



SUSTAINABILITY

REPORT 2024



Let's start the
sustainability

TABLE OF CONTENT

TABLE OF CONTENT	1
ABOUT THE REPORT	2
MESSAGE FROM DIRECTOR	3
BUSNIS OVERVIEW.....	4
LOCATION OF OPERATION.....	5
OUR SUPPLY CHAIN.....	6
OUR PRINCIPLE.....	7
SUSTAINABILITY MANAGEMENT.....	8
MATERIALITY ASSESSMENT.....	9
KEY SUSTAINABILITY INITIATIVE WITH SDG's.....	10
OUR STAKEHOLDER'S ENGAGEMENT.....	11
ENSURING COMPLIANCE	12
ENVIRONEMENT ASPECT.....	13 - 21
SOCIAL ASPECT.....	22 - 24
GOVERNANCE ASPECT.....	25
GRI SEREIS REPORT	26 - 29
POLICY's	30 - 67
1. CODE OF CONDUCT	
2. ENVIRONMENTAL POLICY	
3. HEALTH AND SAFETY POLICY	
4. HUMAN RIGHT AND LABOR PRACTICE POLICY	
5. PROCUREMNT SUSTAINABILITY POLICY	
6. INFORMATION SECURITY POLICY	
7. ANTI CORRUPTION AND BRIBERY POLICY	
8. WHISTLEBLOWER POLICY	

ABOUT THE REPORT

General Reporting Practice:

GRI 2-1, 2-2 ,2-3, 2-12, 2-14, 2-26

This Report covers performance our company, from January 2024 until December 2024.

Our Objective:

We recognize the important of sharing publicly our sustainability development including our commitment, vision and mission, ethical, and transparent business conduct

Guidelines and Standard:

The Report focus our operation and makes disclosure base on Global Reporting Initiative (GRI) standard Series, we make reference and summary to these element of GRI standard series requirement as prepare by Sustainability team as our guidelines present in this report

Management's Role in Preparing the Report:

This Sustainability report was prepared by our sustainability working group, the Top management has engaged and supported the preparation process as well as approving as approving the publication of the report

Management's Role in Preparing the Report:

Should you have any question or suggestion, please feel free to contact to: asaf.processing@gmail.com

MESSAGE FROM TOP MANAGEMENT

GRI 2-22



At Asia Africa Rubber Industry (ASAF), we recognize that our responsibility extends beyond business performance—we are committed to protecting the environment and fostering a sustainable future. As we navigate an ever-evolving global landscape, sustainability is at the heart of our strategy.



We are taking bold steps to reduce our environmental impact, integrate eco-friendly practices, and transition toward a more sustainable business model. From lowering carbon emissions and minimizing waste to embracing renewable energy and responsible sourcing, we are dedicated to making a positive difference.

Our journey toward sustainability is not just a goal—it is a core principle guiding our decisions. By prioritizing environmental stewardship, we are building a resilient company that benefits our customers, partners, employees, and the communities we serve.

Together, we are shaping a greener future. Thank you for your continued support as we drive meaningful and lasting change.

Best regards,
Jack Li
Director

WE ARE
stronger
TOGETHER

BUSNIS OVERVIEW

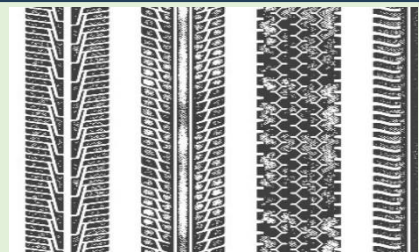
GRI 2-1, 2-6, 2-7, 2-8, 405

Our Profile :

Asia Africa Rubber Industry SA is a natural rubber processing company that was the first to use Air Drying House to improve the plasticity quality of processed rubber in Africa.

Our Customers :

- | | |
|----------------|-----------|
| 1. Bridgestone | 5. Kumho |
| 2. Hankook | 6. MRF |
| 3. Toyo | 7. APOLLO |
| 4. Continental | 8. Others |



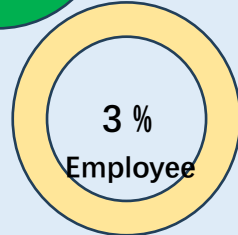
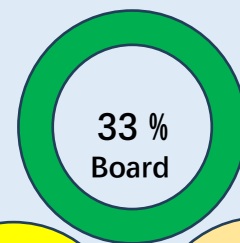
Our Product and Production Capacity:

TSR 10 = 150.000 MT / Year



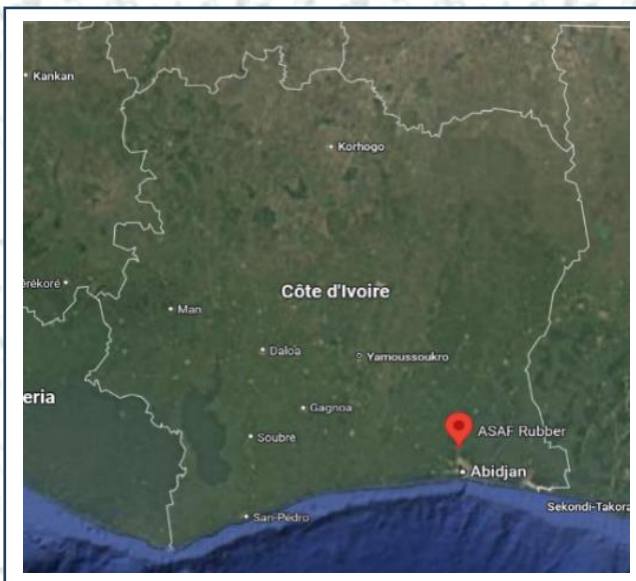
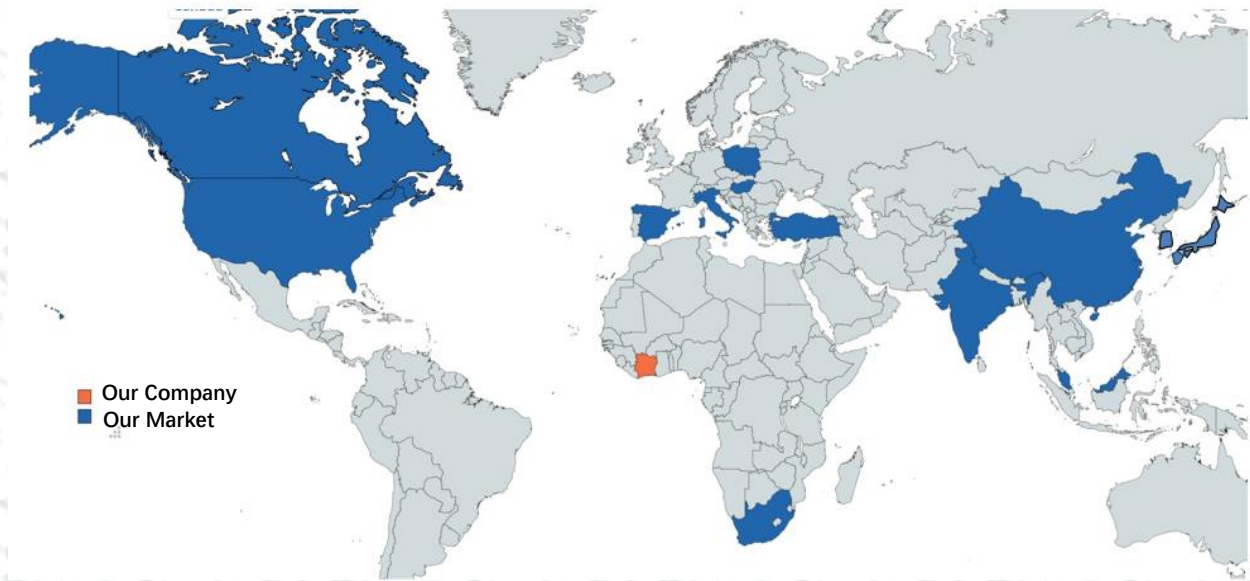
2024 :
Total Employee = 557
Total Manager = 10

Employee :



LOCATION OF OPERATION

GRI 2-1, 2-2, 403-1



ISO 9001 Certified

ISO 14001 Certified

ISO 45001 Certified

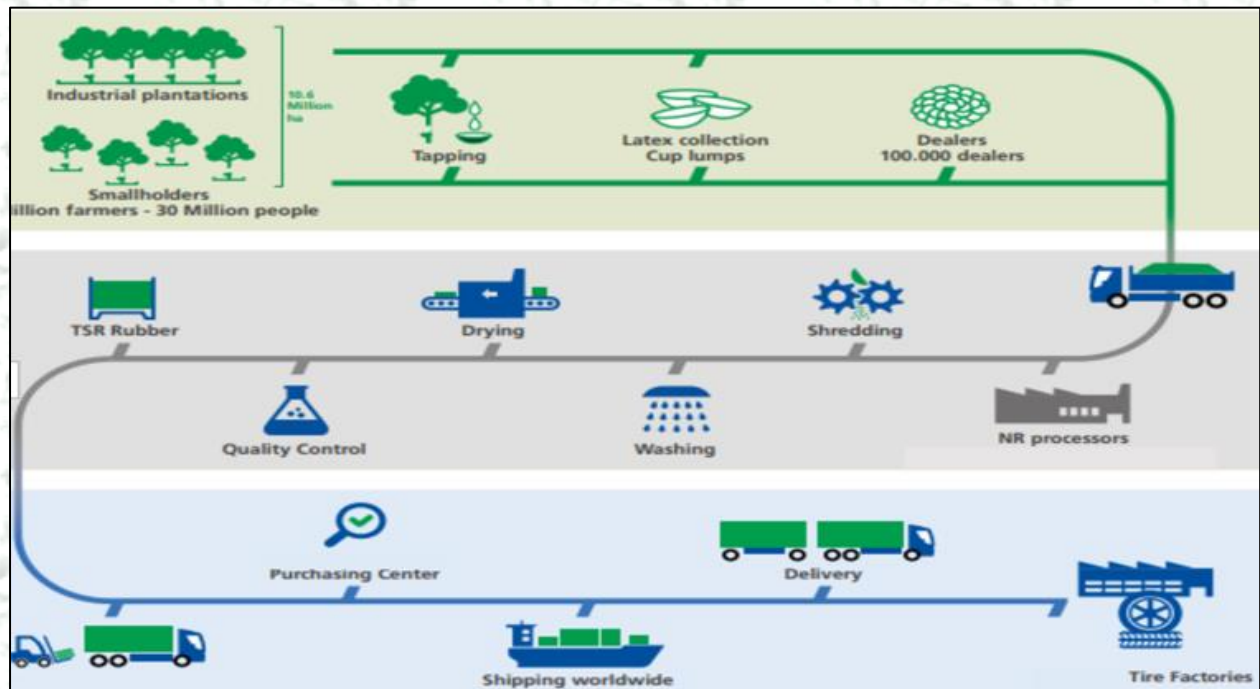
Address

Office : 7eme Tranche Angre, Cocody, Abidjan
 Factory : Azaguie AOUA, Agboville, Cote d'Ivoire
 Telp : +225 01 40 63 75 75



OUR SUPPLY CHAIN

GRI 2-6



Our Supply Chain form Farmer Plantation as :

Latex (Cup Lump Type) - Dealer/Supplier/Cooperative – **Factory** – Tire Factory



Our Flow Chart Process rubber from farmer by dealer/cooperative receive by Raw Material department – Production department Continue to process precleaning-Wet Line- Hanging -dryer – Press station – Export Department keep the finish good, - check before stuffing – and sent to customer

OUR PRINCIPLE

GRI 2-12, 2-22, 23, 24, 25

Our Principle are our guidance and norm to running our business :

Vision :

To Be the Best Company in Quality, Human Friendly Society and Environment for The Future

Mission :

1. Ontime Best Quality Process
2. Respect The Human Rights
3. Sustainable And Environment Protection



Policies:

- CODE OF CONDUCT
- ENVIRONMENTAL POLICY
- HEALTH AND SAFETY POLICY
- CUSTOMER HEALTH AND SAFETY
- HUMAN RIGHT POLICY
- 6. HUMAN RIGHT POLICY
- 7. PROCUREMENT SUSTAINABILITY
- 8. INFORMATION SECURITY POLICY
- 9. ANTI CORRUPTION POLICY
- 10. WHISTLEBLOWER POLICY

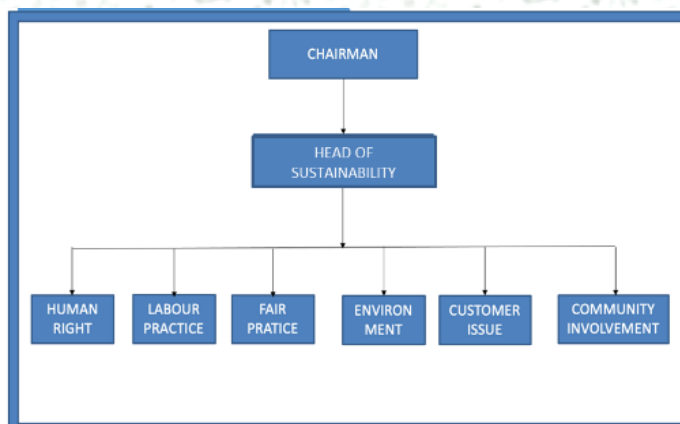
	GOALS	KPI	TARGET
	CO2 Emission	To reduce CO2 emission (Scope 1 + Scope 2 + Scope 3) by or before 2030	10 %
	CO2 Intensity	To reduce CO2 Intensity (Scope 1 + Scope 2 + Scope 3) by or before 2030	10 %
	Energy Consumption	To reduce Energy Consumption (Fuel + Electricity) by or before 2030	5 %
	Water Management	Water Effluent to conform with waste water standard national every year	100 %
	Water conservation	To Achieve recycle ratio water usage by or before 2030	50 %
	Waste Management	To reduce Tonnage of Non - Hazardous waste disposed by or before 2030	20 %
	Biodiversity	Dealer Not accept rubber from new plantations since december 31, 2020	100 %
	Consumer Health and Safety	To Achieve Zero Claim on product quality relating to Health and Safety	0 Case
	Employee Health and Safety	Zero fatality accident every year	0 Case
	Compliance of human right	Zero incident of discrimination, force labour, child labour,	0 Case
	Training and Education	Reach Training employee 10 hour per employee by or before 2030	10 Case
	Sustainability Assessment	To reach have Sustainability assessment 100 % on our direct supplier by or before 2030	100 %
	Supplier Sustainability awareness	To reach have supplier sustainability training 100 % on single code of conduct by or before 2030	100 %

SUSTAINABILITY MANAGEMENT

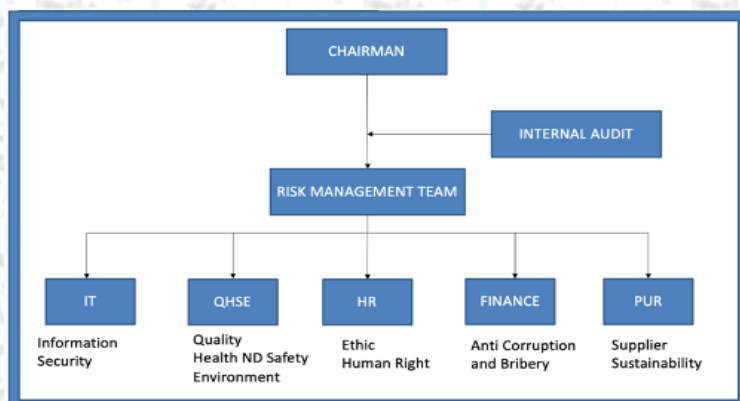
CSR COMMITTEE

GRI 2-9, 10, 11, 12, 13, 14, 15, 16

Formulate, recommended company activity, review and recommend to the Board the Business Responsibility Report and the Annual Report on CSR activities which is required to be included in the Boards' Report of the Company



RISK MANAGEMENT COMMITTEE



assisting the Accounting Authority / Officer in addressing its oversight requirements of risk management and evaluating and monitoring the company performance with regards to risk management.

