



GLOBAL REPORTING INITIATIVE

SUSTAINABILITY REPORT

We have benchmarked our Sustainability reporting against the Global Reporting Initiative (GRI) Sustainability reporting guidelines.

Index of Conformance with the GRI 3.1 Guidelines:

- [Strategy and Analysis](#)
- [Organisational Profile](#)
- [Report Parameters](#)
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- [Economic Performance Indicators](#)
- [Environmental Performance Indicators](#)
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- [Society Performance Indicators](#)
- [Product Responsibility Performance Indicators](#)

The table below provides links to relevant information which has been published in this report, as well as other printed or electronic publications by DiGi.

Core Indicator



Additional Indicator

1. Strategy and Analysis		Key Full Partial No Not material	
Indicator	Compliance	Cross Reference or Direct Answer	
G4 - 1.1	Statement from the most senior decision maker of the organisation about the relevance of sustainability to the organisation and its strategy.		Annual report: Chairman and CEO's Statement (Page 8-11) CEO's Message
G4 - 1.2	Description of key impacts, risks and opportunities.		CEO's Message
2. Organisational Profile		Key Full Partial No Not material	
Indicator	Compliance	Cross Reference or Direct Answer	
G4 - 2.1	Name of reporting organisation.		About this report : Scope
G4 - 2.2	Primary brands, products and services.		Annual Report: Management Discussion and Analysis (Page 12-16) DiGi Website
G4 - 2.3	Operational structure of the organisation including main divisions, operating companies, subsidiaries and joint ventures.		Annual Report: Corporate Structure (Page 1)

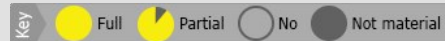
G4 - 2.4	Location of organisation's headquarters.		Annual Report: Notes to the Financial Statements (Page 85) About this Report
G4 - 2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.		DiGi only operates in Malaysia. About this Report
G4 - 2.6	Nature of ownership and legal form.		Annual Report: Notes to the Financial Statements (Page 85)
G4 - 2.7	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries).		Annual Report: Management Discussion and Analysis (Page 12-16) About this Report DiGi offers a wide range of voice, data and internet products in the form of pre-paid, post paid, business solutions, international and financial services.
G4 - 2.8	Scale of the reporting organisation (including employees, assets, sales and products).		Annual Report: "Statements of Comprehensive Income" (Page 78), "Statements of Financial Position" (Page 79) Annual Report: "Management Discussion and Analysis (Page 12-16) 2013 Highlights Best on People: Performance Indicators
G4 - 2.9	Significant changes during the reporting period regarding size, structure or ownership.		Annual Report: Chairman's Statement (Page 8) Annual Report: Statement of Changes in Equity (Page 81-82)
G4 - 2.10	Awards received in the reporting period.		Annual Report: Accolades (Page 22-23)
















3. Report Parameters
 Full
 Partial
 No
 Not material



Indicator	Compliance	Cross Reference or Direct Answer
Report Profile		
G4 - 3.1		About this Report: Reporting Period
G4 - 3.2		About this Report: Reporting Period
G4 - 3.3		About this Report: Reporting Period
G4 - 3.4		About this Report: Feedback
Reporting Scope and Boundary		
G4 - 3.5		About this Report: Reporting Principles Our Approach to Sustainability
G4 - 3.6		About this Report: Scope
G4 - 3.7		About this Report: Scope
G4 - 3.8		About this Report: Scope
G4 - 3.9		Ethical and Responsible Business: Performance Indicators Climate Change and Environment: Performance Indicators
G4 - 3.10		Best on People: Performance Indicators: Employees Leaving DiGi :Woman in Management Positions :Health and Safety Key Performance Indicators
G4 - 3.11		Best on People: Performance Indicators: Employees Leaving DiGi :Woman in Management Positions :Health and Safety Key Performance Indicators Climate Change and Environment: Performance Indicators: CO2 Emissions

G4 - 3.12	Table identifying the location of the Standard disclosures in the report.		This index
Assurance			
G4 - 3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the Sustainability 2013: Summary Report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organisation and the assurance provider.		Assurance Statement

