
SUSTAINABILITY REPORT

01st July 2022 - 30th June 2023

TRITON MIDDLE EAST LLC
PO Box:3350, New Industrial Area
Umm Al Quwain, UAE.



Compiled by,
Shanoj Sharafudeen

1.0. Introduction

Triton Middle East LLC is unwavering in its dedication to adhering to the highest standards of sustainability across all facets of our operations. Our steadfast commitment extends to our entire supply chain and all stakeholders who share our vision for sustainable excellence.

As a testament to our unwavering dedication, Triton Middle East LLC proudly holds certifications from renowned organizations, including Bureau Veritas for ISO 9001:2015, and Intertek for ISO 14001:2015 and ISO 45001:2018. Our Sealant products undergo rigorous testing, and our factory has achieved certification under Dubai Municipality's esteemed Green Building Certification scheme.

The recognition of our sustainability efforts is further exemplified by our prestigious "GOLD" rating in the Sustainability assessment conducted by 'ECOVADIS'. In tandem with these achievements, we have diligently implemented a Business Code of Conduct rooted in the best sustainable practices. Our organizational framework is fortified by a comprehensive array of policies, including Quality, Occupational Health and Safety, Environmental Stewardship, Human Rights, Sustainable Procurement, Whistleblowing, and Code of Conduct for Suppliers and Fair Competition Practices.

Our commitment to sustainability is not just a proclamation; it is a dynamic pursuit guided by SMART objectives and KPIs. Our sustainability targets are rigorously constructed and subject to ongoing monitoring, ensuring that our endeavors remain aligned with our principles and aspirations.

1.1. Management

GRI 102-1, GRI 102-2, GRI 102-11

At Triton Middle East LLC, governance and leadership in matters of sustainability are emblematic of our organizational ethos. The stewardship of our initiatives rests in the capable hands of a distinguished Board of Directors, presided over by our esteemed CEO.

A hallmark of our commitment to sustainability is the direct involvement of our CEO in the formulation and oversight of all policies and codes of conduct pertaining to this vital facet. The imprints of our CEO's discerning vision and dedication adorn each of these documents, reflecting a top-tier endorsement that permeates every level of our operations.

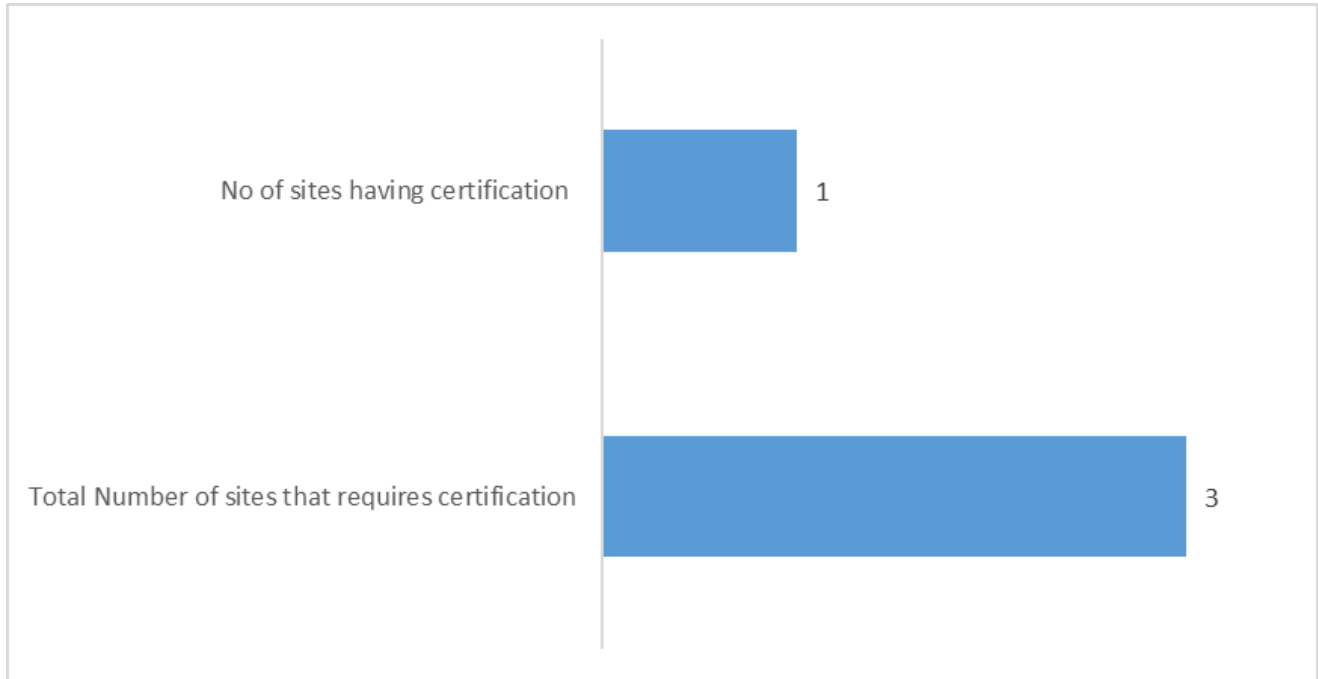
Underpinning this hierarchical structure are Department Managers, each endowed with distinct roles and responsibilities tailored to their areas of expertise. These accomplished leaders assume the mantle of Quality, Health, Safety, and Environmental custodians, ensuring that these essential dimensions are upheld with unwavering rigor.

