

Matters that Shape Our Value Creation

We conducted a materiality assessment for the first time to identify topics that could potentially affect the value we create over time.

This assessment identifies and prioritises our material topics based on their impact on our ability to create value (inward-focused), as well as their impact on society, communities, and the environment (outward-focused). The outcome of this process guided the content of our ESG section in this year's Annual Report.

Below, we provide an overview of the assessment we conducted in 2022-23 to identify our material matters:

MATERIALITY ASSESSMENT METHODOLOGY



ENVIRONMENT



ENERGY EFFICIENCY AND CARBON EMISSIONS

Capitals Impacted



Stakeholder Impacted



Why this is Important

Energy efficiency and carbon emissions pose risks and opportunities for us. Neglecting these issues leads to regulatory pressures, fines, and reputational damage.

However, embracing efficiency and reducing emissions enhances our reputation, attracts eco-

conscious customers, and improves competitiveness. Sustainable practices save costs and improve efficiency. Prioritising energy efficiency and emissions aligns with our environmental goals, driving growth and sustainability.



WASTE MANAGEMENT

Capitals Impacted



Stakeholder Impacted



Why this is Important

Inadequate waste management poses risks to our organisation and the environment. Improper waste handling risks of environmental harm, health hazards, and non-compliance.

Addressing these risks is crucial to avoid penalties, reputation damage, and strained relationships. Effective management brings financial and environmental benefits, enhancing our position in the sector.



WATER AND EFFLUENT MANAGEMENT

Capitals Impacted



Stakeholder Impacted



Why this is Important

Water scarcity and pollution pose risks to our organisation and the environment. Insufficient water availability disrupts operations, raises costs, and jeopardises well-being.

Addressing these risks is crucial to avoid penalties, reputation damage, and strained relationships. Effective management brings financial and environmental benefits, enhancing our position in the sector.

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| Financial Capital | Intellectual Capital | Social and Relationship Capital |
| Manufactured Capital | Human Capital | Natural Capital |
| Investors | Customers | Employees |
| Value Chain Partners | Communities | Government and Regulators |



BIODIVERSITY PROTECTION

Capitals Impacted



Stakeholder Impacted



Why this is Important

We understand that business operations have an impact on biodiversity. Pollution and contamination worsen the situation, impacting species diversity and

ecological balance. Addressing these risks is crucial to safeguard biodiversity and promote responsible practices in our industry.



AIR POLLUTION

Capitals Impacted



Stakeholder Impacted



Why this is Important

Air pollution poses risks and opportunities for us. Neglecting these issues leads to regulatory pressures, fines, and reputational damage.

However, reducing emissions enhances our reputation, attracts

eco-conscious customers, and improves competitiveness.

Sustainable practices save costs and improve efficiency. Prioritising emission management aligns with our environmental goals, driving growth and sustainability.



GREEN CHEMISTRY

Capitals Impacted



Stakeholder Impacted



Why this is Important

Embracing green chemistry offers our organisation numerous opportunities. It showcases our commitment to sustainability, ensures compliance with regulations, brings cost savings through efficient processes, fosters innovation, and differentiates us in the market with sustainable products.



It opens doors to new markets and customers seeking eco-friendly options, reduces risk associated with hazardous substances, strengthens supply chain resilience, and contributes to long-term sustainability by conserving resources and minimising environmental impact.

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SOCIAL





DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES

Capitals Impacted	Why this is Important	
	Embracing diversity, inclusion, and equal opportunities brings significant advantages to our Company.	ensures regulatory compliance, and drives research and development innovation.
Stakeholder Impacted	Prioritising these principles fosters innovation, expands our talent pool, improves decision-making, boosts employee engagement and retention, enhances our reputation,	By embracing diversity and inclusion, we cultivate a culture of success, competitiveness, and long-term sustainability while contributing to a more equitable and inclusive society.
		

















