

SYNOPSIS: THE GROUP'S ALIGNMENT TO THE SDGS

STATION MODEL

Our Goals

Our Objectives

- We strive to;
- » contribute to society through economic growth and the creation of wealth;
 - » achieve geographical/ industrial expansion and diversification; and
 - » accomplish sustainable growth ensuring environmental and social governance.

-  Sustainable profit growth
-  Geographical expansion
-  Diversify into new business segments
-  Reduce resource footprint and achieve net zero emission status
-  Employer of choice



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

One of the key methods through which we contribute to SDG 4 is by providing technical education and skills development opportunities to our employees. Led by the Group HR Division, the company has structured programmes for technical education, vocational training, upskilling/ reskilling, and leadership development of our Spensonians. Our companies also work to ensure children, youth and women from our communities have access to quality education and skills development. Further, the CINEC Campus provides tertiary education and vocational training including undergraduate and post graduate programmes recognised by the University Grants Commission of Sri Lanka.

Specific target within the SDG we are aiming to contribute to;

- 4.3** By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university
- 4.4** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
- 4.6** By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy
- 4.7** By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development

KPIs for the Group (i. e. applicable to all Sectors) aligned to indicators within the SDG targets	Target/ benchmark	Performance in 2022/23
> Learning/ skills development programmes - YoY growth	-	12%
> Number of L&D opportunities extended to external stakeholders (e. g. local youth, migrant workers, community members, suppliers etc.)	-	Over 1,400 students received school supplies or scholarships
KPIs specific for the education segment (CINEC) -		
> Total number of student registrations	>15,000	19,694
> Percentage of female student registrations in degree programmes	50%	52%
> Percentage of female students in the graduating classes of the year	40%	38%



Achieve gender equality and empower all women and girls

Among the first signatories in the world to the Women’s Empowerment Principles, Aitken Spence makes concerted efforts to ensure an equitable, safe, and secure workplace that is conducive to the personal and professional growth of all Spenstonians. Female representation in the Group is above the local female labour participation rate of 31%. However, we realise there is more to be done. With our commitment to ensure diversity, equity and inclusivity, the Group strives to ensure equal access to opportunities in recruitment, career progression and leadership. Aitken Spence strives to learn and share our experience: We participate in the Target Gender Equality Programme of the UN Global Compact (UNGC) and are members of the Working Group on Gender of the UNGC.

Specific target within the SDG we are aiming to contribute to;

- 5.1** End all forms of discrimination against all women and girls everywhere
- 5.5** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
- 5B** Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

KPIs for the Group (i. e. applicable to all Sectors) aligned to indicators within the SDG targets	Target/ benchmark	Performance in 2022/23
> % of employees educated on the company’s policies on gender equality, discrimination, sexual harassment, and human rights at the workplace	100%	100%
> % of female representation in the workforce	50%	41%
> % of female representation in senior management	30%	17%
> % of female employees attending skills development programmes	50%	Target set to monitor from 2023/24



Ensure availability and sustainable management of water and sanitation for all

Water is one of the main resources utilised by all segments as varying levels. Relative to the nature and scale of our requirements to access water, the Group has ensured stringent controls are in place to prevent pollution and conserve water. Some of the mechanisms include educating key stakeholders such as our Spenstonians on the need to save water while establishing systemic interventions such as treatment of 100% wastewater, continual efficiency improvements to reduce water consumption and harvesting rainwater to feed part of the company’s water requirements.

Specific target within the SDG we are aiming to contribute to;

- 6.3** By 2030, improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally
- 6.4** By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity

KPIs for the Group (i. e. applicable to all Sectors) aligned to indicators within the SDG targets	Target/ benchmark	Performance in 2022/23
> % of effluents/ contaminated wastewater treated for safe disposal/ reuse	100%	100%
> Number of natural water bodies adversely impacted by the withdrawal of water	Zero	Zero
> % of water used that is sourced from harvested rainwater	10%	19%

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Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all

Aitken Spence strives to ensure that all Spensonians have access to safe and secure workplaces that are conducive to personal and professional growth. Through systemic and strategic interventions, we aim to be more resource efficient and productive, while creating value for key stakeholders by enabling better employment opportunities, sustainable income generation, resilient communities and overall environmental and socioeconomic development.