2.0. Health and Safety Performance

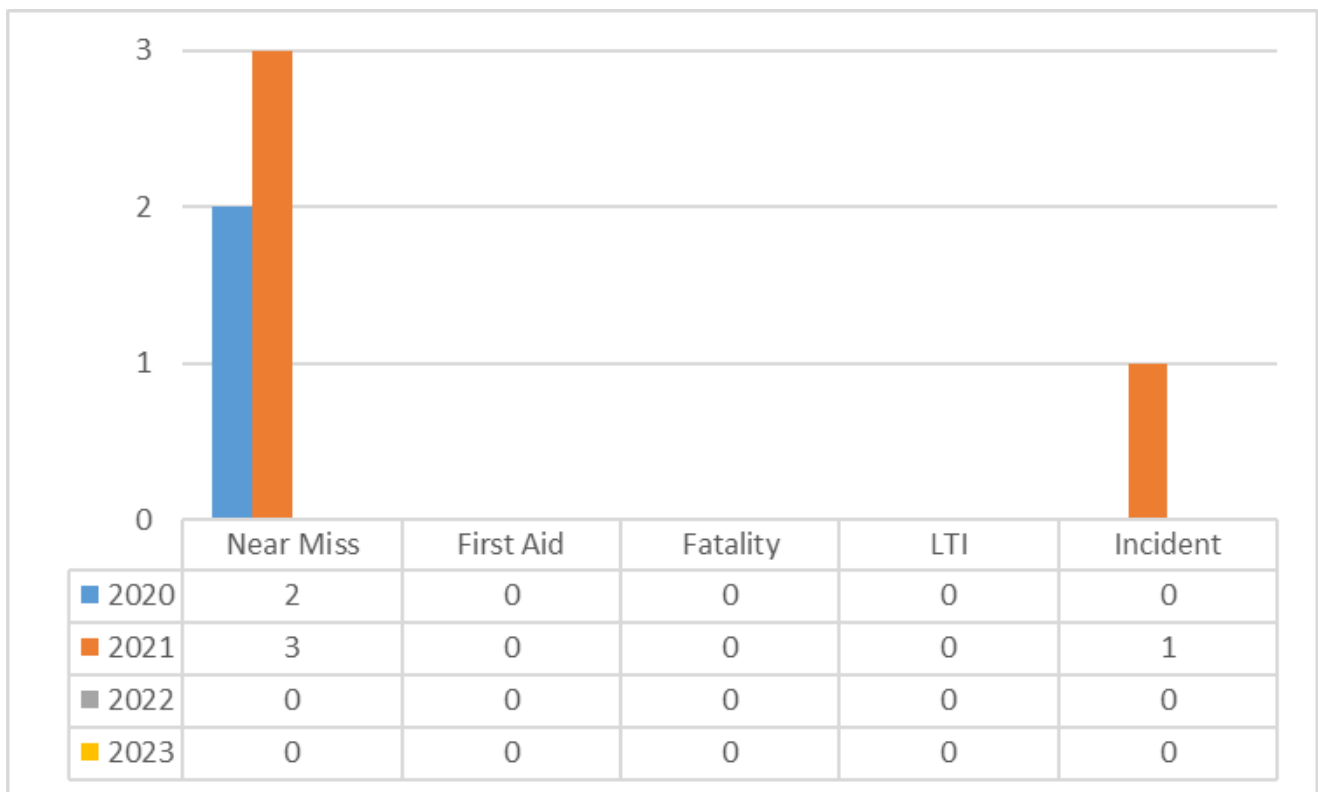
GRI 403-1, GRI 403-6, GRI 403-8, GRI 403-9

Triton Middle East operates in strict accordance with the Occupational Health and Safety Management System, meticulously aligned with the esteemed ISO 45001:2018 Management System Standard, certified by Intertek. This comprehensive system is an integral pillar of our commitment to safeguarding the well-being and security of our workforce, underpinning every facet of our operations with internationally recognized best practices.

