



RIVERSTONE HOLDINGS LIMITED



SUSTAINABILITY REPORT 2023

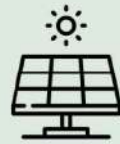
**LEADER IN THE MANUFACTURING OF
CLEANROOM AND HEALTHCARE GLOVES**

 WWW.RIVERSTONE.COM.MY

Highlights



The wastewater treatment team conducted a study on an automated dosing treatment method with a different chemical. This project was successful and managed to **reduce sludge generation by 15%** in 2023.



We are investing close to RM 8 million to install more solar panels in 2024 and 2025. Phase two of the project will increase the total capacity by 2067 kW. The estimated carbon offset is over 1,500 tonnes per year.



We own a workers' dormitory at Taiping with features and facilities to meet the needs of local and migrant workers. Riverstone's dormitory is equipped with amenities, including an in-house clinic, 24-hour canteen, fully equipped gym, grocery shop, indoor sports arena, laundry, and free WiFi accessibility.



We engage with third-party social auditors such as **Responsible Business Alliance (RBA)**, **Sedex Members Ethical Trade Audit (SMETA)**, **Business Social Compliance Initiative (BSCI)**, **Worldwide Responsible Accredited Production (WRAP)** regularly to ensure that all of our manufacturing facilities meet the high standards for social compliance.



We planned and implemented several energy efficiency projects. This includes replacing traditional motors with energy-efficient motors.



We reactivated our glove reconditioning program post-COVID which is yielding important insights into our products while improving their life cycle performance.



We transform by-products from production into new materials or usable products. For example, by-products from the boiler are used as a soil-neutralizing agent in palm oil plantations. Rubber lump from production is recycled into raw material for other rubber products.



Our research and development team has co-developed a new formula that requires a lower vulcanization temperature. This will reduce the energy use in our production and lower the carbon emission of our products.



As part of our succession planning, the Board appointed senior management team members, namely Ms. Sabariah binti Salleh and Ms. Chong Chu Mee as alternate directors. This appointment enhanced gender diversity and expertise at the board level.



We utilize biomass at our manufacturing sites. Our primary biomass sources are wood chips and wood residuals. At some manufacturing plants, we also use agricultural by-products such as palm kernel shells, mesocarp, and rice husks.

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Key Abbreviation

CEO	Chief Executive Officer
CEMS	Continuous Emission Monitoring System
CO ₂ e	Carbon Dioxide Equivalent
CSO	Chief Sustainability Officer
DOE	Department of Environment
EMG	Eco Medi Glove Sdn Bhd
EPF	Employees' Provident Fund
ESG	Environment, Social and Governance
ESP	Electrostatic Precipitator
FY	Financial Year
GHG	Greenhouse gas
GRI	Global Reporting Initiative
HOD	Head of Department
HR	Human Resources
HRDF	Human Resources Development Fund
IE	International Efficiency

kWh	Kilowatt hour
LPG	Liquid Petroleum Gas
MWh	Megawatt hour
QA	Quality Assurance
R&D	Research and Development
RRSB	Riverstone Resources Sdn Bhd
RRSB-BB	Riverstone Resources Sdn Bhd, Bukit Beruntung Plant
RRSB-TP	Riverstone Resources Sdn Bhd, Taiping plant
RM	Ringgit Malaysia
SEM-EDX	Scanning Electron Microscopy-Energy Dispersive X-ray Analysis
SOCSO	Social Security Organization
SR	Sustainability Report
TCFD	Task Force on Climate-related Financial Disclosures
TDS	Total Dissolved Solid
WWTP	Waste Water Treatment Plant

ABOUT RIVERSTONE

*About this Report | About Riverstone Holdings Limited | Group Structure | Global Market Reach |
Message from CEO/ Chairman | Board Statement*

About This Report

Reporting Period and Frequency

This is the seventh annual Sustainability Report for Riverstone Holdings Limited. This report covers Riverstone Holdings Limited's Environmental, Social, and Governance (ESG) performance from 1 January to 31 December 2023. The reporting period of the sustainability report aligns with Riverstone Holdings Limited's fiscal year. The previous report was published on 28 April 2023.

Organizational Boundaries

This report covers all glove manufacturing operations and entities in Malaysia which account for 85% of Riverstone Holdings Limited Group's manufacturing operations. Data from Thailand and China entities are under evaluation and preparation, and are not included in this year's sustainability report.

Baseline data and Restatement

Where possible, this report provides historical data since 2020 as the initial baseline for comparison purposes. There is no restatement of data in this report.

Standards and Guidelines

This report has been prepared with reference to the Global Reporting Initiatives (GRI) Standards. GRI has been selected as a reference framework because it is an internationally recognized reporting standard that covers a wide range of sustainability topics. We incorporated climate-related disclosures based on the Task Force on Climate-related Financial Disclosures (TCFD) because of SGX recommendations. This report also incorporates the primary components listed under Rule 711B in SGX Listing Rules.

Independent Internal Review

Riverstone has engaged CLA Global TS Risk Advisory Pte. Ltd. to conduct an internal review of our reporting processes and the accuracy of data. All recommendations that arose from the review process were considered in preparation of this report.

Contact Riverstone

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.

Email: bizsupport@riverstone.com.my

About Riverstone

Riverstone is a nitrile glove manufacturer. We specialise in the production of cleanroom and healthcare gloves. We also manufacture non-glove cleanroom consumable items such as finger cots, cleanroom packaging bags, hair-net, and face masks.

Riverstone was established in 1991 and listed on the Main Board of Singapore Exchange Securities Trading Limited ("SGX-ST") on 20 November 2006. We are headquartered in Bukit Beruntung, Malaysia, and 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.

Our Products and Market

Cleanroom gloves' main function is to protect sensitive semiconductor products from human contamination. Riverstone's cleanroom products serve the high-end electronics and semiconductor sector. Our cleanroom manufacturing facilities are National Environmental Balancing Bureau ("NEBB") certified Class 10 and Class 100 Cleanrooms built with unique features to produce gloves that meet our customers' stringent requirements. Riverstone is an own-brand manufacturer for most of its cleanroom products, selling directly to end-users. 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.

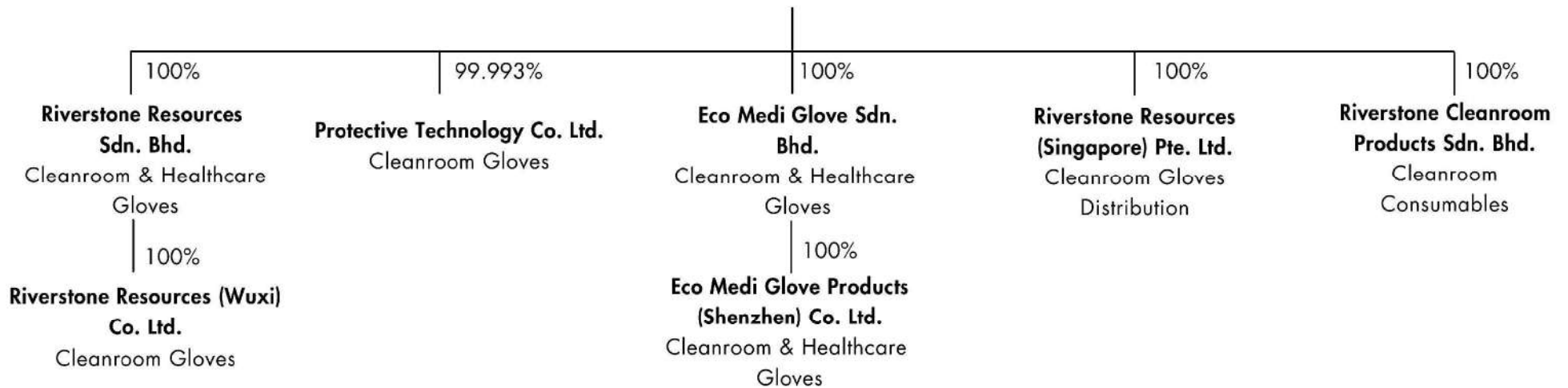
Our products are certified by international certification bodies and widely used by major global players in the electronic and healthcare industries. We export over 80% of our products to key customers in Asia, the Americas, and Europe.



