



RIVERSTONE HOLDINGS LIMITED

SUSTAINABILITY
REPORT
2021



**Leader in the
Manufacturing of
Cleanroom and
Healthcare Gloves**

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Key Abbreviations

Riverstone, Group, Company, we, us or our	The group of company comprising the Company & its subsidiaries	IE	International Efficiency
CEO	Chief Executive Officer	kWh	Kilowatt hour
CEMS	Continuous Emission Monitoring System	LPG	Liquid Petroleum Gas
CO ₂ e	Carbon dioxide equivalent	MCO	Movement Control Order
CSO	Chief Sustainability Officer	MWh	Megawatt hour
DOE	Department of Environment	QA	Quality Assurance
EMG	Eco Medi Glove Sdn Bhd	R&D	Research and Development
EPF	Employees' Provident Fund	RRSB	Riverstone Resources Sdn Bhd
ESG	Environment, Social and Governance	RRSB-BB	Riverstone Resources Sdn Bhd, Bukit Beruntung plant
ESP	Electrostatic Precipitator	RRSB-TP	Riverstone Resources Sdn Bhd, Taiping plant
FY	Financial Year	RM	Ringgit Malaysia
GHG	Greenhouse gas	SOSCO	Social Security Organization
GRI	Global Reporting Initiative	SR	Sustainability Report
HOD	Head of Department	TDS	Total dissolved solid
HR	Human Resources	TOH	Thermal Oil Heater
HRDF	Human Resources Development Fund	WWTP	Waste Water Treatment Plan

About Riverstone Holdings Limited

Riverstone was established in 1991 and listed on the Main Board of Singapore Exchange Securities Trading Limited (SGX-ST) on 20 November 2006.

Riverstone is headquartered in Bukit Beruntung, Malaysia, and specialises in the production of cleanroom and healthcare gloves, and non-glove consumable items such as finger cots, cleanroom packaging bags, and face masks. With the full support of our valued customers and the commitment of our staff, we have grown to become the leading global manufacturer of cleanroom and healthcare gloves.

Our products are certified by international certification bodies and widely used by major global players in the electronic and healthcare industries. We export more than 80% of our products to key customers in Asia, the Americas, and Europe.

We have five manufacturing facilities located in Malaysia, Thailand, and China. In addition, we have a network of sales offices and strategic partners in Asia, the Americas, and Europe.

Vision

To be a global leader in the manufacturing of cleanroom and healthcare gloves.

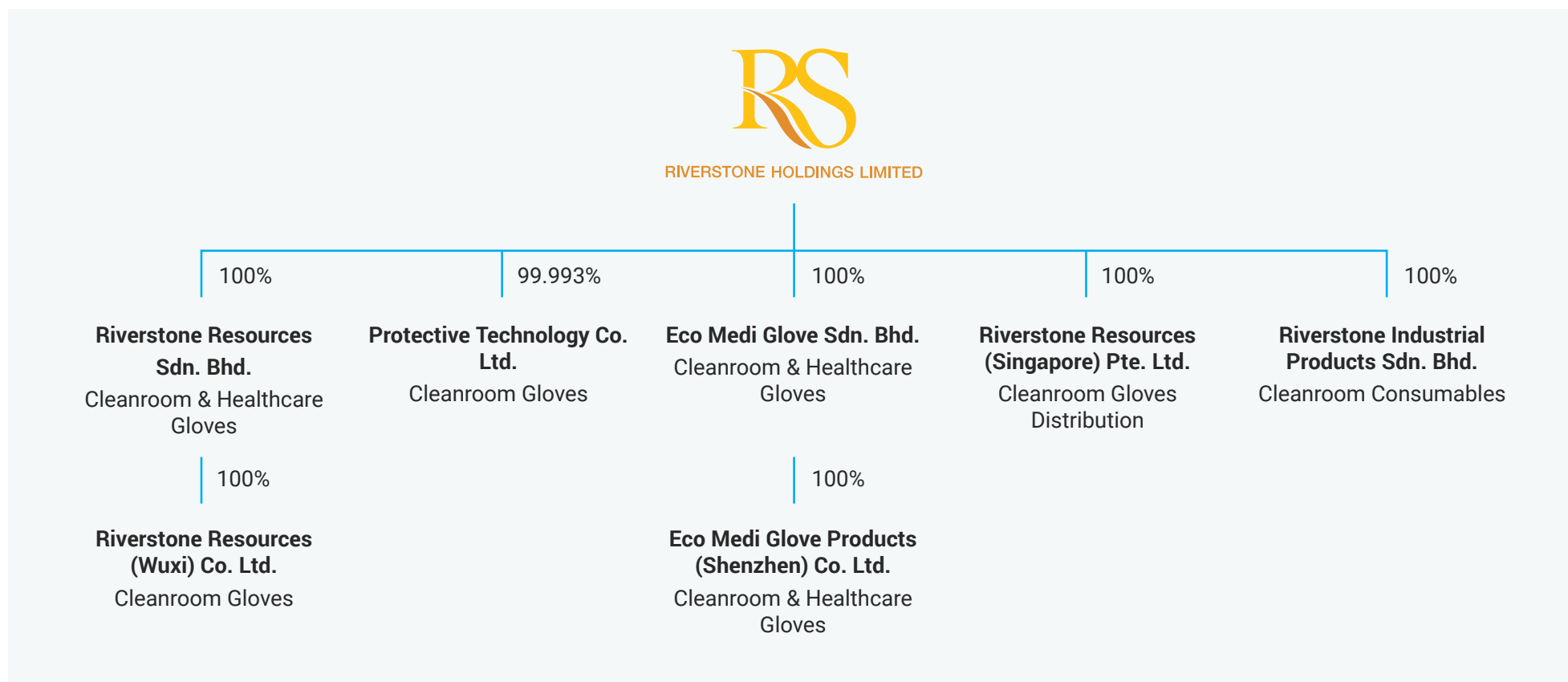
Mission

We will:

- Never compromise quality for short-term gain.
- Strive to exceed customers' satisfaction through superior product quality.
- Ensure on-time delivery and fair pricing.
- Develop innovative new products and a high degree of flexibility and adaptability in glove production.
- Forge strong business partnerships to reduce the cost of doing business and provide a conducive working environment for its employees.



Group Structure



Cleanroom Gloves and Consumables

Cleanroom gloves' main function is to protect sensitive semi-conductor products from human contamination. Riverstone's cleanroom products serve the high-end electronics and semiconductor sector. Riverstone is an own-brand manufacturer (OBM) for cleanroom gloves, selling directly to end-users.

Healthcare Gloves

Healthcare gloves serve as a protective barrier against biological hazards while performing general medical practices. Riverstone works with reputable distributors to distribute our products across the world. Our products serve the healthcare sector and food sector.

Global Market Reach

Asia Pacific

- China
- Hong Kong
- Taiwan
- Japan
- South Korea
- Vietnam
- Philippines
- Singapore
- Indonesia
- India
- Malaysia
- Thailand
- Turkey
- Australia
- New Zealand
- UAE



North America

- The United States
- Canada

Central/South America

- Panama
- Chile

Europe

- | | | |
|----------------|----------------|----------|
| United Kingdom | Germany | Portugal |
| Ireland | Czech Republic | Denmark |
| France | Poland | Latvia |
| Spain | Switzerland | Malta |
| Norway | Italy | Hungary |
| Sweden | Netherlands | |
| Finland | Austria | |

Message from CEO/ Chairman

DEAR STAKEHOLDERS,

Since our founding over 30 years ago, Riverstone has grown and established itself as the leading manufacturer of high-end cleanroom gloves and healthcare examination gloves. Riverstone has grown tremendously over the past decades, providing our customers with high-quality product offerings and customised solutions. As the leading cleanroom and healthcare gloves manufacturer, we believe that our environmental and social responsibilities must be taken seriously.

Environmental Sustainability

The glove manufacturing process requires many resources, including raw materials in the form of chemical and latex, energy, and water. It is crucial that we prioritise environmental issues in our ESG strategy and minimise the environmental impacts of our activities.

In 2021, we set a mid-term target to reduce energy intensity by at least 10% from our 2020 levels by 2025. We also hope to achieve our target of reducing water withdrawal intensity by approximately 25% from our 2020 levels by 2025.

As one of the few glove manufacturers in Malaysia that is ISO14001 certified, we are committed to developing more environmentally-friendly products and manufacturing processes to achieve our environmental targets and improve our manufacturing efficiency. We are collaborating with our supplier to develop a new glove manufacturing formula that has a lower curing temperature and requires less water for leaching. The new formula will help us to lower energy consumption, carbon emission, and water consumption in our manufacturing process. We believe that the sustainability of our business depends on our ability to produce innovative products that have minimal impact on the environment.

To reduce water withdrawal, we have invested in several water recycling projects. We aim to increase the capacity and capability of our water recycling infrastructure over the coming years. We aim to recycle approximately 3,000m³ of water per day at Eco Medi Glove (EMG) Plant 2 by 2025, which represents 37% of our daily water discharge currently. Our activities affect the community around us, and it is our responsibility to ensure that the health and well-being of our community is protected. We will ensure that water discharged from our sites ultimately exceeds Standard A requirements for effluent discharge.

We are eliminating the products from our product portfolio that do not have added value to consumers, such as colour variation, starting this year. Having a more uniform product range and colour reduces the frequency of changeover. This will reduce water and energy usage, waste generation, and operating costs.

Social Responsibility

Employee wellbeing is one of our top priorities and is a topic that is brought up by our stakeholders frequently. At Riverstone, we work continuously to create a safe and inclusive workplace for all our employees. Third-party audits are conducted at our sites regularly to ensure that we meet the standards on labour rights. All migrant workers at Riverstone are provided with well-maintained accommodation that is regularly inspected. Our worker dormitory at Taiping is equipped with sports and fitness facilities, an in-house clinic, a 24-hour canteen, a grocery shop, and laundry service.

Riverstone believes that every individual should have an equal opportunity to learn and thrive in our workplace. Regardless of nationality, religion, race, and gender, all workers at Riverstone are given equal opportunities

Message from CEO/ Chairman

for promotion, bonus, salary increment, and training. Riverstone paid a total of RM4.5 million as special incentives to local and migrant workers who worked during the Movement Control Order (lockdown) in Malaysia to show our recognition for their hard work and dedication.

We have stepped up our effort to reduce the transmission of the virus at our workplace during the COVID-19 pandemic. To minimise COVID-19 transmission, it is crucial for us to encourage employees to be vaccinated. We set up a vaccination center at our Taiping site so our workers can receive their vaccines conveniently. We provided our employees with vaccination leaves and free rides to vaccination centers to ensure that all employees are able to attend their vaccination appointments. We provided quarantined workers in the workers' accommodation with free mobile data/ wifi, medical assistance, and COVID tests.

Riverstone places a strong emphasis on human resource development. We offer support for employees who would like to continue with their education. We have also developed a plan for internal career advancement. We offer internal and external training to employees to upgrade their management and technical skills.

We believe that corporate social responsibility is important, and we continuously work to bring positive impacts on our community. We believe all children deserve access to education. We have continually provided education aid to school children from disadvantaged backgrounds and donated educational resources such as computers to schools in our community.

Responsible Governance

Good governance is vital to the proper functioning of the company. In 2021, the majority of Riverstone's Board of Directors are independent directors. This allows the Board to exercise independent judgement on corporate affairs and provide management with a diverse and objective perspective on issues.

We strictly follow all international standards on environmental, social, and governance standards. We believe in transparent business conduct and have a robust anti-bribery and anti-corruption policy.

Acknowledgment

To conclude, I would like to thank our stakeholders for your trust, support, and confidence in Riverstone. I would like to take this opportunity to thank all of our employees. Your dedication is instrumental in helping Riverstone achieve our goals.

