

---

# SUSTAINABILITY REPORT

## July 2021- June 2022

---

---

TRITON MIDDLE EAST LLC



---

## 1.0. Introduction

Triton Middle East LLC is committed to follow the best sustainable practices though out all our activities and we are expecting good sustainable practices form all of our supply chain members and other interested parties.

Triton Middle East LLC certified by Bureau Veritas for ISO 9001:2015 and certified by Intertek for ISO 14001:2015 and ISO 45001:2018. Most of our Sealant products are tested and our factory is certified by Dubai Municipality’s Green Building Certification scheme.

**We have awarded “SILVER” rating for the Sustainability assessment by ‘ECOVADIS’**

We have implemented Business code of conduct in our company based on best sustainable practices. Also, we have Quality Policy, Occupational Health, Safety and Environmental Policy, Human Rights Policy, Sustainable Procurement Policy, Whistleblowing Policy and Code of Conduct for Supplies and Fair Competition Practices.

Sustainability Targets are framed as per SMART objectives/ KPIs and monitored periodically.

### 1.1. Management

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

Triton Middle East LLC is Managed by Board of Directors headed by CEO.

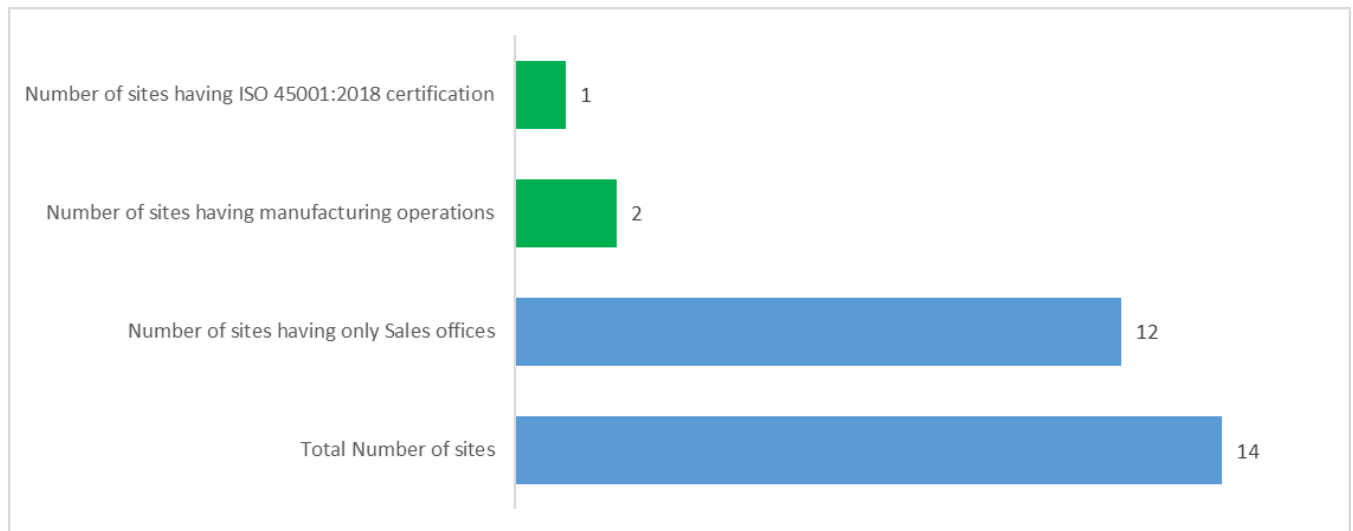
CEO is directly involved in all Sustainability related policies and code of conducts. All the above documents are signing off by CEO. Department Managers also having separate roles and responsibilities regarding Quality, Health, Safety and Environmental matters.