Group Structure



Riverstone Holdings Limited



Global Market Reach

Asia Pacific

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

North America

- USA
- Canada

South America

- Panama
- Chile

Europe

- United Kingdom
- Ireland
- France
- Spain
- Sweden
- Germany
- Czech Republic
- Poland
- Switzerland
- Italy
- Netherlands
- Austria
- Portugal
- Denmark
- Malta



Message from CEO/ Chairman

Dear Stakeholder,

As the leading cleanroom and healthcare gloves manufacturer, Riverstone is committed to tackling the complex challenges facing our planets and community. In 2023, we made significant progress and effort towards our sustainability goals. I am pleased to share our progress, efforts, and achievements in incorporating sustainability into our business in this 2023 Sustainability Report.

Reducing Carbon Footprint through Research and Development

In addition to offering high-quality products, Riverstone pride ourselves on being a solution provider to our customers. In recent years, many customers have expressed interest in lower carbon emission alternatives. Our research and development team has been working closely with our suppliers and customers to develop a new formula that requires a lower curing

temperature. This new formula with lower curing temperature requirements has been shown to decrease the energy use in production and consequently lower the carbon footprint of our gloves. This project has been successful and we have started production with the new formula this year. We are also investing in new production lines to accommodate the production of gloves with the new lower carbon footprint formula. These projects are part of our effort to reduce Scope 1 emissions.

We are collaborating closely with our customers to conduct a Life Cycle Assessment of our gloves. We have reactivated our glove reconditioning program with our key customers and this process is yielding important insights into the carbon footprint of our products.

Reducing carbon emission through renewable energy

We are making significant efforts to reduce our scope 2 emission through investments in renewable energy. We have allocated RM8 million for a solar panel expansion project. Phase 2 of the project will be completed in the third quarter of 2024 and phase 3 will be completed in the third quarter of 2025. When this expansion project is completed in 2025, it will offset an estimated 1544 to 3088 tonnes of carbon dioxide per year or equivalent to planting 7720 to 15440 trees to absorb this range of carbon dioxide amounts.

Meeting the highest standards of social compliance

To ensure that Riverstone meets the highest standards of social compliance we actively engage with third-party social compliance auditors such as Responsible Business Alliance (RBA), Business Social Compliance Initiative (BSCI), Sedex Members Ethical Trade Audit (SMETA), and Worldwide Responsible Accredited Production (WRAP) to audit our plants. We are committed to protecting labour rights and ensuring that our business operation is responsible.

Message from CEO/ Chairman

Increasing Board Diversity

As part of our succession planning and our commitment to fostering diversity at Riverstone, the Board is pleased to appoint Ms. Sabariah binti Salleh and Ms. Chong Chu Mee as alternate directors. Ms. Sabariah and Ms. Chong have been with Riverstone for over 20 years. They have demonstrated deep expertise in the industry and leadership during their time at Riverstone, and we look forward to having additional perspectives and experience in the boardroom. The appointment of our new alternate director has increased women's representation and gender diversity at the board level. We remain committed to developing the next generation of leaders and increasing diversity at all levels of leadership to drive sustainable governance and leadership.

Moving forward, we will continue to engage and collaborate closely with our stakeholders to make further progress in our sustainability efforts. I want to thank the stakeholders of Riverstone for your support and collaboration as we continue to work towards achieving our sustainability goals.

Wong Teek Son
Chairman & CEO



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 2023 (FY 2023).

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.



MANAGING SUSTAINABILITY

Stakeholder Engagement | Material Topics | TCFD

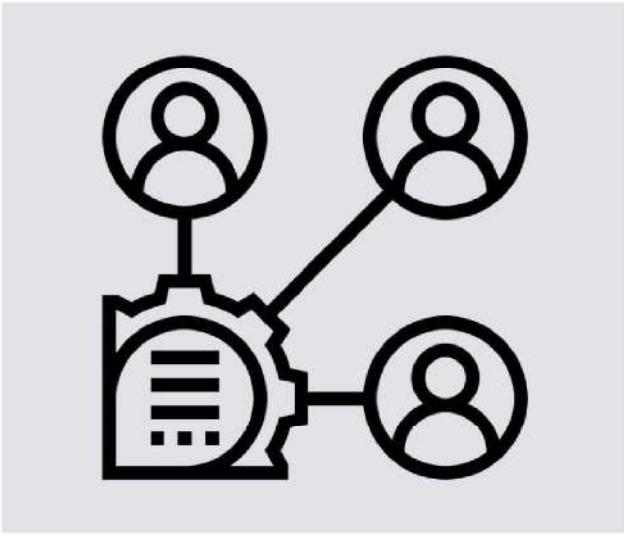
Stakeholder Engagement

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 assist us in developing 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 summarizes our key stakeholders' interests and concerns with the engagement channels we employed.

Stakeholders	Interests and Concerns	Engagement Channel
Employees	Occupational Health and safety Remuneration and benefits Labour rights Career development and training Work-life balance Work satisfaction	Training Orientation program Periodic meeting Workplace suggestion boxes Annual performance appraisal
Customers	Product quality and safety Customer satisfaction Labour rights Responsible supply chains Innovative products Pricing Delivery & Logistic	Site visits and plant audits Regular meetings Email correspondence Video Conferences Exhibitions and trade associations
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

Stakeholder Engagement



Stakeholders	Interests and Concerns	Engagement Channel
Suppliers	Product and service quality Responsible supply chain Business conduct Market information	Site visits and audits Regular meetings Video conference Online survey
Investors	Financial performance ESG topics Market information Future Expansion	Annual General Meeting Company website Conference presentation Media releases Annual reports Sustainability reports Financial result announcements Analyst Meetings

Material Topic

In 2023, 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 2023. 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 for performing a materiality assessment follows these steps:

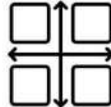
- The Sustainability Committee develops an initial list of issues relevant to Riverstone and key stakeholders.
- An online survey is distributed to key stakeholders to gather feedback.
- Based on our stakeholders’ inputs and comments, key material topics are ranked and mapped accordingly on a materiality matrix.
- Senior executives and managers work with the Sustainability Committee and validate material topics and matrix.



Develop an initial list of potential material topics.



Distribute online survey to stakeholders.



Rank and map materiality topics.



Validate material topic and matrix

Material Topic



Environment	●	Energy and Emission
	●	Water Stewardship
	●	Effluent and Waste Management
Social	●	Labour Rights
	●	Occupational Health and Safety
	●	Training and Development
	●	Community Development
Governance	●	Corporate Governance
Strategy and Business	●	Research and Development
	●	Product Quality and Safety

TCFD Disclosure

TCFD Disclosure	Riverstone's Response
<p>Describe the board's oversight of climate-related risks and opportunities.</p>	<p>The Board considers climate-related and sustainability issues when reviewing business strategies, risks, and opportunities. The Board monitors and oversees the management of climate-related issues at Riverstone. The Board is updated about climate-related issues annually.</p> <p>The CEO develops and oversees the implementation of sustainability strategy, evaluates sustainability risks and opportunities in Riverstone's business strategies, and oversees departments in ensuring the robustness of the sustainability management system.</p>
<p>Describe management's role in assessing and managing risks and opportunities.</p>	<p>The Chief Sustainability Officer (CSO) leads the sustainability Committee and oversees the implementation of sustainability strategies. The CSO reports on Riverstone's sustainability initiatives, targets, performances, and industry trends to the CEO regularly.</p> <p>The Sustainability Committee comprises representatives across major departments. Representatives from RRSB and EMG are on the sustainability committee. The responsibilities of the sustainability committee are to (1) implement sustainability policies and initiatives, (2) review and monitor ESG targets, and (3) support and executes Riverstone's effort across material ESG aspects.</p> <p>The Sustainability Committee meets multiple times a year to discuss Riverstone's sustainability strategy, goals, and performances.</p>

