



## Aitken Spence's Alignment to Global Development Needs

### HOW DOES AITKEN SPENCE ALIGN WITH SDGS?

With our presence in diverse industries and geographies, Aitken Spence strives to take a proactive approach to managing environmental and social impacts throughout its value chain. Grounded in the philosophy to **'Build Better Before'**, our priority is to embed strategic efforts towards sustainability into business processes from the outset, while efforts to **'Build Back Better'** drives continuous improvements to mitigate key impacts. Our approach to sustainability begins with understanding our impacts and identifying opportunities to create lasting value, which are then integrated into our strategies. The SDGs and their targets serve as a valuable framework that guides and informs this process.

To align with the SDGs, we tried to get a deeper understanding of how each goal translates into meaningful action. For example, contributing to ending poverty and hunger in Sri Lanka and the countries we operate in is a priority for us. While SDG 1 addresses poverty, its core objective towards that goal is to ensure equal access to economic resources, essential services, new technologies, and social protection, fostering a basic standard of living and shared prosperity for all. Similarly, SDG 2 focuses on ensuring universal access to safe, nutritious, and sufficient food by promoting sustainable agriculture, improving nutrition, and working towards food security.

Meaningful private sector contributions to the SDGs should focus on creating long-term, sustainable solutions. In this context, SDGs 4, 8, and 9 act as key enablers of SDGs 1 and 2 by advancing equal access to opportunities, fostering inclusive economic growth, promoting employment, and supporting resilient infrastructure development.

Enhancing employability through relevant education, on-the-job skills development, fair wages, and strong labour standards enables companies to contribute meaningfully to SDG 1 by supporting economic access and a basic standard of living. Similarly, strengthening the purchasing power of low-income communities through inclusive economic development, resilient supply chains, sustainable agriculture, and innovation advances SDG 2's goals on food security and nutrition.

This is the basis of our approach to aligning with seven key SDGs ensuring our contributions are impactful, action-oriented, and rooted in real outcomes rather than surface-level alignment.

The Sustainable Development Goals (SDGs) are 17 global goals set by the UN to address global challenges like climate action, social equity, and economic growth by 2030. To contribute meaningfully, companies should **assess their environmental and social footprint, priorities SDGs most relevant to their impacts, and implement targeted strategies to mitigate risks and enhance positive contributions**. By embedding the SDGs into decision-making, businesses can create **sustainable value while driving measurable progress** toward global development goals.

Learn more about the SDGs and our alignment with local and global development priorities;



- ▶ The Sustainability Development Goals
- ▶ The Group's Integrated Sustainability Policy
 

English
Sinhala
Tamil
- ▶ The UN Global Compact (UNGC)
- ▶ Aitken Spence PLC on UNGC
- ▶ The Women's Empowerment Principles



## Aitken Spence's Alignment to Global Development Needs

### Our alignment with SDGs;



| SDG targets we directly align with; |  | SDGs we indirectly contribute towards; |                                      |
|-------------------------------------|--|--|--------------------------------------|
| 1                                   |  | 1                                      | No poverty                           |
| 2                                   |  | 2                                      | End hunger                           |
| 3                                   |  | 3                                      | Good health & wellbeing              |
| 4                                   | Quality education 4.3, 4.4, 4.6, 4.7                 | 4                                      |                                      |
| 5                                   | Gender equality 5.1, 5.5, 5B                         | 5                                      |                                      |
| 6                                   | Clean water & sanitation 6.3, 6.4                    | 6                                      |                                      |
| 7                                   |  | 7                                      | Clean energy                         |
| 8                                   | Economic growth 8.4, 8.5, 8.8, 8.9, 8.10             | 8                                      |                                      |
| 9                                   | Industry, innovation & infrastructure 9.1, 9.4       | 9                                      |                                      |
| 10                                  |  | 10                                     | Reduced inequalities                 |
| 11                                  |  | 11                                     | Sustainable cities                   |
| 12                                  | Responsible consumption 12.2, 12.5, 12.6, 12.8, 12.b | 12                                     |                                      |
| 13                                  |  | 13                                     | Climate action                       |
| 14                                  |  | 14                                     | Life below water                     |
| 15                                  | Life on land 15.2, 15.5                              | 15                                     |                                      |
| 16                                  |  | 16                                     | Peace, justice & strong institutions |
| 17                                  |  | 17                                     | Partnerships for the goals           |



### Quality Education

#### Targets of the SDGs we align with:

- 4.3 Ensure equal access to affordable, quality tertiary and vocational education for all by 2030.
- 4.4 Substantially increase youth and adult access to skills for decent jobs and entrepreneurship by 2030.
- 4.6 Ensure all youth and a significant number of adults achieve literacy and numeracy by 2030.
- 4.7 Ensure all learners gain the knowledge and skills to support sustainable development by 2030.

