



# Sustainability report

2021



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# Introduction



Headquartered in Singapore, Don Agro International Limited (“**Don Agro**” or the “**Company**” and, together with its subsidiaries, the “**Group**”) is a leading company in the agricultural industry, focusing on producing crops as well as raw milk. Don Agro primarily farms commercial crops such as winter wheat, sunflower and corn. The Company uses the latest technology, modern machinery and equipment to maximise yield and efficiency. Don Agro’s five dairy farms have more than 4,000 head of cows. The Group operates facilities in the Rostov and Volgograd Regions and is among the most prominent and highest-producing agricultural entities in the area. Don Agro entities employ 634 people as at 31 December 2021.

The Group is dedicated to having a positive impact on adjacent communities and the world. Don Agro works to keep its environmental, social, and governance (“**ESG**”) performance positive by focusing on the key factors of responsibility, diversity and equal opportunities for all. In addition, the Company’s sustainable agricultural practices focus on reducing waste and its carbon footprint for a healthier future.

In such a rapidly changing world, use of the latest and most efficient technologies is crucial for sustainable development and reduced environmental impact. Development of modern economies is highly dependent on technology and information services that promote growth and prosperity. Combined use of software and hardware systems provides more freedom in developing economically essential products and services by increasing the overall efficiency of each process. The rapid deployment of new technological innovations is accompanied by a growing need for understanding the new sustainability challenges. In addition, new technologies might have an impact on the environment that needs to be managed in order to protect the future of the environment and stakeholders.

Proactivity and sustainability are two parts of the same whole. Companies that address sustainability challenges using proactive methods have an opportunity to significantly increase their value and competitiveness, in both business and financial terms. Moreover, concentrating on these issues allows companies to improve both profit stream and customer satisfaction.

Being aware and having an in-depth knowledge of the sustainability challenges, environmental and social impacts from agricultural companies will allow Don Agro to have a positive impact on the environment and maximise its production efficiency and profit. More importantly, it will be able to play a role in meeting society’s demand for food.

This year, we have started to address the ESG factors deemed material to Don Agro and our subsidiaries.

This Sustainability Report (“**Report**”) covers the financial period from 1 January 2021 to 31 December 2021 (“**FY2021**”).

The Global Reporting Initiative (“**GRI**”) Standards is an independent, international organisation helping businesses and other organisations take responsibility for their ESG impacts by providing them with a common global language for communicating those impacts. GRI provides the GRI Standards, the world’s most widely used standards for sustainability reporting. So we have adopted the GRI Standards: Core option for our reporting and prepared this report in accordance with these Standards.

Please send your feedback or questions to: [sustainability@donagroint.com](mailto:sustainability@donagroint.com).

# The Board Statement

Dear Stakeholders,

The Board of Directors (**the “Board”**) is pleased to present the first Sustainability Report of Don Agro for FY2021. This Report provides an overview of the Company’s commitments and approach towards sustainability through its operations and business practices in the industry.

FY2021 was a record year for Don Agro as the Group achieved an all-time high winter wheat harvest of approximately 72,300 tonnes, as well as a record net profit of S\$10.3 million. The gain was mainly attributable to the rising global wheat prices and a greater plant area due to the acquisition of new land in FY2020.

The FY2021 winter wheat harvest was sold to local traders on the Ex Works basis, and then exported to Turkey, Egypt, Greece, Nigeria and Algeria. Sunflower seeds were also sold to local producers of sunflower oil, that export their produce to India and China. With that being said, the Group continues to play its role in meeting the world’s demand for food.

On 15 November 2022, the UN reported that the world’s population already reached 8 billion, a milestone in human development. While it took the global population 12 years to grow from 7 to 8 billion, it will take approximately 15 years — up to 2037— for it to reach 9 billion\*. According to the UN, the Day of 8 Billion raises concerns about links between population growth, poverty, climate change, and achievement of the Sustainable Development Goals.

The 8 billion milestone is one more reason to find a solution for the food scarcity problem as the growth of the planet’s population is directly related to the demand for sustainable commodities delivery. While the Group implements all possible measures and technologies to increase its production level, it continues to remain mindful of its carbon footprint and ensure that there is no increase even if it is almost impossible to replace agricultural vehicles with more ecologically-friendly machinery operating on a 67,300 hectare land bank.



**Marat Devlet-Kildeev,**  
Chief Executive Officer

\* <https://www.un.org/en/desa/world-population-hits-8-billion-people>

People need food as well as fresh air and water, and Don Agro's sustainable development is based on raising yields, expanding the land bank, and improving overall business operations, as well as implementing green technologies.

The three Ps of the Triple Bottom Line are deeply engraved in the Don Agro business ethos. These are People, Planet and Profit - coined by John Elkington, a world authority on corporate responsibility and development. We advocate responsible farming and agricultural practices. We are committed to keeping our equipment well maintained in order to maximise its lifespan and ensure a safe working environment for all our employees.

This year, we are reporting Scope 1, Scope 2, and Scope 3 emissions for all the Group's operations for the first time. We are also updating an ESG strategy that will include our plan for reducing emissions and our actions and initiatives towards corporate and social responsibility.