Wong Teek Son

Chairman and Chief Executive Officer

Board Statement

The Board of Directors of Riverstone Holdings Limited is pleased to publish Riverstone's Sustainability Report (SR) for the financial year ended 31 December 2021 (FY2021).

Riverstone's Board of Directors recognizes that it is important to take sustainability issues into account when formulating business strategies. Identifying and understanding Riverstone's material Environmental, Social, and Governance (ESG) factors help the Board and management to better prepare for and consider risks and opportunities faced by the company.

The Board of Directors monitors and oversees the management of ESG strategy at Riverstone. The Board is also responsible for considering sustainability issues in Riverstone's business and strategies.






Stakeholder Engagement

Riverstone engages with our stakeholders regularly using various channels to understand their expectations and concerns better. Stakeholder engagement helps us respond to our stakeholders’ concerns and interests and helps us develop effective long-term strategies and risk management. In addition, we value transparency and honesty in our business dealings and believe it is important to keep communication open with our stakeholders.

We define a stakeholder as any individual or group of individuals who (i) can be affected by Riverstone’s activities or (ii) whose actions can be expected to influence Riverstone’s decision-making process and ability to implement strategies successfully. Our Sustainability Committee has identified employees, customers, government and regulators, suppliers, and investors as our key stakeholders. The table below summarizes our key stakeholders’ interests and concerns and the engagement channels we employed.

Stakeholders	Interests and Concerns	Engagement Channels
 <p>Employees</p>	<ul style="list-style-type: none"> Occupational Health and safety Remuneration and benefits Labour rights Career development and training Work-life balance Work satisfaction 	<ul style="list-style-type: none"> Training Orientation program Periodic meeting Workplace suggestion boxes Annual performance appraisal Survey
 <p>Customers</p>	<ul style="list-style-type: none"> Product quality and safety Customer satisfaction ESG Topics Labour rights Responsible supply chains Innovative products Pricing Delivery & Logistic 	<ul style="list-style-type: none"> Site visit and plant audit Regular meetings and email correspondence Video Conference

Stakeholder Engagement

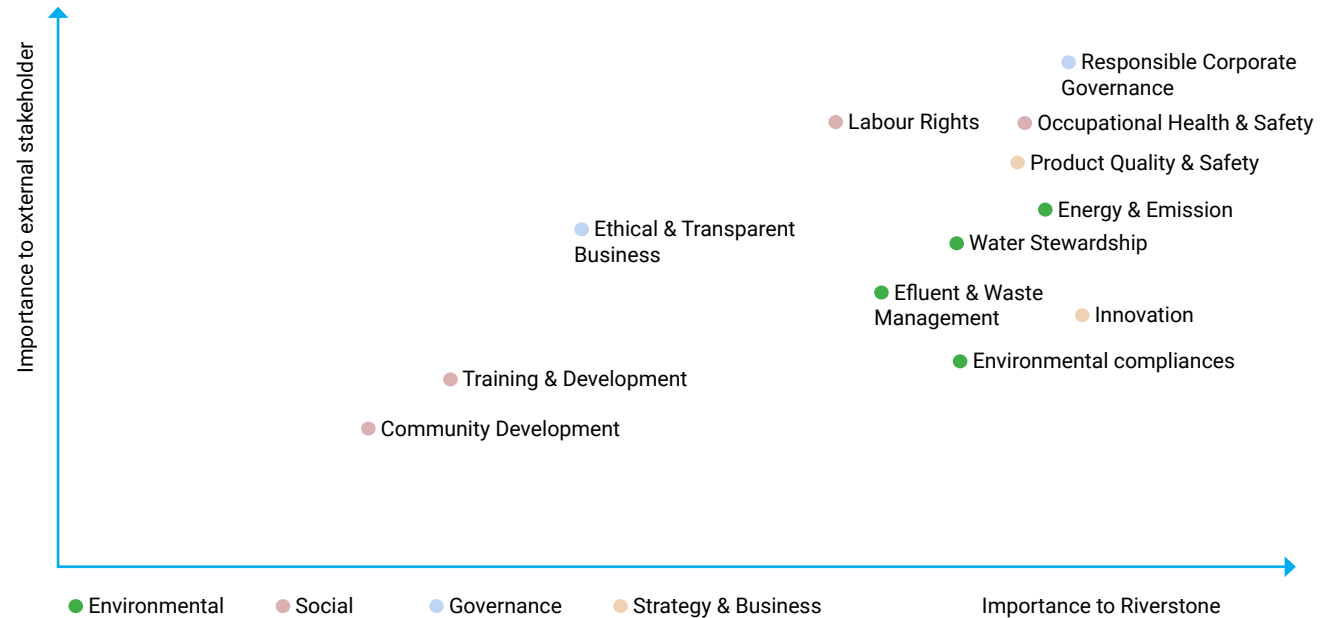
Stakeholders	Interests and Concerns	Engagement Channels
 Government and Regulator	Regulatory and industry-standard compliances Labour rights Environmental impact and compliance	Participation in external seminars and conferences for policy updates Business and industrial association Direct engagement
 Suppliers	Product and service quality Responsible supply chain Business conduct Market information	Site visits and audits Regular meetings Video Conference
 Investors	Financial performance ESG topics Market information Future Expansion	Annual General Meeting Company website Conference presentation Media releases Annual reports Sustainability reports Quarterly business updates, and half yearly/ yearly financial result announcement Analyst Meetings

Material Topics

In FY2021, we performed a materiality assessment to ensure that we better capture the expectations of our internal and external stakeholders. We assessed the impact of our operation across the value chain to identify sustainability issues relevant to our business. Topics are deemed material if they (i) reflect Riverstone’s significant economic, environmental, social, and governance (ESG) impacts or (ii) can substantially influence the assessments and decisions of stakeholders. We review our material topics regularly to ensure that we capture the changes in the business environment and make adjustments if needed. The material topics were last reviewed in FY2020. Conducting materiality assessments regularly gives us insights into current and future trends, allowing us to respond effectively to the risks and opportunities in a fast-changing business landscape. The results from the materiality assessment guide our sustainability strategic planning process.

Our methodology of performing a materiality assessment follows these steps:

- The Sustainability Committee develops a list of issues relevant to Riverstone, key stakeholders, and business drivers.
- Key material topics are ranked and mapped accordingly on a sustainability matrix.
- Senior executives and managers work with the Sustainability Committee and validate material topics and matrix.



Environmental	Social	Governance	Strategy & Business
Energy & Emission	Occupational Health & Safety	Responsible Corporate Governance	Product Quality & Safety
Water Stewardship	Labour Rights	Ethical & Transparent Business	Innovation
Efluent & Waste Management	Training & Development	Regulatory compliances	Sustainability
Environmental compliances	Community Development		
	Social Compliances		

Corporate Governance

Riverstone believes that sound corporate governance practices are important to the proper functioning of the company. Good governance strengthens public confidence, enhances long-term shareholder value, and leads to sustainable business performance.

Riverstone’s Board of Directors is responsible for the long-term success of the company. The Board comprises five directors, three of whom are non-executive and independent directors. The Corporate Governance Statement in our Annual Report sets out the guiding principles and practices of the Board.

Chairman and Chief Executive Officer

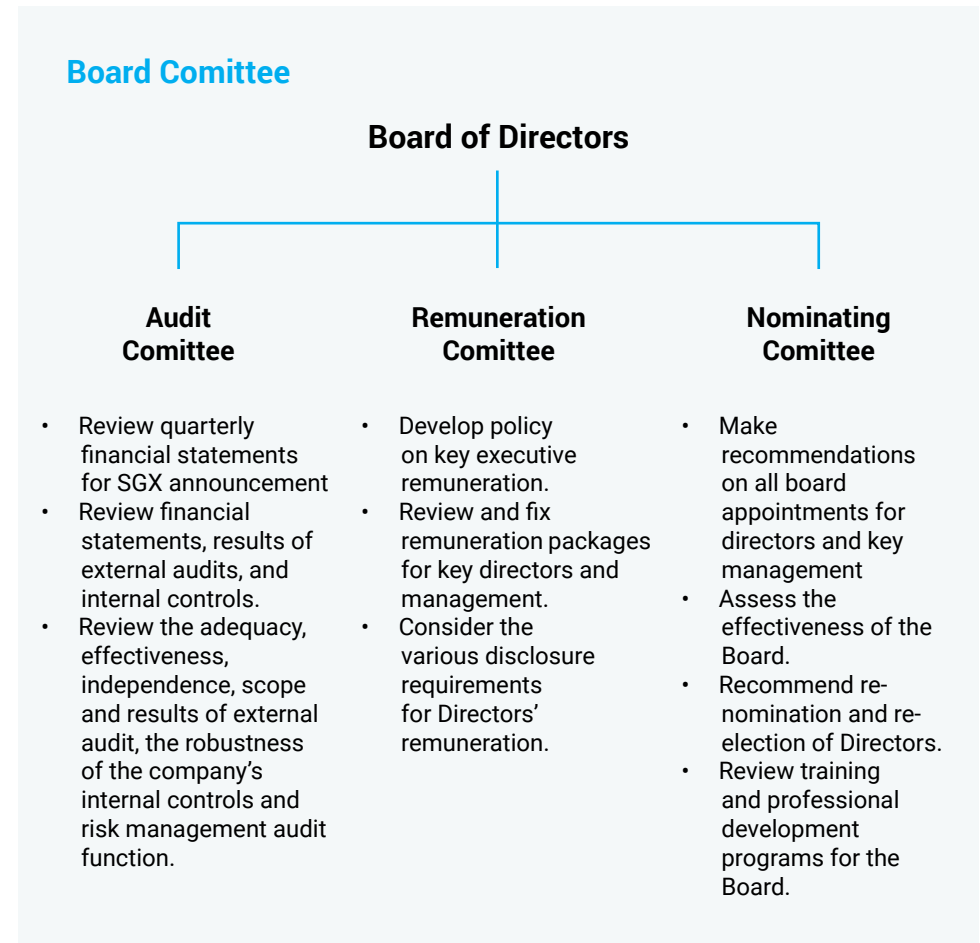
Mr. Wong Teek Son (Mr. Wong) is both the Executive Chairman and Chief Executive Officer (CEO) of the Company. The Board believes that there is no need for the role of Chairman of the Board and the CEO to be separated as there is a good balance of power and authority within the Board. The majority of the Board members are independent directors. This allows the Board to exercise independent judgment on corporate affairs. All critical committees are chaired by independent directors.

As Executive Chairman, Mr. Wong is responsible for the effective working of the Board, ensuring adequate time available for discussion, and encouraging constructive relations within the Board and between the Board and Management. He maintains effective communication with shareholders of the Company.

As CEO, Mr. Wong is responsible for the day-to-day management of the business in line with the long-term success of the Company. The CEO formulates and proposes strategic direction for value creation of the business. The CEO together with the Executive Director, Mr. Lee Wai Keong have full executive responsibilities over the business directions and operational decisions.

Board Committees

To assist in the execution of its responsibilities, the Board of Directors has three Board Committees: the Audit Committee, the Remuneration Committee, and the Nominating Committee.



Corporate Governance

The Audit Committee comprises 3 independent directors. All three members bring invaluable expertise in the financial, taxation, legal, and business management spheres. The Remuneration Committee comprises 3 independent directors. The Nominating Committee comprises 2 independent directors and an executive director. Independent directors lead all three committees.

The board committees are crucial to ensure good corporate governance. The summary of activities carried out by the board committees and attendance of the Directors at meetings of the Board and Board Committees can be found in the 2021 Annual Report.

