

BUILDING FOR TOMORROW



“

We are dedicated to adhering to best practices and industry standards, in order to manage our environmental footprint while delivering the high-quality solutions our customers need.

”

 Interplex



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About Interplex

We are Interplex Group, and we call Singapore home.

Interplex is the world's leading designer and manufacturer of customized interconnect, high-precision and mechanical solutions - focused on key megatrends around Decarbonization of Transportation, Future Mobility, Increased Longevity and Digitalization. Interplex has established a leading position in key fast-growing markets: Electronification of Cars, Autonomous Driving, Medical & Life Sciences and Cloud. Our unique product offering, speed and agility are unmatched in the industry, thanks to a unique combination of electromechanical and mechanical design skills.

Technology and innovation define us; customization sets us apart. With over 100 years of accumulated experience, key OEMs and Tier 1s trust us to design, develop and manufacture best-fit solutions to reduce their Total Cost of Ownership. Our solutions include numerous patented and trademarked products, underpinned by our reputation for developing new solutions a step ahead of emerging industry trends.

Our global footprint spans 25+ locations across 13+ countries and 10 R&D centers, enabling us to work closely with customers to truly provide **Any solution, Anywhere™**.

Within Interplex, our Interplex Credo sets out a principled framework that guides our actions, with values that are focused on respect for individuals, delighting our customers and leading by example.

Market Segments



Automotive

- Electric Vehicles
- ICE Electrification
- Autonomous Driving
- Connected Mobility
- Future Vehicle Concept



Medical & Life Sciences

- Mobile Medicine
- Surgical Precision
- Healthy Living



Information & Communications Technology

- Mobile Devices
- Cloud Computing
- Enterprise Storage



General Industrial

- Commercial Jet Engine
- Renewable
- Imaging and Printing
- Smart Warehouse

Interplex at a Glance



13⁺ Countries



6 Product Development Sites



25⁺ Manufacturing Sites



2 Interplex Tech Innovation Centres

To learn more about Interplex,
please visit our website at www.interplex.com

About This Report

This is our first Sustainability Report. It presents our approach to sustainability and corporate responsibility, and covers our sustainability performance between 1 July 2019 and 30 June 2020 ("FY2020") across our global operations.

Building for Tomorrow

This report recognizes Interplex's role in supplying the building blocks that allow visionary engineers to shape our future.

In the context of sustainability and corporate responsibility, this direction takes on an added meaning to reflect our intention and efforts to operate responsibly - so that the future we help build includes a better, more livable planet for everyone.

Reporting Standards

This report has been prepared in accordance with the **GRI Standards: Core option**. The report also reflects our commitment and contribution to the UN Sustainable Development Goals (SDGs).

Reporting Boundary

This report covers performance data from all of our facilities where we have full operational or financial control.

Assurance

We have reported our sustainability performance data in good faith and to the best of our knowledge. The data presented in this report has been verified using internal checks to ensure accuracy and reliability. We have not obtained external assurance for this report.





Feedback

We always welcome and value feedback from our stakeholders. Please send any questions, comments or suggestions you may have about this report to Sustainability@interplex.com

Global Headquarters

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Interplex Holdings Pte. Ltd.
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#17-01 Central Plaza
Singapore 168730

Sustainability Highlights



82%
ISO 14001:2015
Certified Facilities

100% Certified by end of 2021



28%
Facilities with
Energy Efficient Lighting

100% Coverage by FY2022



5%
Energy Saving Target
by FY2022



3,212 tCO₂
Offset
Target by FY2022



9,849
Trees Planted by 2020

*Target to Plant
One Million Trees*



15%
Reduction in Water Use
since 2016



81%
Employee
Engagement Score



21%
45001:2018
Certified Facilities

100% Certified by FY2024



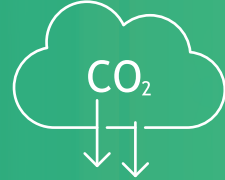
98
Certifications
Covering
10 International Standards



37%
Solar Energy
Equipped Facilities
in China



4.6m kWh
Solar Energy Installations
by FY2021



13%
Reduction in
CO₂ Intensity
since 2016



1.16t
Plastic Avoided Yearly



40.4%
Female Employees



17.2 Hrs
Training Per Employee



Climate Change and
Water Respondent

ecovadis

Respondent



24
Customer Quality Awards

Key Performance Summary

Key Performance Indicators

Material Topics	2018	2019	2020
Environment			
Total energy consumption (GJ)	539,703	561,293	560,386
Energy intensity (GJ/million \$ revenue)	580	586	603
Total GHG emissions (tCO ₂ e)	94,896	99,001	91,180
GHG emission intensity (tCO ₂ e/million \$ revenue)	102	103	98
Total water withdrawal (ML)	1,189	1,939	1,579
Total weight of non-hazardous waste (tons)	50,110	50,274	45,211
Total weight of hazardous waste (tons)	5,082	5,307	6,694
Non-compliance with environmental laws (number of confirmed incidents)	0	0	0
People			
Number of full-time employees	13,409	12,683	11,980
Female employees (%)	39.9	39.6	40.4
Women in managerial roles (%)	20.1	23.3	23.4
Female heads of department (%)	18.2	19.2	20.4
Average training hours per employee	Not available	19.2	17.2
Annual employee turnover rate	22	25	24.5
Fatalities	0	0	0
Recordable work-related injuries (number of incidents)	109	74	37
Lost time injury (LTI) frequency rate for direct workforce	3.48	2.54	1.36
Lost time injury (LTI) severity rate for direct workforce	41.26	21.82	31.16
Ethics and Governance			
Confirmed cases of corruption	0	0	0
Confirmed cases involving anti-competitive behavior	0	0	0
Confirmed cases of non-compliance with data protection and privacy regulations	0	0	0

Notes:

1. Energy, GHG and water data are reported for the calendar year (January-December). The rest of the figures are for the financial year (July-June)
2. The GHG emissions include Scope-1 Direct Emissions and Scope-2 Indirect Emissions
3. Turnover rates in this report relates to permanent employees

From our Chief Executive Officer

In recent years, the need to adopt more sustainable practices has taken on an ever more strident urgency. In response, a growing number of nations have already declared what is rightly called a climate emergency.

Above and beyond this, I personally believe that all of us have a role to play in helping humanity progress towards a more sustainable tomorrow.

As a global corporation, Interplex has an even bigger responsibility to contribute.

Operating on a large scale, we tend to have a proportionately larger environmental impact - and therefore a moral duty to help reduce and reverse it. Furthermore, our international presence and considerable internal resources put us in a position to make a difference and have those benefits trickle down our far-reaching supply chain.

In recognition of this, Interplex Group has decided to evolve our business priority and focus beyond economic growth - to include an emphasis on sustainable and responsible development.

Keeping ourselves sharply focused on the most pressing issues, we have geared our sustainability strategy towards achieving the 17 Sustainable Development Goals put forth by the United Nations. This makes us part of a concerted global effort to build a better, more livable planet.

To track our efforts, we have adopted GRI Standards - the most widely used standards for sustainability reporting globally. It enables us to accurately compile this, our inaugural Sustainability Report, where you will see that we are making meaningful progress - particularly in the critical areas of decarbonization, energy efficiency and reduction of water usage.

Here, I would like to point out a few highlights from our past year in sustainability. We have planted almost 10,000 trees so far - our ultimate goal being to plant trees across all our global properties.

We have invested in solar panels (installed at 37% of our facilities in China to date) and energy-saving LED lights (retrofitted to 28% of all our sites thus far). We have also successfully reduced the volume of total waste from our production facilities by 6.6% compared to the previous year.

A water reduction/recycling program is already in full swing at our Hangzhou facility, and we are looking forward to implementing the same at our site in Batam, Indonesia.

Looking even further ahead, we are also exploring sponsorship of environmental improvement and restoration projects designed to reduce GHG emissions and help generate carbon sinks.

Of course, these highlights are by no means a full list of our sustainability efforts, achievements, and plans. You will find the full details in the rest of this report.

Finally, I want to emphasize that all our initiatives to date are just a start. We are fully committed to continue innovating and optimizing our operations to achieve better efficiency and minimize our environmental impact.

Let's look forward to better, greener ways of working and a brighter tomorrow for all.



Mr Alessandro Perrotta
Chief Executive Officer, Interplex Group

Our Sustainability Strategy

Growing Responsibly

Like any company, we build business resilience by addressing our significant environmental, social and governance impacts, risks and opportunities. We recognize that growth can no longer be separate from our duty to responsibly address our operations' significant impact on our planet - and future generations.

We believe our only way forward is to align our business goals with the larger societal aspirations of mitigating climate change and achieving sustainable development. To this end, we have been working closely with our customers and suppliers to manufacture our products as sustainably as possible. Ultimately, we hope to become a leader in sustainability in our industry - without compromising the value we deliver to all our stakeholders.

We are determined to establish Interplex as a trusted sustainability leader by creating value for our customers, employees, suppliers, business partners, stakeholders and shareholders.

Governance

As an indication of our commitment to sustainability, Interplex's initiatives are being led from the front by our senior management team.

The Sustainability Committee is chaired by our Chief Executive Officer. Its membership represents our key divisions and markets, and includes:

- Chief Finance Officer
- Chief Human Resource Officer
- Chief Supply Chain Officer
- Vice President Global Plating and EHS
- Regional Vice Presidents and the Group's General Counsel

The Committee formulates and directs our sustainability strategy, which includes:

- Managing sustainability risks and opportunities
- Engaging stakeholders
- Reviewing our material economic, social and environmental issues
- Developing a climate change strategy including risks, opportunities and targets
- Establishing sustainability targets
- Reviewing performance and sustainability reporting

The Sustainability Committee is assisted by various working committees in implementing its programs and initiatives. For example, the Environment, Health and Safety (EHS) Committee manages its own specific area of responsibility.



Materiality Assessment

Addressing Interplex's material impact is core to our sustainability efforts. To do so effectively, we had to first get a clear view of what that impact is.

In 2020, we conducted a comprehensive materiality assessment to identify our most significant economic, environmental, and social impacts. As part of this exercise, we engaged sustainability consulting firm CSRWorks International to facilitate a materiality workshop attended by more than 35 senior Interplex leaders. The workshop generated our initial shortlist of material sustainability topics to be addressed.

Next in our multi-step evaluation process, we refined and confirmed the shortlist through a second workshop which gathered feedback from more than 250 employees worldwide.

The list was then fine-tuned by running additional research covering:

- Sustainability trends
- Reporting frameworks
- Customer enquiries
- Assessment criteria set by various sustainability rating providers

The final list of material sustainability topics was reviewed and approved by our senior management in the Sustainability Committee, which is also chaired by our Chief Executive Officer.

We intend to continue reviewing and updating this list in consultation with our stakeholders to ensure our sustainability strategy remains relevant over time.

Here is a summary of our latest material sustainability topics list.