Membership and Associations:

GRI 2-28



1	APROMAC	
2	CHPH	
3	AUPCN	
4	FIRCA	

MATERIALITY ASSESSMENT

GRI 2-12, 3-1, .3-2, 3-3

Our Approach

① Stakeholders

Internal:

Management staff, Labor Representatives

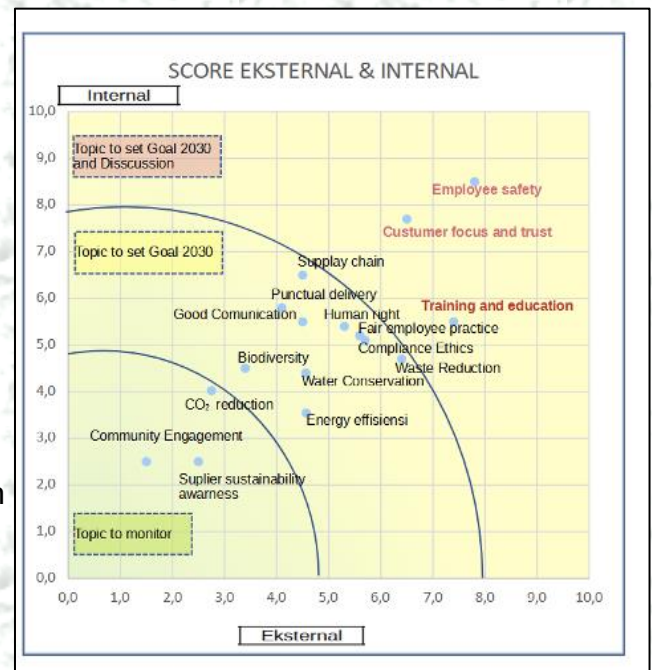
External:

Customers, Banks, Shareholders,
Suppliers, Local Community
Representatives

② Questionnaire

Stakeholders think have the most impact on them and have the most significance on our Sustainability Activities.

Conducted Survey in December 2024



Indicator material	Relevant GRI	KPI
1. Employee safety	GRI 409-9,10	Work Related Injuries, ill-health, Corrective action for HS meeting
2. Customer focus and trust		Customer evaluation in 1 year performance
3. Training and education	GRI 404-1	Average training hours per employee
4. Human Right	GRI405, 406, 407, 408, 409, 410, 411, 412	No violation of Human Right-compliance, awarnes training
5. Supply chain sustainability	GRI 308-1, GRI 414-1,2	Suplain chain risk assessment, percentage supplier SCR asesess
6. Waste reduction	GRI 306-1,2,3,4,5	Weight of hazadous, non hazardaou waste, and weight
7. Compliance ethics	GRI 205-1,2,3, GRI206-1, GRI 404,-3 GRI405-1	No violation of compliance, awarnes training, Audit
8. Fair employment practice	GRI401-1	New Employee hire and turn over
9. Complain Handling		Customer complain in 1 year performance
10. Quality management	GRI416-1-2	Number of complain
11. Punctual delivery		No complain delivery in 1 year performance
12. Water conservation	GRI303-2,3,4,5	Waste water quality, water usage, waste water quantity, water stes area
13. Energy efficiency	GRI 302-1,3,4	Energy Consumption, Energy Intensity, Reduction of energy consumption
14. Biodiversity	GRI304-1	zero deforestation
15. CO ₂ reduction	GRI305-1,2,4,5	Energy Consumption, Energy Intensity, Reduction of energy consumption
16. Supplier susstainability Awarness	GRI 414-1,2	GHG Emission, Intensity, Reduction
17. Comunity engagement	GRI 413-1	Operation with local Comunity engagement

KEY SUSTAINABILITY INITIATIVE WITH SDG's



Key Sustainability Initiative

GRI 3-1, 3-2, 3-3

Topics	Relevant GRI	Initiatives
Employee Safety	GRI403_2018   	Risk Assessment, (Risk Level, Corrective Actions), Corrective Actions for Joint H&S Meeting, zero accident Training Hour per employee, certified ISO 45001
Customer Focus & Trust	 	Quality, Delivery, Shipping Documents & Corrective Action SPC Analysis, Punctual Deliver, Voice OF Customer to Quality Improvement
Training & Education	GRI404 	improve training hours per employee by on-site training
Human Rights	GRI405,406,407,408,409,410,411,412   	Awareness Training, Human Right and Labor Practice Internal Audit
Supply Chain Sustainability	GRI308, GRI414   	Supplier Training, Supplier Code of Conduct, Supplier Assessment
Waste Reduction	GRI306_2020  	Recording Weight of hazardous, non-hazardous waste generated from Factory Those disposal weight in each way(diverted from disposal, directed to disposal)
Compliance Ethics	GRI205, GRI206,GRI404,GRI405  	No Violation of Compliance, Awareness Training, Whistleblowing, Internal Audit
Fair Employment Practice	GRI401   	New Employee hire and turn over Joint Labor-Management H&S Meeting
Complain Handling		Customer complain in 1 year performance
Quality Management	GRI416  	Process Flow Chart Control, Performance Review & Corrective Action
Punctual Delivery		No Complaint on Delay Delivery
Water Conservation	GRI303_2018 	Improve measurement & record of water usage and review
Energy efficiency	GRI 302-1,3,4 	Energy Consumption, Energy Intensity, Reduction of energy consumption
Biodiversity	GRI304   	Zero Deforestation/No Degradation, Biodiversity Research of Surrounding Area
CO2 Reduction	GRI302, GRI305   	Biomass Fuel, Energy Efficiency, implement ISO14064
Supplier Sustainability Awareness	GRI414 	Training Suppliers in Sustainability Policy
Community Engagement	GRI413  	Report number of activities in Local Community engagement

OUR STAKEHOLDER'S ENGAGEMENT

GRI 2-29

Stakeholder Engagement

Stakeholder	Exchange Channel	Action 2024
Shareholder	Shareholder meetings Financial Reports Sustainability Report Monthly Meeting Weekly KPI Review Production Productivity Report	Shareholder Meeting, Yearly Budget Quarterly Financial Meeting & Yearly Financial Report Sustainability Report in 2024 Meeting Risk Management Team Weekly Performance Meeting Daily Report
Employees	Internal communication Training & Education Performance reviews Satisfaction Survey Labor-Management Meeting Joint Labor-Management H&S meeting H&S Committee meeting	Weekly Safety talk, Monthly 5S Meeting Employee Training Employee Performance Review, KPI Meeting Employee Satisfaction Survey Labor-Management Meeting Joint Labor-Management H&S Committee Meeting Quarterly Health & Safety Committee Meeting
Customers	Plant visits & audit Partnership Seminars & conferences Business emails Self-Assessment Questionnaire Sustainability Report	On Line / Onsite Audit On Line / On site Customer Policy Explanatory Meeting On Line / On site Customer Sustainability Explanatory Meeting Traceability Research (KOLTIVA) Customer Feedback
Raw Material Suppliers	Supplier Meeting & Training Supplier Evaluation On Line visit	Suppliers Meeting (Explanation of Sustainable Procurement Policy and Acknowledgement) Supplier Code of Conduct Explanation and Agreement Supplier Evaluation and Assessment KOLTIVA Research
Local Community	Community visits Meeting with Community Questionnaire Activities for social good	Meeting with Local Community Leaders Odor Monitoring Improvement Facilities, Bridges, Roads for surrounding community Support local community for Office equipment Participate Local Activities
Financial Institutions	Financial report Formal & informal visits Factory visits Sustainability report	Annual Financial Report Annual Tax Report Financial Performance Review Communication between head Office
Local Government & Authorities	License Periodic Report Audit Policy, Regulations	Updating Licenses Environmental Report, Labor & safety Report Production & Export Report Tax Audit, Factory Audit by Government Agencies Government Policy & Regulations Announcement
Contractors, Outsourced Providers, External auditors	Sales transactions Factory visits & audit Provider Evaluation	Emails & Telephone Tax Consulting & audit by external auditor ISO Certification Audit Environmental Audit Supplier & Provider Assessment

ENSURING COMPLIANCE



GRI 2-15, 205, 406, 408, 409, 412

Deployment

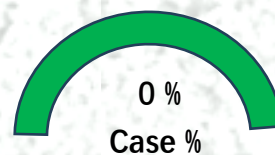
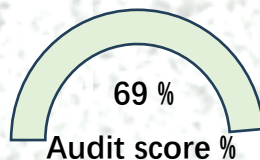
Compliance training is employee training that is mandated by law, regulation, or policy. It educates your employees about applicable policies and how they apply to their respective job functions. Our Target compliance training 100 % before 2030

Compliance Training	2023	2024
Code Of Conduct	10%	31%
Anti Corruption Policy	10%	31%
Human Right Policy	10%	31%
Environmental Policy	10%	31%
Health and Safety Policy	10%	31%
Whistle Blowing	10%	31%



Audit

Compliance audit is a formal evaluation or assessment of an organization's compliance with the policies and/or requirements that have been set by the company



2024	
No	Topic
1	Company Regulations with work conditions
2	Company Regulations are communicated with every employee.
3	Employment Contract signed & acknowledged by every employee
4	Responsibilities, work hours, wages, and other benefits and rights of employees are clearly stated in the employment contract &/or Company Regulations.
5	Employees performance and wages are reviewed every year.
6	Labor Relations (employee representative or trade unions)
7	Employees have right to refuse to work overtime, work on a day off, or work overtime on holidays.
8	Occupational Health & Safety System
9	Channels/Mechnism for Employees to report complaint/grievance in work conditions
10	Training of all relevant employees on health and safety risks and good working practice
11	Active Preventive Measures of Stress and Noise, Smell, Humid, Temperature, Brightness
12	Health & Safety Related Risk Assessment
13	Basic Safety Actions
14	Employees have right to remove themselves from work situations that they believe could cause injury or ill health.
15	Hazardous Chemical handling procedures
16	Employee health
17	No violation, no harrassment , no forced labor in work place
18	No discrimination , No sexual harrassment
19	Gender equity is applied in recruit and employment process.
20	Equal opportunities for female employees to receive careerdevelopment training and be promotion
21	No Child Labor (below 18 years old)

ENVIRONMENT ASPECT



GRI 304

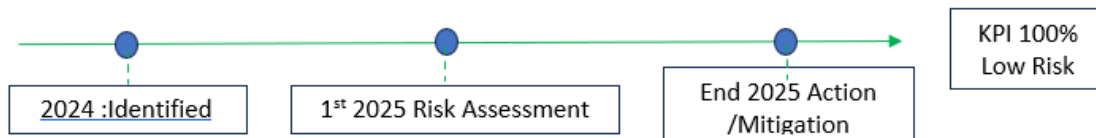
1. Biodiversity

Biodiversity is all the different kinds of life you'll find in one area, in 2024, we are trying to find out the biodiversity within 50 kilometers of the factory,



Biodiversity 50 KM around Asia Africa Rubber Industry

For right know our KPI is Identified biodiversity around 50 KM from our factory and after identified will establish KPI for biodiversity is Biodiversity assessment result **100 % low risk**



Company : ASAF RUBBER INDUSTRY



Overview African continent biodiversity :

While many bird species are widespread, over 2,500 are endemic and restricted to an area smaller than 5 million hectares (restricted-range species). Bird Life International has mapped every restricted-range species using geo-referenced locality records. Through this process, they identified regions of the world—known as "Endemic Bird Areas" (EBAs)—where the distributions of two or more of these species overlap.

Half of all restricted-range species are globally threatened or near-threatened, and the other half remain vulnerable to loss or degradation of habitat. The majority of EBAs are also important for the conservation of restricted-range species from other animal and plant groups. The unique landscapes where these bird species occur, amounting to just 4.5% of the earth's land surface, are high priorities for broad-scale ecosystem conservation.

Geographically, EBAs are often islands or mountain ranges, and vary considerably in size, from a few hundred hectares to more than 10,000,000 hectares. EBAs also vary in the number of restricted-range species that they support (from two to 80). EBAs are found around the world, but most (77%) of them are located in the tropics and subtropics.

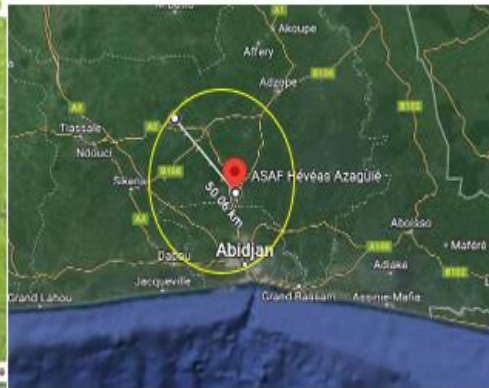
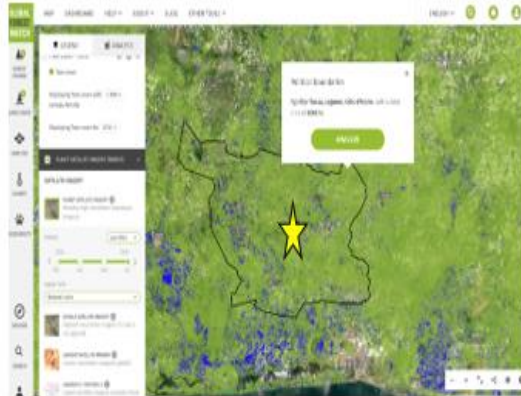
ENVIRONEMENT ASPECT



GRI 304

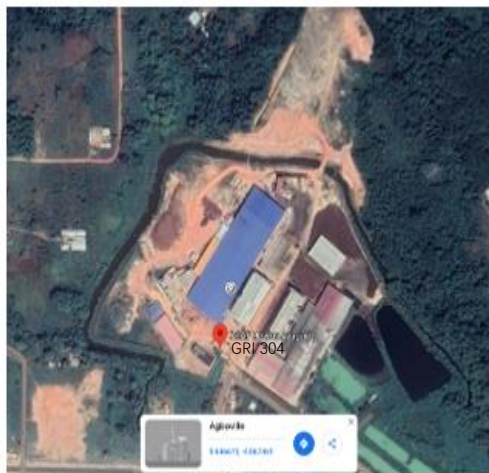
Citation Satterfield, A.J., Crosby, M.J., Long, A.J. and Wege, D.C. (1998) Endemic Bird Areas of the World. Priorities for biodiversity conservation. BirdLife Conservation Series 7. Cambridge: Birdlife International. Accessed through Global Forest Watch on 05/07/2024. www.globalforestwatch.org

Source : Global Forest Watch



Agboville

5.646673, -4.067461



Côte d'Ivoire is a very biodiverse country [1]. According to the country's Sixth National Report on Biological Diversity (2018), the terrestrial and aquatic biological diversity (all organisms, plants, and animals) of Côte d'Ivoire comprises 16,815 species overall (12,126 terrestrial and 4,689 aquatic species). This includes 3,927 species of terrestrial plants, 114 species of amphibian, 737 birds, 134 reptiles, 244 mammals and 504 species of fish [2]. Much of this biological diversity is concentrated in the country's national parks and reserves [3].

