

making safety sustainable



SUSTAINABILITY
REPORT 2023



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MESSAGE FROM THE CEO

Midas Safety's hand protection and workwear solutions are keeping people safe for 45 years. Our organization is dedicated to manufacturing and selling products in a way that contributes to sustainable development of the economy.

At the strategic level, Midas Safety views Sustainability as both a key driver and measure of success. We believe that "Doing business should not cost us the Earth" and we are committed to reducing the impact of our activities on the future of the planet & its population. To achieve our ambition, we have embedded sustainability into our organization and its operating model, defined areas of focus, set tangible goals and driven performance in a disciplined manner.

In the short term we set targets for each of the key focus areas for a three-year period (2021 – 2023) and I am pleased to present our performance for 2023 in this report. It presents achievements, impacts, plans, and progress on economic, environment, and social aspects of our operations.

Looking at the past year we see that we have made important progress and can take pride in a number of achievements, including:

- Investments in renewable energy
- Effluent treatment and waste recycling initiatives
- Developing lower carbon footprint product offerings
- Developing in-house capability to calculate the carbon footprint of our products
- Strong progress on the employee engagement & CSR agenda
- Overall greenhouse gas emissions reduced by 19% over 2020 vs the 20% target

While we can be satisfied with our past efforts, we are forging ahead with our plans for the coming years. We have set targets for the period 2024 – 2026 and are also making progress to align our long-term goals with the Science Based Targets Initiative (SBTi).

With strong focus from leadership and a capable & engaged team, we are confident that Midas Safety will make strides on its sustainability agenda through collaborative efforts, with its customers and partners.

Asif Malik

Chief Executive Officer



SUSTAINABILITY STRATEGY

FOCUS AREAS

Generating sustainable value across Economic, Social & Environmental Domains



GUIDING PRINCIPLES

Engagement	Integration	Performance
<ul style="list-style-type: none"> Partner with stakeholders towards sustainable outcomes Inspire employees, customers and partners with passion for planet Enable & empower transparency and dialogue 	<ul style="list-style-type: none"> Embed sustainability into decision making processes Move sustainability from an 'initiative' to 'mindset' Strive to make sustainability 'Business as usual' 	<ul style="list-style-type: none"> Set ambitious goals Drive effective outcomes through disciplined execution Place high value on realism & action

KEY ACTIONS

<ul style="list-style-type: none"> Engage customers & partners for learning & improvement Develop teams to think, plan & act sustainably 	<p>Embed sustainability into key processes</p> <ul style="list-style-type: none"> Performance Management CapEx & procurement Research & Product Development 	<ul style="list-style-type: none"> Increase reliance on Renewable Energy Drive development of low carbon products Promote circularity
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Our Sustainability Objectives are aligned with the United Nations Sustainable Development Goals & Science Based Targets Initiative.



ABOUT OUR REPORT

We are continually striving to improve our sustainability efforts to create a positive impact on our society, economy, and environment. Our core business and operational activities, as well as our community outreach programs, were considered while drafting this report.

This is our third sustainability report as per the Global Reporting Initiative (GRI) standards 2021.

Midas Safety maintains an annual report cycle for sustainability reporting.

Reporting Scope & Period

This report covers our operational activities in Pakistan, Sri Lanka, and Bangladesh from 1st January to 31st December 2023. The operating sectors of Midas Safety, such as industrial safety gloves, workwear & protective clothing, yarn & fabric, and the organizations listed on page 8, are all in scope. The quantitative information presented in this report represents the total data from all locations.

Methodology and Data Quality

Most of the data being presented in the report is drawn from Midas Safety's management information systems, where these records are collated in various periodic cycles (monthly, quarterly, and annually). In circumstances where actual data was not accessible, estimates have been used and acknowledged as such. The data being presented has been vetted by the Internal Audit Department for correctness, consistency, and comparability. Any 'restatement' of past data have been acknowledged in the relevant reporting section.

