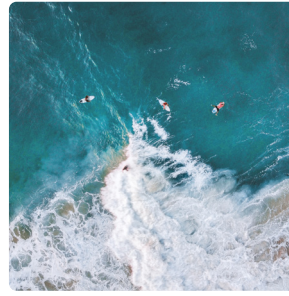


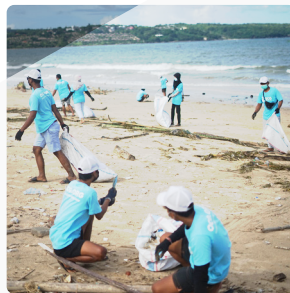
Making Safety Sustainable

Our commitment to sustainability

Taking responsibility



for our future.



It is no longer an option for any organisation to operate with a “business as usual” mindset. Every company must consider how their actions might affect the environment, and take responsibility with actionable targets, positive changes, and improvements.

Midas Safety recognizes that it has a responsibility to embrace sustainability at its core and is committed to acting responsibly concerning the environment and people, contributing to a more sustainable world for future generations. We have identified important sustainability themes that impact and contribute towards the goal of sustainable development.

In order to fulfil our ambitions, Midas Safety has committed to sustainability actions across seven pillars:

1. **People**
2. **Climate**
3. **Water**
4. **Energy**
5. **Waste**
6. **Product**
7. **Packaging**

Each pillar contains a set of targets to realize by **2023**; these targets have been established by investing in rigorous assessments detailing the impact of our current business activities.

At Midas Safety, we have pledged to invest in both financial and human capital to achieve these goals.

GUIDANCE FROM STAKEHOLDERS

In our commitment to sustainability, we looked to some of our most important stakeholders - our customers - for guidance on the pillars, and to determine the material topics for our sustainability reporting. We did this by launching a Customer Engagement Survey, asking our customers to offer their opinion on responsible practices and how they view Midas Safety in terms of sustainable initiatives.

Midas Safety

The Seven Pillars



1. People

The Midas Safety seven pillars are more than statements of intent; each pillar has specific actions and achievable outcomes that can be tracked and reported upon. This firmly commits us to change for the better.



2. Climate



3. Water



6. Product



4. Energy



7. Packaging



5. Waste

1 People

Provide our people with a safe workplace and opportunities to reach their potential.



People are the most important part of any business; without people, a company cannot function. It is our responsibility to ensure the safety of our employees, as well as consider the welfare of people outside of our business and minimize the impact of our activities on the broader community. We are also committed to addressing gender diversity in our workforce, ensuring that our business is representative.

Goals for 2023



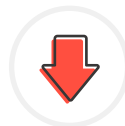
Enhance and enrich the knowledge of employees through training – **18 hours per employee per year ***



Women in Management positions **15%**



Improve gender diversity to **40% female**



Reduce safety related incidents by **60%**

Why does this matter?

According to the International Labour Organization, on an average day, about 6,000 people will die in workplace-related incidents.

Gender inequality is a major cause and effect of hunger and poverty: it is estimated that 60% of chronically hungry people are women and girls. **

A large gender gap remains in women's access to decision-making and leadership.

* In 2021 Midas Safety has provided **106,705 Hours** of training to our employees in PK, BD & SL. (9.1 Hrs/employee). Training included: Quality Management, Environmental Management, Safety Management, Leadership Skills, Train the Trainer, Sustainability, Carbon Neutrality, Incident Investigations, Testing Standards, Product Legal compliance, Fire Fighting (Training & drills), evacuation sessions (& drills), First Aid, Human rights, Labor laws.

** unwomen.org/en/news/in-focus/commission-on-the-status-of-women-2012/facts-and-figures



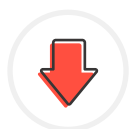
2 Climate

Protect the climate by reducing GHG and fugitive emissions.



Taking action protects our environment for future generations, but also ensures our business is future-proofed and commercially ready for whatever challenges lie ahead.

Goals for 2023



Carbon footprint reduction by **20%** by reducing greenhouse gas emissions



Initiate an R&D project to **reduce Volatile Organic Compounds emission** to the environment



Eliminate hydrochlorofluorocarbon equipment across the group by **100%**

Why does this matter?