Our Identification biodiversity around 50 Km From factory detail :

Location in Azaguié, Abidjan, Cote de Ivoire

To the right there is a small river that carries rain water from farmer plantation (distance from factory 500 meter)

ENVIRONEMENT ASPECT



GRI 304

Flora :

Mango tree



Coconut tree



lobed croton plant



Cator Bean Plant



Ponteredia natans



Teak tree



Banana tree



Sensitive Plant



Papaya



Fauna :

Eurasian Blackcap



Great Egret



Riock Hyrax



Common Chiffchaff



Cow



Python



Hemichromis fasciatus
(Cichlidae)

Chrysichthys nigrodigitatus
(Claroteidae)

Tilapia guineensis
(Cichlidae)

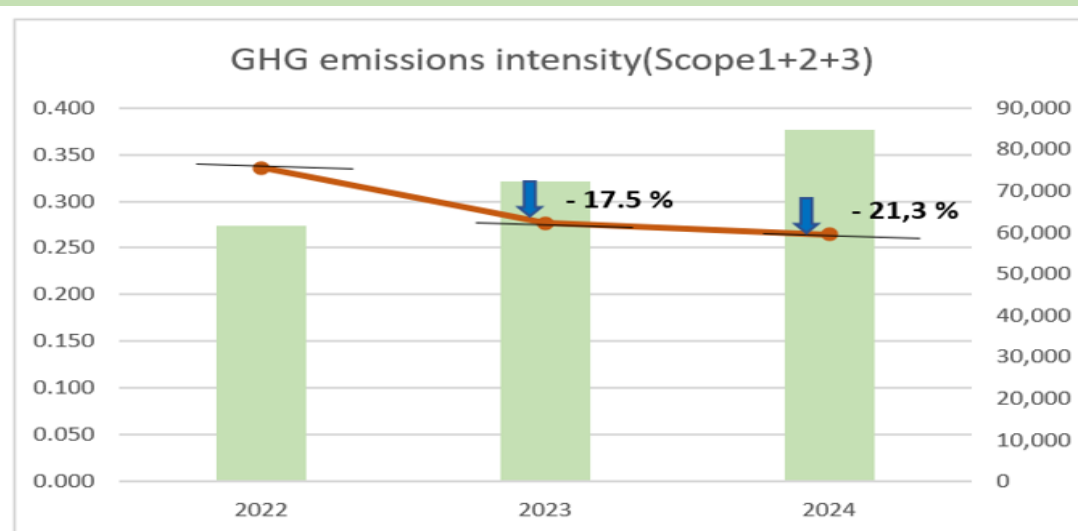
ENVIRONEMENT ASPECT

GRI 305



2. GHG Emission Scope 1,2,3,

	KPI	TARGET
CO2 Emission	Scope 1 reduce by or before 2030	5 %
	Scope 2 reduce by or before 2030	5 %
	Scope 3 reduce by or before 2030	10%
	Scope 3 category 1 by or before 2030	5%
CO2 Intensity	To reduce CO2 Intensity (Scope 1 + Scope 2 + Scope 3) by or before 2030	10 %



CO2 Emission KPI

Summary :

Scope 1 Still on progress, actual -1,5 % still on track

Scope 2. still on progress , actual + 11 %. `because working day more than last year

Scope 3 on pogram, actual +8,6 %, Monitor how to reduce

CO2 Intensity KPI

Intensity Scope 1+2+3 on pogram, actual - 21, %, with production increase 37 %



Scope 1, 2

a) KPI = Reduce GHG Emission Plus minus 5 % before 2030

Summary :

Scope 1 Still on progress, actual -1,5 % still on track

Scope 2. still on progress , actual + 11 %. `because working day more than 2022

Totally Scope 1+2 on pogness, actual +7,2 %, Monitor how to reduce

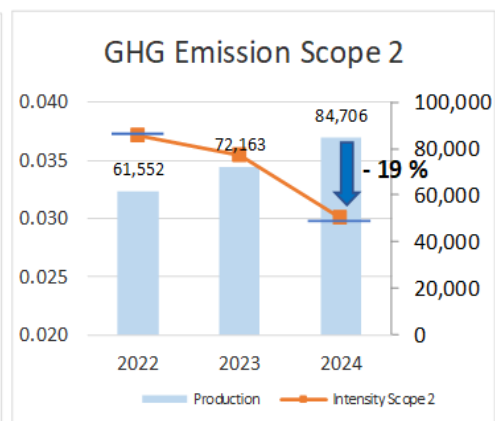
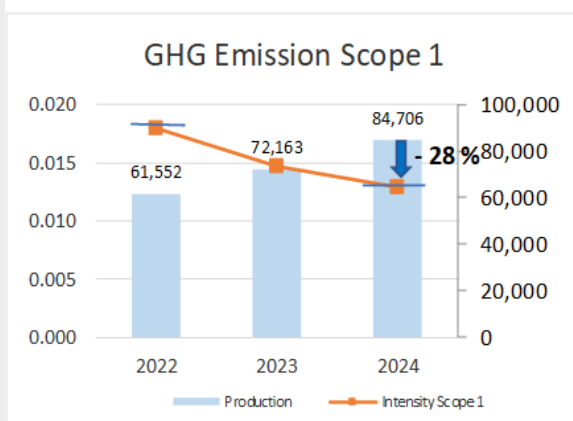
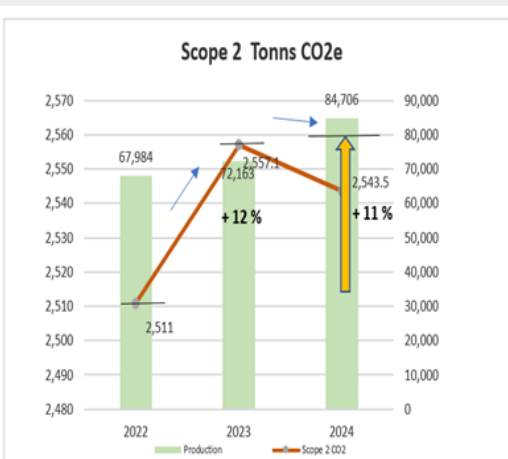
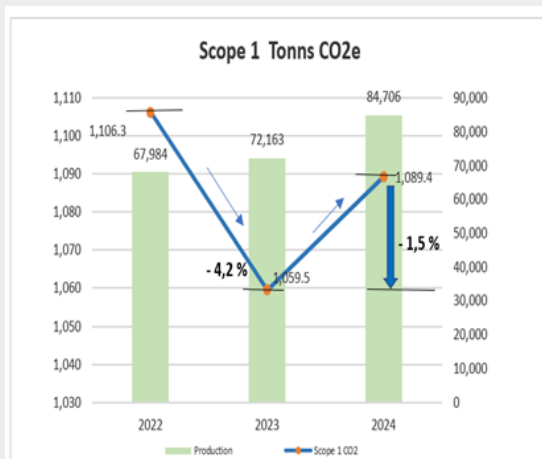
b) KPI = Reduce Intensity GHG Emission Plus minus 10 % before 2030

Summary :

Scope 1 Still on progress, actual -28% still on track

Scope 2. still on progress , actual -19 %. still on track

Totally Scope 1+2 on pogness, actual - 22 %, still on track



ENVIRONMENT ASPECT



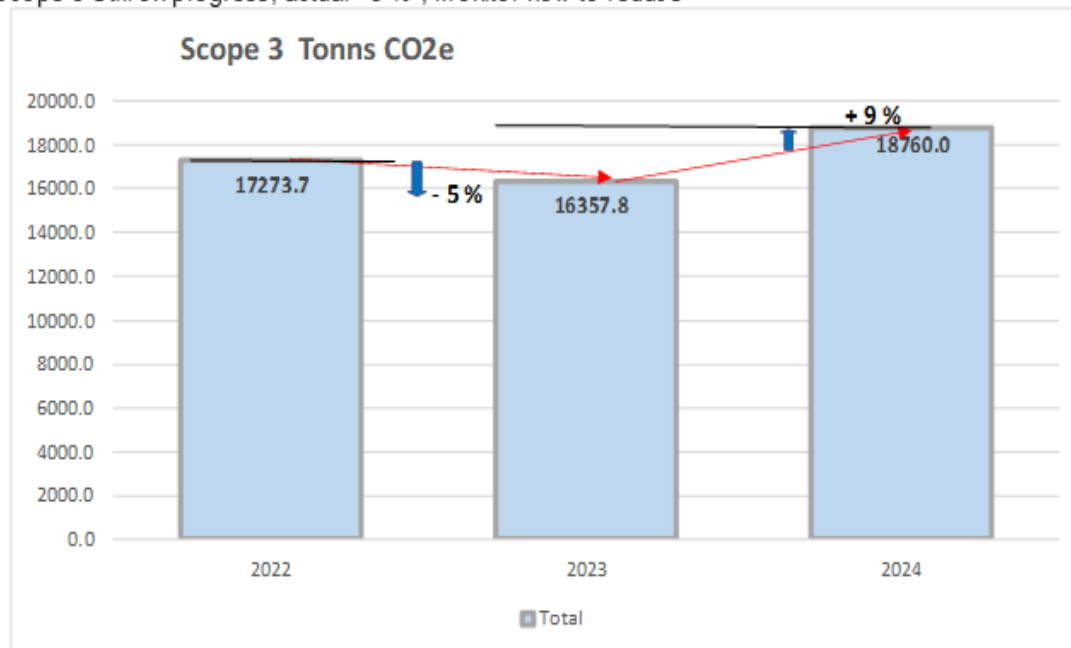
GRI 303

Scope 3

a) KPI = Reduce Total Emission scope 3 : 10% by or before 2030

Summary :

Scope 3 Still on progress, actual +9 % , Monitor how to reduce

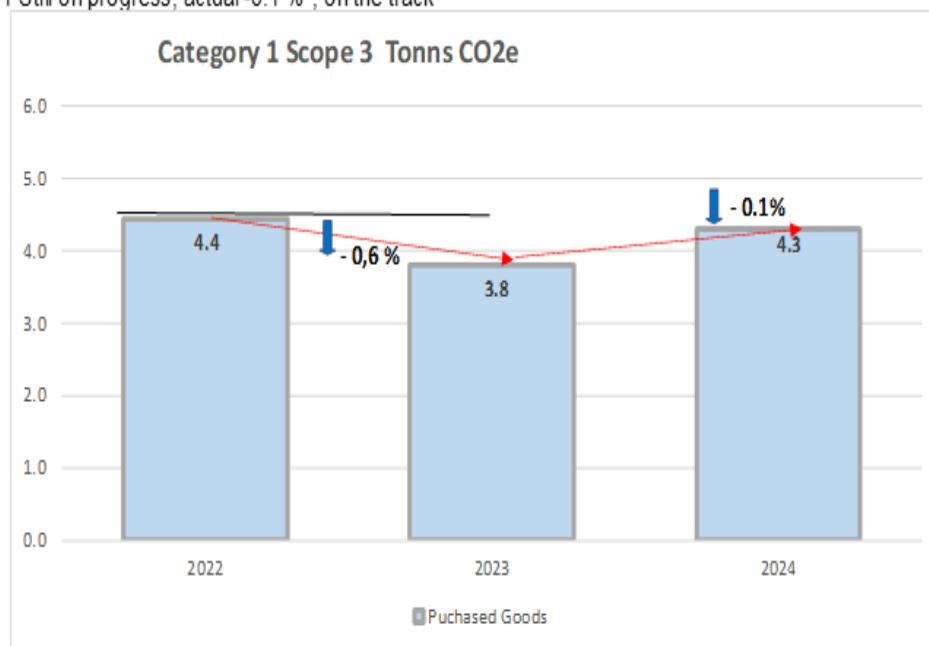


b) KPI = Reduce Total Emission scope 3 Category 1 ; 5 % by or before 2030

Summary :

GRI 305

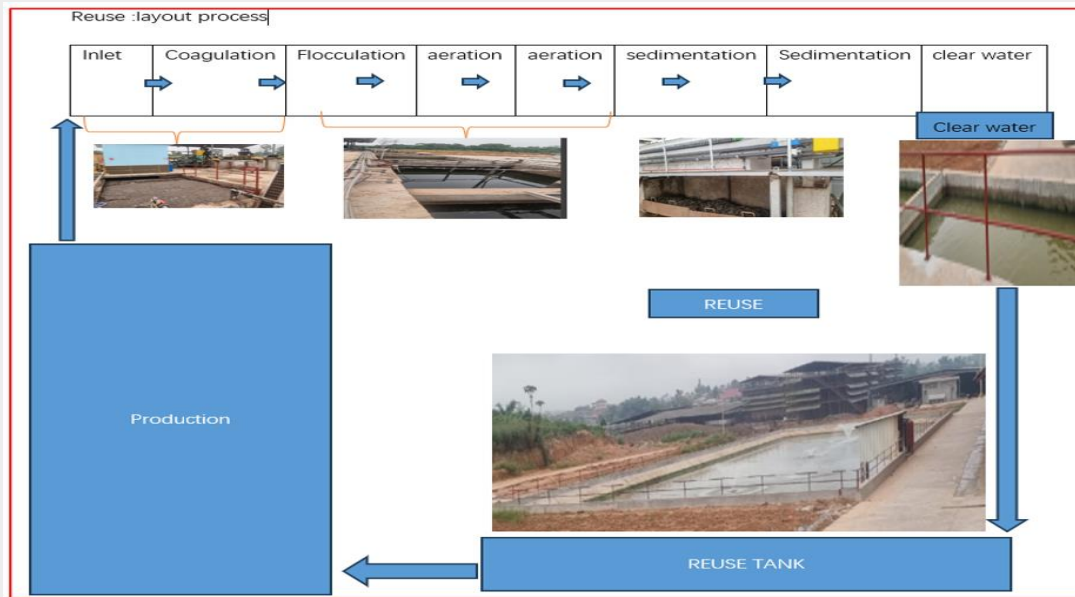
Scope 3 category 1 Still on progress, actual -0.1 % , on the track



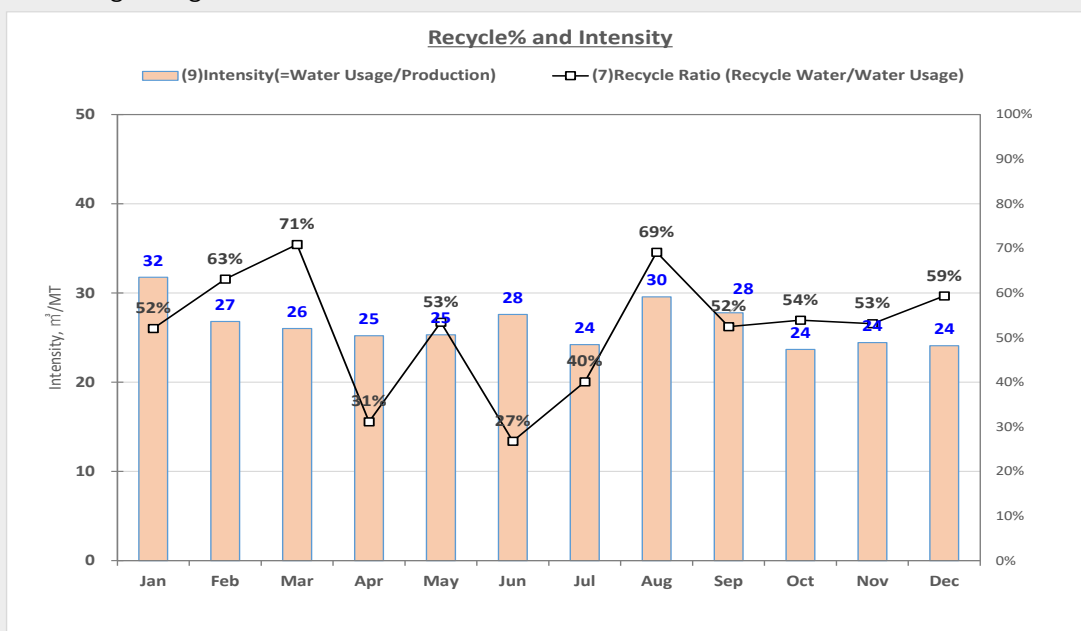


3. Water

KPI water Management: waste water to confirm with waste water standard national every year 2024, we still on progress to achieved 100 % by project recycle water



