	Sustainability Statement - Employee Development and Talent Retention	63-65
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Sustainability Statement - Supply Chain Management, Human and Labour Rights	50-52/ 65-66
GRI 413: Local Communities			
413-1	Operations with local community engagement, impact assessments and development programmes	To be applied in the future	-
413-2	Operations with significant actual and potential negative impacts on local communities	Sustainability Statement - Local Communities	73-75
GRI 414: Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	Sustainability Statement - Supply Chain Management	50-52
414-2	Negative social impacts in the supply chain and actions taken	Sustainability Statement - Supply Chain Management	50-52
GRI 415: Public Policy			
415-1	Political contributions	Sustainability Statement - Corporate Governance and Ethics, Anti-Corruption and Bribery Policy	41-42
GRI 418: Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Statement - Privacy and Data Protection	52
GRI 419: Socioeconomic Compliance			
419-1	Non-compliance with laws and regulations in the social and economic area	We have not identified any non-compliance with laws and regulations in the social and economic area as of FY2019	-

Remarks: N/A means not applicable to our industry.