



ESG

REPORT

2023

Sustainable Futures

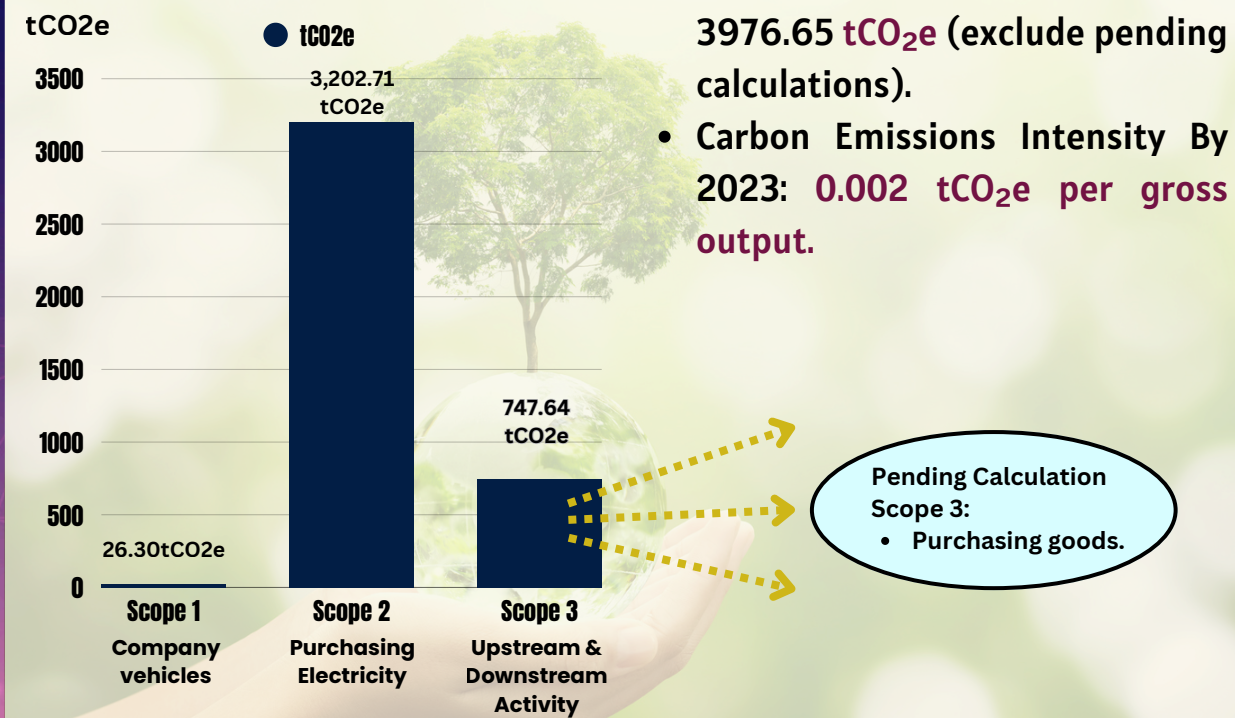


ESG BUSINESS METRICS DASHBOARD 2023



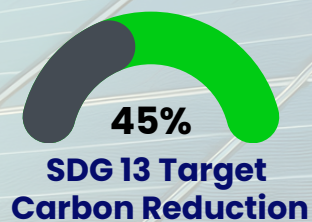
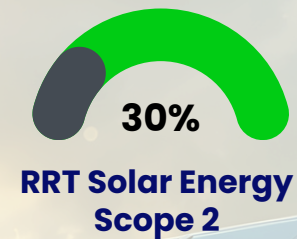
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CARBON EMISSIONS



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STRIVE TO NET ZERO EMISSION



CARBON REDUCTION INITIATIVES

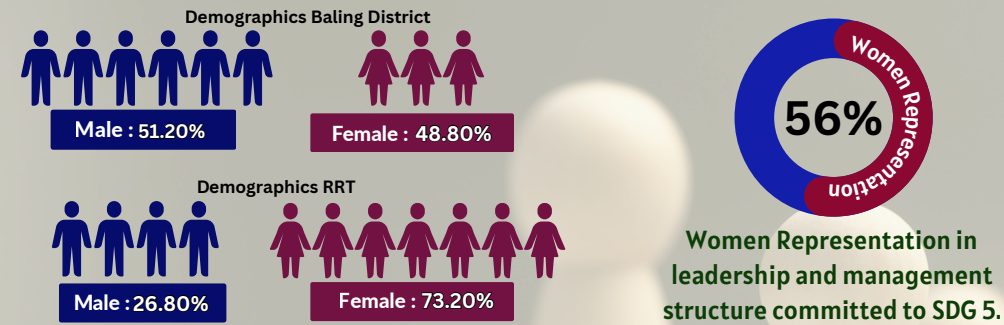
- Implementing Solar System.
- Conduct Paperless System.
- Sustainable Latex Sources from RRI.
- Recycle Waste Management.
- Carpooling Initiatives.

ENVIRONMENTAL IMPLEMENTATION AND MONITORING OF RRT

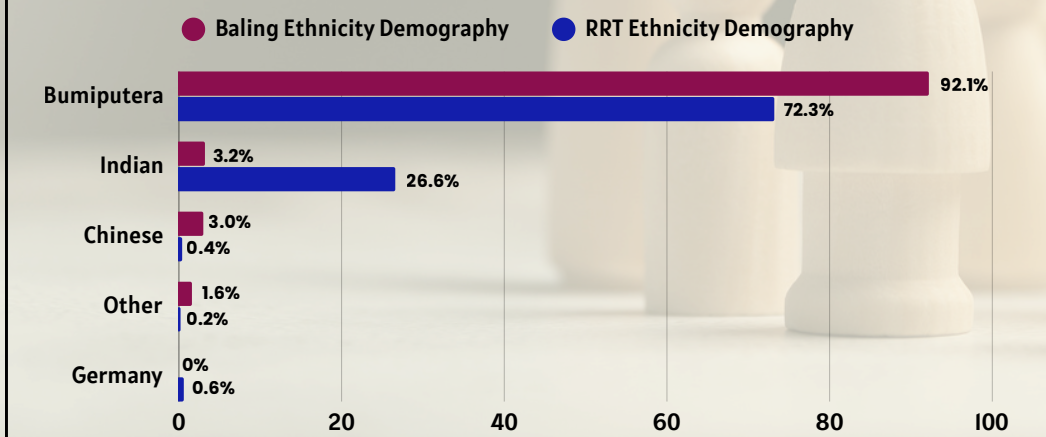
- Renewable Energy.
- Energy Usage Monitoring & Energy Efficiencies.
- Boundary Noise Monitoring.
- Air Monitoring.
- Industrial Effluents Treatment System Complied With Standard A.
- Scheduled Waste Management (Recycled and Recovery Facility).
- Water Usage Monitoring.
- Water Conservation Efforts (Implementing Rainwater Harvesting Practices)
- Promoting Biodiversity & Sustainable Practices (RRI).

3

PROMOTING GENDER EQUALITY FOR SUSTAINABLE DEVELOPMENT

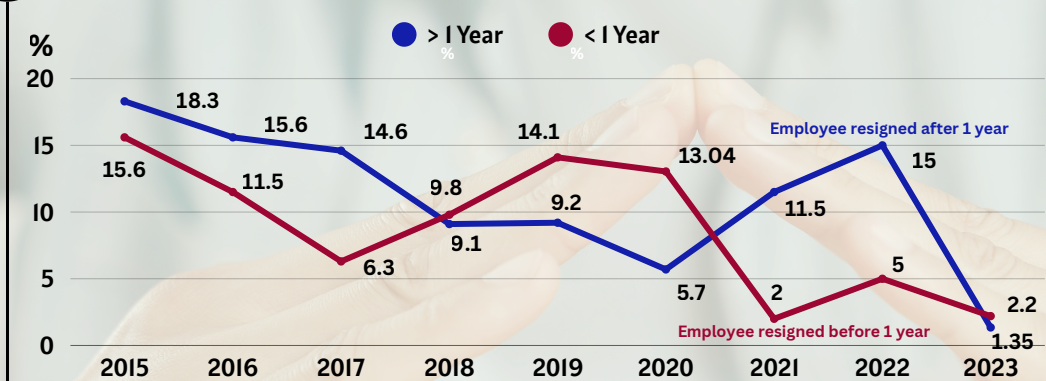


RRT ETHNICITY DEMOGRAPHY

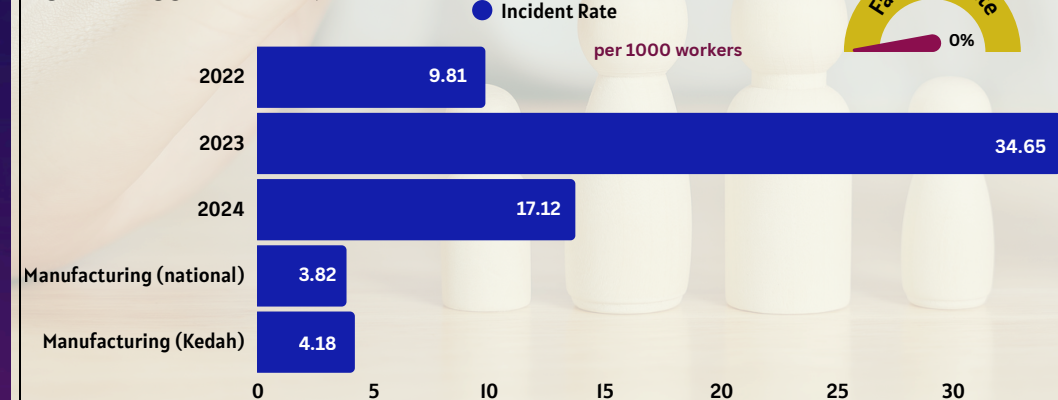


4

PERCENTAGE OF EMPLOYEE TURN OVER RATE



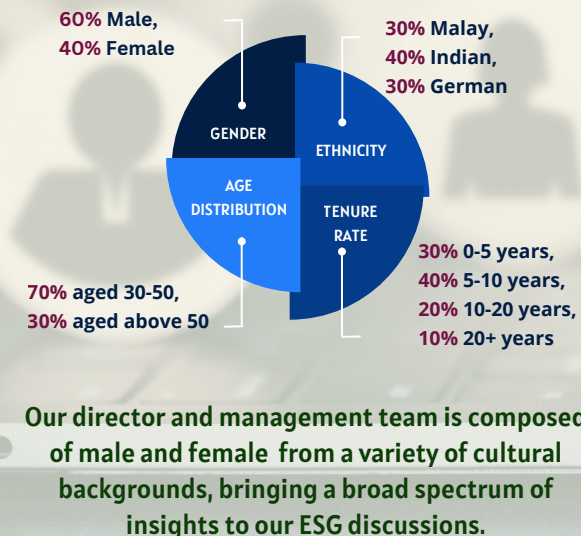
SAFETY COMMITMENT



5

Our commitment to enhancing customer experience is demonstrated through ongoing improvements in product quality.

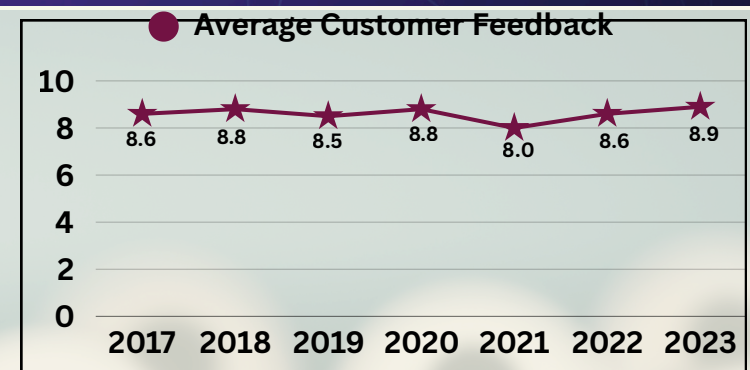
CORPORATE GOVERNANCE



Business Conduct

POLICY COMMITMENT

- Human Right Policy.
- Environmental Policy.
- Health & Safety Policy
- Whistleblowing Policy.
- Data Protection & Privacy Policy.
- Prohibiting Bribery, Corruption & Fraud Policy.



6

We are committed to maintaining high standards in our ESG practices. Our compliance and certifications include:

ISO14001 Environmental Management System (EMS)



SEDEX Members Ethical Trade Audit (SMETA)



Regenerative Rubber Initiatives (RRI)



We remain dedicated to sustainable practices and ethical governance, continuously striving to make a positive impact on our environment and society.

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Dear Stakeholders,

As we embark on another year of operations, I am pleased to present to you our Environmental, Social, and Governance (ESG) report for 2023. This report reflects our ongoing commitment to transparency, accountability, and sustainability in all aspects of our business.

Richter Rubber Technology Sdn.Bhd, we recognize the importance of addressing environmental challenges, promoting social responsibility, and maintaining strong governance practices. As such, we have integrated ESG considerations into our corporate strategy, decision-making processes, and day-to-day operations.

Throughout this report, you will find detailed insights into our ESG performance, initiatives, and progress towards our sustainability goals. From reducing our carbon footprint and promoting diversity and inclusion to fostering community engagement and ensuring ethical business practices, we are continuously striving to make a positive impact on the world around us.

I am proud of the dedication and efforts of our employees, partners, and stakeholders who have contributed to our sustainability journey. Together, we remain committed to driving positive change, creating value to all our stakeholders, and building a more sustainable future for generations to come.

As we navigate the challenges and opportunities ahead, I invite you to explore this report and join us in our commitment to sustainability. Your feedback and support are invaluable as we work towards achieving our shared goals.

Thank you for your continued partnership and trust in Richter Rubber technology Sdn.Bhd.

Sincerely,



Klaus Richter
Chairman & CEO
Richter Rubber Technology Sdn.Bhd

Opening Letter From CEO

Klaus Richter



Klaus Richter
Chairman & CEO
Richter Rubber Technology Sdn.Bhd

Executive Summary



, we are committed to advancing sustainability through our comprehensive Environmental, Social, and Governance (ESG) initiatives. Our strategic approach focuses on creating positive impacts on the environment, fostering an inclusive workplace, and maintaining high standards of governance and ethics.

Environmental Stewardship: We prioritize energy efficiency and renewable energy, including the use of solar power and optimizing energy consumption. Our water conservation efforts encompass daily monitoring, rainwater harvesting, and Industrial Effluent Treatment System (IETS). Waste management is a key focus, with robust strategies for recycling, handling scheduled waste, and paperless initiatives. Additionally, our Environmental Management System (EMS) guides our sustainability efforts and ensures compliance with environmental standards. We also actively work to reduce emissions and protect biodiversity by sourcing latex from agroforestry plantations.

Social Responsibility: We are dedicated to employee welfare by providing fair wages, healthcare, and comprehensive benefits. Our commitment to diversity and inclusion ensures equal opportunities and gender equality. We invest in employee development through extensive training programs and engage with the community through initiatives such as blood donation drives, educational support, and local facility contributions. Health and safety are paramount, supported by robust protocols and regular training.

Governance Excellence: Our governance structure promotes effective oversight, guided by strong leadership. We uphold ethical conduct with anti-corruption policies and compliance training. We adhere to regulations, conduct risk assessments, and engage in external audits. Stakeholder engagement is key, with open communication fostering partnerships and collaborations. Transparency in our reporting practices reflects our dedication to accountability and continuous improvement.

Through these efforts, RRT demonstrates a steadfast commitment to sustainable development, creating long-term value for our stakeholders and contributing to a better future for all.



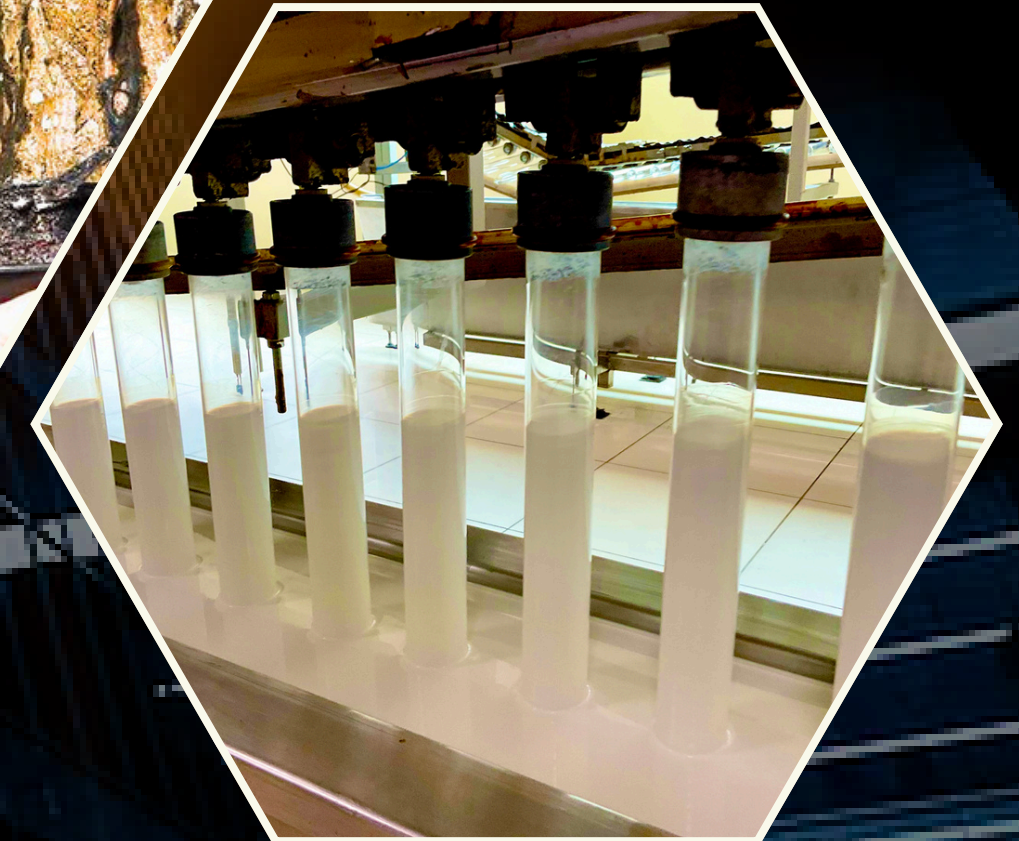
RICHTER RUBBER TECHNOLOGY SDN.BHD



Manufacturing and Distributors of Condoms, Special Condoms, Medical Probe Covers

We are a workforce of 588 people inspired by a work philosophy that guides our professional behavior, anchored in principles of sustainability and social responsibility. We promote a strong, reliable, and honest working relationship, emphasizing effective communication and harmony in our dealings with clients, suppliers, and employees.

At the core of our ethos resides a commitment to sustainability enhancement, ensuring that our actions align with Environmental, Social, and Governance (ESG) principles. We distinguish ourselves by employing work dynamics characterized by clarity and transparency. As our director often emphasizes, “a robust, reliable, open, and honest working relationship is the essence of our company's soul”.



SUSTAINABILITY IS A STATE OF MIND



2016-2017

Environmental Initiatives:

- Build rooftop solar panel (renewable energy).
- Implemented EMS ISO 14001.
- Air monitoring (genset units, cyclone system).
- Conducted Environmental Day (tree planting, recycled fashion show, sports).
- Upgraded Industrial Effluent Treatment System (IETS).

Social Initiatives:

- Established the RRT International Guardians team.
- Created rest area (gazebo, stone chairs), reading corner, and improve cafe.
- Followed BSCI standards (working hours, wages, permits).
- Hold employee forums, training, team building, and yearly evaluations.
- Host company dinners and internship programs.
- Received "Pay Good Master" awards.

1

2020-2021

Environmental Initiatives:

- Implemented Regenerative Rubber Initiative.

Social Initiatives:

- Upgraded year of service awards.
- Introduced new uniform colors for leaders and supervisors.
- Offered skill allowances.
- Conducted police inspections and enhance safety during the pandemic.

3

2024-2025

Environmental Initiatives:

- Upgrade Industrial Effluent Treatment System (IETS).
- Upgrade Scheduled Waste storage area.
- Develop energy efficiency planning.
- Enhance paperless system implementation.
- Conduct Environmental Day and Sports Day.

Social Initiatives:

- Increase community engagement donations.
- Provide attendance allowances.
- Implement payroll and HRMIS systems.
- Implement QR code grievance system.
- Upgrade supplier risk evaluation.
- Set safety reduction targets.
- Complete MDR Stage 1 and 2 audits.

5

2018-2019

Environmental Initiatives:

- Improved Scheduled Waste Management.
- Upgraded Industrial Effluent Treatment System (IETS).
- Provided Environmental Mini Lab.

Social Initiatives:

- Community engagement (donations to schools and blood drives).
- Enhanced employee engagement (medical check-ups, EPF services, attendance rewards).
- Provided leadership allowances.
- Upgraded minimum wages annually.
- Conducted mission statement competitions.
- Received Recognition Export Awards.

2

2022-2023

Environmental Initiatives:

- Build parking area with solar panels (renewable energy).
- Achieved 30% renewable energy use.
- Implemented sustainability enhancements.
- Utilized harvested rainwater for cleaning and backwash activities.