Assurance

The report is prepared with relevant management oversight including reviews by the Sustainability Council and Core Committee members before being finalized. To solicit independent assurance 'Corporate Social Responsibility Centre Pakistan'. was engaged to conduct an impartial evaluation of the report. The scope, criteria, responsibilities, methodology, and assurer's opinion are all included in the report from the external reviewer, which is available on Page 44.

This report is available on www.midassafety.com. The GRI index is available on page 45.

Feedback

We are happy to receive any feedback on our report and our sustainability program.

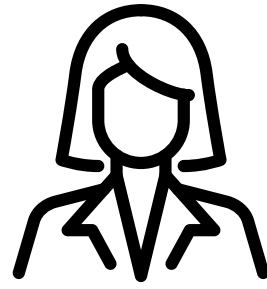
Syed Noorul Ibad

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This report is published on 29th April 2024.



KEY HIGHLIGHTS (as compared to baseline 2020)



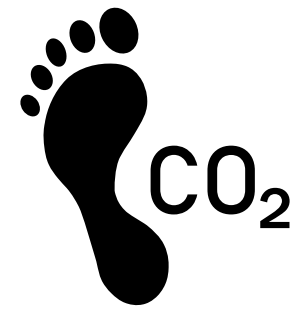
WOMEN IN MANAGEMENT
Increased to 19%

Target: Increase women in management to 15%



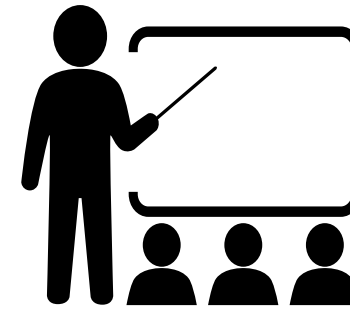
WATER WITHDRAWAL
Reduced by 34%
1,002 ML

Target: Reduce water withdrawal by 20%



GHG EMISSIONS
Reduced by 19%
64,063 Tons CO₂e

Target: Reduce GHG emissions by 20%

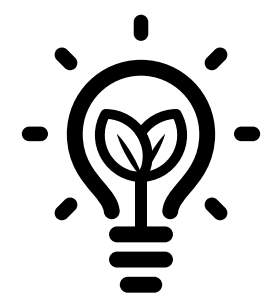
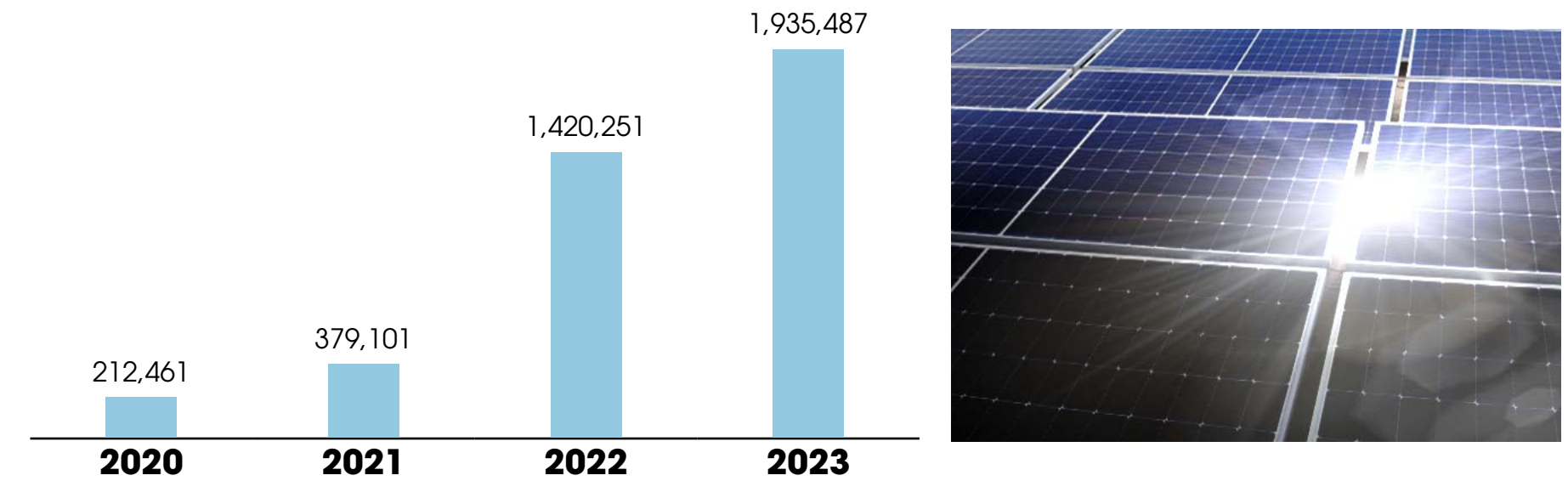