NASA data shows that average global temperatures in 2019 were 0.98°C warmer than the twentieth century average.

Eleven percent of all global greenhouse gas emissions caused by humans are due to deforestation which highlights the need to reduce paper and cardboard packaging.

*

Eleven percent of the world's population is currently vulnerable to climate change impacts such as rising sea waters, wild fires, floods and droughts.

*

* conservation.org/stories/11-climate-change-facts-you-need-to-know



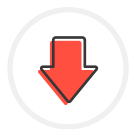
3 Water

Reduce our water footprint through effective water management practices.



Economic development and industrial growth have a major impact on water consumption and the availability of water for domestic use. We have set a target for the reduction in water usage through improved water management practices.

Goals for 2023



Reduce freshwater intake by **20%**



Setup effluent treatment and recycling plants



Recycle **20%** of used water

Why does this matter?

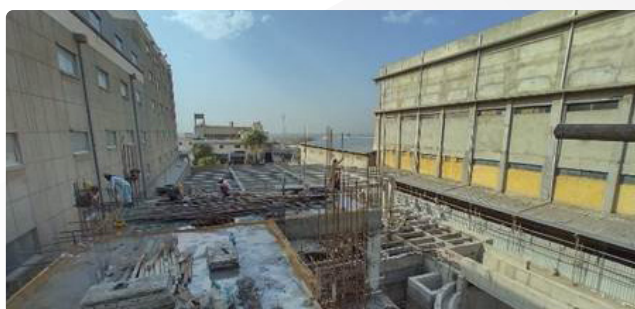
1.1 billion people worldwide lack access to water, and a total of 2.7 billion find water scarce for at least one month of the year. *

1 in 3 people globally do not have access to safe drinking water (source: UNICEF, WHO).

At the current consumption rate, by 2025, two-thirds of the world's population may face water shortages. *

We're pleased to announce our process water treatment plant at Beltexco in Pakistan is now under construction. Installation and commissioning is expected to be completed during Q3 2022, and will make a significant contribution to one of our goals to set up effluent treatment and recycling plants.

* worldwildlife.org/threats/water-scarcity



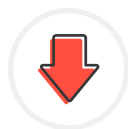
4 Energy

Reduce energy intensity and increase share of renewable energy usage.

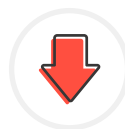


The global energy demand is steadily increasing with the economic growth combined with the population explosion. We are committed to reducing energy consumption and increasing power generation from renewable sources.

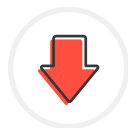
Goals for 2023



Reduce electricity consumption by **20%**



Reduce gas consumption by **10%**



Reduce biomass consumption by **20%**



Install solar power plants delivering 7 MW of energy by 2023 – **35%** of electricity from solar power

Why does this matter?

We are using more resources than the Earth can regenerate in a given year. *

Within the industrial sector, manufacturing accounts for the largest share of annual industrial energy consumption, at 77%. **

Renewable energy resources emit little to no greenhouse gases, which is better for the environment and our health.

* overshootday.org/

** eia.gov/energyexplained/use-of-energy/industry.php



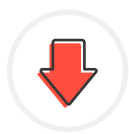
5 Waste

Reduce waste generation at source and convert waste into value-added products.

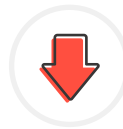


Waste is a serious threat to our environment and a driver of greenhouse gas emissions, therefore we have set targets to reduce both food and industrial waste and recycle suitable waste into new products.

Goals for 2023



Reduce waste by **40%** and, through the use of innovative technologies, convert waste into reusable products



Reduce food waste by **30%**



Zero hazardous waste to landfill

Why does this matter?

Humans now buy a million plastic bottles a minute. Most of this plastic ends up in the ocean. *

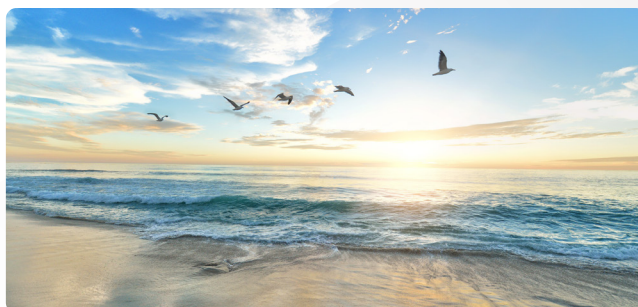
One third of all food produced is lost or wasted, whilst one in nine people do not have enough food to eat. **

Hazardous waste that is sent to landfill, not only uses up resources, but creates pollution and can be harmful to the surrounding areas.