Material Topics	Impact Description And Boundary	Management Approach
Environment		
Materials	We use a variety of metals, including precious metals, to manufacture precision engineering and electronics components	Ensure conflict minerals compliance, responsible sourcing and resource efficiency
Energy	Electricity is used in our manufacturing facilities and offices	Improve energy efficiency Harness renewable energy
GHG Emissions	Our greenhouse gas emissions primarily result from the use of electricity and fuel consumption	Reduce emissions from our own operations
Water	Water is mainly used in our manufacturing facilities	Improve water efficiency, recycling and conservation
Waste	Waste is generated during the manufacturing process	Minimize waste Reuse and recycle where possible Dispose of waste safely
Regulatory Compliance	Local environmental regulations apply to our manufacturing facilities	Ensure compliance with applicable regulations and international standards







Material Topics	Impact Description And Boundary	Management Approach
People		
Talent Management	As an organization driven by innovation, research and development, and technological advancement, people are our most valuable assets	Attract, develop and retain high-performing talent
Diversity and Equal Opportunity	As a global organization serving global markets, we see strength in diversity	Nurture and promote workplace diversity and inclusion
Occupational Health and Safety	As a manufacturing-driven business, health and safety pose potential risks to the people and contractors working in our facilities	Drive and promote a culture of health and safety Implement robust health and safety management systems
Human Rights (non-discrimination, forced labor, child labor, freedom of association and collective bargaining)	Potential human rights risks in supply chains	Respect and protect the human rights of our employees Engage with suppliers to ensure they adhere to our human rights principles
Product Quality		
Customer Health and Safety	Potential risks from use of our products by end customers	Comply with applicable product safety regulations and standards







Material Topics	Impact Description And Boundary	Management Approach
Ethics and Governance		
Corruption	Corruption and bribery incidents can harm our reputation and invoke legal actions	Maintain zero tolerance of corruption and bribery
Anti-Competitive Behavior	Anti-competitive practices can harm our reputation and invoke legal actions	Comply with anti-competitive laws and regulations
Sustainable Procurement	Economic, environmental and social impacts in our supply chain	Implement sustainable procurement policies and processes
Personal Data Protection	We have a responsibility to safeguard personal and confidential information	Implement information security management systems
Regulatory Compliance	Local regulations apply to our business operations	Ensure compliance with applicable regulations and international standards
Society		
Local Communities	Trusted relations with local communities are crucial for smooth business operations	Contribute to community development Engage with local communities




Supporting the UN Sustainable Development Goals





Interplex is committed to furthering the 17 UN Sustainable Development Goals (SDGs) which were endorsed by all UN Member States in 2015. These SDGs provide a shared roadmap for governments, businesses and civil society organizations to end poverty, protect the planet and ensure peace and prosperity for all people by 2030.

To do our part, we have aligned our sustainability strategy to the most relevant SDG targets and indicators. We have also mapped our material economic, environmental and social impacts across the 17 SDGs and identified the following areas where we can make a difference:

Our Material Topics	SDG Targets Supported	SDGs
Materials	12.2 By 2030, achieve the sustainable management and efficient use of natural resources	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
Climate Change (Energy and GHG Emissions)	7.3 By 2030, double the global rate of improvement in energy efficiency	3 GOOD HEALTH AND WELL-BEING 
	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 - all countries to take action according to their respective capabilities	7 AFFORDABLE AND CLEAN ENERGY 
	12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle in accordance with agreed international frameworks, and significantly reduce their release into air, water and soil in order to minimize their adverse impacts on human health and the environment	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 
	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
	13.2. Integrate climate change measures into national policies, strategies and planning	13 CLIMATE ACTION 

Our Material Topics	SDG Targets Supported	SDGs
Water	3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	3 GOOD HEALTH AND WELL-BEING 
	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	6 CLEAN WATER AND SANITATION 
Waste	3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	3 GOOD HEALTH AND WELL-BEING 
	12.2 By 2030, achieve the sustainable management and efficient use of natural resources	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	
	12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	
Talent Management Diversity and Equal Opportunity Occupational Health and Safety	5.5 Ensure women's full and effective participation, with equal opportunities for leadership at all levels of decision-making in political, economic and public life	5 GENDER EQUALITY 
	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 DECENT WORK AND ECONOMIC GROWTH 

Our Material Topics	SDG Targets Supported	SDGs
Human Rights (non-discrimination, forced labor, child labor, freedom of association and collective bargaining)	8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers - and by 2025 end child labor in all its forms	8 DECENT WORK AND ECONOMIC GROWTH 
Local Communities	8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers - women migrants in particular - and those in precarious employment	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 
	16.b Promote and enforce non-discriminatory laws and policies for sustainable development	
Customer Health and Safety	16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 
Anti-Corruption	16.5 Substantially reduce corruption and bribery in all their forms	
Anti-Competition		
Personal Data Protection	16.6 Develop effective, accountable and transparent institutions at all levels	
Regulatory Compliance		

Our Material Topics	SDG Targets Supported	SDGs
Sustainable Procurement	12.2 By 2030, achieve the sustainable management and efficient use of natural resources	8 DECENT WORK AND ECONOMIC GROWTH 
	12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
		13 CLIMATE ACTION 
		17 PARTNERSHIPS FOR THE GOALS 

Stakeholder* Engagement

Better Together

Meeting our stakeholders' needs and expectations (and thus securing their agreement and support) is essential to success in all aspects of our business - including our sustainability priorities.

It is our practice to consistently build trust by engaging our stakeholders in open dialogue and maintaining ongoing communication in the spirit of transparency and mutual respect.

For example, during the preparation of this report, we have diligently engaged with our internal stakeholders through workshops so we can include their perspectives in our sustainability plans.

Here is an overview of how we have engaged with all our stakeholders.

Stakeholders	Engagement Channels	Stakeholder Concerns and Expectations	How We Meet Stakeholder Expectations
Customers			
Our business success depends on our ability to continually exceed our customers' expectations and build long-term partnerships	<ul style="list-style-type: none"> • Contracts • Business review meetings • Phone and email communication • Conference calls and virtual meetings • Marketing materials • Website • Newsletters • Social media • Satisfaction surveys • Audits 	<ul style="list-style-type: none"> • Timely delivery • Product quality • Prompt response • Material safety compliance • Confidentiality • Regulatory compliance • Ethical conduct • Sustainability • Corporate responsibility 	<ul style="list-style-type: none"> • Investment in R&D and innovation • World-class manufacturing facilities • Robust quality management system • Competitive pricing • Focused sales teams • Customer service • Performance scorecard from customers • Dedicated EHS teams • Sustainability strategy and key performance indicators • Responsible sourcing • Certified management systems (ISO 9001, ISO 14001, OHSAS 18001, CE, TS, etc) • Regulatory compliance

**Interplex Stakeholders: We define our stakeholders as groups and entities who are affected by our business operations, or who can potentially affect our business plans and goals.*

Stakeholders	Engagement Channels	Stakeholder Concerns and Expectations	How We Meet Stakeholder Expectations
Employees			
Employees are our most valuable assets, and play a vital role in driving our business success and growth	<ul style="list-style-type: none"> • Townhalls • Engagement surveys • Training • Performance reviews • Staff meetings • Conference calls • Internal memos and communications • Intranet • Newsletters • Social Events 	<ul style="list-style-type: none"> • Open communication • Personal development • Career growth • Competitive pay and benefits • Work-life balance • Job security • Fair employment practices • Safe work practices • Diversity • Corporate reputation 	<ul style="list-style-type: none"> • Promoting mutual trust and teamwork • Progressive HR policies aimed at attracting, developing and retaining talent • Promoting diversity • Investment in people development • Objective performance management system • Compensation benchmarking • Regulatory compliance
Suppliers and Contractors			
A reliable supply chain and trusted partnerships with suppliers and contractors are crucial for our operations	<ul style="list-style-type: none"> • Requests for Proposal • Purchase agreements • Supplier code of conduct • EHS policies • Audits • Surveys • Regular meetings and interactions • Emails • Phone calls 	<ul style="list-style-type: none"> • Respectful business partnerships • Clear communication and instructions • Clarity of specifications • Reasonable lead times • On-time payments • Onsite health and safety • Ethical conduct 	<ul style="list-style-type: none"> • Meeting contractual obligations • Providing written contracts and purchase orders with clearly defined specifications • Responsible business practices • Building trust

Stakeholders	Engagement Channels	Stakeholder Concerns and Expectations	How We Meet Stakeholder Expectations
Government and Regulators			
A trustworthy relationship with local government agencies and regulators is key to operating our business globally in a lawful manner	<ul style="list-style-type: none"> • Business licenses and permits • Reporting • Compliance forms, visits, audits and inspections • Meetings 	<ul style="list-style-type: none"> • Compliance with regulatory requirements • Contributions to socio-economic and industrial development • Environmental responsibility • Job creation • Payment of taxes 	<ul style="list-style-type: none"> • Policies and measures to ensure regulatory compliance • Staying updated about regulatory developments and requirements • Internal audits • Prompt response to requests for information • On-time reporting • Assisting with facility inspections
Local Communities			
Building a trusted relationship with neighboring communities and societies is critical to maintaining our social license to operate	<ul style="list-style-type: none"> • Community programs, initiatives and outreach 	<ul style="list-style-type: none"> • Corporate social responsibility • Management of environmental and health & safety risks and impacts such as hazardous waste, pollution and noise • Support for community projects 	<ul style="list-style-type: none"> • Open and honest communication • Community engagement • EHS compliance • Support of charitable causes
Shareholders	<ul style="list-style-type: none"> • Meetings • Reporting • Emails • Phone calls 	<ul style="list-style-type: none"> • Compliance with regulatory requirements • Sustainable growth, reasonable returns • Corporate reputation 	<ul style="list-style-type: none"> • Robust governance and risk management, strategies to create value for shareholders and stakeholders

Memberships

Interplex engages with various trade and industry associations and advocacy organizations around the world to stay updated on emerging trends and participate in stakeholder dialogues.

Individually, Interplex executives also make meaningful contributions to several industry organizations by serving on their governance bodies or committees. For example, our Chief Executive Officer, Mr. Alessandro Perrotta is the Deputy President of the Singapore Manufacturing Federation (SMF). He is also the Chairman of SMF's Innovation & Productivity Function Committee.

Some of our primary memberships - ones where our executives hold governance or committee positions - include:

Member of the Singapore Manufacturing Federation (SMF)	https://www.smfederation.org.sg/membership/members-directory
Member of the Singapore Business Federation (SBF)	https://www.sbf.org.sg/membership/overview-membership
Member of the Fuel Cell Cluster Baden Württemberg	https://www.e-mobilbw.de/en/network/cluster-fuel-cell-bw
Member of Fuel Cell Knowledge Exchange Aachen	https://kex-ag.com/en/
Member application for Elektromobilität süd-west Cluster	https://www.emobil-sw.de/en/



Awards and Recognition

Affirmation and Encouragement

We are gratified that our sustainability initiatives have achieved encouraging results as well as recognition from global governing bodies. These awards assure us we are moving in the right direction. More importantly, they fuel our passion and motivate us to do even better for the communities in which we operate, and our planet as a whole.

