



# Asia Pacific Rayon Sustainability Policy

The Asia Pacific Rayon (APR) Sustainability Policy provides an overarching framework for all our sustainability policies and commitments and follows from the RGE Sustainability Policy.

As part of the RGE Group, APR is guided by the RGE purpose of improving lives by developing resources sustainably. We are committed to sustainable development in the locations where we operate, inspired by our founder's 5Cs principle that whatever we do must be good for the Community, Country, Climate and Customer, and only then will it be good for the Company. We fully support the achievement of the United Nations Sustainable Development Goals (SDGs), aiming to promote a balance across social and economic development, and the protection and enhancement of climate and nature.

## Scope

This Policy applies to APR, including all Departments and Fiber Supply Partners, and we will put in place appropriate management, monitoring and reporting systems to enable its operational implementation.

All APR employees, contractors, consultants and suppliers are expected to adhere to this Policy and in general, act responsibly and ethically. If a law conflicts with this Policy, we will comply with the law.

The Policy addresses four main pillars – **Climate, Nature and Biodiversity Protection and Conservation, Human Rights, and Sustainable Growth.**

## Climate

Climate change is widely acknowledged as the defining global challenge of our times. APRIL recognizes the significant role of the private sector in driving mitigation and adaptation solutions in our value chains, including with the local communities in the landscapes where we operate.

APR will commit to clear targets for deep reductions in GHG emissions that recognize the global goal of limiting temperature rise to 1.5 degrees C by 2050. We will adopt relevant global frameworks for identifying climate-related risks and opportunities, and develop strategies that respond to these.

## Biodiversity Protection and Conservation

Recognizing the critical importance of forests and natural ecosystems in combating climate change, protecting and enriching biodiversity, and sustaining community livelihoods, APR will continue to be firmly committed to zero deforestation, degradation and conversion in our fiber supply chain. Through our fiber suppliers, we will support forest conservation and restoration to help protect and manage biodiversity habitats.

## Human Rights

We embrace our corporate responsibility to respect human rights, including the rights of Indigenous peoples and communities, and will comply with relevant national laws and regulations, and international conventions, agreements and standards in our approach, including the UN Global Compact, the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the UN Declaration on the Rights of Indigenous Peoples.





As articulated in our Human Rights Policy, human rights are inherent to all human beings regardless of nationality, place of residence, sex, identity, ethnic origin, colour, religion, language, or any other status. We commit to prevent and eliminate all forms of forced labor; adopt zero tolerance for child labor and any form of inhumane treatment of employees; promote equal opportunity and diversity in the workplace; and protect the health, safety and well-being of our employees and communities.

We are committed to raising awareness, promoting best practices, and putting in place mechanisms to mitigate any risks to human rights in all our operations.

### **Sustainable Growth**

We are committed to growing our business through responsible production and attaining high levels of efficiency in material use, recovery and re-use across key resources such as water, energy, chemicals and other inputs. We also adopt a waste-to-value approach where new business opportunities are created using the waste to manufacture new products.

To fulfill this Sustainability Policy, we will:

- Comply with local, regional and national laws and regulations;
- Communicate this and all other relevant Policies to all employees, contractors and suppliers;
- Provide the appropriate resources, training and education to all our operations to ensure our employees and contractors understand and meet our Sustainability Policy;
- Set time-bound, measurable and publicly communicated targets;
- Adopt relevant international industry best practice and certification standards;
- Adopt a data-driven approach to regularly monitor, review and independently evaluate our performance, and publicly report on our progress;
- Set corrective actions and measures to ensure continuous improvement in our performance;
- Support transparency, knowledge exchange and joint solutions by engaging with government, civil society groups, academic institutions, local communities and other relevant stakeholders at local, national and international levels; and
- Implement the principles and practice of Free, Prior Informed Consent where affected rightsholders are identified.

### **Governance**

The Executive Management Committee sets the governance approach for sustainability, directs and approves policies, commitments and strategies, reviews performance, and ensures that decisions and actions are guided by integrity, accountability, and transparency.

This Sustainability Policy will be reviewed periodically or at least every two years to ensure they remain current and relevant to the business and stakeholder context.

### **Grievance**

APR maintains a publicly accessible grievance mechanism and will transparently respond to any grievance raised and report on actions taken. We will regularly monitor the effectiveness of our grievance mechanism and continually improve on these to respond to changing needs.

A blue ink signature of Basrie Kamba, consisting of a stylized, flowing script.

Basrie Kamba  
President Director

A blue ink signature of Saleel Rajaram Nayak, featuring a stylized 'S' and 'R'.

Saleel Rajaram Nayak  
Operations Director

February 2024