TCFD Disclosure

	Climate-related Risks	Potential Impact
Transition	<i>Policy and Legal</i> <ul style="list-style-type: none"> • Introduction of carbon taxation • Enhanced carbon emission reporting standard 	<ul style="list-style-type: none"> • Additional resources and costs required to meet additional reporting standards • Increase in operating costs due to carbon taxation
	<i>Technology</i> <ul style="list-style-type: none"> • Cost to invest in energy efficient machineries and facilities • Investment in new products 	<ul style="list-style-type: none"> • Increased CAPEX spending and R&D cost for products with low carbon emission
	<i>Market</i> <ul style="list-style-type: none"> • Changes to customers behaviors due to preference for low carbon emission products 	<ul style="list-style-type: none"> • Reduced demand for our products if we do not have low carbon emission alternatives
	<i>Reputation</i> <ul style="list-style-type: none"> • Shift in consumer preferences for low carbon emission alternatives 	<ul style="list-style-type: none"> • Loss of revenue if we do not produce low carbon products
Physical	<i>Acute</i> <ul style="list-style-type: none"> • Increase frequency and severity of floods • Increase frequency and severity of droughts 	<ul style="list-style-type: none"> • Increased insurance premiums for our production facilities and properties • Reduced glove output due to damages to facilities • Disruption of water supply leads to decrease in production output • Loss of revenue due to water supply or energy disruptions
	<i>Chronic</i> <ul style="list-style-type: none"> • Increase temperature • Change in precipitation patterns 	

TCFD Disclosure

	Climate-related Opportunities	Potential Impact
Resource Efficiency	<ul style="list-style-type: none"> • Upgrade to more energy efficient production facilities and buildings • Increase in water recycling in production • Use of energy recovery system 	<ul style="list-style-type: none"> • Reduced utility cost due to increased energy and water efficiency
Energy Source	<ul style="list-style-type: none"> • Use of renewable sources of energy such as solar panels and biomass 	<ul style="list-style-type: none"> • Reduced reliance on fossil fuel and exposure to energy price fluctuation
Products and Services	<ul style="list-style-type: none"> • Development of low carbon emission gloves through research and development 	<ul style="list-style-type: none"> • Increased revenue as customers demand for lower carbon emission gloves • Competitive advantage as customers are interested in lower carbon emission alternatives
Markets	<ul style="list-style-type: none"> • Access to markets that prefers low carbon emission product • Access to incentives for climate action 	<ul style="list-style-type: none"> • Increased revenue and diversification of revenue source due to expanded market access

GOVERNANCE

Corporate Governance | Sustainability Governance | Value and Business Ethics

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 by setting Riverstone's strategy, financial objectives, and risk appetite and providing leadership to the business. 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 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.

Mr Lim Jun Xiong Steven is the lead independent director, who will be available to shareholders who have concerns and for which contact through normal channels of Chairman or Management has failed to resolve or is inappropriate.

As Executive Chairman, Mr. Wong is responsible for the effective working of the Board, encouraging constructive relations within the Board and between the Board and Management. He maintains effective communications with shareholders of the Company.

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

Succession Planning

As part of Riverstone's succession planning, the Board appointed Ms. Sabariah binti Salleh and Ms. Chong Chu Mee as alternate directors to Mr. Wong, the Executive Chairman and CEO, and Mr. Lee, the Executive Director and COO respectively in 2023.

Ms. Sabariah and Ms. Chong have been with Riverstone for over 20 years. Their expertise and experience in the industry will provide Riverstone with the strategic direction to work towards our long-term objectives.

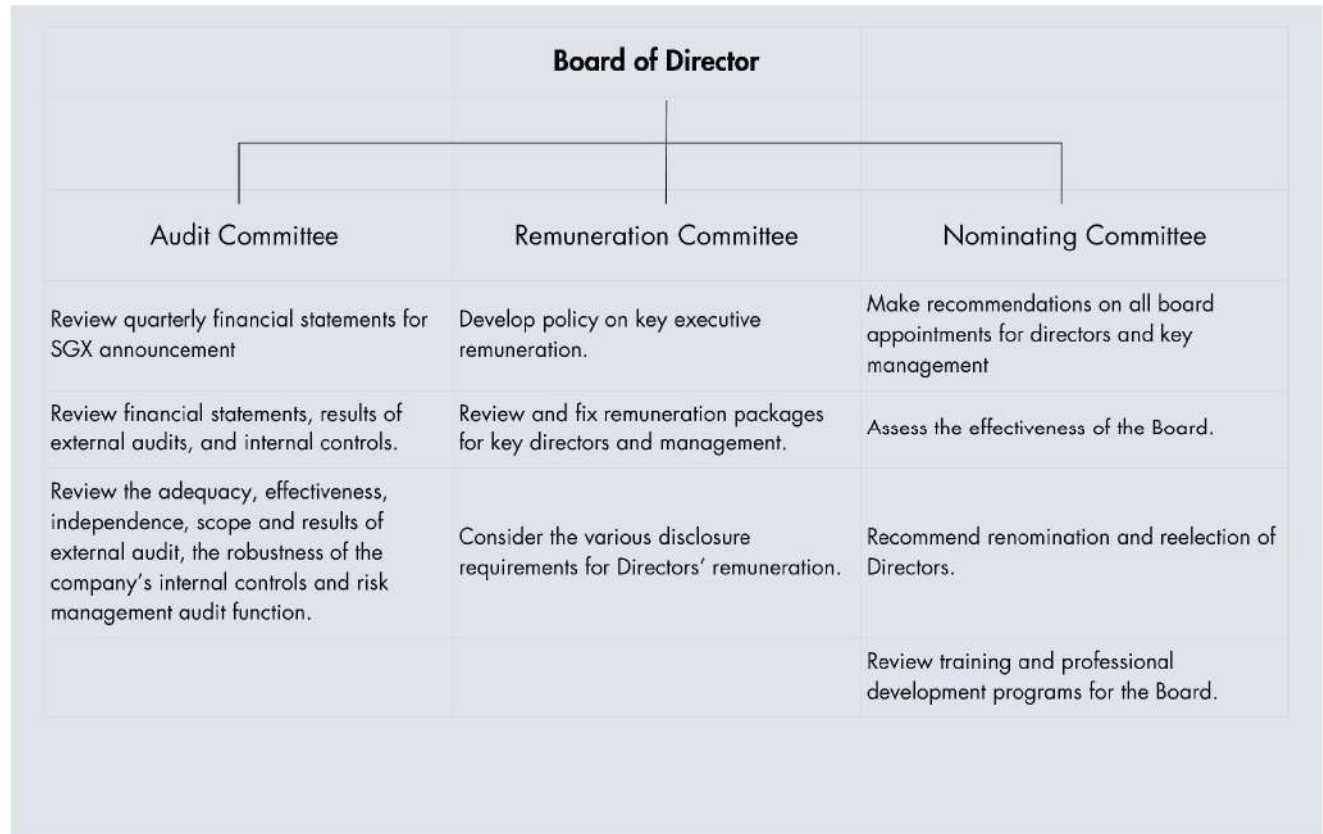
The Board also approved the appointment of Mr. Lee Keat Leong as Co-Chief Operating Officer and Ms. Gan Ah Mooi as Group Cleanroom Business Development Director of Riverstone.

Corporate Governance

Board Committee

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.

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 2023 Annual Report.



Corporate Governance

Board Training and Competencies

Riverstone 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. Riverstone shall be responsible for arranging and funding the training of Directors and reviewing training and professional development programs for the Board.

In 2023, members of the Board attended a sustainability-related training to provide the directors with information on the Board's responsibilities and roles in sustainability reporting.

We arranged a training session organised by the Singapore Institute of Directors (SID) for the new alternate directors to provide them with information on the roles and responsibilities of a director on SGX.

Nomination of Board Member

The Nominating Committee's main responsibilities are to (1) make recommendations to the Board on all board appointments, (2) assess the effectiveness of the Board, review training and professional development programs, and (3) 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. To promote diversity and cultivate a broad spectrum of characteristics in Riverstone's boardroom, the Board nominated two women as alternate directors in 2023.