## 2.0. Health and Safety Performance

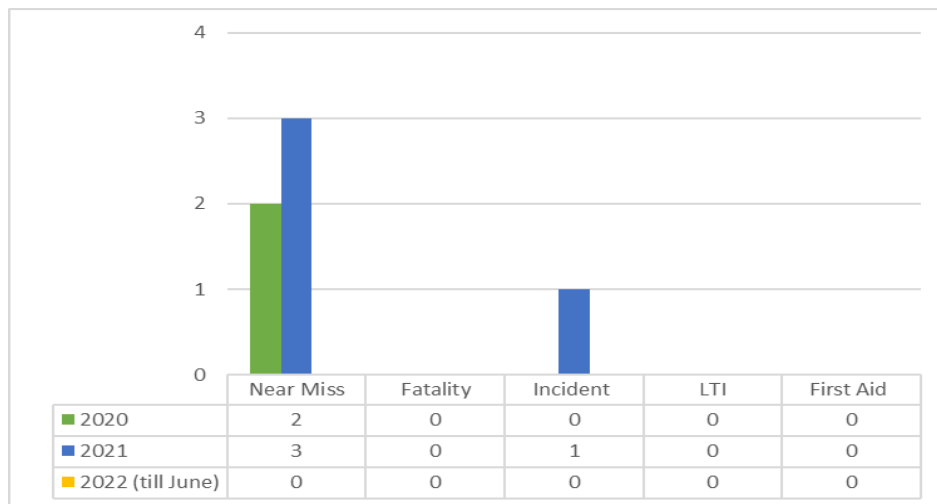
GRI 403-1, GRI 403-6, GRI 403-8, GRI 403-9

Triton Middle East is operating based on the Occupational Health and Safety Management System as per ISO 45001:2018 Management System Standard. Intertek is the certification body for this standard, and they are conducting annual audits in which we didn't get a Non-Conformance yet.

### 2.1 ISO 45001 Certification



### 2.2 Health and Safety Indicators



In reporting period,

**Accident Frequency rate = 0**

**Accident Severity rate = 0**

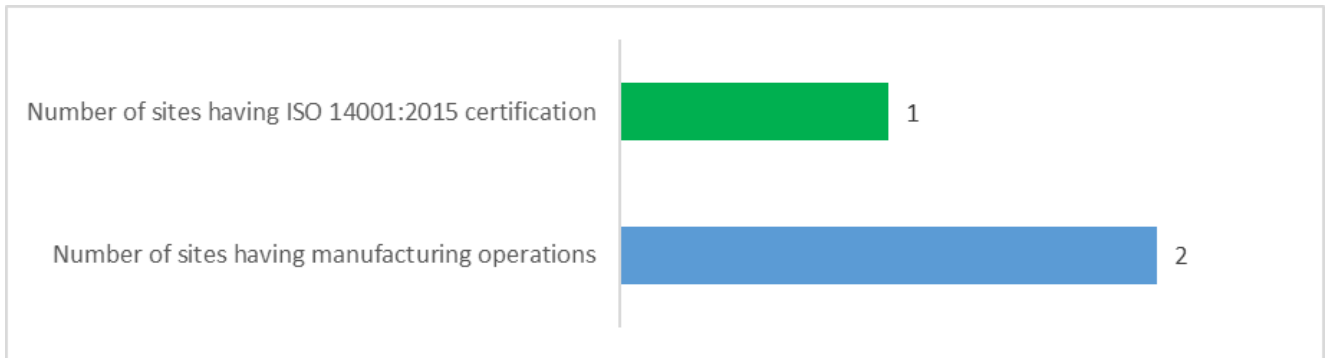
### 3.0. Environmental Performance

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 operating based on the Environmental Management System as per ISO 14001:2015 Management System Standard.