We are delighted to be publishing our 2021 Sustainability Report in compliance with the Singapore Exchange Securities Trading Limited

30.12.2022



Section B: Rules of Catalist. This report shows the ESG key performance indicators (KPIs) that are material to the practices of Don Agro.

At Don Agro, we recognise the importance of excellent governance for continued growth and stakeholder confidence. We are dedicated to improving governance constantly and consistently and have set short, medium, and long-term targets to achieve this. External analysis has identified that the most significant cause of greenhouse gas ("GHG") emissions in Don Agro operations is associated with enteric fermentation in cattle. This is consistent with the rest of the agricultural industry but Don Agro is always looking for more sustainable methods for proactively leading the industry in sustainability initiatives.

Having considered sustainability issues as part of its strategy formulation, the Board has approved the material ESG factors identified and ultimately oversees management and monitoring of all ESG factors on an ongoing basis.

# Materiality Assessment

The materiality assessment has been conducted by a committee comprising the Group's senior management representatives from various core business units of the Group. Necessary material factors were chosen in accordance with the Group's strategy, core business activities, and needs.

The process of choosing relevant factors includes 4 steps that help to come up with the result in a form of a list of material factors disclosed in the Report. Besides internal processes, the Group has also included a list of a Common Set of ESG Metrics by SGX in full.

To identify the materiality of a factor, the committee assesses its future impact on business performance, environment, society, workforce, and its influence on internal and external stakeholders. During the materiality assessment process, we have used the GRI guidance.



## The process includes the following steps:

### 1) Identification

The committee identifies necessary factors and responsible departments for data collection and assessment.

### 2) Prioritization

The committee conducts the prioritization process in accordance with business targets, data availability, and business strategy.

### 3) Validation

The committee validates the relevance of each factor to the business of the Group and checks the availability of data to fulfill the requirements of the reporting framework.

### 4) Review

The committee conducts the final check of the validity of chosen factors and compliance with the reporting framework.

## Material factors

Such a process for materiality review will be conducted every year. We have not included the economic impact in the Report, because it is already covered in the Group's annual report FY2021 ("AR"). As a result of process execution in FY2021, we have identified the following list of material factors to be used in the Report:

### Environmental

- Greenhouse Gas Emissions
- Energy Consumption
- Water Consumption
- Waste Generation

### Social

- Gender Diversity
- Age-Based Diversity
- Employment
- Development & Training
- Occupational Health & Safety
- Community Impact

### Governance

- Board composition
- Management diversity
- Anti-corruption and Anti-Bribery Policy
- Whistle-Blowing Policy

# Environmental Impact

We start with a four-pillar approach to manage our carbon emissions, electricity and water consumption, as well as to seek a significant waste reduction in the following order:

- 1 Reduce consumption
- 2 Generate renewable energy
- 3 Purchase green energy
- 4 Implement new green and IT solutions / technologies

We are already applying several initiatives as listed in the next few pages in accordance with the rules of local and international law, and the priorities for social and economic development in the regions of our presence meeting the goals set by the United Nations.

Reducing our environmental footprint is one of the Don Agro team's main goals.

Despite climate change in the Rostov and Volgograd Regions having had a positive impact on our yields, we are focused on minimising the Company's carbon footprint as much as possible.

So far, we have been among the first agricultural companies in the area to implement the "no-till" farming method. So, we are not using heavy tillage equipment on over 7,600 hectares. This reduces the volume of GHG emissions and prevents soil erosion.

In addition, Don Agro is gradually switching to organic fertilisers and introducing technologies that reduce GHG emissions. We have purchased Cognitive Pilot autopilot systems for our vehicles, making our fleet more efficient and less harmful.

In FY2021, the Group decided to install solar panels on the territory of our office in Millerovo, which will also help fight climate change and provide Don Agro with an independent central power supply.





# Green Technologies



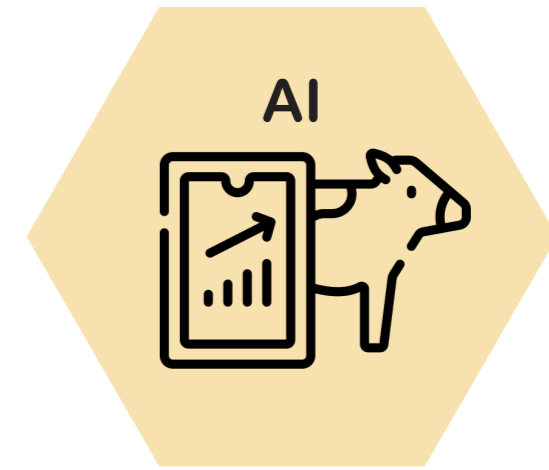
## Cognitive Pilot

is an autonomous driving system for agricultural machinery. It helps improve productivity, reduce fuel consumption and carbon dioxide emissions by 5%. The AI-powered system estimates the geometry of crop edges and controls the movement of the harvester with consistent precision to improve harvesting efficiency. This increases total fuel efficiency as harvesting time is reduced. In addition, the Cognitive Agro Pilot™ can automatically detect the surrounding topography and manoeuvre autonomously to minimise collisions, thereby avoiding serious machinery damage, breakdowns and personal injury. This system has already been implemented and is helping economise on fuel.