Sustainability Governance

Sustainability Governance Structure

Board of Director	<ul style="list-style-type: none"> • Review and approve sustainability report. • Oversee the management of sustainability strategy.
Chief Executive Officer	<ul style="list-style-type: none"> • Develops and oversees the implementation of sustainability strategy. • Evaluates sustainability risks and opportunities. • Oversees department in ensuring the robustness of the sustainability management system.
Chief Sustainability Officer	<ul style="list-style-type: none"> • Reports on Riverstone’s sustainability strategy, goals, and performance. • Oversees implementation of sustainability strategy.
Sustainability Committee <i>Finance & Accounts HR Production Health & Safety QA R&D Sales & Marketing</i>	<ul style="list-style-type: none"> • Supports, executes, and reports on Riverstone’s efforts across material ESG aspects • Implementation of sustainability policies and projects. • Set ESG targets.

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 formulations that consider 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. A 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.

Values and 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 Corruption Framework

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

We have zero tolerance for financial misconduct, including fraud, 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.

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 fairly.

To the best of our knowledge, there was no incident of corruption, fraud, and money laundering activities reported across our business operation in 2023.

Whistle-blowing Policy and Procedure

Our stakeholders can raise legitimate concerns about misconduct through a whistle-blowing reporting channel. This can include matters in relation to criminal activities, breach of a 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 to the whistle-blowing procedure are outlined in our Whistle-blowing Policy and Code of Conduct, which is available on Riverstone's website.

Grievance Mechanism

Besides focusing on the quality of services and products, we also value consistency, transparency, and fairness in our business operations. An effective grievance mechanism helps to address human rights concerns and maintain positive relations with our stakeholders in our business. It also helps us identify the risks at the early stage of our business and develop strategies to mitigate the risks.

Grievance mechanisms provide employees with a procedure for addressing concerns they may have regarding their work, the management, or another member of the team. Employees can report work-related grievances through telephone, email, suggestion box, and worker representative.

ENVIRONMENT

Energy and Emission | Water and Effluent | Waste Management | Research and Development

Energy and Emission

Management Approach

There is a growing demand for companies to take action to fight climate change. Consumers are increasingly showing interest in and preference for products with lower 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 processes to remain a leader in glove manufacturing. Our approach to energy and emissions can be found in our Energy Policy. 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 compressors, chiller productions, and chiller packaging.

Riverstone tracks and monitors energy and emission performance against our targets regularly. We identify areas for improvement throughout the manufacturing process and invest in energy efficiency and reduction projects.

Our Energy Target

10% reduction in energy intensity

from 2020 levels by 2025

Our Emission Target

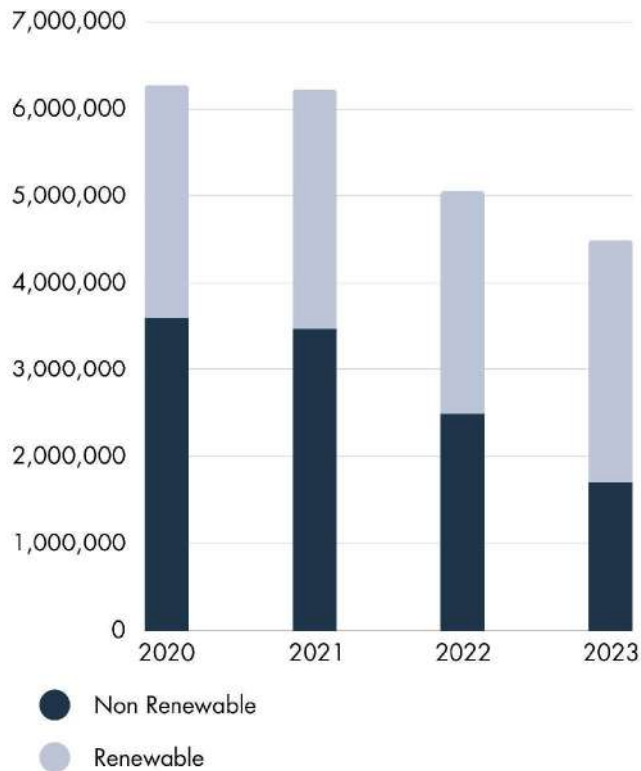
5.2% reduction in emission

from 2020 levels by 2025

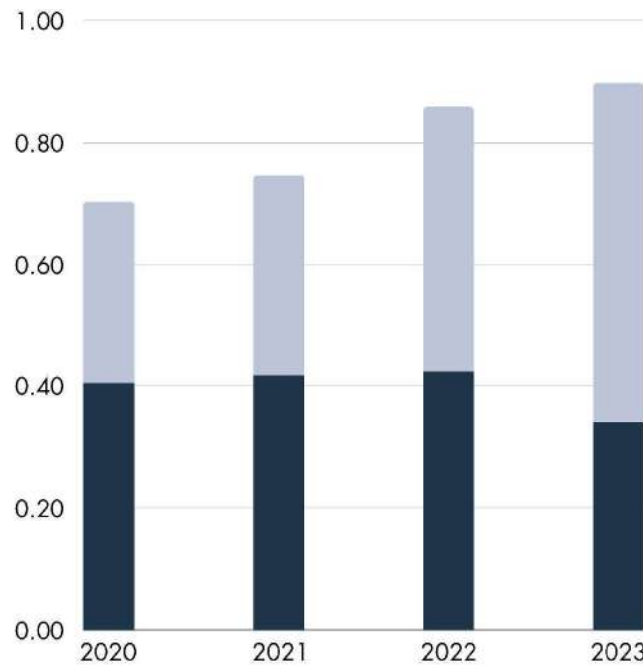


Energy Performance

Energy Use, GJ




Energy Intensity, GJ/ 1000 pcs



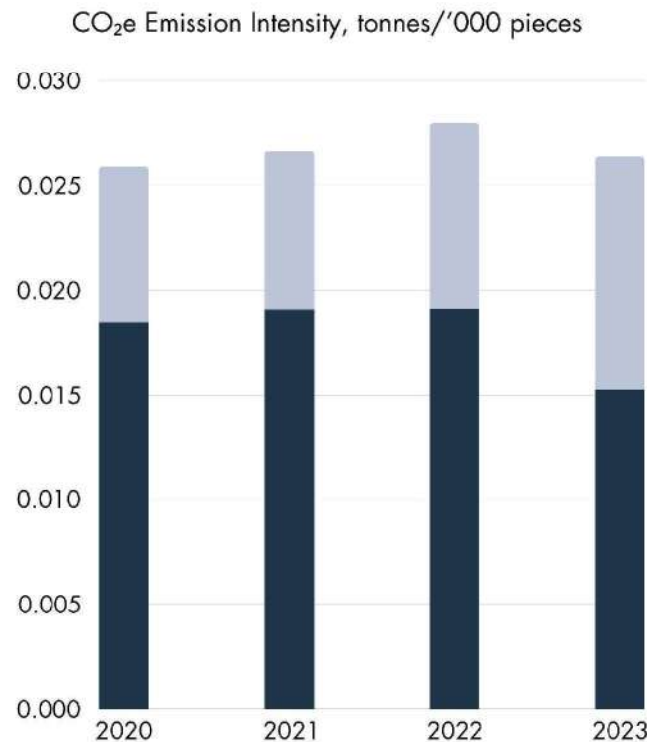
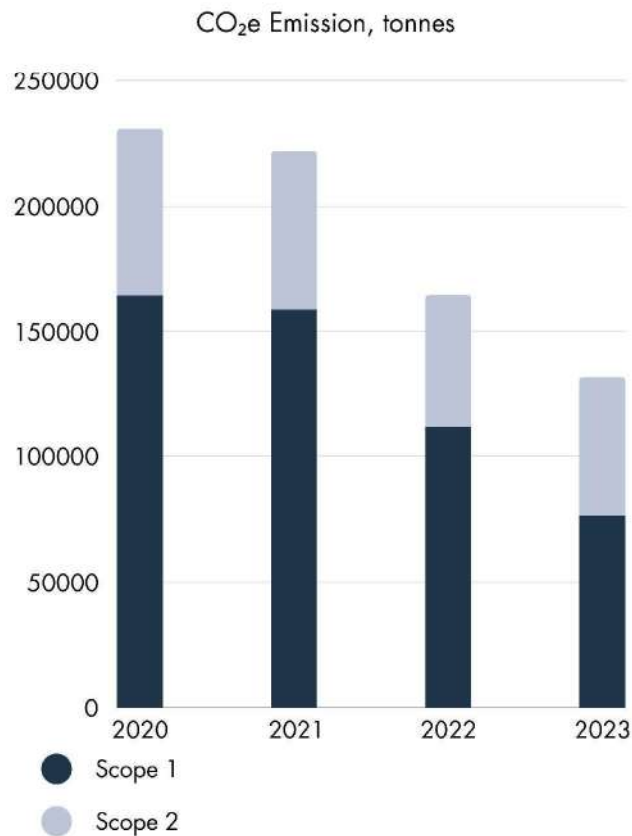
In 2023, the energy intensity of cleanroom gloves was 1.7 GJ per 1000 pieces. The energy intensity of medical gloves was 0.76 GJ per 1000 pieces. Cleanroom gloves have higher energy intensity due to additional processes.