Board Training and Competencies

The Company has an orientation program for newly appointed directors. Training will be provided for first-time Directors in areas such as accounting, legal, and industry-specific knowledge where appropriate. Existing directors will be provided with updates on the latest governance and listing policies as appropriate from time to time. The Company shall be responsible for arranging and funding the training of Directors and reviewing training and professional development programs for the Board.

Nomination of Board Member

The Nominating Committee's main responsibilities are to (i) make recommendations to the Board on all board appointments, (ii) assess the effectiveness of the Board, review training and professional development programs, and (iii) review succession planning for the Chairman, CEO, Executive Directors, and key management personnel. All Directors have to submit themselves for re-nomination or re-election at least once every three years.

The Board believes that diversity strengthens the performance of the Board and its Board Committees. The Nominating Committee ensures that there is a balanced mix of skills, experience, knowledge, and other aspects of diversity on the Board.

Risk Management

Having an effective risk management framework is necessary to better manage and prepare for potential risks. The Board oversees the management to ensure that the management maintains a sound system of risk management and internal controls. The Board has adopted an enterprise risk management (ERM) framework to ensure that robust risk management and internal controls are in place.

Risk assessments are carried out to capture the significant business risks and internal controls to mitigate these risks. A summary report of the risk assessment is prepared for the Board for review.

The heads of departments (HOD) carry out self-assurance processes to evaluate and manage risk effectively. HOD have the responsibility to:

- (i) review the effectiveness of Riverstone's risk management systems and their controls and identify key risks.
- (ii) implement risk management policies, processes, assessment, and mitigation of risks.
- (iii) oversee and advise the Board on Riverstone's risk management and internal controls.

Internal auditors assess the effectiveness and adequacy of Riverstone's risk management and internal control framework. They report on financial and non-financial risks. External auditor reports to the Audit Committee and the Board on the operations of the internal controls as part of the annual or continuance audit of Riverstone.

Sustainability Governance

The Board of Directors and the CEO regularly review Riverstone’s material Environmental, Social, and Governance (ESG) factors to manage key ESG impacts and provide strategic formulation that considers sustainability issues. The Board of Directors is responsible for the review and approval of Riverstone’s sustainability report and ensures that all material topics are covered. Review of ESG topics and their impacts, risks, and opportunities is done annually.

The Sustainability Committee is led by the Chief Sustainability Officer (CSO). The Sustainability Committee meets multiple times a year to discuss Riverstone’s sustainability strategy, goals, and performance. The CSO reports on Riverstone’s sustainability initiatives, sustainability targets, ESG performance, and industry ESG trends to the CEO regularly. The Sustainability Committee comprises representatives across 7 departments, namely Human Resources (HR), Finance & Accounts, Production, Sales and Marketing, Health and Safety, Quality Assurance (QA), and Research and Development (R&D). Representatives from RRSB and EMG are on the Sustainability Committee. The Sustainability Committee supports, executes, and reports on Riverstone’s efforts across material ESG aspects. Members of the Sustainability Committee have extensive knowledge and experience, and have a sound understanding of the company’s strategy, risk, and opportunities.

Sustainability Governance Structure



Values & Business Ethics

Corporate Policies

Having a set of clear policies ensures that Riverstone’s values, culture, and expectations of business conduct are communicated to stakeholders. Our expectations and principles on our business conduct are outlined in a comprehensive set of policies:

- Riverstone Code of Conduct
- Social responsibility policy
- Labour policy
- Whistle-blowing policy
- Anti-bribery and anti-corruption policy

Anti-bribery and Anti-corruption Policy

Riverstone seeks to foster an environment where honesty, integrity, and ethical practices are valued. We do not authorise and condone any unlawful or unethical behaviour.

We have zero tolerance for any form of financial misconduct, including bribery and corruption. We have put in place a Code of Conduct, anti-corruption, and no-gift policy, which entails the prohibition of accepting and offering bribes, kickbacks, customary facilitation payments, and gifts. Employees must also avoid situations in which

Personal interests are in conflict with Riverstone’s interests.

All employees and vendors are required to sign declaration forms to pledge anti-bribery and anti-corruption practices as a formal assurance that all dealings are conducted in a fair manner.

As far as we know, there were no incidents of bribery and corruption reported during the sustainability reporting period of FY2020 and FY2021.

Whistle-blowing Policy and Procedure

Our stakeholders are able to raise legitimate concerns about misconduct through a whistle blowing reporting channel. This can include matters in relation to criminal activities, breach of legal obligation, miscarriage of justice, and activities posing a risk of danger to health and safety. The communication channel guide is outlined in the whistle-blowing Policy.

Legitimate complaints will be investigated, and the progress and outcome of the investigation will be made known to the complainant. The identity of the whistleblower will be protected. More details on our approach towards whistleblowing procedure are outlined in our Whistle-blowing Policy and Code of Conduct, which is available on The Group’s website.

As of FY2021, there was no incident of corruption, fraud, and money laundering activities reported across our business operation to the best of our knowledge.

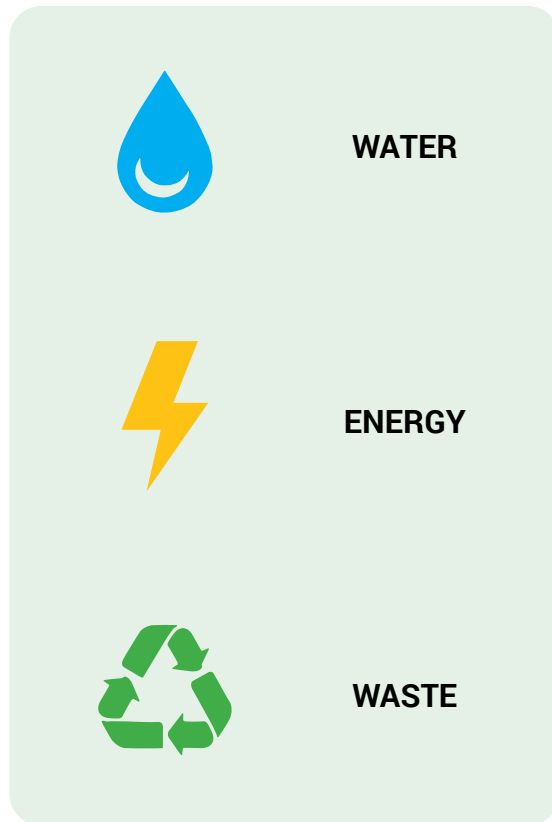
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incident of bribery, corruption, fraud, and money
laundering reported in 2020 and 2021

Environment

Material Topic

2025 Goals



WATER

ENERGY

WASTE

- Reduce water intensity by 25% from 2020 levels
- Increase water recycling rate to 3,000m³ per day (~37% of daily water discharge in 2021) at EMG.

- Reduce energy intensity by 10% from 2020 levels.

- Reduce the variety of product colours to decrease the frequency of changeover.

Notes:

- We define water intensity as water withdrawal per 1000 pieces of gloves.
- We define energy intensity as energy usage per 1000 pieces of gloves.

Energy and Emission

Management Approach

While the risk of drought or flood at the locations where Riverstone operates is low, extreme weather caused by climate change is increasing in frequency and severity. This could pose a risk to our ability to operate without disruption in the future. There is a growing demand for companies to take action to fight climate change. Consumers are increasingly environmentally conscious and show preference towards products with low environmental impacts and carbon footprint. It is important for Riverstone to manage and reduce the carbon footprint of our products and increase the energy efficiency of the manufacturing process to remain as the leading glove manufacturer. Our approach to energy and emission can be found in our Energy Policy. The purpose of this approach is to minimize the climate impact of our activities. The effectiveness of Riverstone’s approach is assessed regularly by evaluating our recent performance against past years’ performances and goals. Our goals and strategies are updated and revised to reflect the rapidly changing business environment.

The manufacturing process of gloves is energy-intensive. The stages of production that require the highest amount of energy are dipping lines, followed by the compressor, chiller production, and chiller packaging.

The largest scope of emissions for Riverstone is Scope 1 emission, from the burning of fossil fuel to generate steam and heat for our production operations.

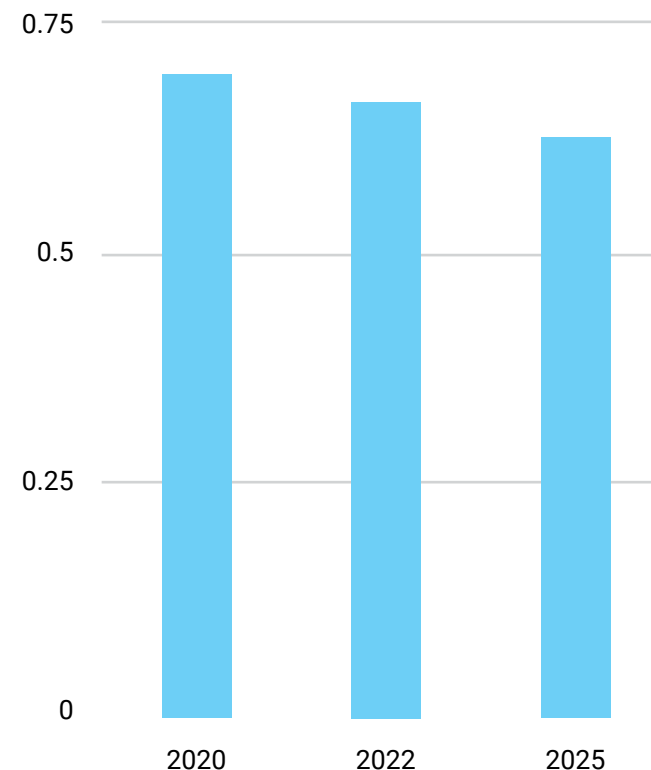
Energy use target, 2022-2025

The management has set a goal for energy use reduction up until 2025. Riverstone aims to reduce energy use/ 1000 pieces of gloves by 2% each year for the next 4 years. By 2025, we hope to decrease our energy intensity by at least 10% from 2020 levels.

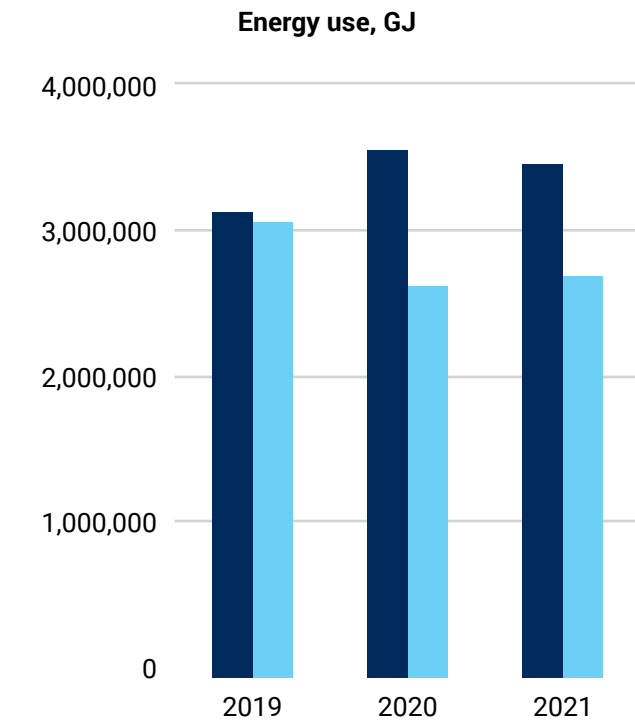


2025 Target
Reduce energy intensity by **10%**
from 2020 levels.

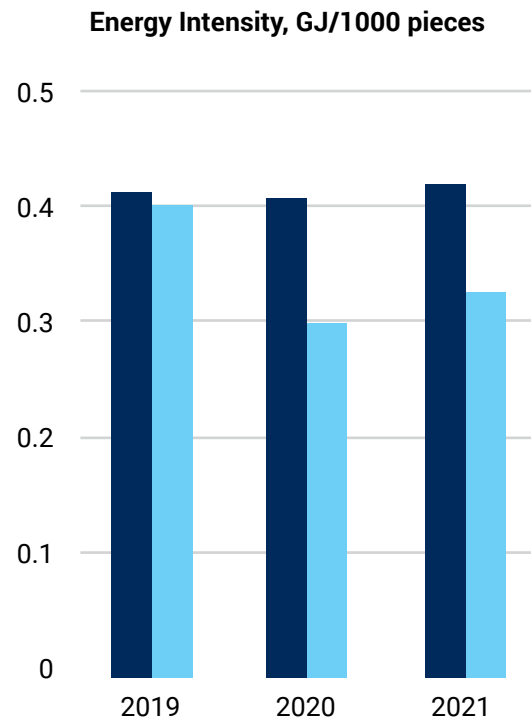
Energy Intensity Target, GJ/1000 pieces



Energy Performance



- Non-Renewable
- Renewable



Our manufacturing plants at Bukit Beruntung and Taiping use renewable and non-renewable fuels to generate energy. We use biomass, in the form of palm kernel shells, wood residuals, and other agricultural byproducts, to generate energy. The use of biomass reduces our reliance on non-renewable fuels such as natural gas and Liquefied Petroleum Gas (LPG).