Award / Recognition	Interplex Entity Recognised
2019 BAPETEN Award Certificate: Safety and Security Activities Awarded for our safety and security activities	PT. Amtek Engineering Batam (AEB) <i>Indonesia</i>
Narragansett Bay Commission Pollution Prevention Award Awarded for exceptional wastewater management and treatment	Interplex Engineered Products, Inc. (IEP) <i>North America</i>
2019 Workplace Accident Free Week (WAFEW) Participated in WAFEW 2019, which was organized by the Department of Occupational Safety & Health (DOSH), Perak	AEL Engineering Sdn. Bhd. (IEPB) <i>Malaysia</i>
2019 Safety Management Advance Collective of Huinan Town, Shanghai City Based on the ranking of safety management levels at all local sites in 2019 by Shanghai, Huinan Town's Safety Department	Interplex Metalforming (Shanghai) Ltd. (IMS) <i>China</i>
2020 Safety Promotion Demonstration Projects of Huinan Town Based on the ranking of safety management levels at all local sites by Shanghai, Huinan Town's Safety Department to choose the Local Safety Model Company for 2020	Interplex Metalforming (Shanghai) Ltd. (IMS) <i>China</i>
2019 Hangzhou Qiantang District Domestic Garbage Classification Award Based on the ranking of garbage management levels of all local sites in 2019 by Hangzhou, Qiantang District's ENV Department	Interplex Electronic (Hangzhou) Co., Ltd. (IEH) <i>China</i>

Award / Recognition	Interplex Entity Recognised
Top 10 Employer Awarded by the local government and Labor Union for good performance in personnel management	Interplex Electronic (Hangzhou) Co., Ltd. <i>China</i>
Second Prize - Skills Competition for Hazardous Waste Posts Awarded by the local EPA and Independent bodies for good performance in hazardous waste management	Interplex Electronic (Hangzhou) Co., Ltd. <i>China</i>
Safety Canteen Awarded by the local government and Labor Union for good performance in canteen management	Interplex Electronic (Hangzhou) Co., Ltd. <i>China</i>
Advanced Enterprise of Precursor Chemicals Management Awarded by the industry association for good performance in precursor chemicals management	Interplex Electronic (Hangzhou) Co., Ltd. <i>China</i>
Solid Waste Classification and Standardization Base Awarded by the local government for good performance in solid waste classification	Interplex Electronic (Hangzhou) Co., Ltd. <i>China</i>
Advanced Enterprise Awarded by the local government for good performance in all aspects of our operation	Interplex Electronic (Hangzhou) Co., Ltd. <i>China</i>
Advanced Company of Solid Waste Classification Awarded by the local government for good performance in solid waste classification	Interplex Electronic (Hangzhou) Co., Ltd. <i>China</i>
Advanced Enterprise of Online Learning Project Awarded by an independent body for good performance in online learning projects	Interplex Electronic (Hangzhou) Co., Ltd. <i>China</i>

Environment



Greener Ways of Working

We are committed to steadily reducing the environmental footprint of our business operations, while still improving our operational performance.

Our management approach is to identify and reduce the significant environmental impacts across our manufacturing facilities and supply chains. Our material environmental issues include energy, greenhouse gas (GHG) emissions, water, waste and regulatory compliance. We also make efforts to enhance resource efficiency, including efficient use of materials.

To achieve this, our ISO 14001 team is implementing a robust environmental management system across our manufacturing facilities. This system helps to manage risks; track our environmental performance to measure progress; and continuously improve our manufacturing efficiency to ensure efficient use of resources and materials - and thus minimizing waste.

Our goal is to expand this environmental management system to all our manufacturing facilities. Out of our total of 28 manufacturing facilities, 23 facilities have already achieved the ISO 14001:2015 Certification. We are on track to have all manufacturing facilities certified by end of 2021.

Energy

Electricity usage in our manufacturing facilities and offices accounts for the bulk of our energy consumption. We also use fuel: mainly natural gas, petrol and diesel.

To manage our energy usage intensity, we are steadily adopting energy-efficient technology and equipment in our manufacturing facilities and offices wherever feasible.

Our total energy consumption in 2020 was 560,386 gigajoules, which was lower than the 561,293 gigajoules we used in 2019. Our energy intensity in 2020 was 603 gigajoules per million USD revenue, compared with 586 gigajoules per million USD revenue in the previous year.

We are replacing conventional energy-intensive lighting systems with energy-efficient LED lights at our sites globally. As of 2020, 28% of our facilities have been retrofitted with LED lights.

Of course, we're not stopping there. These are our energy-efficiency goals for the next few years:

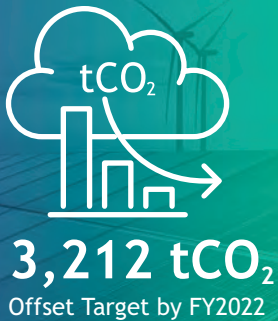
Convert
70%
of our facilities to
100% LED lighting
by the end of
financial year
2021

Convert
100%
of our facilities to
100% LED lighting
by the end of
financial year
2022

Attain
5%
energy savings
across our facilities
by the end of
financial year
2022

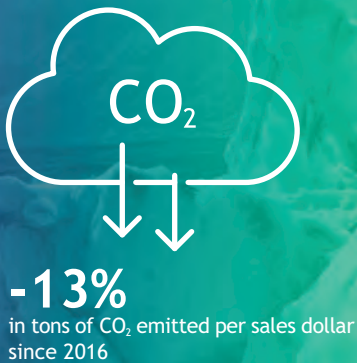
Reduce
95%*
of electricity
consumption for
lighting by the end
of financial year
2022

* We aim to reduce the electricity consumption of lighting to 75MWh by end of financial year 2022, based on the consumption of 1,507MWh for lighting



We plan to plant one million trees across our properties and in their surrounding local communities to contribute to a cleaner environment

As of the end of 2020, we have planted 9,849 trees



-8%
in tons of CO₂ from 2017 to 2019

Renewable Energy

On top of initiatives to improve our energy efficiency, we have also begun harnessing clean energy across our facilities to reduce our greenhouse gas emissions.

We have already installed solar panels on 37% of our facilities in China, and plan to put up solar panels at one facility in Southeast Asia in 2021. This new installation will have the capacity to produce 4,631,012kWh of electricity per year.

With these renewable energy sources, our goal is to offset 3,212 tons of CO₂ emissions by end of financial year 2022.

Climate Change

We recognize that climate change is one of the biggest threats of our time. Interplex is thus committed to the fight against climate change in whatever capacity we can.

We fully support the Paris Agreement which aims to limit the rise in global temperatures to well below 2 degrees Celsius, and preferably to 1.5 degrees.

We diligently respond to the CDP Climate Change Questionnaire to disclose our climate strategy and performance data. We have also provided our GHG emissions below.

GHG Emissions

Our greenhouse gas (GHG) emissions are primarily from purchased electricity and fuel consumption. We currently measure, monitor and review these emissions at our manufacturing facilities and offices.

We are working to reduce our GHG emissions with a combination of measures which include energy efficiency, use of renewable energy and carbon offsets.

In 2020, our total greenhouse gas emissions amounted to 91,180 tCO₂e.

Carbon Dioxide Emission (tCO₂e)

Emission Source	2018	2019	2020
Direct Emissions (Scope-1)	2,051	1,374	2,953
Indirect Emissions (Scope-2)	92,844	97,626	88,227
Total Emissions (tCO₂e)	94,896	99,001	91,180



15% reduction in our global water usage since 2016

*** Water Stress Areas**

These are areas where the baseline composite overall water risk score is "high" or "extremely high"

**FY2020:
INTERPLEX MATERIALS
CONSUMPTION**



64%
(by weight)
was steel

113,488 metric tons of metals, plastic & chemicals purchased in total

Other metals include stainless steel, copper alloy, aluminum alloy and zinc alloy

270,069 pcs wooden pallets (renewal material) purchased

Water

We are committed to optimizing water use across our operations. We consider water to be a precious resource that needs to be managed responsibly. Therefore, our water policy is carefully governed, implemented and periodically reviewed by our Environment, Health and Safety Committee.

As part of this policy, we do not withdraw raw water from direct sources such as rivers, lakes, groundwater and coastal zones. Instead, we mainly rely on public utilities for our water supply.

To ensure we make the most efficient use of this supply, we constantly work to better understand water-related risks, measure and report water use data, and reduce our impact on water availability and quality wherever we operate.

These efforts are particularly focused on our manufacturing facilities, which account for most of our water usage. To date, nine of these facilities have been identified (using the Aqueduct Water Risk Atlas, Version 3.0) as being located in areas with water stress*. We closely monitor our water withdrawal and usage at our manufacturing facilities near these water stress areas, as well as across all our locations.

Our measures to improve water efficiency have resulted in a 15% reduction in our global water usage since 2016. Our goal is to progressively reduce our water intensity by more efficient use of water resources.

As for the water we do use, all our manufacturing facilities are equipped with water treatment plants to treat water before discharge according to local regulations.

Interplex participates in CDP Water Security. We submit detailed information about management, governance, use and stewardship of water resources - including our water performance data.

Materials

Our operations primarily use various types of metals including steel, stainless steel, copper alloy, aluminum alloy, zinc alloy, plastic, chemicals and packaging material.

We closely monitor and review our usage of these materials, in order to continually improve the resource efficiency of our manufacturing processes.

Our ongoing efforts to lower materials usage include:

- Exploring ways to reduce plastic tray thickness
- Finding solutions to use recycled materials in packaging
- Working with customers on potentially recycling resin
- Tooling redesign

REDUCING PLASTIC USE AT OUR SITES



1.16*
tons of
plastic
waste
eliminated
yearly

We have reduced the use of plastic bottles in our manufacturing facilities and offices

We have installed water dispensers in our global locations and encouraged our staff to use their personal cups

** 1.16 tons of plastic waste that we would have potentially used in FY2020 in a business-as-usual scenario*



Waste

Waste management is an essential component of our environmental management system. We are committed to minimizing waste and have 3 primary approaches to managing waste in our manufacturing operations:

- Enhance our efficiency in using resources so as to minimize waste
- Ensure safe disposal of all waste materials
- Divert waste from landfills to recycling or waste-to-energy incineration

Hazardous and Non-Hazardous Waste

The hazardous waste generated by our production processes includes chemical, sludge, resin and solid wastes. Non-hazardous waste mainly comprises metal scraps.

In 2020, we had 6,694 metric tons of hazardous waste, and 45,211 metric tons of non-hazardous waste. We had 6.6% less total waste in 2020 compared to 2019.

We dispose of hazardous waste in strict compliance with local regulations. Non-hazardous waste metal scraps are recycled through scrap collectors who in turn sell them to various mills that use the metal to make new steel coil, copper alloy, etc.

Employee Awareness

We believe environmental awareness in our people is critical in allowing us to address environmental issues as a unified organization.

Our relevant employees attend the annual ISO 14001 training to support the implementation of our environmental management system.

Across our manufacturing facilities, relevant employees are also periodically trained in the prevention and management of chemical spills.

Regulatory Compliance

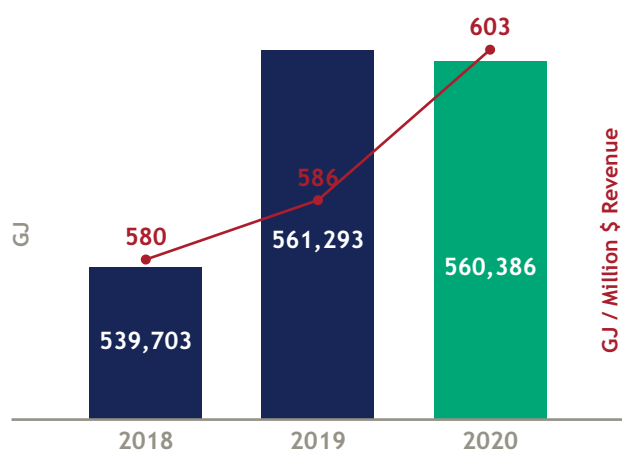
At Interplex, no matter where we operate, we are committed to complying with applicable environmental regulations. We are happy to report that there were no confirmed cases of non-compliance with environmental laws or regulations in FY2020.