2.1 ISO 45001 Certification



2.2 Health and Safety Indicators



In reporting period,

Accident Frequency rate = 0

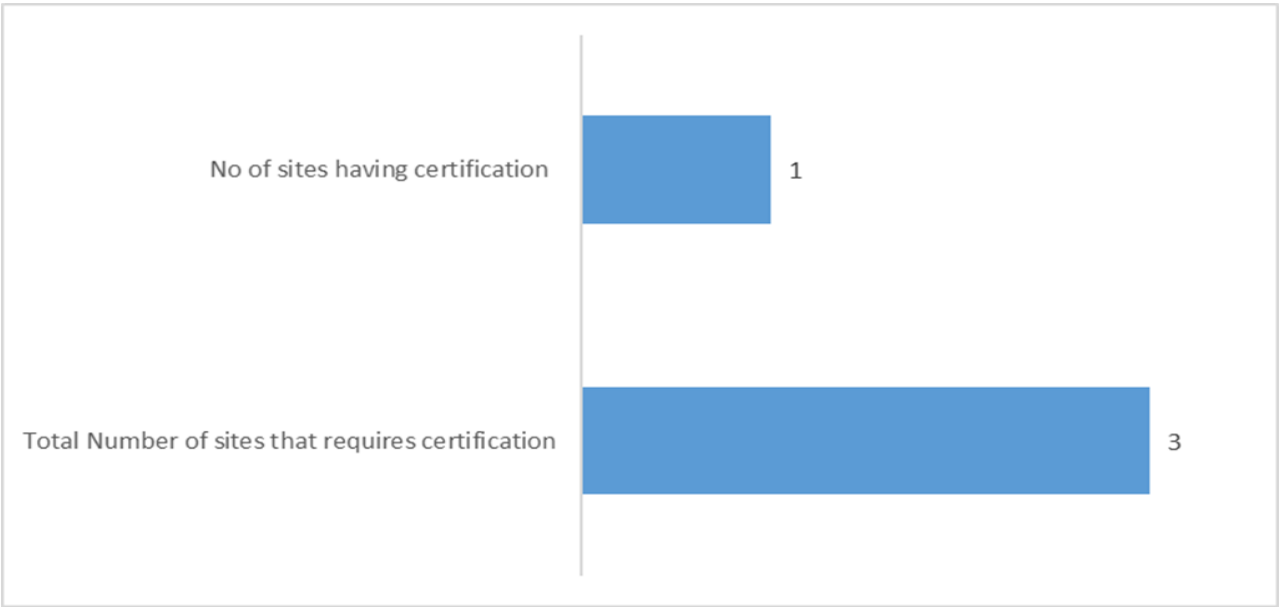
Accident Severity rate = 0

3.0. Environmental Performance

GRI 305-1, GRI 305-2, GRI 305-3, GRI 306, GRI 302-1, GRI 302-4, GRI 302-5,GRI 303-5

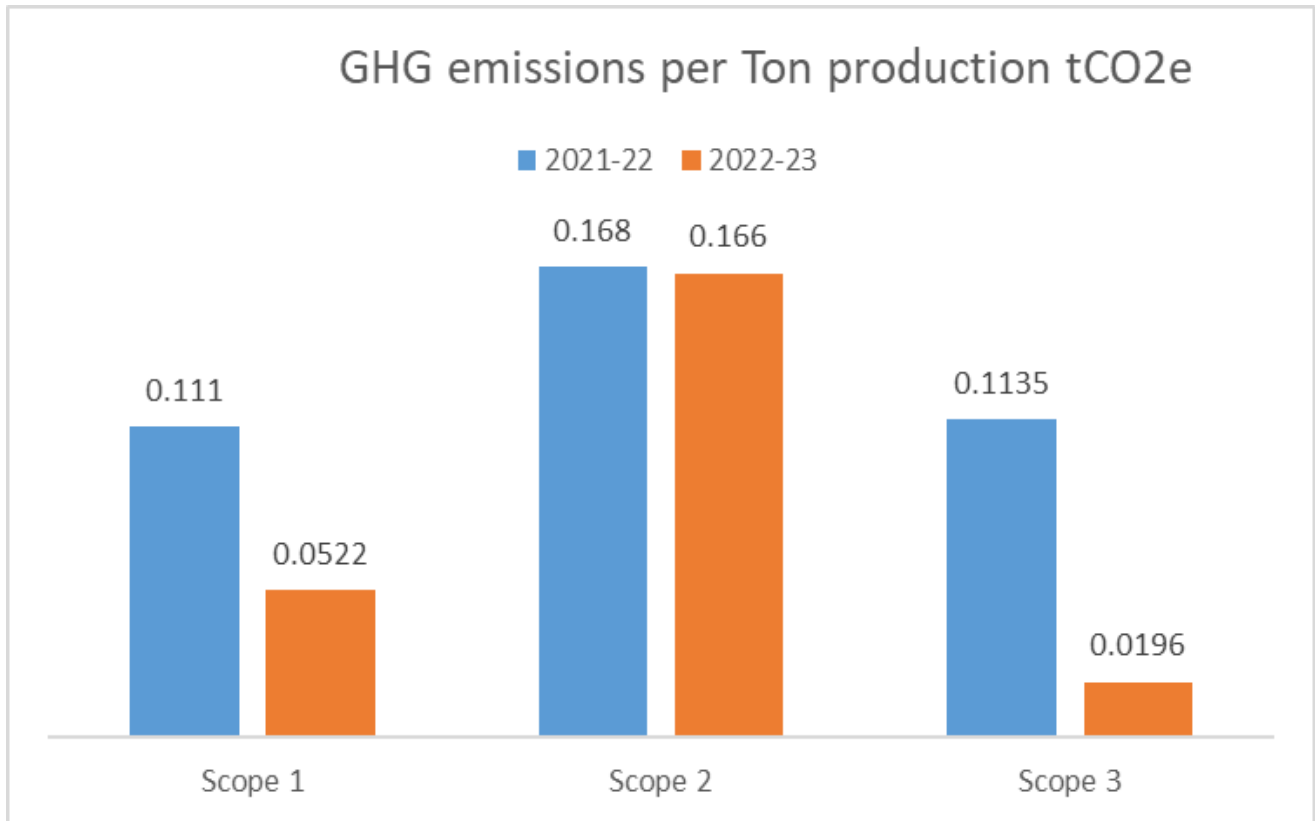
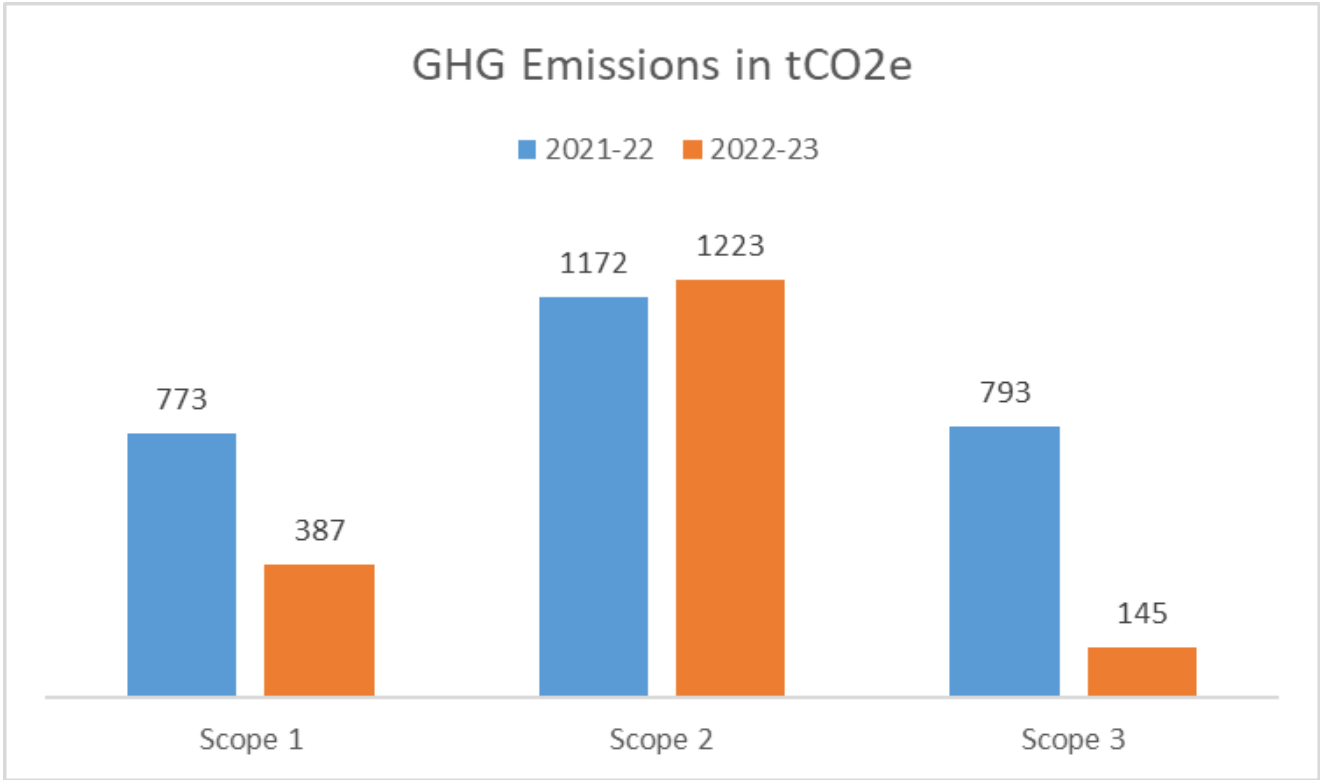
Triton Middle East is steadfastly guided by the principles of environmental stewardship, as reflected in our operational adherence to the Environmental Management System established under the esteemed ISO 14001:2015 Management System Standard, certified by Intertek. This comprehensive system serves as a cornerstone of our commitment to safeguarding and enhancing the ecological integrity of our operations.

