

Corporate Sustainability Report 2020

Connecting Life.
Delivering the Future.

Corporate Sustainability Report 2020

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Welcome to our 2020 Sustainability Report

Future Pipe Industries is delighted to document our ongoing commitment of working towards economic, social, and environmental sustainability.

Our Corporate Purpose is rooted in the knowledge that by conducting our business operations responsibly we will create shared value for all stakeholders.

We work together to deliver water and energy to the world in the most efficient and sustainable way."

The novel coronavirus (COVID-19) that rapidly spread from the beginning of this year continues to evolve and is still causing an unprecedented impact around the world. We would like to extend our deepest sympathies to the people who are suffering from COVID-19 and their families, and our heartfelt condolences to those who have lost loved ones.

From our Corporate Purpose through to the actions we take every day, we recognise sustainability is a business imperative which needs to take place at both a strategic and operational level.

As a company, we want to contribute to making a difference to the issues that matter most to our business and to the

world. We work to reduce our environmental footprint and increase our positive social impact, while driving business growth. This is in line with our commitment to contribute to the achievement of the Sustainable Development Goals (SDGs) by strengthening our engagement with all other stakeholders. Doing this requires the force of collaboration and collective action from all.

The achievements we have made this year would not have been possible without our dedicated team who have driven our business strategy in which Sustainability is interwoven. Thanks to their commitment, our journey to a successful and sustainable future is possible.

Imad Makhzoumi
Chief Commercial Officer

Dirk Matthys
Chief Operating Officer

Our 2020 Sustainability report has been prepared using the Global Reporting Initiative (GRI) Standards as a guide. GRI provides the world's most widely used standards on sustainability reporting and disclosure, enabling organisations around the world to communicate their sustainability performance and impacts. By working towards using the GRI standards, our goal is to disclose our most critical impacts, generate relevant and standardized information to assess opportunities and risks, and enable more informed decision-making.

About Future Pipe Industries

Future Pipe Industries is a leader in designing, manufacturing and installing bespoke composite pipe solutions for the Oil & Gas, Industrial, Water and Marine industries.

Future Pipe Industries offer comprehensive solutions including system design and engineering services, project management, technical support, field supervision and training.

We are driven by creating value for our end users through our corporate purpose, 'working together to deliver water and energy to the world in the most efficient and sustainable way.'

Future Pipe Industries is a leader in designing, manufacturing and installing bespoke composite pipe solutions for the Oil & Gas, Industrial, Water and Marine industries.

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Established in 1984 in Dubai, U.A.E., Future Pipe Industries has built a trusted reputation for delivering engineering excellence, and a commitment to creating value for our customers. Today our operations are worldwide with manufacturing facilities and sales offices throughout the Middle East, Africa, Europe, North America and Asia.

Our facilities are state of the art. Advanced manufacturing, testing and process control systems drive 53 production lines spread over 681,000 m². We serve more than 400 customers and have installed over 190,000 kilometers of pipe worldwide.



Our Strategic Compass

We are guided by our Strategic Compass which defines our Corporate Purpose, Mission and Values.

Our Corporate Purpose - to deliver water and energy to the world in the most effective and sustainable way.

We put emphasis on our Values because they define who we are. They are our fundamental beliefs which guide our actions, decisions and behaviours. They influence the way we work with each other, the way we serve our customers and how we engage with our communities

Our Mission which makes clear we will,

- Become the preferred supplier to all of our key customers – we know what they want and we are easy to do business with
- Be at the forefront of technology and service innovation in Composite Pipe products
- Invest in building the people capabilities needed to win
- Play our role as a responsible corporate citizen in all we do

Our Values

the cornerstones of our sustainability and continuing success.

Trust

Courage

Accountability

Integrity

Agility

Our Strategy

We have a clear top line strategy focusing on four Strategic Objectives, this strategy continues to guide us and works to create value.

 <p>CUSTOMER EXPERIENCE</p> <p>Gaining Market Share in our Existing Core Businesses</p>	 <p>GROWTH</p> <p>Fuel Future Growth through Conversion, Innovation & Geographic Expansion</p>	 <p>OPERATIONAL EXCELLENCE</p> <p>Drive excellence in Operational Effectiveness, Efficiency & Quality</p>	 <p>PEOPLE FIRST</p> <p>Win through our People, Organisation and Culture</p>
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Each year, we break down our strategy into executable deliverables and track our performance against them, using a Balanced Score Card approach called our Strategy Into Action (SIA). Key Performance Indicators (KPIs) track the performance of each area and are reported on. Our SIA ensures we drive and enhance all areas of the business, contributing to our overall success.

Our team are tasked with delivering our strategy. Every team member has up to three performance objectives which directly drive our strategy. With all employees having a very tangible connection to the top line strategy, we have a real purpose to our work.

Our ongoing focus is to create value. We focus our efforts on product innovation, simplification, adding further efficiencies in our operations, and continuing to work towards being a high-performance, values driven organisation.



Sustainability Across All We Do

A successful and sustainable future, requires us to ensure sustainability is fundamental to the way we do business at Future Pipe Industries. We have made progress and as our business grows, we continue to align it to all we do.

In this way, every Future Pipe Industries employee knows they have a responsibility to our long-term sustainability as a business. We are all accountable for the impact of our operations on the environment, as well as the wider community. We make improvements gradually and continually, whilst sustaining and growing our business; working within our sphere of influence. We achieve this by setting and reviewing long, medium and short-term goals and maintaining control of our operations.

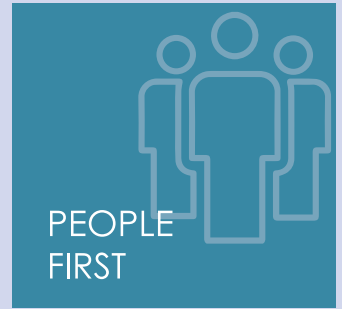
Above all, we look to take the right action for all stakeholders while delivering our Corporate Purpose – to deliver water and energy to the world in the most efficient

and sustainable way. Our commitment to sustainable development ensures a better quality of life for everyone; now and for generations to come.

We embrace the principles of the United Nations Global Compact Sustainable Development Goals (SDGs) which are reflected across our strategy, as well as in the mechanisms and practices enabling us to achieve it.



Business Strategy



Sustainability Strategy

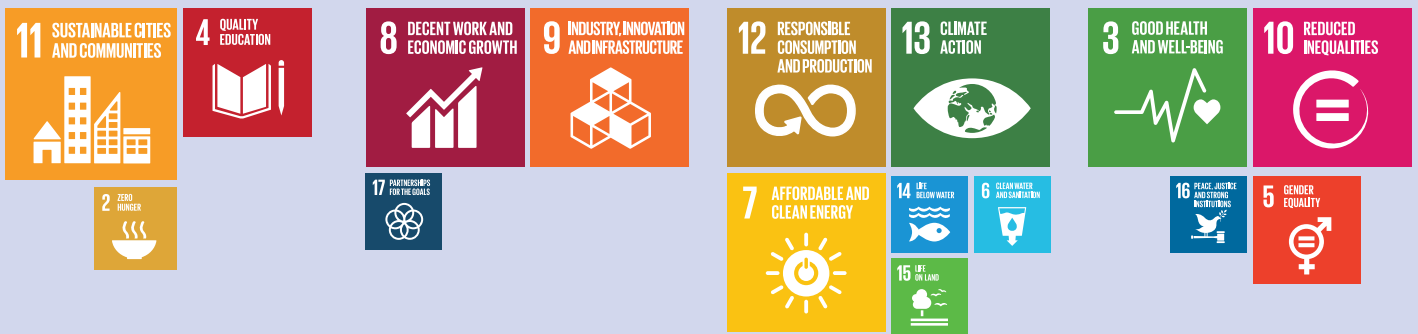
STAKEHOLDER AND COMMUNITY
 Building strong relationships for the good of the business, our customers, partners, employees and the wider community is part of the way we do business. We have identified our stakeholder groups and engage with each of them in ways which help build mutual understanding and benefit.

ECONOMIC
 We conduct and grow our business ethically and build value by operating and growing responsibly guided by our policies, procedures and governance. We hold ourselves accountable for the impact of our operations and have appropriate policies and control to manage them to ensure our growth is positive and enhancing to the industry we work in and the world around us.

ENVIRONMENTAL
 The nature of our business means that we need to understand and carefully manage our impact on the environment. Operating effectively will help us to do this. We also have a major responsibility and opportunity to convert the world's pipe systems to the longer term, more environmentally friendly composite pipe.

PEOPLE & CULTURE
 We believe in people and put them first in all we do. It is only through the actions of people that we will realise our three other Sustainability goals. We will build the relationships and culture needed to enable people to be productive, satisfied and dedicated corporate citizens.

United Nations Compact SDGs



Integrating Sustainability across all we do means our Business strategy and our Sustainability strategy align.

Sustainability Focus Recognition

For a third year running, we were delighted to achieve the Dubai Chamber CSR Label. The award is recognized as the highest level of CSR and Sustainability recognition in the Middle East.

The label covers four impact areas of Sustainability and CSR: Environment, Community, Workplace and Marketplace, and provides recognition for companies implementing Sustainability practices in the region.

The Dubai Chamber Label provides a diagnostic model, as well as a learning and development tool to help companies define, and then improve, their Corporate Sustainability and Responsibility strategy, related policies, and management practices. The Label combines international sustainability best practices, as well as standards and guidelines such as ISO 26000, ISO 14001, the Global Compact Principles and Sustainable Development Goals (SDG's).

Applying the Dubai Chamber CSR Label Framework, has enabled Future Pipe Industries to map out key areas of risk and opportunities, in terms of approaching how we manage our social and environmental impacts. We have a better understanding of our approach to corporate responsibility and sustainability and the steps we need to improve further.



The image shows a certificate from the Dubai Chamber of Commerce & Industry. It features the Dubai Chamber CSR Label logo on the top left, which includes the year 2020 and the text 'DUBAI CHAMBER CSR LABEL'. On the top right, it says 'DUBAI CHAMBER CENTRE FOR RESPONSIBLE BUSINESS'. The main text is in Arabic and English, stating 'تشهد غرفة دبي أن Dubai Chamber certifies that Future Pipe Industries'. Below this, it says 'قد حازت على علامة غرفة دبي للمسؤولية الاجتماعية 2020' and 'Has been awarded 2020 Dubai Chamber CSR Label'. There is a signature in the center, and below it, the text 'غرفة تجارة وصناعة دبي Dubai Chamber of Commerce & Industry'. At the bottom right, there is a small note: '• Valid one year from date'.