Energy intensity has increased from 0.70 GJ/1000 pieces in baseline year 2020 to 0.74 GJ/1000 pieces in 2021.

The disruptions caused by the COVID-19 pandemic have affected the energy efficiency at our manufacturing facilities. Restarting our machinery and factories take up a significant amount of energy. In addition, the utilisation rate from our production fell from 94% in 2020 to 80% in 2021.

Riverstone is committed to reducing our energy usage. Our engineers have implemented several projects to increase energy efficiency and redesigned a few processes to recover energy at various points of the manufacturing process.



Energy Efficiency Projects

Projects and Initiatives	Savings
Energy Recovery System	This project recovers flash steam from hot condensers to preheat incoming water for the acid and alkaline tanks.
Heat Recovery Unit	This project reduces thermal oil heater (TOH) gas consumption and chiller production power consumption.
Open Loop Cooling System	<p>Our engineers have redesigned the closed-loop cooling system at the dipping line to an open-loop system. In a closed-loop system, the hot condensate is not exposed to the ambient air and extra energy is required to cool it down. In an open-loop system, the ambient air cools down the hot condensate from production.</p> <p>This project reduces electricity consumption at each chiller plant by 2,687-2,868 kWh, or 26-27% per day.</p>
Synchronous Motor	<p>We replaced conventional motors at the chiller plants with synchronous motors, which consume lower energy.</p> <p>This project reduces chiller plant electricity consumption by 10%.</p>

Improving Energy Efficiency

Our plants employ real-time monitors to track electricity consumption at each production stage. Real-time monitoring allows us to identify production stages that are energy-intensive and consequently helps us to recognize areas of improvement. To achieve our energy reduction goals, Riverstone has planned and implemented a number of energy efficiency projects. We have invested in improving existing manufacturing sites and purchasing production equipment that is more energy-efficient.

We have implemented several energy recovery projects at EMG Plant 2, Taiping that aim to reduce steam and gas consumption.

We have also implemented a number of chiller improvement projects. Chillers at the production and packaging stage consume the highest energy in the production after dipping lines. To reduce energy usage, it is important that we make improvements to the efficiency of the chillers.

Our engineers are constantly searching for ways to reduce energy wastage and optimize energy usage in our manufacturing process.

Energy Efficiency Projects

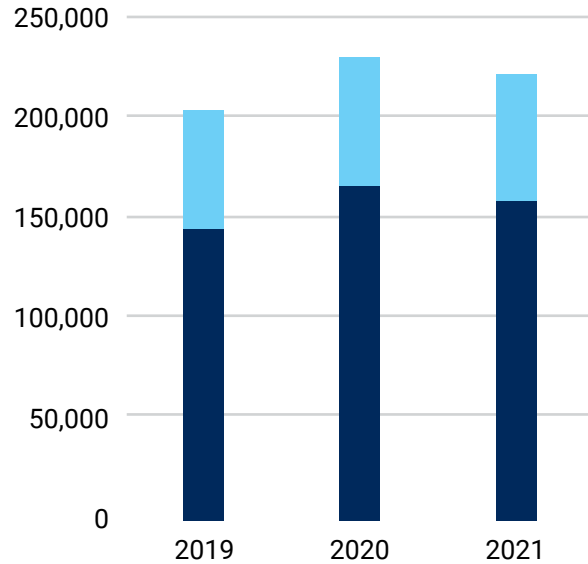
Projects and Initiatives	Savings
<p>Intelligence Flow Control system</p>	<p>We have installed new compressed air systems to regulate airflow before it enters the production lines. These systems control and stabilize the incoming air pressure before it enters the production lines. This project has been successful and we are installing more compressed air systems in 2022.</p> <p>This project can reduce electricity consumption by 104,400kWh annually.</p>
<p>Energy efficient motors</p>	<p>We are gradually replacing IE1 motors with IE3 motors, a more energy-efficient induction motor, at the dipping line ovens starting this year.</p> <p>Each motor unit is able to reduce electricity consumption by 30,240kWh annually.</p>
<p>Replacing fan coil systems</p>	<p>We replaced the fan coil system with the spot cooling system at the chillers. This project reduces packing chiller load by 558kWh or 9% per day.</p>



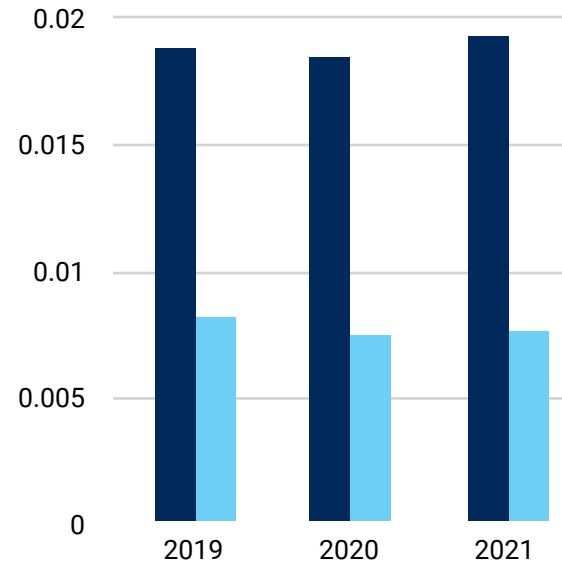
Energy Recovery System

CO₂e Emission Performance

CO₂e Emission, tonnes



CO₂e Emission Intensity, tonnes/1000 pieces



- Scope 1
- Scope 2

Our carbon emission is calculated in accordance with World Resources Institute’s (WRI) and World Business Council for Sustainable Development’s (WBCSD) GHG Protocol Corporate Accounting and Reporting Standard. All Scope 1 and Scope 2 emissions are calculated using GHG Emissions Calculation Tool.

In FY2021, our CO₂e emission intensity increased slightly compared to the baseline year of FY2020, from 0.0259 CO₂e/ 1000 pieces to 0.0266 CO₂e/1000 pieces. Disruptions caused by the COVID-19 pandemic have caused an increase in energy use, as restarting our equipment uses a significant amount of energy. This, in turn, led to slightly higher CO₂e emission.

The solar panels installation that will be completed in 2022 will reduce our carbon dioxide emission.

Renewable Energy

Biomass

We utilize biomass to generate steam and provide heat energy to ovens and tanks at our dipping lines. Our primary biomass sources are wood chips and wood residuals. At some manufacturing plants, we also use agricultural byproducts such as palm kernel shell, mesocarp, and rice husk as biomass.

Particle Emission

To reduce particle emissions from biomass combustion, we will be installing 3 electrostatic precipitators (ESP) units at our Bukit Beruntung plant. The ESP units will improve dust capture efficiency. This project will commence in 2022 and take place over the next 3 years. Our biomass boilers in Taiping use Multicyclone dust collectors to reduce particle emissions.

In addition, we will be implementing the Continuous Emission Monitoring System (CEMS) to automate the emission monitoring system at Bukit Beruntung plant. CEMS was implemented at EMG Plant 2 in 2021.



Biomass Fuel Feed System

Renewable Energy

Solar Energy

To reduce our greenhouse gas emissions, we have installed solar panels on the rooftops of the manufacturing plant at EMG site in Taiping.

The solar panels cover 16.3% of the rooftop space. Phase 1 has a capacity of 547.02kWp and is completed in February 2022. The project's first phase is expected to yield 744MWh of electricity annually and offset an estimated 516.30tonnes of carbon dioxide emission per year.

We will continue to work with engineers to identify areas suitable for solar panel installation at our other manufacturing sites and increase the use of renewable energy.



Installed Solar Panel at EMG, Taiping

Water and Effluent

Management Approach

Clean and reliable water supply is essential for Riverstone's manufacturing process. Clean water is used to leach out hydrophilic and residual chemicals on our products, especially our cleanroom gloves. Large volume of water is also used for cooling purposes in our manufacturing process. We depend on clean and reliable water supply to ensure the quality of our products meets our customers' expectations. Riverstone's Water Policy outlines our approach towards water management. We believe having a solid management approach is essential for managing and mitigating the risk of water supply disruption, shortages, and floods.

We use the World Resource Institute's (WRI) Aqueduct Water Risk Atlas and World Wildlife Fund's (WWF) Water Risk Filter to evaluate the flood, drought, and water stress risk at the location of our manufacturing facilities. None of our manufacturing facilities in Malaysia is located in a water-stressed region. None of our operations is located in areas with high flood or drought risk. The highest water-related risks at our manufacturing facilities are riverine flood risk and untreated connected wastewater risk. Although none of our manufacturing sites is located in water-stressed regions, Riverstone periodically evaluates the risk of water shortage to be better prepared for the events.

Most of Riverstone's manufacturing operation is located in the tropics. Although rainfall is abundant year-round, increasing water demand and river pollution are risks that can affect the reliability of the clean water supply. It is important for us to understand our water withdrawal, source of withdrawal, effluent discharge quality at each site and evaluate the impact of our water use on the surrounding area.

Effluent Management

Wastewater from our manufacturing activities is treated internally by our wastewater treatment plant (WWTP) before being released back to the water system. The WWTP team is responsible for treating the effluents produced from our manufacturing process and monitoring the quality of water discharged. The WWTP ensures that effluent discharged from all facilities follows the local standards of wastewater discharge. Each site has at least one trained and certified competent person to ensure the treatment plant is operating well. Several departments collaborate to assess the water use at our sites to identify areas for water-use efficiency improvement in our manufacturing process.