28% decrease in total energy use since 2020

62% of total energy use is from renewable energy



Emission Performance



43%

reduction in Scope 1 and Scope 2 carbon emission since 2020

54%

reduction in Scope 1 carbon emission since 2020

Solar panels offset carbon emission by

580 tonnes



Energy Reduction

Energy Efficiency Projects

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

Our engineers observe and evaluate the energy efficiency projects that we implement. In recent years, we have invested in improving energy efficiency at different stages of production including, chiller and dipping line oven. Following the success of several energy efficiency projects, we expanded these projects to more production lines.

Below are examples of projects

- We use energy recovery system to preheat the incoming municipal water before it is supplied to the production lines. Thus, the energy required to heat the municipal water will be reduced.
- We are replacing the aged electrical machines, such as motors with more energy efficient alternatives. This reduces energy loss from the electrical machines and increases the overall operation efficiency.



Emission Reduction

Solar Power

To reduce our GHG emissions, we installed solar panels on the rooftops of the manufacturing plants in Taiping.

The solar panels cover 16.3% of the rooftop space. Phase 1 of the project has a capacity of 600 kWp and was completed in February 2022. In 2023, the solar panels yielded 744 MW of electricity and offset an estimated 580 tonnes of carbon dioxide.

Expansion of Solar Energy

We recently approved a close to RM 8 million investment to expand the solar energy capacity. The expansion is divided into 2 phases. Phase 2 will be completed in the third quarter of 2024 and phase 3 will be completed in the third quarter of 2025. The total solar capacity will increase by 2067 kWp when phase 2 is completed. The estimated carbon offset per year will be over 1500 tonnes.

Total Solar Capacity
will increase by

2067 kWp

Estimated Carbon Offset
of Phase 2

1544 tonnes
per year

Phase 2 will be
completed in

3Q 2024

Phase 3 will be
completed in

3Q 2025

Emission Reduction

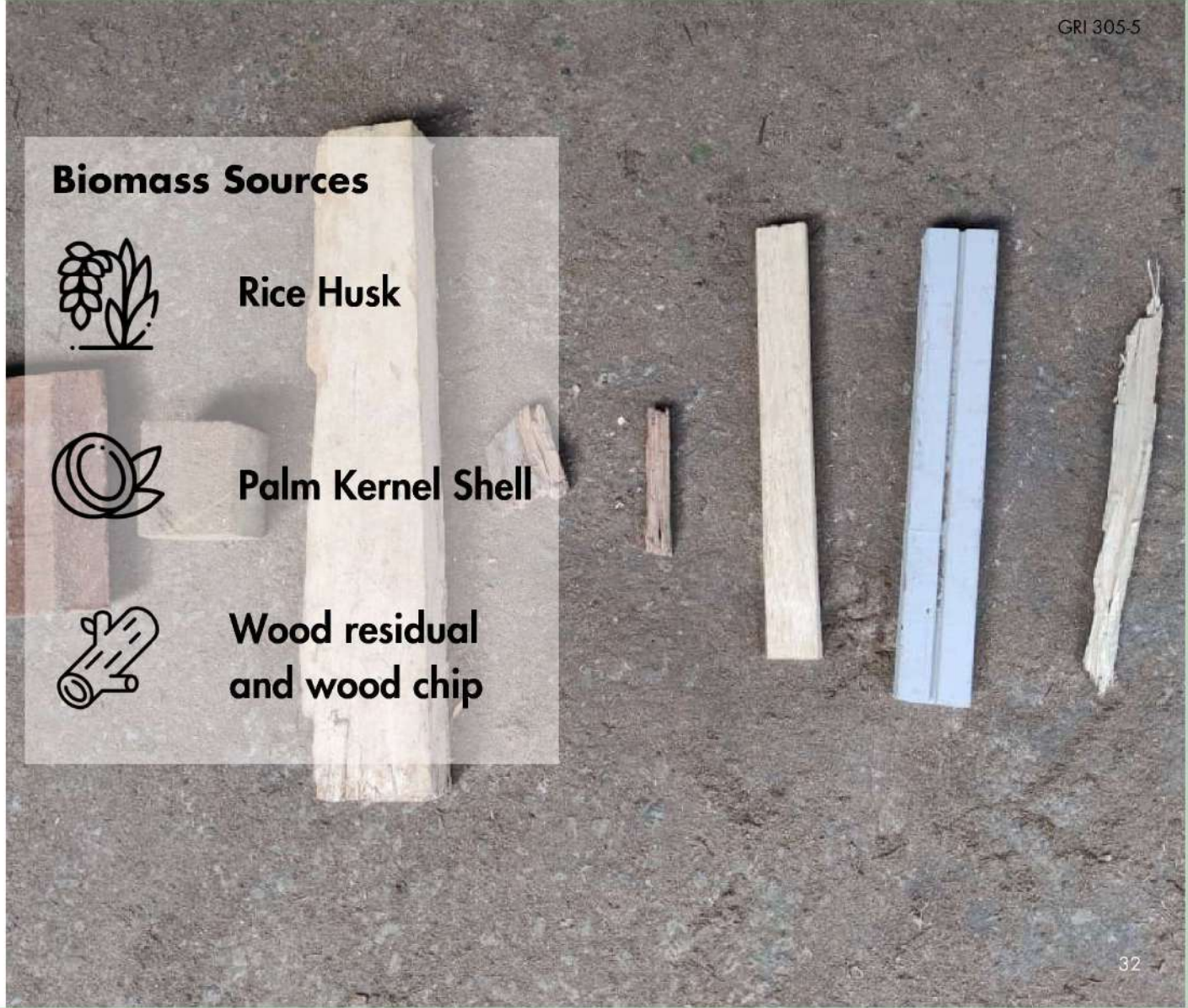
Biomass

We utilize biomass to generate steam and heat 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 by-products such as palm kernel shells, mesocarp, and rice husks.

Our biomass boilers in Taiping use MultiCyclone dust collectors to reduce particle emissions. The Continuous Emissions Monitoring System (CEMS) was implemented at EMG Plant 2 in 2021. The CEMS automates the emission monitoring system.

Biomass Sources

-  **Rice Husk**
-  **Palm Kernel Shell**
-  **Wood residual and wood chip**



Water and Effluent

Management Approach

Clean and reliable water supply is essential for Riverstone's manufacturing process. Clean water is used to leach out the residual chemicals on our products. 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 toward water management. Having a solid management approach is essential for managing and mitigating the risk of water supply disruption, shortages, water pollution, 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.

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. Our team evaluates the water withdrawal, source of withdrawal, and effluent discharge quality, and evaluates the impact of our water use periodically.

Effluent Management

Wastewater from our manufacturing activities is treated by our wastewater treatment plant (WWTP) before being released back into 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 operates in compliance with discharged standards. Several departments collaborate to assess the water use to identify areas for water-use efficiency improvement in our manufacturing process.