- KPI to Achieve recycle water usage by or before 2023, target 50 % before 2030, Actual 2024; 54.2 % Recycle more improve after project waste water treatment for recycle is done beginning of December 2024





4. Air

Consistently test all air parameter base on regulation as below

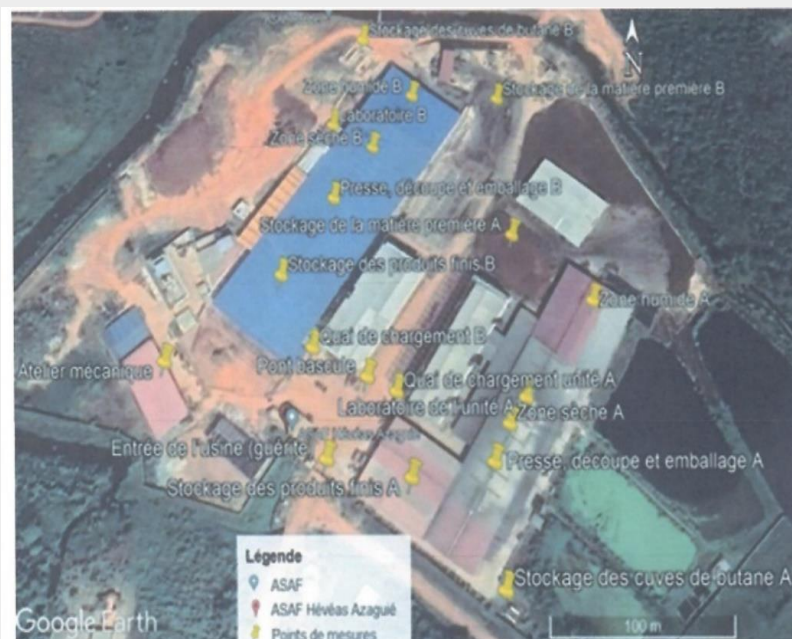


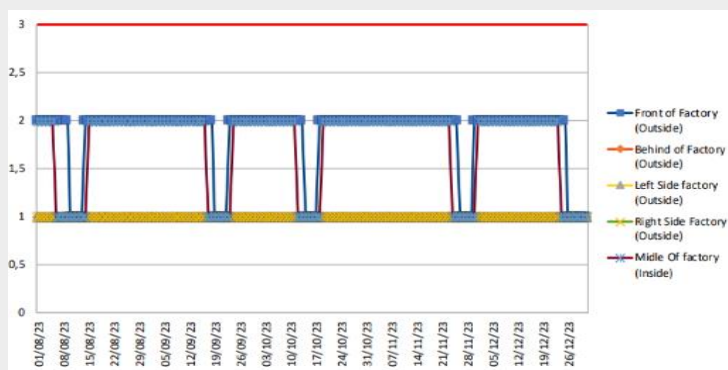
Figure 1 : Localisation des points de mesures de la société ASAF (Source Google Earth).

Procédure	Matériel des Matériels	Matériau de contrôle
Préparation de l'échantillon	Niveau direct à l'unité de l'unité	Niveau de la concentration des polluants (PM 2.5, PM 10, etc.)



Source : SETL Décembre 2023

To prevention Air pollutant issue from process activity, daily check Odor/smell and repair and cement every area to carry out activities to prevent dust from the effects of the activity process

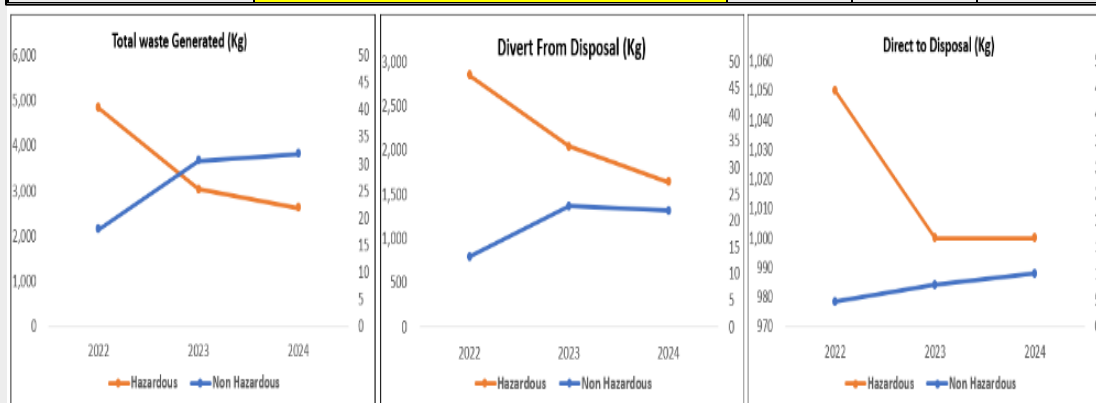




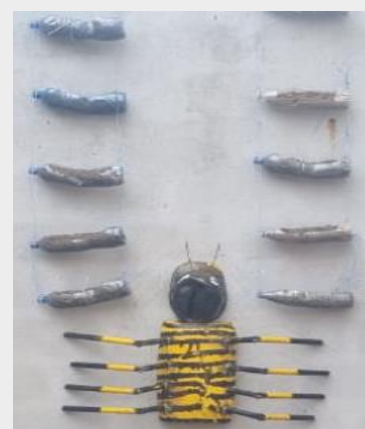
5. Waste Management

KPI Waste Management: To reduce Tonnage of Non-Hazardous waste disposed 20 % by or before 2030, tis 2024 increase non hazardous because more activity collect waste in the process, for 3R Activity

		2022	2023	2024
GRI306-3	Total Waste generated	4,865	3,071	2,671
	Hazardous	4,847	3,041	2,639
	Non Hazardous	18	31	32
	Waste diverted from disposal	2,860	2,064	1,661
GRI306-4	Diverted from diposal	2,860	2,064	1,661
	Hazardous	2,847	2,041	1,639
	Non Hazardous	13	23	22
GRI306-5	Directed to Disposal	1,055	1,008	1,010
	Hazardous	1,050	1,000	1,000
	Non Hazardous	5	8	10



3 R activity , started 2024, by using waste material for any idea from our team, and try to make 3R corners



SOCIAL ASPECT



GRI 403

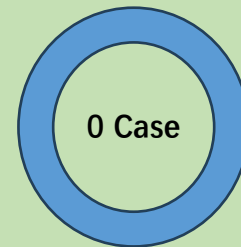
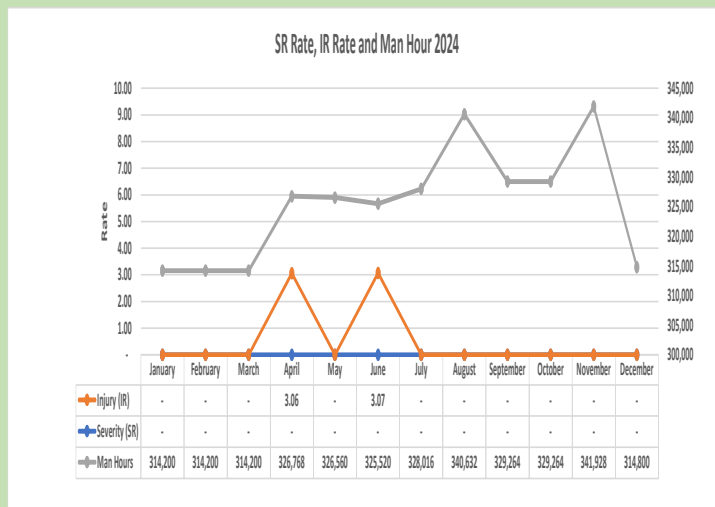
1. Health and Safety



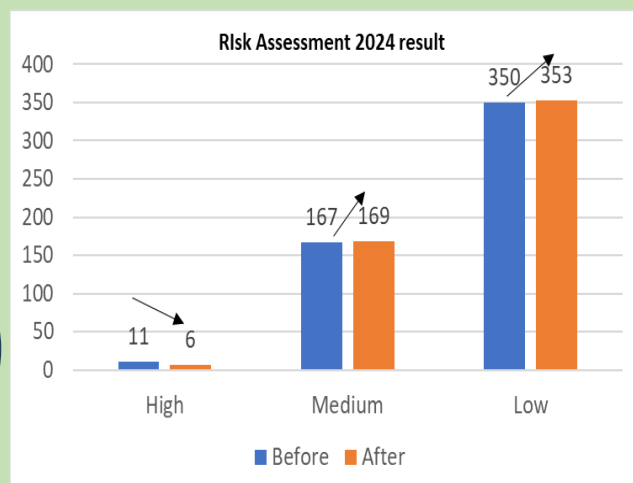
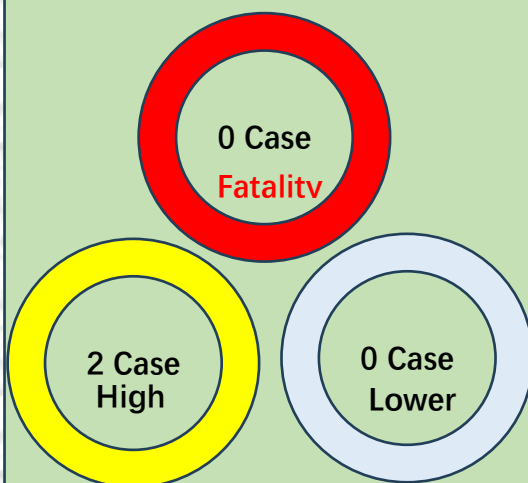
Customer Health and safety:

To achieve Zero Claim on Product quality relating to health and safety issue zero

Case. Zero Fatality Accident every year



2024 totally accident fatality is zero, but high consequence 2 case even not losing working time, but still need to update HS Risk assessment



SOCIAL ASPECT



GRI 404 , 405

Health and safety Training:

Established training program once a year to develop skills, knowledge, awareness to improve employee competency regarding Health and Safety:

First Emergency Team Training



Second Intervention team Training



Workplace First Aid Training



Medical Check Up





2. Social Community Engagement

To maintain good relations with stakeholders, and carry out risk impact evaluations, the 2024 social activities were determined and implemented:

1. Air Conditioner, Computer, Printer for to support work form our Stakeholders



2. Internal activity, Sport Day



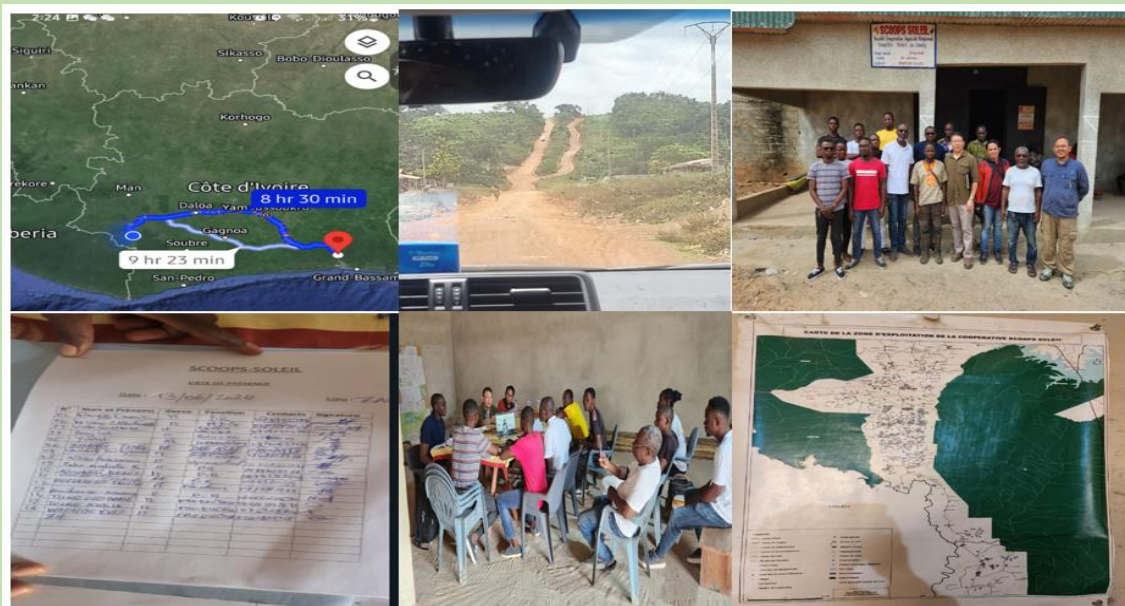
GOVERNANCE ASPECT



GRI 414

TRACEABILITY ACTIVITY

The trip from Azaguie on June 12 2024 with a of 8 hours by Car. on the 13th a audit was made to the Cooperative and Farmer, for socialization, and training about EUDR and traceability



Next, continue to one of the plantation with an area of 20 hectares. After arriving at the plantation, the team checked the position of the plantation, far from national plantations, and the rubber trees were already more than 15 years old on average.