Focus Area:

Stakeholder & Community

Our customers, partners, employees and the wider community all play a role in how we do business. We work with each group of stakeholders to build strong, lasting relationships which create value.

Carrefour des Gestions Locales de L'eau

Our team in France were showcasing our range of products such as Fiberstrong, Wavistrong and Wavistrong™ H₂O at Carrefour des Gestions Locales de L'eau. The event is in its 21st year and is a significant event in the water industry.

Because fiberglass pipes are safe, reliable and long lasting, they are perfect for use by the water industry, across a wide range of applications. We work with public water utility authorities, municipalities, infrastructure developers, water and power generation companies, as well as end district cooling and heating plants.

The event took place on 29-30 January in Rennes, Parc des Expositions and it is of key importance for Future Pipe to attend, as it offers conferences, practical workshops, testimonies, demonstrations, technical focus, debates of ideas with nearly 500 exhibitors and 13,000 visitors.



GeoTHERM Expo & Congress

During March 5-6, 2020, Future Pipe Industries exhibited at GeoTHERM expo and congress, Europe's leading trade fair and the largest geothermal event in the world.

Geothermal energy is a source of hope for climate change. The possibilities offered by this energy source are impressive; it is inexhaustible, not dependent on wind or weather, operational by day and night as well as being capable of contributing to the production of base load power requirements. Future Pipe experts showcase our Wavistrong™ GRE and Red Box® products, which are suitable for use across Geothermal applications.

Water, Energy, Technology and Environment Exhibition (WETEX)

FIRST EVER CARBON NEUTRAL 3D VIRTUAL EXHIBITION. 28-26 October 2020

Gulf Eternit /Future Pipe Industries was one of the strategic sponsors of this event. The organizers, Dubai Electricity and Water Authority used state-of-the-art digital infrastructure, to provide an exceptional experience for exhibitors to reach a larger number of visitors across the world. The carbon-free virtual WETEX supports and promotes the sustainable development of the UAE, and enhances Dubai's position as a global hub for green economy.

WETEX provides an important opportunity for government and private companies, to view the latest technologies and innovations in the energy, water, renewable energy, and environment sectors, as well as learn about market needs, especially in view of the increased adoption of solar photovoltaic technology in the UAE and regionally.



Indonesia Plant Visit by Dr. Agus Gumiwang Kartasasmita, M.Si. – Minister of Industry, Indonesia

During the 3rd week of February 2020, our Indonesian plant received honorable guests from the Ministry of Industry, led by Dr. Agus Gumiwang Kartasasmita, M.Si - Minister of Industry, Indonesia

The event was to recognize and celebrate PT. Future Pipe Industries factory expansion, who have supported Indonesia's vision to increase exports. Our Indonesia plant recently exported a significant overseas shipment of large diameter fiberglass pipes to San Francisco, USA for the Silicon Valley Clean Water (SVCW) wastewater conveyance system.



Silicon Valley Clean Water Project

Our Indonesia plant has supplied 17,500 feet Fiberstrong FRP pipes and couplers across a mixture of 10- and 11-foot diameters, for the Silicon Valley Clean Water (SVCW) gravity sewer tunnel project, USA.

The pipes were manufactured at FPI Indonesia and with the support of Infrastructure Solutions were shipped to the project site in Redwood City California. It has been the largest overseas shipment of fiberglass pipes with over 50,000 cubic meters of pipe delivered. The pipes are ready for installation following the completion of the tunnel boring.

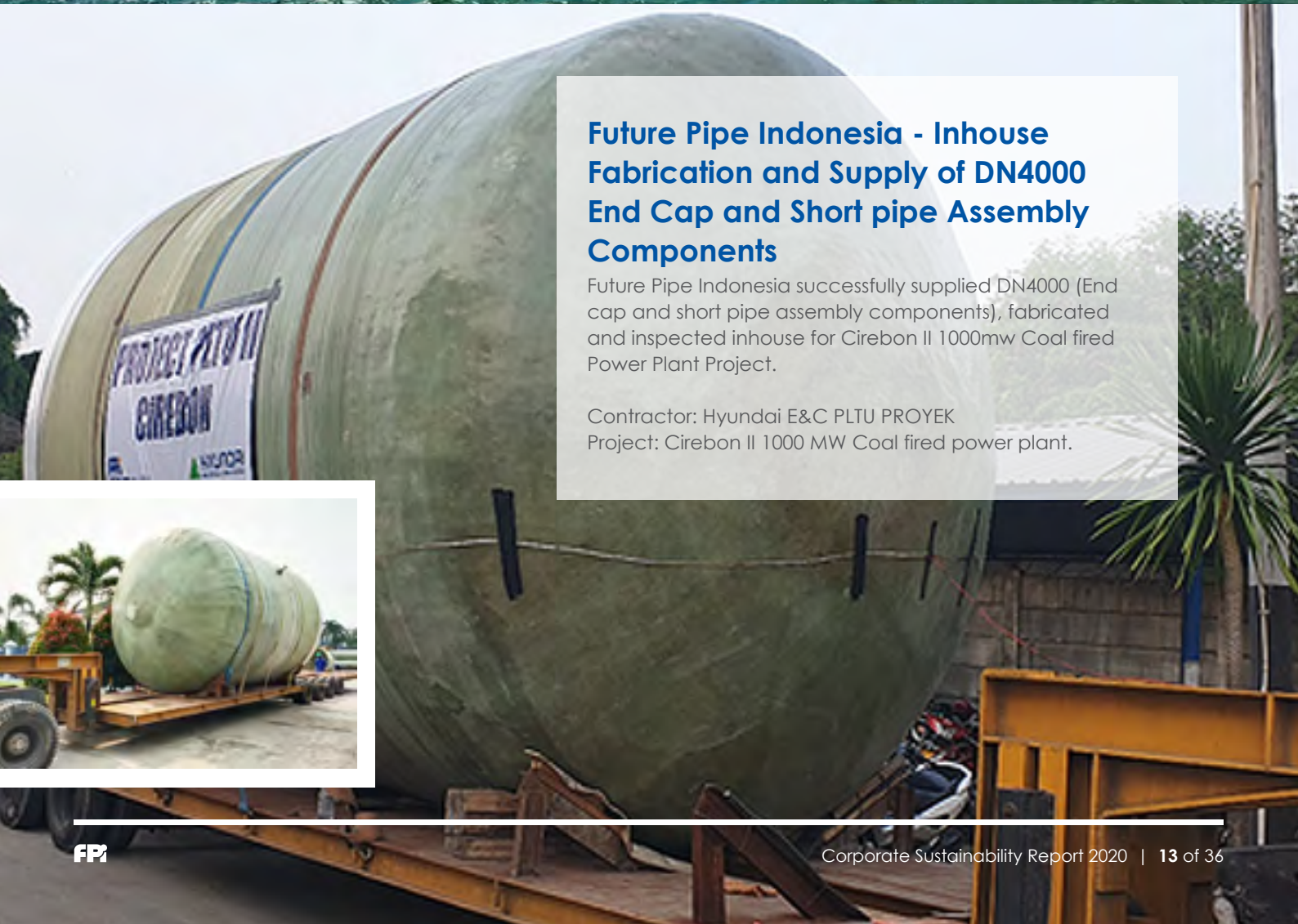
Silicon Valley, located in the San Francisco Bay area, has seen significant population growth with its 45-year-old waste water system reaching its maximum design life. Silicon Valley Clean Water (SVCW) Regional Environmental Sewer Conveyance Upgrade (RESCU) is working to replace the existing system with a gravity pipeline including the design and construction of 3.3 miles of a gravity pipeline tunnel. The project required a 100-year design life and a 10-year design life warranty. Our Fiberstrong™ piping solutions meet that requirement and were chosen for the project.



Future Pipe Indonesia - Inhouse Fabrication and Supply of DN4000 End Cap and Short pipe Assembly Components

Future Pipe Indonesia successfully supplied DN4000 (End cap and short pipe assembly components), fabricated and inspected inhouse for Cirebon II 1000mw Coal fired Power Plant Project.

Contractor: Hyundai E&C PLTU PROYEK
Project: Cirebon II 1000 MW Coal fired power plant.



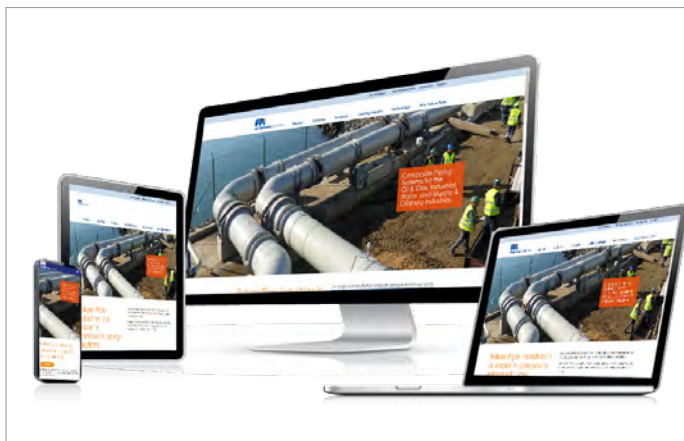
Appreciation Certificates Received Worldwide From Our Satisfied Customers During 2020



New Case Studies

During February 2020, a range of new Case Studies has been published on our website and social media channels. The purpose of which is to give our audiences more information about Future Pipe products and services, as well as how we have created value for the client. Case studies are an important part of our sales and marketing process, it is believed 9 out of 10 people look at online product reviews or case studies, before making a purchasing decision. Having a variety of case studies based on various categories, product applications, products and services can help our teams open conversations, convert leads, or upsell to existing customers.

Although every project and every case study is different, our core messaging remains fundamentally the same: how Future Pipe Industries and our products and services have created value for our customer, either by helping them overcome a challenge, achieve a goal, and/or deliver their project.



New Website

Modified and updated contents, adding Jointing System details, and introducing our new products range.