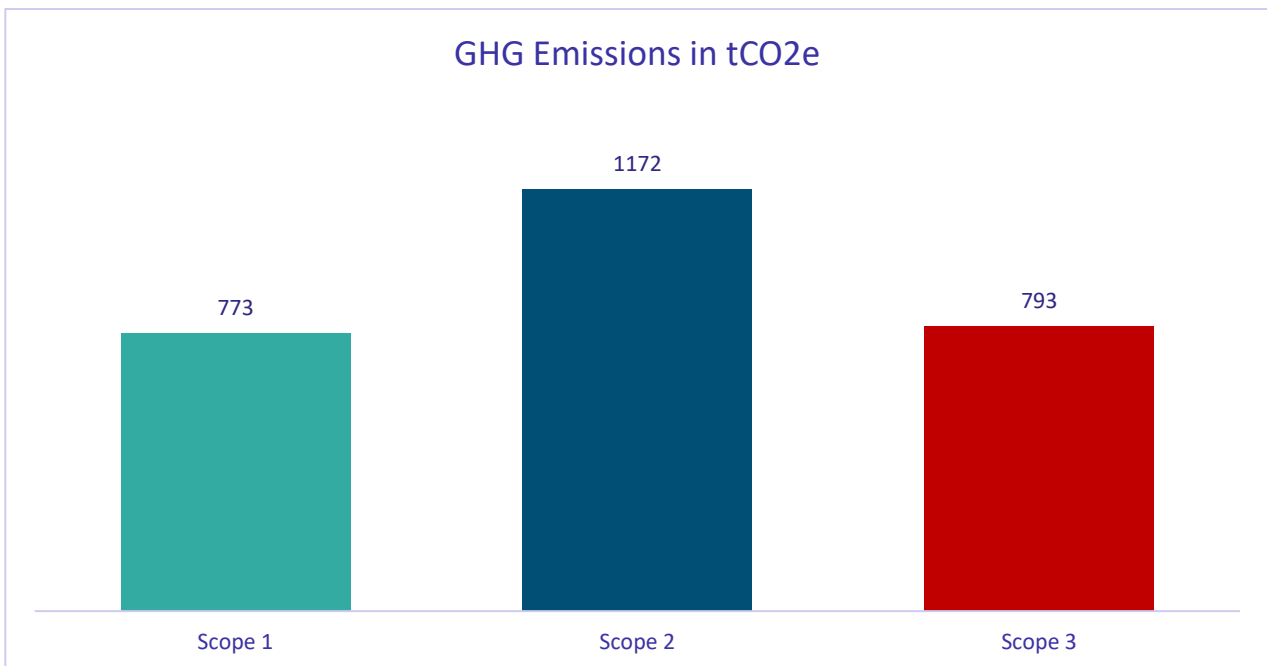
Intertek is the certification body for this standard, and they are conducting annual audits in which we didn't get a Non-Conformance yet.