From brief interviews with plantation representative and cooperatives, it was complied with the EUDR Due Diligent, and the plantation not from deforestation



GRI SEREIS REPORT

GRI Standard	Topic						
GRI 2 General Disclosure							
	GRI 2-1	Organizational details					
	a	report its legal name;	ASIA AFRICA RUBBER INDUSTRY				
	b	report its nature of ownership and legal form	Sustainability Report (Page ...)				
	c	report the location of its headquarters;	Sustainability Report (Page ...)				
	d	report its countries of operation.	Sustainability Report (Page ...)				
	GRI 2-2	Entities included in the organization's sustainability reporting	Sustainability Report (Page ...)				
	GRI 2-3	Reporting period, frequency and contact point	Sustainability Report (Page ...)				
	b	report the publication date of the report or reported information	Sustainability Report (Page ...)				
	c	specify the contact point for questions about the report or reported information	Sustainability Report (Page ...)				
	GRI 2-6	Activities, value chain and other business relationships	Sustainability Report (Page ...)				
	GRI 2-7	Employees	Sustainability Report (Page ...)				
	GRI 2-8	Workers who are not employees	Sustainability Report (Page ...)				
	GRI 2-9	Governance structure and composition	Sustainability Report (Page ...)				
	GRI 2-10	Nomination and selection of the highest governance body	Sustainability Report (Page ...)				
	GRI 2-11	Chair of the highest governance body	Sustainability Report (Page ...)				
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Report (Page ...)				
	GRI 2-13	Delegation of responsibility for managing impacts	Sustainability Report (Page ...)				
	GRI 2-14	Role of the highest governance body in sustainability reporting	Sustainability Report (Page ...)				
	GRI 2-15	Conflicts of interest	Sustainability Report (Page ...)				
	GRI 2-16	Communication of critical concerns	Sustainability Report (Page ...)				
	GRI 2-22	Statement on sustainable development strategy	Sustainability Report (Page ...)				
	GRI 2-23	Policy commitments	Sustainability Report (Page ...)				
	GRI 2-24	Embedding policy commitments	Sustainability Report (Page ...)				
	GRI 2-25	Processes to remediate negative impacts	Sustainability Report (Page ...)				
	GRI 2-26	Mechanisms for seeking advice and raising concerns	Sustainability Report (Page ...)				
	GRI 2-28	Membership associations	Sustainability Report (Page ...)				
	GRI 2-29	Approach to stakeholder engagement	Sustainability Report (Page ...)				
	GRI 3 Material Topics 2021						
		GRI 3-1	Process to determine material topics	Materiality assessment			
GRI 3-2		List of material topics	Materiality assessment				
GRI 3-3		Management of material topics	Materiality assessment				
GRI	Topic					Unit	
			2022	2023	2024		
GRI 205 Anti-Corruption (2016)							
	GRI205-1	Operations assessed risk related corruption	100%	100%	100%	percent	
	GRI 205-3	Confirmed incidents of corruption and actions taken	0	0	0	Case	
GRI 206 Anti-Competitive Behavior							
	GRI206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly policy	0	0	0	Case	
GRI 301 Materials (2016)							
	GRI301-1	Total materials used	128,648	122,713	139,378	Ton	
		Non-renewable materials used	2,295	2,441	2,947	Ton	
		Raw material consumption in weight	0	0	0	Ton	
		Chemicals in process	5	6	7	Ton	
		Packaging material consumption in weight	2,290	2,435	2,940	Ton	
		Renewabla materials used	126,354	120,272	136,431	Ton	
		Renewabla materials used	126,353	120,272	136,431	Ton	
		Chemicals in process	0.2	0.2	0.2	Ton	
		Packaging material consumption in weight	0	0	0	Ton	
		GRI 302 Energy (2016)					
	GRI302-1	Energy consumption within organization	25,325	30,719	29,752	MWh	
	GRI302-1.a.	Total fuel consumption from non-renewable sources	1,749	2,273	2,384	MWh	
	GRI302-1.b.	Total fuel consumption from renewable sources	0	0	0	MWh	
	GRI302-3	Energy intensity	0.411	0.426	0.351	MWh/Ton	
	GRI-302-4	Reduction of energy consumption		0.03	-0.15	MWh	

GRI SEREIS REPORT

GRI 303 Water and Effluents (2018)			2022	2023	2024	Unit	
	GRI303-1	Interaction with water as a shared resource	river,recycle	river,recycle	river,recycle	source	
	GRI303-2	Management of water discharge-related impacts	wastewater treatment system	wastewater treatment system	wastewater treatment system	Operation	
	GRI303	amount of COD contained in inflow wastewater to treatment facility	1.13	0.17	0.21	ton	
	GRI303-3	Water withdrawal Surface water Ground water	1,031,280	858,516	852,492	ML	
1,031,280			858,516	852,492	ML		
0			0	0	ML		
	GRI303-4	Water discharge	434,609	480,976	378,283	m³	
	GRI303-4.d.	Priority substances of concern incident failed to wastewater quality standards tested by third party	42.0%	14.0%		%	
*Available only for Discharge from Wastewater Treatment							
GRI 305 Emmissions (2016)							
	GRI305-1	Direct(Scope1) GHG emissions	1,106	1,060	1,089	Ton CO	
	GRI305-2	Energy indirect(Scope2) GHG emissions	2,511	2,557	2,543	Ton CO ₂	
	GRI305-3	Other indirect(Scope3) GHG emissions	17,274	16,358	18,760	Ton CO ₂	
		Other indirect (Scope3) Emissions Upstream	1,012	1,181	1,053	Ton CO ₂ e	
		Other indirect (Scope3) Emissions Downstream	16,261	15,177	17,706	Ton CO ₂ e	
	GRI305-4	GHG emissions intensity(Scope1, 2)	0.053	0.050	0.043	Ton CO /Ton production	
	GRI305-5	Reductions of GHG emissions(Scope1, 2)	0.0%	-0.02%	0.50%	Percent	
(+) :increase, (-):decrease							
	GRI305-7	Nitrogen oxides(Nox), sulfur oxides(Sox), and other significant air emissions	Pass	Pass	Pass	Test certificate	
		Significant air emissions other than GHGs (Sox, Nox, VOC, OM, dust) teste by third party	Pass	Pass	Pass	est certificate	
GRI 306 Waste (2020)							
	GRI306-3	Waste generated	Total	-	3,071	2,671	Ton
			Hazardous	-	3,041	2,639	Ton
			Non-Hazardous	-	31	32	Ton
	GRI306-4	Waste diverted from disposal	Total	-	2,064	1,661	Ton
			%	-	40.0%		%
			on-site	-	41	39	Ton
			Hazardous_Reuse	-	41	39	Ton
			Non-Hazardous_Reuse	-	0	0	Ton
			Non-Hazardous_Recycle	-	0	0	Ton
			off-site	-	2,023	1,661	Ton
			Hazardous_Recycle	-	2,000	1,639	Ton
			Non-Hazardous_Recycle	-	23	22	Ton
	GRI306-5	Waste directed to disposal	Total	-	31	32	Ton
			on-site	-	0	0	Ton
			off-site	-	30.7	32	Ton
			Hazardous_Incineration	-	0	0	Ton
			Non-Hazardous_Landfill	-	8	10	Ton
GRI 307 Environmental Compliance							
	GRI307-1	Non-compliance with environmental laws and regulations	0	0	0	Case	
GRI 304 Biodiversity (2016)							
	GRI304-1	Operations sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	attachment	Commitment to maintaining Biodiversity			
	GRI304-2	Significant impacts of activities, products and services on					

GRI SEREIS REPORT

GRI 308 Supplier Environmental Assessment 2016			2022	2023	2024	Unit	
	GRI308-2	Negative environmental impacts in the supply chain and actions		Supplier Assessment Report 2024			
GRI 401 Employment							
	GRI401-1	New employee hires	NA	NA	NA	Person	
		Employee Turnover	NA	Na	Na		
GRI 402 Labor/Management Relations							
	GRI402-1	Minimum notice period regarding operational changes, specified in agreement	100	100	100	%	
GRI 403 Occupational Health & Safety (2018)							
	GRI403-1	Occupational health and safety management system				Certified	
		(ii)ISO45001	1	1			
	GRI403-2	Employees covered by services	100%	100%		%	
	GRI403-4	Worker participation, consultation, and communication on occupational health and safety	NA	100	100	%	
	GRI403-5	Worker training on occupational health and safety	NA	3.0	1.4	average hour per employee	
	GRI403-8	Worker covered by occupational health and safety management system	NA	100%	100%	percent	
	GRI403-9	Lost time Injury Frequency rate (IR)	NA	0.0	0.5	500,000 hours worked	
		Lost time Injury severity rate (SR)	NA	0.0	1.8		
		Work related injuries fatalities	NA	0.0	0.0		
		high-consequence work-related injuries	NA	0.0	1.0		
		recordable work-related injuries	NA	0.0	1.0		
	GRI403-10	Work related ill health fatalities	NA	0	0	case	
		high-consequence work-related ill health	NA	0	0		
		recordable work-related ill health	NA	0	0		
	GRI 404 Training and Education (2016)						
		GRI404-1	Average hours of training per year per employee	NA	5.7	5.2	average hour per employee
GRI404-2		Programs for upgrading employee skills and transition assistance programs	NA	2.0	4	Number of program	
GRI404-3		Employee receiving regular performance reviews				%	
		Staff members only	100	100	100		
		Whole employee including workers	NA	NA	NA		
GRI 405 Diversity and Equal Opportunity (2016)							
	GRI405-1	Diversity Female managers	-	10.0%	10.0%	percent	
		Diversity Female employees	-	3.0%	3.0%		
	GRI405-1	Diversity Female mebers of the board	-	1	1	Numbers	
				33	33	%	
GRI 406 Non-Disclimination (2016)							
	GRI406-1	Incidents of discrimination and corrective actions taken	0	0	0	case	
GRI 408 Child Labor							
	GRI408-1	Operations and suppliers at significant risk for incidents of child labor	0	0	0	case	
GRI 409 Forced or Compulsary Labor							
	GRI409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	0	0	0	case	

GRI SEREIS REPORT

GRI 410 Security Practices			2022	2023	2024	
	GRI410-1	Security personnel trained in human rights policies or procedures	100	100	100	%
GRI 412 HumanRights Assessment (2016)						
	GRI412-1	Operations that have been subject to human rights reviews or impacts assessment	0	0	0	Impact
	GRI412-2	Employee training on human rights policies or procedures	-	10	31	%
GRI 413 Local Communities (2016)						
	GRI413-1	Operations with local community engaement, impact assessment, and development program				number of activities
GRI 414 Supplier Social Assessment (2016)						
	GRI414-2	Suppliers assessed for CSR impact	-	17	23	%
	GRI414-2	Suppliers signed Supplier Code of Conduct	-	17	23	%
GRI 416 Customer Health and Safety (2016)						
	GRI416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	0	0	Case
	GRI416-2	Incidentst of rejection (returned) by customer	-	0	0	Case
		Incident of customer health and safety	-	0	0	Case
GRI 418 Customer Privacy (2016)						
	GRI418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	0	0	Case

POLICY's



POLICY :

- CODE OF CONDUCT
- ENVIRONMENTAL POLICY
- HEALTH AND SAFETY POLICY
- CUSTOMER HEALTH AND SAFETY POLICY
- HUMAN RIGHT POLICY
- PROCUREMENT SUSTAINABILITY POLICY
- INFORMATION SECURITY POLICY
- ANTI CORRUPTION POLICY
- WHISTLEBLOWER POLICY



Code of Conduct

1) Purposes

- 1.1. Asia Africa Rubber Industry Code of Conduct is our Policy on business ethics and behavior.
- 1.2. This document provides guidelines our business conduct and high moral commitments, and Management of ethically critical risk areas.

2. Scope and Application

- 2.1. Our Code of Conduct is applicable to all Asia Africa Rubber Industry Employee
- 2.2. All staff, officers, employees and workers must adhere to this Code of Conduct.
- 2.3. Director is responsible for implementation of this Policy.

3. Consequences of non-compliance

- 3.1. For any violation of the Code of Conduct, we shall take corrective actions, including:
 - 3.1.1. Investigation into the cause/s;
 - 3.1.2. Corrective education and training;
 - 3.1.3. Disciplinary action for breach of conduct against relevant offenders.

4. Core Values of Conduct Behavior

- 4.1. Respect: To treat all stakeholders in the same manner regardless of background, such as culture, ability, or beliefs.
- 4.2. Integrity: To take pride in being consistently honest and sincere; aligning to our ethics standards and values.
- 4.3. Visionary: To be far-sighted, have wisdom and insight enabling each Group Company to reach higher achievements.

5. Implementation Guidelines

5.1. Compliance with Laws and Regulations

5.1.1. We are to ensure compliance with the prevailing laws, regulations and appropriate social customs.

5.1.2. We must avoid bribery of any kind.

5.2. Human Rights

5.2.1. We are committed to the principles of the Universal Declaration of Human Rights and associated conventions.

5.2.2. We strictly prohibit human rights violations, such as harassment, discrimination, child-labor, and forced-labor.

5.2.3. We will develop and implement measures to ensure that such violations do not occur.

5.3. Environment

5.3.1. We shall give considerations to the environment in our daily business activities to ensure that we clearly identify the impacts and find solutions to improve.

5.3.2. We shall communicate with our business partners and suppliers so that they will share our commitment to the conservation of the environment.

5.4. Anti-Monopoly

5.4.1. We shall comply with anti-monopoly laws and ensure that our employees are aware of their requirements and not obstruct competitions by improper means.

5.5. Transactions

5.5.1. We shall transparently perform and accurately record all legitimate business and commercial dealings.

5.6. Information Security

5.6.1. We shall apply internal management rules of documentary and IT security in order to prevent the leakage of personal and confidential information so as to respect the privacy of others.

5.7. Conflict of Interest and Insider Information Trading

5.7.1. Management and employees shall not use Asia Africa Rubber Industry Property property and resources for the benefit.

5.7.2. we exclude any management staff and employee who has real or potential conflict of interest from any decision-making process in relevant business

5.8. Intellectual Property

5.8.1. We shall protect our intellectual property rights and respect the intellectual property held by other parties by proper policies and rules in the management of property rights.

5.9. Basic Policy on Health and Safety

5.9.1. We shall maintain appropriate Health and Safety programs to assure that our employees enjoy healthy and safe workplaces and also our customers are provided safe and secure products by observing relevant safety regulations in countries we operate in.

Rev : 1

Date: 8 October 2024



Director

Environmental Policy

1) Purposes

- a) The Environmental Policy of Asia Africa Rubber Industry SA outlines our direction in sustainable environmental practices by managing environmental impacts associated with our business activities, products, and services.
- b) In addition to compliance with applicable environmental laws and regulations, we continuously improve our Environmental Management System (ISO 14001) to protect the environment and prevent pollution.
- c) We communicate this Policy to all levels within our company, alongside capacity building activities and training through our supply chain.
- d) All Managers and Employees are responsible for implementation of this Policy

2) Scope

Our policy applies to the entire Asia Africa Rubber Industries SA and all of its legal entities, both domestic and foreign. It covers all employees, managers, contractors and business partners.

3) Commitments

- a) We are committed to create a group culture where we engage and empower all in the to improve on our environmental performance.
- b) We shall comply with applicable local, national and international laws on land use and the environment.
- c) We shall periodically review these objectives and targets of our environmental aspects:
- d) **Energy, Emissions and Air**
 - i) We shall ensure responsible use of by managing operations to minimize rate of energy usage, to maximize natural resource efficiency and minimizing and mitigating carbon emissions.
- e) **Air pollution**
 - i) We will carry out routine periodic maintenance on machines that have the potential to produce air pollution and consistently monitor air pollution produced by activity processes in accordance with applicable local and international standards
 - ii) Achieve target 100% pass Air Parameter Test such as : NO₂, SO₂, H₂S, CO, NH₃, COV

f) Materials and Waste Management

- i) We shall ensure sustainable material consumption and reducing waste where possible, by reusing and recycling.
- ii) Our waste management procedure is in place to monitor and regulate waste separation and disposal to increase recycling & reuse ratio.

g) Water Usage

- i) We shall ensure preserving the quality and quantity of water used; prevent water contamination from agricultural and industrial chemicals; prevent erosion and sedimentation; and that all wastewater from our production are efficiently and systematically treated and subsequently reused in our production process.

h) Bio-diversity

- i) We shall support long-term ecosystem preservation programs to identify and manage forests and other natural ecosystems aimed at no-deforestation and no degradation of forestlands with approaches based on observations of high conservation values (HCVs) and high carbon stock (HCS).
- ii) We will support long-term protection of natural forests and the restoration of deforested and degraded rubber landscapes that were caused by our opening of land for operations.
- iii) We will source rubber in a way that does not contribute to deforestation or degrade High Conservation Values within our ability to identify such sources recognizing the current complex supply chain involving multiple dealers and vast numbers of small farmers.
- iv) We support the development of GPSNR identification and confirmation of such sources.
- v) We support the education of our suppliers/dealers and will require them, within their ability, to identify and manage areas for development and conservation following the methodology and guidance consistent with the HCV Approach and with the High Carbon Stock Approach.
- vi) We will not source from plantations or smallholders that have been identified and confirmed by GPSNR to have contributed to deforestation or HCV degradation after GPSNR's cutoff date of 1 April 2019.
- vii) We shall not use open burning or open fire in new or ongoing operations for land preparation, land management, waste management, or any other reason other than in justified and documented cases of firebreak establishment, waste management for sanitary reasons, phytosanitary and other emergencies.

viii) We shall protect wildlife, including rare, threatened, endangered and critically endangered species from poaching, over-hunting and habitat loss in areas under our company's management and supporting wildlife protection activities in areas of influence.

ix) We shall protect soil quality, preventing erosion, nutrient degradation, subsidence and contamination.

x) We shall prevent the development of or sourcing from natural rubber plantations on peat lands, regardless of depth, extent, or status (wet, drained or dry).

i) **Local Pollution**

i) We shall provide a healthy and safe working environment by eliminating or controlling hazards, by implementing measures to monitor and improve internal air quality, reduce noise levels and by applying work procedures on handling hazardous chemicals.

j) **Consumer Focus**

i) We shall enhance customer/consumer satisfaction, health and safety through supplying consistent quality of natural rubber without health and safety related defects.