GRI 303-1

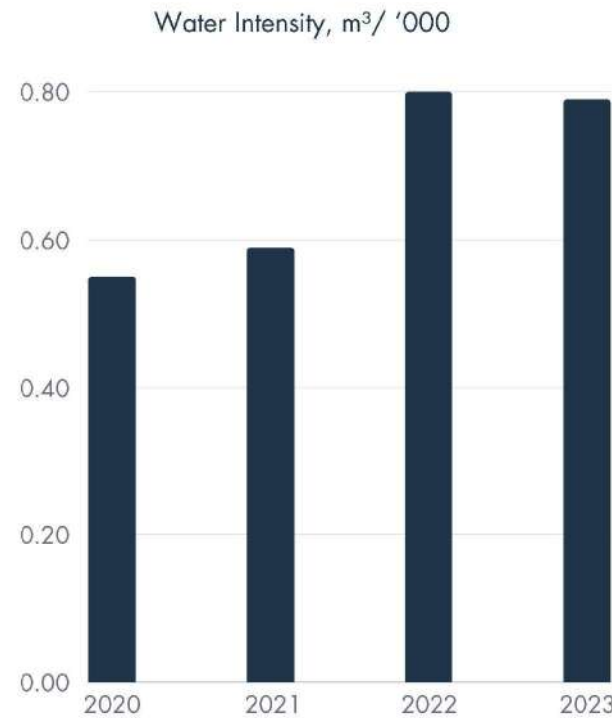
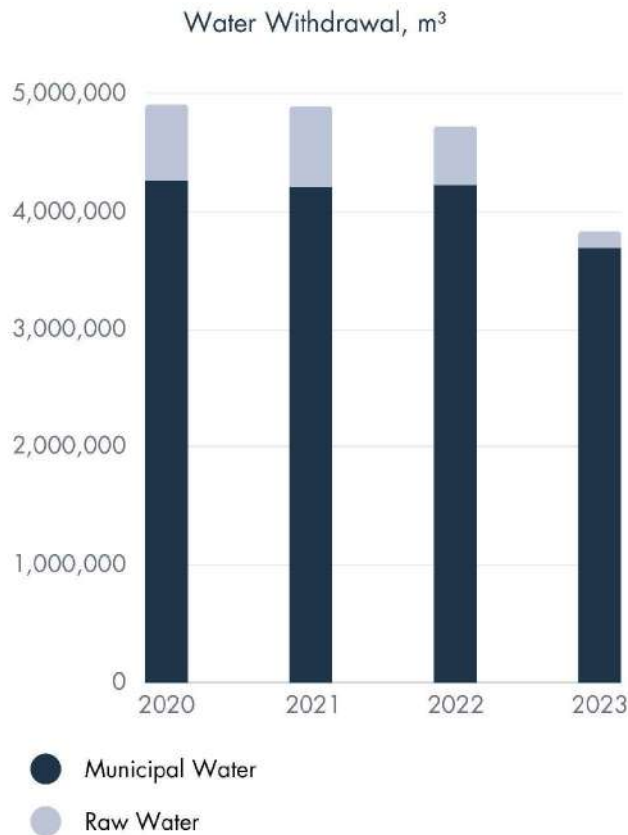


Our Water Use Target

25% reduction in water withdrawal

from 2020 level by 2025

Water and Effluent Performance



In 2023, the water withdrawal for cleanroom glove production was 2.07 m³ per 1000 pieces. Water intensity for medical gloves was 0.55 m³ per 1000 pieces. Cleanroom glove production requires additional processes due to its high standard requirements.

22% reduction in water withdrawal
from 2020 level

18% recycled water
At RRSB Bukit Beruntung, 18% of water use in 2023 came from recycled water source.

Water and Effluent Management

As the risk of water scarcity increases, we strive to use water in environmentally sustainable ways and mitigate the risks related to our water use. To achieve our goals, we are conducting studies and investing in rainwater harvesting and filtration systems and wastewater recycling projects.

Water Recycling

We have invested in water recycling infrastructures at our Taiping and Bukit Beruntung plants to reduce water withdrawal at our manufacturing sites.

The water recycling project at the Bukit Beruntung plant has an estimated daily savings of 200m³ currently, which is around 6% of the daily consumption. The project at EMG Taiping has a daily recycling rate of approximately 110m³ per day. We aim to increase the daily recycling rate gradually.

We continue to seek ways to improve our water recycling capability and increase our recycling capacity so that a 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 manufacturing process.

We are collaborating with external parties to improve the membrane treatment system to treat the wastewater to a higher quality. The treated wastewater is recycled to support our operations.

Rainwater Harvesting

The water we use in production is mainly supplied by municipal waterworks. Rainwater is used as a supplement to our main water supply. Capitalizing on the abundant rainfall in Malaysia, EMG Taiping has a rainwater recovery system to reduce our reliance on municipal water. EMG Taiping 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. We are currently working together with external parties to improve the filtration capability and filtered rainwater quality.

We aim to reduce dependency on a single source of water supply by looking into wastewater recovery, water recycling, rainwater harvesting, and improving treatment systems without compromising our product quality.

Waste Management

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.

Schedule 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.

Wastewater 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, 1989 & 2005.

The production team is responsible for minimizing the waste produced at each stage of the manufacturing process. They also find solutions to reduce waste generation in the manufacturing process.

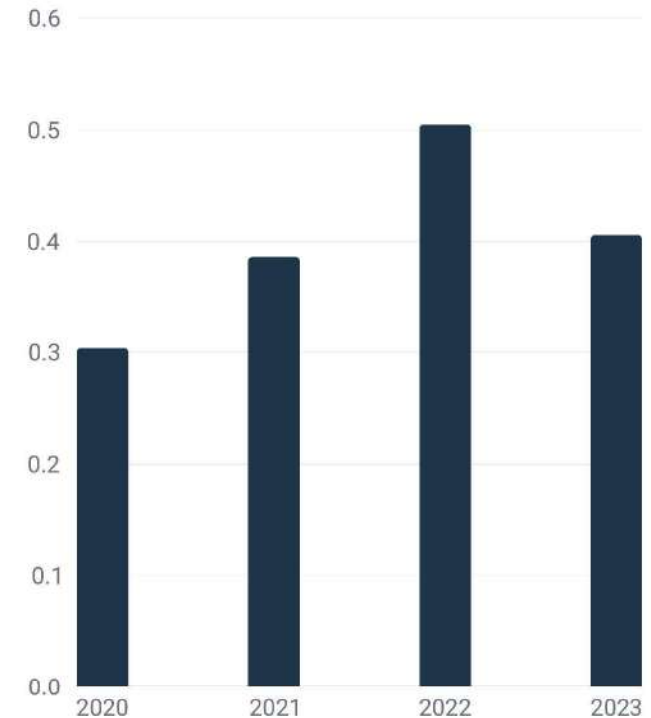
Our Waste Target

50% reduction in manufacturing waste*

from 2020 level by 2025

*Sludge and rubber lump waste per 1000 pieces of gloves

Sludge and Rubber Lump Waste Intensity, kg/'000



Waste Management

Our manufacturing plants are certified with ISO 14001:2015 environmental management systems. Having ISO 14001 ensures that we are taking proactive measures to minimize our environmental footprint, develop more efficient resource use, and reduce waste production.

We regularly review the procedures to handle waste and continuously improve the efficiency of our resource use. We implement the 5R method - refuse, reduce, reuse, repurpose, and recycle to manage waste.

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. 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. Prevention is our preferred option when dealing with waste.

Electronic Waste

In collaboration with the Department of Environment, we have set up several electronic waste collection kiosks at our factories. This is to ensure that electronic waste is dealt with in an environmentally sound manner.

Reducing Sludge Generation

In 2023, our WWTP team worked with an external company to study an automated dosing treatment method with a different chemical. This project was successful and managed to reduce sludge generation from the wastewater treatment plant by 15% in 2023.

Production Streamlining

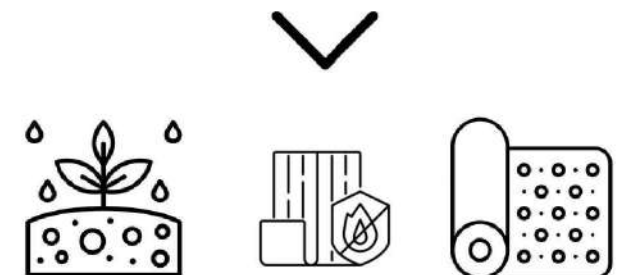
To reduce waste generation in our manufacturing process, we are limiting product color options in our product portfolio. By having fewer colour variations in our portfolio, we can decrease the frequency of changeover at the production lines. This will reduce water consumption, energy use, and chemical use.