Social Initiatives:

- Upgraded skill allowances based on performance.
- Provided attendance allowances for selected departments.
- Build OKU parking & restroom, sick bay and drop-off points for employees.
- Implemented HIRARC Procedure and Noise Risk Assessment.
- Conducted ergonomic risk assessment.
- Implemented SGS ISO 13485 & MDD Surveillance Audit.
- Received Shared Prosperity Organizations Awards.

4

Environmental Initiatives:

- Target 40% solar energy use.
- Install solar panels on new buildings.
- Utilize rainwater harvesting for toilet flushing and gardening.

Social Initiatives:

- Implement carpooling initiatives.
- Build multipurpose courts.
- Provide maternity dresses and T-shirts for employees.
- Minimize accidents according to targets.

6

2026-2030

Our Commitment to the Sustainable Development Goals (SDG 17 Goals)

"Recognizing the importance of aligning our sustainability efforts with the United Nations Sustainable Development Goals (SDGs), Richter Rubber Technology Sdn.Bhd, acknowledges the global framework these goals provide for addressing pressing environmental, social, and economic challenges. The SDGs consist of 17 interconnected goals designed to achieve a better and more sustainable future for all by 2030. These goals address a wide range of issues, including poverty, inequality, climate change, environmental degradation, peace, and justice. At Richter Rubber Technology Sdn.Bhd, we are committed to contributing to these global objectives through our dedicated sustainability initiatives and business practices".



[Learn more SDG 17 Goals](#) 

SUSTAINABLE
DEVELOPMENT
GOALS



"Environmental Stewardship in Rubber Production"

The Regenerative Rubber Initiative

"Our Regenerative Rubber Initiative (RRI) thrives on collaborative partnerships with esteemed producers like Phatthalung Paratex Co., Ltd., renowned for their premium natural liquid latex concentrate and unwavering adherence to ISO 9001 standards. By sourcing latex from Phatthalung Paratex Co., Ltd., we reinforce our steadfast commitment to sustainability and ethical sourcing within RRI. This latex assumes a pivotal role in our initiative, emblematic of our dedication to championing sustainable practices and promoting ethical production methods.

Through RRI, we actively participate in endeavors that propel environmental stewardship and uplift local communities. By partnering with farmers in Southern Thailand and implementing innovative agroforestry systems for rubber cultivation, we contribute meaningfully to biodiversity conservation and nurture thriving ecosystems".

[Learn more about RRI](#) 



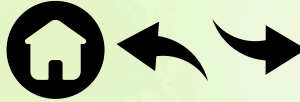
SMETA Audit

“Upholding Ethical Standards at Richter Rubber Technology Sdn.bhd”.

SMETA

Richter Rubber Technology Sdn. Bhd, utilizes the SMETA audit framework to assess ethical and social responsibility practices throughout our operations. Conducted by accredited third-party auditors, the SMETA audit evaluates labor standards, health and safety, environmental impact, and business ethics. This process underscores our commitment to transparency, accountability, and continuous improvement in maintaining ethical standards across our supply chain, in line with our core values of sustainability and responsible corporate citizenship.





ENVIRONMENTAL MANAGEMENT SYSTEM (EMS) AT RICHTER RUBER TECHNOLOGY SDN.BHD

ISO14001



ISO 14001 is crucial for Richter Rubber Technology Sdn. Bhd.'s sustainability efforts, forming the basis of our Environmental Management System (EMS). Our certification body for ISO 14001 is TUV (M) Sdn. Bhd. This standard provides a structured framework for effective identification and management of environmental impacts. Guided by ISO 14001, we aim to minimize our ecological footprint, promote sustainability, and comply with regulatory requirements.

[Richter Rubber Certificate ISO14001](#)



Sustainable Business Strategies

At Richter Rubber Technology, we are proud to present our Environmental, Social, and Governance (ESG) report. This document signifies not just a step towards transparency and accountability but is a testament to our commitment towards a sustainable, equitable, and ethical approach in all aspects of our operations. The purpose of this report is to communicate our company's initiatives, progress, and future plans in addressing the critical ESG aspects relevant to our industry and operations. [Learn more about leading-esg-innovations.](#) 

Mission Statement

RRT is committed to deliver highest quality product while achieving excellent performance through experience, continuous improvement and innovation for the betterment of life.

Integrity

We lead with honesty and justice, recognizing that contributing to others starts with the integrity of our own actions.

Commitment

Our employees, community, and customers drive our commitment to continuous improvement and delivering reliable products.

Leadership

True leadership involves the courage to lead for a better future, fostering a sense of responsibility among our team.

Work Ethic

Strong, Reliable, and Honest.

Passion

We hire and do business with people we trust, where every step reflects a deep connection between heart and mind.

Inspiration

We aspire to be a force for good, inspiring creativity and positive change among our people, customers, suppliers, and community.



At RRT, our philosophy guides us to create an open, direct, and inspiring environment, fostering strong, reliable, and honest relationships.

PLANET

Charting Our Path to Sustainable Practices

At Richter Rubber Technology, we recognize the imperative of sustainable practices in today's global landscape. Operating responsibly isn't just a choice—it's a mandate. As a pioneer in condom and condom machinery production, with German engineering at the heart of our operations in Malaysia, we understand the profound impact our activities have on the environment. That's why we're dedicated to reducing our carbon footprint, managing waste responsibly, and preserving biodiversity. Our commitment extends beyond mere compliance; it's a reflection of our determination to safeguard the planet for future generations.

“COMMITMENT TO SUSTAINABLE OPERATIONS”

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Our Approach to Environmental Stewardship

"Our approach to environmental stewardship encompasses reducing our carbon footprint, enhancing energy efficiency, utilizing renewable energy, conserving water, protecting biodiversity, managing waste, and monitoring air and noise quality to ensure sustainable practices throughout our operations and supply chain".



Solar Panel Installation: Install solar panels in our new building.



Promoting Paperless Initiatives:
Encouraging paperless systems to reduce waste.



Implementing Electric Vehicles: Utilizing electric vehicles for employee commuting.



Our Environmental Initiatives

Renewable Energy Solar

40%

by year 2030

Transportation:



Future carpooling initiatives are planned to decrease transportation-related emissions.



Regenerative Rubber Initiatives (RRI):
Promoting biodiversity and sustainable practices through regenerative rubber farming, contributing to lower emissions and environmental benefits.



Enhancing Environmental Practices:
Implementing rainwater harvesting practices to promote sustainability. We plan to extend this to toilet flushing and gardening in the near future.



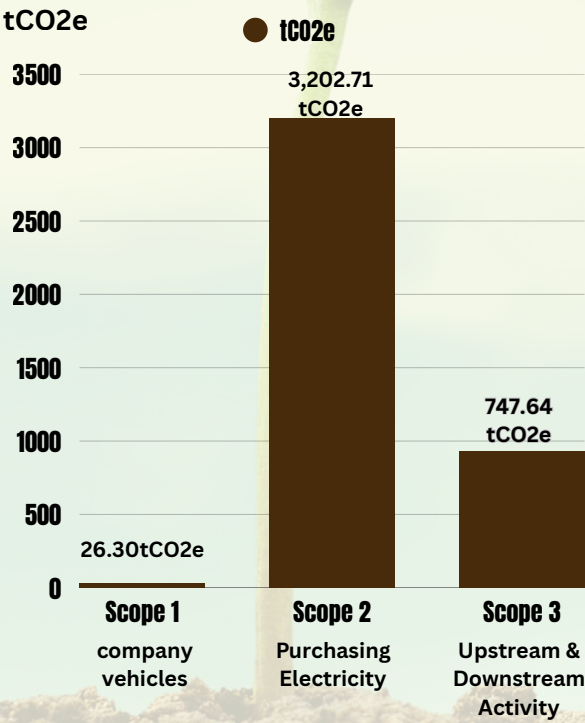
Managing Our Carbon Footprint

Commitment, Reduction, and Future Goals

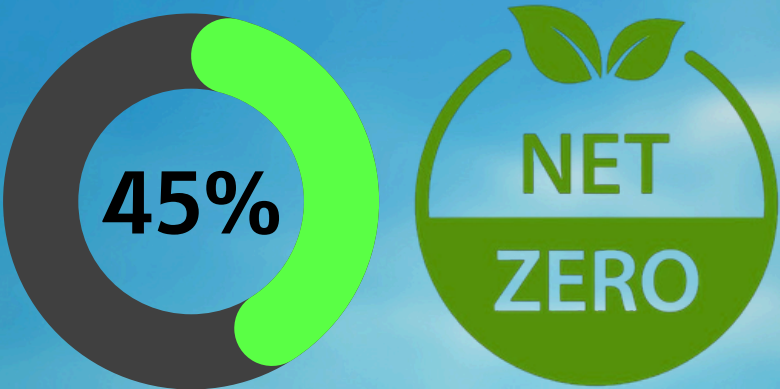
Managing and reducing our carbon footprint is a critical pillar of our commitment to sustainability and environmental stewardship at Richter Rubber Technology Sdn.Bhd. We are dedicated to minimizing our carbon emissions through various initiatives and strategies, including our innovative Regenerative Rubber Initiatives (RRI). These initiatives are designed to promote sustainable practices across our operations and supply chain. Our efforts focus on leveraging renewable energy, particularly solar energy, implementing energy efficiency measures, enhancing sustainable transportation options, and reducing waste. By engaging stakeholders and integrating RRI principles, we ensure that our products reach customers with minimal environmental impact while fostering long-term sustainability in the rubber industry.

In 2023, our total carbon emissions amounted to **3976.65 metric tons of CO2 equivalent (tCO2e)**, broken down as follows:

- **Scope 1:** Direct emissions from owned or controlled sources – **26.30 tCO2e**
- **Scope 2:** Indirect emissions from the generation of purchased electricity – **3,202.71 tCO2e**
- **Scope 3:** All other indirect emissions that occur in the value chain – **747.64 tCO2e** (included upstream and downstream distribution, employee commuting, waste in operation to end of life treatment).
- Components pending calculation : (purchasing goods)



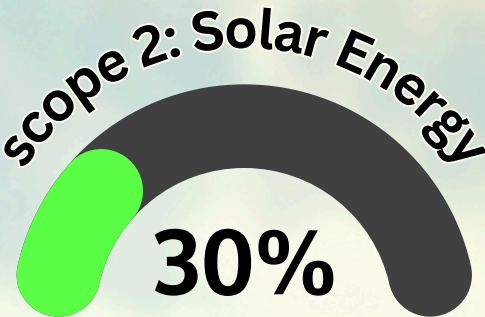
Emissions from purchased goods are pending due to ongoing requests for emission factors from suppliers and will be included in future reports.
Carbon emissions for 2023 reflect updated emission factors, with a transition from U.S. standards to the U.K. DEFRA methodology.



Reduction Target

In alignment with national standards and the Sustainable Development Goal (SDG 13) on climate action, our company has committed to a 45% reduction in carbon emissions by 2030, using 2010 as the baseline year, and aims to achieve net zero emissions by 2050.

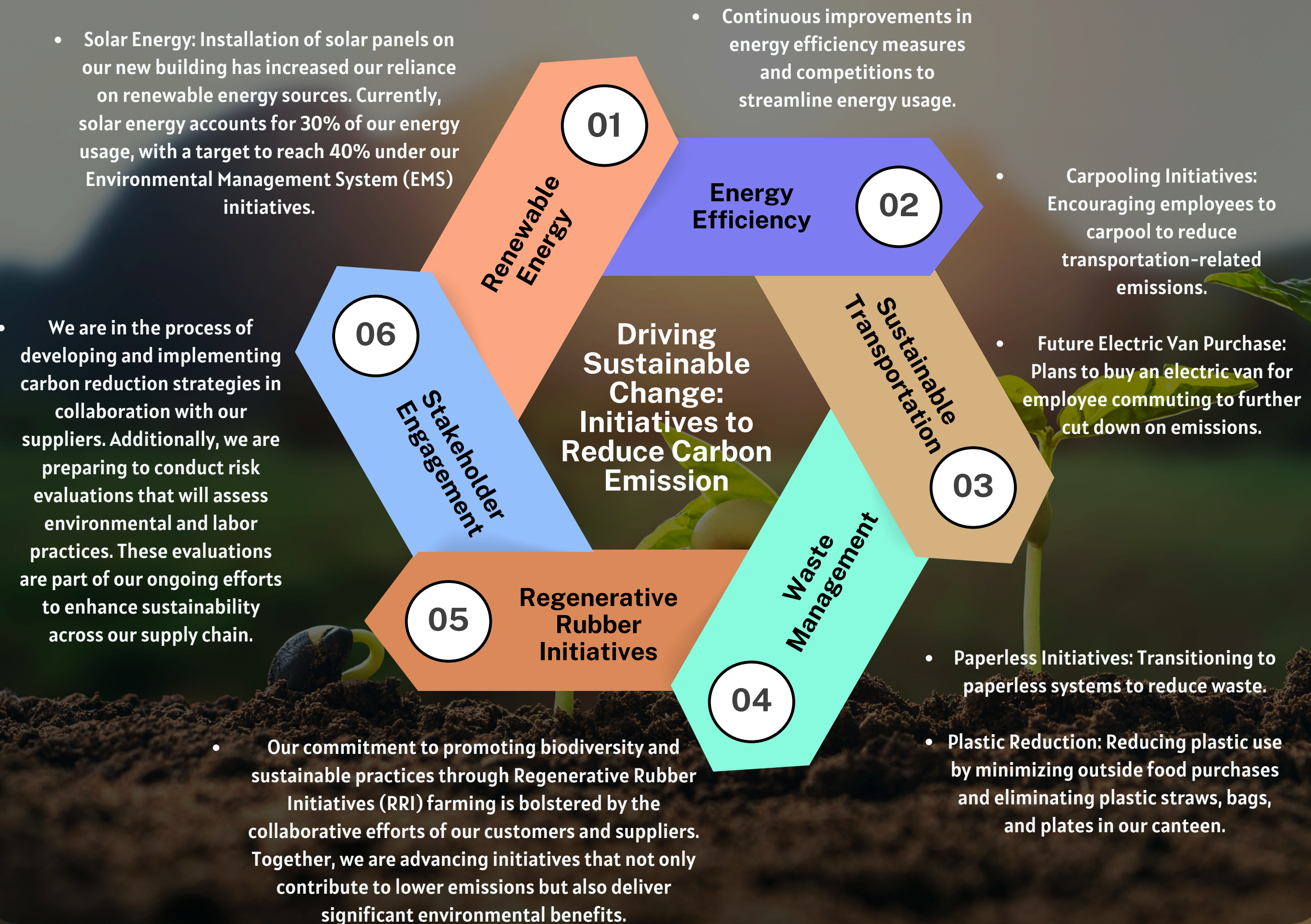
we have achieved a reduction in Scope 2 emissions by 30% since 2023



Overall Reduction Scope 1,2 & 3
we have achieved 10% reduction by 2023 towards our 45% reduction target for 2030, supporting our contribution to SDG 13.

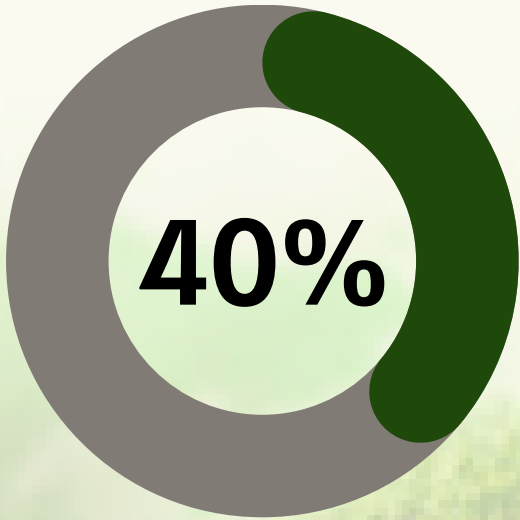
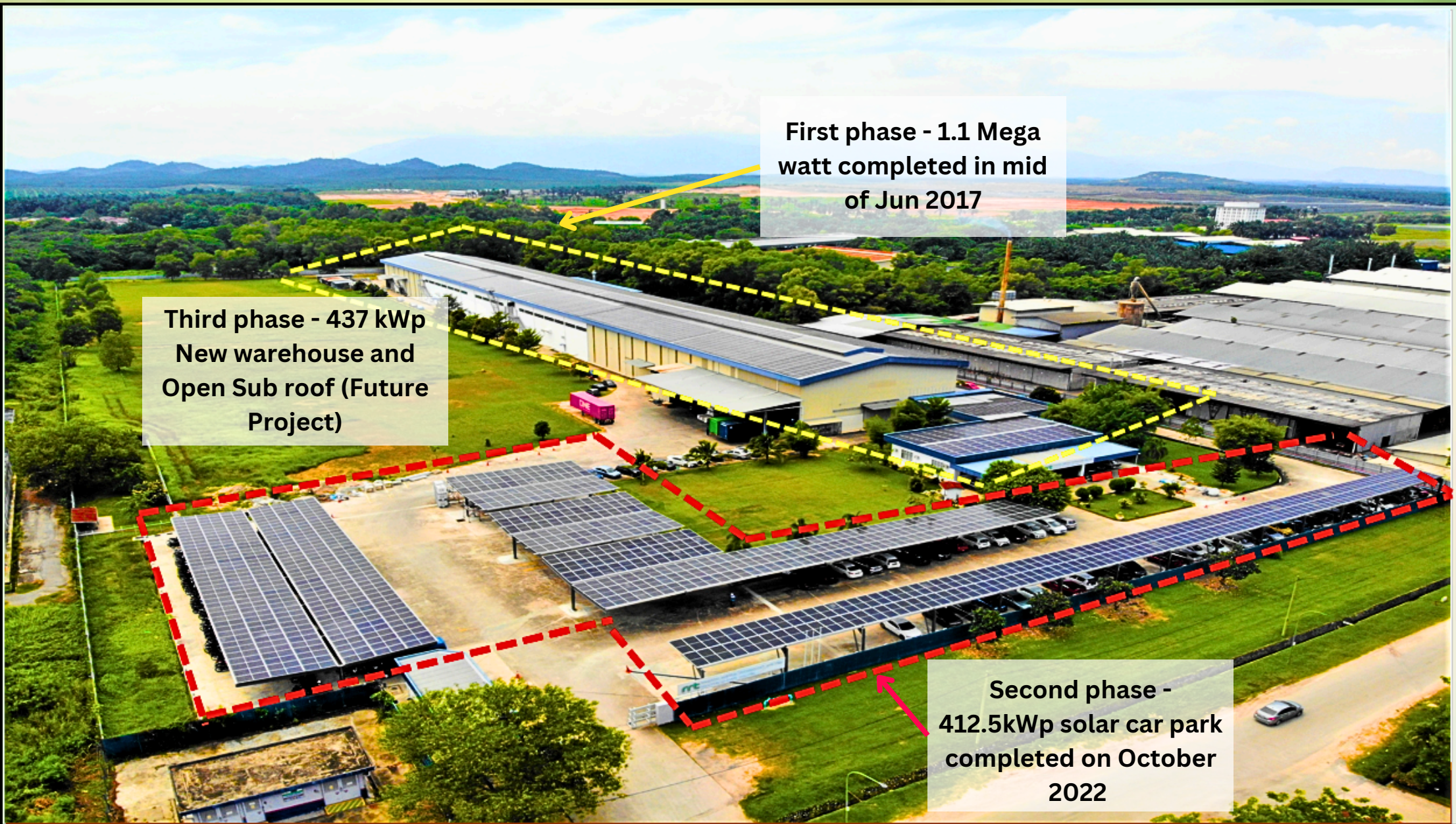
Reduction Initiatives

We have implemented several initiatives to reduce our carbon footprint:



Renewable Energy Initiatives

At the heart of our sustainability strategy is the commitment to integrating renewable energy sources into our operations. Our focus on renewable energy not only aligns with our environmental goals but also enhances our operational efficiency and resilience. By leveraging clean energy, we aim to reduce our carbon footprint and promote a sustainable future.



- Increasing Solar Energy Usage:
- Installation of Solar Panels: Install solar panels on new buildings and existing structures where feasible.
 - Energy Contribution Target: Achieve 40% of our total energy consumption from solar energy by 2030.

Current Achievements and Results

I. Solar Energy Integration:

- Current Contribution: Solar energy currently provides 30% of our total energy needs as of 2023.
- Recent Installations: Solar panels were first installed on our manufacturing building in 2017. This installation has significantly boosted our renewable energy capacity over the years, enabling us to achieve 30% renewable energy generation in 2023.



Renewable Energy Commitment and Achievements

Our renewable energy initiatives are a cornerstone of our environmental strategy. By increasing our reliance on solar energy and exploring other renewable sources, we are reducing our carbon footprint and contributing to a more sustainable future. Our ongoing efforts in renewable energy, combined with our commitment to energy efficiency and community engagement, underscore our dedication to environmental stewardship and corporate responsibility.