) **Target Key Performance Indicators (KPIs):**

We are committed to effect programs, systems and performance metrics by setting public, time-bound and geographic-specific targets and milestones with these indicators:

	KPI	TARGET
	CO2 Emission	Scope 1 reduce by or before 2030
		5 %
		Scope 2 reduce by or before 2030
		5 %
	CO2 Intensity	Scope 3 reduce by or before 2030
		10 %
	Energy Consumption	Scope 3 category 1 by or before 2030
		5 %
		To reduce CO2 Intensity (Scope 1 + Scope 2 + Scope 3) by or before 2030
		10 %
	Water Management	To reduce Energy Consumption (Fuel + Electricity) by or before 2030
		5 %
	Water conservation	Water Effluent to conform with waste water standard national every year
		100 %
		To Achieve recycle ratio water usage by or before 2030
		50 %

	Waste Management	To reduce Tonnage of Non - Hazardous waste disposed by or before 2030	20	%
	Biodiversity	Dealer Not accept rubber from new plantations since December 31, 2020	100	%

A dedicated environmental team has been appointed by management. At each business unit and location, a dedicated environmental manager will oversee the implementation of this policy.

The policy is regularly updated by the environmental team and all changes will be communicated to interested parties. Please direct any questions you may have to an on-site environmental team.

Rev : 1

Date: 13 December 2023|



Director

Politique de santé et de sécurité au travail

Occupational Health and Safety Policy

1. Objectifs

1. Objectives

Minimiser les divers risques pour la santé, la sécurité et l'hygiène des employés, des sous-traitants et des visiteurs. et se conformer aux lois et réglementations applicables en matière de santé et de sécurité, pour garantir que l'environnement de travail ne met personne en danger dans notre environnement de travail. Nous continuellement améliorer notre système de management environnemental (ISO 45001)

Minimize various risks to the health, safety and hygiene of employees, contractors and visitors. and comply with applicable Health and Safety laws and regulations, to ensure that the workplace environment does not endanger anyone in our work environment. We continually improve our environmental management system (ISO 45001)

2. Engagements

2. Commitments

Nous nous engageons à fournir des ressources, des équipements et une formation adéquats aux employés à tous les niveaux pour garantir la santé et la sécurité au travail. et pour encourager et maintenir un bon environnement de travail en matière de santé et de sécurité afin de prévenir les blessures et les maladies, les mesures du rendement à l'aide des indicateurs suivants :

We are committed to providing adequate resources, equipment and training for employees at all levels to ensure health and safety at work. and to encourage and maintain a good work environment for health and safety to prevent injury and illness , performance measurements using the following indicators:

1. Santé et sécurité des employés :

Objectif : Zéro accident mortel chaque année

1. Employee Health and Safety :

Target : Zero Fatality Accident every year

2. Santé et Sécurité :

Objectif : 10 heures par emploi et par an d'ici 2030



2. *Health and Safety Training :*
Target : 10 hour per employment per year by 2030

3. Santé et sécurité des clients :
Cible : Zéro Plainte relative à la Santé et à la Sécurité

3. *Customer Health and Safety :*
Target : Zero Complain relating Health and Safety

La société révisera périodiquement cette politique et les performances liées à la santé et la sécurité au travail seront considérée dans sa continuité.

The company will review this policy periodically, and performance related to occupational health and safety will be considered in its continuity.

Fait à Azaguié, le 13 décembre 2023

Done in Azaguié, December 13, 2023

Mr. ZHANG
DAF

A handwritten signature in blue ink, appearing to be "ZHANG" followed by a stylized flourish.



CUSTOMER HEALTH AND SAFETY

1) PURPOSE AND OBJECTIVE

The purpose of this Customer Health and Safety Policy Statement is to ensure that Asia Africa Rubber Industry SA complies with customer health and safety, Asia Africa Rubber Industry SA is committed to conducting business in a safe and environmentally sustainable manner that promotes the health of our employees, customers, community and the environment

We pursue a policy of zero-harm for people and the environment through best practice in Quality, Health & Safety and Environmental (QHSE) Management, in line with the following standards :

- ISO 9001:2015 Quality Management Systems
- ISO 14001:2015 Environment Management Systems
- ISO 45001:2015 Health and Safety Management System

All Employee , managers, staff and workers are responsible for implementing health and safety, and Asia Africa Rubber Industry SA requests its colleagues to observe the guidelines to safeguard customer health, safety and security as follows:

- To take reasonable care for their own health and safety, and that of other persons who may be affected by what they do or don't
- To co-operate with Asia Africa Rubber Industry SA on health and safety

2) SCOPE

Our policy applies to all colleagues of Asia Africa Rubber Industries.

This policy will be reviewed periodically by the Health and Safety Committee to modify and implement additional measures for safeguarding the health, safety, and security of all our customers.

Any changes in the local laws and regulations will be reviewed periodically by the Health and Safety Committee and incorporated as a part of this policy document.

3) APPROACH TO HANDLING CUSTOMER HEALTH, SAFETY AND SECURITY

Asia Africa Rubber Industry has implemented a strategic approach to handling customer health, safety, and security in all facets of its business. All customer concerns, complaints will handle by Customer Compliant Procedure.

We follow local as well as international good practices and legislations in line with the following standards QHSE management system and practice information security and CSR 26001 as guidance

The respective teams have implemented several detailed SOPs to support and provide guidelines on maintaining customer health, safety and security

A. INJURY/ ILLNESS AND DISEASE CONTROL

1. A proper emergency helpline is in place for emergency reporting initiating response actions. Every body may call the emergency helpline through the landline available in every area
2. Clinic and nurses are available 24 hours a day, 7 days a week in case of any medical emergency occur.
3. Hand hygiene shall be practiced by employees on a regular basis, prior to any contact with clients and/or guests (even if gloves are worn) and specific areas are designated for handwashing with sanitizers.
4. Asia Africa Rubber Industry SA has the provision for first aid boxes made available at every area for ease of accessibility in case of any emergency requirements. They are to be checked weekly and shortages replaced. Employees have an obligation to ensure that First Aid Kits, like any safety equipment, are not tampered with. Access to First Aid Kits must be made possible. Painkillers cannot be provided in the First Aid Kits
5. In the event of an injury or illness, call for Health and Safety Officer, Health and Safety team
6. All accidents must be reported to the Health and safety officer, All such incidents must be appropriately recorded
7. The Health and Safety Officer will investigate incidents and accidents, writing a detailed report for the Management to consider the actions necessary to prevent a recurrence
8. Hazards or suspected hazards or other health and safety matters should be reported to the Health and Safety Officer or Health and Safety team immediately or as soon as practicable, so that action can be taken. If the hazard is of a serious nature, immediate action must be taken to protect or clear the area to prevent injury to staff or other users
9. Indoor air quality assessments are performed by external vendors periodically to identify any anomalies and ensure dissemination of pure air in our facilities
10. Regular health and safety trainings

B. EMERGENCY RESPONSE

1. An experienced and professional emergency response team is available for handling emergency incidents effectively and efficiently
2. Emergency team is functional at Asia Africa Rubber Industry SA who will take over the lead in case of any evacuation or rescue processes

3. Emergency response procedures undertaken in case of any natural disasters and preparedness and responses to ensure evacuations. Proper evacuation drills are conducted periodically to train company personnel on measures for evacuations and things to be done in case of natural disasters.
 4. Separate disaster management procedures are available for disasters like earthquakes, Evacuation Procedures, first-aid, identification and assisting individuals stuck in Hanging.
 5. Asia Africa Rubber Industry follows a detailed Health and Safety Procedure which is in place describing the processes for identifying health and safety risks, procedures to prevent accidents and steps to be taken when accidents occur.
 6. Asia Africa Rubber Industry SA is well equipped at accident prevention, fire protection, and natural disaster preparedness and response through its detailed accident prevention and fire safety procedures, periodic maintenance activities conducted by the maintenance team
 7. In the event of Fire:
 - Colleague discovering a fire should sound the nearest alarm
 - The emergency team make sure of all workers is to evacuate all people from the building through the nearest exit immediately when the fire is discovered
 - Everyone must evacuate the building and, where possible without personal risk, leave all doors and windows closed
 - The assembly point for the building is near factory, No-one should leave the assembly point without the permission of the Emergency team Leader.
 - If any fire occurs, the Fire Brigade must be called immediately by and asking for "Fire"; when the Fire Brigade arrives advise whether all inhabitants are accounted for and location of fire.
 8. General prevention measures
 - Protective equipment and restrictions during entry and exit and show cautiousness in special work areas
 - Use handrails on stairs
 - Keep the heavy load towards the body while carrying trays
 - Flooring – Checking floors to make sure they are cleaned regularly and kept free of grease and water
 - Unexpected trip hazards - Make sure implemented 5S and held Audit every month
 - Gas appliances, flues, pipework, and safety devices are maintained in a safe condition with timely maintenance activities
 - Hot Work Permit by Health and safety Officer and factory manager for indication danger work such as work use welding in risk for fire area, work at a height of more than 2 meters, and other dangerous indications
- C. NON EXPOSURE TO HARMFUL CHEMICALS/ BIOLOGICAL FACTORS
- Asia Africa Rubber Industry SA has a detailed chemical handling policy in place for avoiding possible physical and health hazards associated with chemicals

- Trainings are provided for the employees on the procedures for handling of harmful chemicals including usage of safety gear during chemical handling

4) COMMUNICATION AND EDUCATION

The Company will communicate this Statement to employees, contractors, customers, shareholders, suppliers, community and other stakeholders. The Company endeavors to promote best practices to ensure continuous improvement and enhance performance.

- a) We shall minimize or eliminate any potential risk exposures relating to the health, hygiene and safety issues affecting our Employees, contractors and visitors.
- b) In addition to compliance with applicable Health and Safety laws and regulations, we shall continuously improve our Health and Safety management and operations to mitigate sicknesses and injuries.
- c) We shall provide adequate resources, equipment and training to employees at all levels to support their responsibilities in relation to healthy and safe work practices and activities.
- d) Asia Africa Rubber Industry will communicate this Policy to all employees and stakeholders and will advise and engage their increased awareness and continuous improvement.
- e) A designated all Employee, managers ,staffs, workers and stakeholders shall be responsible for the collective implementation of and compliance with this Policy

5) REPORTING

All employees are required to report all incidents and near misses, whether resulting in injury or not, to the Security team. All accidents will be investigated by the Security and QHSE team and a written report shall be prepared. Corrective action will be taken where necessary to avoid a recurrence.

Accidents involving persons who are not members of staff but are visiting or working on the premises must also be reported.

performance measurements using the following indicators:

1. Employee Health and Safety :

Target : Zero Fatality Accident every year

2. Health and Safety Training :

Target : 10 hour per employment per year by 2030

3. Customer Health and Safety :

Target : Zero Complain relating Health and Safety

A dedicated Health and safety team has been appointed by management. At each business unit and location, a dedicated Health and safety leader will oversee the implementation of this policy.

The policy is regularly updated by the Health and safety team and all changes will be communicated to interested parties. Please direct any questions you may have to an on-site Health and safety team or leader

Asia Africa Rubber Industry SA will review this policy periodically, and performance related to occupational health and safety will be considered in its continuity.

Rev ; 0

Date: 26 December 2023



Director



Human Rights and Labor Practices Policy

1) Purposes

- a) This document explains Asia Africa Rubber Industry Human Rights and Labour Practices Policy
- b) We are committed to the continuous improvement of our operations through raising awareness, reviewing, auditing and holistically managing potential risks associated with human rights violation and non-compliance with good labour practices.
- c) We shall uphold the dissemination of the knowledge regarding human rights and labour practices among our Employees and suppliers, including identifying, investigating, and mitigating any actual and potential risks associated with violation of human rights and noncompliance with good labour practices.
- d) All Managers and Employees shall be responsible for the collective implementation of and compliance with this Policy.

2) Scope

Our policy applies to the entire Asia Africa Rubber Industries SA and all of its legal entities, both domestic and foreign. It covers all employees, managers, contractors and business partners.

3) Commitments

- a) We are committed to create a group culture where we engage and empower all in the to improve on our Human right and labour practice performance.
- b) We shall comply with applicable local, national and international (UN Guiding Principles on Business and Human Rights [UNGP])
- c) We shall periodically audit internal human right and labor practice performance, evaluation and review for any improvement

4) Guidelines

- a) We commit to human rights and good labour practices by :
 - i) Respecting and protecting internationally recognized human rights (including upholding the UN Guiding Principles on Business and Human Rights [UNGP]) by avoiding causing or contributing to adverse human rights impacts and preventing or mitigating any harm linked to company operations.
 - ii) Establishing and maintaining a company grievance mechanism (consistent with UNGP effectiveness criteria) to receive complaints and remedy adverse impacts they have caused due to production and sourcing.

- iii) Respecting the rights of indigenous people and local communities (IP/LC):
 Recognizing and protecting the customary, traditional and communal land tenure rights of indigenous peoples and local communities (IP/LC) including:
 - (a) Carrying out operations in accordance with the UN Declaration on the Rights of Indigenous Peoples (UNDRIP);
 - (b) Ensuring ongoing land tenure and access rights;
 - (c) Upholding traditional rights of access for hunting and gathering of animals and plants for the purpose of subsistence and indigenous cultural and religious traditions, customs and ceremonies;
 - (d) Ensuring that, prior to any activity that might affect IP/LC rights to their lands, territories, and resources, their free, prior, and informed consent (FPIC) is secured:
 - (i) This includes when planning, establishing, restoring, or transforming corporate plantations and/or industrial sites, as well as associated infrastructure.
 - (ii) The FPIC process is done in a culturally appropriate manner and follows credible accepted methodologies² and associated GPSNR guidance
 - (iii) IP/LC have the right to give or withhold their consent to any activity that is subject to the FPIC process
 - (e) Where operations impinge on IP/LC rights, compensating or accommodating IP/LC through appropriate, mutually agreed measures reflecting and described in the negotiated outcomes of the FPIC process.
 - (f) Adopting measures to provide remedy through mutually agreed procedures in cases where the Group Company previously has caused or contributed to the appropriation of or harm to the lands, territories, or resources of IP/LC without securing FPIC
 - (g) Implementation is jointly monitored by the community and the GPSNR member and/or by mutually agreed third parties
 - (h) Establishing ongoing, effective, culturally appropriate channels of dialogue with indigenous people and local communities
- iv) Upholding applicable labour rights and labour laws in the jurisdictions where operating, the UN Guiding Principles on Business and Human Rights, and the intent of the International Labour Organization's eight core conventions. This includes:
 - (a) Freedom of association and collective bargaining
 We respect the rights of its Employees in the freedom of association and the rights to select representatives for collective bargaining

(b) No forced labour

We prohibit all forms of forced-labour whether they are slave laborers, bonded labourers, or debt bondage, including all forms of human trafficking.

