

LANDSON GLASS

ESG STATEMENT

Objectives

Landson Glass is committed to minimizing the impact to our environment, to taking social responsibilities and to continuously improving corporate governance.

A series of policies are set and practices are implemented accordingly.

Our Goals

- ✓ To improve the energy efficiency of our manufacturing processes by introducing new technologies to reduce energy consumption and greenhouse gas emissions.
- ✓ To optimize our production processes so resources are consumed less per M2 of finished products and wastes are reduced.
- ✓ To enhance the longevity and durability of our products to reduce public consumption.
- ✓ To promote the responsible sourcing of materials by working with suppliers who share our ethical and sustainable values and practices.
- ✓ To strengthen our corporate values of integrity, fairness, and equal opportunity.

Our policies incorporate our commitment to a more environmental friendly, socially responsible, and economically viable future with our responsible practices and operations.

Through the implementation of rational strategies and engagement of our management, employees, and suppliers, we will contribute to the wellbeing of our planet and communities while achieving long-term success as a responsible and sustainable company.

Environmental

- Streamline and rationalize our production processes to minimize wastage and use resources efficiently.
- Collection of reject and offcuts of raw materials for reuse and contributing to the conservation of energy and resources.
- Continuously review our work methods, purchasing practices and sustainability goals to improve our environmental performances.

Social

- Promoting a culture of awareness and responsibility among all staff members and placing top priority on safe workplace practices.
- Encourage a friendly and caring atmosphere among all staff members by respect their individuality and show empathy.
- Engage actively with our community through various programs that contribute to its development and improvement.

Governance

- Be responsible with our decisions and actions, ensuring our stakeholders are held accountable for their roles and obligations.
- Set a series of guidelines, rules, and principles that guide our decisions and actions, ensuring consistency and alignment with our company objectives
- Adopt the establishment and enforcement of specific rules and standards to ensure compliance, integrity, and ethical conduct.

Environmental

Landson Glass is committed to supporting rational practices and environmental sustainability within the glass industry. We have been investing in technologies and equipment to optimize our output and minimize waste generation. We have emphasized the ideas of reduce, recycle and reuse, we will continuously strive to improve our production methods and raw material consumption to reduce our overall environmental impact and preserve our natural resources for future generations.

Achievements

- Continuous investment in automated, high- efficiency manufacturing equipment to reduce our total carbon emission.
- All water-to-waste is treated and filtered and recycled water is used in glass processing equipment.
- Polyvinyl Butyral (PVB) interlayer (used in laminated glass) is collected and returned to supplier for recycling.
- Scrap glass is collected and returned to float manufacturers for use in the production of float glass.
- Leftover sealants are collected and send to third party company for treatment before sending to tip.
- Timber off-cuts are collected and recycled through timber suppliers.
- Recycling of cardboard, paper, scrap metal and soft plastics.
- The use of reusable transport frames and recyclable packaging materials (paper and cardboard).
- Supplying only lead and heavy metal-free glass products.
- Water based ceramic ink is used in produce of our ceramic frit glass.
- Factory roof will be added with solar panels to generate green power in our production.
- LED lights replaced normal lights in the factory so less power is consumed.
- Diesel forklifts are replace by electrical forklifts to reduce carbon emission.
- Majority of the company cars are electrical cars to reduce carbon emission.

- An ERP system is used for all departments to share information electronically. When printout is necessary, print on both sides is required.

Environmental

We have gathered some numbers.

- Solar panel Installations (planned)

Unit Size kWp	Power Generated (kWh Per Annum)	Carbon Reduction(Tonnes Per Annum)
35	1,098,100	1095

- LED Lights Replacement: A total of 94 mercury vapor lights have been exchanged with LED Lights across our factories, resulting in 80% less energy consumption per annum and a carbon reduction of 126 tons per annum.

Note: All numbers quoted in this section are as of 21st July 2024.

Social

More and more companies are pursuing not only the financial success but also social achievements and responsibilities.

Landson Glass acknowledges its social responsibilities include the way it treats its employees, its stakeholders, the communities it operates and to people of a boarder world.

This recognition lays the foundation of the 'Social' component within this ESG statement.