#### 3.1 ISO 14001 Certification

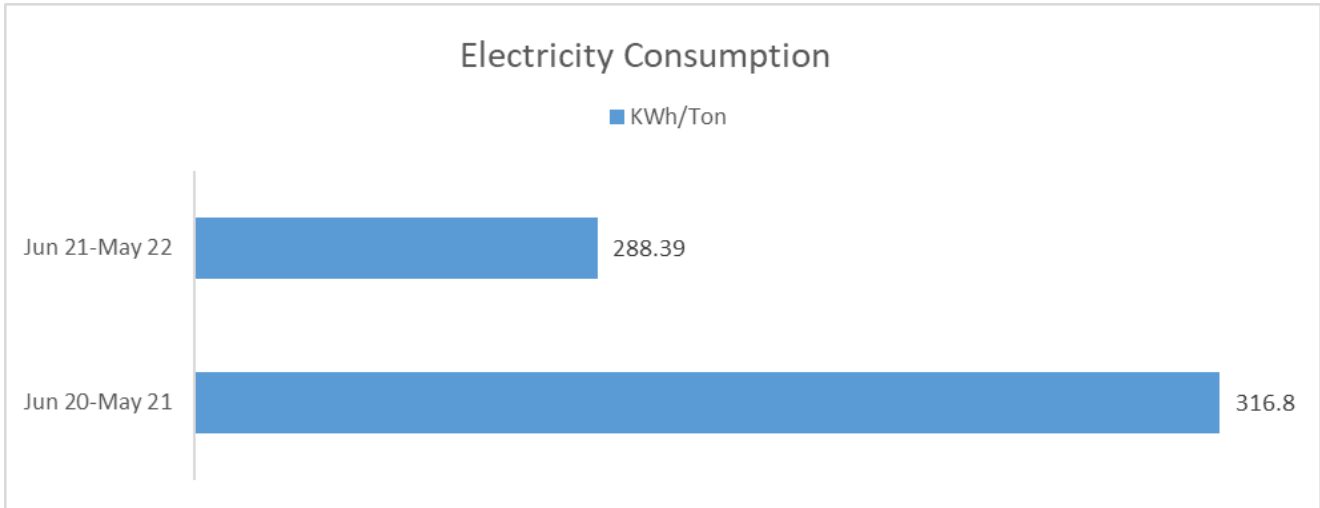


#### 3.2 GHG Emissions

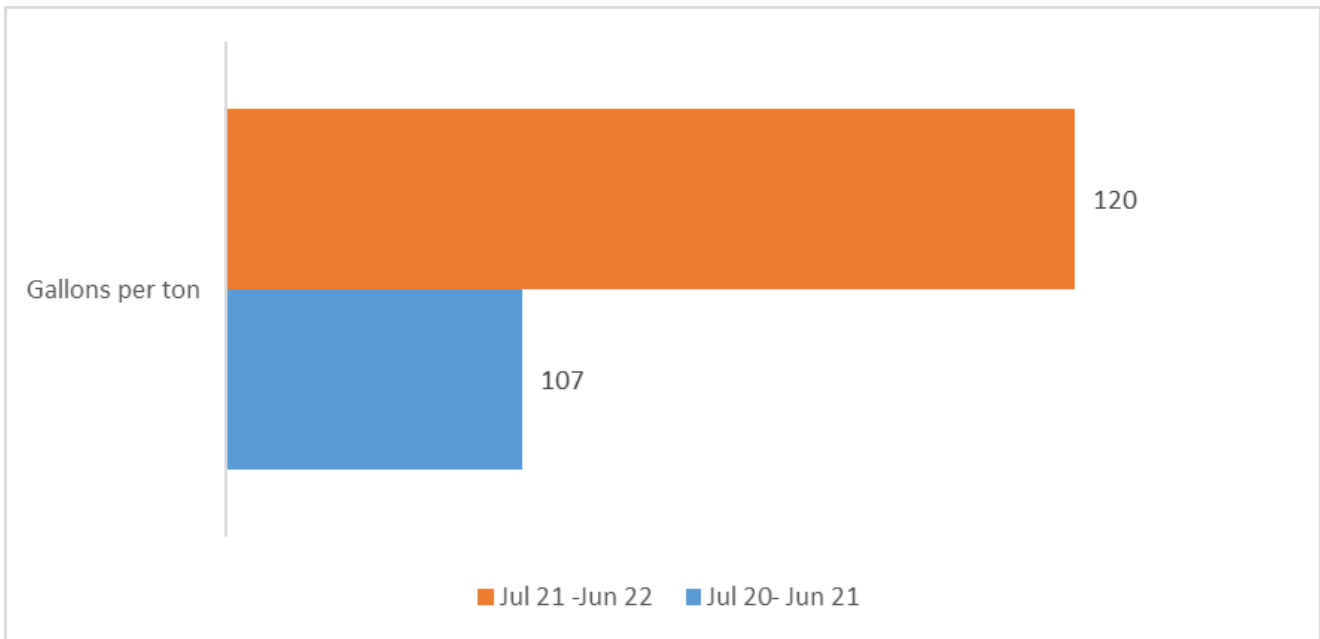
We are tracking GHG emissions. Below chart shows the last GHG emissions in last 12 months period.