New Corporate Brochure

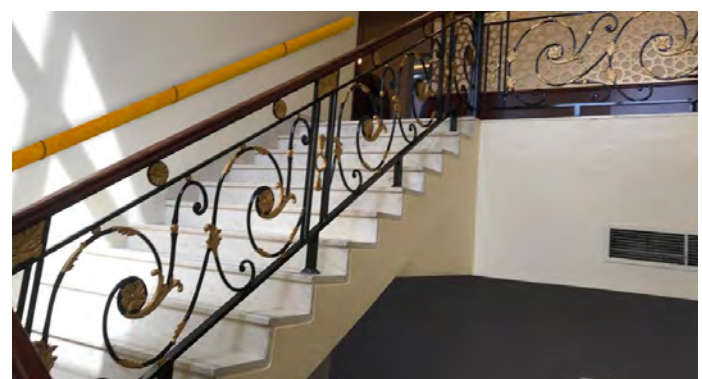
2020 Edition – translated into 6 different languages: English, French, Polish, Dutch, Russian, Spanish.



Technical and Commercial Training – FPI Sales Force (Via Skype)

Region: GCC, Africa, ME & Levant, Asia, Americas, Europe

- Contracts Terms & Conditions
- Contract Review - Technical Specifications and System Summary
- Value Engineering and Offer Optimization
- Technical Workshop
- AWWA M45 - Buried Pipe Design
- Design Calculations - ISO 14692



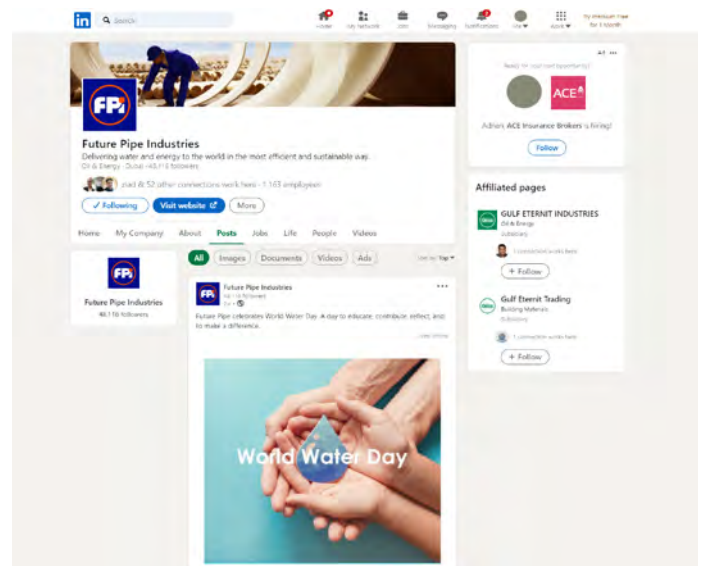
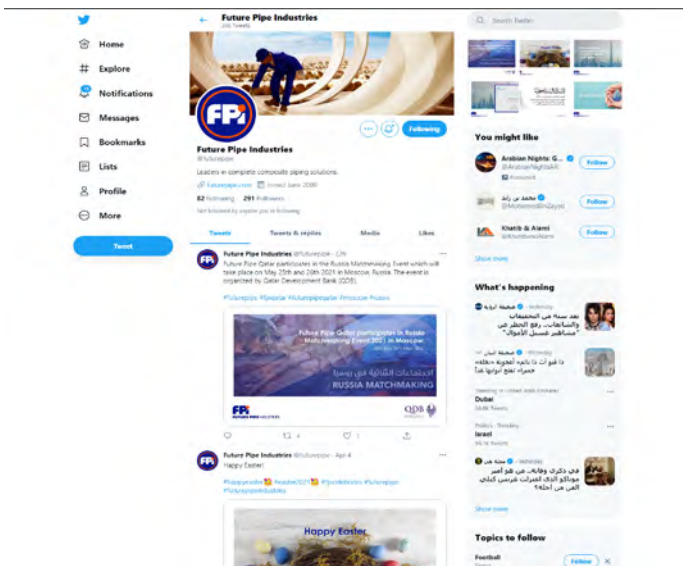
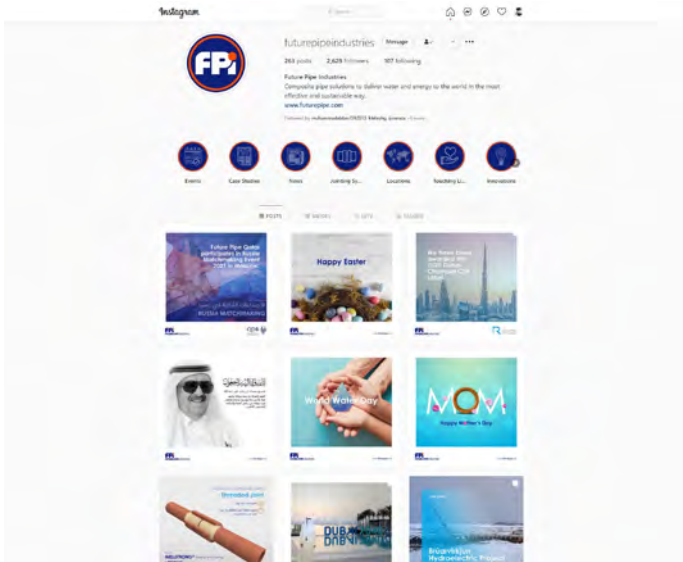
Design And Supply Handrail Made of GRE Pipes For SEWA Main Water Department Office's Stair

Gulf Eternit Industries designed and supplied handrail made of our GRE pipes for Sharjah Electricity & Water Authority - SEWA main water department office's stair

Engaging with our Customers

Social media has vastly changed the way the world communicates. It is a quick, easy and visual way to communicate, educate and share information. This year we have moved beyond our existing LinkedIn presence and added three additional channels to our social media, giving people the information they want about Future Pipe Industries on their preferred channel.

By using Social Media, we further develop our existing marketing platforms to position our brand, develop a stronger external presence, communicate better with customers/potential customers and improve customer service, as well as increasing traffic to the Future Pipe website.

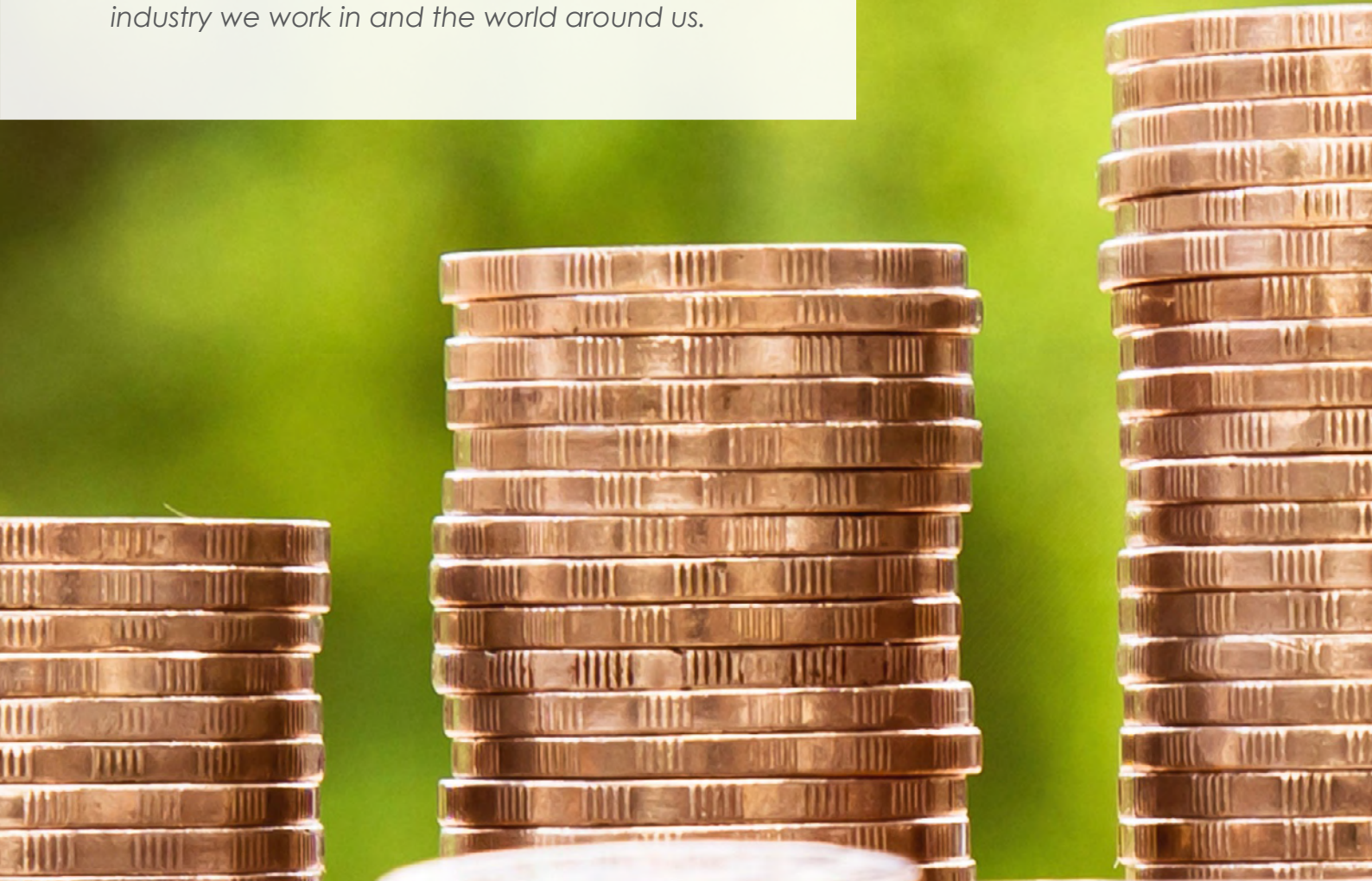




Focus Area:

Economic

We conduct and grow our business ethically and build value by operating and growing responsibly guided by our policies, procedures and governance. We hold ourselves accountable for the impact of our operations and have appropriate policies and control to manage them to ensure our growth is positive, enhancing to the industry we work in and the world around us.