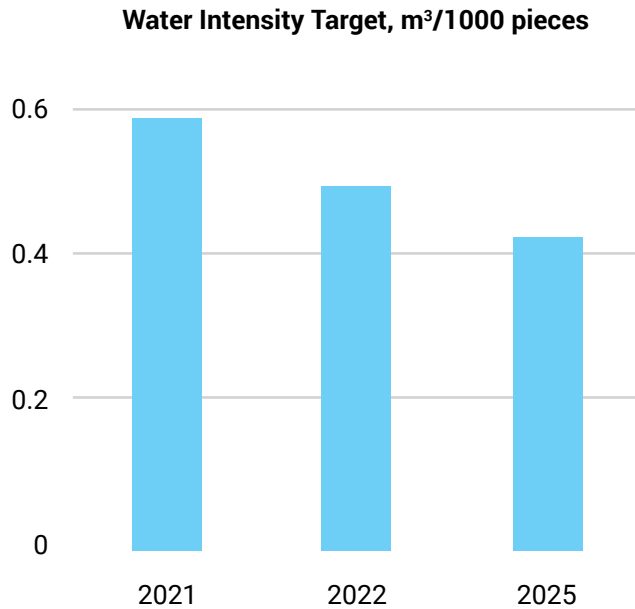


Recycled Water Treatment Plant at EMG, Taiping

Water and Effluent

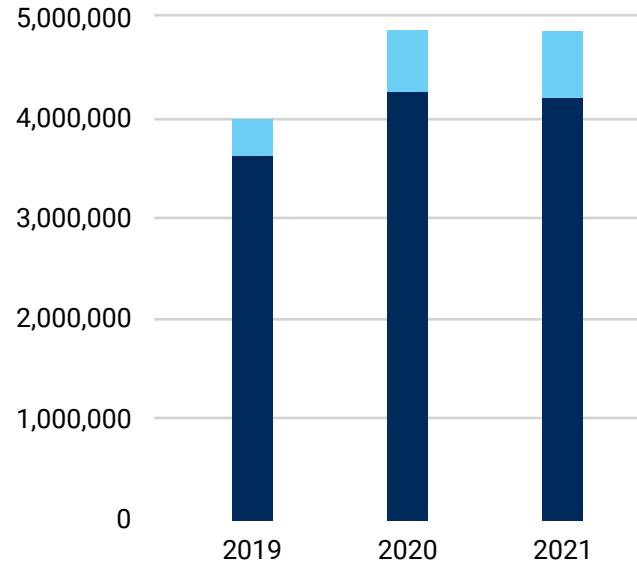
Water use target, 2022-2025

The management has set a goal for water use reduction up until 2025. Riverstone aims to reduce the total water intensity (water withdrawal per 1000 pieces of gloves) by 5% each year over the next 4 years. By 2025 we plan to reduce water withdrawal by approximately 25% from 2020 levels.

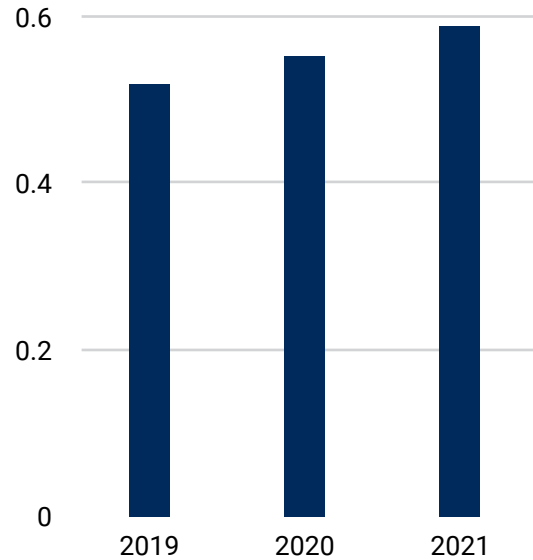


Water and Effluent

Water Withdrawal, m³



Water Intensity, m³/1000 pieces



From 2020 to 2021, our water intensity increased from 0.55m³/1000 pieces to 0.59m³/1000 pieces. The proportion of cleanroom glove output increased from 10.3% to 11% of total glove output. Production of cleanroom gloves requires additional water-intensive processes. These steps add approximately 2.45m³/1000 pieces.

During the same period, we have improved our raw water treatment plant capacity, and the proportion of raw water usage increased from 20% in 2019 to 23% in 2021.

- Municipal Water
- Raw Water

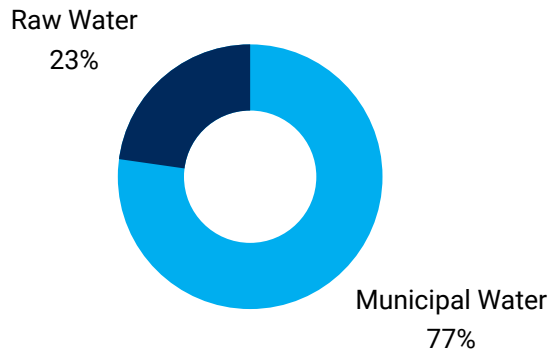
Notes:

- Raw water includes rainwater, pond water, and ground water

Water Conservation Projects

Rainwater Recovery

The water we use in production is mainly supplied by municipal waterworks. EMG Plant 2, our largest glove manufacturing facility, is located at Taiping, the rainiest town in Peninsular Malaysia. Capitalizing on the abundant rainfall in Taiping, EMG has a rainwater recovery system to reduce our reliance on municipal water. EMG Plant 2 uses two abandoned mining ponds located adjacent to our manufacturing facility as rainwater retention ponds. The site also has a rooftop rainwater harvesting system. Harvested rainwater is stored at a 2,600m³ detention pond and a 1m-deep underground storage area. Our raw water treatment plant on-site removes impurities and ensures the raw water harvested meets the quality requirement for our production use. The rainwater harvesting system supplements our main water supply and provides 23% of water at EMG Plant 2 in 2021.





Water Conservation Projects

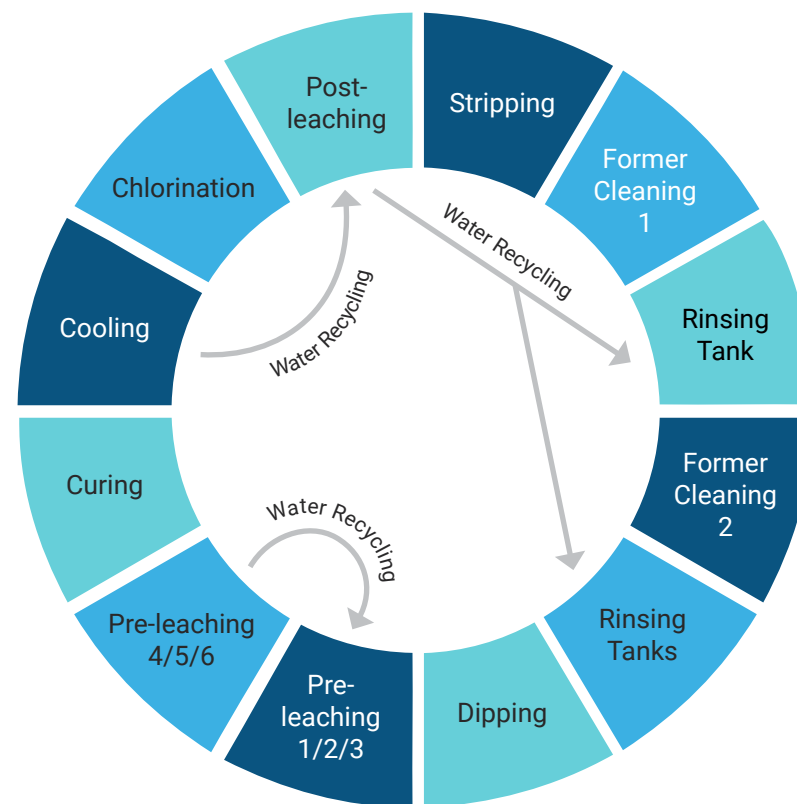
Water Recycling Projects

We have invested in water recycling infrastructures at EMG Plant 2 and the plant at Bukit Beruntung to reduce water withdrawal at our manufacturing sites.

The ongoing recycling project at the Bukit Beruntung plant has an estimated daily savings of 250m³ currently, which is around 6% of the daily consumption. The project at Eco Medi Glove has a daily recycling rate of approximately 110m³ per day. We aim to increase the daily recycling rate to 3000m³ per day by 2025, which is around 37% of our present water discharge rate.

We reclaim wastewater with total dissolved solids (TDS) level of less than 800ppm, and reuse it in our production. The recycling process is shown in the diagram on the right.

We continue to seek ways to improve our water recycling capability and increase our recycling capacity so that higher volume of wastewater can be reused in our production stages. The quality of water is monitored closely to ensure that the quality of our gloves is not compromised during the leaching process.



Water Recycling Process Flow Diagram

The water recycling project reuses water from

- (i) the coil water of cooling tank to the post leaching tank,
- (ii) the post-leaching tank to the rinsing tank, and
- (iii) pre-leaching tanks 4, 5, and 6 to pre-leaching tanks 1, 2, and 3.

Waste Management and Performance

Management Approach

Proper management and disposal of waste and byproducts are important to protect the health and safety of our employees and communities and reduce the risk of contamination to the surrounding environment. Riverstone Waste Management Policy sets out our approach to waste management. The purpose of our approach is to minimize or prevent negative environmental impacts of our operation.

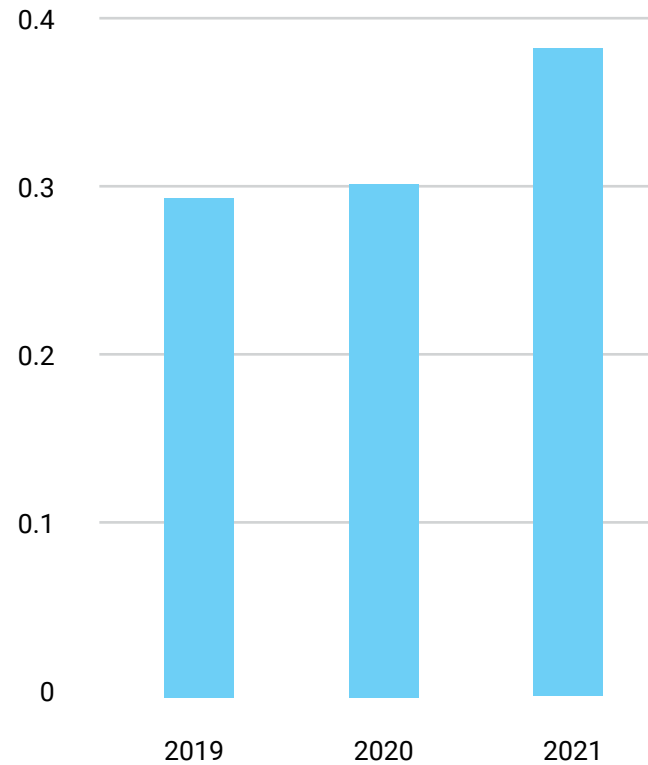
Our waste management approach aligns with the ISO 14001:2015 standard. We apply the waste hierarchy to reduce and manage waste.

Scheduled Waste Management

We engage with licensed scheduled waste contractors who are approved by the Department of Environment (DOE) to dispose of hazardous and scheduled waste. Scheduled waste is sent to licensed facilities for chemical or recovery treatment.

The wastewater treatment plant (WWTP) department is responsible for managing and ensuring the safe disposal of scheduled waste. Each site has at least one trained and certified scheduled waste competent person responsible for ensuring that scheduled waste is managed, stored, and disposed of in manners that comply with the Environmental Quality (Scheduled Wastes) Regulation, 2005. The production team is responsible for minimizing the waste produced at each stage in the manufacturing process. They also find solutions to reduce waste generation in the manufacturing process.

Sludge and Rubber Lump Waste Intensity, kg/1000



Waste Reduction Project

Process waste such as rubber lumps and sludge comprises much of the waste produced at Riverstone. Other waste generated from our operation includes plastic and paper packaging material. Prevention is our preferred option when dealing with waste.