4. Governance, Commitment and Engagement







Indicator	Compliance	Cross Reference or Direct Answer
Governance		
G4 - 4.1		Annual Report: Corporate Structure (Page 1) Annual Report: Governance (Page 32-35)
G4 - 4.2		Annual Report: Statement on Corporate Governance (Page 38-55)
G4 - 4.3		Annual Report: Directors' Profiles (Page 32-35)
G4 - 4.4		Annual Report: Statement on Corporate Governance (Page 38-55) Our Approach to Sustainability: Stakeholder Engagement Best on People: Strengthening Employee Engagement
G4 - 4.5		Annual Report : Statement on Corporate Governance (Page 38-55) DiGi Way of Work DiGi Code of Conduct
G4 - 4.6		Annual Report : Statement on Corporate Governance (Page 38-55) Ethical and Responsible Business : Corporate Governance DiGi Code of Conduct
G4 - 4.7		Annual Report: Statement on Corporate Governance (Page 38-55)
G4 - 4.8		Annual Report: Statement on Corporate Governance (Page 38-55) Ethical and Responsible Business : Corporate Governance DiGi Code of Conduct
G4 - 4.9		Annual Report: Statement on Corporate Governance (Page 38-55) Our Approach to Sustainability: Governance
G4 - 4.10		Annual Report: Statement on Corporate Governance (Page 38-55) Our Approach to Sustainability
Commitment to External Initiatives		
G4 - 4.11		Annual Report: Statement on Corporate Governance (Page 38-55) DiGi Code of Conduct
G4 - 4.12		CEO's Message About this Report : Reporting Principles
G4 - 4.13		DiGi as part of the Telenor Group is an active participant in GSMA, the global association for mobile operators. DiGi is also a signatory to the UN Global Compact. Locally, DiGi actively participates in telecommunications industry forums, government bodies, Business Council for Corporate Social Responsibility Malaysia and EU Malaysia Chamber of Commerce and Industry. Empowerment Through Connectivity: Industry Development CEO's Message
Stakeholder Engagement		
G4 - 4.14		Our Approach to Sustainability : Stakeholder Engagement
G4 - 4.15		Our Approach to Sustainability : Stakeholder Engagement






G4 - 4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group. E.g. surveys, focus groups, community panels, corporate advisory panels, written communication, management/union structures and other vehicles. Say whether any engagement was undertaken specifically as part of the report preparation process.		Our Approach to Sustainability : Stakeholder Engagement
G4 - 4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.		Our Approach to Sustainability : Stakeholder Engagement Our Approach to Sustainability : Material Issues

Economic Performance key  Full  Partial  No  Not material

Management Approach [DiGi contributes directly to the Malaysian economy through license fees, taxes, contribution to Universal Service Provision, job creation and support to local business partners. Indirectly, our core offering of mobile internet and telephony are key enablers for socio economic development.](#)
[Annual Report](#)
[CEO's Message](#)
[Our Approach to Sustainability](#)
[Empowerment Through Connectivity](#)





Indicator	Compliance	Cross Reference or Direct Answer
G4 - EC1		Annual Report: Group Financial Summary (Page 18) Annual Report: Statements of Comprehensive Income (Page 78) Empowerment Through Connectivity : Performance Indicators
G4 - EC2		CEO's Message Climate Change and Environment Telenor Group's Carbon Reporting
G4 - EC3		Annual Report: Notes to the Financial Statements Note 2(n) Significant Accounting Policies: Employee Benefits (Page 94-95) Note 7 Profit Before Tax (Page 103) Note 23 Defined Benefit Plan (Page 119)
G4 - EC4		Annual Report: Statements of Cash Flows (Page 83-84)



Market Presence

G4 - EC5		DiGi's standard entry level wage is more than 150% of the gazetted minimum wage.
G4 - EC6		Empowerment Through Connectivity : Performance Indicators: Local Suppliers by Percentage
G4 - EC7		All available positions including senior management are opened to DiGi employees and external local candidates to select the best fit for the position. For selected positions with specialised skills, the search is extended to the Telenor Group of companies. Best on People: Performance Indicators: Ethnic Diversity
G4 - EC8		Empowerment Through Connectivity
G4 - EC9		Empowerment Through Connectivity




Environmental Performance key  Full  Partial  No  Not material

Management Approach [Our Approach to Sustainability](#)
[Climate and Environment](#)

Indicator	Compliance	Cross Reference or Direct Answer
Materials		
G4 - EN1		DiGi is not involved in manufacturing.
G4 - EN2		DiGi is not involved in manufacturing.
Energy		
G4 - EN3		Climate Change and Environment : Driving Energy Efficiency Climate Change and Environment : Performance Indicators: Energy Use
G4 - EN4		Climate Change and Environment : Driving Energy Efficiency Climate Change and Environment : Performance Indicators: Energy Use

G4 - EN5	Energy saved due to conservation and efficiency improvements.		Climate Change and Environment : Driving Energy Efficiency Climate Change and Environment : Performance Indicators: Energy Use
G4 - EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	N/A	DiGi's main product or service is our communications services and we focus on driving energy efficiency in our network.
G4 - EN7	Initiatives to reduce indirect energy consumption and reductions achieved.		Climate Change and Environment : Driving Energy Efficiency










Water

G4 - EN8	Total water withdrawal by source.		Climate Change and Environment: Performance Indicators: Water Consumption
G4 - EN9	Water sources significantly affected by withdrawal of water.		DiGi's activities, products and services do not consume nor depend on large amounts of water.
G4 - EN10	Percentage and total water volume of water recycled and reused.		DiGi's activities, products and services do not consume nor depend on large amounts of water.