3.1 ISO 14001 Certification

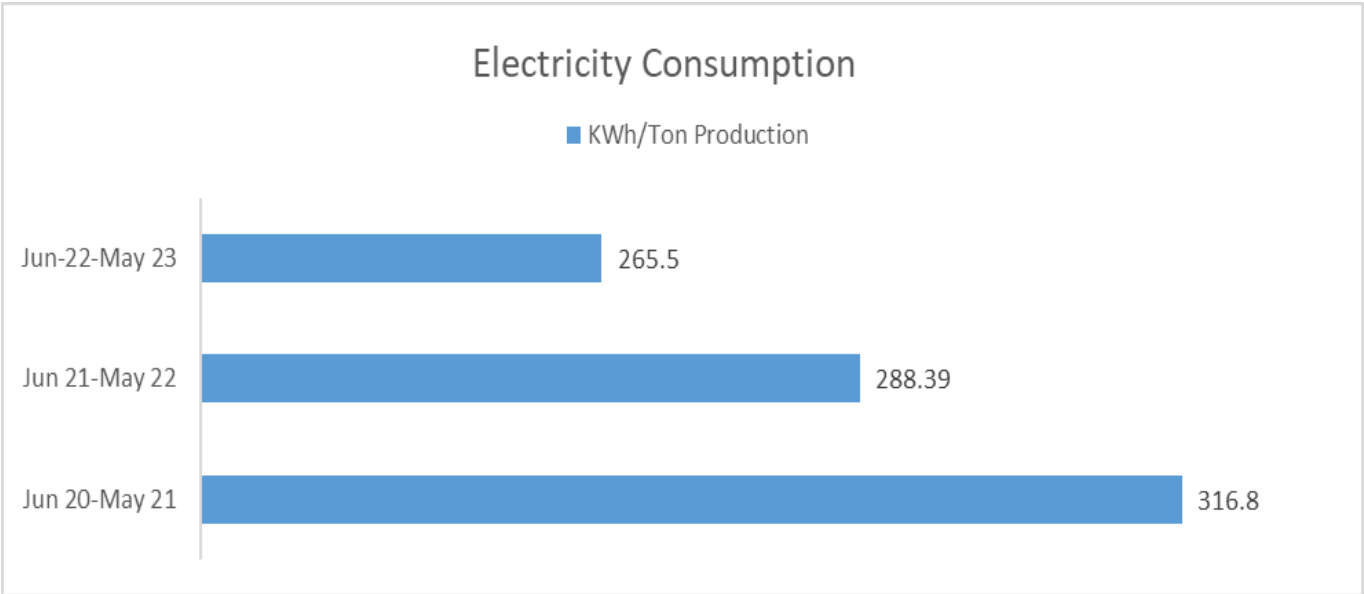


3.2 GHG Emissions

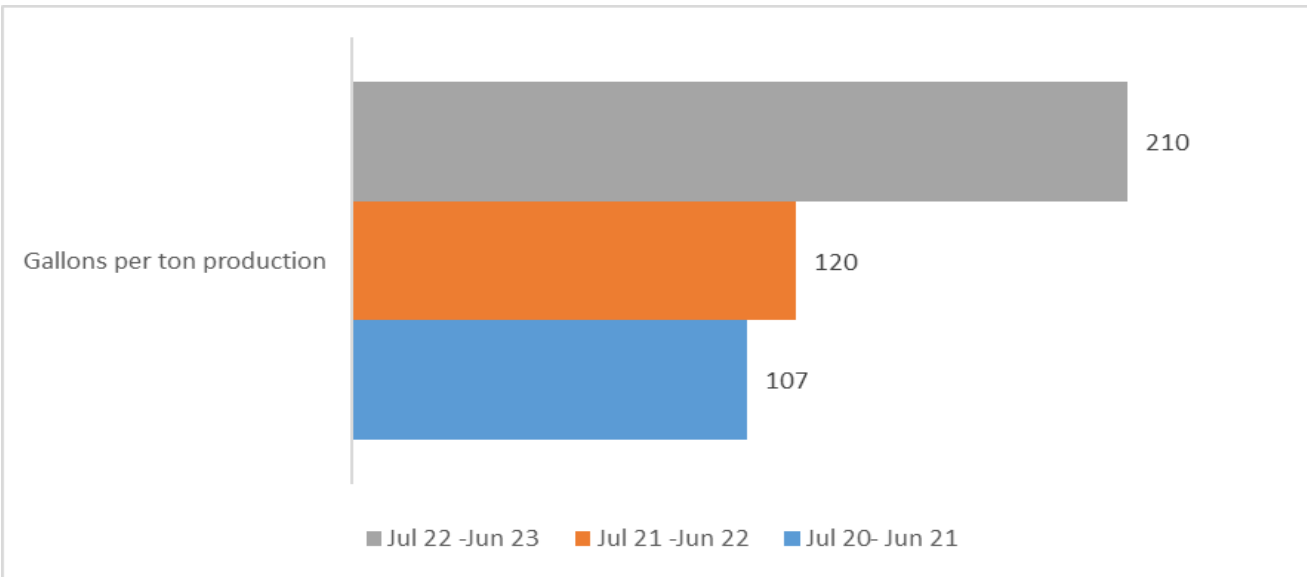
We maintain a vigilant focus on tracking and quantifying our greenhouse gas (GHG) emissions, a paramount endeavor in our ongoing commitment to environmental responsibility. In line with our steadfast dedication to transparency and accountability, we present a concise visual representation of our GHG emissions over the preceding 12-month period in the chart below.