At Midas, we actively encourage employees to be aware of the impact of their own food waste; this forms part of staff education on the actions that our people can take to make a meaningful impact on the environment.

* graphics.reuters.com/environment-plastic/

** nationalgeographic.co.uk/environment-and-conservation



6 Product

Develop eco-friendly products.
Improve recycled and renewable
content in existing products.

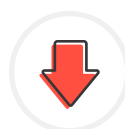


Industries are continuously striving to create safer and cleaner products. We believe that it is important to stay ahead of the competition, improve efficiency, and be mindful of waste. Our goal is to make our product range more eco-friendly by reducing hazardous additives, and increase renewable and recycled materials in our products.

Goals for 2023



Increase use of recycle material by **20%**



Reduce hazardous chemical consumption by **20%**



Sustained compliance
of products across all
geographies

Why does this matter?

Industries are continuously striving to purchase and use safer and cleaner products.

Regulatory compliance on the use of hazardous chemicals in production processes will continue to increase over time.

The use of renewable and recyclable material in products will only become more important to businesses and consumers.

Midas has introduced an eco- friendly glove range that utilizes a sustainable liner containing up to 95% recycled material, made in a GRS-certified factory. Production processes use significantly less water and energy, with reduced carbon footprint and removing all plastic packaging from shipping materials.



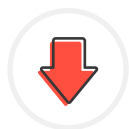
7 Packaging

Optimize packaging solutions to eliminate waste, reduce plastic and packaging footprint.



Throughout our manufacturing operations, we use plastic in our product packaging. It is our goal to eliminate packaging waste and reduce the amount use of plastic in our packaging.

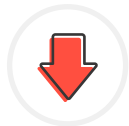
Goals for 2023



Reduce plastic consumption by **100%**



Refuse plastic packaging from suppliers



Reduce the amount of packaging used in our products

Why does this matter?

100 million marine animals die each year from plastic waste alone. *

100,000 marine animals a year die from getting entangled in plastic. **

Plastic bags can take 10 to 100 years to degrade in landfills. ***

In order for Midas to make a significant impact on our sustainability goals, we must go beyond simple recycling and adopt a more compelling strategy to managing our waste: the '**Five Rs**' - Refuse, Reduce, Reuse, Remove, and Recycle.

This will allow us to considerably reduce the packaging waste our business generates by considering how we can cut down, reuse, and eliminate waste before we even reach the need to recycle.

* condorferries.co.uk/marine-ocean-pollution-statistics-facts

** [wwf.org.au/news/blogs/plastic-in-our-oceans-is-killing-marine-mammals](https://www.wwf.org.au/news/blogs/plastic-in-our-oceans-is-killing-marine-mammals)

*** thisisplastics.com/environment/things-you-might-not-know-about-landfills/



GRI Standards & Midas Safety

Midas Safety conforms to GRI standards for sustainability reporting.

WHAT ARE GRI STANDARDS?

GRI is the gold standard when it comes to Corporate Social Responsibility and Sustainability reporting. GRI standards are used by organizations across the world to understand and communicate their impact on the economy, environment and society in a credible way.

GRI ensures transparency on sustainable development, and gives stakeholders - such as customers, investors, and the public - a set of easy to understand, universal, and comparable reporting standards. These standards also enable organizations to take practical action and make better decisions about their future sustainability goals.

These reporting practices highlight an organization's commitment and dedication to being open and transparent with stakeholders. It also enables a business to be better to buy from and better to work for.

- Reduced impacts of products and operations
- Increased productivity
- Compliance with laws and regulations



Find out more about
GRI Standards here:
globalreporting.org



Making Safety Sustainable

"Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs."

**United Nations Brundtland Commission
on sustainability**

www.un.org/en/academic-impact/sustainability