Biodiversity

G4 - EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	N/A	There are no significant adverse effects on biodiversity resulting from DiGi's activities, products and services.
G4 - EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	N/A	There are no significant adverse effects on biodiversity resulting from DiGi's activities, products and services.
G4 - EN13	Habitats protected or restored.	N/A	There are no significant adverse effects on biodiversity resulting from DiGi's activities, products and services.
G4 - EN14	Strategies, current actions and future plans for managing impacts on biodiversity.	N/A	There are no significant adverse effects on biodiversity resulting from DiGi's activities, products and services.
G4 - EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	N/A	There are no significant adverse effects on biodiversity resulting from DiGi's activities, products and services.

Emissions, Effluents and Waste

G4 - EN16	Total direct and indirect greenhouse gas emissions by weight.		Climate Change and Environment: Performance Indicators: CO2 Emissions
G4 - EN17	Other relevant indirect greenhouse gas emissions by weight.		Climate Change and Environment: Performance Indicators: CO2 Emissions
G4 - EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.		Climate Change and Environment : Driving Energy Efficiency
G4 - EN19	Emissions of ozone-depleting substances by weight.		DiGi's activities, products and services do not utilise nor manufacture significant amounts of ozone depleting substances.
G4 - EN20	NOx, SOx, and other significant air emissions by type and weight.		Under review to establish materiality.
G4 - EN21	Total water discharge by quality and destination.		DiGi's activities, products and services do not discharge large amounts of water. Office buildings are DiGi's main source of wastewater, which is treated according to local discharge conditions and legal requirements.
G4 - EN22	Total weight of waste by type and disposal method.		Climate and Environment: Performance Indicators: Municipal Waste
G4 - EN23	Total number and volume of significant spills.		There were no spills in 2013.
G4 - EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	N/A	DiGi disposes all scheduled waste in accordance with Malaysian Scheduled Waste regulations.
G4 - EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.		DiGi's activities, products and services do not discharge large amounts of water.

Products and Services

G4 - EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.		Climate Change and Environment
G4 - EN27	Percentage of products sold and their packaging materials that are reclaimed by category.		Under review to establish materiality.

Compliance

G4 - EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-		There were no cases of non-compliance in 2013.
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compliance with environmental laws and regulations.

Transport

G4 - EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.		Transportation generates less than 3% of DiGi's total CO ₂ emissions and is therefore does not have a significant impact. Climate and Environment: Performance Indicators
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Overall

G4 - EN30	Total environmental protection expenditures and investments by type.		Environmental protection is taken into consideration in overall capital expenditure decisions. Annual Report: Business Review (Page 15, 18)
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Social Performance

Labour Practices and Decent Work



Management Approach



[Our Approach to Sustainability](#)
[Best on People](#)
[Supply Chain Sustainability](#)

Indicator	Compliance	Cross Reference and Direct Answer
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Employment

G4 - LA1	Total workforce by employment type, employment contract, and region.		Best on People: Performance Indicators: Employment Data
G4 - LA2	Total number and rate of employee hires and turnover by age group, gender, and region.		Best on People: Performance Indicators: Employees Leaving DiGi
G4 - LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations.		DiGi hires temporary employees from third party agencies and they are not entitled to any benefits given to DiGi's full-time employees. Best on People: Competitive and Performance-Based Rewards
G4 - LA15	Return to work and retention rates after parental leave, by gender.		Best on People: Performance Indicators: Employees on Parental Leave




Labour/Management Relations

G4 - LA4	Percentage of employees covered by collective bargaining agreements.		DiGi supports freedom of association and collective bargaining as stated in DiGi's Code of Conduct. Under the Industrial Relations Act 1967 the right to collective bargaining is similarly enshrined. DiGi Code of Conduct
G4 - LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.		DiGi gives 1 month notice to inform all employees of operational changes that result in loss of employment. For employees falling within the scope of the Employment Act, notice is as provided in sections 12 (2) (a), (b) and (c), and section 12 (3) of the Employment Act 1955.