People-oriented approach

Landson Glass has embraced a more people-oriented approach over the years by creating the workplace a safe, pleasant and fair environment. We value every employee's well-beings. We also understand our role in supporting local community and economies, as well as ethical supply chains.

These values have become the integral parts of our identity and role within the glass industry.

Achievements

- Strong commitment to ensuring a safe workplace.
- Various safety meetings on different scales are held annually, quarterly and monthly. Each team has its safety briefings every morning.
- Contract third party annually to test work hazards including noise, powder and gas exposure.
- Provide health check to all staff members on the factory floor annually so potential work-related health issues are monitored.
- Support of various charities in China and Australia.

- Sponsoring study and sports equipment to local primary schools.
- Participate as an active member of the local glass association.
- Use locally sourced products where possible, and, where unavailable, audit offshore suppliers for alignment with Landson Glass' Modern Slavery Statement". Such audit is conducted annually.
- Monthly birthday parties for all employees, regular BBQ's and annual sightseeing tour and end of year party for the employees and their families as team building activities and care of the wellbeing of all employees.

Landson Glass introduced our Core Values

Landson Glass introduced "7 Laws" from 2016. This focuses on seven of our core values:

- Safety
- Quality
- Productivity
- Innovation
- Respect
- Customer First
- No Excuse

The "7 Laws of Landson" form the foundation of our business and employee's values. An explanation of them set initiatives for each value. Regular meetings for open discussion are held about each value to encourage employee to share and follow.

Landson Glass Values:

Safety

Ensure the safety of our people. It has always been No. 1 of our company value.

New staff members will be trained and re-trained regularly to raise the awareness of safety about themselves and people around them.

Quality

Offer a comprehensive range of quality products manufactured to high standard by applying our knowledge & experience as well as our quality control system.

Productivity

We aim at continuous improvement in our productivity so that less resources are used and wasted. This is done by our continuous investment in more efficient equipment and continued streamlining our manufacturing processes.

Innovation

We encourage our team to be innovative in the way we operate. This starts from workers making small innovative changes to our management team creating new method of better management. We advocate thinking out of box approach and believe there is always a solution to all problems.

Respect

Respect is one of the most important core values of Landson Glass. We require all employees to respect each other, department respect other departments. As a reputable company, we respect our customers, suppliers, service providers and our competitors. We believe in equal and fair opportunities and we respect decisions from our stakeholders regardless of our agreement with them or not.

Customer First

We value our customers by being a full solution provider supported by our diligent and quality services. Our team has been trained to be focusing on customers' need first and therefore strong business relationships are maintained for all customers.

No Excuses

We are not looking for excuses to defend ourselves when it comes to our mistakes. We value our commitments highly and will take every measure possible to fulfil it. We will be honest and admit our faults when it happens.

Social

Employee Safety

Landson Glass prioritize the health and safety of our workforce above all else. We maintain stringent safety protocols and provide continuous information and training to ensure our working environment can safeguard the physical and mental well-being of every employee.

Safety Engagements

Landson Glass has implemented the following safety engagement methods for the purposes of identification, communication, education, and governance.

We work collaboratively with our workers, safety man, supervisors, and team leaders in our shared responsibilities to ensure our team members can attend work each day, perform their work and return home safely.

Communication Methods

- Safety warnings, trainings sessions safety noticeboards and onsite correction.
- Daily prestart meetings for each team and regular all staff meetings.
- Annual fire drill and evacuation drill with our safety man provide instruction before drills.
- Share information of accidents from other businesses for all staff members to watch.
- Organize safety knowledge contest among all employees to promote awareness of safety.
- Contract third party to assess the safety hazards of our operations.
- Anyone can report to MD directly if they see something unsafe.

Governance Methods

- Safety committee oversees the implementation of safety measures in our operations.
- Through investigation into identified hazards, near misses and injuries to assess and issue corrective and preventative actions. There are documentation about the investigation process.
- Consult and attend training sessions for updated health and safety laws and regulations.

Identification Methods

- Regular safety checks by safety committee and annual safety audits.
- Onsite reporting by each employee who finds safety hazards.