## Smart Polymorph

produces well-known plant growth bio-stimulants modified into new crystalline and amorphous forms using polymorphic modification technology. According to Smart Polymorph, the medicines they have created display greater therapeutic effects compared to existing market alternatives, even though the number of active substances used was reduced to a third or a fifth. This is a result of the technology's ability to modify the morphology and crystalline form of the relevant substances and manage control of particle size and several impurities, ensuring that the end product is of the highest quality.



## Mustang Nutrition Technology

is an AI system that helps our in-house livestock specialists and external nutritional consultants to improve our cows' food intake. It monitors the animals' wellbeing, conducts a 10-point assessment of feed quality and provides data on feed component dosages.

This technology is an important step toward reducing GHG emissions from enteric fermentation. According to research\* select genetic line animals managed under the Balanced Forage regime were estimated potentially to reduce emissions by 24% compared to Control genetic merit cows managed under a High Forage regime. Individually, improving the genetic merit of the herd and implementing the Low Forage regime could reduce emissions by 9% and 16%, respectively. So, this system directly affects the amount of carbon emission produced by a cow.

\* <https://www.sciencedirect.com/science/article/abs/pii/S1871141314004788>



## No-till farming

is a method of ecologically friendly farming, with crop residues being left on the surface, where the nutrients resulting from their decay can leach into the soil. Accumulation of such surface residue after a few seasons of no-till farming will result in more moisture and nutrients being retained in the soil. The absence of tilling exposes less soil to the air and prevents erosion of soil nutrients. According to US Department of Agriculture research, on average, farmers practising continuous conventional tilling use just over six gallons of diesel fuel per acre each year. Continuous no-till requires less than two gallons per acre. At Don Agro, we have used the no-till method since 2013, and dedicated over 7,000 hectares for no-tillage agriculture in 2021 to encourage sustainable farming.



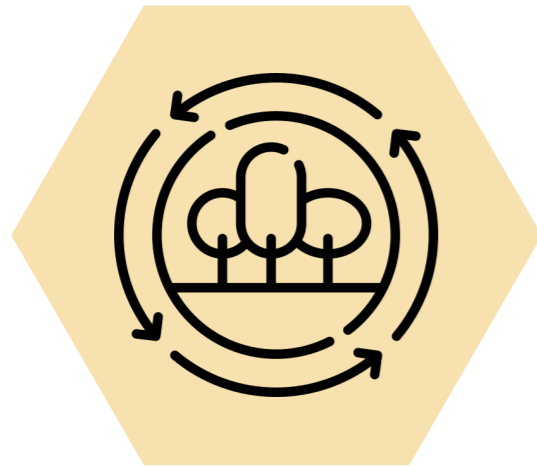
## Organic wheat

Don Agro decided to expand its range of products to include organically cultivated wheat to capture growing consumer demand for organic alternatives that have health and environmental benefits. Supported by an extensive land bank in the prime agricultural region of Rostov in Russia, we allocated an 11.0-hectare plot to support this venture. Weeds on this plot are controlled by harrowing, which involves physically uprooting the weeds without using herbicides. In addition, naturally occurring biological products are also utilised for crop cultivation in place of pesticides or herbicides for controlling pests and diseases.



## Lake-bottom sediment for fertilising arable land

Don Agro has launched a joint pilot project with an Octaviana startup, which produces a new generation of fertiliser called Live Soil (TM). The main fertiliser ingredient is sapropel, also known as bio-deposit. Sapropel is freshwater, organic-rich mud sediment formed from the remains of plankton, water plants and other aquatic organisms. It is the same mud that is used for treatment at balnaeological resorts. The substance has a complex chemical composition with a broad range of values and is also an effective, environmentally friendly, natural material.



## Life on Land

In addition to the above measures, such as the “no-till” method, autopiloting technologies and organic fertilisers, Don Agro is also taking action to restore ecosystems in the regions where it operates.

Another critical aspect of the positive impact on ecosystems is the ban on hunting on Don Agro lands. Unfortunately, this is still a popular hobby among Russians. During the hunting season, the Group’s security service pays special attention to restricting access to our fields for those hunting local birds and animals and harming the sown crop.

We are committed to reducing our environmental footprint. The plans for the Group’s development include a gradual transition to green energy in our operating divisions.



### Our Target for FY2022

To maintain the usage of green technologies and increase the Group’s operational efficiency

# Greenhouse Gas Emissions

Greenhouse gas emissions are calculated as per the GHG Protocol Agricultural Guidance. When implementing the protocol for calculating our carbon footprint, we have focused on assessing the following emission sources:

## Mechanical sources:

- Purchased electricity
- Mobile machinery
- Stationary machinery

## Non-mechanical sources:

- Addition of synthetic fertilisers, livestock waste and crop residue to the soil
- Enteric fermentation
- Manure management

To calculate carbon emissions, we have set organisational boundaries with an operational control approach. This consolidation method is chosen because the company accounts for 100% of the GHG fluxes to/from any operation over which it can introduce and implement its operating policies. Another consideration is Don Agro's management information and performance tracking activities. Our managers can only be held accountable for actions under their control, which is why this approach is more beneficial for the impending carbon reduction strategy.

The base period for this calculation is FY2021.

For carbon accounting, we have decided to focus on the following scopes and relevant subcategories.