Transforming By-products

Our team engages third parties to transform by-products from production into new materials or usable products where possible.

By-products from the boiler are used as a soil-neutralizing agent in palm oil plantations. The by-products can help the soil to recover from soil alkalinity. Rubber lump from production is recycled into raw material for other rubber products. Used glove formers are transformed into fire retarding agents.

By-Products



Research and Development

Research and development (R&D) has been central to our business since the founding of the company. 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 online chlorination technology in Malaysia. We believe that continuous research and product innovation are vital to generating sustainable growth for the company and value for our customers.

We have R&D facilities at Bukit Beruntung and Taiping. Our R&D team consists of experienced chemists and chemical engineers. We have a dedicated dipping line for R&D work, which allows our team to carry out product development and prototype testing in a short time. Over the years, we have developed numerous innovative products that suit our customers' needs. Our strong R&D focus allows us to collaborate with our customers on projects to provide customized solutions. Our experienced R&D 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 respond to customer and market needs.

One of our R&D goals is to develop products that minimize the environmental footprint of our manufacturing process and products. Our team is developing a new formula that requires a lower vulcanization temperature. As we study and analyse the energy use at each manufacturing stage, we learned the stages of production that require the highest amount of energy are dipping lines. Lowering the temperature required for curing at this stage of production significantly reduces the total energy use and carbon emission of our product. The project has been successful and has recently started production.

SOCIAL

*Human Capital and Development | Labour Rights | Occupational Health and Safety |
Product Quality and Safety | Community Engagement*

Human Capital

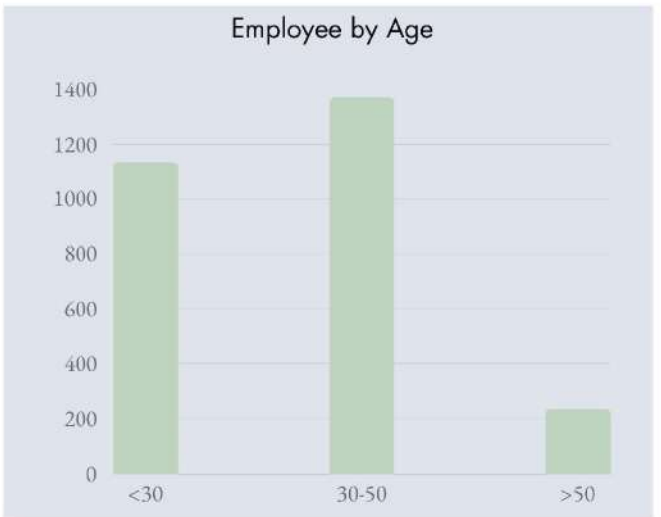
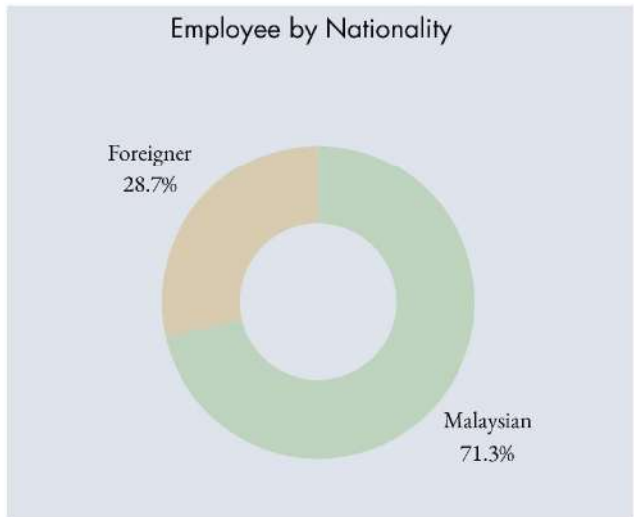
As of 31 December 2023, Riverstone had 2743 employees. All of our employees are hired on a permanent, full-time basis. 71.3% of our workforce were Malaysians, and 28.7% of our employees were foreigners.

Riverstone is committed to creating more semi-skilled and skilled job opportunities for the community around us. In 2023, we hired 730 new employees.

Riverstone has a workforce of people from all age groups. 41.4% of our workforce are below 30 years old, 50% are between 30 to 50 years old, and 8.6% are above 50 years old. Having a workforce of diverse age groups brings different perspectives and strengths to our workplace.

2743
employees

730
new hires in 2023



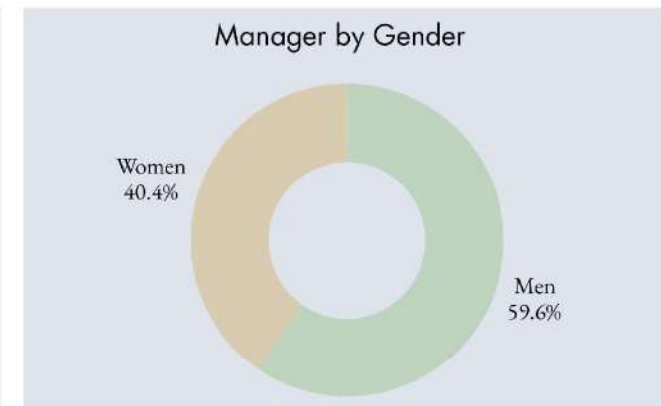
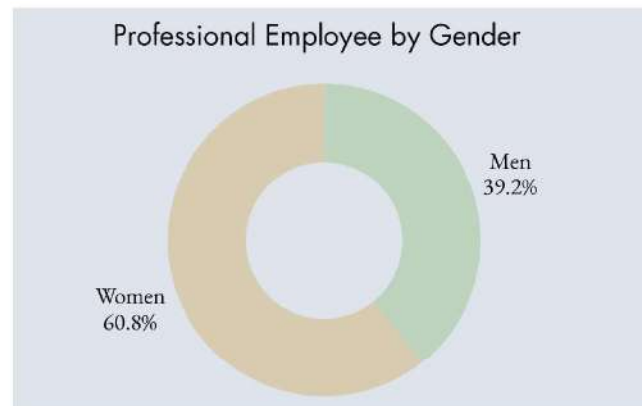
Human Capital

Gender Diversity

Women make up 43.8% of our workforce. 60.8% 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.

Riverstone's recruitment process strictly prohibits discrimination based on gender identity, sexual orientation, marital status, race, religion, skin colour, and age. We recruit employees based on skills, experience, and ability. In 2023, 43.6% of our new hires were women. Newly hired female professional employees accounted for 37.5% of total professional hires. Women hold various positions across the hierarchy in different departments of the company.

40.4% of managers and assistant managers are women. Women hold Head-of-Department (HOD) positions in various departments, such as R&D, QA, and Production. Women also hold Country Manager and C-suite roles within the company.



Human Capital

Training

To ensure that our employees are equipped with 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.

External training conducted in the past year includes:

- ISO 14001:2015 Internal Audit training
- ISO 45001:2018 Internal Audit Training
- Kaizen Management
- GHG Gap Analysis

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 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 current and future business needs.

Employee Benefit and Welfare

Condolence Policy: Our condolence policy includes extra compensation leaves and flexible work arrangements. Additionally, we offer financial assistance to help alleviate the burden of funeral expenses during these difficult times. By extending our support to our employees in their moments of need, we demonstrate our commitment to caring for our employees beyond the workplace.

Parental Leave: As per Malaysia's legislation, Riverstone provides 3 months of paid maternity leave to employees.

Incentives for Employees' Children: We understand the financial commitments associated with providing quality education for our employees' children. As part of our commitment to supporting our employees and their families, we offer monetary incentives every year to all primary and secondary school children of our employees. By offering incentives to purchase school-related items, we aim to provide their children with the tools and resources necessary for academic success.

Contributions to Life Events: We celebrate significant milestones in the lives of our employees, including marriage and the birth of the first child. To mark these joyous occasions, we provide one-off financial contributions to our employees. These contributions reflect our commitment to supporting our employees during important life transitions.

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 work actively to ensure we provide a safe and secure working environment to all local and foreign employees.