#### Most relevant commitments in the integrated sustainability policy

- Commitment B**  
Alignment with SDGs & Local/ Global Development Priorities
- Commitment D**  
Environmental Impact Control using the Precautionary Principle
- Commitment O**  
Workforce strength, diversity and inclusion

#### How we contributed

- All new recruits educated about sustainable development at the Group's orientation programme 'Roots to Excellence'.
- Over 60% of the jobs created in Sri Lanka are outside Colombo and Gampaha districts.
- 90 local students graduated from the hotel schools in Ahungalla and Kandalama in 2025
- 42.75% of the female workforce in the apparel segment graduated from the P.A.C.E (Personal Advancement & Career Enhancement) programme of Gap facilitated by the segment, strengthened with the 'Gurukulaya Training Center' in 2024-2025.
- Partnership between Aitken Spence Elevators and CINEC Campus to provide elevator technician skills development had 45 youth qualifying in 2024-2025.
- 22,000 registrations at the CINEC campus for higher education in diverse fields.

#### Indirect contribution to other SDGs;

Advancing these education-related targets not only equips individuals with the skills and knowledge needed for sustainable development but also plays a pivotal role in reducing poverty (SDG 1), improving food security and livelihoods (SDG 2), and promoting gender equality and women's empowerment (SDG 5).



# Aitken Spence's Alignment to Global Development Needs



## Gender Equality

### Targets of the SDGs we align with:

- 5.1** End all forms of discrimination against women and girls everywhere.
- 5.5** Ensure women's full participation and equal leadership opportunities in all areas of decision-making.
- 5.b** Promote women's empowerment through greater access to digital and communication technologies.

### Most relevant commitments in the integrated sustainability policy

- Commitment B**  
Alignment with SDGs & Local/ Global Development Priorities
- Commitment O**  
Workforce strength, diversity and inclusion
- Commitment P**  
Human rights and workplace ethics

### How we contributed

- 42% of the workforce and 21% of the Senior Management are women.
- 46% of the new recruits were women.
- Special support extended to pregnant women and women with young children in the apparels and plantations segments to support financial independence. (Please refer to the Review for more details)

Please refer to the following section for more information;

Strategic Investments Sector: Page 210-247



### Indirect contribution to other SDGs;

Promoting gender equality and women's empowerment supports poverty reduction (SDG 1), improves access to economic resources and food security (SDG 2), drives inclusive growth (SDG 8), reduces inequalities (SDG 10), and enhances institutional diversity and innovation (SDGs 9 & 16), aligning with Aitken Spence's commitment to sustainable and equitable development.



## Clean Water & Sanitation

### Targets of the SDGs we align with:

- 6.3** Improve water quality by reducing pollution, treating wastewater, and increasing safe reuse by 2030.
- 6.4** Increase water-use efficiency and ensure sustainable freshwater supply to address water scarcity by 2030.

### Most relevant commitments in the integrated sustainability policy

- Commitment D**  
Environmental Impact Control using the Precautionary Principle
- Commitment E**  
Disaster Risk Reduction & Business Continuity
- Commitment T**  
Net Positive Impact on Biodiversity & Wildlife

### How we contributed

- Water footprint controlled and managed;
- 4.4% of our water consumption sourced from harvested rainwater
- 868,394m<sup>3</sup> wastewater and effluents from hospitality and manufacturing operations treated for safe reuse or disposal
- Zero adverse impacts on natural water systems from the withdrawal and consumption of water for our operations
- 58,108 litres of effluents were safely disposed to ensure zero adverse impacts on natural ecosystems

### Indirect contribution to other SDGs;

Improving water quality and efficiency not only supports ecosystem health (SDG 15) and clean energy systems (SDG 7), but also strengthens community wellbeing (SDG 3), food security (SDG 2), and climate resilience (SDG 13).



# Aitken Spence's Alignment to Global Development Needs



## Decent Work & Economic Growth

### Targets of the SDGs we align with:

- 8.4** Improve resource efficiency and decouple economic growth from environmental degradation by 2030.
- 8.5** Achieve full, productive employment and equal pay for all, including youth and persons with disabilities, by 2030.
- 8.8** Protect labour rights and ensure safe, secure working environments for all, including migrant and vulnerable workers.
- 8.9** Promote sustainable tourism that generates jobs and supports local culture and products by 2030.
- 8.10** Expand access to financial services by strengthening domestic financial institutions.