## Scope 1

- Fuel use by mobile and stationary equipment
- Manure management
- Enteric fermentation

## Scope 2

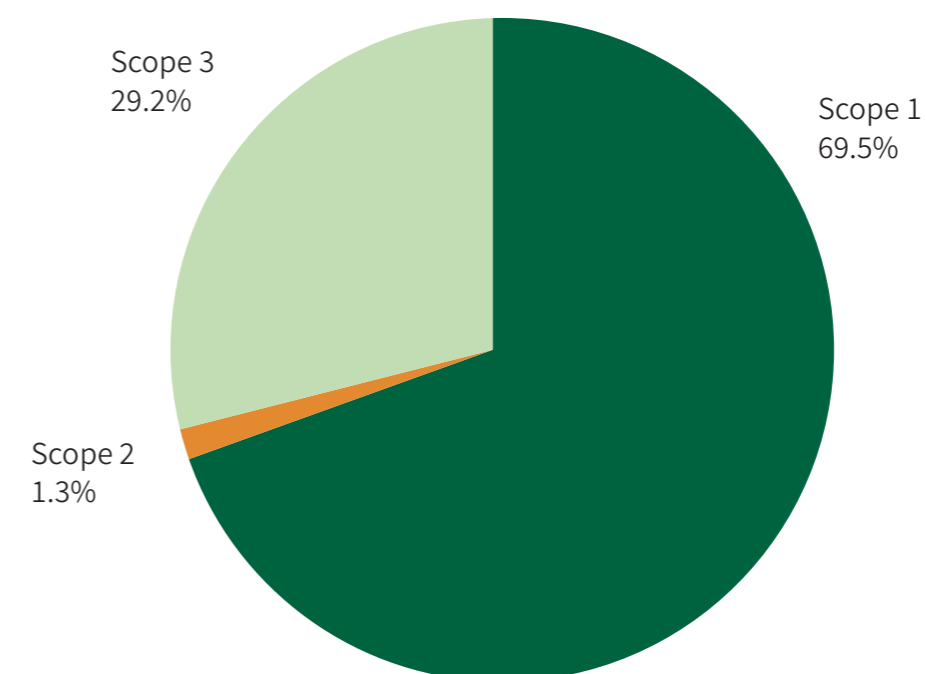
- Electricity consumption

## Scope 3

- Business travel (flights, trains and cars)
- Employee commuting (cars, bikes, public transport)
- Upstream transportation and distribution
- Use of fertilisers

Scope	Scope category	Total (tCO2eq)
Scope 1	Fuel use in mobile and stationary equipment	8,572.09
	Manure management	2,918.02
	Enteric fermentation	19,371.30
	<b>Total Scope 1</b>	<b>30,861.41</b>
Scope 2	Electricity consumption	554.72
	<b>Total Scope 2</b>	<b>554.72</b>
Scope 3	Business travel. Flights	1.11
	Business travel. Trains	0.52
	Business travel. Cars	7.30
	Business travel. Bus	0.27
	Upstream Transportation & Distribution	1.08
	Employee commuting. Car	1,821.91
	Use of Fertilizers	11,125.04
	<b>Total Scope 3</b>	<b>12,957.21</b>
	<b>Total Scope 1, Scope 2, and Scope 3</b>	<b>44,373.34</b>

### Greenhouse Gas Emissions



### Emission intensities by Total Scope 1, Scope 2 and Scope 3

Total scopes	Total (tCO2eq)	Intensity (tCO2eq per employee)
Scope 1	30,861.41	48.68
Scope 2	554.72	0.87
Scope 3	12,957.21	20.44
<b>Total</b>	<b>44,373.34</b>	<b>69.98</b>



### Our Target for FY2022

To reduce Scope 2 emissions approximately by 10 tCO2eq and explore the possibilities of achieving greenhouse gas emissions reduction for Scope 1

GHG emission intensity is calculated according to the number of employees for FY2021 being 634

# Energy Consumption

## Total energy consumption

3,436,792.00 kWh  
(3,436.79 MWhs)

## Energy consumption intensity

3,436.79 MWhs / 634 = 5.42 MWh per employee



### Our Target for FY2022

To reduce energy consumption by 16,250 kWh by the installation of solar panels to generate green electricity for our facilities

# Water Consumption

## Total water consumption

34,930.10 cubic meters across all operations

## Water consumption intensity

34,930.10 / 634 = 55.09 cubic meters per employee

# Waste Generation

## Total waste generated

18,434.00 kg (18.43 t)



## Our Target for FY2022

To maintain the total amount of waste generated and water consumption



# Social Impact

Sustainable economic growth will require societies to create conditions for providing people with good jobs so we aim to cooperate with the best specialists in their professional fields. For instance, Don Agro has set a competitive salary level and employees are provided with all benefits and social guarantees.

During the agricultural work season on our fields, we provide meals for employees involved in crop production at our own expense. In addition, every year, we choose on a tender basis a catering service for cooking and delivering daily hot meals to Don Agro employees.