Energy Efficiency Initiatives

In our ongoing commitment to energy conservation, we have developed and implemented a comprehensive reduction plan aimed at optimizing energy usage across our operations. Our initiatives include:

Reducing Air Compressor Pressure:

Optimizing pressure settings to reduce energy consumption without compromising performance.

Minimizing Motor Running Hours:

Ensuring equipment runs only when necessary, reducing unnecessary energy use.

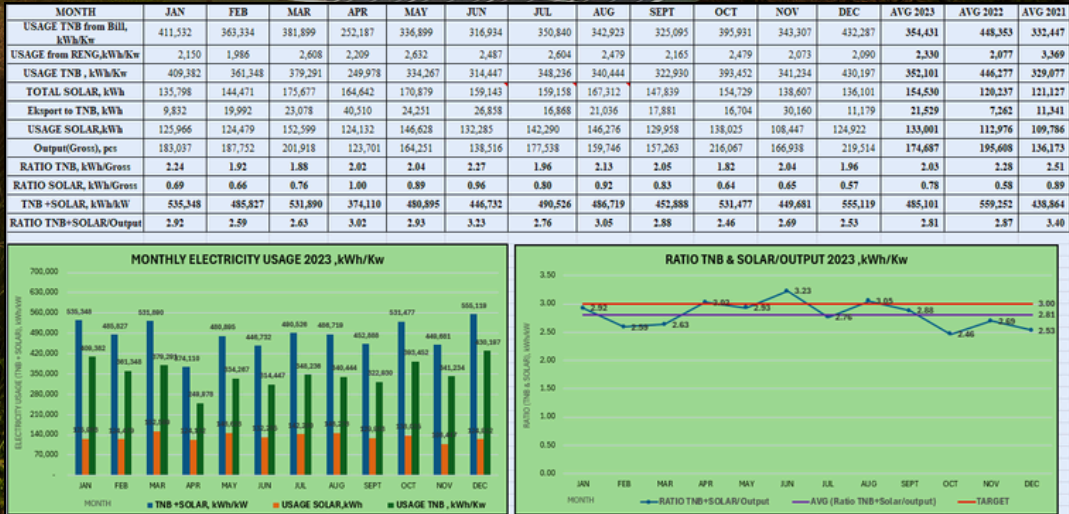
Optimizing Air-Conditioning Temperatures:

Setting air-conditioning systems to energy-efficient temperatures, maintaining comfort while saving energy.

Solar Energy Integration:

Existing solar panel infrastructure generates 1.5125 megawatts of power, with plans for additional installations on our new building.

Our energy efficiency initiatives are central to our sustainability strategy. By focusing on optimizing equipment performance, investing in renewable energy, and planning future expansions, we demonstrate our commitment to reducing our environmental impact and fostering a sustainable future.

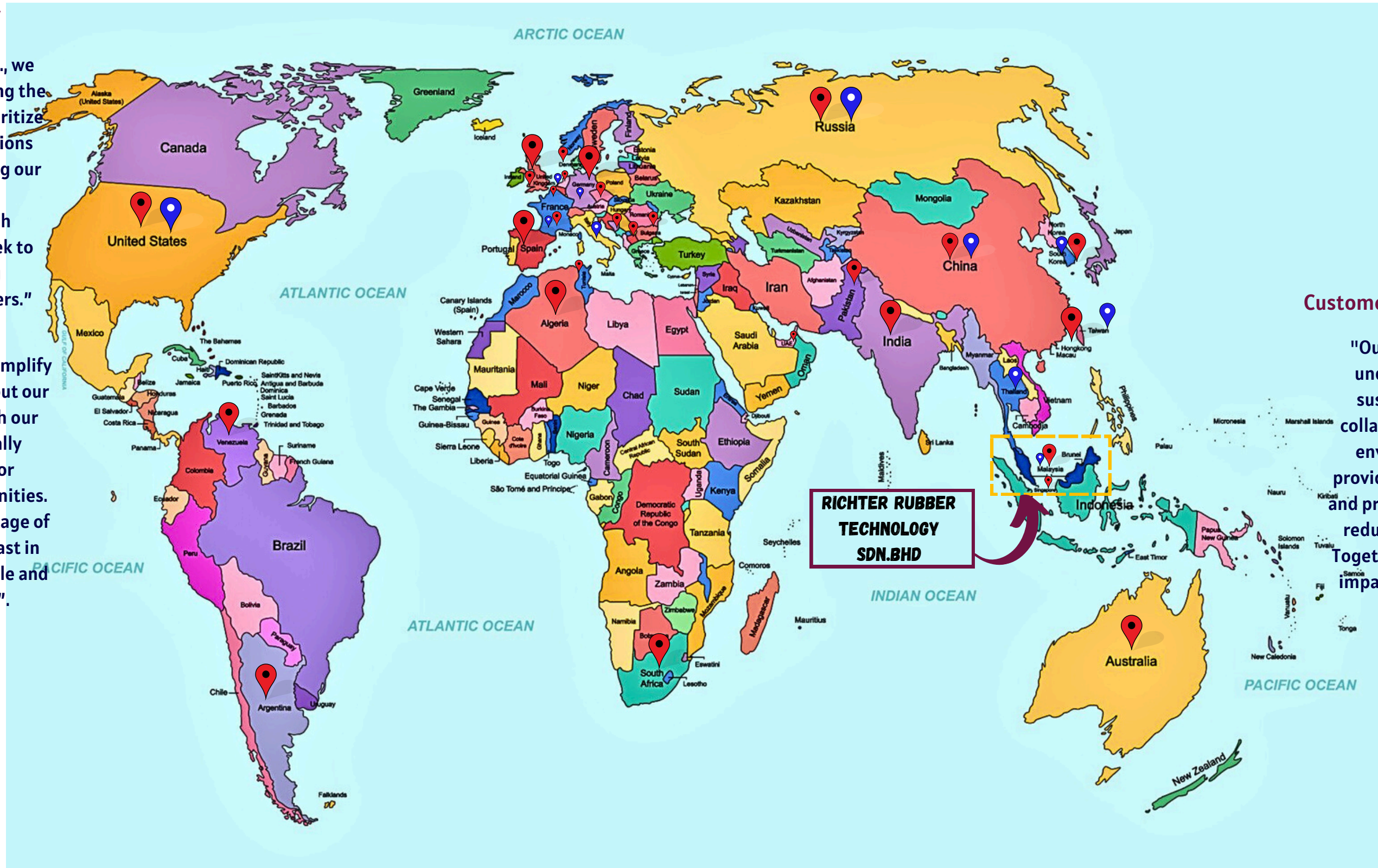




Promoting Supplier Sustainability

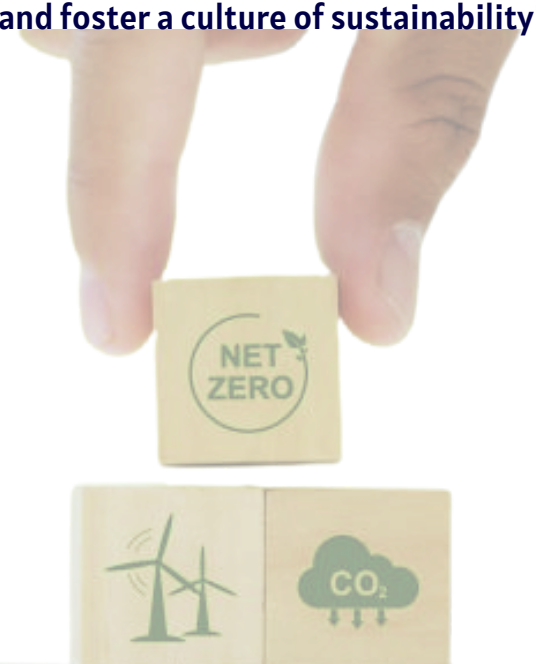
"At Richter Rubber Technology Sdn. Bhd., we recognize the vital importance of assessing the carbon footprint of our suppliers. We prioritize this evaluation to understand the emissions generated across our supply chain, driving our commitment to sustainability and environmental responsibility. Through meticulous assessments, we actively seek to address carbon emissions, fostering sustainable practices among our suppliers."

"Our Supplier Sustainability Practices exemplify our dedication to sustainability throughout our supply chain. We collaborate closely with our suppliers to implement environmentally friendly practices, uphold ethical labor standards, and engage with local communities. By integrating sustainability into every stage of our procurement process, we are steadfast in our mission to cultivate a more sustainable and responsible supply chain ecosystem".



Customer-Focused Sustainability Partnership

"Our Customer Sustainability Engagement underscores our dedication to promoting sustainability beyond our operations. We collaborate with our customers to encourage environmentally conscious consumption, providing information on sustainable products and practices, including details on our efforts to reduce the carbon footprint of our products. Together, we strive to minimize environmental impact and foster a culture of sustainability".





“Enhancing Sustainability through Strategic Water Conservation”

At Richter Rubber Technology Sdn. Bhd, we are dedicated to advancing our sustainability efforts. Our strategic water management initiatives are a testament to this commitment, ensuring responsible use and conservation of water resources.



Water Usage Monitoring

To closely monitor our water usage, we have installed water meters across different areas of our operations. These meters provide real-time data, helping us identify areas for improvement and track our progress over time.

Responsible Sourcing

We source our water from Syarikat Air Darul Aman (SADA) Sdn. Bhd., adhering to stringent standards to ensure responsible consumption. This partnership reflects our commitment to maintaining high-quality water supply while respecting local resources.

Innovative Rainwater Harvesting

Our rainwater harvesting system plays a crucial role in reducing our water consumption. Currently, harvested rainwater is utilized for cleaning and backwash activities, significantly lowering our reliance on freshwater sources. We plan to extend this to toilet flushing and gardening in the future.

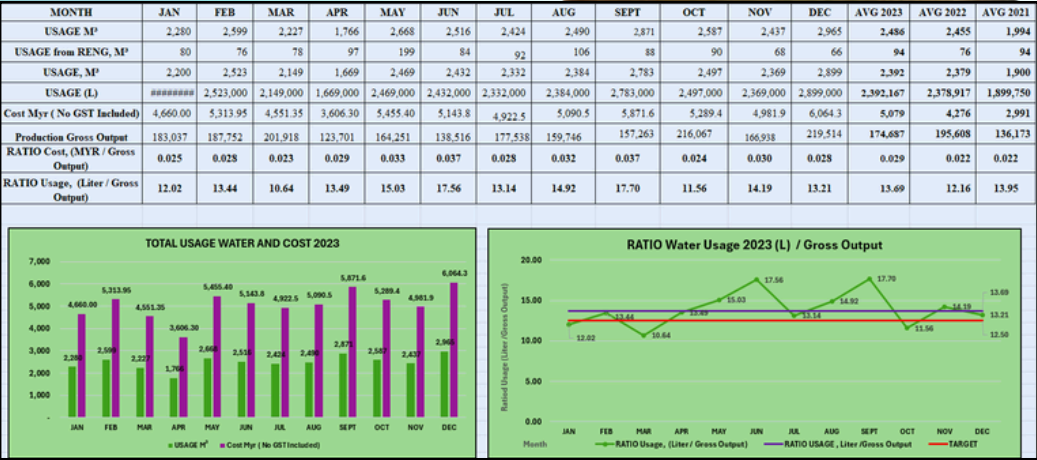
Positive Environmental Outcomes

Through these initiatives, we are not only conserving water but also minimizing our environmental footprint. Our efforts contribute to the broader goal of sustainable development, ensuring that we preserve vital resources for future generations.

Commitment to Sustainability

"Richter Rubber Technology Sdn. Bhd.'s water management strategies exemplify our dedication to sustainability and environmental stewardship. We will continue to innovate and improve, striving to make a lasting positive impact on our environment".

"TURNING EVERY DROP INTO A RESOURCE, NOT A WASTE."



Ensuring Environmental Sustainability: Our Industrial Effluent Treatment System (IETS)

Regulatory Framework

Richter Rubber Technology Sdn. Bhd. adheres to the Environmental Quality (Industrial Effluents) Regulations 2009, which set stringent standards for the treatment and discharge of industrial effluents.

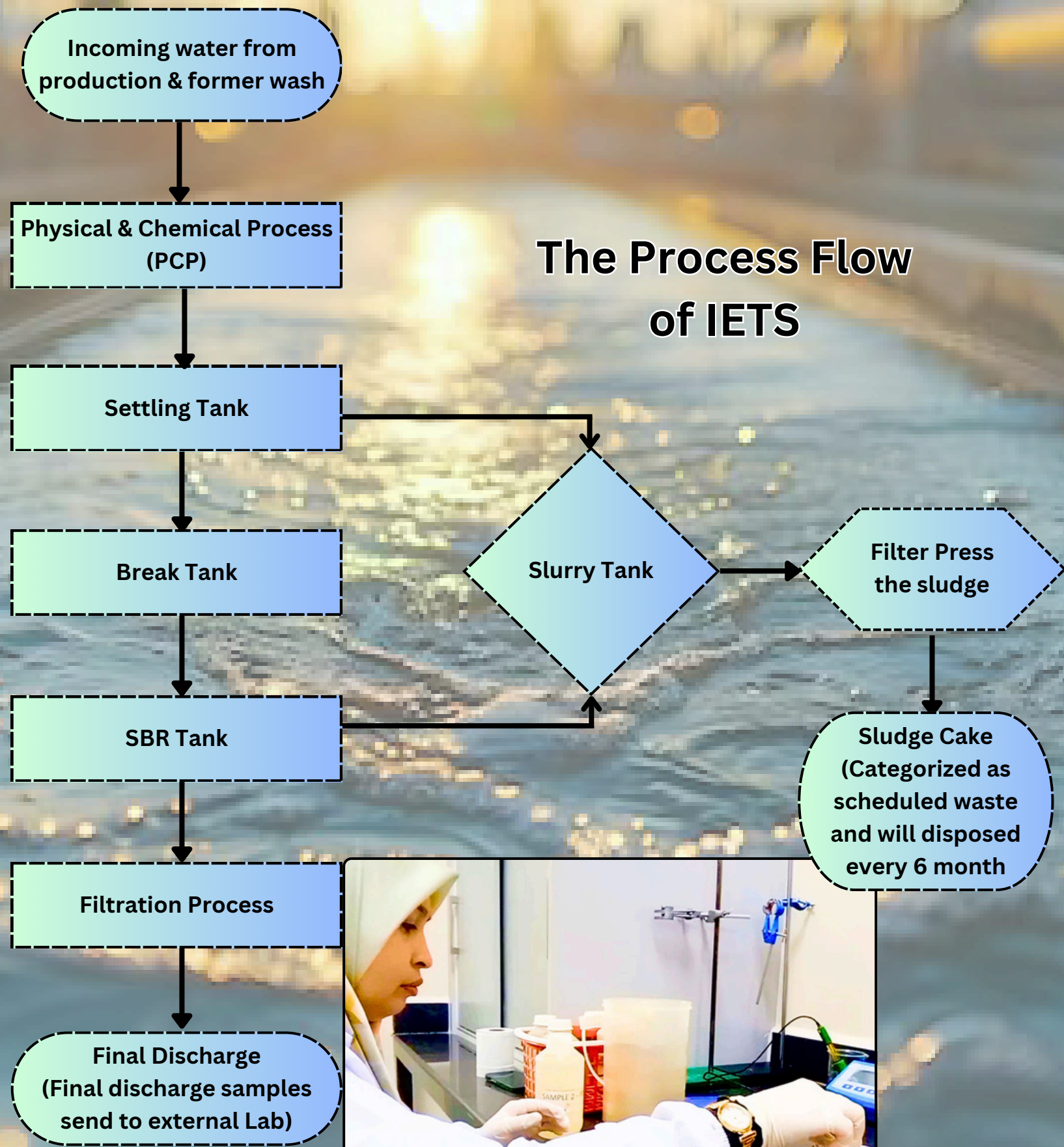
Overview

Our Industrial Effluent Treatment System (IETS) is integral to our environmental sustainability initiatives. Designed to remove contaminants from wastewater generated during industrial processes, our IETS ensures that we meet and exceed regulatory requirements while minimizing environmental impact.

Monitoring and Compliance

To ensure the effectiveness and compliance of our IETS:

- **Daily Monitoring:** We conduct daily in-house performance monitoring of five key parameters to ensure the system operates efficiently.
- **External Analysis:** Final discharge samples are regularly sent to external laboratories for comprehensive analysis.
- **Compliance with Standard A:** Our effluent discharge meets the stringent criteria of Standard A, protecting drinking water resources and ensuring environmental safety.



Environmental Commitment

Our robust IETS highlights our commitment to protecting water resources and maintaining environmental sustainability. By adhering to rigorous monitoring and compliance standards, we contribute to a cleaner environment and uphold our corporate responsibility.

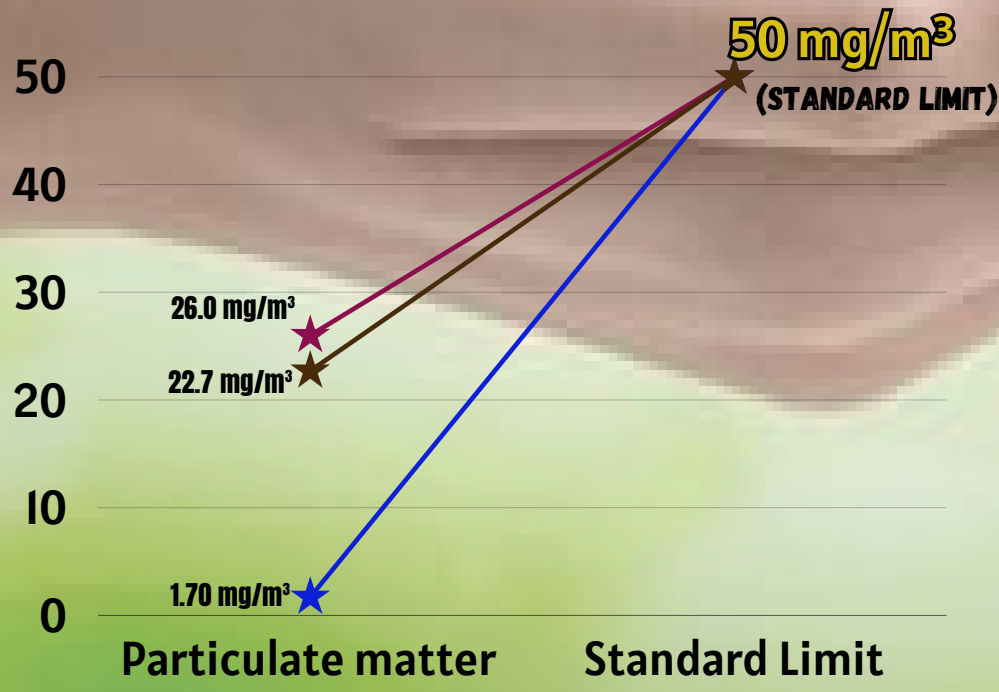
Future Enhancements

- Richter Rubber Technology Sdn. Bhd. is committed to enhancing our Industrial Effluent Treatment System (IETS) by upgrading our plant:
- **Improve Treatment Efficiency:** Implement advanced technologies to enhance the removal of contaminants and improve overall treatment efficiency.
 - **Increase Capacity:** Expand our plant's capacity to handle higher volumes of effluent while maintaining stringent environmental standards.
 - **Ensure Regulatory Compliance:** Upgrade systems and processes to meet and exceed regulatory requirements, ensuring compliance with Environmental Quality (Industrial Effluents) Regulations 2009.
 - **Enhance Environmental Performance:** Reduce our environmental footprint by adopting state-of-the-art equipment and sustainable practices in wastewater treatment.

Air Monitoring Initiatives

Richter Rubber Technology Sdn. Bhd. is committed to rigorous air monitoring practices to ensure compliance with environmental standards and minimize our impact on air quality. Our air monitoring initiatives are designed to uphold the highest standards of environmental stewardship and contribute positively to our community and the environment.

- Stack Emission (Cyclone Chimney)
- Genset (Standby Diesel Pump)
- Genset 350 KVA



Stack Emission Monitoring

We utilize advanced stack emission monitoring systems, including cyclone chimneys, to measure and track air pollution emissions from stationary sources. This process aligns with the Malaysian Standard MS 1596:2003 and meets the Department of Environment (DOE) requirements for particulate matter determination in flue gas emissions.

Air Emission Monitoring for Genset Units

Our air emission monitoring extends to genset units, including standby diesel pumps, conducted in strict adherence to the Environmental Quality (Clean Air) Regulations 2014.

- Standby Diesel Pumps

Dark Smoke: Not darker than shade No.1 on the Ringelmann Chart

- 350 KVA Genset

Dark Smoke: Not darker than shade No.1 on the Ringelmann Chart

Commitment to Clean Air

Through these comprehensive air monitoring measures, we strive to uphold clean air standards and contribute positively to our community and the environment. Our efforts reflect our dedication to sustainable practices, ensuring that we not only meet but exceed regulatory requirements, fostering a healthier and more sustainable future for all.

By integrating these advanced air monitoring systems and adhering to stringent environmental regulations, Richter Rubber Technology Sdn. Bhd. remains at the forefront of sustainable industry practices, committed to protecting air quality and promoting environmental well-being.