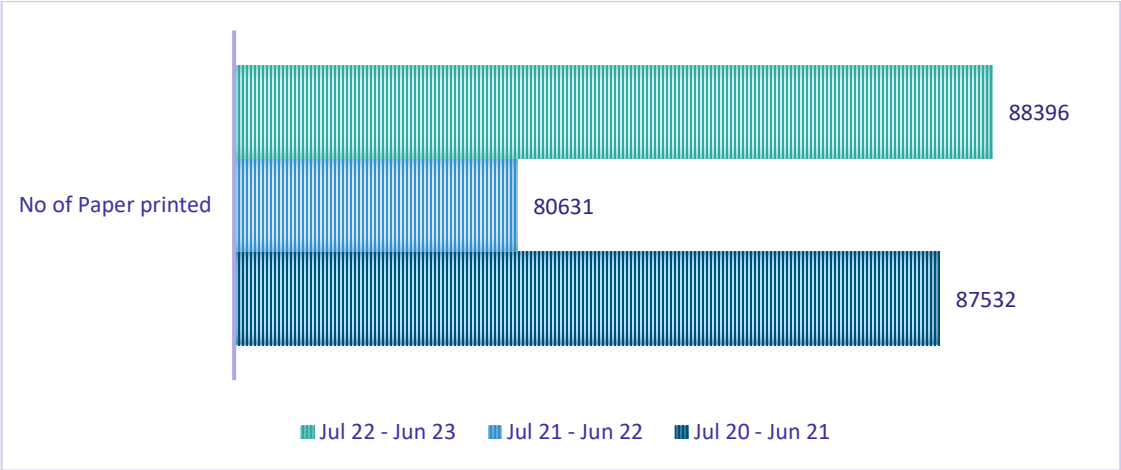
3.3 Electricity Consumption



3.3 Water Consumption



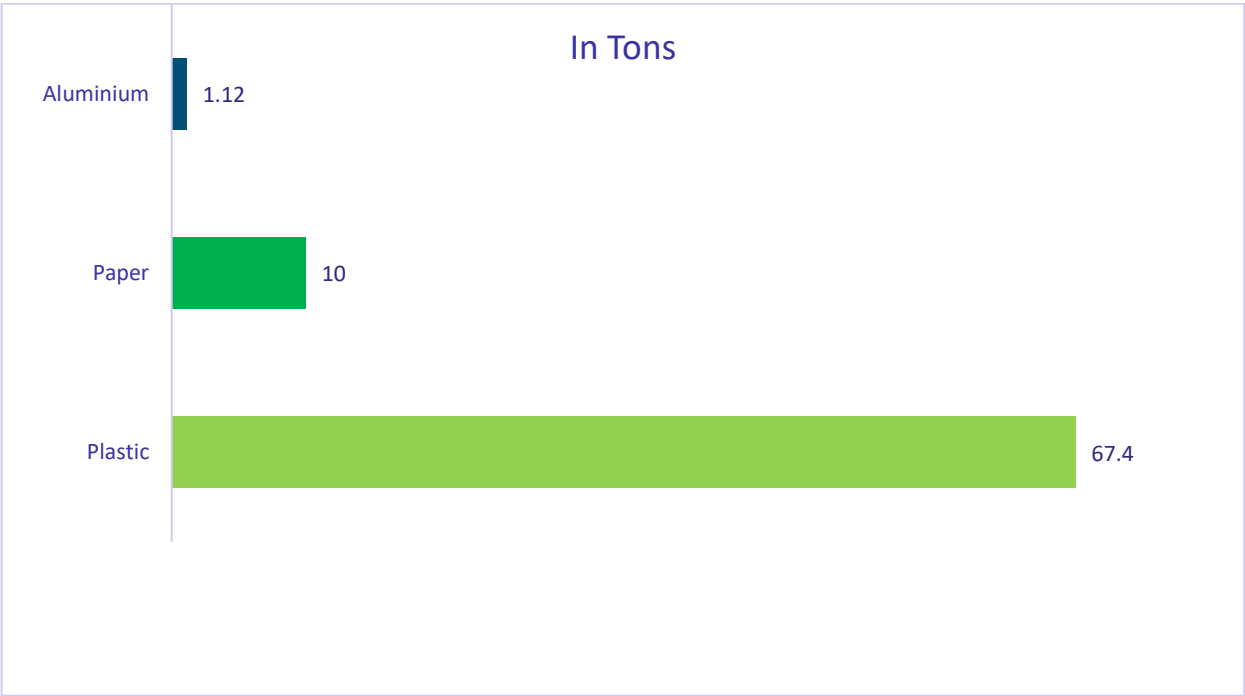
3.4 Sustainable Printing Paper Consumption (A4 sheets)



3.5 Recycle / Reuse

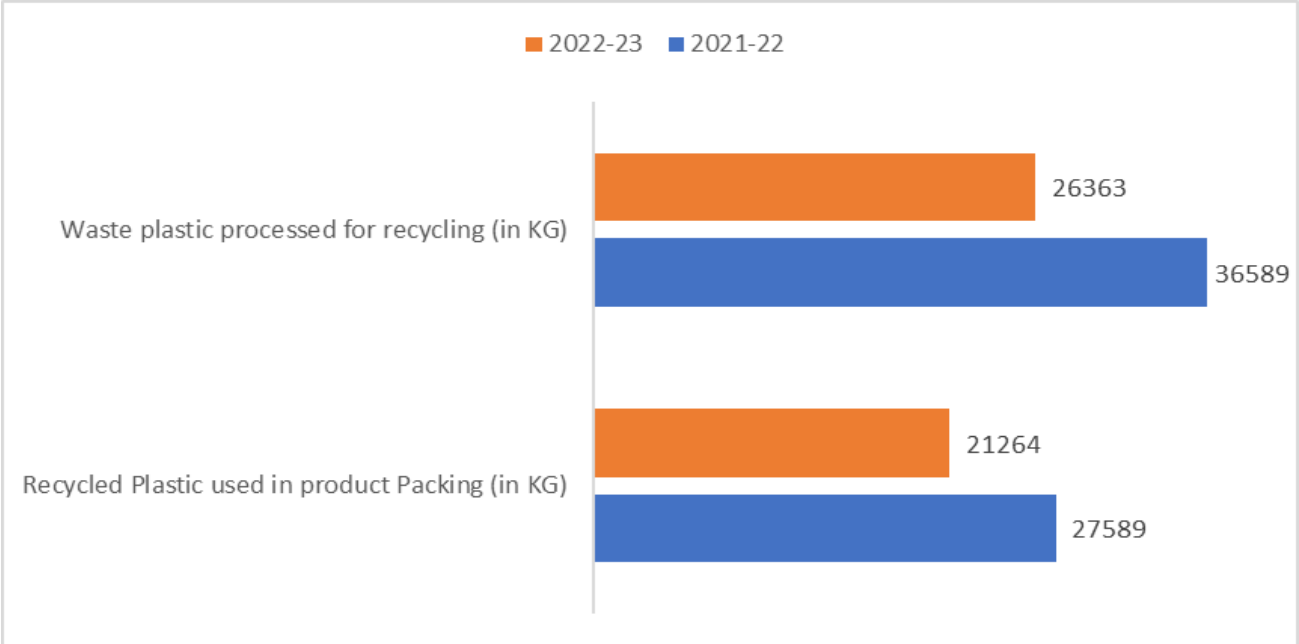
Triton Middle East LLC is steadfastly committed to responsible waste management practices. In lieu of discarding used paper and plastics into general waste, we have implemented a proactive recycling initiative. Through this endeavor, we conscientiously channel these materials into recycling processes, underscoring our dedication to reducing our environmental footprint.

3.5.1. Recycling through external agency.



3.5.2. In-house plastic recycling

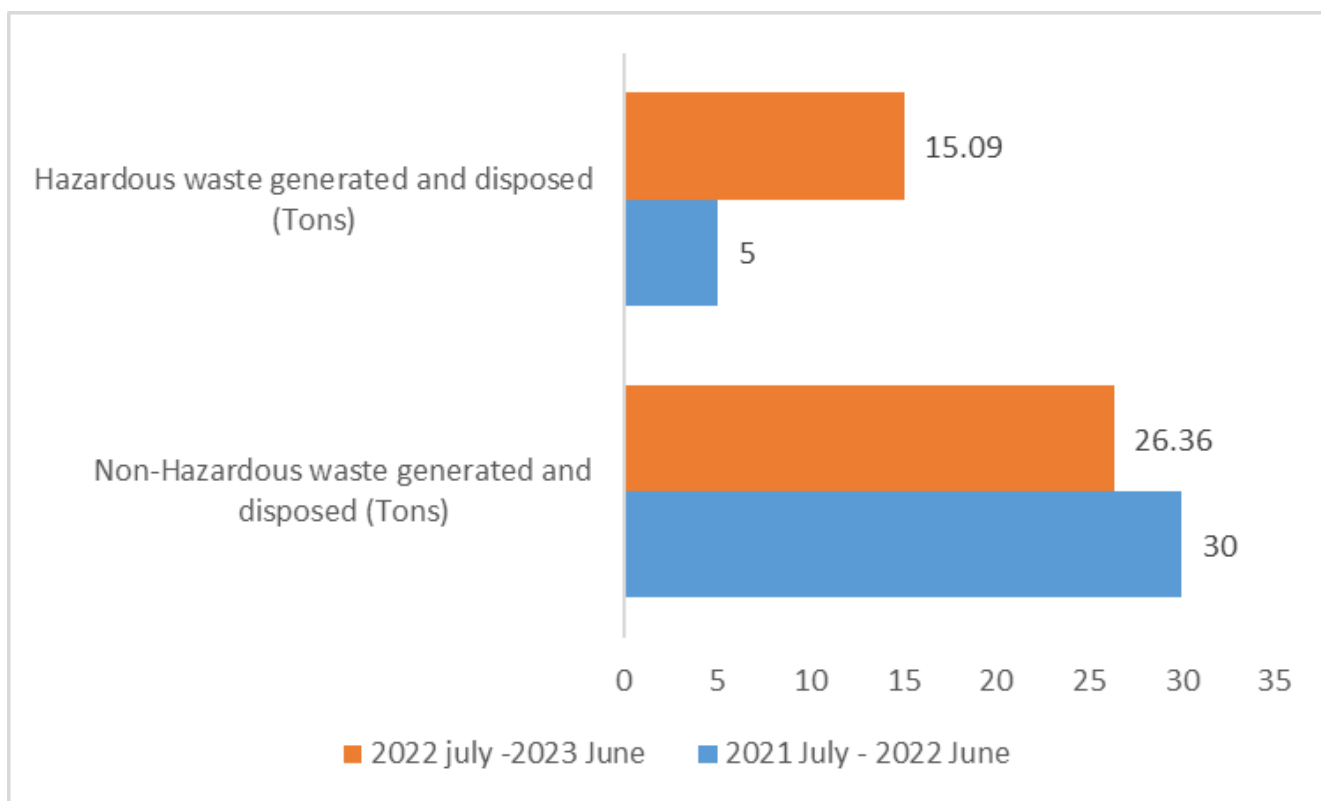
Through our dedicated efforts, damaged cartridges, and waste High-Density Polyethylene (HDPE) materials are carefully repurposed within our facility. By recycling and reusing these materials, we not only reduce the environmental impact of waste disposal but also contribute to the circular economy, ensuring that valuable resources are given new life.