Ethical Sourcing/Procurement

Respect is one of our 7 laws and forms a core value of our corporate culture.. We believe that every one should be treated fairly with dignity regardless of their background or role within or outside our company. We recognize that our employees are our most valuable asset, and are committed to providing a safe, fair and pleasant workplace.

This extends to fair and equal opportunities for career growth and development, fair compensation, and zero tolerance for harassment.

Our value of respect extends to our interactions with suppliers, customers, and the broader communities.

At Landson Glass, we consider ethical sourcing as one of the fundamental basis in our operations. We recognize that the sources of our raw materials and supply chain have an impact on our operations as well as on the society and the environment.

We are stringent in ensuring our sourcing materials and conducting business in an ethical and responsible manner.

We conduct regular reviews on our suppliers, with guidelines of standards regarding labor conditions, environmental sustainability, and human rights. We collaborate closely with our supply chain partners to ensure they share the same ethical values and principles.

Ethical sourcing enables us to mitigating environmental risks, promoting fair labor practices, and minimizing the activities of corruption.

Landson Glass will continually strive to make responsible choices of our business partners that resonate with our values, benefiting not only our business but also the broader global community.

Community Engagement

We firmly believe that our success relies on the local communities. By sourcing majority of the materials and services locally, collaborating with local businesses and employing locally, we contribute to economic growth and wellbeing of the local community. We have continued to sponsor the local primary schools with better learning and sports facilities. We have also donated to “Smith Family” in Australia where it is our biggest market as a way to give back to the community we operate. We offer opportunities to local university graduates internship jobs and work experiences.

Through continued engagement, investment and opportunity, Landson Glass will continue to maintain strong community relationships and helping to drive sustainable social values and growth of our society.

We acknowledge the impact of our actions on our employees, their families, and the communities they belong to.

We believe these values and principles will contribute to Landson Glass' reputation and long-term sustainability.

Governance

We believe that good governance is not just for internal management requirement; it is the ethical values of our company that enables us to make decisions, defines our corporate values and guides our ESG commitment. The Landson Glass value of Integrity builds our culture of accountability, compliance to policy & regulation and responsible operation.

Management Team

Our management team plays a vital role in ensuring that Landson Glass operates ethically and with integrity. They oversee our ESG commitments, offer guidance and provide directions for making positive changes within the company.

Landson Glass maintains a team with a mix of skills, backgrounds, and experiences under the leadership of the owner. The active engagement of the owner reflects and respects the company's history, core values and sustainability. The united and long-term management team reinforces the company's identity and commitments to the employees, customers and suppliers as well as the community.

Ethical Conduct and Corporate Culture

We have a stringent code of ethics that regulates the behavior of our employees.

Our commitment to ethics reflects our core values. It goes beyond simple compliance with laws and regulations.

Landson Glass promotes a culture of integrity and honesty. Each of our employee deserves to be respected. We encourage honest communication and provide employees with opportunities to speak up about safety, ethical and even personal issues and concerns. Our ethical conduct extends further to our interactions with customers, suppliers, and the broader community, ensuring we maintain high ethical standards throughout our organization.

Quality Management System

Landson Glass operates under a Quality Management System which complies with the requirements of ISO9001:

Risk Management and Compliance

Effective risk management is critical to our organization. We have risk management processes in place to identify, assess and mitigate risks within our company. These include environmental, social, and governance risks, as well as financial and operational risks.

Landson Glass endeavors to comply with all applicable laws and regulations in each of the jurisdictions we conduct business. We continuously monitor changes in regulatory environment and industry standards to establish practices and policies that remain updated with changing governance requirements.

Company Policy Statements

Landson Glass has established and implemented the following policies/procedures:

- Health & Safety
- Organization Flow Chart
- Company Vehicle Use
- Internet Usage and Data Security
- Environmental
- Ethical Sourcing/Purchasing Procedures
- Outsource Suppliers
- Modern Slavery Questionnaire Statement
- Quality Goals and Objectives
- Procedures for business travel
- Work ethics/Employee behavior

Governance acts as foundation for responsible and accountable business practices. It not only mitigates risks and minimize unethical behaviors of our employees but also increases trust among our stakeholders including our customers, suppliers and other service providers. We strongly believe that good governance is fundamental to good business operations. It is a process that requires continuous improvement and it will contribute positively to society.

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