We engage with third-party auditors such as Responsible Business Alliance (RBA), Sedex Members Ethical Trade Audit (SMETA), Business Social Compliance Initiative (BSCI), Worldwide Responsible Accredited Production (WRAP) regularly to ensure that all of our manufacturing facilities meet the standards for social compliance. The auditors assess areas including labour, occupational health and safety, business ethics, environment, and management system. Our commitment to respecting labour rights is described in our policies, including Labour Policy, Migrant Worker Policy, and Code of Conduct.



Zero-recruitment Fee Policy

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. We are responsible for all employment-related costs of migrant workers. This includes and is not limited to, fees and costs for interviews, travel, 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.

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.



Wages and Benefit

Riverstone has structured our remuneration system transparently and fairly to reward our employees. Wages are paid on time, 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 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 employees, regardless of nationality, are eligible for salary increments and bonuses.

Labour Rights



Child Labour

Riverstone forbids the use of child labour in our operation and supply chain. All employees at Riverstone are at least 18 years old.



Non-discrimination

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.



Working Hours

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.



Freely Chosen Employment

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 before they depart from their country of origin. The work contract will not be changed unless these changes are made to provide better terms or 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. There are no restrictions on employees' freedom of movement. Upon giving legal notice, workers are free to terminate their employment without penalty.

Labour Rights

Workers' 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, and comfort of our workers' living areas are well maintained and meet the local regulations and standards.

We own a workers' dormitory at Taiping 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.

We recently set up a Sports and Recreation Committee. The committee organizes sports activities, such as volleyball, futsal, and badminton friendlies for dormitory residents each month. In 2023, we held friendly futsal and badminton matches in collaboration with other organisation. We take pride in sponsoring the medals and prizes awarded to participants, underscoring our commitment to supporting local sports initiatives.



Riverstone's dormitory at Taiping is equipped with amenities, including:

- In-house clinic with full-time paramedics
- 24-hour canteen
- Fully equipped gym
- Grocery Shop
- Indoor Sports Arena
- Laundry
- Free WiFi Accessibility

Social Compliance and Certificates

	Riverstone Resources	Eco Medi Glove
Business Social Compliance Initiative (BSCI)	A	A
Sedex Members Ethical Trade Audit (SMETA)	Certified	Certified
Responsible Business Alliance (RBA)	Certified	Certified
Worldwide Responsible Accredited Production (WRAP)	Gold	Gold
ISO 45001: 2018 - Occupational Health and Safety Management Systems	Certified	Certified
ISO 14001: 2015 - Environmental Management	Certified	Certified



Occupational Health and Safety

Management Approach

Occupational Health and Safety is one of our top priorities. 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 comply with the ISO 45001:2018 standards. All of our manufacturing sites have obtained the ISO 45001:2018 certification.

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

The management of Riverstone evaluates 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 hazard 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 local laws, regulations, and requirements. 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 for further investigation.

All incidents and accidents are investigated by the investigation panel to determine the root cause of the incident. 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 Health, and Safety Committee (HSC) when there is any work situation that might lead to unsafe or unhealthy conditions.

Occupational Health and 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.

The Health and Safety team conducts noise risk assessments regularly following the guidelines outlined by the Department of Occupational Health and Safety. This assessment identifies working sites and employees who are at risk from hazardous levels of noise. Following this assessment, we control worker exposure to excessive noise through engineering controls and providing employees with hearing protection devices.

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 chairs the Safety Committee. The officer 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 assisting in developing occupational health and safety-related knowledge and skills for those under their supervision. The responsibilities of the committee members include 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.

Occupational Health and Safety

Worker training on Health and Safety

All workers are required to attend health and safety training provided by the Safety 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 can be understood by the workers. A translator is present during training to ensure that all foreign workers can understand the information provided by the trainer.

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 following safe working procedures.

Training evaluations are performed by the HOD to evaluate the effectiveness of the training conducted and monitor employees' understanding of the 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 can receive free medical treatment at panel clinics under the SOCSO scheme. Our worker dormitory and factories also have clinics managed by full-time paramedics.

Riverstone 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.

Product Safety and Quality

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. Ensuring that our products consistently meet our customers' requirements is of utmost importance.

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 the American Society for Testing and Materials (ASTM), the American National Standards Institute (ANSI), and the Institute of Environmental Sciences and Technology (IEST).

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.

There was no incident of non-compliance concerning the health and safety of our products and services in 2023.



Product Safety and Quality

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 Health and Safety Management System
- Certified Directive 93/42/EEC for Sterile Nitrile Gloves
- US FDA 510(K) for medical devices
- Registered Japan PMDA for medical devices
- Registered China NMPA for medical devices
- European Foodsafe Certificate
- EU Type Examination Certification (PPE, regulation (UU) 2016/425)
- Malaysia Medical Device Authority (MDA) Certification



Community Engagement

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

Education

Riverstone believes that opportunities for quality education should be accessible to all. Our charitable giving is focused on providing education aid to school children from disadvantaged backgrounds and helping schools to be better equipped with the facilities and resources to enhance students' learning environment. Some of the schools we donated to in 2023 include SJK(C) BKT Tangga, SMK Ringlet, SJK(T) Ladang Boh 1, SRJK(T) Ringlet, SJK(C) Bertam Valley, and ADTEC Taiping.

APPENDIX

Environment Performance Data | Social Performance Data | GRI Index

Environment Performance Data

	Unit	2023	2022	2021	2020
Sites that are certified with ISO 14001	%	100	100	100	100
Sites that are certified with ISO 9001	%	100	100	100	100
Energy					
Direct Energy					
Biomass	tonne	137,095	128,489	136,756	135,259
Natural Gas	mmbtu	1,340,233	2,025,156	2,893,149	2,992,324
Diesel	litres	390,069	276,022	294,643	402,222
LPG	kilograms	453,109	456,630	560,843	586,985
Solar	kWh	744,922	576,296	-	-
Indirect Energy					
Electricity	kWh	71,125,480	89,292,475	107,749,845	113,329,656
Water					
Total water withdrawal	m ³	3,834,821	4,721,836	4,890,075	4,906,111
Municipal	m ³	3,694,554	4,230,945	4,209,342	4,265,201
Groundwater	m ³	9,042	18,085	21,801	29,914
Rainwater harvesting	m ³	131,225	472,806	658,932	610,996

Environment Performance Data

	Unit	2023	2022	2021	2020
Waste					
Scheduled Waste (sludge and rubber lump)	tonnes	1982	3,038	3,222	2,710
Emission					
Total Emission CO ₂ e	tonnes	131,991	164,624	222,043	230,896
Total emission CO ₂	tonnes	128,859	161,661	218,844	227,732
CO ₂ e emission, Scope 1	tonnes	76,514	112,388	159,010	164,597
CO ₂ emission, Scope 1	tonnes	73,381	109,425	155,811	161,433
CH ₄ emission Scope 1	tonnes	20.5	20.6	22.4	23.0
N ₂ O emission Scope 1	tonnes	9.7	9.0	9.7	9.5
CO ₂ e emission, Scope 2	tonnes	55,478	52,236	63,033	66,299
CO ₂ emission, Scope 2	tonnes	55,478	52,236	63,033	66,299
Biofuel CO ₂ emission	tonnes	247,578	228,956	-	-

Social Performance Data

	Unit	2023	2022	2021
Health and Safety				
Sites certified with ISO 45001	%	100	100	100
Fatalities	Number	0	0	0
Occupational disease	Number	0	0	0
Accident that resulted in lost workday	Number	20	22	10
Accident frequency rate (AFR)	per million manhours	1.48	2.05	1.07
Lost day rate	per million manhours	13.5	33.0	42.8
Number of manhours	hours	7,431,240	10,738,807	9,361,374
Social Performance				
Total Employees	Number	2,743	3010	3500
Full-time men employee	Number	1,542	1648	2132
Full-time women employee	Number	1,201	1078	1368
Age, < 30	%	41.4	45.1	55.0
Age, 30 - 50	%	50.0	48.8	38.6
Age, >50	%	8.6	6.1	6.4

Social Performance Data

	Unit	2023	2022	2021
New Hire	Number	730	756	1186
Men	Number	412	364	585
Women	Number	318	392	601
Woman manager	%	40.4	37.5	35.3

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