We keep a record of the weight of scheduled waste generated to help us better understand our waste profile and identify potential areas of improvement. We are also working to reduce the amount of packaging in our products where possible

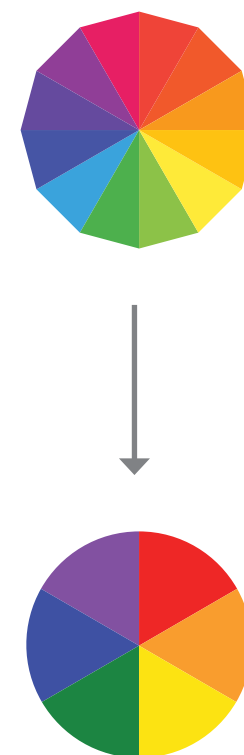
To prevent unnecessary waste generation in our manufacturing process, we are eliminating the products that do not have added value to consumers, such as colour variation, from our product portfolio. In addition, reducing the product diversity decrease the frequency of product changeover at our manufacturing plant.

Each time we perform a changeover, the production crews cool down the oven and remove the remaining raw material, water, and chemicals in the dipping tanks. Once the changeover is completed, reheating the production oven requires additional electricity and gas. Preparing the dipping lines for a new batch of products requires extra energy, water, and raw material. Downtime from changeover can last hours.

Each changeover increases water consumption, energy use, chemical use, product losses, and increases the effluent that has to be processed by the wastewater treatment plant. By having fewer product variations in our portfolio, we can decrease the frequency of changeover, and improve our environmental performance.

Riverstone’s goal is to be a solution provider for our customers. We work with our customers to understand their product needs and requirements. Our customers express their desire for products that have minimal environmental impacts and we strive to make our manufacturing process more efficient and environmentally friendly.

In conjunction with the Department of Environment, we have set up several electronic waste collection kiosks at our factories to encourage employees to dispose their electronic waste responsibly.



We will streamline our production by reducing the colour variety in our product portfolio. Colours of similar shades and hues will be consolidated into fewer colours. This will decrease the frequency of changeover at our production and reduce raw material wastage and utility consumption.

Research and Development

In 1994, Riverstone successfully developed nitrile cleanroom gloves and became the first manufacturer in Malaysia that managed to do so. We are also the pioneer of on-line chlorination technology in Malaysia. Research and development has been central to our business since the founding of the company. We believe that continuous research & development and product innovation is vital to generate sustainable growth for the company and value for our customers.

We have a research and development facility at Bukit Beruntung, Malaysia. Our research and development team consists of over 20 chemists and chemical engineers and is led by a chemist with 31 years of experience in the industry. We have a dedicated dipping line for research & development work, which allows our team to carry out product development and prototype testing in a short span of time. Over the years, we have developed numerous innovative products that suit our customers' needs.

Our strong research and development focus allows us to collaborate with our customers on collaborative projects to provide customized solutions. Our experienced research and development team is able to cater to a diverse customer base with varying needs.

We also have extensive partnerships with our key suppliers, which enables us to become one of the global leaders in cleanroom glove manufacturing.

One of our mid-term goals is to develop products that minimize the environmental footprint of our manufacturing process and products. Our team is developing a new formula that is able to produce gloves using lower curing temperature. Curing ovens use significant energy. A formula that allows lower curing temperature will reduce energy use in our manufacturing process. Our initial line trial shows that the new formula has a curing temperature that is 20°C lower compared to the regular formula and reduces gas consumption by 11%. Our team is also developing products that require less water for leaching.



12 RESPONSIBLE CONSUMPTION

13 CLIMATE ACTION

Human Capital

As of 31st December 2021, Riverstone had 3,500 employees. All of our employees are hired on a permanent, full-time basis. 66.5% of our workforce is Malaysian, and 33.5% are from foreign countries.

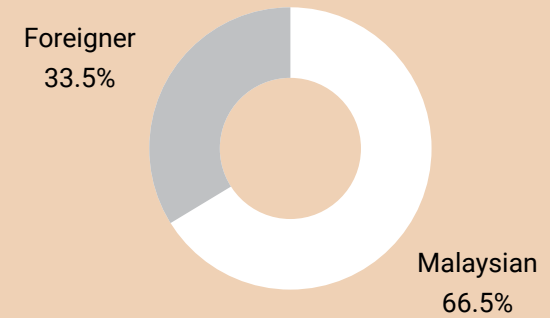
Riverstone is committed to creating more semi-skilled and skilled job opportunities for the community around us. In 2021, we hired 1,186 new employees.

Riverstone has a workforce with people from all age groups. About 55% of our workforce are younger than 30, 38.6% are between 30 and-50-year-old, and 6.4% are older than 50-year-old. Having a workforce of diverse age groups brings different strengths and perspectives to our workplace.

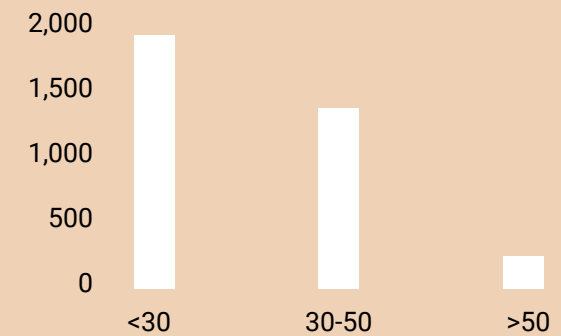
3,500
employees

1,186
employees hired in 2021

Staff by Nationality (%)



Employee by Age



Human Capital

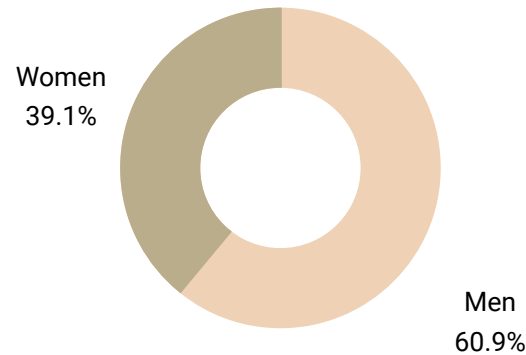
Gender Diversity

Women make up 39.1% of our workforce. 62.4% of skilled and professional employees at Riverstone are women. Employees, regardless of gender, are rewarded fairly based on ability, skills, and performance for comparable roles.

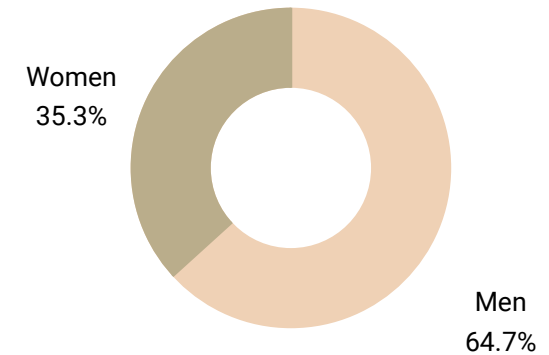
Our recruitment process strictly prohibits discrimination based on gender, gender identity, sexual orientation, marital status, race, religion, colour, and age. We recruit employees based on skills, experience, or ability. In 2021, 50.7% of our new hires are women. Women hold various positions across the hierarchy in different departments of the company.

Riverstone believes that everyone should have equal opportunity for promotion. Promotion is based on merit. 35.3% of managers are women. Women hold HOD positions in various departments, such as Research & Development and Quality Assurance. Women also hold Country Manager and C-suite roles within the company.

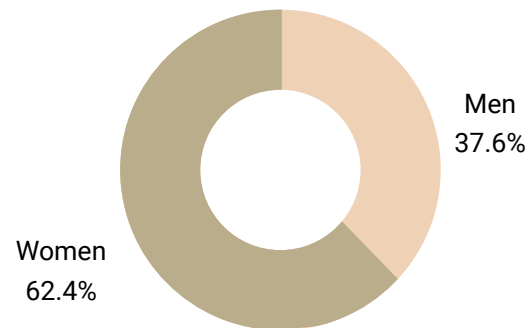
Employee by Gender



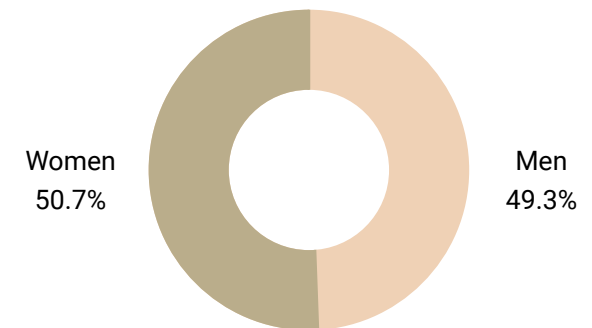
Manager by Gender



Professional Employee by Gender



New Hire by Gender



Employee Benefit

Employee Benefit and Welfare

Riverstone provides fair and competitive remuneration with comprehensive benefits to our employees. Our ability to attract and retain talent ensures long-term sustainable business growth depends on our ability to attract and retain employees.

The Employees' Provident Fund (EPF) is a compulsory savings plan and retirement planning for private-sector workers in Malaysia. Under the EPF scheme, Riverstone and our employees make monthly contributions toward the employees' EPF account, under the requirement of the Malaysian government.

Under the Social Security Organization (SOCSO) scheme, Riverstone makes monthly contributions to employees' social security accounts. The scheme covers local and foreign employees. The SOCSO employment injury scheme covers occupational accidents and illnesses. Riverstone also provides all employee accident life insurance and medical benefits.

As per Malaysia's legislation, Riverstone provides 2 months of paid maternity leave to employees. In 2021, 52 employees took maternity leave and 40 (77%) returned to their work after their maternity leave.

Covid-19 Special Incentive

Riverstone's activities were allowed to operate during the Movement Control Order (MCO) imposed by the Malaysian government during the Covid-19 outbreak as our industry is part of the essential services. However, only a certain percentage of employees were allowed to work in offices and production plants, with the rest of the workforce working from home. We have offered a special incentive of RM25 per day for employees who come to work during the MCO period. We have given out RM4,412,829.04 of special incentives to the employees.



Sports Arena at Worker's Accommodation

Human Development

Training

To ensure that our employees are provided the necessary tools to succeed in their careers, we provide employees with internal and external training. Our training policy requires that HOD review and prepare Training Need Identification for their staff at the start of each year.

Due to the lockdown and safe distancing requirements, several external training sessions were postponed. Nevertheless, we arranged several training sessions via digital platforms. External training conducted in the past year includes

- Social compliance and environmental management
- Lean Six Sigma
- Health and safety-related training
- Sustainability-related training.

After each training session, training evaluations are performed to assess the effectiveness of the training conducted and improve the effectiveness of future training. Our human resources, HOD, and management will identify the training needs of the workforce and coordinate training sessions.

Each month, we contribute a levy to the Human Resources Development Fund (HRDF). We utilise this fund to retrain and upskill our employees. We aim to have more unskilled workers transition into semi-skilled and skilled roles. We also aim to enable our employees to meet the current and future business needs. For the coming year, we have set aside approximately RM1.15 million for employee training and upskilling.





Social and Environmental Compliance Training with an External Trainer

Labour Rights




Management Approach

At Riverstone, we are strongly committed to respecting the rights of our employees and advancing their welfare. We work to create an inclusive and safe environment where all employees are provided fair and equal opportunities to thrive. Labour rights continue to be a topic of concern for our key stakeholders. We recognise foreign migrant workers play important and significant roles in our operation and face unique vulnerabilities. We continue to work actively to ensure we provide a safe and secure working environment to all local and foreign employees.




We engage with third party social auditors such as Sedex Members Ethical Trade Audit (SMETA), Business Social Compliance Initiative (BSCI), and Responsible Business Alliance (RBA) regularly to ensure that all of our manufacturing facilities meet the standards for social performances. We will be audited by Worldwide Responsible Accredited Production (WRAP), a social compliance program, in 2022. In FY2021, we conducted third party audits at all plants. The auditors assess areas including signs of forced labour or child labour, employee health and safety, business ethics, and management system. Our commitment to respecting labour rights is described in our policies, including Labour Policy, Migrant Worker Policy, and Code of Conduct. We strive to provide an inclusive and safe workplace for all.