3.6. Waste

Our hazardous waste disposal protocol ensures that potentially harmful materials are meticulously handled, packaged, and transported by authorized agencies with the requisite expertise. By entrusting this crucial task to accredited entities, we mitigate the potential risks associated with hazardous waste, safeguarding both public health and the environment.

Simultaneously, our responsible disposal of non-hazardous waste through authorized agencies reflects our holistic commitment to minimizing our ecological footprint. This practice speaks to our devotion to ethical waste management and underscores our pledge to contribute positively to the communities and ecosystems we operate within.



4.0. Labor and Human rights

GRI 102-7, GRI 404-1, GRI 404-2, GRI 401-1, GRI 405-2

4.1 Labor

Triton Middle East LLC stands as a paragon of adherence to the labor regulations set forth by the UAE Ministry of Human Resources. Our steadfast commitment to legal and ethical employment practices is evident through our 100% compliance with formal contracts, sanctioned by the Ministry and jointly endorsed by both employee and employer. This includes ensuring salary, overtime, annual leave, and sick leave benefits are meticulously disbursed in accordance with contractual terms.

The working hours, break intervals, and holidays established align harmoniously with the UAE labor law, a testament to our devotion to a fair and just work environment. These pivotal provisions are encapsulated within our Business Code of Conduct, which reinforces our dedication to transparency and ethical conduct.

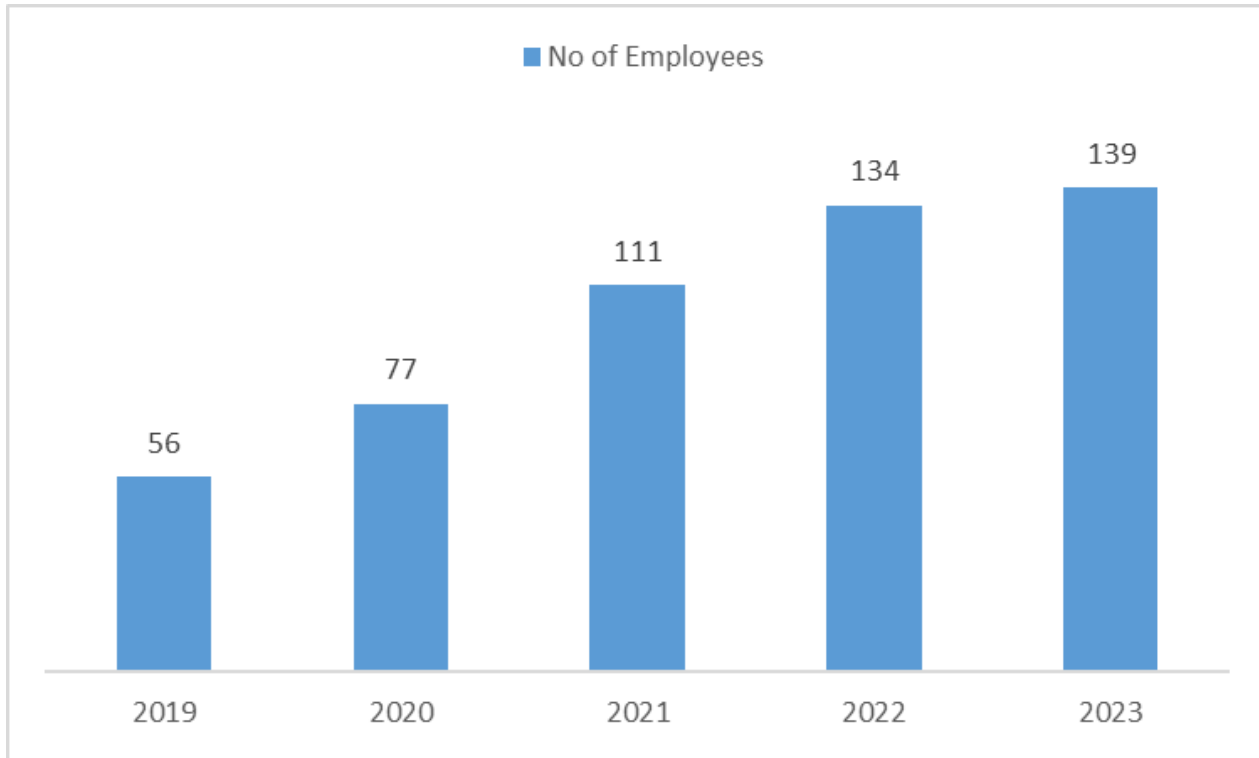
The absence of any registered labor complaints with the UAE Ministry of Labor underscores the effectiveness of our commitment to fostering a harmonious and legally compliant work environment.

In acknowledgment of evolving work paradigms, Triton Middle East LLC actively champions flexible options such as remote work and work-from-home arrangements. This flexible approach is coupled with our commitment to staff well-being, manifested in the provision of complimentary meals for all employees, including office staff.

Our dedication to employee welfare extends further through comprehensive health insurance coverage, a provision that reflects our commitment to the holistic well-being of our workforce. Moreover, we are steadfast advocates of inclusivity, evident through initiatives like break time for nursing mothers and paid parental leaves, ensuring that the diverse needs of our employees are thoughtfully addressed.

Notably, even during the challenging times of the COVID-19 pandemic, Triton Middle East LLC has steadfastly retained its workforce and continued to hire, a testament to our resilience and unwavering commitment to our employee's livelihoods.

