

# Prioritising Issues that Impact Value Creation

As part of our strategic action plan, we conducted a materiality assessment exercise last year to identify issues with significant potential to impact our long-term value creation. This assessment considered our ability to create value (inward-focused) and our impact on society, communities, and the environment (outward-focused).

## Materiality Assessment Methodology

01

**Identifying material issues** in Chemical, Biotechnology, and Pharmaceuticals sectors in alignment with national and international frameworks and standards like SASB and GRI.

02

**Peer Benchmarking**  
Review of peers' material topics by going through their Sustainability/Integrated Report

03

**Identification of internal and external stakeholders** based on the impact stakeholders have on a business and the impact it has on them

04

**Prioritising material topics** based on the strategic importance to the business and stakeholders and the ESG impact of each topic

05

**Developing materiality assessment questionnaire** for finalised topics and float to stakeholders

06

**Analysis of response** and identification of high priority material topics

### Stakeholders Considered for the Assessment

#### External Stakeholder Groups

-  **Investors**
-  **Government and Regulatory Bodies**
-  **Customers**
-  **Communities**
-  **Value Chain Partners**

#### Internal Stakeholder Groups

-  **Employees**
-  **Contractual Employees**
-  **Senior Management**
-  **Board of Directors**

## Material Issues Identified

### Environment



- » Energy Efficiency and Carbon Emissions
- » Waste Management
- » Water and Effluent Management
- » Air Pollution
- » Biodiversity Protection
- » Green Chemistry

### Social



- » Diversity, Inclusion and Equal Opportunities
- » Employee Well-Being, Benefits and Retention
- » Occupational Health and Safety
- » Human Rights and Community Relations
- » Community Development

### Governance



- » Product Quality, Safety and Labelling
- » Regulatory Compliance
- » Risk Management and Business Continuity
- » Sustainable Financial Performance
- » Customer Satisfaction
- » Data Integrity and Security
- » Research And Innovation
- » Sustainable Supply Chain
- » Ethical Business Practices

## Analysis of our Material Issues

### Environment

#### Energy Efficiency and Carbon Emissions

##### Capitals Impacted

- » Manufactured
- » Social and Relationship
- » Natural

##### Stakeholders Impacted

- Customers
- Communities
- Government and Regulators

##### Risks and Opportunities

Energy efficiency and carbon emissions present both risks and opportunities. Neglecting these issues can lead to regulatory pressures, fines, and reputational damage. Conversely, enhancing efficiency and reducing emissions increases our reputation, attract

eco-conscious customers, increase competitiveness, reduce costs, and improve overall efficiency.

#### Waste Management

##### Capitals Impacted

- » Manufactured
- » Social and Relationship
- » Natural

##### Stakeholders Impacted

- Communities
- Government and Regulators

##### Risks and Opportunities

Inadequate waste management can cause environmental damage, health hazards, and regulatory non-compliance, leading to penalties and reputational harm. Effective management offers financial and environmental benefits, enhancing our industry position.

#### Water and Effluent Management

##### Capitals Impacted

- » Manufactured
- » Social and Relationship
- » Natural

##### Stakeholders Impacted

- Communities
- Government and Regulators

##### Risks and Opportunities

Insufficient water availability can disrupt our operations, increase costs. Addressing these risks is essential to avoid penalties, reputational damage, and strained relationships. Effective water management offers financial and environmental benefits, strengthening our position.

#### Air Pollution

##### Capitals Impacted

- » Manufactured
- » Social and Relationship
- » Natural

##### Stakeholders Impacted

- Communities
- Government and Regulators

##### Risks and Opportunities

Neglecting air pollution invites regulatory pressures, fines, and reputational damage. Conversely, reducing emissions boosts our reputation, attracts eco-conscious customers, and increases competitiveness and aligns with our environmental goals.

#### Biodiversity Protection

##### Capitals Impacted

- » Manufactured
- » Social and Relationship
- » Natural

##### Stakeholders Impacted

- Communities
- Government and Regulators

##### Risks and Opportunities

The pollution and contamination stemming from our operations can impact species diversity and ecological balance. Addressing these risks is imperative to protect biodiversity and advocate for responsible practices within our industry.

#### Green Chemistry

##### Capitals Impacted

- » Financial
- » Intellectual
- » Natural

##### Stakeholders Impacted

- Customers
- Communities
- Government and Regulators

##### Risks and Opportunities

Embracing green chemistry opens doors to new markets, reduces risks associated with hazardous substances, strengthens supply chain resilience.

