

CONSOLIDATED STATEMENT ON ESG PERFORMANCE

Performance indicator	UOM	2023/24	2022/23
Environmental Performance			
Resources			
Total energy consumption for operations	GJ	1,132,964	1,207,440
Non- renewable energy	GJ	247,352	265,139
LPG	GJ	34,207	32,865
Electricity	GJ	113,477	112,045
Diesel	GJ	33,449	59,995
Furnace Oil	GJ	65,923	59,915
Others	GJ	296	319
Self-generated energy	GJ	885,612	942,301
Electricity generated & supplied to national grid	GJ	2,889	3,656
Out of total electricity consumed	%	2.5%	3.3%
Energy intensity (energy per revenue)	GJ/Rs. Mn	26.24	19.81
Water consumption/ withdrawal for operations	m ³	732,634	649,683
Water intensity (water withdrawal per revenue)	m ³ /Rs. Mn	16.97	10.66
Renewable raw material consumption	Mt	152,221	158,885
Coconut shells	Mt	50,468	46,592
Coconut shell charcoal	Mt	101,753	112,293
Waste			
Solid waste	Mt	5,403	6,589
Total solid non-hazardous waste	Mt	5,402	6,589
Total solid hazardous waste disposed	Mt	1.2	-
Solid waste generated per revenue	Mt/Rs. Mn	0.12	0.11
Percentage of hazardous waste shipped internationally	%	-	-
Waste water treated through internal treatment plants in factories	Liters '000	241,465	196,918
Total wastewater discharged	m ³	269,079	223,171
Water discharged per revenue	m ³ /Rs. Mn	6.22	3.66
Emission			
Carbon emitted for operations	tCO ₂ e	26,696	28,396
Scope 1 emission	tCO ₂ e	10,903	12,622
Scope 2 emission	tCO ₂ e	13,485	13,330
Scope 3 emission	tCO ₂ e	2,308	2,444
Biogenic emission	tCO ₂ e	48,658	41,305
Emission intensity			
Per revenue Mn	tCO ₂ e/Rs Mn	0.56	0.43
Per Mt of made activated carbon	tCO ₂ e/Mt	0.51	0.53
Trees Planted	No.	>25,000	>500

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Social Performance			
People & Employees			
Total employees	No.	1,933	1,880
Activated carbon segment	No	1,835	1,768
Environmental engineering solutions segment	No	98	112
Employee turnover	No.	227	178
Local	No	166	128
Overseas	No	61	50
Female employees as a percentage of total employees	%	14%	14%
Female employees in decision-making roles	%	27%	21%
Total training hours	No.	23,352	16,800
Average training hours per employee	No.	12.1	8.9
Male	No	12.2	8.2
Female	No	11.5	13.3
New Recruits	No.	280	290
Local	No	194	142
Overseas	No	86	148
Investments in training & development	Rs. Mn	11.32	7.35
Total number of injuries	No.	32	30
Fatal	No	0	0
Occupational	No	32	30
Lost working days	No.	226.0	112.5
Health and safety training hours	No.	7,404	4,980
Promotions	No.	28	40
Apprenticeships provided for technical education	No.	18	14
Profit per employee	Rs. Mn	2.2	3.5
Revenue per employee	Rs. Mn	22.4	32.4
Value added per employee	Rs. Mn	7.3	9.5
Customers			
Customer Satisfaction Index	%	>90	>85
Activated carbon segment	%	>90	>85
Environmental engineering solutions segment	%	>90	>85
New customer acquired	No.	34	53
New products developed	No.	14	16
Revenue generated from new products	Rs. Mn	479	3,390
Products in pipeline	No.	7	4
Revenue generated	Rs. Mn	43,179	60,943
Investment in research & development	Rs. Mn	231	187

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Suppliers and Business Partners			
Total number of Suppliers	No.	850	832
Coconut shells & charcoal suppliers	No	637	570
Other materials & service suppliers	No	213	262
SME Suppliers	No.	555	504
New coconut shells & charcoal suppliers added during the year	No.	172	242
Payments to suppliers	Rs. Mn	18,303	23,730
Coconut shells & charcoal suppliers	Rs. Mn	12,828	17,613
Other materials & service suppliers	Rs. Mn	5,475	6,117
Proportion of spending on local suppliers	%	87	88
Investment in supplier development	Rs. Mn	2.5	6
Community Engagement			
Investment in CSR	Rs. Mn	40.8	40
Beneficiaries of CSR	No.	>105,000	>100,000
Taxes to Government	Rs. Mn	2,834	3,954
Sri Lanka	Rs. Mn	1,206	1,756
Overseas	Rs. Mn	1,627	2,198
Governance Performance			
Values and Ethics			
Employees trained on Hayleys/ Haycarb code of business conduct	No.	222	39
Whistle-blower cases reported and solved	No.	0	0
Management Systems			
Total audits conducted on management systems	No.	59	55
Internal Audits	No	52	48
External Audits	No	7	7
Significant non-compliances reported in management systems	No.	0	0
Occasions the sustainability committee met	No.	4	4
New certifications	No.	2	1
Data Privacy and Security			
Employees trained on data privacy	No.	73	35
Other			
Human rights violations	No.	0	0
Anti-corruption incidents	No.	0	0
Instances of socio-economic non-compliance	No.	0	0
Instances of environmental non-compliance	No.	0	0