(c) No child labour

We prohibit the employment of child-laborers who are below the minimum age for employment. Similarly, child-laborers are prohibited from working in unsafe environment, working overtime, and working on holidays imposed by laws.

(d) Minimum wages, working hours, and basic welfares

We set wages, working hours, working overtime, and welfare of Employees in full compliance with relevant laws. Compensation to Employees is made in a fair manner and is subject to local labour market conditions.

(e) Diversity, no discrimination, and no harassment

We attach importance to diversity in workplace, and workplace with no discrimination and harassment whether they are in relation to race, gender, skin color, ethnic and social origins, religion, disabilities, sexual orientation, political opinions, and other issues imposed by law.

(f) Fair practices

We respect the rights of our Employees and stakeholders and strives to incorporate fair practices in our business operation.

(g) Labour standards, and occupational health and safety (H&S) for work

We provide safe working environments and appropriately promote good health of our Employees. The operation regarding occupational H&S is in compliance with relevant laws and regulations, focusing on good working conditions and the reduction and prevention of accidents, injuries, and health risks.

(h) Equitable treatment

We treat every one of our Employees with respect and in an equitable manner. The recruitment process, determination of compensation, and job promotion shall all be proceeded in a transparent, honest, and fair manner.

(i) All the rights and protection apply to all levels of Employees

v) Promoting the quality of work-life for all Employees as well as communicating to suppliers and contractors on human rights and labour practice and work-life quality

vi) Monitoring and conducting assessment on human rights and labour practices risks on a regular basis to mitigate impacts and prevent risks in all of our operational activities

across the value chain. Also, we define approaches or measures that allow all departments to take part in supervision and risk management properly.

vii) Promoting the communication of knowledge and mutual understanding relating to human rights and good labour practices via multiple communication channels and programs.

viii) Implementing a whistle-blower Policy and mechanism for Employees and stakeholders to communicate concerns, and make complaints if they encounter or witness any misconducts or human rights violation:

- (1) We formulate investigation and handling processes for complaints regarding human rights and labour practices in order to appropriately improve, mitigate, or resolve human rights adverse impacts;
- (2) We institute protection of whistle-blowers and keeping their information confidential unless to be disclosed as required by law

b) Our commitment towards respect for human rights respect and good labour practices are clearly reflected in our management Policies updated from time to time, namely:

- (1) Code of Conduct
- (2) Supplier Code of Conduct
- (3) Procurement Sustainability
- (4) Environmental Policy
- (5) Whistleblower Policy
- (6) Information Security Policy
- (7) Human Rights and Labour Practices Policy
- (8) Occupational Health & Safety Policy
- (9) Anti Corruption and Bribery Policy
- (10) Quality and 5S Policy

c) KPI :

1. Employee health and safety :
Target : Zero Fatality Accident every year
2. Employees training and Education
Target : 10 hours per employment per year by 2030
3. Incidents of discrimination
Target : Zero incident of discrimination
4. Incident of child labour
Target : Zero incident of child labour

5. Incident of forced or compulsory labour

Target: Zero incident of forced or compulsory labour

6. Employee training of Human Right and labour practice policy

Target: 100% Employee Per year by or before 2030

d) This Policy

i. is to be communicated among our Employees and stakeholders; and

ii. is to be reviewed on a regular basis

Rev: 1

Date: 13 December 2023



Director

Politique d'approvisionnement durable

Sustainability Procurement Policy

Objectifs

Purposes

Ce document de politique affirme la durabilité comme une stratégie commerciale essentielle pour (ASAF). Notre engagement en matière de développement durable est de fournir des produits et services de qualité tout en maintenant un équilibre social et environnemental à long terme tout au long de notre chaîne d'approvisionnement, qui est guidé par : les dix principes du Pacte mondial des Nations Unies (UNGC), les lignes directrices ISO 26000, les objectifs de développement durable (ODD) de l'ONU.

This Policy document affirms sustainability as a business core strategy for Asia Africa Rubber Industry (ASAF). Our sustainability commitment is to provide quality products and services while maintaining long-term social and environmental balance along our supply chain, which is guided by : the ten principles in United Nations Global Compact (UNGC), ISO 26000 guidelines, UN Sustainable Development Goals (SDGs).

Engagements

Commitments

Notre objectif est d'identifier les opportunités, de prévenir et d'atténuer les risques associés à nos activités économiques, environnementales et sociales afin de créer un impact positif durable sur la réputation de la marque et les performances commerciales de Southland Rubber.

It is our aim to identify opportunities, prevent and mitigate risks associated with our economic, environmental, and social activities to create a lasting positive impact on Southland Rubber's brand reputation and business performance.

1. Environnement

1. *Environment*

Nous reconnaissons que nous sommes responsables des impacts potentiels directs et indirects sur l'environnement causés par nos activités et opérations. gérer tous ces impacts de manière éthique et pratique. Politique environnementale et notre système de gestion de l'environnement (ISO 14001).

We acknowledge that we are accountable for the potential direct and indirect impacts on the environment caused by our activities and operations. manage all these impacts in an

ethical and practical manner Environmental Policy and our Environment Management System (ISO 14001).

2. Sociale

2. Social

2.1. Nous soutenons la transparence tout au long de la chaîne d'approvisionnement du caoutchouc naturel.

2.1. We support transparent reporting along the entire natural rubber supply chain.

2.2. Programmes de sensibilisation et renforcement des capacités en facilitant la formation des petits exploitants.

2.2. Awareness programs and capacity building by facilitating training smallholders.

2.3. Respecter et protéger les droits de l'homme internationalement reconnus (y compris le respect des Principes directeurs des Nations Unies relatifs aux entreprises et aux droits de l'homme : UNGP) en évitant, prévenant ou atténuant tout préjudice lié à nos opérations.

2.3. Respect and protect internationally recognized human rights (including upholding the UN Guiding Principles on Business and Human Rights: UNGP) by avoiding, preventing or mitigating any harm linked to our operations.

2.3.1 Nous connaissons et maintenons un mécanisme de réclamation, y compris un système de dénonciation, conforme aux critères d'efficacité de l'UNGP, pour recevoir les plaintes et remédier aux impacts négatifs pouvant être causés par la production ou l'approvisionnement.

2.3.1 We aware and maintain grievance mechanism, including a whistle-blower system, consistent with UNGP effectiveness criteria, to receive complaints and to remedy adverse impact that may be caused by production or sourcing.

2.3.2 Nous protégeons les droits fonciers coutumiers, traditionnels et communaux des peuples autochtones et des communautés locales (IP/LC) conformément à la Déclaration des Nations Unies sur les droits des peuples autochtones (UNDRIP) ;

2.3.2 We Protect the customary, traditional and communal land tenure rights of indigenous peoples and local communities (IP/LC) accordance with the UN Declaration on the Rights of Indigenous Peoples (UNDRIP);

2.3.3 Nous établirons un canal de communication ouvert avec IP/LC. Grâce à lui, nous pouvons fournir un recours par le biais de procédures mutuellement convenues dans les cas où l'entreprise avait précédemment causé ou contribué à l'appropriation ou au préjudice causé aux terres, territoires ou ressources de la PI/LC sans garantir le CLIP.

2.3.3 We shall establish an open communication channel with IP/LC. Through it, we can provide remedy through mutually agreed procedures in cases where the company previously had caused or contributed to the appropriation of or harm to the lands, territories, or resources of IP/LC without securing FPIC

- 2.4.S'engager activement dans le développement des communautés dans lesquelles nous opérons en créant des opportunités d'emploi locales et en faisant du bénévolat pour renforcer les capacités communautaires et contribuer à la société.
- 2.4. *Actively engage in the development of communities, which we operate in by creating local employment opportunities, and volunteerism to enhance community capacity and contribute to the society.*
- 2.5.Nous soutenons les programmes visant à garantir des conditions de vie décentes aux communautés locales, le droit à l'alimentation et à la sécurité alimentaire des individus, des ménages et des communautés locales, ainsi que les droits économiques, sociaux et culturels des populations locales, y compris et à travers l'accès à l'éducation et à l'emploi.
- 2.5. *We support programs for decent living conditions of local communities, the right to food and food security of individuals, households and local communities and the economic, social and cultural rights of local people, including and through access to education and employment.*

3. Économique

3 Economic

- 3.1. Nous aspirons à avoir un impact économique positif sur nos parties prenantes et à générer une croissance rentable et durable avec des produits fiables et de haute qualité.
- 3.1. *We aspire to have a positive economic impact on our stakeholders and deliver sustainable profitable growth with high quality and reliable products.*
- 3.2. Nous travaillerons contre toute forme de corruption, de pots-de-vin et d'extorsion ; doit adhérer à une conduite commerciale éthique, mettre en œuvre une concurrence libre et équitable ainsi qu'un marketing responsable.
- 3.2. *We shall work against any form of corruption, bribery, and extortion; shall adhere to ethical business conduct, implement free and fair competition as well as responsible marketing.*
- 3.3. Nous assurerons la croissance économique :
- 3.3. *We shall deliver economic growth:*
- 3.3.1 En conformité avec les lois et réglementations nationales, et éviter toute pratique illégale telle que les pots-de-vin et/ou la corruption ;
- 3.3.1 *In compliance with national laws and regulations, and avoid any illegal practices such as bribery and/or corruption;*
- 3.3.2 Grâce à la mise en œuvre d'une concurrence libre et équitable et en payant des prix compétitifs ;
- 3.3.2 *Through implementation of free and fair competition, and pay competitive prices;*
- 3.3.3 En mettant l'accent sur le développement de l'économie locale en créant des opportunités d'emploi locales ;
- 3.3.3 *By emphasizing on developing local economy by creating local job opportunities;*

- 3.3.4 En fournissant un salaire minimum à tous les employés conformément aux réglementations locales.
- 3.3.4 *By providing minimum wages to all employed according to local regulations.*
- 3.3.5 Nous respecterons les droits du travail et les lois du travail applicables dans les juridictions où nous exerçons nos activités, en appliquant les principes directeurs des Nations Unies relatifs aux entreprises et aux droits de l'homme, en respectant l'intention des conventions fondamentales de l'Organisation internationale du travail et en appliquant des garanties à tous les travailleurs, y compris les travailleurs contractuels, travailleurs temporaires et migrants.
- 3.3.5 *We shall uphold applicable labour rights and labour laws in the jurisdictions where we are operating, by applying the UN Guiding Principles on Business and Human Rights, and effecting the intent of the International Labour Organization core conventions and Apply safeguards to all workers, including contract, temporary and migrant workers.*

4. Achats durables

4. Sustainable Procurement

Nos engagements :

Our Commitments

- 4.1. Nos achats durables étendent notre engagement et nos principes en matière de développement durable pour parvenir à une chaîne d'approvisionnement durable. Les objectifs de la chaîne d'approvisionnement sont de créer une prospérité mutuelle et d'établir des relations à long terme avec nos fournisseurs.
- 4.1. *Our Sustainable Procurement extends our sustainability commitment and principles in achieving a sustainable supply chain. supply chain goals are to create mutual prosperity and establish long-term relationships with our suppliers*
- 4.2. Nous investissons dans l'engagement des fournisseurs par le biais d'efforts de formation et d'éducation visant à sensibiliser et à renforcer les capacités afin de promouvoir une amélioration continue de nos capacités et de nos ressources, notamment en améliorant le rendement et la qualité du caoutchouc naturel fourni par les producteurs et les petits exploitants.
- 4.2. *We invest in supplier engagement through training and educational efforts to raise awareness and build capacity to promote continuous improvement within our ability and resources, including improving the yield and quality of natural rubber supplied by producers and smallholders.*
- 4.3. Nous nous efforçons de cartographier notre chaîne d'approvisionnement et de soutenir des rapports transparents pour protéger notre marque et répondre aux exigences des parties prenantes.
- 4.3. *We strive to map our supply chain and support transparent reporting to protect our brand and meet stakeholders' requirements.*
- 4.4. Nous participerons et soutiendrons les efforts de planification et de politique multipartites qui respectent les principes du GPSNR au niveau du paysage, de la juridiction ou à d'autres niveaux spatiaux.

- 4.4. *We shall participate in and support multi-stakeholder planning and policy efforts that uphold the GPSNR principles at landscape, jurisdictional or other spatial levels.*
- 4.5. Nous nous concentrerons sur les services en prenant en compte les facteurs environnementaux, sociaux et économiques dans nos décisions d'achat.
- 4.5. *We shall focus on services by taking into consideration environmental, social, economic factors in our procurement decisions.*

5. Performances des fournisseurs

5. Supplier Performance

- 5.1. Nous soutiendrons les programmes de cartographie de la chaîne d'approvisionnement et d'évaluation des fournisseurs en termes de risques sociaux et environnementaux afin de prioriser les actions d'atténuation des risques.
- 5.1 *We shall support programs for supply chain mapping and assessing suppliers for social and environmental risk to prioritize risk mitigation actions.*
- 5.2. Nous réaliserons une cartographie de la chaîne d'approvisionnement dans la limite de nos capacités et de nos ressources pour évaluer nos fournisseurs
- 5.2. *We shall conduct supply chain mapping within our ability and resources to assess our Suppliers*
- 5.3. Nous soutiendrons les programmes de traçabilité du caoutchouc naturel
- 5.3. *We shall support programs for traceability of natural rubber*
- 5.4. Nous suivrons régulièrement les progrès réalisés par rapport aux engagements de l'entreprise afin de vérifier les performances. Cela fera l'objet d'un rapport annuel et public.
- 5.4. *We shall regularly monitor the progress towards company commitments in order to ascertain performance. This will be reported annually and publicly.*

6. Cibler les KPI

6. Target KPIs

indicateurs :

indicators:

6.1 Intensité des émissions de CO2 :

Réduire de plus de 10 % à partir de 2022 d'ici 2030 ou avant

6.1 CO2 Emissions Intensity :

To reduce more than 10% from 2022 by or before 2030

6.2 Emissions de CO2 :

Réduire les émissions de CO2 de plus de 10 % à partir de 2022 d'ici 2030 ou avant

6.2 CO2 Emissions :

To reduce CO2 emission more than 10% from 2022 by or before 2030

6.3 Consommation d'énergie :

Réduire la consommation d'énergie de 5 % à partir de 2022 d'ici 2030 ou avant

6.3 Energy Consumption :

To reduce Energy Consumption 5% from 2022 by or before 2030

6.4 Gestion de l'eau (utilisation) :

Atteindre 80 % de taux de recyclage dans la consommation d'eau à partir de 2022 d'ici 2030 ou avant.

6.4 Water Management (Usage) :

To achieve 80% of recycle ratio in water usage from 2022 by or before 2030.

6.5 La gestion des déchets:

Réduire le tonnage de déchets non dangereux éliminés d'au moins 10 0 % à partir de 2022 d'ici 2030 ou avant.

6.5 Waste Management:

To reduce tonnage of non-hazardous waste disposed by at least 10 0% from 2022 by or before 2030

6.6 Biodiversité :

Atteindre 100 % n'acceptera plus le caoutchouc des nouvelles plantations d'hévéas depuis le 31 décembre 2020

6.6 Biodiversity:

Achieve 100% will not accept rubber from new rubber plantations since 31 dec 2020

6.7 Santé et sécurité des consommateurs :

Atteindre Zéro allégation sur la qualité des produits en matière de santé ou de sécurité

6.7 Consumer Health & Safety:

To achieve Zero claim on product quality relating to health or safety

6.8 Santé et sécurité des employés :

atteindre une formation en matière de santé et de sécurité par employé de plus de 10 heures par an à partir de 2022 d'ici 2030 ou avant.