 <p>Responsible recruitment</p>	<p>Riverstone practices a zero-recruitment fee policy. We are committed to eliminating the practice of migrants paying recruitment or any fees related to their employment at Riverstone. We are responsible for all employment-related costs of migrant workers. This includes, and is not limited to, fees and costs for interviews, travels, meals, permit applications, medical screenings, departure and return transportation, and accommodation. The human resources department regularly engages with our employees to ensure that they do not bear any recruitment fees and employment-related costs. If incident of non-conformance is found, immediate action will be taken to reimburse the employee.</p> <p>We have set up the expectations and details of the recruitment process for local and foreign migrant workers in the Local Worker Recruitment Procedure and Foreign Worker Recruitment Procedure.</p>
 <p>Child Labour</p>	<p>Riverstone forbids the use of child labour in our operation and supply chain. All employees at Riverstone are at least 16-year-old. Riverstone employees who are under the age of 18 are not employed in night shifts, overtime, and hazardous conditions, such as working with heavy machinery and chemicals. All interns working with Riverstone are given an allowance.</p>

Labour Rights

 <p>Freely Chosen Employment</p>	<p>Riverstone believes that all work must be voluntary, and we do not tolerate any form of forced labour, including prison, indentured, and bonded labour. We ensure that all employees are provided with a written employment agreement in their native language prior to their departure from their country of origin. The contract of the worker will not be substituted or changed unless these changes are made to provide better terms or to meet the changes in local laws. We bear all the expenses and costs for the working permit application and travel journey of the employees from their home country to the workplace. We do not hold our employees' identity papers such as passports, work permits, government-issued identification, and other original documents. Riverstone provides a safe storage area that is accessible at all times by employees. There are no restrictions on employees' freedom of movement. Upon giving legal notice, workers are free to terminate their employment without penalty.</p>
 <p>Working Hour</p>	<p>We recognize that excessive overtime can negatively impact the well-being of our employees and the productivity of our workforce. We comply with all applicable local laws and regulations on overtime and rest days. Our human resource department monitors employee working hours, overtime, and rest days to ensure that no employee works excessively long hours. The HR department ensures that the sum of regular and overtime work hours per week does not exceed 60 hours per week and all employees have 1 day of rest in every 7 day period. Riverstone requires that all overtime work be consensual and wages for overtime are compensated at a premium rate, in accordance with local laws and regulations. Regular third-party audits and internal monitoring ensure that we comply with local laws and our internal policy.</p>
 <p>Humane Treatment</p>	<p>All employees at Riverstone are expected to be treated with respect and dignity. Riverstone does not tolerate harsh and inhumane treatment including sexual harassment and abuse, corporal punishment, mental or physical coercion and verbal abuse.</p>

Labour Rights

 <p>Freedom of Association</p>	<p>Riverstone respects the rights of workers to join or form trade unions, bargain collectively, and engage in peaceful assembly. Our employees shall be able to openly communicate their questions and concerns with the management without fear of intimidation, reprisal, and harassment.</p>
 <p>Non-discrimination</p>	<p>Riverstone is committed to fostering an inclusive and diverse culture in our workspace. We do not discriminate based on race, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership, or marital status in hiring, promotion, access to training, and compensation. Employees' rights to take religious observations are accommodated.</p>
 <p>Wages and Benefits</p>	<p>Riverstone has structured our remuneration system transparently and fairly to reward and motivate our employees. Wages are paid, in a timely manner, at competitive rates and in compliance with local minimum wage law. We ensure that wages should always be enough to meet basic needs and to provide some discretionary income. Employees are provided with understandable information about their employment conditions and the particulars of their wages. Deduction of wages as a disciplinary measure is not permitted. We conduct performance reviews annually to reward our employees accordingly. Salary increments and bonuses are granted annually in line with Riverstone's financial performance, and monetary incentives are given periodically to reward employees. All workers, regardless of nationalities, are eligible for salary increments and bonuses.</p>

Labour Rights

Worker's Accommodation

All migrant workers working at Riverstone are provided with accommodation. Internal and external social audits are conducted frequently to ensure that the safety, hygiene, comfort of our workers' living areas are well maintained and meet the local regulations and standards. We own a worker dormitory at Taiping that is built with features and facilities to meet the needs of migrant workers. Workers at Bukit Beruntung live in rented apartments or houses that meet the local housing standards.

Riverstone's dormitory at Taiping is equipped with amenities, including an in-house clinic with full-time paramedics, a 24-hour canteen, gym, first aid room, laundry, grocery shop, and indoor sports arena to cater to workers' needs.

The dormitory management service is outsourced to a facilities management specialist to ensure the dormitory facilities are well-maintained, and the well-being of workers is taken care of.

We recently set up a Sports and Recreation Committee. The committee organizes sports activities, such as volleyball and futsal friendlies, for dormitory residents each month.



Gym Facilities at Worker's Accommodation (Taiping)

Certification & Social Compliances

	RRSB	EMG
Business Social Compliance Initiative (BSCI)	✓	✓
Sedex Members Ethical Trade Audit (SMETA)	✓	✓
Responsible Business Alliance (RBA)	✓	✓
ISO 45001: 2018	✓	✓
ISO 14001: 2015	✓	✓
ISO 13485	✓	✓



Occupational Health & Safety

Management Approach

Occupational Health and Safety (OHS) is one of our top priorities. As a company with over 3,000 employees, it is important for us to have a strong occupational health and safety management framework to ensure all our employees feel secure working with us. Riverstone's Health & Safety policy establishes Riverstone's approach and expectations towards occupational health and safety. The boundary for this material topic includes all operations under Riverstone.

Occupational Health and Safety Management System

Riverstone's Occupational Health and Safety management system is audited by a professional independent consulting firm annually to ensure we are in compliance with the ISO 45001:2018 standards. All of our manufacturing sites have successfully upgraded from OHSAS 18001:2007 to ISO 45001:2018 in 2021.

Riverstone's occupational health and safety management system covers all workers within our operations. This includes our employees and contractors who provide temporary service to the company at Riverstone's premises.

The top management of Riverstone evaluates the effectiveness of the implementation of safety and health management systems at least once a year. Riverstone regularly reviews and identifies standards, guidelines, best practices, recommendations, and new training programs that are necessary to ensure a safe and healthy workplace.

Hazard Identification, Risk assessment, and Incident Investigation

Riverstone establishes and implements processes for hazard identification and risk assessment. The health and safety committee members conduct hazards identification and risk assessment across all of our manufacturing sites and offices in line with ISO 45001 management system criteria at least once a year. Riverstone conducts cross-department internal audits at least once a year to ensure that all activities in the workplace comply with the local laws, regulations, and requirements, and ensures that the health and safety management system is implemented effectively. The risks and hazards identified from routine workplace inspections are eliminated or mitigated using the hierarchy of controls.

Riverstone has a reporting procedure in place for workers and other stakeholders to report occupational hazards and hazardous situations. Occupational injuries or illnesses are reported to the health and safety officer.

All incidents and accidents are investigated by the investigation panel to determine the root cause of the incident and the failure of compliance. The investigations are led by the health and safety officer. After an incident investigation is done, the team will identify corrective or preventive actions to ensure similar incidents will not recur. In the case of work-related accidents or illnesses, Riverstone will fully bear the cost of treatment. Workers are encouraged to report directly to the Environment, Health, and Safety Committee (EHSC) when there is any work situation that might lead to unsafe or unhealthy conditions.



Occupational Health & Safety

As part of the Occupational Health and Safety management system, Riverstone has an emergency response procedure to address potential emergency incidents such as fire outbreaks and chemical spills. The emergency response team (ERT) prepares for and responds to any emergency incident. The health and safety team organizes fire drills annually and chemical training for everyone whose work involves exposure to chemicals to ensure that employees are familiar with emergency response plans.

Worker participation in occupational health and safety

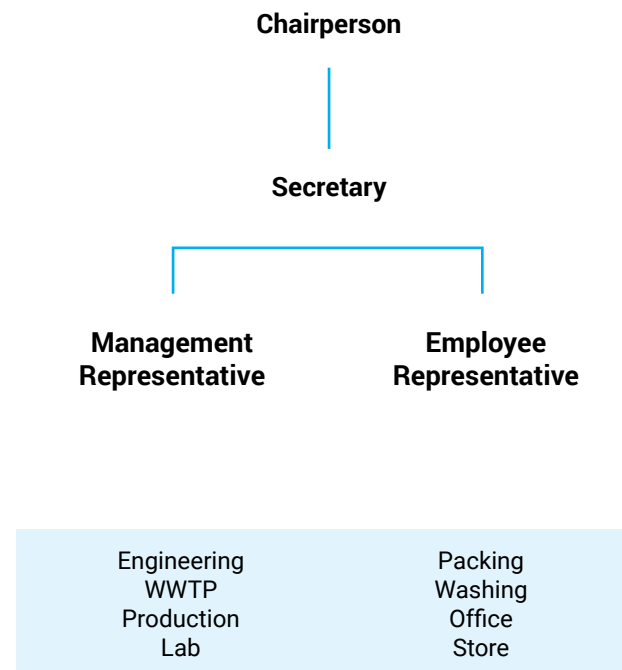
The Health and Safety Committee comprises 50% management representatives and 50% employee representatives. A registered competent Health and Safety officer leads the Safety Committee and oversees safety rules and procedures compliance. Riverstone employees are represented in the Health and Safety committee through employee representatives; each department has a representative on the committee. The core responsibilities of the committee are to minimize occupational health and safety risks and prevent injuries. The committee meets at least once every 3 months to highlight concerns about workplace health and safety, suggest areas for improvements, and discuss topics related to health and safety at the workplace. The committee provides a platform for the employees to directly communicate health and safety-related topics to the Safety and Health department and the management

The executives, managers, and supervisors are responsible for executing the Environmental, Health, and Safety Policy and in developing occupational health and safety-related knowledge and skills for those under their supervision. The responsibility of the committee members includes implementing safety & health policies, submitting new proposals to address any unsafe work conditions, assisting in conducting incident investigations, and performing internal health and safety audits.

Worker training on Health and Safety

All workers are required to attend health and safety training provided by the Human Resources department and other relevant departments when they first join the company. The training provides information, including the basic guidelines on health and safety at workplaces, the types of hazards that are present, and the risk controls for each hazard. Health and safety training and information are provided in languages that are easily understandable by the workers. A translator is present during training to ensure that all foreign workers are able to understand the information provided by the trainers.

Health and Safety Committee



Occupational Health & Safety

Employees are provided safety training specific to their job scopes, performed by the head or supervisor of the division where the employee works. Employees who are involved in maintenance and repair work and other high-risk tasks are required to take additional work training conducted by the head or supervisor of the division to ensure that all works are carried out in accordance with safe working procedures.

Training evaluations are performed by the HOD to evaluate the effectiveness of the training conducted and monitor employees' understanding of training received. After evaluation, the HOD will determine if further training is needed. Each department is required to provide training to employees annually to ensure that employees are updated with occupational health and safety risks and measures.

Promotion of Employees' Health

The Social Security Organization (SOCSO) in Malaysia provides protection to employees against accidents or occupational illnesses arising out of and in the course of their employment through the Employment Injury Scheme and the Invalidity Scheme. Riverstone contributes 50% of the monthly contribution to employees' SOCSO accounts. The scheme covers accidents encountered while at work, occupational illnesses, and commuting accidents related to one's employment. Employees may receive free medical treatment at panel clinics under this scheme. Our worker dormitory has a clinic with full-time paramedics. Riverstone also provides all employees with medical insurance. Under our labour policy, no workers or potential workers should be subjected to medical tests that could be used in a discriminatory way.