Innovation

Start of New Research Project GRE GEO

GEOTHERMICA launches Project "Glass Fiber Reinforced Epoxy Casing System for Geothermal Application (GRE GEO)"

Some of the main challenges in geothermal are corrosion and scaling. A multinational consortium of geothermal experts has launched the GEOTHERMICA project to develop a new glass fiber reinforced epoxy casing system, for geothermal application in short GRE GEO. The casing system can be used in new installations as well as utilized for workover for old wells. Furthermore, the project will include the guidelines and tools for the design, qualification, and installation of the GRE piping system.

Corrosion and scaling significantly reduces the lifespan of traditionally used steel casing systems, which must guarantee the wellbore integrity. Consequently, workover procedures are forced earlier than expected and become a substantial financial burden. In contrast, Glass fiber casings (GRE) do provide a much-desired alternative as this material is corrosion resistant. However, in comparison with steel, GRE pipes up to now are only available in relatively small inner diameters and with excessively large outer diameters. The GRE-GEO (glass fiber reinforced epoxy casing for geothermal application) project will develop a new well completion strategy, that aims to establish a corrosion-resistant alternative to decrease the development and production costs of geothermal energy, while avoiding extra investments.

The consortium consists of eight partners:

- gec-co Global Engineering & Consulting Company GmbH, Germany, main coordinator
- DrillTec GUT GmbH, Germany
- TU Clausthal (ITE), Germany
- **Future Pipe Industries (FPI), The Netherlands, National Leader**
- Dynaflow Research Group DRG, The Netherlands
- Nuclear Research and Consultancy NRG, The Netherlands
- Eartha AG, Switzerland
- Service Industriels de Genève, Switzerland, cooperation partner



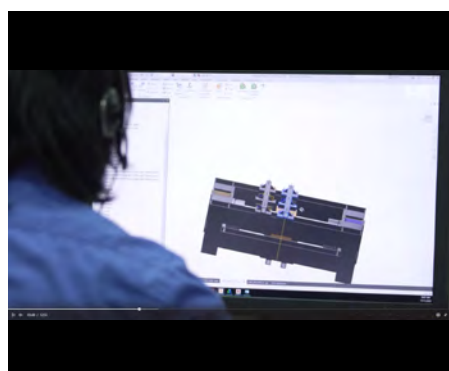
Fiberstrong™ - Reliable Jacking Pipe Systems in Polyester and Vinyl Ester Resins

Trenchless technologies such as Jacking and Micro-tunneling are becoming a cost effective and environmental solution widely used where traffic disruption is not an option.

While the success of a jacking project is highly dependent on the installation methodology, the correct selection of the pipe and jointing system used is vital in order to ensure a high-quality installation.

Our Fiberstrong™ Pipe Systems provides advantages, given its light weight, corrosion and abrasion resistance, in addition to enhanced hydraulic capacity.

Our jointing system utilizes a proprietary flexible joint and elastomeric sealing systems that can adapt to a variety of angular deflections in accordance to international standards.



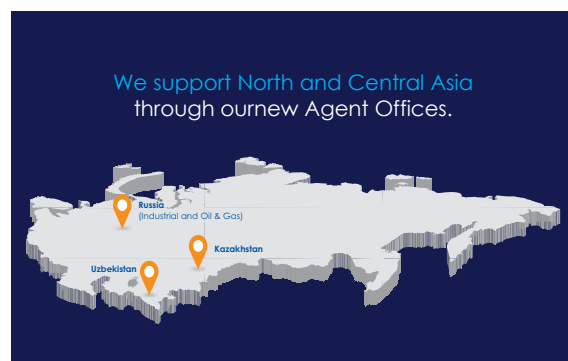
FPI Virtual Factory Tour - A Viable and Innovative Solution

In the COVID world, all meetings and presentations are happening online, and this is the new normal. Given all the travel restrictions and the unwillingness of people to meet face to face, in many parts of the world, the ability to have engineers and clients to visit/inspect factories is non-existent.

FPI produced a high-quality virtual factory video of its flagship factory. The video presentation starts the tour of the facility and explains the production process. The tour finishes at the lab highlighting testing and auditing to showcase our technical capabilities

Appointing New Agents

To support our position as the leading worldwide composite pipe company and comprehensive solution provider, Future Pipe Industries has appointed three new agents this year in Kazakhstan, Russia (Industrial and Oil & Gas) and Uzbekistan. Our new agents align our focus on expansion into new geographical markets and will work to promote our composite piping solutions for the Oil & Gas, Industrial, Water and Marine & Offshore Industries. Being present in these new locations through our agents will further ensure Future Pipe Industries' position, as the leading composite pipe company and comprehensive solution provider worldwide.





Focus Area:

Environmental

The nature of our business means that we need to understand and carefully manage our impact on the environment. Operating effectively will help us to do this. We also have a major responsibility and opportunity to convert the world's pipe systems to the longer term, more environmentally friendly fiberglass pipe.

Through our Global QHSE policy and interwoven across our business strategy we actively seek to minimize our impact on our environment, in particular through the Reduce, Reuse, Recycle approach.

Our Environmental Approach

We are firm to operate responsibly to protect the environment. This means carefully considering the potential impact of our activities and how local communities and the local environment can be affected before, during and at the end of our operations. We aim to make a positive contribution to local environments where we operate and continually work to improve our performance.

We set ourselves stringent environmental standards, which meet regulatory requirements and often exceed them.

Within our operations, we focus on reducing energy use and preventing spills and leaks of hazardous materials. We carry out detailed environmental impact assessments when planning manufacturing and service activities.

FPI considers environmental conservation to be a key management concern, and we have therefore implemented an ISO 14001-compliant environmental management system, to reduce the environmental impact in every aspect of our business. The system covers a broad range of our activities, from energy conservation, resource conservation, waste reduction, and appropriate chemical substance management, to environmentally friendly product development.



Minimizing Environmental Impacts

In line with our Global QHSE Policy, we seek to minimize impacts throughout every stage of our operations. FPI has comprehensive governance and risk management policies and processes that set the basis for how we manage risk and realise opportunities to achieve our environmental objectives.

We aim to operate and invest to avoid adverse impacts on the environment and communities in which we operate. We work with affected stakeholders to mitigate impacts and contribute to environmental resilience where impacts cannot be avoided.

Our assets are required to put in place controls and plans that reflect the mitigation hierarchy, an approach that helps us to minimize and if necessary, compensate for potential environmental impacts. Steps one and two of the hierarchy – avoid and mitigate – seek to prevent adverse impacts as far as possible. Steps three and four – rehabilitate and compensate – seek to reduce the effect of those impacts that cannot be avoided.

Water Stewardship

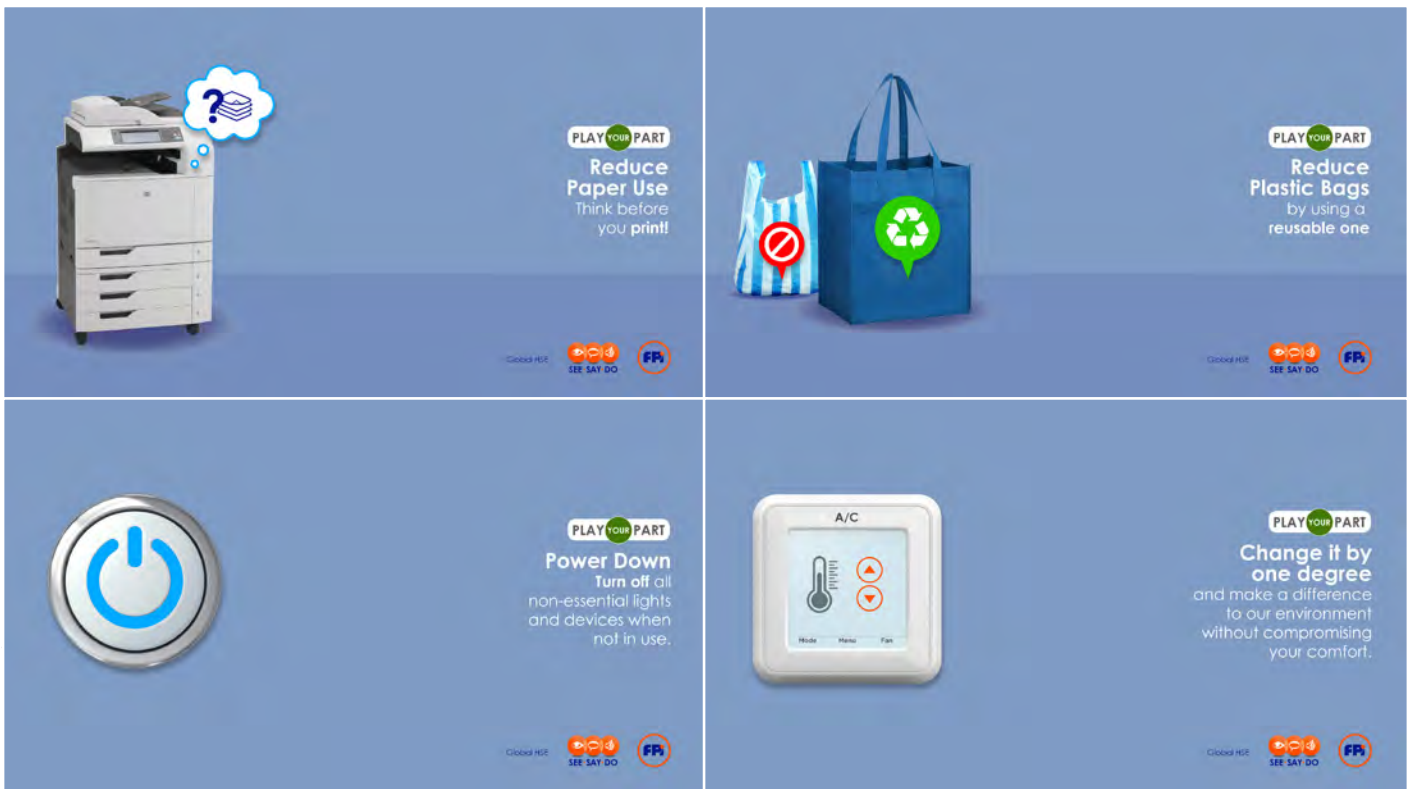
As a manufacturing company we need water for our operations, and this can affect other water users. Using water as efficiently as possible has been part of our environmental standards for many years. We are continuing to step up our efforts to conserve fresh water.