Awards and Recognition

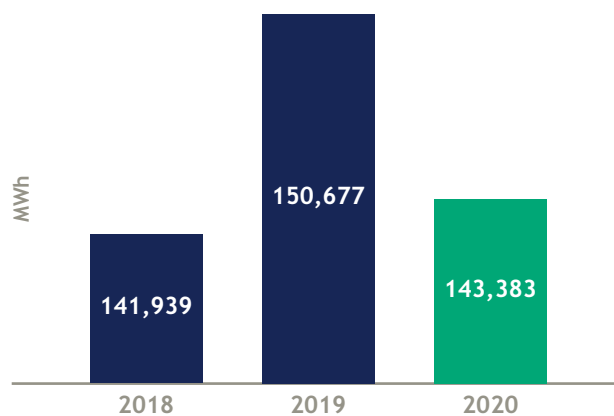
We are honored to have been recognized for our sustainability efforts by various governing authorities around the world. To see a list of our accolades in this area, please refer to Page 23.

Environmental Key Performance Indicators

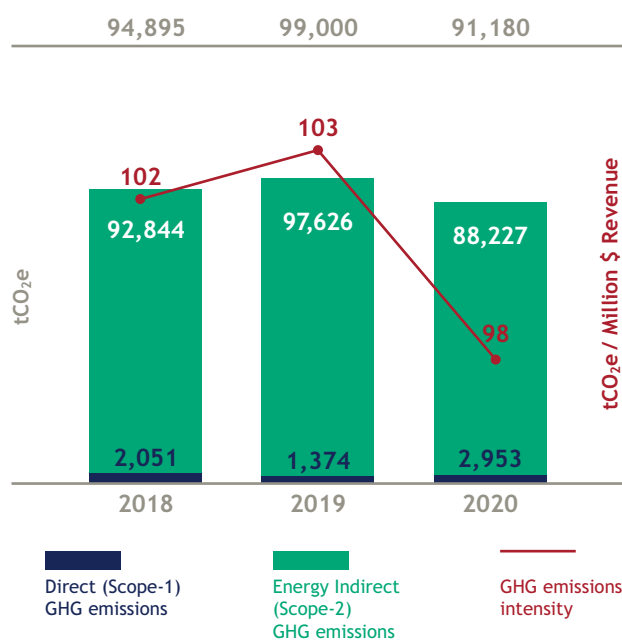
Energy Consumption



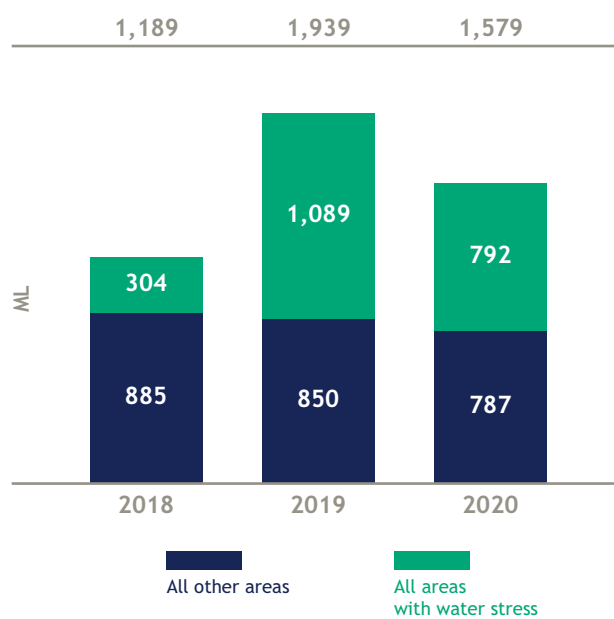
Electricity Consumption



GHG Emissions

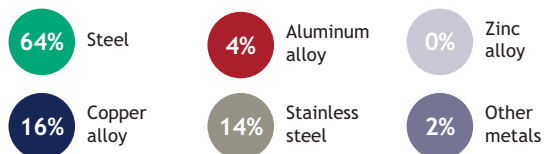
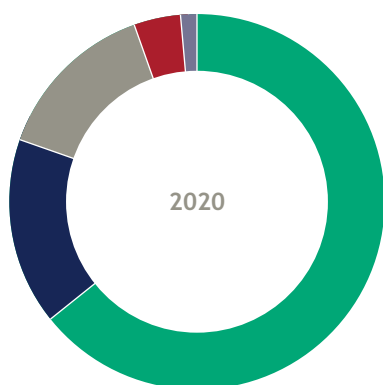


Water Withdrawal

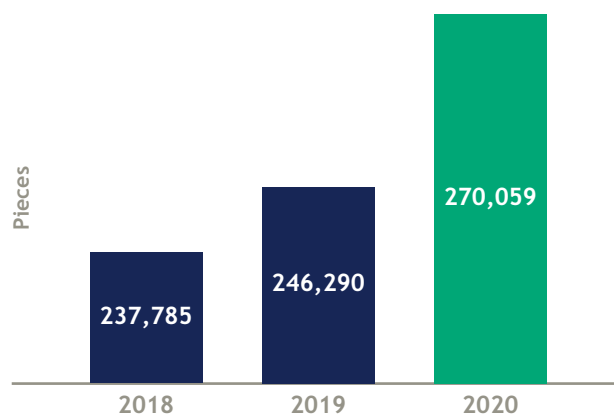


Environmental Key Performance Indicators

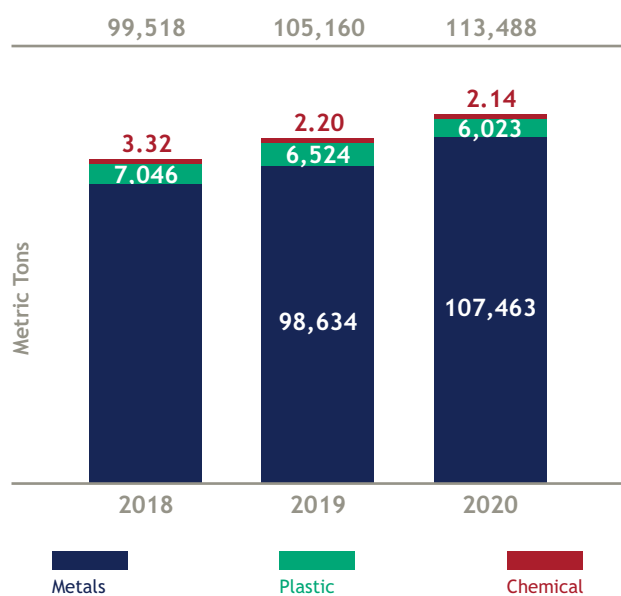
Types of Metal



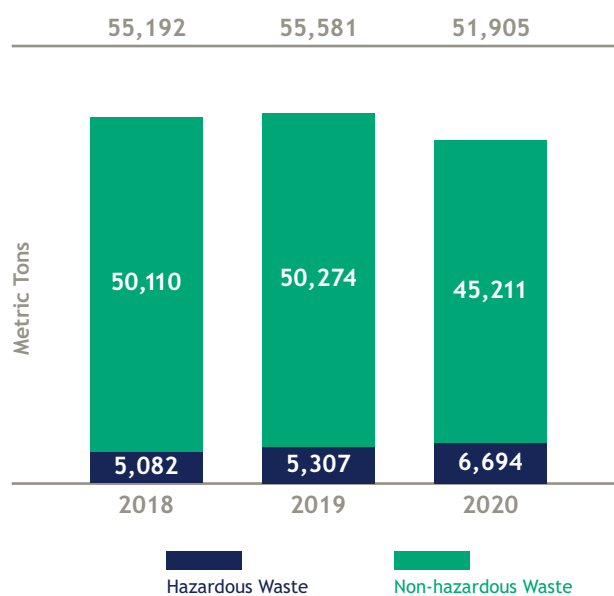
Renewable Materials Used



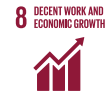
Non-Renewable Materials Used



Waste Generated



People



Taking Care of Our Own

Our people are the most vital part of our organization, and we consider our responsibility to them one of our biggest and most important.

We place great emphasis on hiring, developing and retaining the right additions to our team. We offer them every opportunity to shine by nurturing a high-performance workplace culture; and make them feel accepted in an environment of mutual trust and respect.

Ultimately, we want to become an employer of choice for our industry's top talent. In this section, we zoom into the steps we are taking towards realizing this goal.

Employment

As of the end of FY2020, Interplex has:



Diversity and Inclusion

As a global and multi-cultural organization, respect for diversity is one of our core values. We are well aware that a diverse workforce will help strengthen our ability to serve global markets more effectively. We therefore appreciate, encourage and foster a diversity of thoughts - and do our best to facilitate active collaboration among teams toward achieving organizational goals.

In service of this, we designed our HR policies to build up our ONE INTERPLEX culture. It's a celebration of diversity and inclusion in the workplace - driven by mutual trust and respect.

In a public commitment to fair employment practices, Interplex has also signed the Employers' Pledge of Fair Employment Practices advocated by the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP), Singapore.





Our COVID-19 Response

From the start of the COVID-19 pandemic, our employees' health, safety, and well-being have been our highest priority. Since early 2020, we have implemented the following series of measures to protect our employees, customers, contractors and visitors.

Knowledge and updates

- Regular advisories to keep all employees updated on the latest developments and measures
- Display of awareness posters with prevention tips at our facilities
- Development of an Interplex prevention tips booklet in local languages for our employees

New ways of working

- Immediate restriction of work travel to minimize exposure
- Introduction of work-from-home arrangements for those who were able to work remotely

Hygiene and prevention

- Enhanced cleaning and hygiene services at our facilities
- Additional hand sanitizing and washing stations installed throughout our factories for easier access
- Fresh masks to all employees daily to minimize the risk of infection
- Regular temperature checks
- Employees who feel unwell are advised to stay home and seek immediate medical attention

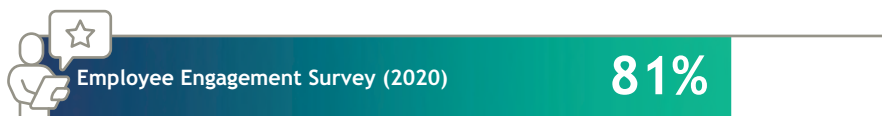
Employee Engagement

We believe that highly engaged employees play a crucial role in driving innovation, productivity and performance. Constant engagement also builds mutual trust, understanding and teamwork.

We connect with our Interplex employees through both formal and informal methods.

Surveys

Periodically, we run an organization-wide Employee Engagement Survey to gain insights into our employees' views and expectations. The most recent survey in January 2020 had an 81% engagement score. In tandem with the survey, we also use the Net Promoter Score (NPS) to measure our employees' satisfaction, retention and loyalty. Our NPS was -20% based on the last engagement, a marked improvement over our previous score of -26.5% in 2016.



Catch-ups

Every quarter, the senior leadership team hosts a communication call with managers worldwide to share and exchange important business updates. Led by our Chief Executive Officer, these calls allow managers to engage with our senior management on important issues and ideas.

At the facility level, local General Managers hold regular townhall meetings with their teams to ensure ongoing communication. Outside of townhalls, Bulletin Boards in common areas help keep everyone updated on policies and developments; while suggestion boxes allow employees to provide feedback and suggestions.

Open-door policy

We welcome every employee to bring their concerns, views and ideas to the management team - at any level, on any topic.

Events & celebrations

We also strengthen the connections among our employees throughout the year by organizing various team-building events, health awareness campaigns, family events, get-togethers and celebrations of birthdays as well as local festivals.





Training

Employee development is a vital part of our approach to talent management. All our employees across all locations have easy access to a wide range of learning and development opportunities. This report covers training hours relating to indirect employees.

As many of our employees worked and continue to work from home, our wide range of personal development courses were introduced online. During FY2020, our employees accessed more than 200 curated courses to equip themselves with new skills.