### Most relevant commitments in the integrated sustainability policy

#### Commitment **D**

Environmental Impact Control using the Precautionary Principle

#### Commitment **E**

Disaster Risk Reduction & Business Continuity

#### Commitment **M**

Local Community Development & Value Creation

#### Commitment **N**

Occupational health & safety

#### Commitment **O**

Workforce strength, diversity and inclusion

#### Commitment **P**

Human rights and workplace ethics

### How we contributed

- Zero adverse impacts on natural ecosystems from our operations.
- 109 management systems maintained for environmental impact control with 48 being certified aligned with global standards
- 16,513 jobs sustained
- 175 differently abled persons employed
- 91 management systems maintained for OHS with 46 certified aligned with global best practices
- Zero reported incidents of discrimination
- 1,708 new recruitments in the Tourism Sector
- Local employment prioritised;
  - **Plantations segment:** over 90% of the workforce and over 60% of the management
  - **Hotels segment:** Over 30% of the current workforce
  - **Apparels segment:** Over 75% of the workforce
- All local workers receive above minimum wage with consistent efforts made to add to the employee value proposition
- Over 3,000 access points for migrant workers to remit money

Please refer to the following sections for more information;



Sector Reviews: Page 166-275

Human Capital Report: Page 285-302

Natural Capital Report: Page 325-339

### Indirect contribution to other SDGs;

Advancing these decent work and economic growth targets supports poverty reduction (SDG 1), gender equality (SDG 5), reduced inequalities (SDG 10), and responsible consumption (SDG 12), while also contributing to stronger institutions (SDG 16) and resilient communities (SDG 11).



## Aitken Spence's Alignment to Global Development Needs



### Industry, Innovation & Infrastructure

#### Targets of the SDGs we align with:

- 9.1** Develop sustainable, resilient infrastructure with equitable access to support economic growth and well-being.
- 9.4** Upgrade infrastructure and industries by 2030 to improve efficiency and adopt clean, sustainable technologies.

#### Most relevant commitments in the integrated sustainability policy

- Commitment D**  
Environmental Impact Control
- Commitment E**  
Disaster Risk Reduction
- Commitment K**  
Innovation & sustainable solutions
- Commitment M**  
Local Development

#### How we contributed

- Portfolio of investments in solar, wind, hydro and waste to energy projects to strengthen the country's renewable energy infrastructure
  - 32.85MW renewable energy infrastructure
- 04 LEED certified properties in our portfolio
- Vulnerability assessments conducted to strengthen Disaster Risk Reduction/ Business Continuity Management (DRR/ BCM)
  - Maps developed to observe our locations against areas found vulnerable to flooding, landslides and earthquakes
  - Drills conducted at Aitken Spence Towers for Earthquakes and nighttime fires.

#### Indirect contribution to other SDGs;

Building sustainable infrastructure and upgrading industries supports climate action (SDG 13), promotes sustainable cities (SDG 11), enhances resource efficiency (SDG 12), and contributes to decent work and economic growth (SDG 8), while also helping reduce poverty (SDG 1) through inclusive development.



## Aitken Spence's Alignment to Global Development Needs



### Responsible Consumption & Production Life on Land

#### Targets of the SDGs we align with:

- 12.2** Achieve sustainable management and efficient use of natural resources.
- 12.5** Substantially reduce waste through prevention, recycling, and reuse.
- 12.6** Encourage adoption of sustainable practices and report performance.
- 12.8** Ensure everyone has the knowledge/ awareness to live sustainably.
- 12.b** Develop tools to monitor sustainable tourism's impact and promote local jobs/ culture.
- 15.2** Promote sustainable forest management, halt deforestation, and increase global reforestation.
- 15.5** Take urgent action to protect natural habitats, halt biodiversity loss, and prevent species extinction.

#### Most relevant commitments in the integrated sustainability policy

##### Commitment **D**

Environmental Impact Control

##### Commitment **G**

Ethical and accountable supply chain control

##### Commitment **J**

Operational efficiency & risk management

##### Commitment **K**

Innovation & sustainable solutions

##### Commitment **T**

Net positive impact on biodiversity & wildlife

#### How we contributed

- Wetland ecosystems in Colombo District protected by repurposing municipal solid waste to generate electricity
- 178,859 MT of residual municipal solid waste kept away from landfills and converted to renewable energy.
- This is equivalent to the weight of over 32,520 average adult elephants
- The emissions reduced amount to 114,052 tCO<sub>2</sub>e
- 27,227 MT and 760 nos. solid waste responsibly repurposed or disposed
- 208,915 tCO<sub>2</sub>e emissions reduced/ offset
- Rs. 82.2 million invested in sustainability related processes
- 27.9% of total energy consumed sourced from renewable sources
- Protected areas and areas of high bio-diversity value mapped against our locations to sensitise all stakeholders
- Over 8,100ha of green cover maintained
- Zero ecosystems damaged from our operations
- 390 suppliers screened during the year on ESG
- Supplier code of conduct and supplier due diligence guidelines translated to Sinhala and Tamil to communicate the Group's priorities
- Mapping of supply chains streamlined to identify vulnerabilities

#### Indirect contribution to other SDGs;

Promoting sustainable production, responsible business practices, and environmental awareness strengthens climate action (SDG 13), protects ecosystems (SDGs 6, 14, and 15), supports innovation and infrastructure (SDG 9), and enhances inclusive economic growth and livelihoods (SDGs 1, 8, and 11).

Protecting forests and biodiversity enhances climate resilience (SDG 13), safeguards water resources (SDG 6), supports sustainable livelihoods (SDG 1), strengthens food security (SDG 2), and promotes sustainable consumption and production (SDG 12).