"BREATHING LIFE INTO A
CLEANER, HEALTHIER FUTURE."



Ensuring Environmental Compliance

Boundary Noise Monitoring

Our Approach

Our approach to boundary noise monitoring is comprehensive, focusing on maintaining stringent environmental noise limits to mitigate potential hazards associated with excessive noise exposure. This commitment is integral to protecting the surrounding communities and the broader environment.

Implementing regular boundary noise monitoring allows us to proactively identify and address noise-related challenges. This proactive stance ensures that our operations do not negatively impact the surrounding environment and communities. By maintaining compliance with environmental noise regulations, we contribute to the preservation of local ecosystems and the quality of life for nearby residents.

Through diligent noise monitoring, we demonstrate our dedication to environmental stewardship and sustainability. This effort reflects our commitment to responsible business practices that prioritize the health and well-being of all stakeholders, including the communities and the environment. Our goal is to create a sustainable and harmonious coexistence between our industrial activities and the natural world.

At our company, we implement boundary noise monitoring under environmental management system

Boundary Noise Monitoring

Objectives: To conduct on-site noise level measurements at the factory boundary during both day and night. This involves environmental noise monitoring at the specified bordering areas according to the Planning Guidelines for Environmental Noise Limit and Control (Scheduled 1 Specification).

Daytime Limits: 70 dB(A) from 7:00 am to 10:00 pm.

Nighttime Limits: 60 dB(A) from 10:00 pm to 7:00 am.

Procedure: Noise level measurements are conducted for 24 hours at all monitoring points, ensuring that noise levels do not exceed the specified limits, with consideration that wind speeds should not exceed 5 m/s.

"Through rigorous noise monitoring practices, we ensure compliance with regulatory standards, safeguarding the health and well-being of our employees and the surrounding community."



[Report: Boundary Noise Monitoring](#)

Effective Waste Management Strategies for a Sustainable Future

At Richter Rubber Technology Sdn. Bhd., our unwavering commitment to sustainability permeates every facet of our operations, including waste management. We adhere to stringent procedures and protocols to ensure the safe and responsible handling, storage, transportation, and disposal of both scheduled and non-scheduled waste generated across our facilities.

Scheduled Waste Management

Our approach to scheduled waste management is characterized by meticulous attention to detail and compliance with regulatory standards. Scheduled waste, categorized as per the Environment Quality (Scheduled Wastes) Regulations 2005, undergoes careful segregation and proper labeling to facilitate identification and handling. We maintain dedicated storage areas equipped with secondary containment measures to prevent spillage or leakage, ensuring the safety of our employees and the environment. With a maximum storage period of 180 days and a limit of 20 metric tons, we prioritize timely disposal through licensed contractors, adhering to consignment note requirements and regulatory reporting obligations.

Non-Scheduled Waste Management/Recycled Waste

In addition to scheduled waste, we systematically manage non-scheduled waste streams to minimize environmental impact and promote resource efficiency. Recyclable materials such as paper, plastics, cartons, and condom scrap are responsibly recycled at specialized facilities, contributing to circular economy principles. Reusable materials are retained for future use whenever feasible, while non-recyclable waste is disposed of through appropriate channels, ensuring compliance with waste hierarchy principles.

Food Waste and Solid Waste Disposal:

Our waste management practices extend to food waste and solid waste generated within our premises. Segregation, collection, and disposal procedures are meticulously followed to prevent contamination and promote efficient waste handling. Food waste from canteen and kitchen facilities is segregated, recorded, and disposed of responsibly, with documentation maintained to track disposal activities and weights. Solid waste from various sources, including office pantries and cleaning activities, undergoes similar treatment, with collection and disposal facilitated by authorized vendors.

Regulatory Compliance and Continuous Improvement

Our waste management practices are underpinned by adherence to relevant regulations, including the Environment Quality (Scheduled Wastes) Regulations 2005, and international standards such as ISO 14001:2015. Regular audits and training sessions ensure that employees remain abreast of evolving regulatory requirements and best practices in waste management. Furthermore, we leverage technology to streamline waste management processes and reduce paper usage, aligning with our broader sustainability objectives.

Stakeholder Engagement and Transparency

We recognize the importance of stakeholder engagement in driving sustainable waste management practices. Through proactive communication and collaboration, we foster partnerships with regulators, suppliers, customers, and local communities to promote transparency, share best practices, and address emerging challenges. Our commitment to sustainability extends beyond compliance, encompassing a holistic approach to waste management that prioritizes environmental stewardship and contributes to a cleaner, more sustainable future.



"Turning waste into wealth, paving the way for a sustainable legacy."

Biodiversity



As stakeholders along the condoms-value-chain, we proudly source our rubber from sustainable agroforestry practices, aligning our endeavors with the preservation of our planet's natural abundance.

NO MONOCULTURES! The farmers in Thailand plant rubber in regenerative agriculture, with very regulated use of agrochemicals.

Farmers in Southern Thailand have ingeniously crafted botanical utopias amidst their rubber plantations. Within these verdant havens, a thriving ecosystem unfolds, offering sanctuary to a plethora of species—be it animals, plants, insects, or microorganisms. This mosaic of life exemplifies the essence of biodiversity.

[Learn more about biodiversity_agroforestry_RRI](#)

"It's a veritable haven of biodiversity. Here, all manner of creatures converge—birds soaring, bees buzzing, and a symphony of insects thriving in harmony".

Dr. Sara Bumrungsri,
Natural Scientist, PSU
Thailand



OUR SUPPLY CHAIN

Before you can hold a product in your hand, it's travelled a long way. Together with our partners in Thailand and Malaysia, we have set up a fully transparent value chain working together on establishing an agroforestry rubber criteria, learning from and with each other and developing a fair pricing system.



EMBRACING BIODIVERSITY TO CURB CO2 EMISSIONS

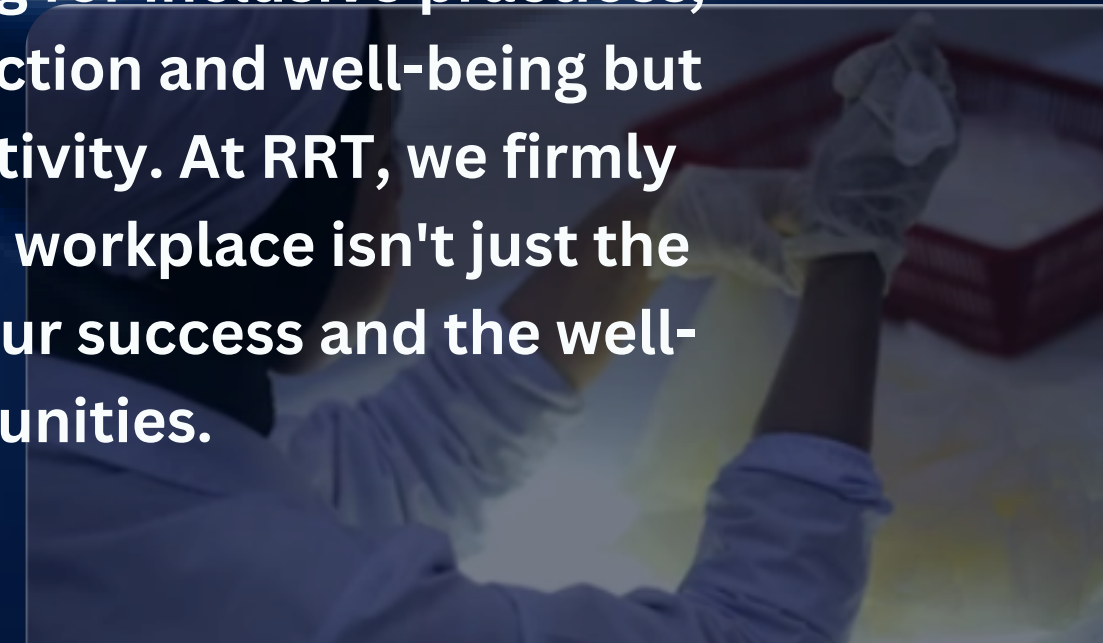
In these agroforestry systems, biodiversity flourishes without compromising latex yields. Scientific evidence underscores biodiversity's role in reducing atmospheric CO2, as plants capture CO2 through photosynthesis, storing it within the soil.



SOCIETY

Empowering Excellence: Nurturing Our Human Capital

At Richter Rubber Technology, our dedication to social responsibility runs deep within the fabric of our organization. We understand that fostering diversity, equity, and inclusion is not just a checkbox to tick, it's a fundamental pillar of our values. Through deliberate initiatives and policies, we are committed to creating an environment where every individual, regardless of background or identity, feels valued, respected, and empowered to thrive. By actively promoting diversity within our workforce and advocating for inclusive practices, we not only boost employee satisfaction and well-being but also stimulate innovation and creativity. At RRT, we firmly believe that a diverse and inclusive workplace isn't just the right thing to do—it's essential for our success and the well-being of our communities.



“CULTIVATING DIVERSITY AND INCLUSION”

SOCIAL

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Our Approach to Social Responsibility

"Our approach to social responsibility encompasses community engagement, diversity, inclusion, and equity, health and well-being, human rights, supply chain responsibility, and addressing customer concerns. We actively engage with local communities through various initiatives, foster a diverse and inclusive workplace, prioritize the health and well-being of our employees, and uphold human rights across all operations. Additionally, we ensure that our supply chain partners adhere to high ethical standards and continuously strive to meet and exceed customer expectations through transparent communication and quality service. This comprehensive approach reflects our commitment to creating a positive social impact and promoting sustainable business practices".

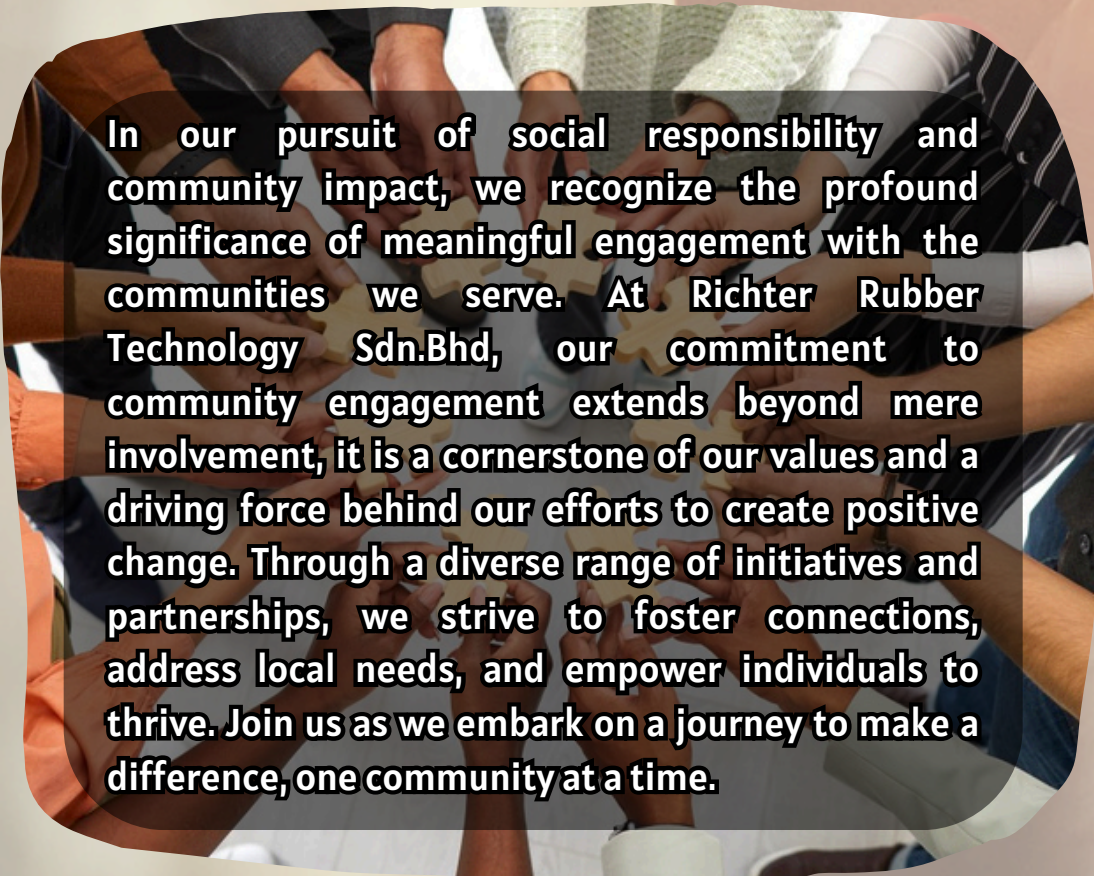


Colleague and Community Engagement Initiatives

Our Approach

"Our social approach embodies a profound commitment to responsibility and impact. Recognizing the intrinsic link between our actions and the well-being of society, we have developed a comprehensive strategy to foster positive social change. Our approach centers on cultivating inclusive communities, advancing equitable opportunities, and championing sustainability. By integrating social initiatives into our core operations, we strive to create enduring value for both our stakeholders and society at large".

“Before we delve into the specifics of our community engagement initiatives, let's take a moment to visualize our efforts through a concise mind map. This visual representation will provide a clear overview of our initiatives, showcasing our commitment to making a positive impact in our communities”.



In our pursuit of social responsibility and community impact, we recognize the profound significance of meaningful engagement with the communities we serve. At Richter Rubber Technology Sdn.Bhd, our commitment to community engagement extends beyond mere involvement, it is a cornerstone of our values and a driving force behind our efforts to create positive change. Through a diverse range of initiatives and partnerships, we strive to foster connections, address local needs, and empower individuals to thrive. Join us as we embark on a journey to make a difference, one community at a time.



Community Enrichment Initiatives

Our commitment to community welfare extends beyond traditional boundaries. From supporting Hospital Sungai Petani through life-saving blood donation programs to enhancing educational environments with computer sets at SJK(T) Ladang Lubok Segintah and a gazebo at SK Batu Pekaka, our contributions have made a tangible impact. We've also facilitated employee medical assistance through donations and promoted sustainability with Environmental Day initiatives. Sports Day events have fostered team spirit, while Service Awards and GMP Awards recognize excellence within our team. Moreover, our donation of chairs to the Kuala Ketil police station provides essential support for local law enforcement, demonstrating our ongoing dedication to community well-being.



"The new computer set has transformed our learning experience. We are incredibly grateful for this support".
– Teacher at SJK(T) Ladang Lubok Segintah



"The blood donation program has been a lifeline for our hospital. The support from your company has been invaluable". – Hospital Sungai Petani Representative



"The gazebo has provided a wonderful space for our students to learn and play. It's a fantastic addition to our school". – Principal of SK Batu Pekaka

Recognition Events and Community Support Initiatives



"Our company takes pride in recognizing and celebrating the dedication and commitment of our employees through annual year of service awards".

"Our contribution of chairs to the Kuala Ketil police station has been well-received and appreciated".



"we look to the future, we are excited to continue our commitment to community engagement with several upcoming initiatives.. Additionally, we are planning another Environmental Day and Sport Day for November 2024, aiming to further raise awareness about sustainability and encourage eco-friendly practices within our community. These events, along with new educational partnerships and wellness programs, will help us build on our successes and create even greater positive impact in the coming year".



“We promote team spirit and employee well-being through engaging Sports Day events at our company”.



Environmental and Sports Day Initiatives

“Our company actively enhances environmental awareness and sustainability through dedicated Environmental Day initiatives”.





“During the pandemic, we implemented safety enhancements among employees to ensure their health and well-being while working”.

“We have established a lactation room”.

“We have built accessible parking spaces and toilets for persons with disabilities (OKU)”.

Enhanced Employee Facilities and Safety Measures Implementation

“RRT International establishes a guardians team.”
“We are opening a rest area project for employees”.

“We are constructing a parking area for employees equipped with solar panels”.

“We are constructing drop-off points for employees, particularly during rainy weather”.

Diversity, Inclusion and Equity

Our Approach

"Our approach to DEI is comprehensive and proactive. We implement targeted recruitment strategies to attract a diverse talent pool, provide ongoing training and development to foster an inclusive culture, and establish employee resource groups to support underrepresented communities. We also continuously review and refine our policies to ensure equity in all aspects of our operations. By setting measurable goals and holding ourselves accountable, we are committed to making meaningful progress in our DEI journey and creating a truly inclusive workplace."

Protected Characteristics

Our commitment to diversity, equity, and inclusion means that we do not tolerate discrimination based on race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion, or any other status protected by applicable law.

Building a Diverse and Inclusive Culture

Richter Rubber Technology Sdn.Bhd, we are dedicated to fostering an inclusive and equitable workplace. We uphold a strict policy against discrimination and harassment of any kind, ensuring that every employee has the opportunity to thrive based on their qualifications, performance, skills, and experience.



Recruitment and Advancement

We strive to maintain a transparent and fair process for recruitment, hiring, placement, development, training, compensation, and advancement. The goal is to create a merit-based environment where all employees have equal opportunities to grow and succeed.

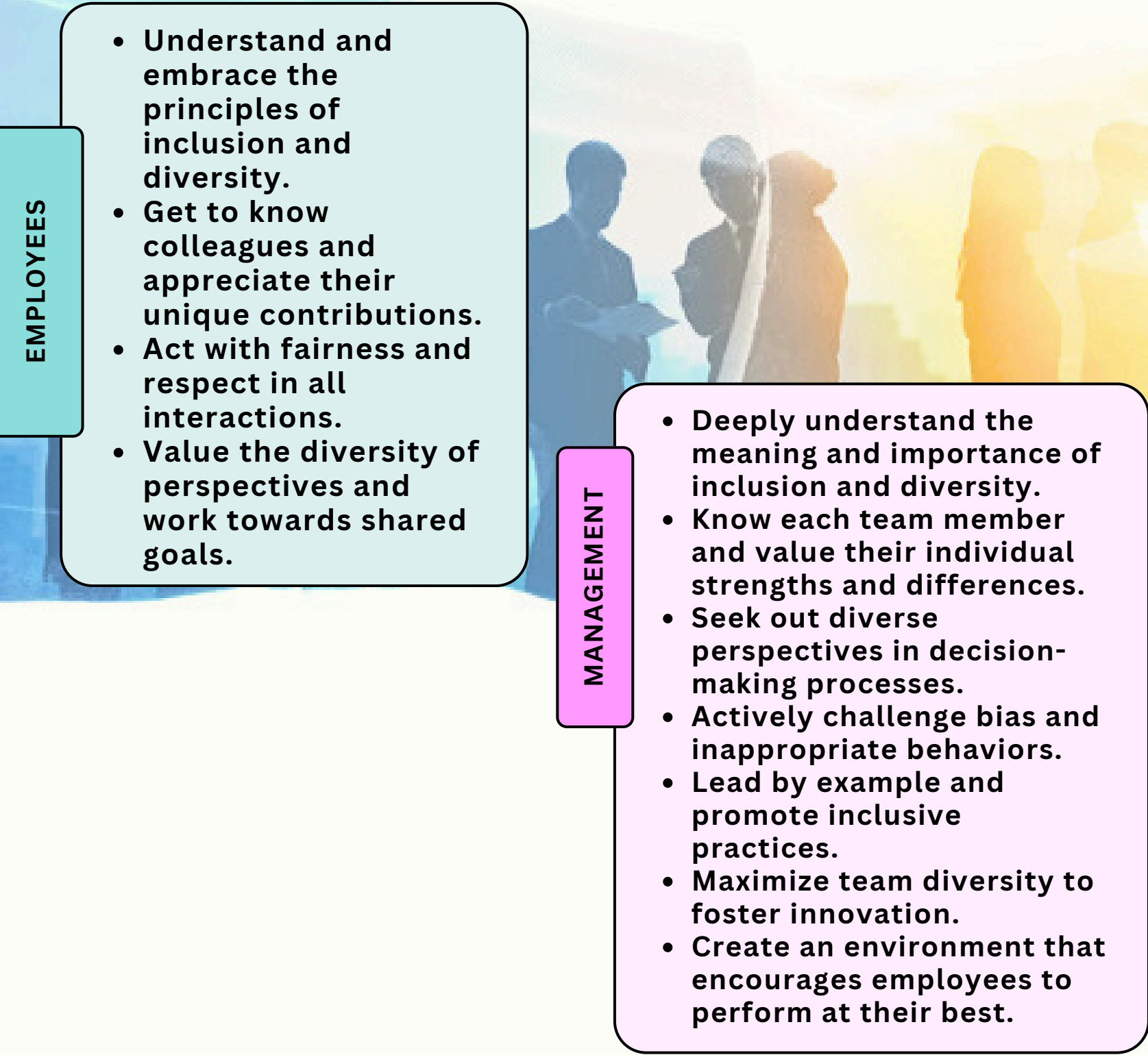
Workplace Behavior:

Respect and fairness are the cornerstones of our workplace culture. Disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind are not tolerated. Harassment, whether within the workplace or in any work-related context, is strictly prohibited.