Our ambition is to conserve water by reducing consumption and increasing reuse and recycling.

Waste Management

We aim to reduce the amount of waste we generate. In our operations and supply chains, we are also starting to explore a circular economy approach, which is based on the concept that things are designed to last longer and to be reused, repurposed, or recycled.



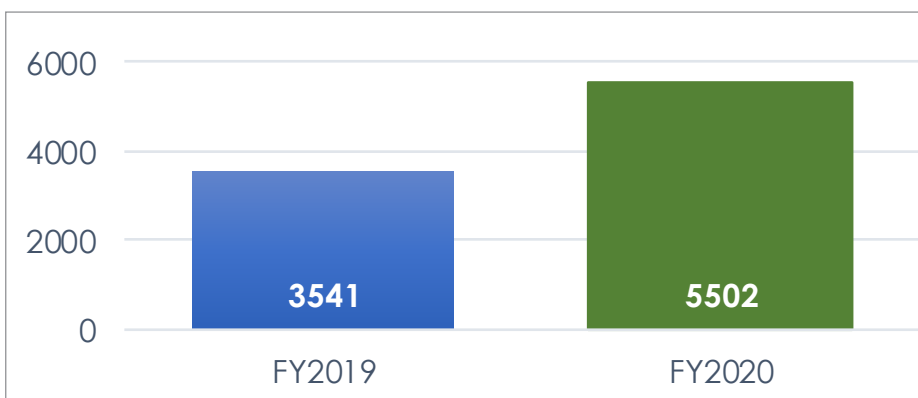


Let's Reduce and Recycle Campaign

The Dubai's Chamber objective and deliverable for the task force on Waste Management was to organize a "Let's Reduce and Recycle Campaign" from August to October for a period of 3 months.

FPI participated and conducted company wide "lets reduce and recycle waste" a campaign which resulted in significant improvement in recycling plastic, paper, metal waste and we are now committed to recycle our fiberglass waste which represents the major portion of waste generated at FPI. However due to the limitation of fiberglass waste recyclers locally, we are unable to accomplish fiberglass waste recycling.

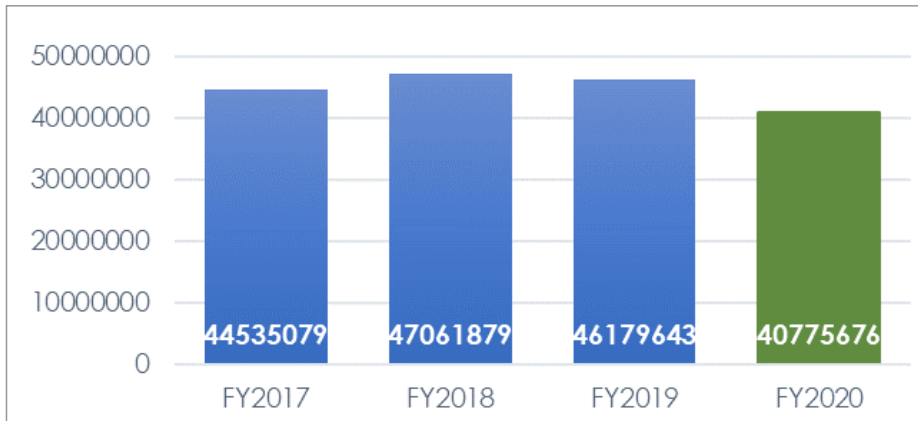
The aim of the campaign was to bring in attitudinal and behavioural change among employees and improve awareness on elimination of single use plastics (reducing) segregation at source (recycling). Unfortunately, due to the COVID-19 pandemic we couldn't eliminate the single use plastics entirely from our business activities, however we have initiated significant recycling activities.



FPI Global Waste Recycling in Tons (FY2019-FY2020)

Energy Conservation

We aim to reduce the amount of energy we consume during our business activities and subsequently the associated environmental impacts of energy use.



FPI Global Energy Consumption in kilowatt-hours (kWh) (FY2017-FY2020)

Renewable Energy Generation

In line with the Group's Green Drive Initiatives and the overall focus to reduce Carbon Emissions, Gulf Eternit Industries, a Member of the FPI Group, is now equipped with a 2-Megawatt solar power generation capacity to supply 40% of the plant's energy requirements and reducing 1,300 tonnes of carbon emission per year.





Reducing Air Emissions

We actively take steps to reduce airborne pollutants in our composite pipe production, for example, lowering emissions of dust, nitrogen oxides, sulphur oxides and volatile organic compounds.

Greenhouse gases (GHG) and dust are our most significant emissions to air, across the FPI portfolio. We manage and monitor our air emissions, to reduce the potential for air quality impact on our workforce, surrounding communities, and ecosystems.

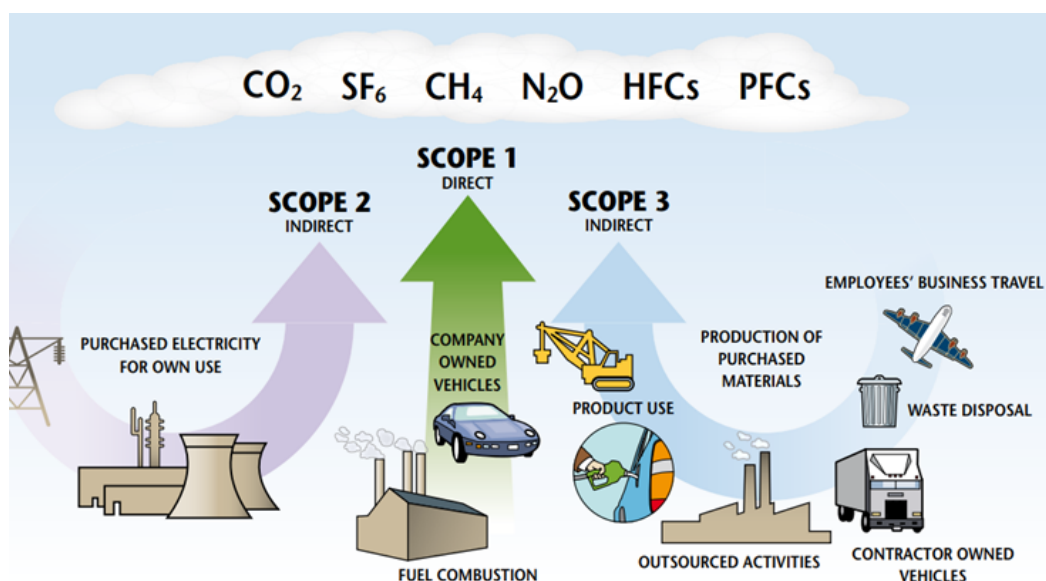
In some locations, other activities including adjacent industrial operations, also contribute to emissions that affect the environment. Over the last year, we reviewed air quality management across our facilities and benchmarked air quality management practices.

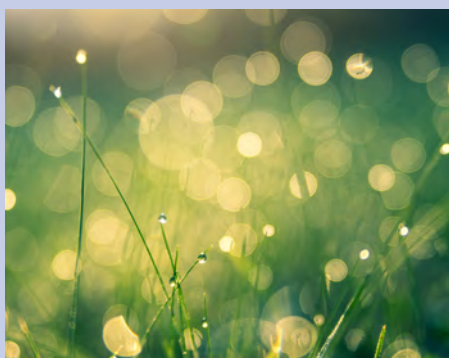
Together with operating practices, technology has an important role in minimizing air emissions. In our manufacturing operations, we are increasingly applying fume and dust collection technologies to extract and control emissions.

Greenhouse Gas (GHG) Emissions

Our CSR strategy focuses on reducing our operational greenhouse gas (GHG) emissions, investing in low emission technologies, promoting product stewardship, managing climate-related risk and opportunity to enhance the global policy and market response.

In FY 2020, we started capturing the greenhouse gas emission for all the business activities for setting a baseline.

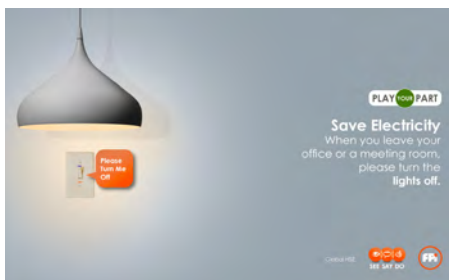




Other Environmental Focuses

Becoming more energy efficient and developing sustainable energy sources, are two ways to support economic growth and a healthier environment. It serves as a great reminder for us all to review our energy saving and eco-friendly efforts. We ran a 8 week 'Play Your Part' campaign providing a number of ideas on what our teams can do to make a difference.

We have participated in a number of environmental focus days which run internationally, for example,



Earth Hour We joined the rest of the world in turning off non-essential lights and other power sources. With over 180 countries participating, we encouraged our employees and our social media followers to get involved in the opportunity to start changing the planet for the better.

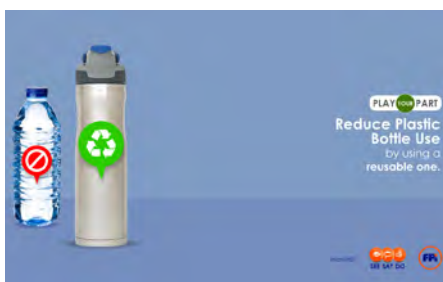


International Mother Earth Day is endorsed by over 50 member states and recognizes that the Earth and its ecosystems are our home. We asked our teams to do something on the day to protect our world – save water, plant a tree, switch to environmentally friendly cleaning products, save energy, switch to LED bulbs, switch to online billing, say no to drinking straws, recycle, use re-usable bottles and cups, wash at 30°C, fix the drip, reduce plastic bag use, take the stairs...there were many ways our employees got involved and became part of the change.

World Oceans Day, raises awareness of the role of our oceans and the

importance of conserving and protecting our marine environment.

Approximately 70 percent of our Earth is covered by water, generating much of Earth's oxygen supply, absorbing CO₂, providing food and serving as the highways of international trade. World Ocean Day was an important focus for us as a company because our subsea installations require a healthy respect and deep understanding of our oceans.