COVID-19 Response






To make vaccination accessible to our employees, we set up an on-site vaccination centre at our Taiping site. We also provided our employees free transport to vaccination centres to ensure that they are able to attend their vaccination appointments.



Personal Protective Equipment that is provided to the employees

Occupational Health & Safety

2021 Occupational Health & Safety Targets

-  Maintain 0 incident resulting in fatality
-  Maintain 0 incident resulting in permanent disability
-  Upgrade Occupational Safety & Health Management System from OHSAS 18001: 2007 to ISO 45001: 2018.
-  Maintain 0 case of occupational poisoning & disease
-  0 fine from Fire and Rescue Department (BOMBA) and Department of Health and Safety (DOSH)

2022 Occupational Health & Safety Targets

-  Maintain 0 incident resulting in fatality
-  Maintain 0 incident resulting in permanent disability
-  Maintain 0 case of occupational poisoning & disease
-  0 fine or compound from BOMBA and DOSH
-  < 5 cases of injury that result in a loss of more than 4 days of man-days
-  < 25 cases of injury that result in loss of less than 4 days of man-days

Product Quality and Safety

Riverstone's business is built on a foundation of deep technical knowledge to meet the exacting standards for particle and static control that the electronics industry demands. High product quality and production standards have been our top priority since the founding of the company. Our customers are major manufacturers in the Hard Disk Drive (HDD) and semiconductor industries, reputable healthcare product distributors, and food industries. Our customers depend on our cleanroom gloves to protect sensitive semiconductor products from human contamination. Our healthcare gloves protect users against biohazards while performing general medical practices. It is important to ensure that our products consistently meet our customers' requirements.

We have in-house laboratories equipped with state-of-art facilities, including Liquid Particle Count, Ion Chromatography, Non-Volatile Residue Test, Electrostatic Discharge Test, Gas Chromatography, Air Particle Count, Tensile Strength, and SEM-EDX, to ensure that our products meet the stringent standards of our customers. Our quality control is carried out following international standards such as ASTM, American National Standards Institute (ANSI), and Institute of Environmental Sciences and Technology (IEST).



Electrostatic Discharge (ESD) Test

Product Quality and Safety

Our Quality Assurance team is responsible for addressing concerns regarding product quality and safety. We work closely with our suppliers and customers to ensure that product quality is consistent and of high quality. We ensure that the root cause of the product issues is investigated to minimize the chances of similar issues arising in the future.

As a testament to our high-quality control and production standards, we have been accorded international manufacturing certifications:

- ISO 9001: 2015 Quality Management System
- ISO 14001:2015 Environmental Management System
- ISO 13485: 2016 Quality Management System for Medical Devices
- ISO 45001: 2018
- Certified Directive 93/42/EEC for Sterile Nitrile Gloves
- Certified Directive 93/42/EEC for Sterile Surgical Latex Gloves
- US FDA 510(K) for medical devices
- Registered Japan FDA for medical devices
- Registered China FDA for medical devices
- European Foodsafe Certificate
- EU Type Examination Certification (PPE, regulation (UU) 2016/425)
- Malaysia Medical Device Authority (MDA) Certification

There is no incident of non-compliance concerning the health and safety of our products and services in 2021.



Community Engagement

Riverstone is committed to making positive impacts and contributing to the communities around our area of operation.

Riverstone believes that opportunities for quality education should be accessible to all. We have provided education aid to school children from disadvantaged backgrounds. We have also donated computers and other educational resources to schools in Bukit Beruntung and Taiping to ensure that the children are able to learn with the resources and supplies they need to succeed.

Going forward, we will continue to donate towards causes that align with Riverstone's values. Access to education is one of our top priorities, and we hope to provide for school children in our community and help schools to be better equipped with the facilities and resources they need. We will also be providing assistance for disadvantaged and vulnerable communities.



Primary School Donation

ESG-related Policies

Environmental/ Social

Environmental Health & Safety Policy

Labour Policy

Social Responsibility Policy

Governance

Anti-Bribery and Anti-Corruption Policy

Whistle-Blowing Policy

Other

Code of Conduct

Environmental Performance Table

	Unit	2021	2020	2019
Sites that are certified with ISO 14001	%	100	100	100
Sites that are certified with ISO 9001	%	100	100	100
Energy				
Direct Energy				
Biomass	tonne	136,756	135,259	157,830
Natural Gas	mmbtu	2,893,149	2,992,324	2,646,358
Diesel	litres	294,643	402,222	172,442
LPG	kilograms	560,843	586,985	521,673
Indirect Energy				
Electricity	kWh	107,749,845	113,329,656	104,492,388
Water				
Total water withdrawal	m ³	4,890,075	4,906,111	3,995,167
Municipal	m ³	4,209,342	4,265,201	3,566,540
Groundwater	m ³	21,801	29,914	56,579
Rainwater harvesting	m ³	658,932	610,996	372,048

Environmental Performance Table

	Unit	2021	2020	2019
Emission				
CO ₂ e emission, Scope 1	tonne	159,010	164,597	145,919
CO ₂ e emission, Scope 2	tonne	63,033	66,299	61,128
CO ₂ emission, Scope 1	tonne	155,811	161,433	142,281
CO ₂ emission, Scope 2	tonne	63,033	66,299	61,128
CH ₄ emission	tonne	22.41	22.97	26.05
N ₂ O emission	tonne	9.7	9.5	11.0
Waste				
Scheduled Waste (sludge and rubber lump)	tonne	3,222	2,710	2,310

Notes:

Scope 1 emission

- Cover emission from natural gas, diesel, and Liquefied Petroleum Gas (LPG).
- Emission is calculated based on GHG Protocol's Emission Factors from Cross-Sector Tools.

Scope 2 emission

- Cover emission from electricity consumption.
- Source: 2017 CDM Electricity Baseline for Malaysia, published by Malaysian Green Technology Corporation.

Social Performance Table

	Unit	2021
Total Employees	Number	3,500
Full-time men employee	Number	2,132
Full-time women employee	Number	1,368
Age, < 30	%	55.0
Age, 30 - 50	%	38.6
Age, >50	%	6.4
New Hire	Number	1,186
Men	Number	585
Women	Number	601
Woman manager	%	35.3

Social Performance Table

	Unit	2021	2020
Sites certified with ISO 45001	%	100	100
Fatalities	Number	0	0
Occupational disease	Number	0	0
Accident that resulted in lost workday	Number	10	-
Accident frequency rate (AFR)	per million manhours worked	1.068	0.8
Lost day rate	per million manhours worked	42.8	-
Number of manhours	hours	9,361,374	-

*All occupational health & safety figures cover full-time employees under Riverstone Taiping and Eco Medi Glove (EMG) Plant 1 and Plant 2.

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About This Report

This is the fifth annual Sustainability Report for Riverstone Holdings Limited. The previous report which was published on 28-May-2021 can be found [here](#). There is no restatement of data in this report.

This report covers Riverstone Holdings Limited's Environmental, Social, and Governance (ESG) performance from 1st January to 31st December 2021, and covers all gloves manufacturing operations and entities in Malaysia under Riverstone Holdings Limited unless otherwise stated. Where possible, this report provides historical data since 2019 for comparison purposes.

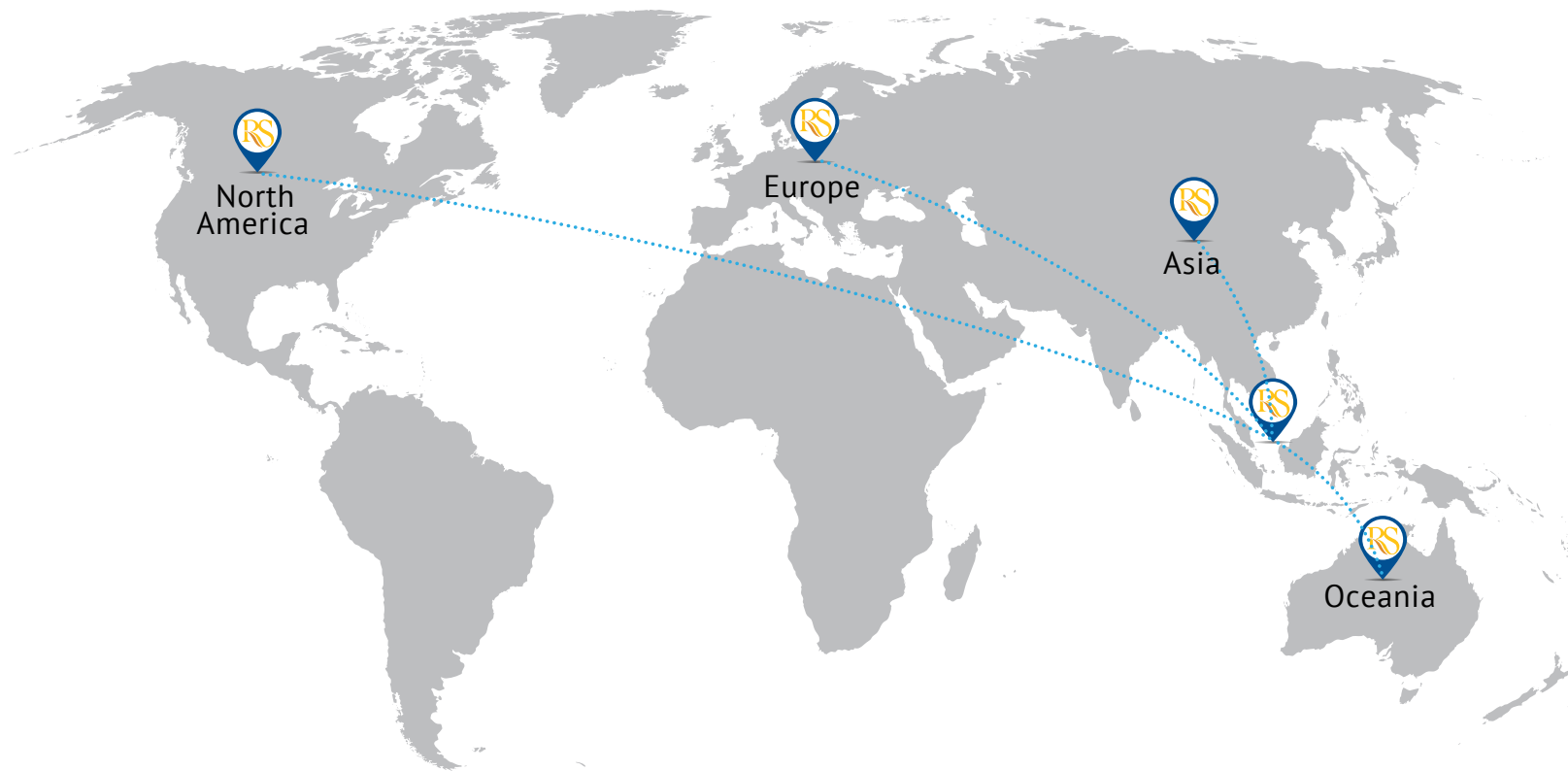
As it is globally used and trusted, this report has been prepared in accordance with the Global Reporting Initiatives (GRI) Standards: Core option. This report also incorporates the primary components of report content in accordance with the SGX's "Comply or Explain" requirements under Rule 711B of the SGX Listing Rules. We have not sought external assurance for this report.

We strive to improve our reporting and sustainability practices continuously. Hence, we welcome our stakeholders' suggestions and comments.

Please reach out to us should you have any feedback or questions concerning this Sustainability Report.

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