Responsibility

To create an inclusive and respectful work environment, both employees and management have key responsibilities:

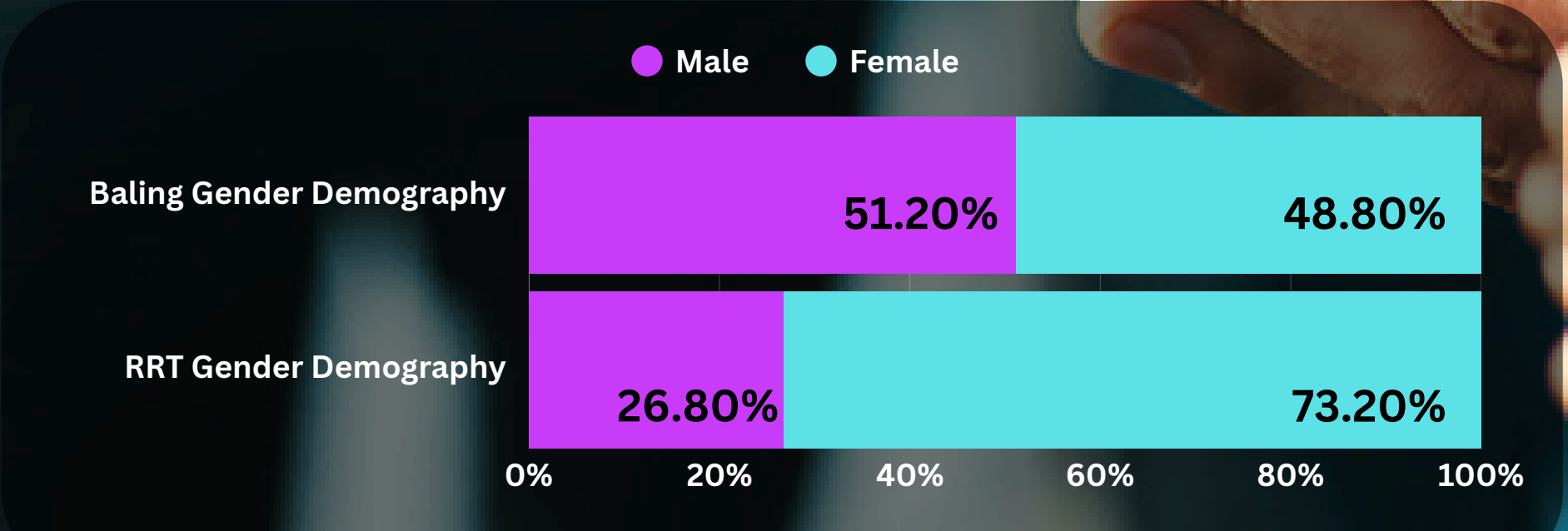


Commitment to Diversity and Inclusion

Our leadership is deeply committed to fostering an inclusive environment where every employee feels valued and empowered. Through our DEI initiatives, we aim to create a workplace that celebrates diverse perspectives, promotes equitable opportunities, and ensures that all voices are heard and respected.

Promoting Gender Equality for Sustainable Development

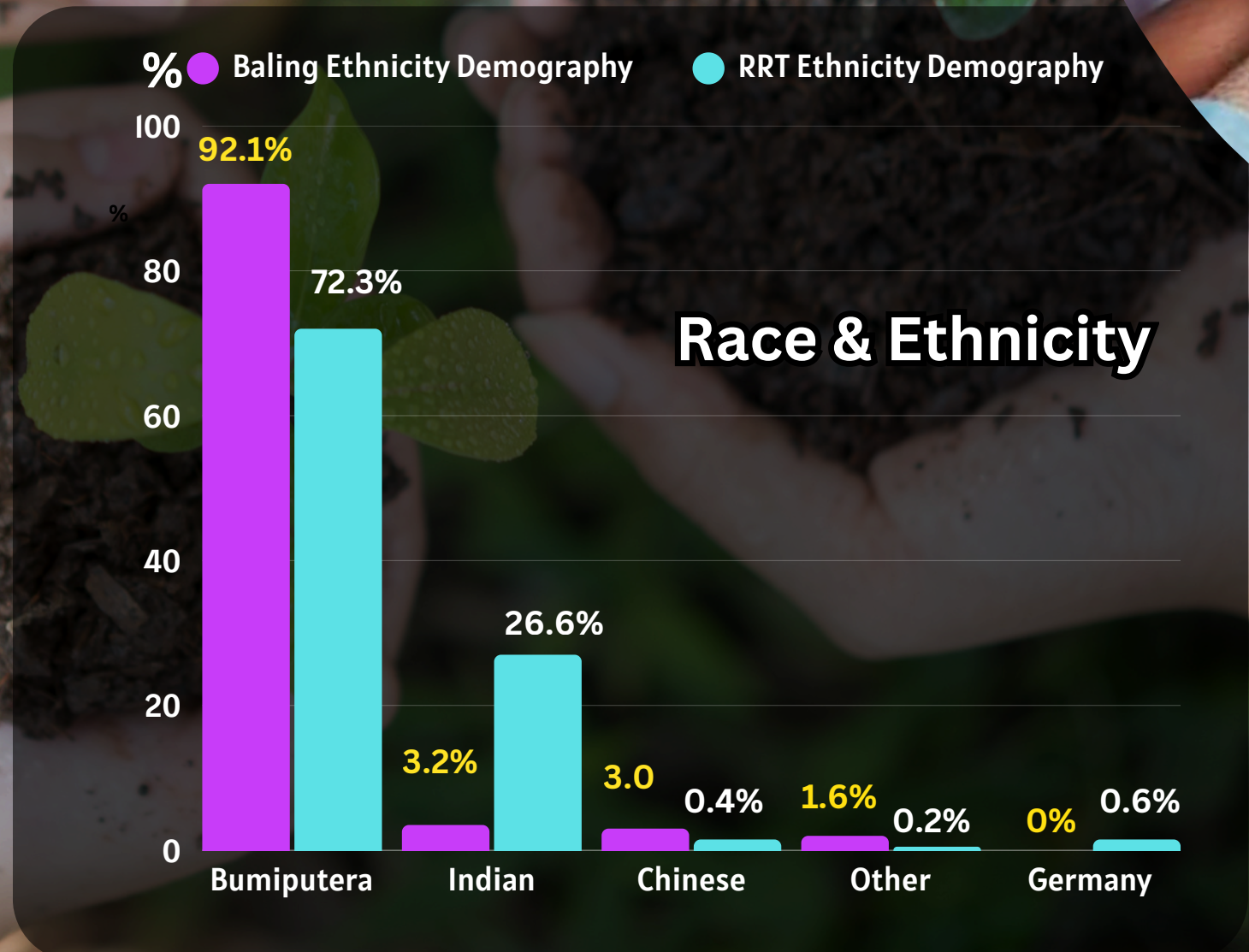
Gender diversity within Richter Rubber Technology Sdn Bhd is not merely a reflection of social equity but a cornerstone of our sustainability ethos. With a gender representation of 27% male and 73% female, we recognize the inherent value of diverse perspectives and experiences in driving innovation, resilience, and long-term success. Our analysis reveals that the company's proportion of male employees (26.80%) is significantly lower than the local population benchmark (Baling district) (51.2%), while the proportion of female employees (73.20%) is notably higher than the local benchmark (Baling district) (48.8%), as reported by the Malaysia's National Statistic Organization. This demonstrates a strong commitment to gender equality and highlights our emphasis on employing more women, aligning with SDG 5. Women's representation, particularly in leadership and decision-making roles, is instrumental in promoting inclusivity, enhancing corporate governance, and fostering a culture of collaboration and empathy. By prioritizing gender diversity, we not only champion equality but also harness the full spectrum of talent within our workforce, ultimately contributing to our company's sustainability objectives. Our commitment to gender diversity underscores our dedication to creating a workplace that thrives on the principles of equity, empowerment, and environmental stewardship.



Celebrating Differences of Race and Ethnicity in our Workplace

Diversity, including ethnic diversity, is fundamental to our sustainability strategy at Richter Rubber Technology Sdn. Bhd. Our commitment to diversity is evident in our workforce composition, with representation from various ethnic groups: Malay (72.3%), Indian (26.6%), German (0.6%), Chinese (0.4%), and Siamese (0.2%). According to the Baling district benchmark from the Malaysia's National Statistic Organization, the ethnic distribution is as follows: Bumiputera 92.2%, Indian 3.2%, Chinese 3.0%, and Others 1.6%. While there are differences in the percentages compared to the local benchmark, our company ensures similar levels of representation across Bumiputera, Indian, Chinese, and other ethnicities. This approach highlights our commitment to fostering an inclusive environment that supports our broader sustainability goals.

[Learn more about Baling district population benchmark](#)



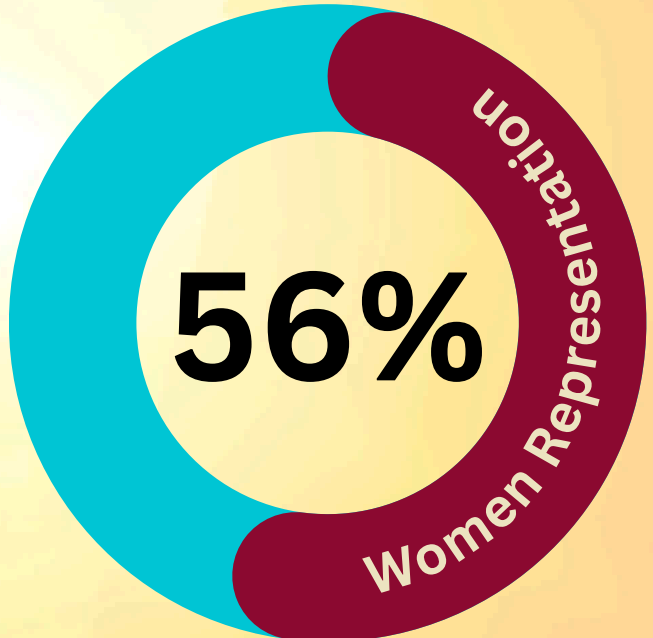
Leadership and Management Roles Optimization

Overview:

At Richter Rubber Technology Sdn. Bhd., we are committed to fostering an inclusive workplace where diversity is not only recognized but celebrated. Our leadership and management roles reflect this commitment, showcasing significant representation of women and a diverse mix of individuals from various backgrounds.

Women's Representation:

Our data indicates a strong presence of women across all leadership and management roles. This demonstrates our dedication to gender equality and the empowerment of women within our organization. Women hold pivotal positions in departments such as Manager, Executive, Assistance, Officer and Supervisor contributing to decision-making processes and the overall strategic direction of the company.



01. Performance-Based Promotions

Our promotion policies are based on employee performance, expertise, and potential, ensuring that every individual has the opportunity to rise to leadership positions based on their demonstrated abilities and contributions.



02. Diverse Leadership Teams

Our leadership teams are composed of individuals from various ethnic backgrounds, creating a rich tapestry of perspectives that drive our company forward. This diversity enhances our decision-making capabilities and fosters a more inclusive corporate culture.



03. Equal Opportunity Initiatives

We have implemented specific initiatives aimed at promoting gender and ethnic diversity in leadership. These include mentorship programs, leadership training, and workshops focused on developing diverse talent within the organization.

Inclusive Leadership Practices:

We believe that diversity in leadership enhances our ability to innovate and effectively respond to the needs of our diverse team. Our approach to leadership and management roles is based on performance, ensuring that all employees, regardless of gender or ethnicity, have equal opportunities to excel.

Impact of Diverse Leadership

The diverse composition of our leadership and management teams has led to several positive outcomes for Richter Rubber Technology Sdn. Bhd

Innovative Solutions

The varied perspectives within our leadership teams contribute to innovative problem-solving and creative solutions that meet the complex needs of our clients.

Enhanced Company Culture

A diverse leadership fosters an inclusive company culture, where employees feel valued and respected, leading to higher job satisfaction and retention rates.

Improved Performance

Studies have shown that companies with diverse leadership teams often perform better financially and operationally. Our experience aligns with these findings, as we continue to see positive growth and success.



“we are proud of our achievements in promoting diversity, equity, and inclusion within our leadership and management roles. Our commitment to these principles not only strengthens our organization but also sets a standard for the industry. We will continue to build on this foundation, ensuring that our leadership teams reflect the diverse world we serve”.

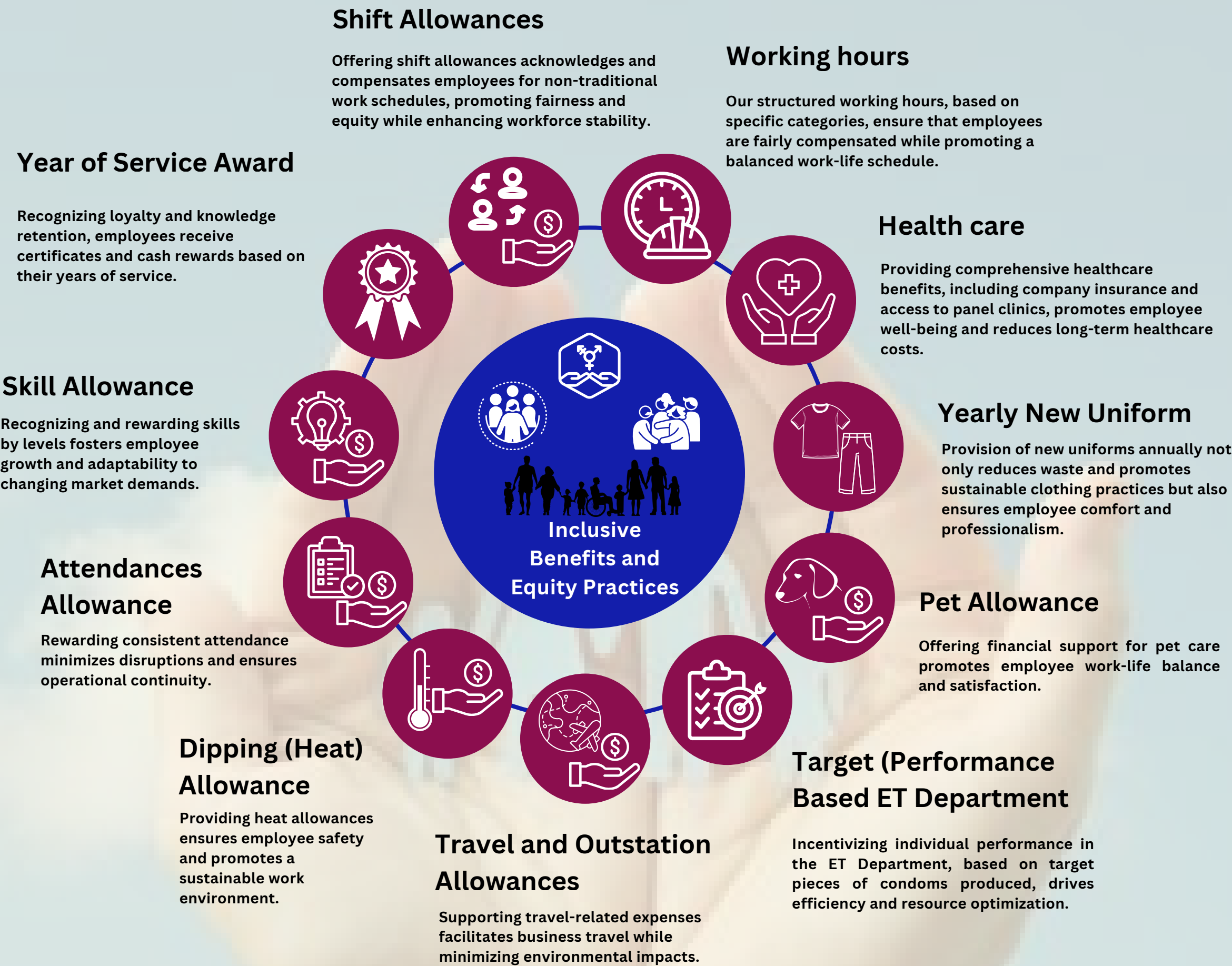


Fostering an Inclusive Workplace

Our primary goal is to establish an inclusive workplace where each employee feels valued, respected, and empowered to contribute to our collective success. Inclusion is not just a mere policy; it's a fundamental value that drives both our organizational culture and business strategies.

Our belief in embracing diversity and ensuring equity fuels our efforts to cultivate a vibrant and forward-thinking atmosphere that benefits all members of our team. To this end, our inclusive benefits and equity practices are meticulously designed to cater to the diverse needs of our workforce, ensuring that every employee has equal opportunities to flourish. We offer a wide array of benefits, allowances, and comprehensive insurance coverage, and have reduced the maximum working hours from 48 to 45 per week for all employees under the scope of Employment Act 1955 (Amendment 2022), to enhance overall well-being and satisfaction. Recognition and rewards are based on performance targets and skill allowances, acknowledging and incentivizing hard work and expertise within our team.

Our commitment to promoting work-life balance and flexibility is reflected in our inclusive leave policies, which encompass various types of leave to support employees in managing their professional and personal lives effectively. By fostering an inclusive environment, we aspire to cultivate a workplace culture where everyone feels a genuine sense of belonging and is motivated to contribute their utmost. We continuously strive to enhance our policies, practices, and overall workplace culture to better support and celebrate the diverse talents and backgrounds of our employees.



Benefits of Leave Policies for Employees and Workplace Culture

Our company's comprehensive leave policies, which include public holidays, annual leave, medical leave, hospitalization leave, compassionate leave, marriage leave, maternity and paternity leave, training/meeting leave, outstation leave, unpaid leave, and unpaid medical leave, significantly benefit employees by ensuring their well-being, work-life balance, and job satisfaction. These policies allow employees to manage personal and professional responsibilities effectively, fostering a positive and supportive workplace culture. By meeting and exceeding the standards set by the Employment Act 1955, we demonstrate our commitment to fair and supportive employment practices, which enhance overall job satisfaction and retention rates.



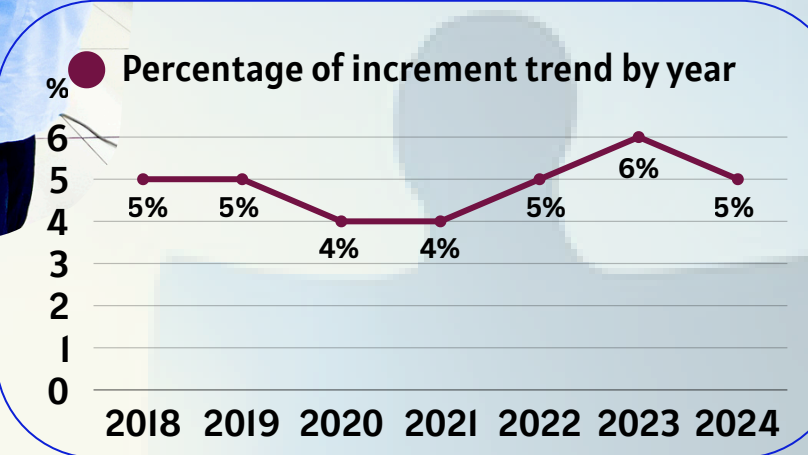
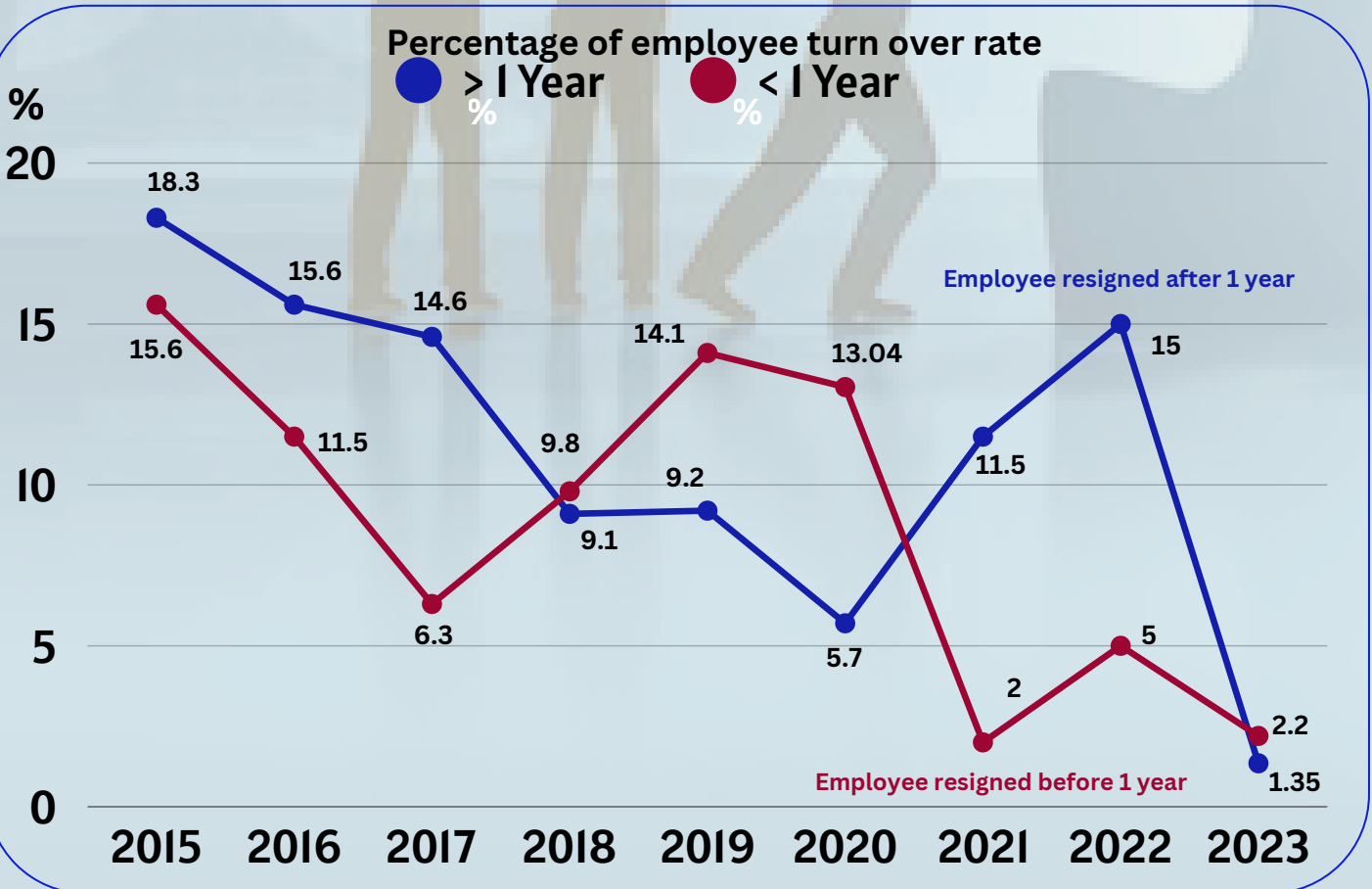
RRT'S Leave Policies

Leave Policies Based Employment Act 1955 in Malaysia

Public Holidays: 13 days/year	01
Compassionate Leave : 11 days/year	02
Maternity Leave : 98 days (max 5 kids)	03
Paternity Leave : 7 days (max 5 kids)	03
Annual Leave : <2 yr = 8 days 2-5 yr = 12 days 5-9 yr = 16 days 10 yr = 20 days	04
Hospitalization Leave : 60 days/ year	05
Medical Leave : <2 yr = 14 days 2-5 yr = 18 days >5 yr = 22 days	05
Unpaid Medical Leave : No Limit	06
Unpaid Leave : 14 days/year	06
Marriage Leave : 1 days	07
Outstation @ Training/Meeting leave : No limit	08

Turn Over Rate

Turnover rate, representing the percentage of employees leaving a company within a specific period, is a critical metric for assessing social impact and sustainability. A decreasing trendline in turnover rate by 2023 signifies positive progress in employee retention, indicating improvements in job satisfaction, organizational culture, and workforce stability. This trend suggests that the company's initiatives aimed at enhancing employee well-being, promoting diversity and inclusion, and fostering community engagement are yielding positive results. By maintaining a downward trajectory in turnover rate, the company demonstrates its commitment to social responsibility, building resilient communities, and driving long-term sustainable growth.