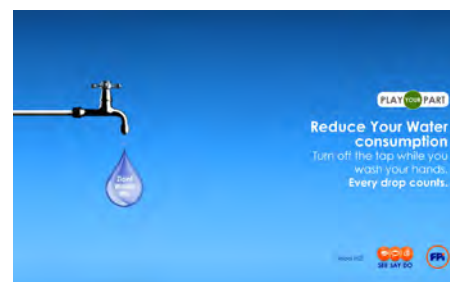


World Environment Day. The day enabled us all to remember to be more responsible in the way we conduct ourselves and treat the environment. We asked people to be aware of their water and electricity use both in the office and at home.

World Energy Day (WED) – aims is to raise awareness on conserving natural resources and encouraging the responsible use of electricity and water worldwide.

Saving energy, increasing efficiency and conservation are all areas Future Pipe Industries is continuously striving to improve on as ways to reduce our overall energy consumption. Running our business in the most efficient and effective manner, is one way we can control our operating costs as

well as doing the right thing for our environment. It's a win-win.



World Water Day, clean water is one of the UNESCO Sustainable Development Goals (SDGs). Future Pipe Industries is proud of the role we play every day in delivering water to the world in the most efficient and sustainable way. We encouraged all employees to get involved in World Water Day by conserving it wherever possible, for example,

- Never letting faucet water run needlessly as you wash your hands or brush your teeth
- Save on washing up or dishwashing - use one drinking glass during the day
- Switch from baths to showers or where you already shower, try to take shorter ones
- Use your washing machine/dishwasher for a full load only
- Fix leaks quickly
- Add a timer to your irrigation system



Focus Area:

People & Culture

We believe in people and put them first in all we do. It is through the actions of people that we will realize our Sustainability and Business goals. We work to build the relationships and culture needed to enable our people to be productive, satisfied and dedicated corporate citizens.

Wellness Campaign










COVID-19 WebEx with Allianz

Due to a lot of information and misconceptions about COVID-19, we arranged virtual WebEx series with our insurer which is scheduled every Tuesday starting from March 31, 2020 till the end of April 28, 2020. These sessions helped employees to increase their covid-19 awareness and updates from WHO, CDC & UAE government were given.



Wellness Webinars by Allianz

Considering the pandemic uncertainty and its impact on our employees' health and wellbeing, with our health partner Allianz we arranged a wellness webinars campaign, to ensure all employees are given the opportunity to access health and wellness information that may support during these difficult times. These Webinars ran throughout the year focusing on different topics/ contents through the BrightTalk platform.

 <p>Covid-19: Managing Anxiety and Staying Healthy at Home April 6, 2020</p>	 <p>Covid-19: Dealing with Parental & Children's Anxiety April 20, 2020</p>	 <p>Understanding Nutrition for a better life May 12, 2020</p>	 <p>Parenting TIPS June 2, 2020</p>	 <p>Antibiotics and Bacterial vs Viral July 7, 2020</p>
 <p>Preventing and Managing Diabetes August 25, 2020</p>	 <p>Understanding and Practicing Mindfulness September 22, 2020</p>	 <p>Women's Health and Breast Cancer awareness October 20, 2020</p>	 <p>Men's Health and Prostate Cancer Awareness November 24, 2020</p>	 <p>Understanding High Blood Pressure and Hypertension December 15, 2020</p>

In a continuous effort, Allianz Care provided Health and Wellness guides to all registered members every month. During months when there was no health guide, Allianz provided a blog post on the topic set-out in the Health matters calendar.

Live wellness session - Howden and ENHAPP

As a part of the Wellness Initiative, FPI partnered with Howden and ENHAPP, a wellness platform taking initiatives to develop well-structured live sessions delivered under the event Wellbeing That Works (WTW). Through the WTW event from November 8 to November 28th, wellbeing at a holistic level with 8 pillars of wellness i.e. Physical, Emotional, Nutritional, Social, Spiritual, Intellectual, Financial and Environmental were covered and sessions were delivered online. The event was arranged from October until December 2020.



At the end of the WTW event, 5 best employees were selected based on the consistency of participation and answers to the questionnaire. Each winner received a gift voucher worth AED100.

Virtual Clinics for Camp Employees

A virtual clinic was set up for UAE camp employees in cooperation with TruDoc 24x7 to protect the workers by helping them avoid visiting clinics unless absolutely necessary.

The TruDoc 24x7's Health and wellness virtual clinics allowed employees to talk to a doctor or wellness expert via video calls and receive quality evidence-based care using NHS International guidelines.

Fitness Initiatives

July 2020 - Fitbit 100k Steps Challenge (UAE Employees)

As a part of FPI's ongoing endeavour to support its employees towards better health and well-being, a new Wellness initiative was offered with the support of our health partner Howden, to participate in a Fitness challenge organised by "Fit on Click" and supported by Dubai Sport Council.

We saw a very impressive participation from FPI employees and an employee from the company was awarded as one of the winners of the challenge out of the 1,213 participants.



August 2020 - Fitze – Suunto 150K Steps Challenge (UAE Employees)

In line with our drive to create a positive work culture through focusing on employee health and wellbeing, another fitness challenge was initiated in coordination with our health partner Howden, to participate in the Fitze - Suunto 150k steps challenge. 5 employees from the company were announced as winners of the challenge, receiving a Multi-sports watch worth up to AED 2,995.

1 Join our 30 Days 200K Steps Challenge and Get Rewarded!

People regularly aim for 6,000 steps a day, but the 30 Days 200K Steps challenge in partnership with Fitze, is asking for just over 650 steps more a day

2 FPI brings you the ENHAPP x DUBAI 30x30 Fitness Challenge.

Future Pipe UAE in association with ENHAPP brings you the ENHAPP x Dubai 30x30 Fitness Challenge for our UAE employees this fitness season.

Check our pipeline articles to know more.

Oct 2020 - 200K Steps Challenge – FITZE

In line with our drive to create a positive work culture through focusing on employee health and wellbeing, another fitness challenge was initiated in coordination with our health partner Howden, to participate in the Fitze 200k steps challenge. 5 employees from the company were announced as winners of the challenge, receiving e-gift cards.

Nov 2020 - Dubai Fitness Challenge (30x30)

Dubai Fitness Challenge is an annual celebration of fitness and wellness, launched in 2017. The challenge is simple: complete 30 minutes of activity each day for 30 days. The Dubai Fitness Challenge helps create a fitness-focussed mindset and inspires us all to seek healthy, active lifestyles. With a month-long calendar of free workouts, exciting fitness events and wellness-centric entertainment, there's always plenty of inspiration to keep moving.

In participation with the annual celebration of Dubai Fitness Challenge - 30x30; FPI had lined up three different events to create a fitness-focused mindset and inspire employees to seek a healthy and active lifestyle. A month-long calendar of free workouts and fitness events were presented to the employees. The events scheduled during November 2020 were Wellbeing that Works, Movement is Life, and Fitze 200k Steps Challenge. For each event, rewards were offered to inspire and motivate employees to keep moving.



On-site Flu Vaccination Campaign (UAE employees)

As part of our ongoing endeavour to support our employees towards better health and well-being, we joined hands with our health care partner Allianz Worldwide and NMC to provide flu shots to our employees in Dubai Industrial City ahead of the flu season. The vaccination was covered by our health care partner - Allianz Worldwide Care and there were no payments required. Time slots were communicated to ensure health authority precautions for COVID-19 are complied with.



49th UAE National Day

FPI supported the initiative of Red Crescent, in collaboration with the Islamic Affairs & Charitable Activities Department and Government of Dubai, through Nefsy to feed 49,000 families. The campaign was rolled out in November 2020, set to raise enough funds to feed 49,000 families through donation for a food gift box worth AED 50. Each food box has the essential food materials for a family member of 5 to eat for weeks. The campaign aimed to distribute the food boxes before the UAE National Day, December 2.

Let's celebrate the **49th UAE National Day** with **49,000 families**

Future Pipe UAE management and team would like to celebrate the 49th UAE National Day with 49,000 families, giving them food boxes with essential materials to feed their families with their own cooked food. All participation will be forward to Emirates Red Crescent to be distributed to the families in need under AKCAD license number 3332 and Government of Dubai. Your participation matters. Check our website/article to know how to participate.



Safety

Our highest priority is the safety of our people including our employees, visitors, contractors and the communities in which we operate. We aim to do no harm to people and to have no environmental spills/releases across our operations. We refer to this as our Target "Zero" objective.

To achieve the "Target Zero", we have designed a roadmap based on the following actions:

- Appropriate organizational structure, up to the highest level of management
- Implementation of appropriate management systems in all business areas
- Implementation of appropriate minimum safety standards for each business area
- Training aimed at employee involvement
- Strict supervisory and control procedures set up in our work centres, including safety, inspections, and a reporting system for safety observations and/or near misses, together with internal audits carried out by independent experts.
- A reporting system based on proactive and reactive indicators.
- Commitment to innovation.
- Everyone working for FPI to intervene and stop work that may appear unsafe.
- Investigate incidents and aim to learn from them, sharing findings to improve safety performance across FPI.
- Employees, and contractors must meet our safety standards and requirements, including complying with our mandatory Life-Saving Rules and Site Rules.



Our Safety Approach

FPI's Global QHSE Policy applies to FPI operations everywhere.

Hazards in FPI's workplaces must be well understood and effectively managed to protect FPI employees, visitors, contractors, and surrounding communities. In addition, we continue to evaluate opportunities to raise our safety and health standards. We visit sites to identify and management environmental, health, safety (HSE) risks; evaluate compliance with regulatory requirements and conformance to FPI policies and standards; identify opportunities for continuous improvement; and share best practices among FPI entities.

To strengthen our safety leadership and culture, we are educating our people about safety philosophy SEE.SAY.DO and creating a culture where everyone is encouraged the need to look around and to be critical of the environment they are working in and to be aware of their own behaviour and the behaviour of others around them. They are also encouraged to report incidents to speak up when they see behaviour that endangers the individual or impacts their safety, or that of any other employee.

We are now building on our current approach to safety with a more consistent focus on the way people, culture, equipment, work systems and processes all interact.



We aim to understand better the gap between how we anticipate work will be safely carried out and what happens in-reality. We continue to work to prevent incidents through maintaining safety barriers and training but acknowledge that people can make mistakes and processes can fail. We will also focus more on how people can "fail safely", and on our response in the moment to avoid the risk of a serious injury. This approach is a philosophical change, which we have started to deploy from 2020 onwards for all employees and contractors.