In our 2019 Employee Engagement Survey, learning & development was rated among Interplex's top four strengths.

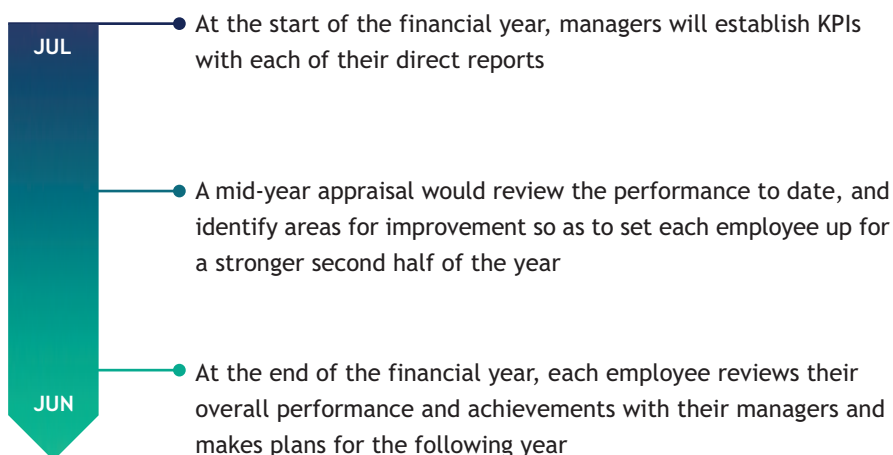
Interplex Training at a Glance

	FY2019	FY2020
Total hours of training delivered	4,540	4,255
Average hours of training per employee	19.2	17.2

Performance Management

We believe in a fair, transparent and objective performance system to help reward performance and identify career development opportunities.

Our performance appraisal process covers all full-time permanent employees across all locations and is based on Key Performance Indicators (KPI). There are 3 key milestones in this process every year:



Turnover

Retaining our talented people is a crucial factor in our continued success.

We closely track our employee turnover rates to assess the effectiveness of our talent management strategy and constantly adjust our approach to keep attrition rates low.

The turnover rate for our permanent employees was 24.5% in FY2020. This is a substantial improvement over our turnover rate of 25% in FY2019.

Occupational Health and Safety

Above all else, our commitment is to the health and safety of our employees, customers, contractors, visitors and of course, the communities in which we live and operate. We strive to maintain a zero-incident workplace.

Policies and standards

We have a comprehensive Environmental, Health and Safety (EHS) Policy across our global operations to ensure environmental protection; safe, healthy and incident-free workplaces; and complete regulatory compliance.

To further promote accountability, EHS has been made one of the five themes of our employee performance management system.

Occupational Health and Safety Management System

We continue to adopt international standards for Occupational Health and Safety (OH&S) management in our manufacturing facilities.

As of the end of 2020, 21% of all our manufacturing facilities had achieved the ISO 45001:2018 certification. Our target is to attain certification for at least 50% of our manufacturing facilities by the end of 2022, and 100% by the end of 2024.



As part of implementing the OH&S Management System, all of our manufacturing facilities have already completed the health and safety risk assessment. Based on this assessment, each site has adopted the necessary management measures for improving and providing a safe and healthy workplace for employees, customers, contractors and visitors.





EHS KPIs and Targets

In FY2020, we introduced enhanced KPIs and specific annual targets to put a sharper focus on environmental health and safety risks. Our senior management regularly reviews our organization-wide EHS performance against these KPIs and targets.

In FY2020, the EHS KPIs were fully achieved by 22 facilities across the Americas, Europe, China, Southeast Asia and South Asia.

Now, we are looking forward to doing even better in FY2021 with the following EHS KPIs:

- Reduce the total number of incidents by 50%
- Maintain zero incidents of non-compliance with environmental laws
- Review and close out at least 75% of risk assessments

EHS Audits

Our global EHS Audit program provides a means for objective assessment of EHS risk management at our sites, focusing on:

- Evaluating compliance with Interplex EHS standards and regulatory requirements
- Assessing the adequacy of site risk management, including EHS and business continuity risks
- Summarizing site EHS performance to site management, including identification of site management strengths and areas for improvement
- Engaging site-level EHS professionals to perform audits at other sites, maximizing technical knowledge across the network
- Encouraging knowledge sharing by identifying best practices and model programs that other sites can replicate appropriately
- Proposing solutions to close gaps identified during the audit process

EHS Training

An annual EHS Training Plan ensures our relevant employees around the world can receive ongoing training in health, hygiene and safe work practices:

- Employees in our manufacturing facilities receive ongoing briefings on safe work practices
- Workshops for risk-assessment and safety training are organized throughout the year
- Our manufacturing facilities also organize awareness campaigns to promote health and well-being among our employees

Employee Health & Safety Committees

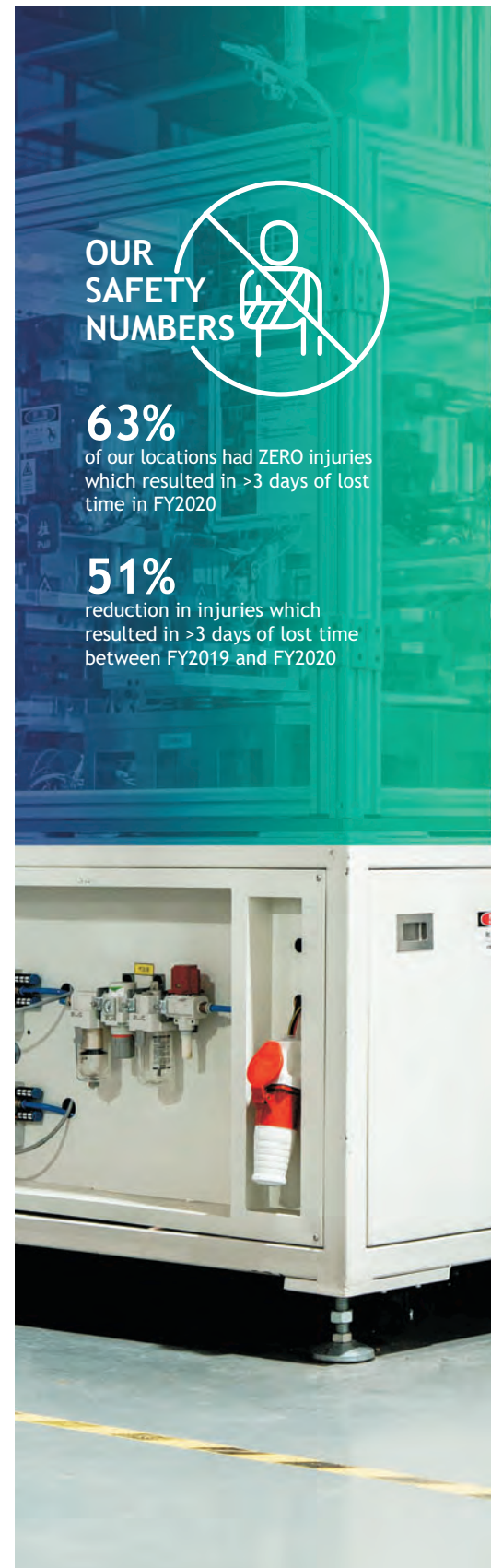
To encourage participation in safety and health matters, we have established Health & Safety Committees as part of the OH&S Management System. The committees have joint representation from both employees and the management.

Our Safety Performance

All incidents of workplace injuries are thoroughly investigated to enable us to take preventive or corrective actions. The number of recordable work-related injuries in FY2020 was 37, compared with 74 and 109 in FY2019 and FY2018 respectively.

The main types of work-related injuries in FY2020 included cuts & lacerations, fractures and bruises. We have taken corrective and preventive actions to improve safety by:

- Upgrading existing guards on hazardous machinery
- Redesigning workplace layouts and work processes
- Reviewing PPE requirements
- Reinforcing 5S initiatives
- Enhancing checks and training





Human Rights

We respect and resolutely uphold international principles for protecting human rights in our operations and supply chain.

Our human rights practices

Internally, we strictly enforce our human resource policies which prohibit forced labor, child labor and discrimination. In our assessment, the risk of such violations is negligible in our operations.

We also respect our employees' right to freedom of association and collective bargaining. As of the end of FY2020, nearly 60% of our permanent employees were covered by collective bargaining agreements.

Our supply chain

We have not conducted a formal risk assessment of human rights violations in our supply chain. However, we are committed to continuously engage with our suppliers through our supplier code of conduct and social assessments to mitigate human rights risks in that area of our business.

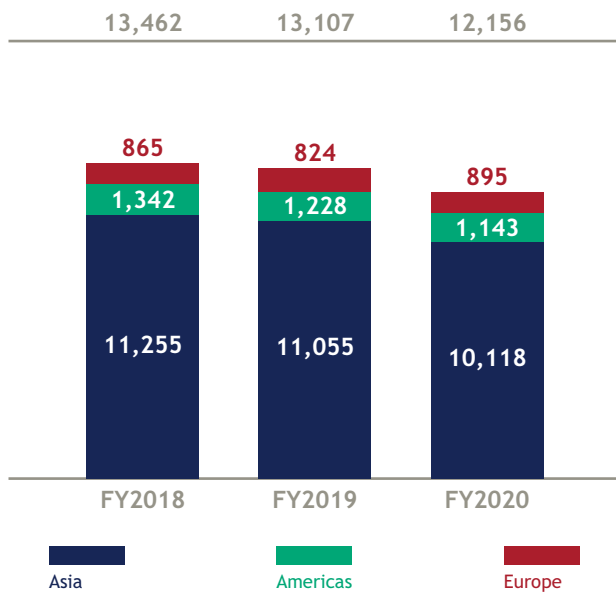


Awards and Recognitions

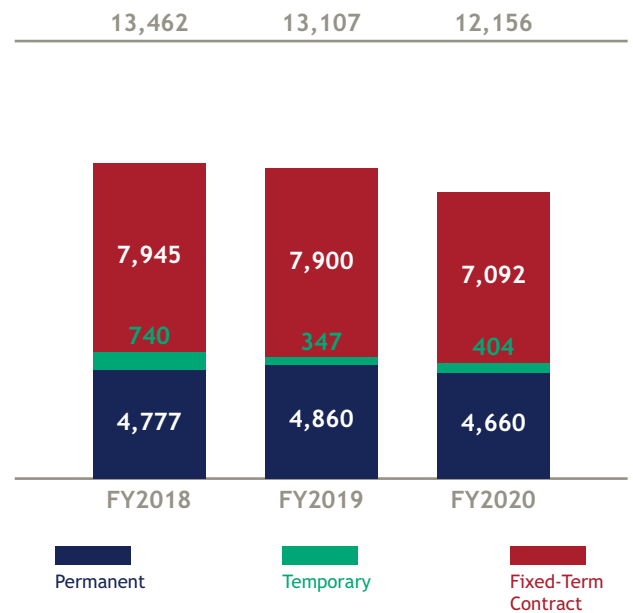
We are honored to have been recognized for our efforts in promoting occupational health and safety by various governing authorities around the world. To see a list of our accolades in this area, please refer to Page 23.