Employee Experiences and Engagement

Prioritizing employee experiences and engagement is paramount to our commitment to fostering a positive and sustainable workplace culture. We strive to create an environment where every employee feels valued, supported, and motivated to contribute their best. Through effective communication channels, ample opportunities for growth and development, and recognition programs that celebrate achievements, we aim to cultivate a culture of trust, collaboration, and innovation. By promoting work-life balance, prioritizing employee well-being, and fostering an inclusive culture that embraces diversity, we ensure that our employees feel empowered to thrive professionally and personally. Our dedication to enhancing employee experiences and engagement not only drives organizational success but also reinforces our commitment to social responsibility and long-term sustainability.

Living wages

At our company, ensuring living wages is fundamental to our commitment to fair compensation and employee well-being. We adhere to minimum wage standards that exceed those mandated by Malaysian regulations, reflecting our dedication to providing employees with wages that meet or exceed the cost of living, including allowances and bonuses. Additionally, we provide transparency on how salaries are determined, including factors such as skills, experience, and performance-based metrics. This transparent performance-based compensation system ensures that employees are fairly rewarded for their contributions, fostering a culture of accountability and recognition. In addition to competitive wages, we offer various allowances to support employees' financial needs and promote overall financial stability. By prioritizing living wages and transparent compensation practices, we demonstrate our commitment to employee welfare, social responsibility, and sustainable business practices.





Human Rights

Commitment to Human Rights

Our company is dedicated to upholding the highest standards of human rights across all aspects of our operations. We believe that respecting and promoting human rights is fundamental to our mission and values, ensuring that every individual within our organization and supply chain is treated with dignity and respect.



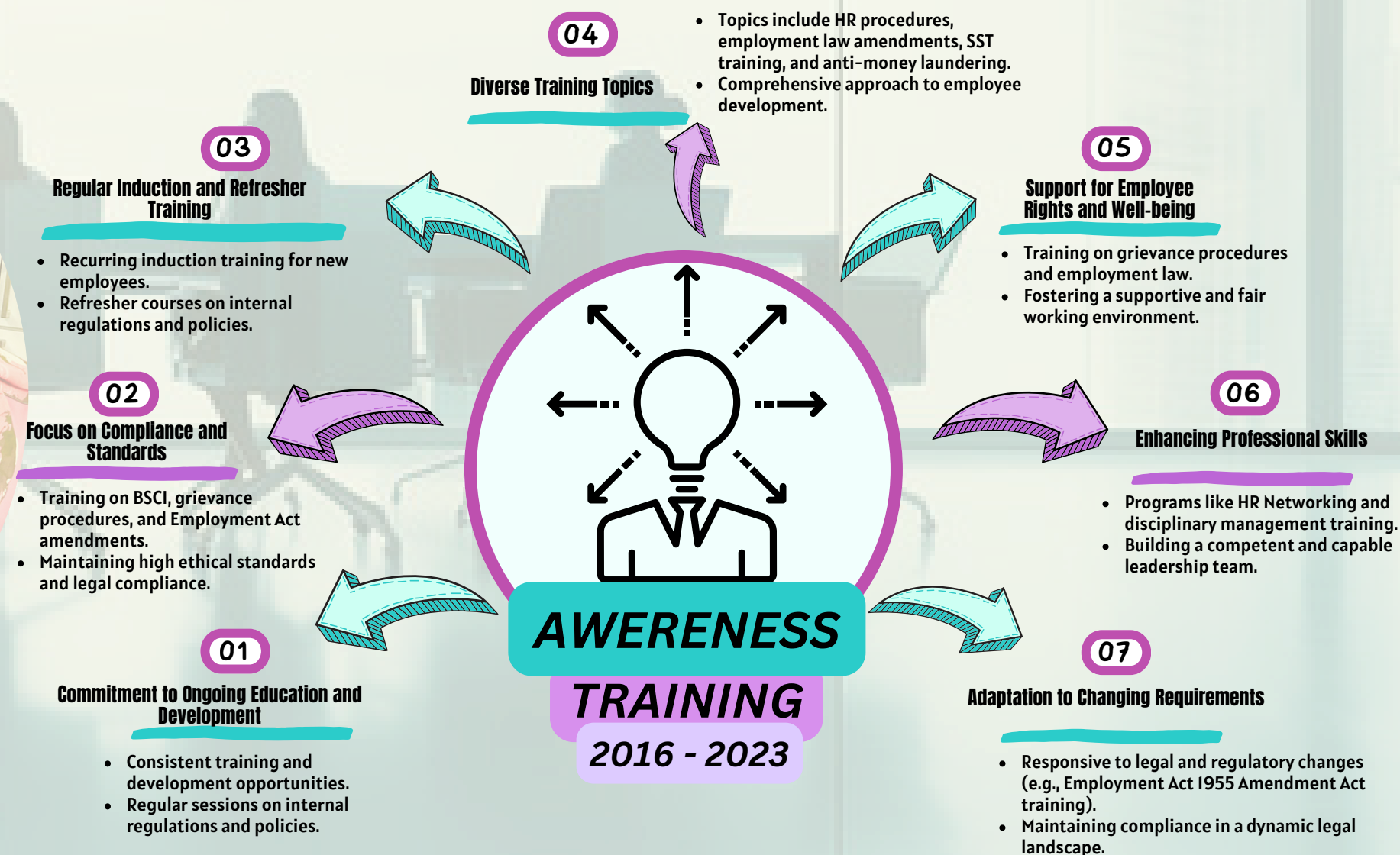
Training and Awareness Programs

To ensure that all employees understand and commit to our human rights standards, we provide regular training and awareness programs. These programs cover key topics such as workplace rights, anti-discrimination, ethical labor practices, and diversity and inclusion. By educating our workforce, we empower them to recognize and uphold human rights in their daily activities.



Continuous Improvement

We are committed to continuously reviewing and improving our human rights practices. This includes regular assessments of our policies and procedures, engaging with stakeholders to understand their perspectives, and benchmarking against industry best practices. Our goal is to ensure that we consistently uphold and advance human rights within our company and throughout our supply chain.



Ensuring Human Rights in Our Operations

RRT uphold internationally recognized Human Rights as outlined in the Universal Declaration on Human Rights and the International Labor Organization’s Core Conventions. This policy applies to all RRT employees, and we extend this commitment to our business partners, including suppliers. We are dedicated to preventing adverse human rights impacts and complexities arising from our business activities. The Human Rights policy exists to:

- a) Inform employees, business partners, and customers of RRT’s commitment to human rights.
- b) Demonstrate RRT’s ongoing commitment to respecting human rights through diligent practices.
- c) Maintain high ethical standards aligned with our core organizational values.
- d) Contribute to the promotion and realization of human rights globally.



Diversity and Inclusion

Ensures equal opportunity, non-discrimination, and harassment-free workplaces. Promotes inclusion and values diverse contributions from employees and management.

Freedom of Association

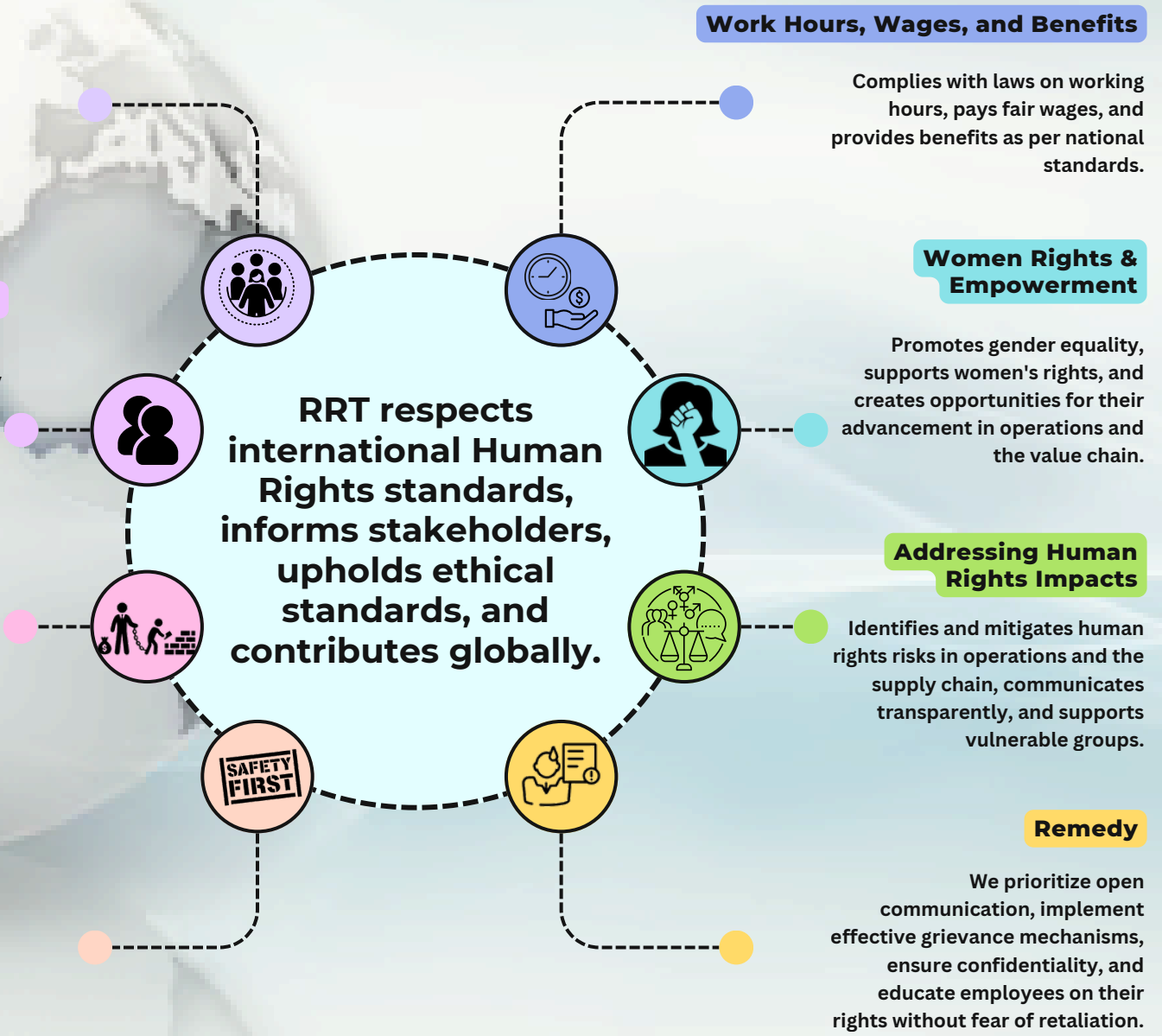
Supports employees' rights to unionize and bargain collectively without retaliation, following international and national laws.

Forced Labor, Human Trafficking, and Child Labor

Prohibits all forms of forced labor, human trafficking, and child labor, aligning with international standards.

Safe, Healthy & Working Conditions

Prioritizes safe, healthy workplaces with regular safety training, access to sanitary facilities, and drinking water.



"Your voice matters!
Scan to submit grievances."

Remedy

At our company, we place a high priority on fostering open and honest communication among all employees and addressing human rights impacts through effective grievance mechanisms. We are committed to ensuring that our workplace upholds the principles of human rights and labor rights, empowering employees to raise concerns without fear of retaliation.

Key Elements of Our Grievance Mechanisms:

Accessibility and Anonymity: Employees can submit grievances through multiple channels, including the Human Resources Department, email, website, hotline, and our newly introduced QR code system. The QR code provides a convenient and anonymous option for employees to report concerns directly from their smartphones.

Confidentiality: All grievances submitted, whether through traditional channels or the QR code, are handled with strict confidentiality to protect the privacy of our employees.

Non-Retaliation: We prohibit any form of retaliation against employees who use our grievance mechanisms to report issues. This ensures a safe environment where employees can freely express concerns.

Introducing QR Code Access:

To enhance accessibility and streamline the grievance reporting process, we have implemented QR codes in addition to our existing channels. Employees can scan the QR code using their smartphones to access a secure portal where they can submit grievances anonymously. This QR code will be prominently displayed in our workplace and included in training materials to ensure widespread awareness.

Ensuring Health and Safety: Our Commitment to a Safe Workplace

In our commitment to sustainability and ethical practices, we recognize the critical role of safety and occupational health in achieving our goals. This section outlines our policies, performance metrics, and initiatives aimed at ensuring a safe and healthy working environment.

Safety Purpose

In accordance with the Occupational Safety and Health Act 1994, it is our policy to ensure, as far as reasonably practicable, the health and safety of all workers and the general public while they are on our premises.

Leadership Commitment

Our leadership team is dedicated to fostering a culture of safety. This includes regular reviews of safety performance, resource allocation for safety initiatives, and active involvement in safety programs.

Noise Risk Assessment

Objectives:

To ensure that noise risk assessments comply with the Occupational Safety and Health (Noise Exposure) Regulations 2019. This involves conducting noise risk assessments to identify and measure noise levels in the workplace. We take some counter-measures if noise levels in certain areas exceed the limits based on the assessment report, ensuring safe working conditions for employees in those areas.

Excessive Noise (EN):

- Daily noise exposure level exceeds 82.0 dB(A). Daily personal noise dose exceeds 50%.

Daily Noise Exposure Level (DNEL):

- Daily noise exposure level exceeds 85.0 dB(A).
- Daily personal noise dose exceeds 100%.
- Maximum sound pressure level (Max SPL) exceeds 115 dB(A).
- Peak sound pressure level (Peak SPL) exceeds 140 dB(C).

Date of Assessment : 13th April 2023
Report No : HQ/19/PEB/00/00035 - 2023/017



Safety Reduction Limit for 2024

In our ongoing commitment to workplace safety, we have set the following targets for 2024 (per 1,000,000 hours worked):

- Lost Time Injury Frequency Rate (LTIFR): 7.22
- Severity Rate: 45.73

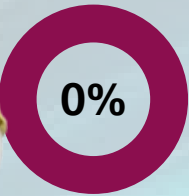
Our ultimate goal is to achieve zero accidents, ensuring a safe and healthy work environment for all employees.

Achieving Safety Targets

To achieve our safety targets, we are implementing several measures and initiatives:

- Continuous Training:** We will continue to conduct regular training sessions to enhance safety awareness and skills among employees.
- Safety Measures:** Implementation of stringent safety protocols and procedures to minimize the risk of accidents.
- Personal Protective Equipment (PPE):** Ensuring that all employees have access to and properly use necessary PPE.

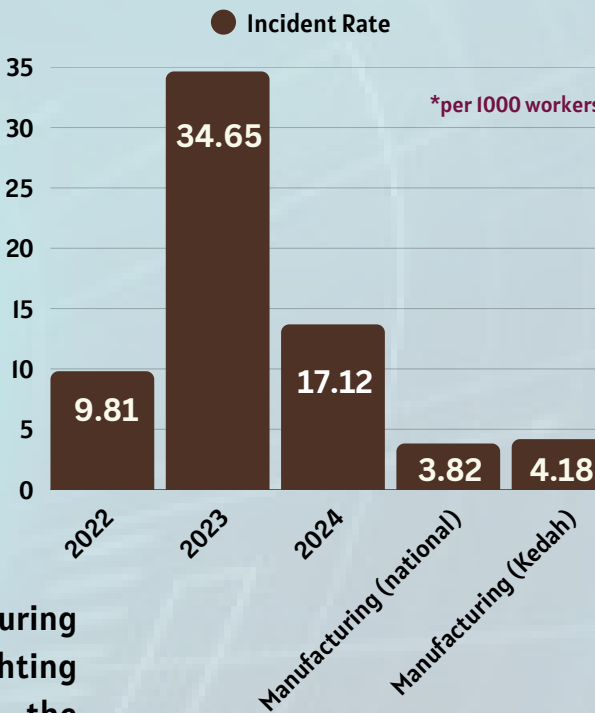
Fatalities Rate



We are proud to report a 0% fatalities rate since year 2022 until today. This achievement is a testament to our rigorous safety protocols, continuous training programs, and the commitment of every employee to maintaining a safe working environment.

Incident Rate

In 2024, Richter Rubber Technology Sdn. Bhd. significantly reduced its incident rate to 4.26 per 1000 workers, primarily due to a decrease in minor accidents. Notably, there were no recorded major accidents during this period.



Comparison to Industry Standards:

The national incident rate for manufacturing averages 3.82 per 1000 workers, highlighting Richter Rubber's performance below the national average.

Manufacturing sites in Kedah typically report an incident rate of 4.18 per 1000 workers, further underscoring Richter Rubber's strong safety performance relative to regional benchmarks.

Continuous Improvement and Future Goals

Our commitment to safety is ongoing, and we are continually striving to improve our safety performance:

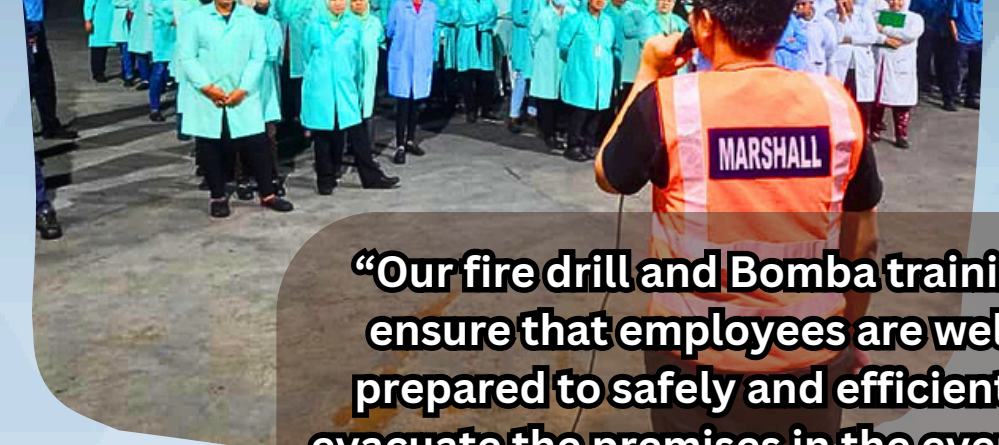
- Performance Targets:** Setting ambitious yet achievable safety performance targets for future years.
- Innovation in Safety:** Exploring new technologies and innovations to enhance workplace safety.
- Employee Engagement:** Fostering a culture of safety where every employee is actively engaged in promoting a safe work environment.