6.8 Employee Health & Safety:

To achieve H&S Training per Employee more than 10 hours per year from 2022 by or before 2030

6.9 Évaluation de la durabilité

Avoir une évaluation de la durabilité à 100 % sur notre fournisseur direct à partir de 2022 d'ici 2030 ou avant

6.9 Sustainability Assessment

To have Sustainability Assessment 100% on our direct supplier from 2022 by or before 2030

6.10 Conformité :

Zéro violation des droits de l'homme

6.10 Compliance:

Zero Violation of Human Rights

Rev : 0

Fait à Azaguié, le 13 décembre 2023

Done in Azaguié, December 13, 2023

Mr. ZHANG

DAF



INFORMATION SECURITY POLICY

1. Purpose :

Asia Africa Rubber Industry recognises that the discipline of confidential, integrity and availability in information security management are integral parts of its management functions.

2. Commitment

Ensuring information security is one of management's most important tasks, in accordance with ISO 27001 guidelines, and ensures that everyone is involved in maintaining the confidentiality, integrity and security of internal and consumer data in all aspects
The Company Will:

2.1.Information Security Policy

This Information Security Policy Document must be evaluated to ensure that this document can be implemented effectively and is still in accordance with the development of business needs, emerging risks, technological changes, and regulations

2.2.Human Resources Security Policy

- a) documented employee recruitment process. Employee recruitment process in accordance with HR Procedures
- b) Every employee in the company must sign and agree to an agreement (non-disclosure) of access rights before being granted access to information processing assets
- c) Each third party that will perform access must sign and agree to an agreement (non-disclosure) of access rights before being granted access to the processing assets.
- d) Every employee in the company must be given training on information security awareness which is carried out according to the training program
- e) Every employee who violates information security must undergo a disciplinary process in accordance with applicable regulations

2.3. Responsible use of access rights

- a) Respect and protect the privacy of others. Users and administrators must respect the privacy of others when they become aware of personal information and must take appropriate precautions to protect such information from being used by unauthorized persons.

- b) PCs and information processing devices are protected. Administrators and users ensure that no other devices are connected to the company's information processing system, ensure that antivirus and firewalls are turned on when used and users are not allowed to install other applications other than those provided by the company.
- c) Protecting passwords Passwords used in accessing information processing systems must be protected. Each user and administrator is responsible for protecting their passwords and not sharing them with others, users are not allowed to use the same password with other access rights accounts

2.4. Mobile Computing and Teleworking Policy

- a) Users of mobile computing devices such as laptops, notebooks, and tablets must always pay attention to the security of the data stored on these devices when used outside the Asia Africa Rubber Industry and must always ensure the security of the surrounding environment to prevent theft/lost of devices
- b) Employees who do teleworking must obtain prior authorization from the Leader via email

2.5. Access Rights Control Policy

- a) The granting of high-level information system access rights (root, super user or administrator) is only given to employees who are truly competent, have work experience of approximately 1 year and receive recommendations from the head of the business unit division related to information systems
- b) Vendors, consultants, partners, or other third parties who have access to the Asia Africa Rubber Industry application system must sign the Terms/Requirements to Maintain Confidentiality of Information

2.6. Control of Access to Systems and Applications

2.7. User password management

2.8. Clear Desk and Clear Screen Policy

- a) Every employee must secure their work space when left unattended including during breaks, attending meetings, and after work.
- b) Secure documents and mobile or portable storage devices on desks or locked filing cabinets
- c) Shutting down and restarting work devices at the end of each working day;
- d) Check the fax machine and printer to make sure there is no sensitive information in the waiting state.

2.9. Backup Policy

The frequency of backups is carried out regularly and according to the business needs of the organization

Data or information from backup and documentation are stored in a safe place to avoid disaster at the previous location

- 2.10.** Comply with all applicable laws and regulation and contractual obligation,
- 2.11.** Implement continual improvement initiatives, including risk assessments while making best use of its management's resources to better meet information security requirements,
- 2.12.** Communicate its information security objectives, and its performance in achieving these objectives, through the company and to interested parties,
- 2.13.** Adopt an information security management system comprising a security manual and procedure which provide direction and guidance on information security matters relating to employees, customers, suppliers and interested parties who come into contact with its work,
- 2.14.** Immediately identify the cause to take appropriate correspondence and set preventive measures in case of any information security incident,
- 2.15.** take corrective action. Train all member of staff in the needs and responsibilities of information security management,
- 2.16.** Constantly striving to meet, and where possible exceed, its customers', staff and investor' expectations

The company will review this policy periodically, and performance related to information security will be considered in its continuity.

Rev: 0

Date: 13 December 2023



Director

Politique anti-corruption

Anti-Corruption Policy

1. Objectif :

1. Objective :

ASAF s'engage à mener une activité éthique en adhérant à la bonne gouvernance et au code de conduite du Groupe pour garantir des pratiques commerciales transparentes et équitables.

ASAF committed to conducting an ethical business adhering to Good Governance and the Group's Code of Conduct to ensure transparent and fair business practices

Par conséquent, cette politique a été établie pour servir de ligne directrice à tous les employés et actionnaires d'ASAF afin de prévenir la corruption et les pots-de-vin.

Therefore, this policy has been established to serve as a guideline for all ASAF employees and stockholders to prevent corruption and bribery

2. Définition

2. Definition

La corruption fait référence à l'acte direct ou indirect d'offrir des cadeaux, des services, de l'argent liquide ou d'autres formes d'avantages monétaires à des fins d'exploitation personnelle illégale.

Corruption refers to the direct or indirect act of offering gifts, services, cash, or other forms of monetary benefits for unlawful personal exploitation

Les actes considérés comme de la corruption peuvent inclure les cas où une telle action constitue un abus de pouvoir ; par exemple, faire une offre ou une promesse, accepter, demander ou offrir des pots-de-vin, une infraction à la loi, un abus de confiance ou tout acte suggérant une corruption.

The acts considered corruption may include when such action is the abuse of power; for instance, making an offer or a promise, accepting, requesting or offering bribes, an offense against the law, breach of trust, or any act suggesting corruption



L'abus de pouvoir peut entraîner des poursuites judiciaires et causer des dommages à l'entreprise, à l'économie et à la société, y compris en violant la confiance de personnes liées.

The abuse of power can raise in justice and cause damages to the company, economy, and society, including violating the trust of related persons.

Le pot-de-vin fait référence à l'acte d'offrir, de promettre ou de donner une incitation pouvant conduire à des actions illégales ou contraires à l'éthique.

Bribe refers to the act of offering, promising, or giving an incentive that can lead to illegal or unethical actions

L'incitation varie sous des formes telles que des avantages monétaires, des cadeaux, des récompenses ou tout autre avantage

The incentive varies in forms such as monetary benefits, gifts, awards, or any other benefits

3. Des lignes directrices

3. Guidelines

3.1. Déterminer le processus d'évaluation des risques ainsi que les risques de corruption, couvrant tous les départements concernés et les activités de l'entreprise

3.1. Determine the process of making risk assessment as well as assessing the risks of corruption, covering all related departments and the company's activities

3.2. Communiquer la Politique Anti-Corruption à toute la Direction ASAF et à tous les salariés de l'entreprise

3.2 Communicate the Anti-Corruption Policy to all Management ASAF and all employees of the company

3.3. L'entreprise interdit à tous les employés d'utiliser le pouvoir défini par leur poste à des fins d'exploitation personnelle ou de privilèges, qui ne sont pas liés à l'entreprise.

3.3 The company prohibits al employees from using the power defined by their job positions for personal exploitation or privileges, which are not related to the company.

3.4. L'introduction d'un tiers dans l'entreprise ne doit pas affecter les bénéfices de l'entreprise ni violer les procédures de passation des marchés de l'entreprise. De plus, cela ne doit pas être fait dans le but d'obtenir des avantages personnels.

3.4 Introduction a third person to the company must not affect the company's benefits or violate against the procurement procedures the company. Also, it must not be for the purpose of personal benefits.

3.5. Transaction transparente et vérifiable. Des mesures claires et appropriées du processus pour un travail particulier doivent être en place pour prévenir les conflits d'intérêts et les opportunités de corruption.

3.5 Transparent and auditable transaction, Clear and proper measures of the process for particular work must be in place to prevent conflicts of interest and corruption opportunities.

3.6. la société interdit d'offrir et de recevoir des cadeaux et d'offrir des divertissements et des marques d'hospitalité

3.6. The company prohibits giving and receiving gifts & offering entertainment and hospitality

3.7. Dans des circonstances forcées, vous devez fournir et recevoir un soutien ou des dons, devez rendre compte à la haute direction et être transparent

3.7. In forced circumstances, you must provide and receive support or donations, must report to top management and be transparent

3.8. Toute violation de corruption et de pots-de-vin est une violation grave et la haute direction la traitera directement avec l'administration interne et la loi.

3.8. Every violation of corruption and bribery is a serious violation and top management will process it directly with internal administration and law.

3.9. Formuler le système de surveillance pour garantir le respect des politiques, mesures, exigences et réglementations de l'entreprise en matière de corruption.

3.9. Formulate the monitoring system for ensuring the compliance with the company's policies, measures, requirements, and regulations with respect to corruption.

3.10. Ceux qui sont témoins d'actes considérés comme de la corruption doivent signaler cette mauvaise conduite via les canaux de dénonciation prévus.

Pour les journalistes qui signalent des violations liées à la corruption sera protégé par l'entreprise conformément à la Procédure d'alerte

3.10. Those who witness the act considered corruption must report such mis conduct through whistleblowing channels provided.



For reporters who report violations related to corruption, will be protected by the company in accordance with the Whistleblowing Procedure

Ainsi, cette politique a été créée et sera mise à jour si nécessaire conformément aux règles et politiques de l'entreprise.

Thus, this policy was created and will be updated if necessary in accordance with company rules and policies

Rev : 0

Fait à Azaguié, le 13 décembre 2023

Done in Azaguié, December 13, 2023

Mr. ZHANG

DAF

A handwritten signature in blue ink, appearing to be "Zhang", written over the printed name "Mr. ZHANG".

Politique de dénonciation

Whistleblowing Policy

1. Objectif :

1. Objective :

Cette politique constitue une garantie pour les individus de signaler toute violation, telle que des violations présumées du Code d'éthique ou de toute loi et réglementation applicable en Côte d'Ivoire.

This policy As a Guarantee for individuals to report any violation, such as suspected violations of the Code of Ethics or any applicable Laws and regulations in Côte d' Ivoire

Cette politique garantit que les lanceurs d'alerte peuvent signaler des violations sans crainte de représailles lorsqu'ils signalent des violations de bonne foi.

This policy is a guarantee that whistleblowers can report without fear of retaliation when reporting violations in good faith.

La mise en œuvre de cette politique sera supervisée par la haute direction et les responsables de la conformité.

Implementation of this Policy will be supervised by Top Management and Compliance Officers

2. Définition

2. Definition

Un lanceur d'alerte est toute personne, y compris les employés et les parties prenantes, qui signale volontairement la divulgation d'une faute professionnelle individuelle ou organisationnelle ou d'une faute professionnelle suspectée ou anticipée.

Whistle-blower, is any person, including Employees and Stakeholders, who voluntarily reports disclosure of individual or organizational malpractice or suspected or anticipated malpractice

Responsable de la conformité , responsable de la réception du rapport et de sa transmission à la haute direction.

Compliance officer, The officer responsible for receiving the report and forwarding the report to top management



Équipe d'inspection, lorsqu'elle traite une préoccupation signalée, la haute direction peut nommer une équipe d'inspection pour mener une enquête afin de vérifier l'exactitude du rapport.

Inspection Team, When dealing with reported concern Top Management may appoint an Inspection Team to conduct investigation to check the correctness of the report

3. Rapports :

3. Reporting :

- 3.1. Les rapports peuvent également être soumis directement à la haute direction ou aux responsables de la conformité.

3.1 Reports can also be submitted directly to top management or to compliance officers

- 3.2. Le journaliste doit indiquer clairement son identité, une identité incorrecte sera considérée comme un faux rapport.

3.2. The reporter must state his/her identity clearly, incorrect identity will be followed up as a false report

- 3.3. Les allégations de violations doivent être accompagnées de preuves à l'appui

3.3. Allegations of violations must be accompanied by supporting evidence

- 3.4. Peut fournir des noms de témoins qui savent quoi, le cas échéant

3.4. Can provide names of witnesses who know what, if any

- 3.5. Le signalement au responsable de la conformité peut se faire en personne, par message ou par téléphone.

3.5. Reporting to the compliance officer can be done in person, Message or by telephone

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4. Confidentialité et sécurité

4. Confidentiality and security

- 4.1. L'identité du lanceur d'alerte doit rester confidentielle, y compris auprès de l'équipe d'inspection. La haute direction demandera le consentement du lanceur d'alerte en cas de nécessité de la divulguer à quelqu'un d'autre.



4.1. *Whistle-blower Identity shall be kept confidential including from the inspection team, Top Management will seek the Whistle-blower consent in case of need to disclose to anyone other.*

4.2. Interdit la discrimination, les représailles ou le harcèlement sous quelque forme que ce soit à l'encontre des lanceurs d'alerte qui signalent une préoccupation de bonne foi. Toute personne prenant des mesures de représailles à l'encontre d'un lanceur d'alerte pourra faire l'objet de mesures disciplinaires. Les lanceurs d'alerte peuvent signaler s'ils estiment avoir été victimes de discrimination, de représailles ou de harcèlement en raison de leur signalement ! La haute direction et les officiers ont immédiatement suivi rapidement

4.2 *Prohibits discrimination, retaliation or harassment in any form against Whistleblowers who report a concern in good faith. anyone who takes retaliatory action against a Whistleblower may be subject to disciplinary action. Whistle-blowers can report if they feel they have been subjected to discrimination, retaliation or harassment for making a report! Top management and officers immediately followed up quickly*

4.3. Toutes les informations restent confidentielles et ne sont nécessaires que pour mener des enquêtes et prendre des mesures correctives conformément aux lois et réglementations applicables.

4.3 *All information remains confidential, and is only needed to carry out investigations and take corrective action in accordance with applicable laws and regulations.*

5. Action prise

5. Action taken

5.1. Si le résultat de l'enquête révèle qu'une violation ou une allégation a eu lieu, des mesures disciplinaires appropriées seront prises conformément aux règlements applicables de l'entreprise.

Le journaliste sera informé des mesures prises à la fin de l'enquête, sans divulguer d'informations confidentielles.



5.1 *If the result of the investigation is that a violation or allegation has occurred, appropriate disciplinary action will be taken in accordance with applicable company Regulations.*

The reporter will be notified that action has been taken at the end of the investigation, without divulging confidential information.

5.2. Si un employé fait de fausses allégations, avec une intention malveillante ou pour un gain personnel, des mesures disciplinaires peuvent être prises.

5.2 *If an Employee makes false allegations, with malicious intent, or for personal gain, disciplinary action may be taken*

La politique de dénonciation doit être communiquée à tous les employés et être revue régulièrement.

The Whistleblowing Policy shall be communicated to all employee shall be reviewed regularly.

Rev : 0

Fait à Azaguié, le 13 décembre 2023

Done in Azaguié, December 13, 2023

Mr. ZHANG
DAF

A handwritten signature in blue ink, appearing to be "Zhang" followed by a stylized character.