Occupational Health and Safety

G4 - LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programmes.		Best on People: Performance Indicators: Health and Safety Committee
G4 - LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.		There were no work-related fatalities in 2013. Best on People : Performance Indicators: Health and Safety Key Performance Indicators
G4 - LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.		DiGi organises education, training, counseling, prevention and risk-control programmes for employees, whenever there is an outbreak of serious diseases. Best on People: Engaging and Supportive Work Environment Ethical and Responsible Business : Supply Chain Sustainability
G4 - LA9	Health and safety topics covered in formal agreements with trade unions.	N/A	To-date, there is no trade union in DiGi.

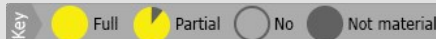
Training and Education

G4 - LA10	Average hours of training per year per employee by employee category.		Best on People : Performance Indicators: Training
G4 - LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.		Best on People : Most Attractive Career Development
G4 - LA12	Percentage of employees receiving regular performance and career development reviews.		Best on People : Performance Indicators: Employees Development Plan

Diversity and Equal Opportunity

G4 - LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.		Annual Report: Directors Profiles (Page 32-35) Best on People: Performance Indicators: Diversity and Inclusion
G4 - LA14	Ratio of basic salary of men to women by employee category.		DiGi practices equal opportunity to all in salary and remunerations. DiGi Code of Conduct

Human Rights



Management Approach

Our Approach to Sustainability
 Ethical and Responsible Business : Corporate Governance
 Ethical and Responsible Business : Supply Chain Sustainability
 DiGi Code of Conduct

Indicator

Compliance

Cross Reference or Direct Answer

Investment and Procurement Practices

G4 - HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.		All significant investment agreements are subject to the terms of our Supplier Conduct Principles which include internationally proclaimed human rights standards such as the UN Declaration and conventions on human rights. Ethical and Responsible Business : Supply Chain Sustainability Ethical and Responsible Business : Performance Indicators: Supply Chain Sustainability Supplier Conduct Principles
G4 - HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.		All agreements with significant suppliers and contractors are subject to the terms of our Supplier Conduct Principles and/or DiGi Code of Conduct which includes internationally proclaimed human rights standards including the UN Declaration and conventions on human rights. Ethical and Responsible Business : Supply Chain Sustainability Ethical and Responsible Business : Performance Indicator: Supply Chain Sustainability Supplier Conduct Principles
G4 - HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.		Ethical and Responsible Business: Performance Indicators: Corporate Governance

Non-discrimination

G4 - HR4	Total number of incidents of discrimination and actions taken.		There have been no incidents of discrimination in 2013. DiGi is opposed to discriminatory practices, and is committed to do its utmost to promote equality in all employment practices. This is stated in DiGi's code of conduct. DiGi Code of Conduct
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Freedom of Association and Collective Bargaining

G4 - HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.		DiGi evaluates current and prospective suppliers to identify risks of violations of Supplier Conduct Principles, which include clauses on freedom of association and collective bargaining. Ethical and Responsible Business : Supply Chain Sustainability Supplier Conduct Principles
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Child Labour

G4 - HR6	Operations identified as having significant risk for incidents of forced and compulsory labour, and measures taken to contribute to the elimination of forced and compulsory labour.		DiGi evaluates current and prospective suppliers to identify risks of violations of Supplier Conduct Principles, which include clauses on child labour. Ethical and Responsible Business : Supply Chain Sustainability Supplier Conduct Principles
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Forced and Compulsory Labour

G4 - HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.		DiGi evaluates current and prospective suppliers to identify risks of violations of Supplier Conduct Principles, which include clauses on forced and compulsory labour. Ethical and Responsible Business : Supply Chain Sustainability Supplier Conduct Principles
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Security Practices

G4 - HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.		All security personnel have been trained in basic health, safety and security, as part of the requirements in the Supplier Conduct Principles. Supplier Conduct Principles
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Indigenous Rights

G4 - HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.		There have been no violations in 2013.
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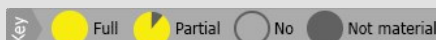
Assessment

G4 - HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.		DiGi assesses its operations for risks of violations to our code of conduct and Supplier Conduct Principles, which include clauses on internationally proclaimed human rights such as the UN Declaration and conventions on human rights. Ethical and Responsible Business : Corporate Governance Ethical and Responsible Business : Supply Chain Sustainability Ethical and Responsible Business : Performance Indicators DiGi Code of Conduct Supplier Conduct Principles
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Remediation