Contractor and Visitor Safety and Health

FPI Contractors and visitor's safety policy requires all visitors, and contractors at FPI sites to follow all applicable FPI workplace safety and health requirements. For example, contractors must complete a prequalification process before they may perform work on FPI premises. This process includes, among other things, reviewing the contractor's employee injury/illness rates, employee training records, and safety committee activities. Contractor performance evaluations include safety reviews. Pre-work safety reviews address potential hazards and controls related to the work.



Each FPI site has a contractor representative who is the main FPI contact for working with contractors on safety issues. The contractor coordinator is empowered to participate in pre-bid meetings and pre-qualifications for contractors.

The contractor representative is on-site and therefore available for contractor meetings and safety reviews whenever necessary and appropriate.

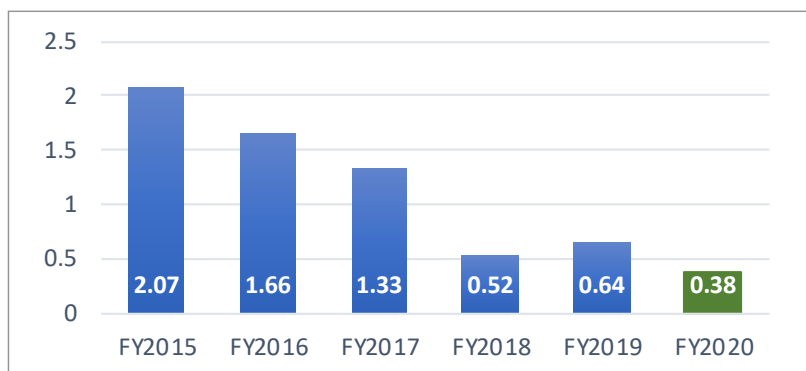
Contractors are asked to submit notification to FPI of worker hours and any injuries occurring while performing work, in accordance with a FPI contract. All contractor incidents are reported in the FPI IndustrySafe safety management system, including contractor work hours.

Personal Safety Performance

Target Zero has been our ambition for personal safety since 2017.

To assure consistent reporting and metrics globally, FPI, like many multinational companies, follows the U.S. Occupational Safety and Health Administration (OSHA) recordkeeping rules and formulas to record and measure injury and illness rates worldwide.

In FY2020, there were no fatalities at our operated assets, and we continued the disciplined implementation of our safety standards. We also continued to improve our safety leadership program, incident investigations, and controls.



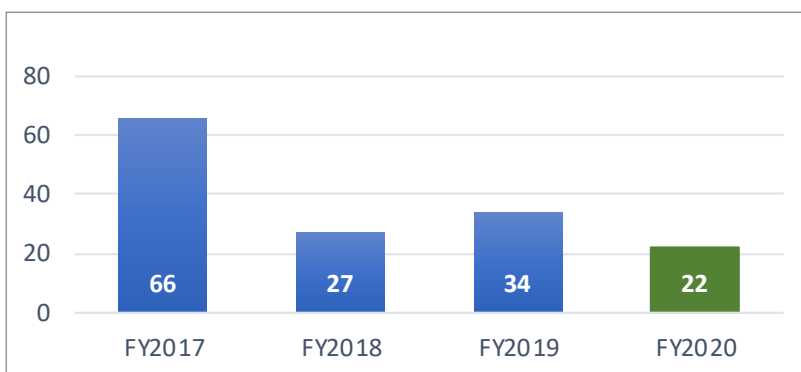
FPI Global Total Recordable Incident Rate (FY2015-FY2020)

The total recordable incident rate (TRIR) was reduced to 0.38 in 2020, it was 0.64 in 2019

*TRIR = Total Number of Recordable Cases x 200000/ Total hours worked

High potential injury events (FY2015-FY2020)

Significant drop in high potential injury events from 34 in 2019, to 22 in 2020.



High potential injuries (HPI) are recordable injuries where there was the potential for a fatality.

We continuously improve our programs under our global safety priorities established since FY2017 and our focus remains on:

- reinforcing that safety comes before productivity.
- verification of processes and fatal risks through embedding our HSE Inspection, Hazard Hunt and Management Inspection Program.
- enhancing our internal investigation process and widely sharing and applying lessons learned.

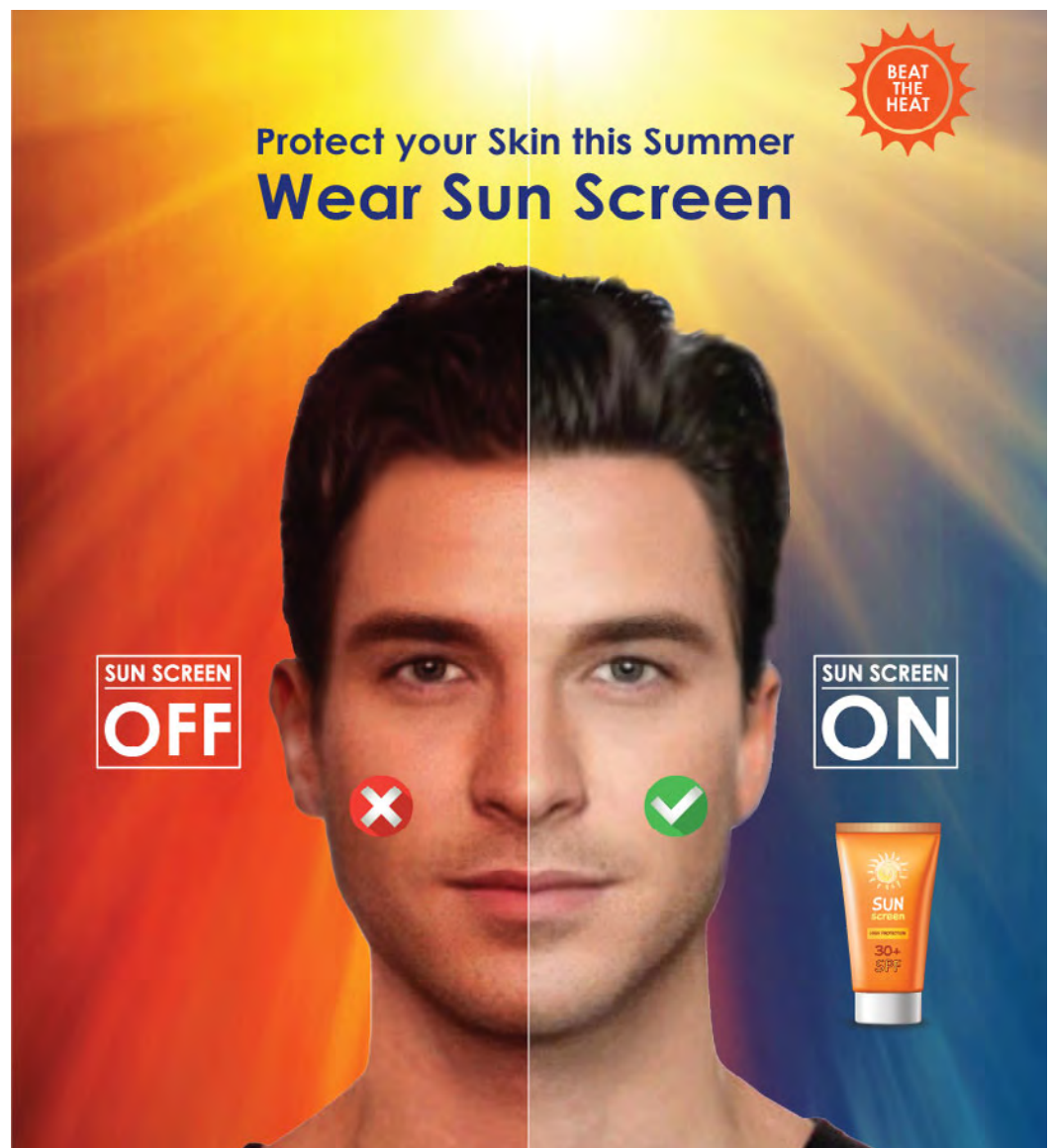
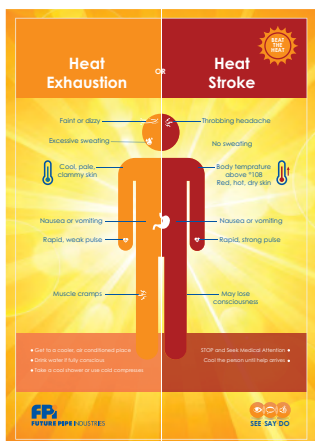
In FY2020, we focused on improving critical control design and performance (controls that alone or in conjunction with other controls significantly reduce the likelihood and/or impact of material risks) and continued to remove

people from sources of danger through standardized work and new technologies.

Hazard identification and reporting continued to be a priority given a healthy reporting culture provides us with the indications to respond urgently and swiftly.

We increased the quality of our global safety incident investigations, with the focus on better organizational learning.

The Management Inspection Program remains one of our core leadership activities as we build the quality of engagements in the workshops.



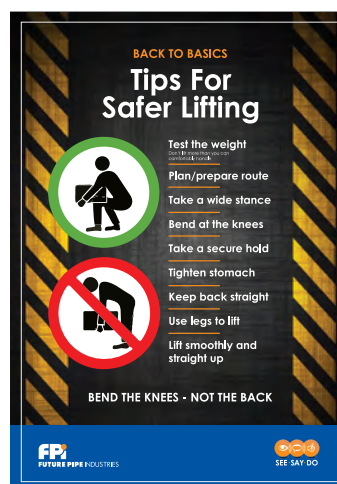
Beat the Heat Campaign

Considering the impact on people health during summer, Group HSE conducted a “Beat the Heat” Campaign to prevent heat stress and associated illnesses. The campaign comprised awareness trainings, tool box talks and a number of posters for our teams working outdoors to help them with practical tips on how to stay healthy in the heat and to educate and raise awareness on increasing their water intake as the body loses more water than usual in warmer weather.

Hand and Finger Safety Campaign

Considering hand and fingers are the most injured body parts making up 52% of injuries across the FPI Group, HSE launched company-wide Hand and Finger safety campaign from August to December for a period of 5 months to increase employee awareness on dangers associated with manual handling and strategies to avoid the hand and finger injuries.