Our impressively low employee turnover rate underscores the positive work environment and the mutual respect shared between the company and its workforce. Triton Middle East LLC proudly stands as an exemplar of responsible, ethical, and employee-centric business practices, contributing to the well-being and prosperity of both our team members and the broader community.



Results of Employee Satisfaction Survey

Extremely satisfied – 81%

Very Satisfied – 19%

4.1.1 Training

Triton Middle East LLC places a strong emphasis on continuous learning and professional development for our employees. We offer a comprehensive training program that encompasses both offline and online training modalities, tailored to cater to the diverse needs and preferences of our workforce.

Total trainings in reporting period = 11 Nos

Tool box talks – 600 Nos

Average training hours per employee = 0.40 Hours

4.2 Human Rights

Triton Middle East LLC demonstrates an unequivocal commitment to upholding human rights, a commitment grounded in alignment with international legal frameworks. In line with this principled stance, we strictly adhere to employing individuals who are 18 years of age or older, in observance of their rights and well-being.

Our resolute stance against discrimination is a fundamental pillar of our operations. Discrimination on the grounds of gender, race, religion, or regional origin finds no place within the corridors of Triton Middle East. This unequivocal prohibition echoes our dedication to fostering an inclusive and diverse work environment that values and respects the dignity and rights of every individual.

With a pristine record of ZERO human rights violations reported since our company's inception, we underscore our unwavering commitment to creating a workplace that is free from infringements and conducive to mutual respect and collaboration.

The principle of gender equality is upheld through our practice of offering identical salaries and benefits to both males and females for the same job categories. This embodies our belief in fairness and our commitment to eradicating gender-based disparities.

- **Percentage of women employees – 5.76%**
- **Percentage of women in top executive/Senior management position – 33%**

5.0. Ethics

GRI 406-1, GRI 408-1, GRI 409-1

Triton Middle East LLC's commitment to upholding ethical standards is encapsulated in our comprehensive 'Business Code of Conduct'. This meticulous document serves as our ethical compass, guiding our actions and decisions to ensure the highest levels of integrity across all aspects of our operations.

In tandem with our commitment to ethical excellence, we also maintain a 'Fair Competition Practices Code of Conduct', which underscores our commitment to maintaining a level playing field, promoting healthy competition, and adhering to industry norms.

Recognizing the paramount importance of accountability, we have implemented a 'Whistleblowing Policy', providing a secure and confidential avenue for reporting ethical concerns and potential violations. This policy stands as a testament to our dedication to transparency, fostering an environment where issues can be raised without fear of retribution, enabling us to address and rectify any deviations from our ethical standards swiftly and effectively.

Employees trained for Ethical issues 'Business Code of Conduct' = 100%

No of Ethics violation reported through whistle blowing policy = 0

6.0. Sustainable procurement

GRI 308-1

Triton Middle East LLC operates a supply chain firmly rooted in sustainability principles, exemplified by our robust 'Sustainable Procurement Policy'. This policy mandates all our suppliers to unequivocally embrace our 'Supplier Code of Conduct', a blueprint that sets forth ethical standards and responsible practices. A hallmark of our commitment is our resolute avoidance of countries under international sanctions, as well as the steadfast exclusion of conflict minerals or materials from our supply chain.

Our dedication extends further as we meticulously assess potential suppliers through a comprehensive Supplier Registration Questionnaire. This survey features a discerning set of Corporate Social Responsibility (CSR) inquiries, allowing us to align ourselves with partners who share our unwavering commitment to sustainability and responsible business practices.

Triton Middle East LLC remains deeply invested in empowering diverse voices, exemplified by our proactive encouragement of female-led businesses. By fostering

inclusivity and gender diversity, we aim to create an ecosystem where talent and innovation flourish.

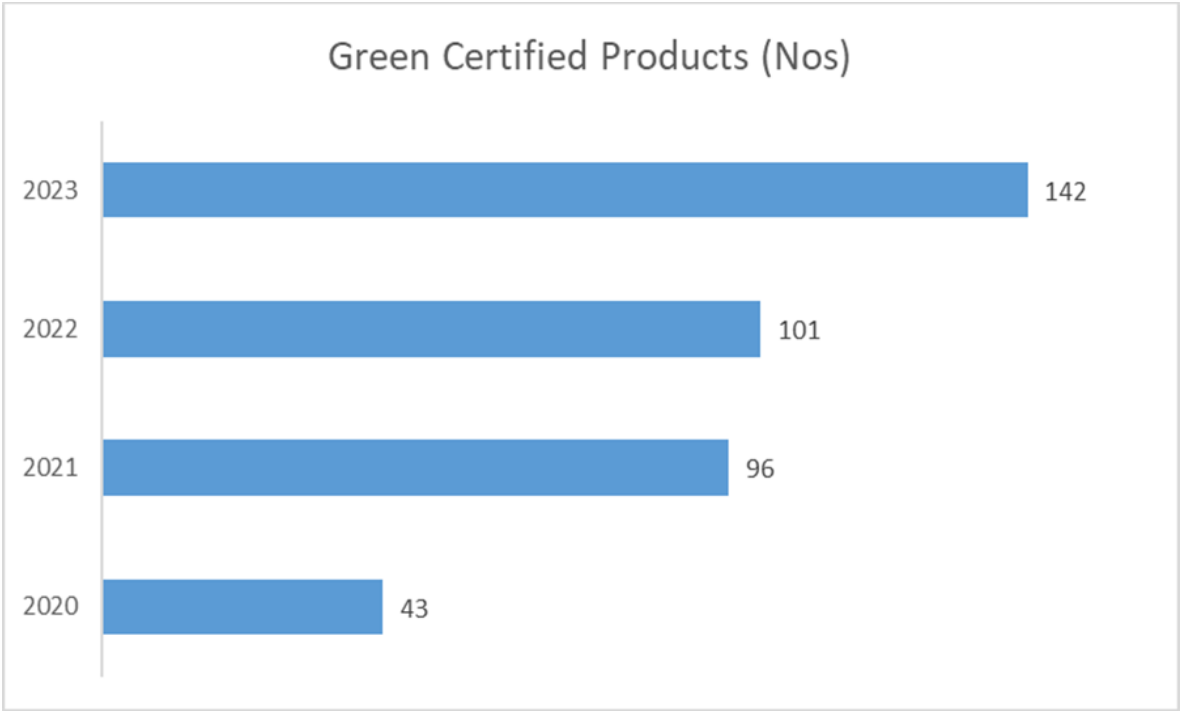
In alignment with our pledge to uphold environmental integrity, we proudly adhere to the REACH regulations and fervently encourage our suppliers to do the same.

