

## Sustainability Report

### Promoting Environmental Responsibility and Social Impact



At Serchem Limited, we are committed to operating responsibly and sustainably, recognising our responsibility to the environment, society, and future generations. This sustainability report outlines our efforts, achievements, and ongoing initiatives in promoting environmental stewardship, social impact, and corporate sustainability.

#### Environmental Sustainability:

##### 1. Carbon Emissions Reduction:

- Implemented energy-efficient measures across our facilities, resulting in a 10% reduction in carbon emissions compared to the previous year.
- To decrease reliance on fossil fuels.

##### 2. Waste Reduction and Recycling:

- Implemented waste reduction initiatives, including waste audits, and recycling programs, resulting in a 10% decrease in landfill waste.
- Increased recycling rates through employee education and engagement initiatives.

##### 3. Water Conservation:

- Implemented water-saving practices, resulting in a 5% reduction in water consumption across our operations.

#### Social Impact:

##### 1. Employee Well-being:

- Implemented employee wellness programs, including mental health support services, fitness initiatives, and flexible work arrangements.
- Conducted regular employee satisfaction surveys to gauge well-being and engagement levels, with an average satisfaction rating of 90%.

##### 2. Diversity and Inclusion:

- Promoted diversity and inclusion within our workforce through recruitment initiatives, diversity training programs, and support for employee resource groups.

##### 3. Community Engagement:

- Engaged with local communities through volunteering programs, charitable donations, and partnerships with nonprofit organisations.
- Supported community development projects, including education initiatives, healthcare programs, and infrastructure improvements.

#### Corporate Governance:

##### 1. Ethical Business Practices:

- Adhered to ethical business practices and corporate governance standards, including transparency, integrity, and accountability.

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- Conducted regular audits and assessments to ensure compliance with relevant regulations and standards.

## 2. Stakeholder Engagement:

- Engaged with stakeholders, including customers, suppliers, and local communities, to understand their concerns and priorities.

## Future Initiatives:

### 1. Climate Action:

- Set ambitious targets for further reducing carbon emissions and transitioning to renewable energy sources.
- Invest in carbon offset projects and nature-based solutions to mitigate the environmental impact of our operations.

### 2. Social Responsibility:

- Expand diversity and inclusion initiatives, with a focus on creating equitable opportunities for all employees.
- Strengthen community engagement efforts through strategic partnerships and impactful projects addressing local needs.

At Serchem Limited, sustainability is not just a goal; it's a fundamental part of who we are and how we operate. Through our continued commitment to environmental responsibility, social impact, and ethical business practices, we strive to create a better world for current and future generations. We recognise that our journey towards sustainability is ongoing, and we remain dedicated to driving positive change and making a meaningful difference in the world.

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