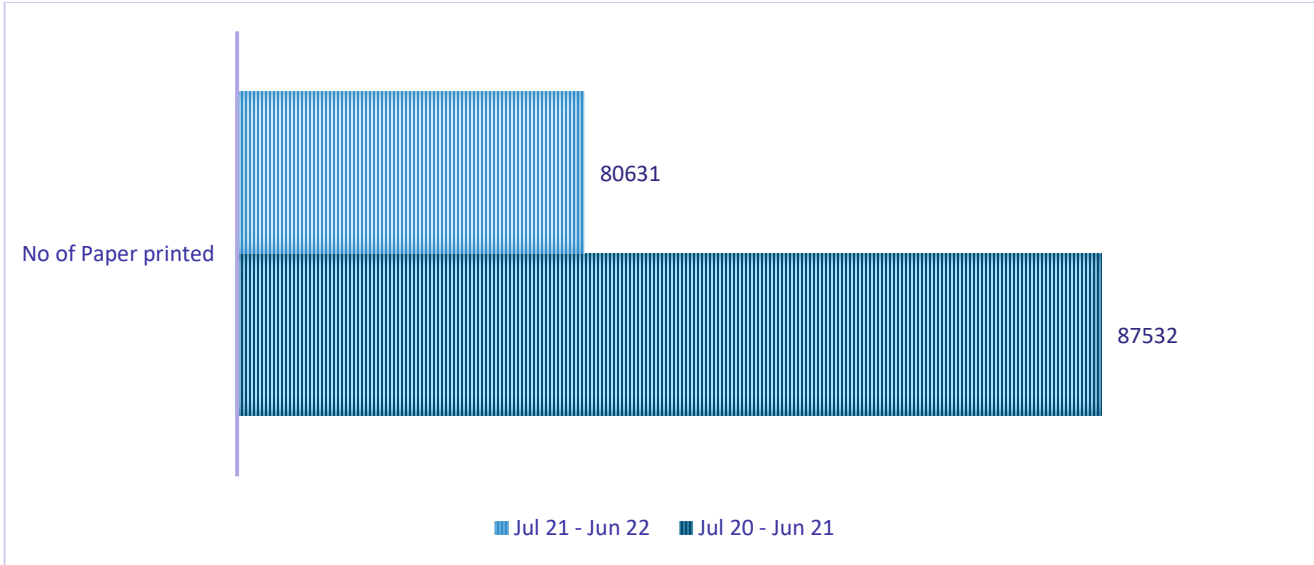
### 3.3 Electricity Consumption



### 3.3 Water Consumption



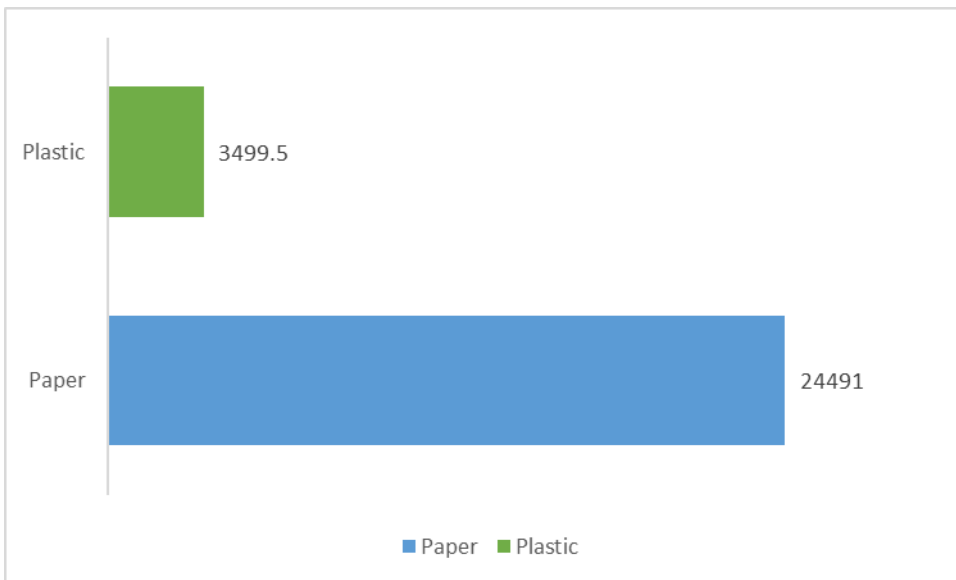
### 3.4 Printing Paper Consumption (A4 sheets)



### 3.5 Recycle / Reuse

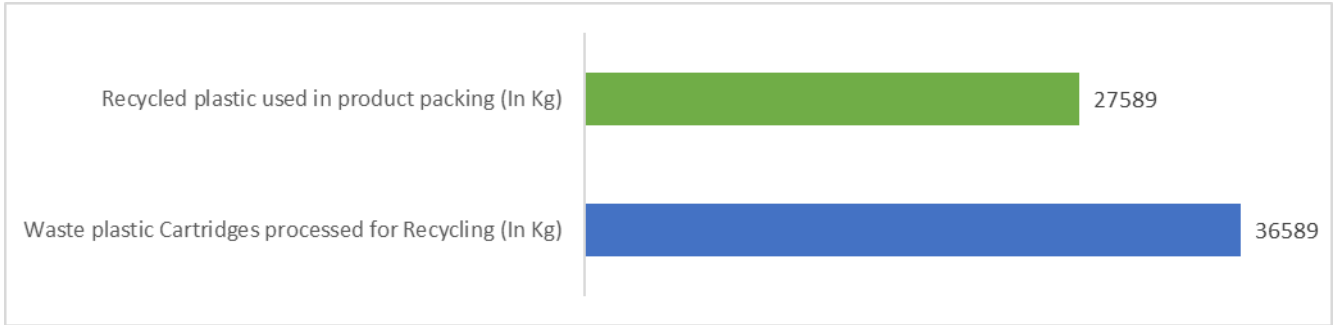
#### 3.5.1.(By external agency)

We are sending used paper and plastics for recycling instead of dumping in general waste