## Social Engagement

Don Agro considers every employee vital for its success and prosperity. We recognise our responsibilities to our employees, business partners and the communities in which we operate and we are committed to achieving long-term, mutually sustainable relations with them. The Group strives to enhance its corporate social responsibility through several initiatives. We always contribute to our communities and their institutions. For example, Don Agro has donated to our community nursing homes and music schools. We also pride ourselves on being able to provide our employees and their families with gifts for the holidays.

## Employee Diversity & Inclusion

Don Agro believes in an environment that values and encourages diversity within its workforce and builds on the differences individuals bring with them. We aim to expand our horizons with the broadest possible range of views and experience to facilitate a smooth transition in the ever-changing business world.

## We believe that diversity and inclusion:

- Are essential to our business;
- Have a profound impact on business results and reputation enhancement, and assist in attracting, recruiting and hiring fresh, diversified business talents;
- Mean recognising that all individuals are different, and that it is important to value the differences and experience of each and every one of them; and
- Promote improved business results by leveraging and valuing employees' differences and providing them with the freedom to be creative and innovative.

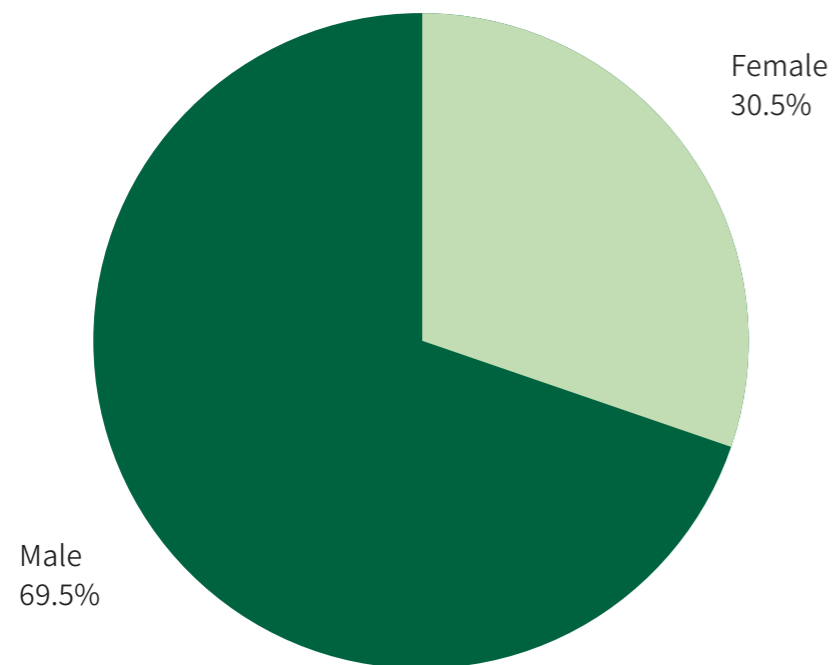
To underline our dedication to diversity and inclusion in our workforce, business activities, such as hiring, training, compensation, career progression opportunities, recreational events, and terminations, are conducted without discrimination, purely on a merit basis, and are not affected by artificial barriers, prejudice or preferences.

# Gender Diversity

Gender equality is a fundamental human right and a necessary foundation for a peaceful, prosperous and sustainable world. We value our specialist's professional and personal qualities so we do not discriminate employees by gender. In FY2021 we did not receive any complaints on discrimination by gender from our employees.

194 specialists of 634 Don Agro's total number of employees are women. Owing to the specifics of agricultural business processes, a large amount of work requires heavy physical labour, which explains why the higher ratio of male employees is fair for our business.

## Current employees by gender



## New hires in FY2021

104 female  
232 male

## Turnover by gender

In FY2021, 345 employees left the company. 105 were female employees and 240 were male employees.