EMPLOYEE WELL-BEING, BENEFITS AND RETENTION

Capitals Impacted	Why this is Important	
	Prioritising employee well-being, benefits, and skill development offers significant opportunities for our organisation. By creating a positive work environment that supports physical and mental health, providing benefits and flexible arrangements, and offering skill	development opportunities, we enhance job satisfaction, retention, and engagement, and attract top talent. This fosters a culture of continuous learning and growth, boosting productivity, performance, competitiveness, and long-term success.
Stakeholder Impacted		
		



OCCUPATIONAL HEALTH AND SAFETY

Capitals Impacted	Why this is Important	
	Occupational health and safety are critical risks for our organisation. Neglecting a safe working environment leads to accidents, injuries, and illnesses, impacting employee well-being, morale, productivity, and absenteeism.	Non-compliance results in legal liabilities, fines, penalties, and reputational damage. Investment in occupational health and safety ensures the well-being of our workforce and safeguards our success.
Stakeholder Impacted		
		

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HUMAN RIGHTS AND COMMUNITY RELATIONS

Capitals Impacted



Why this is Important

Human rights violations or perceived violations pose a significant risk to our organisation, causing reputational damage, legal consequences, and loss of stakeholder trust. Thus, respecting human rights, complying with laws, and addressing grievances transparently is crucial. On the other hand, community development

offers opportunities. Engaging in initiatives such as education, skills training, and infrastructure development builds relationships, enhances reputation, and creates a positive social impact, leading to community support, market access, and long-term sustainability.

Stakeholder Impacted





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GOVERNANCE



PRODUCT QUALITY, SAFETY AND LABELLING

Capitals Impacted	Why this is Important	
 Stakeholder Impacted 	<p>In the chemical sector, product quality, safety, and labelling are significant risks. Inadequate control measures can lead to defects or hazards, causing legal liabilities and reputational damage.</p>	<p>Misleading labelling may result in consumer misuse. Implementing robust quality control, safety protocols, and accurate labelling ensures compliance and consumer trust.</p>

















RESEARCH AND INNOVATION

Capitals Impacted	Why this is Important	
 Stakeholder Impacted 	<p>Investing in research and fostering innovation keeps us ahead in technology, addressing market needs. Research improves operations and production efficiency.</p>	<p>Innovation differentiates us, attracting partners and investors, enhancing our reputation, and seizing business opportunities. Prioritising research and innovation drive sustainable growth and adaptability.</p>





SUSTAINABLE SUPPLY CHAIN

Capitals Impacted	Why this is Important	
 Stakeholder Impacted 	<p>Focusing on supply chain sustainability enhances competitiveness, reduces risks, and aligns with consumer preferences. Sustainable practices minimise environmental impact, conserve</p>	<p>resources, and meet regulatory requirements. It fosters strong supplier relationships, innovation, and continuity. Embracing sustainability improves efficiency, reputation, and long-term success.</p>

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 **SUSTAINABLE FINANCIAL PERFORMANCE**













Capitals Impacted	Why this is Important	
 Stakeholder Impacted 	Integrating sustainability into financial strategies offers opportunities. It reduces costs, enhances reputation, attracts investors, and ensures long-term viability. Sustainable performance	anticipates market trends and regulatory requirements, building trust and competitiveness while creating value for stakeholders and society.

 **REGULATORY COMPLIANCE**



Capitals Impacted	Why this is Important	
 Stakeholder Impacted 	Regulatory compliance and ethical business practices offer opportunities to our organisation. Adhering to regulations enhances reputation, and attracts responsible investors and customers. Compliance mitigates legal risks and maintains a positive	image. Ethical practices foster trust, accountability, and governance, promoting sustainability and resilience. Prioritising compliance and ethics differentiates us, attracts opportunities, and earns stakeholder trust in the industry.

 **DATA INTEGRITY AND SECURITY**



Capitals Impacted	Why this is Important	
 Stakeholder Impacted 	Data integrity and security are crucial for protecting valuable assets and maintaining stakeholder trust. Breaches or unauthorised access can lead to financial losses, reputation damage, and legal liabilities. Data integrity issues undermine decision-	making and operational efficiency. Implementing robust security measures and employee awareness programmes mitigate risks and safeguard data assets, reputation, and competitive position.

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 **RISK MANAGEMENT AND BUSINESS CONTINUITY**

Capitals Impacted	Why this is Important	
	Risk management and business continuity pose both risks and opportunities. Inadequate management can lead to accidents, disruptions, non-compliance, and reputational damage. Prioritising risk assessment, safety protocols, emergency plans, and supply chain	resilience minimises incidents, protects stakeholders, and enhances trust.
Stakeholder Impacted		Effective business continuity planning ensures swift response, essential operations, and efficient recovery, securing long-term sustainability and success.
		

 **CUSTOMER ENGAGEMENT**

Capitals Impacted	Why this is Important	
	Customer engagement presents a significant opportunity for our organisation. By actively engaging with customers, we can gain valuable	insights into their needs, preferences, and challenges. This enables us to develop products that meet specific customer requirements.
Stakeholder Impacted		
		



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