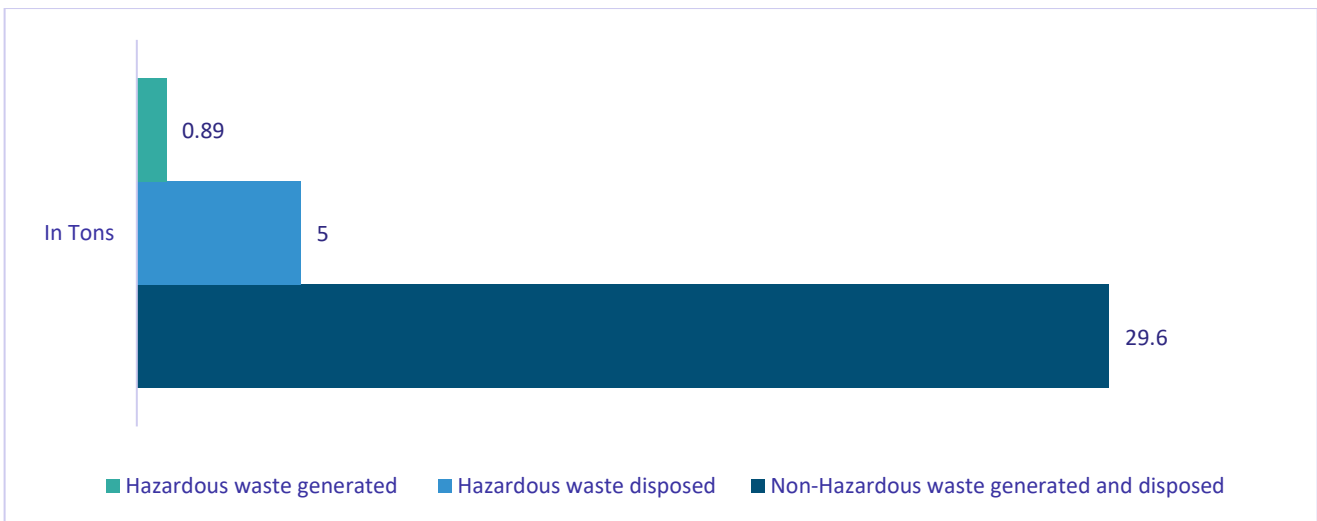


### 3.5.1. In-house plastic recycling

We are recycling and reusing the damaged cartridges and waste HDPEs in our in-house facility



### 3.6. Waste



## 4.0. Labor and Human rights

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

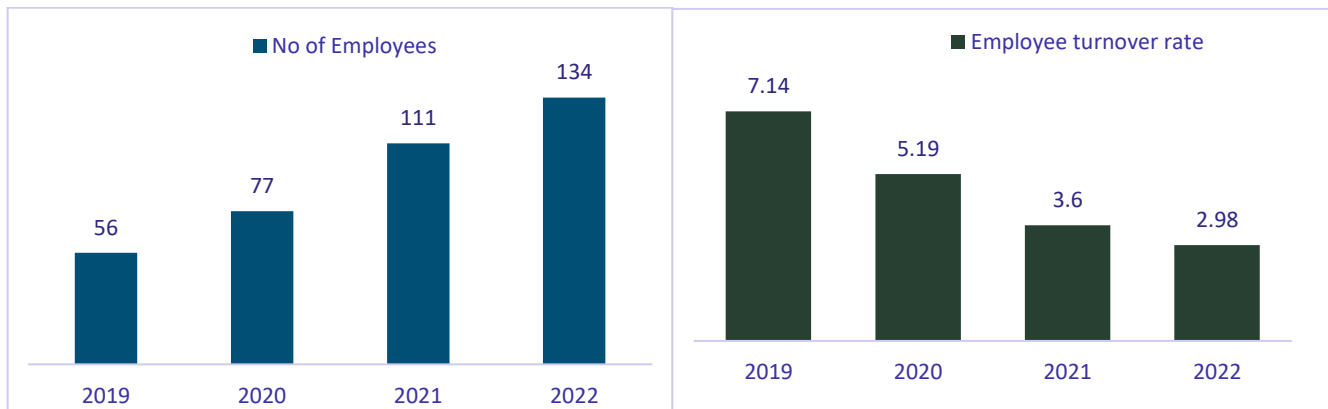
### 4.1 Labor

We are following the UAE labor regulations and 100% of our employees are working under a formal contract approved by UAE Ministry of Human resources and signed by both employee and employer. Salary, overtime benefits, paid annual leaves and sick leaves will be given as per contract. Working time, break hours and holidays are established as per UAE labor law and mentioned in our Business Code of Conduct.