Male turnover 37.8%  
Female turnover 16.6%

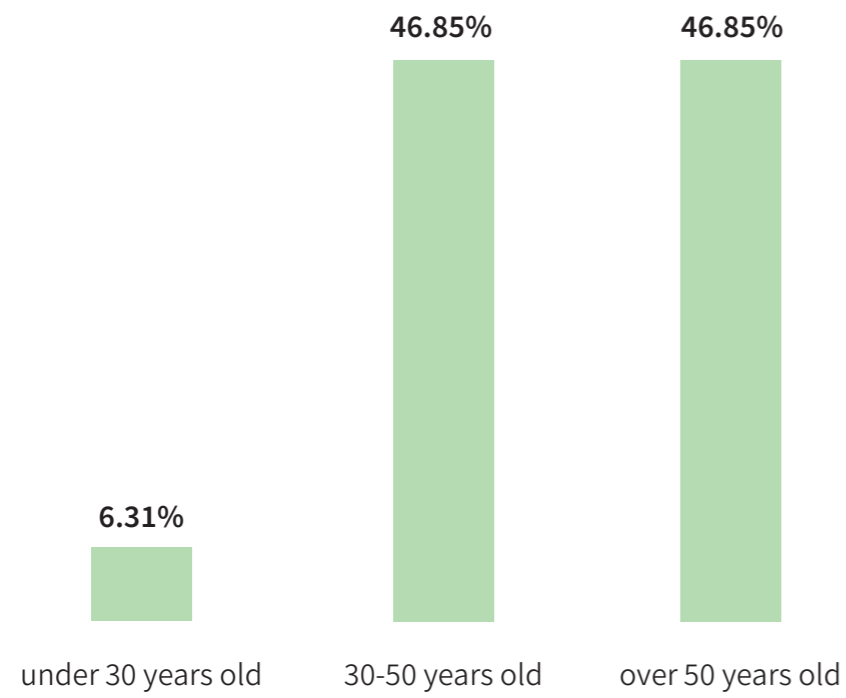


## Our Target for FY2022

To maintain zero complaints on discrimination

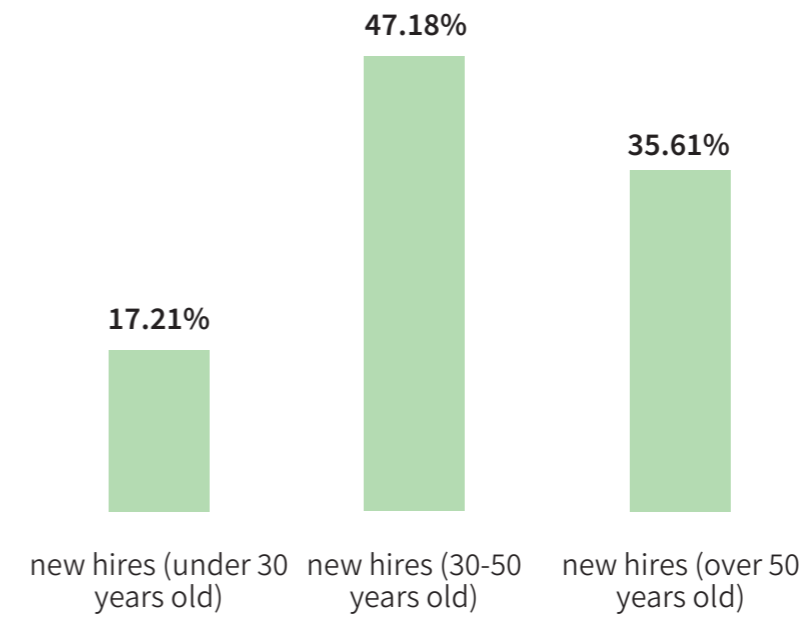
# Age-Based Diversity

## Current employees by age group

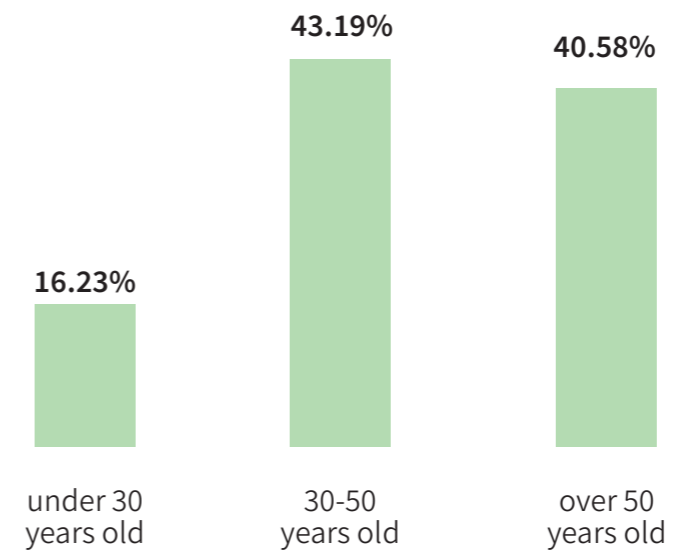


## New hires and turnover by age group

### New hires by age groups



### Employees which left the company



### Our Target for FY2022

To maintain the age-based diversity at the current level

# Employment

## Total turnover

53%

## Promoted employees

2 employees were promoted. 1 female and 1 male

## Total number of employees

634



### Our Target for FY2022

To increase the total headcount and provide more promotion opportunities as well as to maintain turnover

# Development & Training

Employee development is essential for any successful business and Don Agro recognises that training and regular performance reviews assist in workforce motivation, engagement, and business success.

We focus on providing our employees with quality professional training because we firmly believe it enhances the quality of work and labour efficiency while also increasing employee satisfaction. With average training hours per employee standing at 97, we are doing a great job covering the essential professional knowledge required for a modern agricultural company.

We haven't provided training programs to all 634 employees due to the lack of necessity to train every employee. We train employees during the onboarding process. Additional training happens only if the working protocol is changed.

## 335 employees went through training programs

102 female employees and 233 male employees went through training programs.

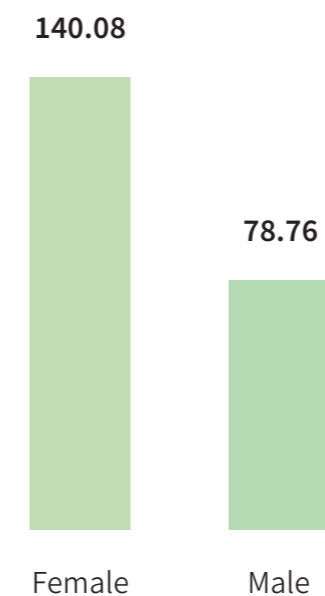

In total, employees received 61,640 hours of training.

Female employees received 27,456 hours of training.  
Male employees received 34,184 hours of training.