G4 - HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.		There have been no filed grievances in 2013. DiGi Code of Conduct
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Society






Management Approach




Our Approach to Sustainability
 Empowerment Through Connectivity
 Ethical and Responsible Business
 DiGi Code of Conduct


Indicator

Compliance


Cross Reference or Direct Answer

Community		
G4 - S01	Percentage of operations with implemented local community engagement, impact assessments, and development programmes.	 DiGi assesses its operational impact on community, and carries out relevant development and engagement programmes to address such impacts. Empowerment Through Connectivity: Community Development Ethical and Responsible Business: Consumer Centricity
G4 - S09	Operations with significant potential or actual negative impacts on local communities.	 Ethical and Responsible Business Ethical and Responsible Business: Consumer Centricity Empowerment Through Connectivity: Safer Internet for Children
G4 - S10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	 Ethical and Responsible Business Ethical and Responsible Business: Consumer Centricity Empowerment Through Connectivity: Safer Internet for Children

Corruption		
G4 - S02	Percentage and total number of business units analysed for risks related to corruption.	 DiGi's Code of Conduct and Anti-Corruption Policy apply strict requirements across our operations.
G4 - S03	Percentage of employees trained in organisation's anti-corruption policies and procedures.	 Ethical and Responsible Business: Performance Indicators: Corporate Governance
G4 - S04	Actions taken in response to incidents of corruption.	 There were no incidents of corruption in 2013. Ethical and Responsible Business: Corporate Governance

Public Policy Behavior		
G4 - S05	Public policy positions and participation in public policy development and lobbying.	 Empowerment Through Connectivity: Industry Development
G4 - S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	N/A DiGi does not give support to political parties, either in the form of direct financial support or paid time. This is stated in DiGi's Code of Conduct. Ethical and Responsible Business: Corporate Governance DiGi Code of Conduct



Anti-Competitive Behaviour		
G4 - S07	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	 There were no legal actions in 2013.




Compliance		
G4 - S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	 There were no cases of non-compliance in 2013.



Product Responsibility



Management Approach
Our Approach to Sustainability
Ethical and Responsible Business
Empowerment Through Connectivity: Safer Internet for Children

Indicator	Compliance	Cross Reference or Direct Answer
G4 - PR1		All key products and services are subject to health and safety assessments which cover design, use/delivery and disposal, and are required to be compliant with local safety standards. DiGi is committed to taking an active role in delivering safer products and services. Ethical and Responsible Business: Addressing RF Emissions Empowerment Through Connectivity: Safer Internet for Children
G4 - PR2		There were no incidents of non-compliance in 2013.

Product and Service Labeling		
G4 - PR3		Empowerment Through Connectivity: Safer Internet for Children Ethical and Responsible Business: Customer Centricity
G4 - PR4		There were no incidents of non-compliance in 2013.
G4 - PR5		Ethical and Responsible Business: Customer Satisfaction

Marketing Communications		
G4 - PR6		DiGi has identified laws, standards and voluntary codes relating to marketing communications which apply to its products and services. Internal policies and procedures regarding marketing communications are in place. Ethical and Responsible Business: Corporate Governance Ethical and Responsible Business: Customer Centricity - Privacy
G4 - PR7		One incident of non-compliance on Mandatory Standards of Provisioning of Mobile Content Services. An internal audit has been carried out to ensure strict adherence and our Regulatory (together with Internal Audit team) is now reporting the progress to Audit Committee on quarterly basis. Ethical and Responsible Business: Performance Indicators:

Customer Privacy

G4 - PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.		One case was lodged to Consumer Forum Malaysia (CFM) on customer privacy. The case was closed on the same day. Ethical and Responsible Business : Privacy DiGi Code of Conduct
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Compliance

G4 - PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.		There were no fines for non-compliance in 2013.
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VISION, MISSION AND VALUES



CEO'S MESSAGE



APPROACH



STRATEGY



FOCUS AREAS



PERFORMANCE



ACCOLADES



ABOUT THIS REPORT

- ▶ Governance
- ▶ Stakeholder Engagement
- ▶ Material Issues

- ▶ Empowerment Through Connectivity
- ▶ Ethical and Responsible Business
- ▶ Passionate Employees
- ▶ Climate Change and Environment

- ▶ Performance Indicators
 - Empowerment Through Connectivity
 - Ethical and Responsible Business
 - Passionate Employees
 - Climate Change and Environment
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- ▶ GRI
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- ▶ Glossary
- ▶ Assurance Statement