We have **NO labor complaints** registered in UAE Ministry of labor from the beginning of company operations.

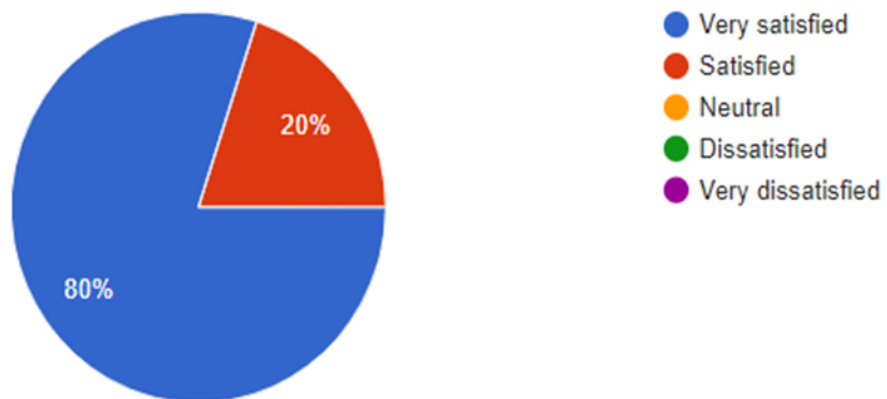
We are encouraging flexible options like work at home and remote work. We are giving free meals to all employees including office staffs. All employees are covered by a Health Insurance provided by the company. Additional benefits like break time for nursing mothers and paid parental leaves also being provided.

We retained all our employees and continue hiring even during the COVID times, we also have a very low employee turnover rate.



### Results of Employee Satisfaction Survey

1. Overall, how satisfied are you working for The Company?





---

### 4.1.1 Training

We are giving offline and online training to our employees; Employees are allowed to take self-paced online courses as per their convenience.

**Total trainings in reporting period = 21 Trainings**

**Average training hours per employee = 1 Hour**

### 4.2 Human Rights

We are working as per our human rights policy aligned with international laws. We are not employing anyone less than 18 years old. Any forms of Discrimination regarding gender, race, religion, or region are not allowed in Triton Middle East.

**ZERO** human rights violations reported in our company from the beginning of company establishment

- **Percentage of women employees - 3.7%**
- **Percentage of women in top executive/Senior management position – 15%**

We are giving equal Salary and Benefits for Males and Females for the same category of jobs.

### 5.0. Ethics

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

We have a 'Business code of conduct' which covers all ethical issues. Additionally, we have 'Fair competition practices code of conduct' and a 'Whistle blowing policy' as well for reporting the ethics issues and violations.

**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*

Our supply chain following a 'Sustainable procurement policy' which also demands all suppliers to adhere our 'Supplier code of conduct'. We are not dealing with any countries which have international sanctions and not dealing with any conflict minerals or materials. All new suppliers will be assessed based on supplier registration questionnaire with CSR related questions.

We are following REACH regulations as applicable and encourages our suppliers also to follow the same.