## Average training hours per employee

Average training hours per employee = 97 hours

## Average training hours per employee by gender

**Our Target for FY2022**  
To maintain the average training hours per employee

# Occupational Health & Safety

Ensuring healthy lives and promoting wellbeing for all ages is crucial for sustainable development.

The Company prioritises preventing work related injuries of the employees. Therefore all operating divisions of Don Agro are equipped with CCTV. Employees of the Group monitors CCTV stream in real time and reports safety violations if any to the Group's security service. Don Agro pays special attention to ensure compliance with all laws and regulations on labor protection and safety measures.

A briefing on the rules of safety at the workplace is conducted for all newly hired employees. During his/her probationary period, the manager closely monitors the performance of a new employee and explains where the violations if any were committed and how it can be corrected.

At the same time, we have security guards working at every operational division of Don Agro. They are responsible for safeguarding the material assets of the Company as well as to protect and uphold the public order of the division's area.

The management of the Group focuses particularly on our employees' health. At Don Agro, employees undergo an annual medical checkup at a private clinic, with all expenses covered by the company.

We are very attentive to measures preventing the spread of COVID-19. At the entrance to the office, we check visitors and employees' temperatures; all visitors are given masks and gloves. When an employee shows the first signs of illness at the workplace, we isolate them and perform a rapid COVID-19 test.

## Recordable injuries

1

The accident happened while an employee was walking across the farm and sprained his leg because he didn't look down. An investigation was carried out, and all employees were given another

## Recordable work-related ill health cases

0



### Our Target for FY2022

To achieve zero major injuries and fatal accidents

# Community Impact

## Accessible, quality nutrition

The food and agriculture sector offers critical solutions for development and is central to eradicating hunger and poverty.

At Don Agro, we cultivate and produce winter wheat, sunflower, corn and raw milk. Given the growing demand for grain and oilseeds, we are acquiring new land, increasing the acreage for these crops and investing in machinery and soil to increase yields.

Since 2020, Don Agro's land bank has grown by 26.6% or 14,100 hectares. It includes more than 67,300 hectares, of which more than 54,400 are arable land.

In FY2021, the group achieved a record harvest that exceeded the previous year's volume by 8,900 tonnes in total crops harvested. In addition, the winter wheat class was upgraded from 12.5% to 13.5% protein content.

To maintain the dairy herd's health and increase the milk yield, Don Agro has cooperated with the world's leading feed manufacturers, such as Cargill and Koudijs MKorma (De Heus).

Don Agro will continue playing its role in providing food security by increasing production levels in both the crop and livestock segments.

## Youth Impact

In Novoselovka, Chertkovsky District, Rostov Region, where the agricultural holding company's largest dairy farm is located, there is one school for the village.

In the summer of 2021, additional funds allocated by Don Agro helped in completing repairs to classrooms and the relaxation zone in the educational centre for digital, natural sciences, technical and humanitarian subjects.

The Don Agro dairy farm is crucial to the village of Novoselovka. In addition, we invite specialists from all over the country to work there. It is vital for us that our employees' children study under good conditions and receive a quality education, which is why we will continue to implement our social programme where necessary, said Marat Devlet-Kildeev, CEO of Don Agro International Limited.



### Our Target for FY2022

To maintain the support of local communities

# Governance

Don Agro believes that efficient operation of the Company also requires well-adjusted, fair policies. So, Don Agro pursues policies for Equal Opportunities, Employee Diversity and Inclusion, Anti-Corruption and Anti-Bribery, Code of Conduct, Grievance Process, Whistle-Blowing and Disciplinary Policy, all underlining the commitment to respect everyone involved in its business and the supply chain around the world. The section below provides a more detailed breakdown of the governance structures.



## Board Composition

The Board currently has five directors, including three independent, non-executive directors. Since more than half the Board consists of independent non-executive directors, the Board can exercise objective judgment independently from management, and no single group of individuals can predominate over the Board's decisions. The Board and key management comprises seven male members with comprehensive expertise across various specialities applicable to the business.

### There are 5 members on the Board of directors

3 independent members  
0 women members

### Board independence

60% of directors are independent

## Management Diversity

### Total number of senior management team members

30

### Total number of female managers

9

### Women in the management team

30%



### Our Target for FY2022

Continue to comply with the Board Composition requirements per Code of Corporate Governance 2018

# Ethical Behaviour

## Anti-Corruption and Anti-Bribery Policy

Don Agro is committed to acting lawfully, ethically and with integrity in every aspect of our business. This policy applies to all Don Agro employees, including contractors and temporary hires. Don Agro exercises a zero-tolerance policy toward bribery and corruption in any form or situation.

Every employee of the Group receives communication about anti-corruption policies and procedures as well as business partners. Every contract with external counterparties includes necessary anti-corruption clause and ethical code of conduct.

There were 0 confirmed incidents of corruption as well as 0 confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.