“Our first aid training equips employees with essential life-saving skills, ensuring they are prepared to respond effectively to workplace emergencies”.



“Our chemical spillage training program ensures employees are well-versed in the safe handling, storage, and disposal of hazardous chemicals, emphasizing the importance of proper PPE usage and adherence to safety protocols to prevent workplace incidents”.



“Our fire drill and Bomba training ensure that employees are well-prepared to safely and efficiently evacuate the premises in the event of a fire, enhancing overall workplace safety”.



“Our forklift training program equips employees with the necessary skills and knowledge to safely and efficiently operate forklifts, ensuring a safe work environment and reducing the risk of accidents”.



“Our employees receive comprehensive confined space training to ensure they are well-prepared to work safely in hazardous environments”.



Strategies for Sustainable Supply Chain Management

Supply chain management is a critical aspect of our operations, ensuring the seamless flow of materials and services necessary for our production processes. At our company, we are committed to implementing strategies that enhance efficiency, sustainability, and resilience within our supply chain. We focus on fostering strong relationships with our suppliers and integrating advanced technologies to create a supply chain that not only meets our operational needs but also aligns with our broader organizational values and goals. Our approach emphasizes performance evaluation, risk management, and adherence to environmental standards, ensuring that our supply chain contributes positively to our overall mission and vision.

Supply Chain Structure

Our supply chain comprises a diverse network of key suppliers, geographically distributed to ensure a steady supply of quality materials and services. We have established significant partnerships with suppliers who share our commitment to sustainability and excellence, with a particular focus on regions like Southern Thailand for latex supply.

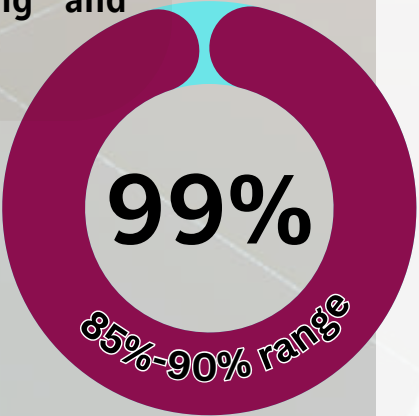
Key Performance Indicators (KPIs) in Supply Chain

We measure supplier performance using several key performance indicators, including on-time delivery rates, quality of goods, cost efficiency, and compliance with environmental standards. These KPIs are crucial for maintaining high operational standards and ensuring our suppliers meet our stringent requirements.



Performance Overview

Based on our current evaluations, our suppliers have achieved performance ratings of 85-90%, indicating that they consistently deliver good to excellent performance. This high level of performance reflects our commitment to maintaining strong and reliable supplier relationships.



Enhanced Risk Evaluation

We are in the process of updating our risk evaluation form to include questions focused on sustainability, environmental management, and labor practices. This enhancement will provide deeper insights into our suppliers' commitment to these critical areas, allowing us to better manage risks and promote sustainable practices.

Focus on Carbon Footprint Reduction

As part of our sustainability efforts, we work closely with our suppliers to reduce carbon footprints throughout our supply chain. This initiative supports our broader environmental goals and helps us contribute to global sustainability efforts.

Regenerative Rubber Initiative

We are advancing our regenerative rubber initiative with our latex supplier in Southern Thailand (Phatthalung Paradex). This supplier sources latex from agroforestry rubber farms, which practice sustainable latex production. This initiative not only supports sustainable agriculture but also ensures a stable supply of high-quality latex.

We currently employ a comprehensive approach to supplier management, encompassing performance evaluation, risk management, vendor assessments, and sustainability considerations. Our evaluation system rigorously assesses the performance of five suppliers, focusing on metrics such as environmental compliance and quality standards to uphold our high operational benchmarks and identify areas for enhancement. To mitigate risks in our supply chain, we conduct thorough audits every three years to ensure adherence to risk management protocols and address vulnerabilities. Additionally, annual evaluations of vendors are conducted to maintain service levels and foster continuous improvement in supplier relationships. Supplier selection involves meticulous scrutiny of quotations and capabilities to ensure alignment with our stringent requirements for delivering quality products and services. Our purchase orders mandate that suppliers support our ISO 14001 environmental standards, including the use of environmentally friendly transportation methods to reduce noise, smoke, and oil leakage. Sustainability considerations are integral to our supplier evaluation process, integrating criteria that emphasize environmental impact and quality to reinforce our commitment to sustainable practices and high standards across our supply chain.

Customer Engagement and Satisfaction

Customer engagement is at the heart of our business philosophy, representing our commitment to not only meeting but exceeding customer expectations. At RRT, we understand that fostering strong relationships with our customers is crucial for sustained success and growth. Through proactive engagement strategies, we aim to cultivate trust, loyalty, and mutual benefit with every interaction. Our approach integrates customer feedback, quality assurance measures, rigorous risk management practices, and insights gained from external audits such as MDR and customer audits. This holistic approach ensures that we continuously adapt and improve our products and services to align with customer needs and preferences, reinforcing our dedication to delivering exceptional value and satisfaction.

Quality Policy

RRT is committed to maintaining the effectiveness and continuous improvement of our product quality and Quality Management System. We respond promptly and strive to meet customer expectations while adhering to all legal requirements in our markets.



Improved Customer Feedback

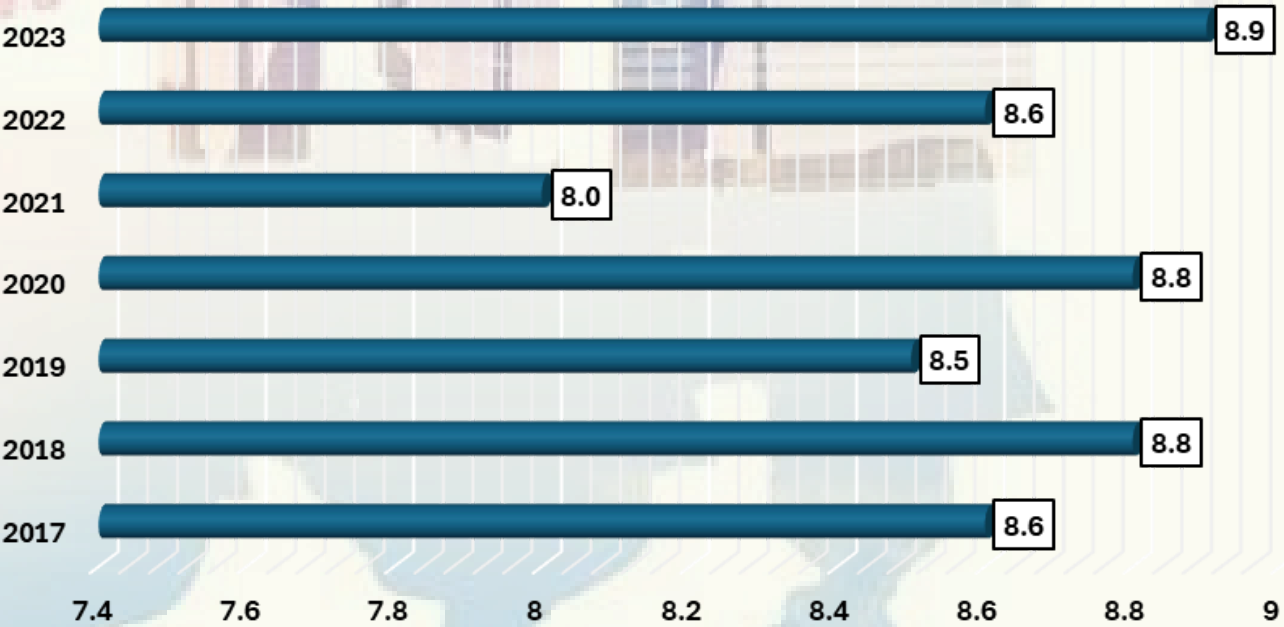
In 2023, our efforts yielded an average customer satisfaction rating of 8.9 in the excellence category, reflecting significant enhancements across all surveyed areas compared to the past two years. This improvement underscores our dedication to delivering exceptional quality and service that surpasses customer expectations.

Sustainability Initiatives

Aligned with our sustainability objectives, we collaborate with supply chain on Regenerative Rubber Initiatives (RRI), sourcing sustainable latex from agroforestry practices. This initiative enables us to offer environmentally responsible products that resonate with our customer's values.



Average Customer Feedback



Range Scale:

1-3 (Poor) 4-6 (Satisfactory) 7-8 (Good) 9-10 (Excellence)



GOVERNANCE

Leading With Integrity: Our Governance Framework

Within our operations, governance serves as a steadfast foundation, rooted in principles of integrity, transparency, and accountability—the very pillars upon which our organization thrives. Supported by a robust framework of policies and reinforced by diligent internal controls, our governance structure ensures the ethical integrity of every aspect of our enterprise. Through fostering a culture that emphasizes transparency and steadfast accountability, we not only cultivate trust amongst our stakeholders but also drive our organization towards sustained success. Governance goes beyond mere compliance; it serves as our guiding compass, directing us towards a future characterized by principled and ethical leadership, where every decision is anchored in the values of integrity, transparency, and accountability.

“PROMOTING INTEGRITY AND TRANSPARENCY”

GOVERNANCE

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Our Approach Governance Strategy

Exemplary corporate governance is fundamental to our sustainable and responsible business practices. We are committed to principles of transparency, accountability, and ethical leadership, ensuring trust and integrity throughout our organization.

Our governance framework includes comprehensive policies and procedures designed to promote responsible decision-making and sustainable growth. This framework supports our long-term strategic goals, effectively manages risks, and enhances stakeholder trust.

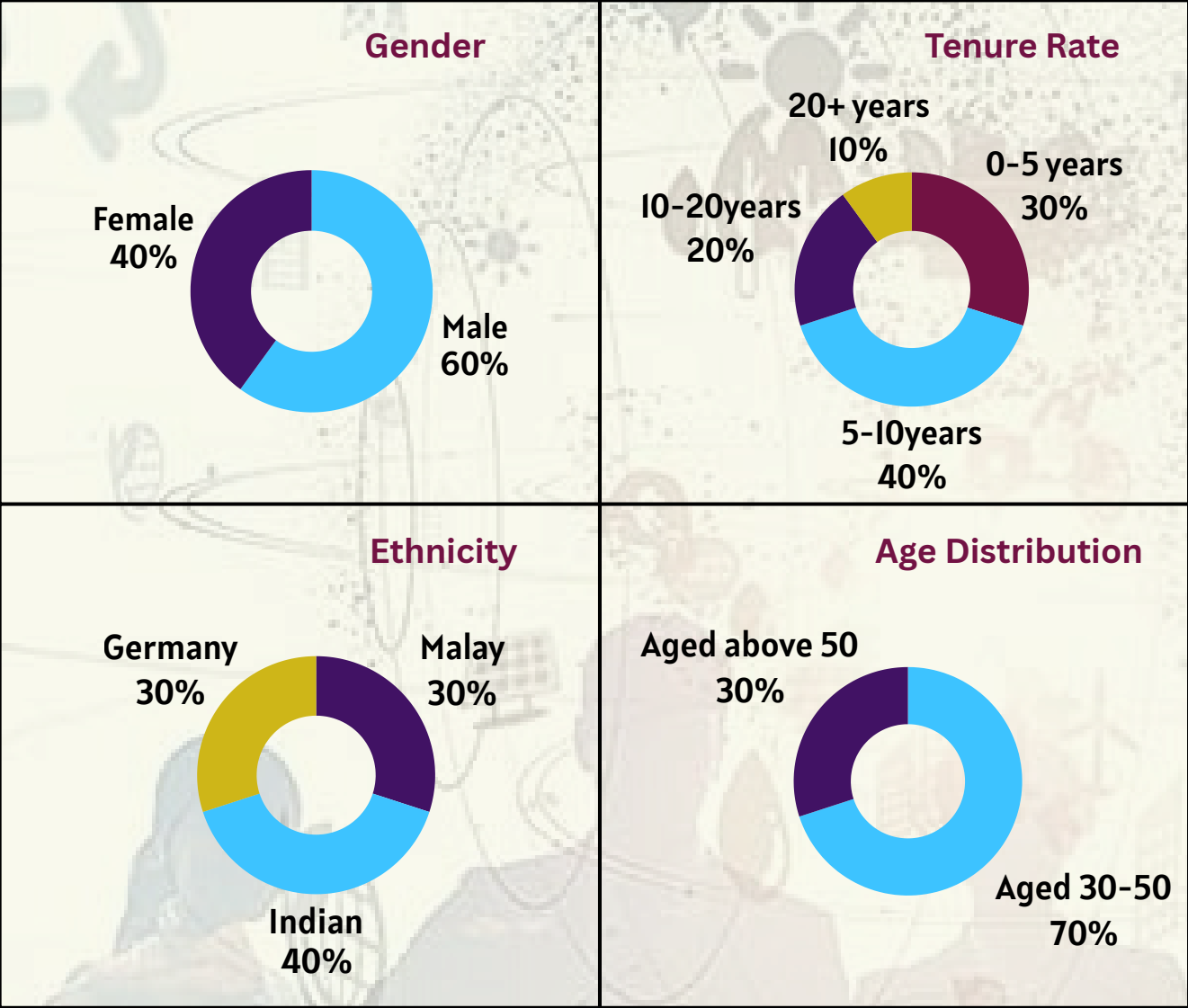




CORPORATE GOVERNANCE

At Richter Rubber Technology Sdn.Bhd, we uphold stringent adherence to all applicable local, national, and international laws, reinforcing ethical behavior through our comprehensive Code of Business Conduct and Ethics. This code delineates our expectations for employee conduct, covering various ethical issues including conflicts of interest, insider trading, discrimination, harassment, and overall compliance.

The directors and management structure provide oversight and guidance on strategic direction, risk management, and compliance with legal and regulatory requirements. Composed of individuals with diverse backgrounds and expertise, our board that the interests of shareholders and stakeholders are represented in decision-making processes.



Diversity is a cornerstone of our governance at Richter Rubber Technology Sdn. Bhd. Our director and management team is composed of male and female from a variety of cultural backgrounds, bringing a broad spectrum of insights to our ESG discussions.

Governance Progress

Our commitment to robust directors or management structure oversight on ESG issues signifies Richter Rubber Technology’s dedication to sustainability and responsible corporate citizenship. We continuously evolve our governance practices to align with emerging ESG standards and best practices, driving progress in environmental stewardship social responsibility , and ethical governance.

Comprehensive Governance Structure

Richter Rubber Technology’s governance framework is designed to provide thorough oversight of ESG matters, integrating sustainability considerations into strategic decision making processes and ensuring accountability at every level of the organizations.

Focused on Transparency & Accountability

Transparency and accountability are core principles of Richter Tubber Technology’s governance approach. We prioritize open communication with stakeholders, regularly disclosing ESG performance metrics and engaging in dialogue to address concerns and feedback.

Strength in Diversity

Richter Rubber Technology recognizes that effective governance requires embracing diversity and inclusivity. By fostering an environment where all voices are heard and valued, we strengthen our ability to address complex ESG challenges and drive positive change.

Management Responsibilities

In addition, management Richter Rubber Technology plays a crucial role in implementing ESG initiates and integrating sustainability into day-to-day operations. Our leaderships team is committed to upholding the highest stands of environmental stewardship, social responsibility and ethical governance across the organizations.

Through our robust governance structure, Richter Rubber Technology Sdn.Bhd, is committed to upholding the highest standard of corporate governance, promoting long term value creation, and maintaining the trust and confidence of all stakeholders.



Executive Leadership

Our CEO and executive team drive organizational strategy, oversee operations, and ensure alignment with long-term goals.

Committees

Specialized board committees focus on audit, risk management, compensation, and governance, ensuring compliance and providing recommendations.

Policies and Procedures

We maintain policies governing financial reporting, ethics, sustainability, and employee relations to promote integrity and accountability.

Stakeholder Engagement

We value input from shareholders, employees, customers, suppliers, and communities to foster transparency and trust.



Code of Conduct

At Richter Rubber Technology Sdn.Bhd, we uphold stringent adherence to all applicable local, national, and international laws, reinforcing ethical behavior through our comprehensive [Code of Business Conduct and Ethics](#) . This code delineates our expectations for employee conduct, covering various ethical issues including conflicts of interest, insider trading, discrimination, harassment, and overall compliance.

Business ethics

Richter Rubber Technology Sdn.Bhd prioritizes ethical conduct and compliance with all relevant laws and regulations, fostering a culture of honesty, integrity and transparency in all business practices.

Bribery and corruption

Richter Rubber Technology Sdn.Bhd maintains a zero tolerance policy towards bribery and corruption, operating with honesty, integrity and the highest ethical standards to ensure compliance with anti-bribery laws and regulations.

Data Privacy

Richter Rubber Technology Sdn.Bhd is dedicated to protecting the privacy of personal data, adhering to data protection laws and regulations to safeguard the confidentiality and security of information collected from employees, customers, and other stakeholders.

Whistleblowing

Richter Rubber Technology Sdn.Bhd provides secure channels for employee to raise concerns and report violations confidentially, fostering a culture of accountability and transparency while prohibiting retaliation against whistleblowers.

Modern Slavery

Richter Rubber Technology Sdn.Bhd is committed to combatting modern slavery and ensuring fair treatment of all individuals within it's operations and supply chain.

Social Compliance Initiatives

Richter Rubber Technology Sdn.Bhd is actively involved in the Business Social Compliance Initiative (BSCI), demonstrating it's commitment to upholding labor principles, promoting fair working conditions and driving social compliance improvement across it's operations and supply chain.





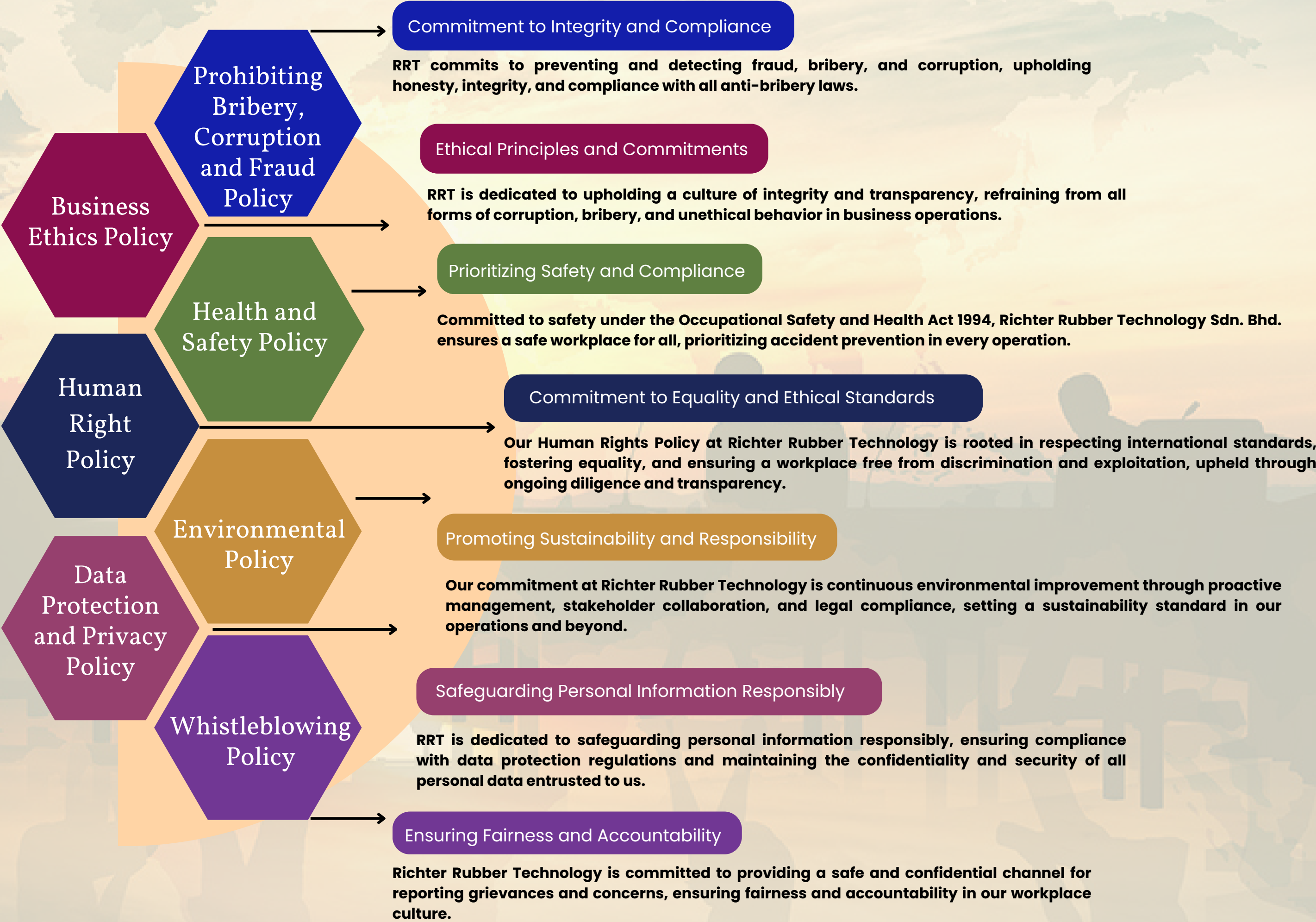
Policy Commitment

Purpose and Scope

Our policy commitment forms the cornerstone of our governance framework, ensuring that we adhere to the highest ethical standards in all our operations. This commitment applies across all levels of our organization and governs our interactions with stakeholders, including employees, customers, suppliers, and the broader community.