Workplace Key Performance Indicators

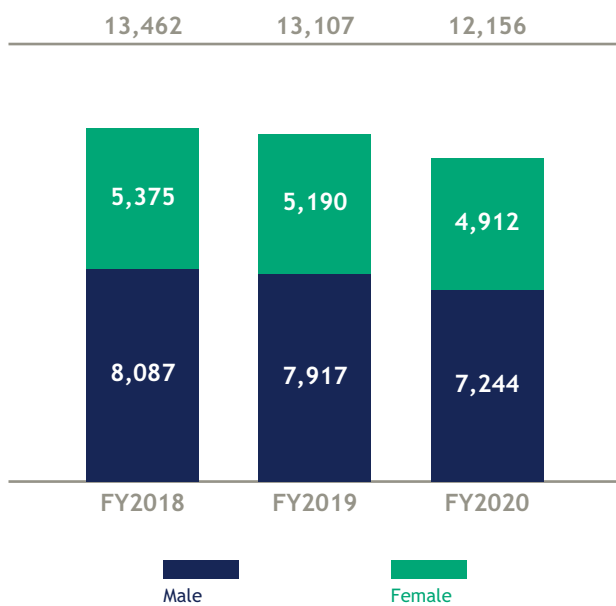
Employees by Region



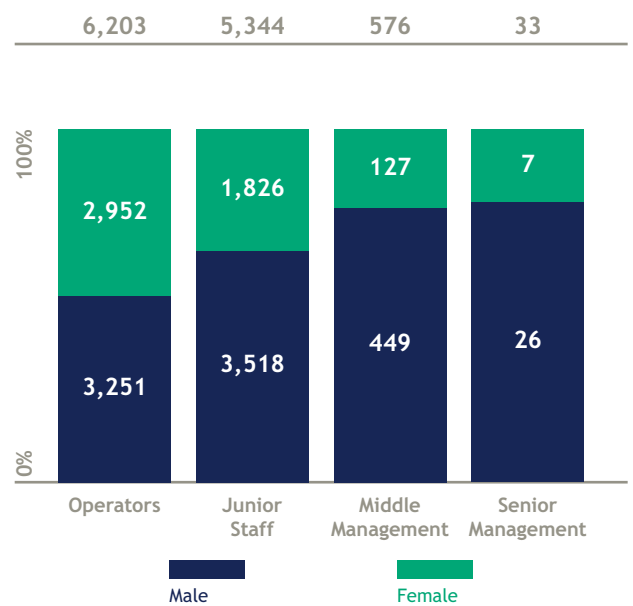
Employees by Employment Contract



Employees by Gender

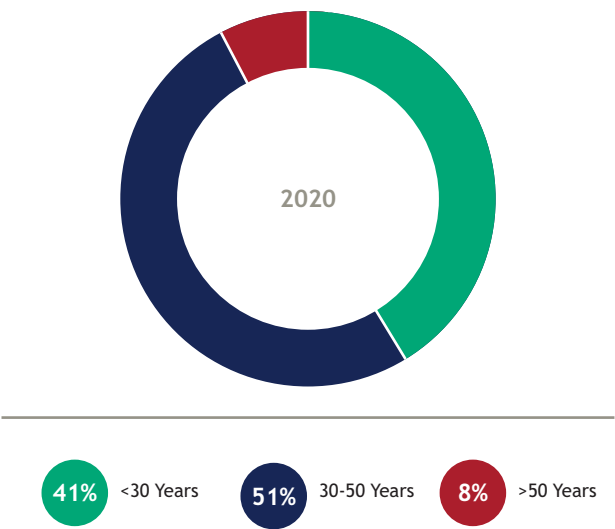


Employees by Category and Gender (FY2020)

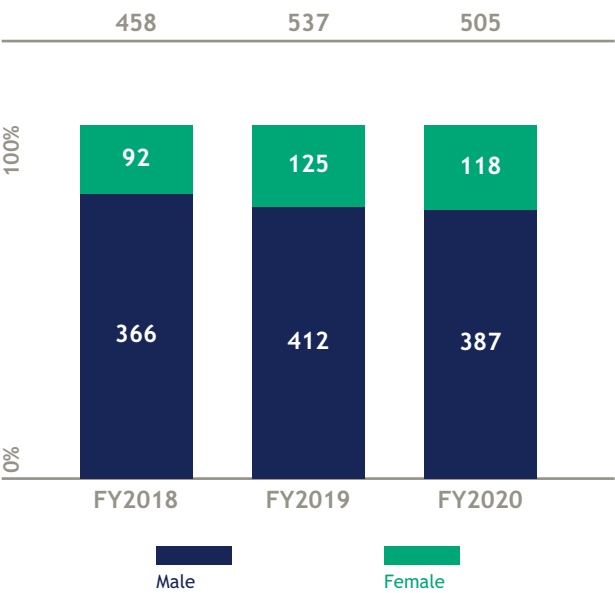


Workplace Key Performance Indicators

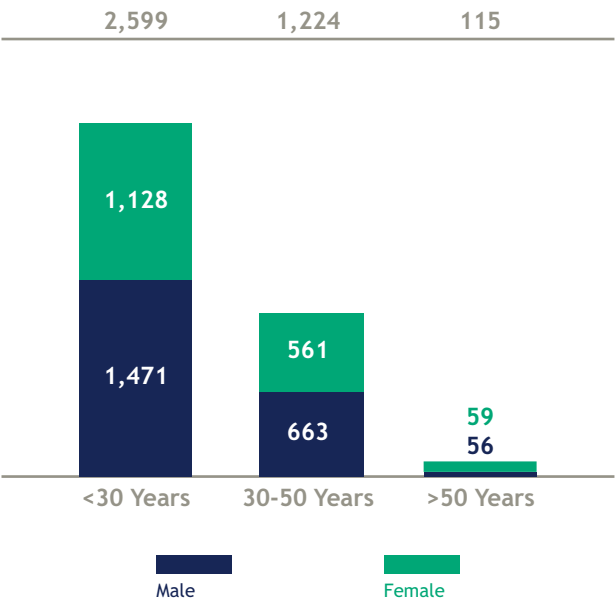
Employees by Age Group (FY2020)



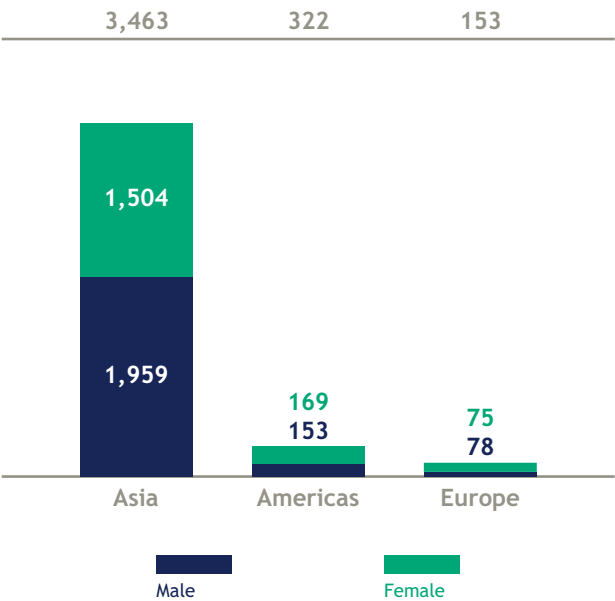
Gender Diversity: Manager & HODs



New Hires by Age & Gender (FY2020)

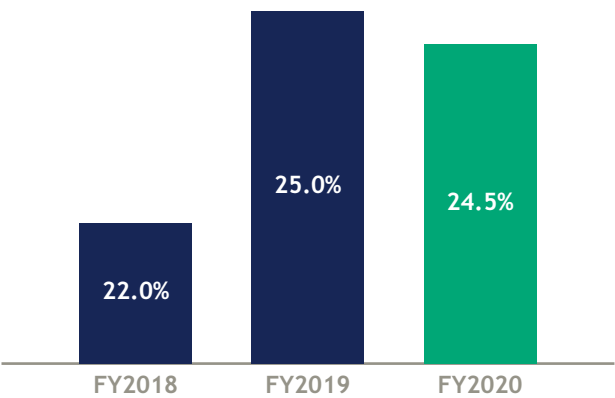


New Hires by Region & Gender (FY2020)

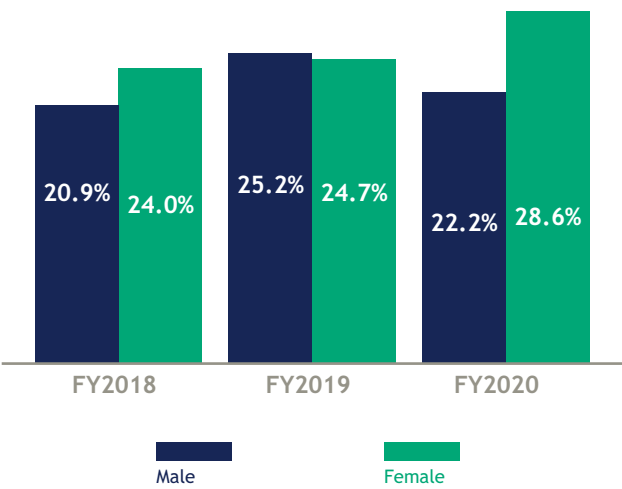


Workplace Key Performance Indicators

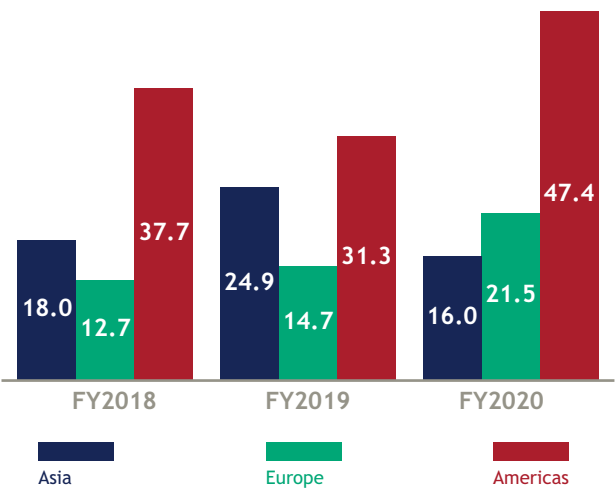
Employee Turnover Rate



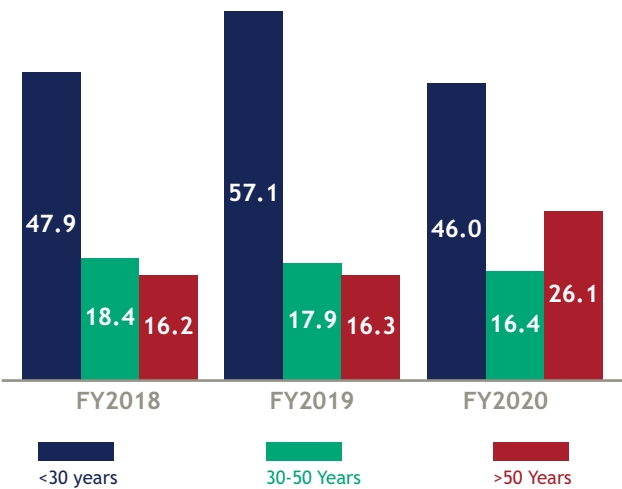
Employee Turnover Rate by Gender



Employee Turnover Rate by Region (%)

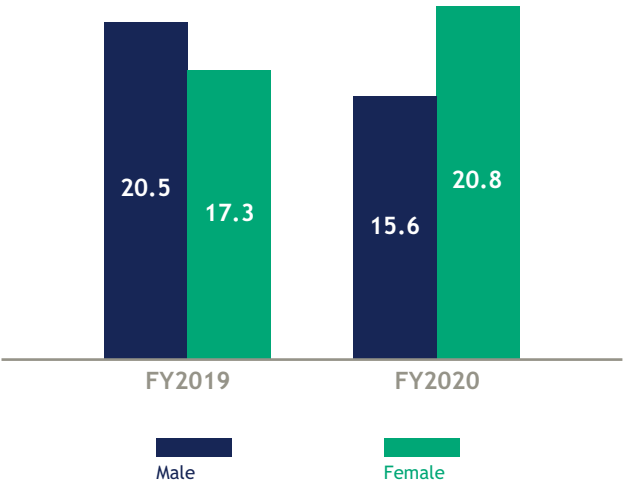


Employee Turnover Rate by Age Group (%)