## Whistle-Blowing Policy

This policy provides mechanisms which ensure a secure and confidential channel that allows employees and external parties to report possible improprieties and disclose any wrongdoings such as fraud, misconduct, breach of any laws or any other illegal acts directly to the Chairman of the Company's Audit and Risk Committee ("ARC"). Reports can be lodged via email to [whistleblower@donagroint.com](mailto:whistleblower@donagroint.com). In addition, there are policies and reporting mechanisms for employees and customers to raise concerns to the management, who will escalate significant issues to the Board as required. Employees making the report in good faith and without malice are protected from reprisals, unfair treatment or victimization. The ARC is responsible for

oversight and monitoring of whistle-blowing and has reviewed the Whistle-Blowing Policy that the Group has established. The ARC is satisfied that arrangements are in place to ensure independent investigation of such matters and for appropriate follow-up actions to be taken. There was no whistle-blowing report received via the whistle-blowing channels in FY2021.



### Our Target for FY2022

Continue to maintain strong Ethical Behavior and Governance policies, maintain zero incidents of corruption, bribery and whistle-blowing

# Certifications

## List of relevant certifications

Leeds

# Assurance

## Assurance of sustainability report

None



# GRI Content Index

Disclosure number	Disclosure Title	Comments	Page References	Section References
GRI 102: Organizational profile				
102-1	Name of organization		AR 48	Notes to the Consolidated Financial Statement
102-2	Activities, brands, products, and services		AR 48	Notes to the Consolidated Financial Statement
102-3	Location of headquarters		AR 12	Corporate Information
102-4	Location of operations		AR 12	Corporate Information
102-5	Ownership and legal form		AR 48	Notes to the Consolidated Financial Statement
102-6	Markets served		AR 48	Notes to the Consolidated Financial Statement
102-7	Scale of the organization		AR 6-11, SR 3-5	Financial Review, Board Statement
102-8	Information on employees and other workers		SR 18-20	Social Impact

Disclosure number	Disclosure Title	Comments	Page References	Section References
102-13	Membership of associations	None	-	-
<b>GRI 102: Strategy</b>				
102-14	Statement from senior decision-maker		SR 4	Board Statement
<b>GRI 102: Ethics and integrity</b>				
102-16	Values, principles, standards, and norms of behavior		SR 26	Governance
<b>GRI 102: Stakeholder engagement</b>				
102-40	List of stakeholder groups		AR 32	Corporate Governance Report
102-41	Collective bargaining agreements	No employees covered under collective bargaining agreements	-	-
102-43	Approach to stakeholder engagement		AR 32	Corporate Governance Report
<b>GRI 102: Reporting practice</b>				
102-45	Entities included in the consolidated financial statements		AR 96	Notes to the Consolidated Financial Statement
102-46	Defining report content and topic Boundaries		SR 3	Introduction
102-47	List of material topics		SR 7	Materiality Assessment
102-48	Restatements of information	None	-	-
102-50	Reporting period	FY2021	-	-
102-51	Date of the most recent report	Not applicable as this is the first reporting cycle	-	-
102-52	Reporting cycle	Annual	-	-
102-53	Contact point for questions regarding the report		SR 3	Introduction

Disclosure number	Disclosure Title	Comments	Page References	Section References
102-54	Claims of reporting in accordance with the GRI standards		SR 3	Introduction
102-55	GRI content index		SR 28-31	GRI Content Index
102-56	External assurance	No external assurance	-	-
<b>GRI 201: Economic performance</b>				
201-1	Direct economic value generated and distributed		AR 6-11	Financial review
<b>GRI 205: Anti-corruption</b>				
205-3	Confirmed incidents of corruption and actions taken		SR 26	Ethical behaviour
<b>GRI 302: Energy</b>				
302-1-a	Fuel consumption from non-renewable sources		SR 14	Environmental impact
302-3	Energy intensity		SR 14	Environmental impact
<b>GRI 305: Emissions</b>				
305-1-a	Direct greenhouse gas (GHG) emissions (Scope 1)		SR 13	Environmental impact
305-2	Indirect greenhouse gas (GHG) emissions (Scope 2)		SR 13	Environmental impact
305-3	Indirect greenhouse gas (GHG) emissions (Scope 3)		SR 13	Environmental impact
<b>GRI 306: Effluents and Waste</b>				
306-1	Total Water Discharge		SR 15	Environmental impact

Disclosure number	Disclosure Title	Comments	Page References	Section References
306-2	Total Waste Generated		SR 15	Environmental impact
<b>GRI 401: Employment</b>				
401-1	New employee hires and employee turnover		SR 18	Social impact
<b>GRI 403: Occupational Health and Safety</b>				
403-9	Worker fatalities		SR 22	Social impact
403-9-a	Total injuries		SR 22	Social impact
<b>GRI 404: Training and education</b>				
404-1	Average hours of training (female)		SR 21	Social impact
404-1	Average hours of training per year per employee		SR 21	Social impact
404-1	Average hours of training (male)		SR 21	Social impact
<b>GRI 405: Diversity and equal opportunity</b>				
405-1	Diversity of governance bodies and employees		SR 18, 19, 25	Social impact
<b>GRI 413: Local communities</b>				
413-1	Operations with local community engagement, impact assessments, and development programs		SR 23	Community Impact

## **Don Agro International Limited**

This sustainability report has been reviewed by the Company's sponsor, PrimePartners Corporate Finance Pte. Ltd. (the "Sponsor"). It has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "Exchange") and the Exchange assumes no responsibility for the contents of this document, including the correctness of any of the statements or opinions made or reports contained in this document.

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