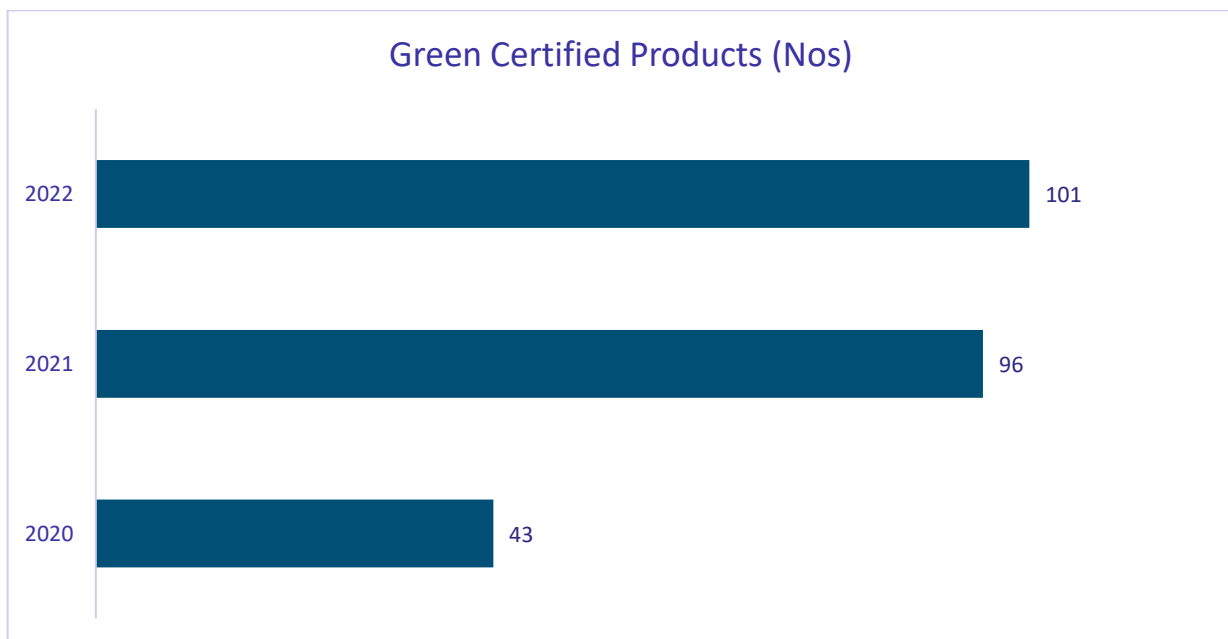
- **Sustainable procurement training given to buyers = 100%**
- **Major Suppliers acknowledged our supplier code of conduct = 32%**

## 7.0. Products

*GRI 102-27*

Our Major products are Sealants, Adhesives, and coatings

90% of our products are certified by Dubai Municipality's Green Building 'Al Safaat' certification.



## 8.0. Sustainability Objectives/KPIs

SI 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	31-Dec-23	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	31-Dec-23	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	31-Dec-23	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	31-Dec-23	9% reduction in power consumption achieved comparing June to May 2020-21 and 2021-22
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	31-Dec-23	12.15% increase due to the addition of a new division

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 &amp; 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	31-Dec-23	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	31-Dec-23	Fuel consumption increased from 0.13 litres/Ton to 11.3 litres/Ton due to addition of a Temporary Diesel Generator
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	31-Dec-23	only 0.44% wastage generated
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	31-Dec-23	only 0.013% hazardous wastage generated
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	31-Dec-23	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	31-Dec-23	No Human rights violations reported.
12	Corruption and Bribery,	Zero corruption and bribery incidents	Strict compliance of our code of conducts, local and international laws.	SDG-11	31-Dec-23	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	31-Dec-23	Started sending T&Cs to suppliers.
14	To encourage all suppliers to adhere our supplier code of conduct.	Acknowledgment of our sustainable policy by all active suppliers	Sent our Sustainable procurement policy to all suppliers and get their acknowledgements.	SDG-17, SDG-11	31-Dec-23	Sent sustainable procurement policy to 34 major suppliers in which 11 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	31-Dec-23	Started the process.
16	GHG Emissions	list all GHG inventory by 2022 June	Make the list of GHG inventory to enable the accurate GHG emission calculations	SDG -13, SDG-11	31-Dec-23	GHG inventory completed.
17	GHG Emissions	Cut down GHG emissions 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	31-Dec-23	Since there is no previous GHG data 2022 data will be considered as base line.

18	Reuse	5% increase of reuse of HDPE every year from 2022 Jan	Reuse damaged cartridges and HDPE materials after recycling that can be used for manufacturing of black nozzles and cartridges	SDG-11, SDG-12	31-Dec-23	36.58 Ton plastic recycled inhouse and reused 27.58 Ton from these materials during June 21 to June 22
19	Recycle	5% increase of Recycle of materials every year.	Recycle or reuse all possible materials like paper, packing materials, pallets, toner cartridges, plastic waste etc.	SDG-11, SDG-12	31-Dec-23	Plastic - 90% increase Paper - 200% increase
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	31-Dec-23	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	31-Dec-23	All products developed have no affects towards 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	31-Dec-23	5 products added in Green building certification this year

23	Trainings	At least 1 hour average training hours per employee	Plan trainings for Skill Development, Quality, Health, Safety , ethics and environment	SDG-4	31-Dec-23	1 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