## Social

## Diversity, Inclusion and Equal Opportunities

## Capital Impacted

- » Human

## Stakeholder Impacted



Employees

## Risks and Opportunities

Embracing diversity and inclusion cultivates a culture of success, competitiveness, and long-term sustainability. By prioritising these principles, we stimulate innovation, broaden

our talent base, enhance decision-making, elevate employee engagement and retention, fortify our reputation, ensure regulatory compliance

## Employee Well-Being, Benefits and Retention

## Capital Impacted

- » Human

## Stakeholder Impacted



Employees

## Risks and Opportunities

Prioritising employee well-being, their benefits, and skill development is crucial for us. It enhances job satisfaction, employee retention, and

engagement while attracting top talent. This fosters a culture of growth, boosting productivity, competitiveness, and long-term success.

## Occupational Health and Safety

## Capital Impacted

- » Human

## Stakeholder Impacted



Employees

## Risks and Opportunities

Occupational health and safety is vital for our organisation. Neglecting it leads to accidents, injuries, and illnesses, affecting employee well-being and productivity. Non-compliance

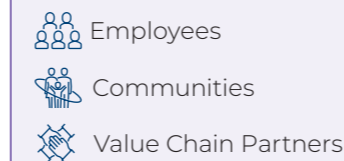
results in legal liabilities and reputational damage. Investing in occupational health and safety ensures workforce well-being and organisational success.

## Human Rights and Community Development

## Capitals Impacted

- » Human
- » Social and Relationship

## Stakeholders Impacted



Employees

Communities

Value Chain Partners

## Risks and Opportunities

Violating human rights risks reputational damage, legal consequences, and loss of trust. Respecting human rights, complying with laws, and transparently addressing grievances are crucial.

Conversely, community development initiatives, such as education and skills training, enhance reputation, foster community support, and ensure long-term sustainability.

## Governance

## Risk Management and Business Continuity

## Capital Impacted

- » Financial

## Stakeholder Impacted



Investors

## Risks and Opportunities

Poor management may result in accidents, disruptions, non-compliance, and harm to reputation. Emphasising risk assessment, safety protocols, emergency plans, and supply chain resilience reduces incidents, safeguards

stakeholders, and builds trust. Efficient business continuity planning guarantees prompt response, essential operations, and swift recovery, ensuring long-term sustainability and success.

## Sustainable Financial Performance

## Capital Impacted

- » Financial

## Stakeholder Impacted



Investors

## Risks and Opportunities

Integrating sustainability into financial strategies offers reputation enhancement, and investor attraction. It ensures long-term viability, anticipates

market trends, and builds trust and competitiveness while creating value for stakeholders and society.

## Customer Engagement

### Capital Impacted

- » Social and Relationship

### Stakeholder Impacted

Customers

### Risks and Opportunities

Adhering to regulations and ethical business practices enhances reputation, attracts responsible investors and customers, and mitigates

legal risks. It fosters trust, accountability, and governance, promoting sustainability and resilience.

## Data Integrity and Security

### Capitals Impacted

- » Financial
- » Social and Relationship

### Stakeholders Impacted

Investors

Customers

### Risks and Opportunities

Protecting data integrity and security is critical to safeguarding assets and trust. Breaches can lead to financial losses, reputation damage, and legal issues.

Robust security measures and employee awareness help mitigate risks and maintain data integrity, reputation, and competitiveness.

## Product Quality, Safety and Labelling

### Capital Impacted

- » Social and Relationship

### Stakeholder Impacted

Customers

### Risks and Opportunities

In the chemical industry, ensuring product quality, safety, and accurate labelling is crucial. Without proper control measures, there are risks of defects, hazards, legal liabilities,

and reputational damage. Implementing rigorous quality control and safety protocols ensures compliance and consumer trust.

## Research and Innovation

### Capitals Impacted

- » Financial
- » Intellectual

### Stakeholders Impacted

Investors

Customers

### Risks and Opportunities

Investing in research and innovation drives, operational efficiency, and business opportunities gives technological edge and helps to meet market demands effectively.

## Sustainable Supply Chain

### Capitals Impacted

- » Financial
- » Social and Relationship
- » Natural

### Stakeholders Impacted

Investors

Customers

Value Chain Partners

### Risks and Opportunities

Focusing on supply chain sustainability improves competitiveness, meets consumer preferences, minimise environmental impact, conserve resources, and ensures regulatory compliance. It fosters strong supplier relationships, innovation, and long-term success