- **Sustainable procurement awareness provided to buyers = 100%**
- **Major Suppliers acknowledged our revised supplier code of conduct = 23.53%**

7.0. Products

GRI 102-27

The core of Triton Middle East's product portfolio comprises Sealants, Adhesives, and Coatings, each meticulously crafted to embody our commitment to quality and sustainability. An impressive milestone that underscores our dedication to environmentally conscious practices is that a substantial 90% of our products have achieved the esteemed Dubai Municipality's Green Building 'Al Safaat' certification, a testament to their classification as low-emitting materials.



8.0. Sustainability Objectives/KPIs

Sl No	Objectives	Targets	Programs	SDGs	Time Frame	Current Status
1	Total Number of EHS incidents/Accidents reported	Zero incidents/Accidents	Periodically safety Inspections and Toolbox talks, Awareness training, Proper Implementation of ISO 45001:2018.	SDG-3	30-Jun-24	No Accidents reported
2	Lost Man hours	1% of the total manhours	Use of proper PPE, Employee Awareness, Risk Assessments, Code of Safe practices, Proper maintenance of machineries	SDG-3	30-Jun-24	Zero lost manhours
3	Customer health and Safety	No Customer complaints regarding health and safety issues	Keep customer health and safety in mind from the product development to product delivery. Prepare proper SDS for all products and ensure its availability to customers.	SDG-3	30-Jun-24	No Customer complaints received from January 2020 regarding Health and safety issues
4	Power Consumption	Reduce 3% consumption per ton of production every year	Reduce the Daily Consumption of Electricity. Method: Switch off non-essential electric items, Switch to energy efficient items.	SDG-12, SDG-13	30-Jun-24	8 % reduction in power consumption achieved comparing June to May 2021-22 and 2022-23
5	Water Consumption	Reduce 3% consumption per ton of production every year	Monitor water consumption in the facility Method: Arrest any leakage, Employee awareness	SDG-12, SDG-13, SDG-6	30-Jun-24	75% increase observed compared to last year

6	Paper Consumption	Reduce 3% consumption every year	<p>Reduce the average number of papers used by promoting soft copies.</p> <p>Method: install one duplex printer & set defaults to double-sided - select one-sided printing only when needed.</p> <p>Reducing paper usage by enhance habit of using soft copy.</p>	SDG-12 , SDG-13	30-Jun-24	7.88% reduction in consumption comparing to last year achieved
7	Fuel Consumption	Reduce 3% consumption per ton of production every year	<p>Monitor average fuel consumption of company vehicles and equipment,</p> <p>Method: Regular maintenance, Planning and coordination of trips and by making necessary changes in warehouse layout</p>	SDG-12, SDG-13, SDG-11	30-Jun-24	24% increase in fuel consumption per Ton of production from 21-22 to 22-23.
8	Production Waste Generation	Keep below 3% of total production	Reduce waste by proper planning and maximum utilization of materials	SDG-12, SDG-13, SDG-11	30-Jun-24	Only 0.4% wastage generated during Jul 22 - June 23
9	Hazardous waste	Keep the hazardous waste 0.05% of the total production	Reduce the hazardous ingredients in new products and maximum utilization of raw materials.	SDG-12, SDG-13, SDG-11, SDG-15	30-Jun-24	0.2% of hazardous wastage generated during Jul 22 - June 23
10	Air Quality/ Air Emissions	Maintain 'Good' rating of AQI	Use of low VOC products, Green certification of Products from Dubai Municipality, Reduce the use of fossil fuels.	SDG -15, SDG-3, SDG-13, SDG-11	30-Jun-24	Good rating achieved in ambient air quality AQI.

11	Human rights	Zero human rights violations	Strict compliance of our Human rights policy, local and international laws. Timely reporting of Human rights violations.	SDG-10, SDG-5	30-Jun-24	No Human rights violations reported.
12	Corruption and Bribery,	Zero corruption and bribery incidents	Strict compliance of our code of conduct, local and international laws.	SDG-11	30-Jun-24	No corruption & Bribery cases reported
13	Sustainability clauses in contracts	In 100% contracts and POs	Send Terms and contracts along with all POs and contracts	SDG-17, SDG-11	30-Jun-24	sending T&Cs to all suppliers.
14	To encourage all suppliers to adhere our supplier code of conduct.	Acknowledgment of our sustainable policy by all active suppliers	Send our Sustainable procurement policy to all suppliers and get their acknowledgements.	SDG-17, SDG-11	30-Jun-24	Sent sustainable procurement policy (revised) to 34 major suppliers in which 8 acknowledgements received.
15	Reduce supply chain related risks	Conduct CSR risk mapping for all major suppliers from 2022	Conduct CSR risk mapping using online tools for new and existing major suppliers	SDG-17, SDG-11	30-Jun-24	Started the process.
16	GHG Emissions	Monitor GHG inventory annually	Monitor the GHG inventory and calculate the emission on a n annual basis.	SDG -13, SDG-11	30-Jun-24	GHG inventory updated for 2023.
17	GHG Emissions	Cut down GHG emissions per Ton of production by 2% every year considering the baseline year as 2022	Achieve reduction of 2% GHG by eliminating the use of fossil fuels gradually by finding energy efficient alternatives	SDG -13, SDG-11	30-Jun-24	Scope 1 – 52% decrease from 21-22 to 22-23. Scope 2 - 1.19% decrease from 21-22 to 22-23.

						Scope 3 - 82.6% decrease from 21-22 to 22- 23.
18	Reuse	Minimum 95% of waste plastic need to be reused.	Reuse damaged cartridges and HDPE materials after recycling that can be used for manufacturing of black nozzles and cartridges	SDG-11, SDG-12	30-Jun-24	Around 99% of waste plastic reused.
19	Recycle	Minimum 95% of Waste packing materials to be given for recycling	Recycle or reuse all possible materials like paper, packing materials, pallets, toner cartridges, plastic waste etc.	SDG-11, SDG-12	30-Jun-24	More than 98% materials given for recycling
20	local and accidental pollution	At least one mock drill for spill and one air quality monitoring need to be conducted.	Plan and execute one chemical spill mock drill and one air quality monitoring a year	SDG-14, SDG-15	30-Jun-24	One spill mock drill and Third party Air quality monitoring conducted.
21	Bio Diversity	All products developed shall be biodiversity friendly.	During R&D product approval stage, biodiversity effects for the products to be assessed.	SDG-14, SDG-15	30-Jun-24	All products developed having no adverse effects to biodiversity if its properly used and disposed.

22	Sustainable product development	Add 5 products a year in conformance with DCL Green building certification	Develop and get the green building certification for the products from Dubai Municipality.	SDG-9	30-Jun-24	41 products added in Green building certification in 22-23
23	Trainings	At least 1 hour average training hours per employee	Plan trainings for Skill Development, Quality, Health, Safety , ethics and environment	SDG-4	30-Jun-24	0.40 hour average training hours provided

9.0. Our Policies and Code of conducts.

GRI 102-23

- Quality Policy.
- Occupational Health, Safety and Environmental policy.
- Business Code of Conduct.
- Whistle blowing policy.
- Fair competition practices code of conduct.
- Sustainable procurement policy and supplier code of conduct.
- Human Rights Policy.