Workplace Key Performance Indicators

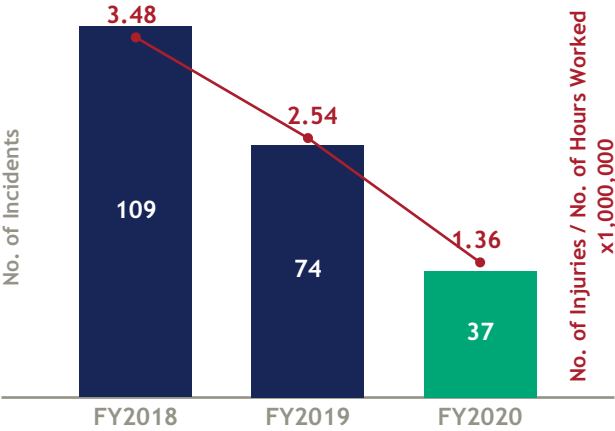
Average Hours of Training per Employee



Average Hours of Training per Employee by Employment Category & Gender (FY2020)



Recordable Work-related Injuries - Employees & Contract Employees



Product Quality

Delivering Our Best

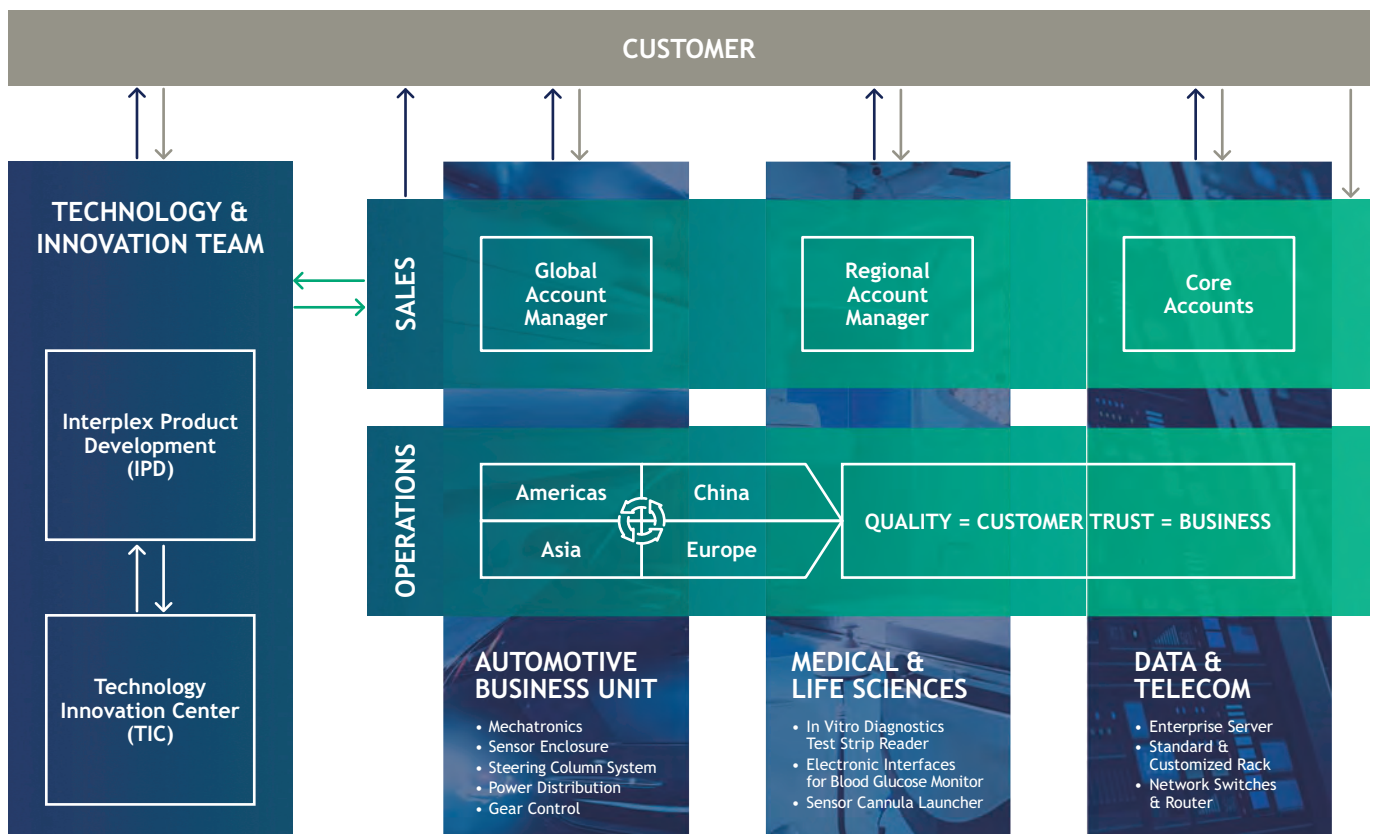
What makes Interplex a leader in our industry is our emphasis on quality, safety, sustainability, and putting our customers at the center of what we do.

Our Quality Mission



We are committed to providing products and services of outstanding quality - which not only meet but exceed our customers' expectations.

To this end, we have equipped our multi-technological facilities with state-of-the-art testing and metrology equipment that ensure only products which meet our exacting quality specifications can leave our production facilities.



Interplex Business System

The Interplex Business System (IBS) is the beating heart of our operating system. It defines who we are as a company, how we operate and how we do business.

It is also our guideline towards achieving **QUALITY = CUSTOMER TRUST = BUSINESS**.

IBS consists of **7 Key Pillars** and **6 Elements**, all highly focused on People, Operational Excellence, Kaizen and Customers.

INTERPLEX BUSINESS SYSTEM	
7 Key Pillars	6 Elements
New Program Management	Standardized Work
Effective Cost Management	TPM
Environmental Health & Safety	5S
Employee Development and Engagement	Quality Failure Management
Lean, Kaizen and Six Sigma	Visual Management
Operational Excellence	Lean, Kaizen and Six Sigma
Quality	

Each Interplex production line is assessed on its adoption of our 6 Elements, and will be awarded Bronze, Silver or Gold categorizations based on its performance.

In this way, IBS aims to build a strong operational foundation in order to pursue sustainable Safety, Quality, Delivery, Cost and Employee Satisfaction.

Quality Standards

Our various design and manufacturing facilities around the world uphold international standards and have earned certifications for relevant quality and environmental management systems. We have been awarded standards and certifications across sectors and industries such as:

- Automotive
- Consumer Electronics
- Industrial Products
- Imaging & Printing
- Mass Storage
- Medical & Life Sciences
- Mobile & Telecommunications
- Network, Enclosure & Server

Globally, our product design centers, manufacturing facilities and test laboratories hold 98 certifications covering 10 international standards including ISO 9001, ISO13485, IATF16949, ISO14001, ISO 45001 and ISO/IEC 17025.

Interplex's significant registrations include an FDA Registration for Class 1 Medical Devices and FDA Registration for Medical Device Manufacturers.

Certifications

For conformance to international environmental, health & safety and quality standards, our facilities around the world have earned various certifications, including:

- ISO 9001:2015
- AS 9100:2016
- IATF 16949:2016
- ISO 13485:2016
- ISO 14554-1:2013
- ISO 17025:2017
- ISO 3834-2:2005
- ISO 45001:2018
- ISO 14001:2015
- ISO 27000:2013

	Quality				Social & Environment Responsibilities			Laboratories	Welding Process Controls		Total
Standards	ISO 9001	IATF 16949	ISO 13485	AS 9100	ISO 14001	ISO 45001	ISO-IEC 27000	ISO/IEC 17025	ISO 3834-2:2005	ISO 14554-1:2013	
# of Manufacturing Facilities (28)	29	24	6	1	24	6	1	3	3	1	98

You will find more details about our certifications at:

<https://interplex.com/standards-certifications/>

Customer Health and Safety

Mitigating the potential health and safety hazards of our products remains an utmost priority for us. Hence our commitment to a Zero-Defect Approach requires all our products to pass through stringent quality and safety checks. Every item off our production lines is certified to be in full compliance with customer requirements and government regulations.

There were no incidents of non-compliance concerning the health and safety impacts of our products and services in the reported period.

Product Safety

Product safety and liability are particularly significant factors for our automotive segment. To mitigate any product safety risks in this area, we have implemented comprehensive quality and safety assurance measures in both our manufacturing operations and across our supply chain. Our strict product safety requirements are also included as part of our Supplier Code of Conduct.

Green Technology

Thanks to our vertically integrated production capabilities and extensive global footprint, Interplex is well-positioned to develop top-notch green energy solutions for our customers.

For example, our Fuel Cell Bipolar Plates and Cell-PLX™ Customized Battery Interconnect Systems can cater to green energy adoption by industries such as aerospace, automotive, transportation, industrial and maritime.

The Interplex Product Development team also partners with several of our customers to deliver customized green technology solutions that help minimize their environmental impact.

Fuel Cell Bipolar Plates (BPPs)

Manufactured in-house, our BPPs are a critical component of hydrogen fuel cells

Cell-PLX™ Customized Battery Interconnect Systems

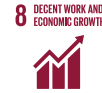
These are suitable for Lithium-ion battery cells used in electric vehicles, maritime vessels, personal mobility devices and solar & wind energy storage systems

Awards and Recognition

Our focus on quality and total customer satisfaction has earned appreciation and recognition from our customers. Between FY2019 and FY2020, we have received 24 awards for excellence in Quality, Support & Service, and Overall Performance & Technology.



Ethics and Governance



Operating Responsibly

It is our absolute conviction that ethical, responsible governance and compliance with laws & regulations are vital to our operations. This will earn us the trust of our stakeholders, the loyalty of our customers and the continuing goodwill and support of the communities in which we live and do business. We are therefore fully committed to upholding the highest integrity standards as we deliver value to our customers, employees, suppliers, stakeholders and shareholders.

Interplex Code of Conduct

Our Code of Conduct lays down policies and procedures for ethical conduct by all our employees, officers and directors around the world. Available in several local languages, our Code of Conduct is communicated to our employees and requires strict adherence.

Our ethics and governance principles are also extended to our suppliers and their employees, personnel, agents, and subcontractors through the Interplex Supplier Code of Conduct.

Anti-corruption Stance

We maintain a zero-tolerance policy against corruption, bribery and fraud. Our Code of Conduct requires total compliance with all anti-bribery and corruption laws in all markets and jurisdictions where we operate. Employees are also required to disclose any potential conflicts of interest to their managers.

There were no confirmed incidents of corruption during the reported period.

Anti-money Laundering

Our Code of Conduct prohibits money laundering, and we are committed to complying with all applicable laws that prohibit money laundering and terrorism financing.

Anti-competitive Behavior

We support free and fair competition among businesses. Our Code of Conduct requires our employees to comply with both the letter and spirit of all applicable antitrust and competition laws.

There have been no legal actions taken against Interplex for anti-competitive behavior, antitrust, and monopoly practices in the reported period.



Whistle-Blower Policy

As part of our Whistle-Blower Policy, we have set up an Ethics Hotline operated by an independent third party.

