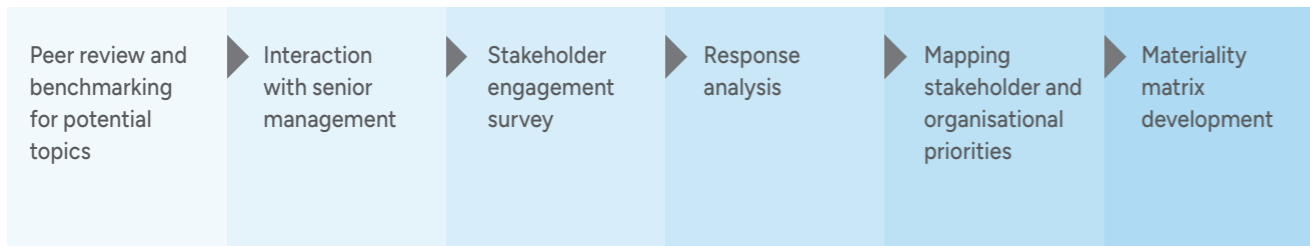


Materiality

Deriving mutual benefits

A detailed exercise was undertaken in FY2021 to identify critical concern areas for the organisation and its stakeholders. These material topics have a significant impact on our ability to perform as a sustainable organisation. They were then ranked from high to low priority after consulting with our management and stakeholders. It involved the below step-by-step approach.

Materiality assessment process



Materiality Matrix



Material topics

Most critical		Critical
1 Economic performance and profitability	12 Occupational health, well-being and safety	23 Employee training and development
2 Order fulfilment	13 Employees work-life balance and human rights	24 Responsible sourcing and alternate raw materials
3 Fair business operations, business ethics and good governance	14 Return on investment	25 Social responsibility and engagement
4 Compliance	15 Local economic value creation	26 Biodiversity management
5 Customer satisfaction	16 Employee relations and engagements	27 Vendor engagement and training
6 Brand and reputation	17 Climate and energy	28 Quality and reliability of suppliers
7 Transport and logistics	18 Business growth	29 Supplier engagement
8 Waste management and circular economy	19 Customer acquisition	30 Risk management
9 Interest payment	20 Technology and process innovation	31 Public policy and advocacy
10 Tax and economic contribution	21 Distribution presence	32 Sustainable land use, relocation and rehabilitation
11 Benefits fair compensation and social security	22 Responsible consumption	33 Renewable energy

● Environmental
 ● Social
 ● Governance
 ● Economic

Taking reference from these material topics, we have further defined 13 core areas that has the potential to create a positive transformation across ESG parameters. They support our vision statement and are in alliance with disclosure standards, ESG ratings and frameworks.

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