Specific target within the SDG we are contributing to;

8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products

8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all

KPIs for the Group (i. e. applicable to all Sectors) aligned to indicators within the SDG targets	Target/ Benchmark	Performance in 2022/23
> GJ of energy used per unit revenue in Rs. Mn	<15	9
> m3 of water per unit revenue in Rs. Mn	<18.50	11.2
> Ratio of salaries for similar scale for men to women	1 : 1	1 : 1
> Non-compliances on labour standards	Zero	Zero
> Total number of injuries during the year	Zero	116
> Number of management systems maintained for OHS and labour standards (environmental and social management systems)	100% operations	82
> Number of certified management systems maintained for OHS and labour standards (environmental and social management systems)	-	35



Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

Aitken Spence recognises our responsibility to contribute towards developing sustainable and resilient infrastructure that can support economic growth while protecting the environment and social systems. We have taken our operations to Central, Sabaragamuwa and Southern Provinces of the country with our reach spanning across the entire country and across our border to 8 countries. Aitken Spence introduced LEED architecture to Sri Lanka and the Maldives and introduced waste to energy power generation to Sri Lanka. In all our efforts, at the forefront of our strategies is the opportunity to make meaningful contributions to local and global development priorities.

Specific target within the SDG we are contributing to;

9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all

9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

KPIs for the Group (i. e. applicable to all Sectors) aligned to indicators within the SDG targets	Target/ Benchmark	Performance in 2022/23
> Investment in sustainability driven processes, resilient infrastructure or BCPs	-	Rs. 98 Mn
> Investments in renewable energy generation	-	Rs. 1.4 Bn
> Investments in property, plant, and equipment	-	Rs. 105 Bn
> Tonnes CO2e emission per unit revenue in Rs. Mn	2	0.11
> Proportion of energy consumed from non-renewable sources matched by renewable energy generated	100%	137%



Ensure sustainable consumption and production patterns

Promoting the sustainable management and efficient use of natural resources, reducing waste, and minimising the environmental impact of human activities are not only beneficial to the ecosystems we depend on, it is essential for business continuity and productivity. From the 7Rs practiced at our operations to the waste to energy power plant converting residual municipal solid waste to energy, our efforts to make meaningful contributions to the environmental and socioeconomic development priorities of the country are perfectly captured by this SDG. These efforts include consistent and continual interventions to improve education on sustainable consumption and production practices.

Specific target within the SDG we are contributing to;

12.2 By 2030, achieve the sustainable management and efficient use of natural resources

12.5 By 2030, reduce waste generation through prevention, reduction, recycling and reuse

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature

12.b Develop and implement tools to monitor sustainable development impacts for sustainable tourism that creates jobs and promotes local culture and products

KPIs for the Group (i. e. applicable to all Sectors) aligned to indicators within the SDG targets	Target/ Benchmark	Performance in 2022/23
> Proportion of solid waste that is repurposed and/or safely disposed as regulated	100%	100%
> Number of new recruits educated on sustainability	100%	100%
> Number of publications communicated with the GSB/ Management Council/ CEOs carrying information and insights on sustainability	52 per annum	60
> Number of employee engagement initiatives launched for environmental awareness and sensitisation	-	Over 10 programmes

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Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt biodiversity loss

Our ethos and untiring effort are to operate our operations such that the environment does not need to be protected from our own activities. We have mapped our operations against protected areas and areas of high biodiversity value outside protected areas to proactively identify where we could have direct impacts on sensitive ecosystems. In addition to systemic interventions to control environmental impacts, we also take efforts to enrich natural ecosystems and biodiversity.

Specific target within the SDG we are contributing to;

15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally

15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species

KPIs for the Group:	Target/ Benchmark	Performance in 2022/23
> Extent of forest cover/ green cover maintained	>8,080 ha	8,109 ha
> Number of species protected within forest cover maintained	> 400	394
> Number of natural ecosystems or waterbodies adversely affected by our operations	Zero	Zero

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