Anyone can lodge a report about suspected unethical or illegal activities or concerns, either online at www.interplex.ethicspoint.com or by phone using the dial-in numbers on the site.

Our no-retaliation policy protects complainants, and we have pledged to review and investigate all complaints promptly.

Ethics Awareness for Employees

Our employees are made aware that they are required to adhere to the Interplex Code of Conduct and our policies on anti-corruption and bribery. They also have access to human resources and legal personnel who can help them address any questions or concerns relating to our policies and procedures.

Personal Data Protection

We have implemented measures to safeguard the personal data of our employees and customers in accordance with applicable regulations. We are happy to say that there have been no incidents of a data breach in the reported period.



Regulatory Compliance

We are committed to complying with all applicable laws and regulations, including socio-economic rules. There were no significant instances of regulatory non-compliance in the reported period.

Sustainable Procurement

In 2020, we worked with 2,044 active suppliers worldwide. Plastics, and metals such as steel, aluminum, zinc and copper account for a large part of our total purchase value.

As part of our procurement process, we diligently work to identify and mitigate any environmental, social and governance risks in our supply chain.

We hold our suppliers to the same ethics, governance, and sustainability standards that apply to our operations. To ensure clarity and compliance, we provide all our direct material suppliers with our Supplier Code of Conduct, which sets out the minimum standards required from them. We follow up to secure their acknowledgment and also ensure they understand that we expect them to implement these standards to their supply chain as well.

A crucial part of these standards which bears mentioning is that we require our suppliers to uphold human rights and treat their employees with respect and dignity.

Certifications	% of Suppliers Who Achieved It
ISO 14001 Environmental Management System	32%
OHSAS 18001 / ISO 45001 Occupational & Safety Management System	7%
ISO 50001 Energy Management System	1%

Supplier Code of Conduct

The Interplex Supplier Code of Conduct covers our expectations from suppliers in the following areas:

GOVERNANCE AND ETHICS

- Compliance with Laws
- Business Integrity
- Financial Responsibility, Accurate Records
- No Conflict of Interest
- Intellectual Property
- Privacy
- Confidential and Proprietary Information
- Responsible Sourcing of Minerals
- Risk Assessment and Risk Management

LABOR AND HUMAN RIGHTS

- No Modern Slavery
- No Child Labor
- Diversity and Inclusion
- Fair Working Hours, Wages and Benefits

WORKPLACE HEALTH, SAFETY AND QUALITY

- Quality Requirements
- Health, Safety, Environmental and Quality Regulations
- Process Safety

ENVIRONMENT

- Environmental Permits and Reporting
- Waste and Emissions

See details at <https://interplex.com/supplier-code-of-conduct/>

Supplier Audits

We are progressively rolling out a comprehensive sustainable procurement action plan that includes supplier self-assessment and onsite compliance audits.

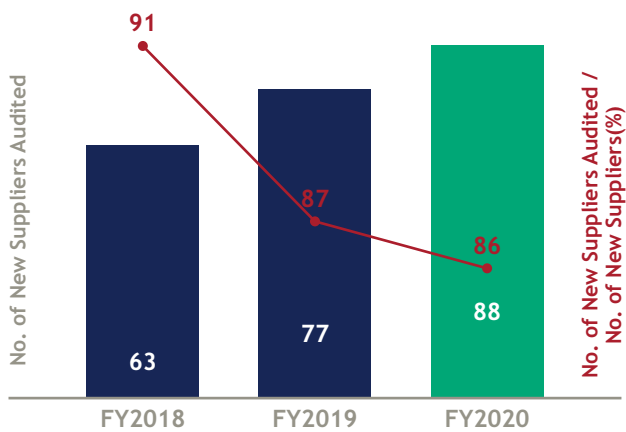
In FY2020, we conducted on-site assessments for 17% of all our suppliers.

These charts show our most recent supplier assessment results.

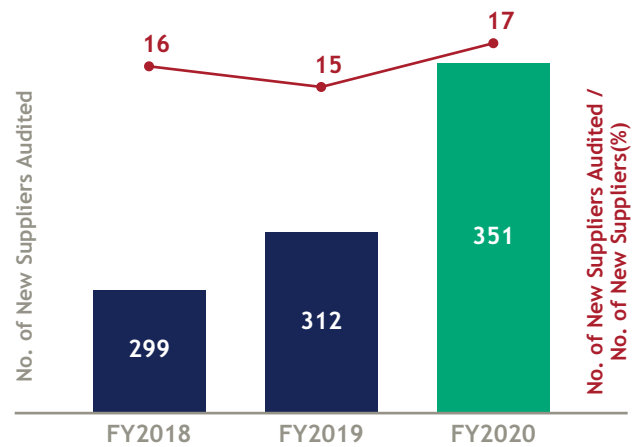
Supplier Key Performance Indicators

New Suppliers Audited

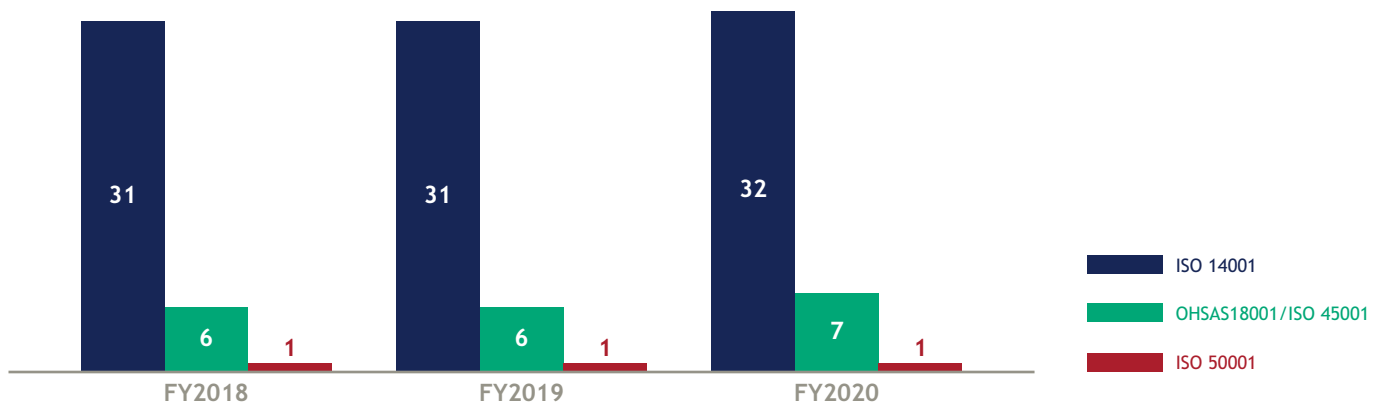
(Covers China and Asean, Japan & India (AJI))



Existing Suppliers Audited



Percentage of Existing Suppliers with EHS Standards



Conflict Minerals

Some of our electronics products include what is known as conflict minerals, which include tantalum, tin, tungsten and gold.

We are committed to responsibly source conflict minerals to ensure conflict-free origin. We do not procure minerals directly from smelters but we require our suppliers to source conflict minerals only from those smelters certified by the Responsible Minerals Initiative (RMI).

We have adopted the Conflict Minerals Reporting Template (CMRT), standardized by RMI. All our direct material suppliers must complete the CMRT form and provide information regarding the minerals' countries of origin and the smelters and refiners utilized. Based on the CMRTs submitted in the reported period, all our direct material suppliers declared that they have sourced only from RMI-certified smelters.

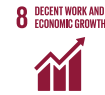
As an ongoing policy, we ask our suppliers to exercise due diligence on the source and chain of custody of these minerals in their supply chain. We also expect them to share with us their reports and the details of the measures they have implemented, upon request.

INTERPLEX SUPPLIER CODE OF CONDUCT ON CONFLICT MINERALS



We prohibit the sourcing of minerals from conflict sources that directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo or adjoining countries

Community Engagement



Doing Right by Our Communities

At every location we operate, we are committed to become fully participating and contributing members of the communities around us. We have initiatives in place to leverage our core expertise in order to make a positive difference for the people and places where we work and live.

In 2020, our capabilities have mainly been focused on the fight against COVID-19. We have made donations of medical devices, medical supplies, medical personal protective equipment and testing kits throughout the year - a few of which are highlighted here.



Medical Supplies in the Gambia

The Gambia (December 2020) - The Gambia, one of the poorest countries in the world, faces shortages of medical drugs and supplies. A lack of PPE and medicine caused a massive threat to local communities amid the escalating COVID-19 situation.

To alleviate the situation, Interplex donated much-needed face masks, and basic medicines such as paracetamol and hand sanitizers to Pandi's Legacy, a local non-governmental organization.

Through Pandi's Legacy Sport and Education, 330 disadvantaged children from its affiliated school, 200 children from its affiliated football academy, and young mums with severe medical needs were able to receive the help and support they needed in this pandemic.



Medical Devices and Supplies in Bengaluru

Bengaluru, India (September 2020) - Bengaluru became one of ten cities in India worst-affected by COVID-19. High numbers of active cases resulted in repeated shutdowns and disruptions.

To support the community there in its fight against COVID-19, Interplex donated medical supplies and equipment including surgical masks, ECG machines, Bilevel Positive Airway Pressure machines (Auto BiPAP) and High Flow Nasal Oxygen (HFNO) machines to the SDS Tuberculosis Research Centre & Rajiv Gandhi Institute of Chest Diseases in the city.



Medical Supplies and Devices in Chennai

Chennai, India (August 2020) - At the height of the surge in COVID-19 cases, hospitals in Chennai were in dire need of additional medical equipment and supplies.

Standing in solidarity with the local community, Interplex donated medical supplies including hand sanitizers, fumigators, surgical masks, ECG machines and a High Flow Nasal Oxygen (HFNO) machine to Govt Medical College Hospital in Tiruvallur, a designated COVID-19 hospital.



Testing Kits and Face Masks in Batam

Batam, Indonesia (July 2020) - Indonesia reportedly became the worst-hit country in South-East Asia, with over 75,000 COVID-19 cases and over 3,600 deaths recorded by mid-July 2020. There was an urgent need for medical supplies and PPE to help local governments control the outbreak.

As a responsible business operating in Batam, Interplex played our part by donating face masks, face shields and testing kits to healthcare workers and frontliners in Batam.



Face Masks in New York City

New York, USA (April 2020) - The United States has been one of the countries hardest-hit by COVID-19, with large numbers of cases and fatalities. New York City, among the worst-affected cities in the U.S., was experiencing a strain on the capacity of its hospitals and medical supplies. To cope with the crisis, Billie Jean King National Tennis Center was converted into a temporary hospital.

Partnering with Baring, Interplex donated disposable face masks to Billie Jean King National Tennis Center Temporary Hospital as part our contribution in the fight against COVID-19 in New York.

GRI Content Index

'In Accordance' - Core

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GRI 102: General Disclosures 2016		
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GRI 102-2	Activities, brands, products, and services	3
GRI 102-3	Location of headquarters	6
GRI 102-4	Location of operations	3, 4
GRI 102-5	Ownership and legal form	Privately Owned
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GRI 102-8	Information on employees and other workers	9, 39-40
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GRI 102-46	Defining report content and topic Boundaries	12-14
GRI 102-47	List of material topics	12-14
GRI 102-48	Restatement of information	Not applicable as this is our first report
GRI 102-49	Changes in reporting	Not applicable as this is our first report
GRI 102-50	Reporting period	5
GRI 102-51	Date of most recent report	This is our first report
GRI 102-52	Reporting cycle	Annual
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