The campaign comprised regular trainings and toolbox talks on hand and finger safety, meetings to recognise hazards, hazard hunts, safety stand-down, new engineering, and administration controls for work equipment's, and use of realistic PPEs.



Ergonomics Risk Management

Linked to our HSE See. Say. Do. culture and staying healthy in the office, during 2019 we ran a six-week global Ergonomics campaign and it continued throughout 2020 amid the Covid-19 pandemic, as most of the employees had to work remotely integrating ergonomic job analysis and engineering design criteria to reduce exposure to commonly identified musculoskeletal disorder (MSD) risk factors. To accomplish this, we apply ergonomics job task risk assessment globally, to identify and assess ergonomic risk in the office environment.

In 2020, all Display screen equipment users were required to complete an ergonomic DSE Self-Assessment, a total of 64% employee's participation was achieved.

Incident and Crisis Management

FPI requires incidents to be investigated to understand underlying causes, including the technical, behavioural, and organizational reasons. We share learnings and take steps to mitigate future incidents at the site, at the country level and in the wider business. We aim to use findings to improve our standard ways of working in similar activities.

FPI has plans and processes in place to help prevent and prepare for, respond to and recover from serious, severe and crisis situations throughout its sites. Notification and communication processes managed through the response teams, leadership, and subject matter experts.

We also introduced an event management system "IndustrySafe" for recording health, safety, environmental events. The system is designed to capture, analyse and track events in real time.

FPI's Corporate Crisis Management Team (CCMT) provides global leadership, coordination, and direction in crisis situations.

We seek to ensure we have the necessary resources to deal with spills, leaks, and fires. We regularly test our response procedures and capability so we can respond rapidly to an emergency.



Health

Our goal is to protect the health and wellbeing of our workforce from potential occupational injury, now and into the future, through the setting of clear requirements for our operations.

We set minimum mandatory controls to identify and manage health risks for our employees and contractors. Our workplace health risks include occupational exposures to noise, particulate matter (PM), musculoskeletal stressors, volatile organic compounds (VOCs) and mental health impacts.

The effectiveness of our health controls is regularly reviewed and subjected to periodic audit to verify the controls are implemented and operating as designed.

We are conducting a range of initiatives such as introducing a Health Check-up, holding regular awareness-raising events, and promoting health and wellbeing.

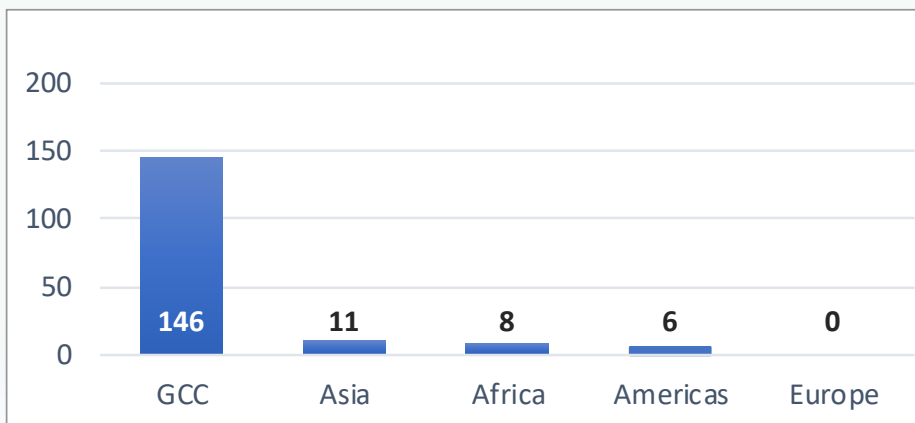
Occupational illness

In FY2020, there were no occupational illness reported at our operations and we have continued the disciplined implementation of periodic medical surveillance programs to

help us support early identification of potential occupational exposure illness and enable us to assist our people through illness management and recovery.

Excluded from occupational illness reporting are cases of COVID-19 among our employees that may have arisen from workplace transmission. This is due to the inherent difficulty in concluding, with reasonable certainty, that a person was infected as a consequence of work-related activities or exposure in a setting of high levels of community transmission and evolving understanding of the epidemiological criteria for infection. For internal risk management purposes, we have sought to identify where risks of workplace transmission may have been a factor. Review of this information, along with a suite of leading indicators, has supported the continual evaluation of the effectiveness of our COVID-19 controls and informed improvement opportunities. We are progressing work on classification and verification of potential work-relatedness for COVID-19 cases, in further support of enhancing our risk management processes and enabling external reporting.

A total of 171 confirmed cases of COVID-19 were reported in the FPI workforce. Figures for persons potentially infectious while at work are included irrespective of where infection may have occurred.



COVID-19 Confirmed Cases Global Statistics (FY2020)



KEEPING HEALTHY

Don't Spread It

- Cover your cough or sneeze with a tissue
- Put tissue in the bin
- No tissue? Use your upper sleeve
- Wash your hands or use a hand sanitizer



COVID-19: Our Global Response

COVID-19 transformed the world earlier this year, touching every corner of society and shaking the global economy.

FPI quickly recognised that our ability to continue to operate through the pandemic depended on the steps we took to keep our people safe and healthy and to support the communities where we have a presence.

Our first priority throughout our COVID-19 response has been the health and safety of our people and communities, and to help support the health and safety of the workforce, across our value chain. This guided us as we worked to prevent an outbreak in our operations and communities when a pandemic was declared in March. With strong engagement with and support from our workforce, we were able to take swift and decisive action, helping reduce the impact within and outside our operated assets.

When the pandemic hit we had the financial strength and agility to implement our business continuity plans for covid-19 and the rapid changes necessary to keep our people safe and healthy and our operations running.

Coronavirus Disease 2019 (COVID-19)
Back to Office Safety Precautions

- Wash** your hands well and often with soap and water to prevent infection.
- Always** wear mask to prevent respiratory infection.
- Distance** yourself at least 2 metres (6 feet) away from other people.
- Know** the symptoms. If you have them self-isolate and contact your GP immediately.
- Keep** surfaces and objects clean.
- Avoid** Cheek and nose greeting, shaking hands, kissing and hugging.
- Avoid** touching your mouth, nose and eyes.
- Avoid** crowds and crowded places.

COVID-19 symptoms include

- Fever (Temperature > 100.4°F)
- Tiredness (fatigue), headache
- Cough
- Sore throat
- Breathing difficulty
- Loss of taste or smell

If you have any symptoms, self-isolate to protect others and call your GP for a COVID-19 test.

Stay safe. Protect each other.

People & Culture SEE SAY DO FPI

Novel Coronavirus Outbreak
PRACTISE GOOD PERSONAL HYGIENE

WASH your hands regularly with soap and water.

AVOID touching your face with your hands.

PRACTISE

- Wash hands thoroughly with soap.
- Avoid a sneeze or cough into your hands.
- Cover your mouth with your elbow when coughing or sneezing.
- Use a tissue to dispose of your spit.

AVOID

- Do not touch anyone's coughing or sneezing.
- Do not touch anyone's hands.
- Do not touch anyone's face.

People & Culture SEE SAY DO FPI

KEEPING HEALTHY
Avoid falling ill

Stay away from people who are ill.
Avoid touching your nose, eyes and mouth.
Wash your hands regularly.

SEE SAY DO FPI

Employees and contractors

To facilitate social distancing and reduce infection risk, we reduced numbers of people at our work locations through split-shifts and the requirement for business-critical workers only at our operated assets. In addition, we supported our employees at greatest risk from COVID-19 to work from home.

We implemented temperature measurement at entry to our operations workforce, including rearranged seating and distancing for operational activities, reduced capacity on buses in support of physical distancing and increased hygiene practices.

When employees displayed relevant symptoms, we implemented the relevant procedures of our business continuity plan and evacuated them for testing, isolation and, where required, medical care.

These steps helped to keep our operated assets running safely and supported communities and businesses that rely on our business.

We worked with our suppliers to help ensure they followed stringent health and safety standards among their own workforce. We also worked with them to source critical hygiene products, such as hand sanitiser, face masks and cleaning equipment to protect our workforce and the communities where we have a presence.

Coronavirus Disease 2019 (COVID-19)
Safety Precautions

STAY CAUTIOUS YOU ARE RESPONSIBLE

- Wash** your hands well and often with soap and water to prevent infection.
- Always** wear mask to prevent respiratory infection.
- Distance** yourself at least 2 metres (6 feet) away from other people.
- Know** the symptoms. If you have them self-isolate and contact your GP immediately.
- Keep** surfaces and objects clean.
- Avoid** Cheek and nose greeting, shaking hands, kissing and hugging.
- Avoid** touching your mouth, nose and eyes.
- Avoid** crowds and crowded places.

FPI

Driving Sustainability in 2021 and Beyond

At Future Pipe Industries, we recognize Sustainability as part of our company DNA, our core strategy and how we run our business for long term success.

In 2020 we have further aligned our strategic business pillars to our sustainability focuses, further securing sustainability as an integral part of our business model.

We conduct business ethically, managing the impact of our existence, delivering value to our clients and society, as well as being future-ready.

We know that integrating sustainability practices in our business operations provides significant benefits such as growth, attracting talent, stronger relationships with our stakeholders, reducing our impact on the environment and greater employee engagement.

Aligning our efforts with the Sustainable Development Goals (SDGs) as a blueprint, we work to achieve a better future, protection of the planet, and to achieve health and prosperity for all. At Future Pipe Industries, our purpose is to deliver water and energy to the world in the most efficient and sustainable way which supports

SDG 6&7. In doing so we have enabled the development of sustainable cities and communities (SDG 11), promoted decent work and economic growth (SDG 8); played our role in industry, innovation, and infrastructure (SDG 9); acted responsibly in terms of consumption and production (SDG 12); supported the global challenge of climate action (SDG 13); and enhanced good health and well-being (SDG 3).

Through our sustainability practices, we are committed to improving people's lives by ensuring that our business grows, along with the environment, our employees and other stakeholders.

We have had many achievements in 2020 which we are proud of but most importantly, we have developed an environment and appetite to do more. This provides opportunities which we will harness in 2021 and beyond by delivering value from further sustainability initiatives that benefit all stakeholders. The passionate commitment we have instilled to improve our business, society and the environment will continue - because it's the right thing to do and is core to our corporate purpose and mission in 'playing our role as a corporate citizen in all we do'.