Oversight and Executive Responsibility

Our directors and management structure plays a crucial role in overseeing the implementation and effectiveness of our policies. The board regularly reviews and updates these policies to ensure they remain relevant and effective. Our executive team, led by the Chief Executive Officer, is responsible for the day-to-day implementation and monitoring of these policies.



Ensuring Sustainability through Rigorous Audit Practices

At RRT, our commitment to sustainability is reinforced by robust internal and external audit practices. These audits are fundamental to ensuring that our operations adhere to stringent ethical standards, regulatory requirements, and sustainability goals.

Internal Audit:

Internally, we conduct annual audits to assess the effectiveness of our internal controls, financial reporting accuracy, and operational efficiency. These audits are essential for identifying areas for improvement and strengthening our governance framework.

External Audits:

Externally, Richter Rubber Technology undergoes a variety of audits to validate our commitment to sustainability and ethical business practices. These include SMETA audits (SEDEX), which evaluate our labor standards, health and safety practices, and environmental impact. Additionally, audits such as the MDR audit, customer audits, EMS audits, factory audits, and supplier audits ensure compliance with industry standards and customer expectations.



“Effective risk management ensures we identify threats and opportunities, balancing them against resources and objectives, while audit promotes transparency, integrity, and accountability in our operations, driving continuous improvement and sustainable growth”.



Comprehensive Risk Management Framework

At Richter Rubber Technology, we implement a comprehensive risk management framework across our operations. We conduct rigorous environmental risk assessments to ensure compliance and promote sustainability. Our Hazard Identification, Risk Assessment, and Risk Control (HIRARC) approach prioritizes safety, fostering a secure workplace environment. Quality risk management is integral, focusing on maintaining high product standards and customer satisfaction. We evaluate and manage supplier risks to ensure reliability and uphold quality across our supply chain. Additionally, we systematically assess broader business risks to safeguard operations, financial stability, and strategic objectives. This integrated approach underscores our commitment to sustainable practices and responsible business conduct, enhancing resilience and ensuring long-term success.





SDG 1 No Poverty



"RRT's initiatives align with SDG 1 (No Poverty) by offering fair wages and comprehensive benefits to employees, exceeding standard minimum wages. Our commitment to community engagement, including blood donation drives and education programs, fosters social development. Subsidized canteen meals ensure affordable nutrition, promoting employee well-being. With plans to expand these efforts, we're dedicated to long-term poverty alleviation and sustainable impact".

SDG 2 Zero Hunger



"Our company supports SDG 2, Zero Hunger, by offering subsidized meals through our canteen and allowing employees to request additional subsidies through a forum-based system. This inclusive approach ensures equitable access to nutritious food, promoting employee well-being and addressing hunger within our workforce".

SDG 3 Good Health and Well-being



"Our company's initiatives align with SDG 3 (Good Health and Well-being) through comprehensive healthcare and wellness programs. We provide company insurance coverage and access to panel clinics, ensuring employees have access to necessary medical services. Our wellness programs, including sports days, promote physical health and team spirit. Additionally, we prioritize workplace safety by enhancing safety measures, implementing strict safety protocols, providing PPE, and conducting regular safety training. These efforts demonstrate our commitment to ensuring the health and well-being of our employees".

SDG 4 Quality Education



"Our company supports SDG 4 (Quality Education) by providing comprehensive training programs for all employees. This includes mandatory induction training and opportunities for both internal and external training through the Human Resources Development Fund (HDRF). Additionally, we conduct regular awareness training sessions to ensure continuous learning and skill development. These initiatives demonstrate our commitment to fostering a culture of education and lifelong learning within the organization, enhancing the knowledge and capabilities of our workforce".

SDG 5 Gender Equality



"Our company is committed to SDG 5 (Gender Equality) by fostering an inclusive and equitable workplace. We ensure equal pay and career opportunities for all employees, irrespective of gender or ethnicity. Our policies include parental leave and flexible work arrangements to support work-life balance. We conduct awareness training on human rights and gender equality, promoting a culture of respect and inclusion. Additionally, we actively support women in leadership roles and have robust recruitment and retention strategies to enhance gender diversity. These initiatives reflect our dedication to creating a fair and supportive environment for all employees".

SDG 6 Clean Water and Sanitation



"Our company prioritizes water conservation and sustainable practices aligned with SDG 6. We conduct water usage monitoring and utilize rainwater harvesting for cleaning, with plans to expand its use for toilet flushing and gardening. Our industrial effluent treatment system ensures compliance with water quality standards. We also provide a safe drinking water system through the implementation of water filters, with annual laboratory testing for water quality and maintenance and servicing every four months. Through awareness training, we foster a culture of water conservation among employees, demonstrating our commitment to SDG 6".

SDG 7 Affordable and Clean Energy



"Our company aligns with SDG 7 by utilizing solar energy and implementing energy efficiency measures such as optimizing air compressor settings and reducing motor running hours. We monitor energy usage by department and plan to expand our renewable energy capacity by installing solar panels in new buildings. Additionally, we have set a target to increase solar usage by 40% by 2030 as part of our carbon emission reduction plan under our EMS initiative".

***RRT Dedication to 17
Sustainable Development
Goals (SDGs)***





SDG 8 Decent Work and Economic Growth



"Our company prioritizes SDG 8 by ensuring fair labor practices, including policies against child labor and forced labor. We provide social protection to employees by offering benefits that ensure their well-being. Additionally, our enhanced social activities benefit the local community, stimulating economic growth and promoting decent work opportunities. These initiatives contribute to the goal of promoting inclusive and sustainable economic growth, decent work for all, and full and productive employment as outlined in SDG 8".

SDG 9 Industry, innovation and infrastructure



"Our company supports SDG 9 by utilizing solar energy to reduce carbon emissions and conducting continuous air monitoring to ensure clean industrial operations. We implement water conservation measures and source latex sustainably through the RRI initiative. Additionally, we support local education by providing laptops to students and contribute to the community by organizing blood donation drives and donating chairs to police stations".

SDG 10 Reduced inequalities



"We foster an inclusive workplace culture, providing equal employment opportunities regardless of gender, ethnicity, or background. We prioritize fair treatment and ensure all employees receive equitable wages. Additionally, we invest in comprehensive training and skill development programs, empowering our team to excel and contribute meaningfully to our success. These initiatives embody our commitment to SDG 10, fostering a more equitable and inclusive society".

SDG 11 Sustainable cities and communities



"Our company were committed to sustainable cities and communities. We monitor air quality, conserve biodiversity by sourcing latex sustainably, and utilize renewable energy with solar panels. Additionally, we're reducing paper waste by going paperless. These efforts align with SDG 11 for a better, greener future".

SDG 12 Responsible consumption and production



"Our company is committed to sustainable practices in line with SDG 12. We prioritize energy efficiency and waste reduction in manufacturing, alongside paperless initiatives. Additionally, we harness renewable solar energy and manage waste, including scheduled waste, emphasizing responsible consumption and production".

SDG 13 Climate Action



"Our company actively supports SDG 13, Climate Action, by transitioning to renewable energy sources like solar power, reducing Scope 2 emissions. We are in the process of implementing electric vans for employee commuting to reduce Scope 1 emissions. Additionally, we are adopting a paperless system and planning carpooling initiatives to further reduce our carbon footprint across all scopes".

SDG 14 Life below water



"Our company actively contributes to SDG 14, Life Below Water, through several key initiatives. Firstly, we prioritize the treatment of industrial wastewater before discharge into rivers, helping to reduce pollution and maintain water quality. Additionally, our efforts to improve waste management practices not only prevent marine pollution but also contribute to the overall health of marine ecosystems. Furthermore, by calculating our carbon footprint and taking action to reduce it, we address climate change impacts that can affect ocean health, such as ocean acidification and sea level rise. These initiatives demonstrate our commitment to conserving and sustainably using marine resources in alignment with SDG 14".

SDG 15 Life on land



"Our company actively contributes to SDG 15, Life on Land, through various initiatives. Firstly, our commitment to biodiversity conservation is evident in our purchasing practices, where we source latex from agroforest rubber plantations. This supports forest conservation efforts and promotes sustainable land use, particularly in regions like southern Thailand. Additionally, our responsible supply chains initiative ensures that our sourcing and production practices minimize negative impacts on land ecosystems and biodiversity. These efforts underscore our commitment to protecting terrestrial ecosystems and promoting sustainable land management practices in alignment with SDG 15".

SDG 16 Peace, Justice, and Strong Institutions



"Our company promotes peace, justice, and strong institutions through rigorous internal practices and community engagement. We enforce anti-corruption policies, ensure fair labor practices, and prioritize employee well-being with comprehensive training and grievance mechanisms. Recently, we donated chairs to local police stations, reinforcing our commitment to supporting strong community institutions and contributing to SDG 16".

SDG 17 Partnership for the Goals



"Through strategic supply chain partnerships like the Regenerative Rubber Initiative (RRI), we actively promote sustainability in the rubber industry, ensuring responsible sourcing practices and reducing environmental impact. Furthermore, our commitment to transparency and ethical standards is underscored by our participation in rigorous external audits such as SMETA, MDR, and EMS audits in manufacturing. These audits not only validate our adherence to regulatory and ethical standards but also affirm our dedication to sustainable business practices, contributing significantly to the goals outlined in SDG 17".



Global Reporting Initiative (GRI) Standards



Understanding GRI Standards

The Global Reporting Initiative (GRI) is a leading organization that provides a framework for sustainability reporting. It sets out guidelines and principles for organizations to transparently report their economic, environmental, and social impacts. GRI standards are widely recognized and used globally by companies to enhance transparency, accountability, and stakeholder trust.

- **Foundation:** GRI Standards 101 provides the foundational principles and concepts for sustainability reporting, ensuring consistency and comparability in our disclosures.
- **Economic:** GRI 200 standards guide us in reporting economic performance, including financial impacts related to our sustainability initiatives and investments in sustainable practices.
- **Environmental:** GRI 300 standards help us report on environmental impacts such as energy consumption, water usage, waste management, and emissions reduction efforts.
- **Social:** GRI 400 standards focus on social impacts, covering areas like labor practices, human rights, community engagement, and product responsibility.

Adherence to GRI Reporting Standards

Our company adheres to GRI standards to ensure comprehensive and standardized reporting of our sustainability initiatives. By following GRI guidelines, we systematically collect and disclose relevant information on our environmental, social, and governance (ESG) performance. This includes key aspects such as greenhouse gas emissions, labor practices, community engagement, and ethical business conduct.

Application of GRI Standards in Our Reporting Framework

In our ESG report, we have utilized the Simplified ESG Disclosure Guide, which aligns with GRI standards while focusing on essential disclosures relevant to our stakeholders. Specific references to GRI standards such as GRI Standards 101 (Foundation), GRI 200 (Economic), GRI 300 (Environmental), and GRI 400 (Social) are included to ensure our reporting framework meets internationally recognized best practices.

By referencing these specific GRI standards and aligning them with our reporting framework, we demonstrate our commitment to transparency and accountability in addressing sustainability challenges and opportunities.



Company Awards and Recognition

I. Certificate of Acknowledgement

Title: Shared Prosperity Organization

Description: This certificate acknowledges that the Shared Prosperity Organization has been recognized by Richter Rubber Technology Sdn. Bhd. for successfully implementing the Productivity Linked Wage System (PLWS). This recognition highlights their dedication to promoting a fair and performance-based compensation structure that aligns with the principles of shared prosperity and sustainable growth.



2. Export Excellence Award (2018)

Title: Export Excellence Award (SME Category)

Description: The Malaysian Rubber Export Promotion Council presented the Export Excellence Award (SME Category) to Richter Rubber Technology Sdn. Bhd. on the 18th of September, 2018. This award highlights our outstanding performance in rubber export.



I. Certificate of Membership (2024)

Title: Certificate of Membership

Description: This certificate recognizes Richter Rubber Technology Sdn. Bhd. as a valued member for the year 2024. The Malaysian German Chamber of Commerce and Industry (MGCC), or AHK Malaysia as it is known in Germany, is the official representative of German industry and trade in Malaysia. Our membership acknowledges our active participation in bilateral economic relations between Malaysia and Germany.



4. Certificate of Membership (2023)

Title: Malaysian Rubber Products Manufacturers Association (MRPMA) Membership

Description: This certificate certifies that Richter Rubber Technology Sdn. Bhd. is an Ordinary Member of the Malaysian Rubber Products Manufacturers Association (MRPMA) for the year 2023.



3. Certificate of Membership (2023/2024)

Title: Federation of Malaysia Manufacturers Membership

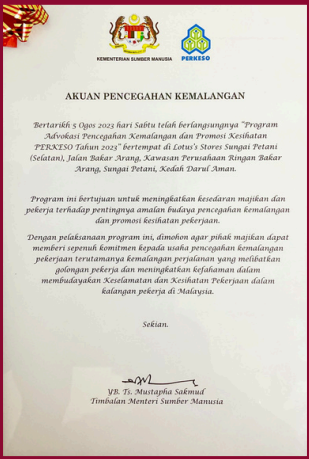
Description: This certificate certifies that Richter Rubber Technology Sdn. Bhd. is a member of the Federation of Malaysia Manufacturers for the financial year 2023/2024. The FMM advocates for transparency, integrity, and accountability, aiming to make Malaysian industries globally competitive.



6. Certificate of Akuan Pencegahan Kemalangan

Title: Certificate of Accident Prevention

Description: This certificate recognizes Richter Rubber Technology Sdn. Bhd. for its commitment to accident prevention, reflecting our dedication to maintaining a safe and healthy workplace environment.



7. ISO 14001 Certification

Title: ISO 14001 Environmental Management Certification

Description: This certificate recognizes that Richter Rubber Technology Sdn. Bhd. has achieved ISO 14001 certification for its environmental management system. This certification demonstrates our commitment to minimizing environmental impact, complying with applicable laws and regulations, and continually improving our environmental performance.





Sustainable Lifecycle

At Richter Rubber Technology Sdn. Bhd., we are committed to fostering a more sustainable lifecycle from supplier to manufacturer, through to distribution. Our approach encompasses:

Supplier to Manufacturer:

Energy Use: We utilize energy-efficient technologies in our manufacturing processes to minimize our carbon footprint.

Water Use: Water is a critical resource in our production, and we implement efficient water management practices to reduce consumption.

Goods Usage: We ensure that the materials we source are sustainable and responsibly managed.

Condom Production:

- Our production process involves state-of-the-art machinery to ensure high-quality output while optimizing resource use.

Distribution to Customers:

- Our products are distributed to customers worldwide, with a focus on maintaining sustainability throughout the supply chain.

Waste Management:

- **Waste Disposal:** We have established protocols for proper waste disposal to minimize environmental impact.
- **Wastewater Treatment Plant:** Our facility includes a wastewater treatment plant to ensure that water discharged from our processes is treated and safe for the environment.
- **Air Monitoring:** We continuously monitor air quality to ensure our operations do not adversely affect the surrounding environment.

Employee and Community Engagement:

- **Employee Training:** We provide regular training and development opportunities for our employees on sustainability practices and the importance of environmental stewardship.
- **Community Involvement:** We engage with the local community through various initiatives and partnerships aimed at promoting environmental awareness and sustainability.

Compliance and Reporting:

- **Regulatory Compliance:** We adhere to all relevant environmental regulations and standards, ensuring our operations meet or exceed legal requirements.
- **Sustainability Reporting:** We transparently report our sustainability performance through frameworks such as the Global Reporting Initiative (GRI), demonstrating our commitment to continuous improvement and accountability.

Future Goals:

- **Sustainability Targets:** We have set ambitious sustainability targets for the coming years, including reducing our greenhouse gas emissions, increasing our use of renewable energy, and enhancing our waste reduction efforts.
- **Continuous Improvement:** We are committed to continuously improving our sustainability practices, regularly reviewing and updating our strategies to align with the latest environmental and industry standards.

Through these initiatives, we strive to bring a more sustainable lifecycle to our products, ensuring that from production to distribution, we minimize our environmental footprint and contribute to a healthier planet.





At Richter Rubber Technology Sdn. Bhd., we prioritize the well-being and satisfaction of our employees. Ensuring a supportive and fulfilling work environment is integral to our success and sustainability goals.



"Building Success Through Well-Being"

Key Initiatives

- We provide a well-equipped canteen offering nutritious and affordable meals, ensuring our employees have access to healthy food options.
- We strive to create a positive and inclusive work environment where employees feel valued and respected.
- Opportunities for professional growth are provided through training programs and career advancement pathways.
- We recognize and reward employee contributions and have implemented an information platform for reporting environmental, safety, and grievance concerns.



We have established an "Environmental Observation Form" as a platform for everyone to report and share ideas or suggestions related to environmental concerns. This includes areas such as pollution, resource conservation, and other sustainability issues. By scanning the QR code below, you can directly contribute to enhancing our environmental practices and sustainability efforts.



We have created an "Safety Observation Form" to address safety concerns within our operations. This platform allows you to report incidents, unsafe acts or conditions, and other safety-related issues. Your input is invaluable in helping us improve our safety practices and ensuring a safer workplace for all. Scan the QR code below to access the form and share your observations and ideas.



To enhance accessibility and streamline the grievance reporting process, we have implemented a Grievance Reporting Platform. This platform allows employees and stakeholders to report grievances, ensuring that all concerns are addressed promptly and effectively. By scanning the QR code below, you can access the platform and submit your grievances, ideas and suggestion.



Closing Report

Dear Stakeholders,

As we conclude our Environmental, Social, and Governance (ESG) report, we reflect on the strides Richter Rubber Technology Sdn. Bhd. has made toward a sustainable future. Our commitment to integrating sustainability into every facet of our operations is unwavering, and we are proud of the progress we've achieved.

Over the years, we have implemented numerous initiatives to reduce our environmental impact, enhance our social contributions, and strengthen our governance practices. These efforts are a testament to our dedication to responsible business conduct and our desire to positively impact the communities and environments in which we operate.

Looking ahead, we remain steadfast in our commitment to achieving our ESG goals. We understand that sustainability is an ongoing journey, one that requires continuous improvement and innovation. Our roadmap for the future is ambitious, but we are confident that with the support of our employees, partners, and stakeholders, we will meet and exceed these targets.

We are grateful for your continued support and trust in Richter Rubber Technology Sdn. Bhd. Together, we can create a more sustainable and equitable world.

"As we look towards the future, our dedication to sustainable practices remains unwavering. We believe that through collaboration, innovation, and steadfast commitment, we can achieve a more sustainable and prosperous world for all."





Commitment to Sustainability



Environmental Goals:

- **Energy Efficiency:** Implementing energy-efficient technologies and achieving 30% renewable energy (solar) use by 2023, with a target of 40% by 2030.
- **Water Conservation:** Utilizing harvested rainwater for various purposes and ensuring water discharged from our processes is treated and safe.
- **Waste Management:** Establishing robust waste disposal protocols and upgrading our Industrial Effluent Treatment System (IETS).
- **Carbon Footprint Reduction:** Continuously reducing our carbon footprint through innovative practices and renewable energy integration.

Social Goals:

- **Employee Well-being:** Providing a supportive work environment with initiatives like ergonomic assessment, employee engagement activities, and professional development programs.
- **Community Engagement:** Enhancing our community involvement through donations, volunteerism, and partnerships with local organizations.
- **Safety:** Setting and achieving reduction targets for workplace accidents and conducting comprehensive risk assessments.

Governance Goals:

- **Transparency:** Aligning our reporting practices with the Global Reporting Initiative (GRI) standards to ensure transparency and accountability.
- **Sustainability Initiatives:** Implement the Regenerative Rubber Initiative (RRI) by sourcing sustainable latex from agroforestry rubber plantations.



Authored By:

PREMA MANICKRAJA
ENVIRONMENTAL OFFICER
RICHTER RUBBER TECHNOLOGY SDN.BHD

Our Commitment to the Future

As we look to the future, we are committed to further embedding sustainability into our business strategy. By 2030, we aim to have a more sustainable lifecycle for our products, from supplier to manufacturer to distribution, and to minimize our environmental impact through comprehensive waste, water, and energy management practices.

Our ESG goals reflect our dedication to being a responsible corporate citizen. We believe that by working together with our stakeholders, we can achieve these ambitious targets and contribute to a more sustainable and prosperous future for all.

Thank you for being part of our journey.