TRAINING HOURS
21.88 per employee
225,588 total training hours

Target: Enhance & enrich the knowledge of employees through training - 18 hrs per employee per year

IMPORTANT INITIATIVES

Solar Generation, kWh



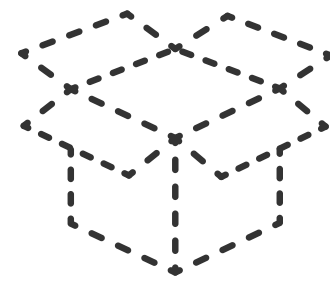
ENERGY CONSUMPTION
Reduced by 15%
1,101,300 GJ

Target: Reduce overall energy by 16%



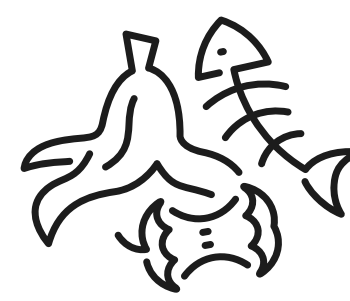
WASTE GENERATED
Reduced by 15%
5,801 M.T.

Target: Reduce waste by 40%



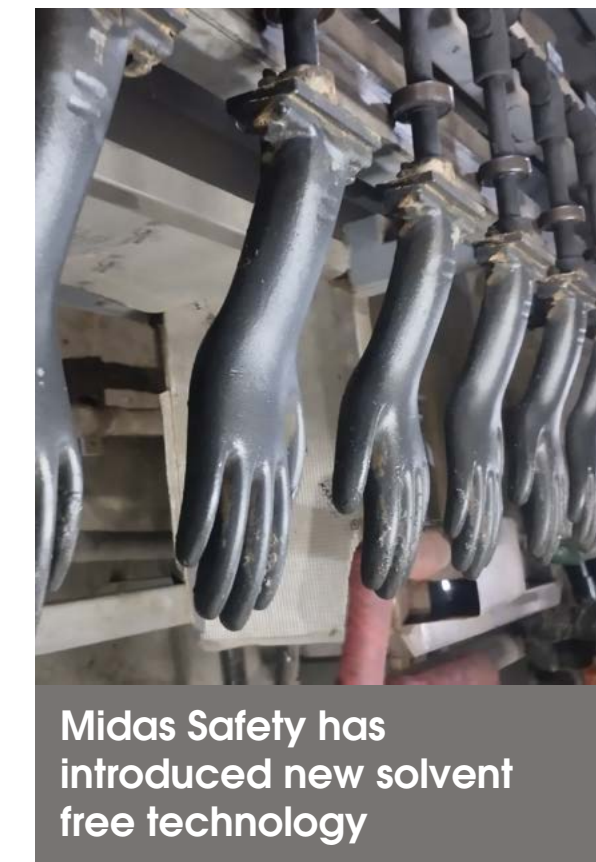
PLASTIC IN PACKAGING
Reduced by 51%
308 M.T.

Target: Reduce plastic consumption by 100%

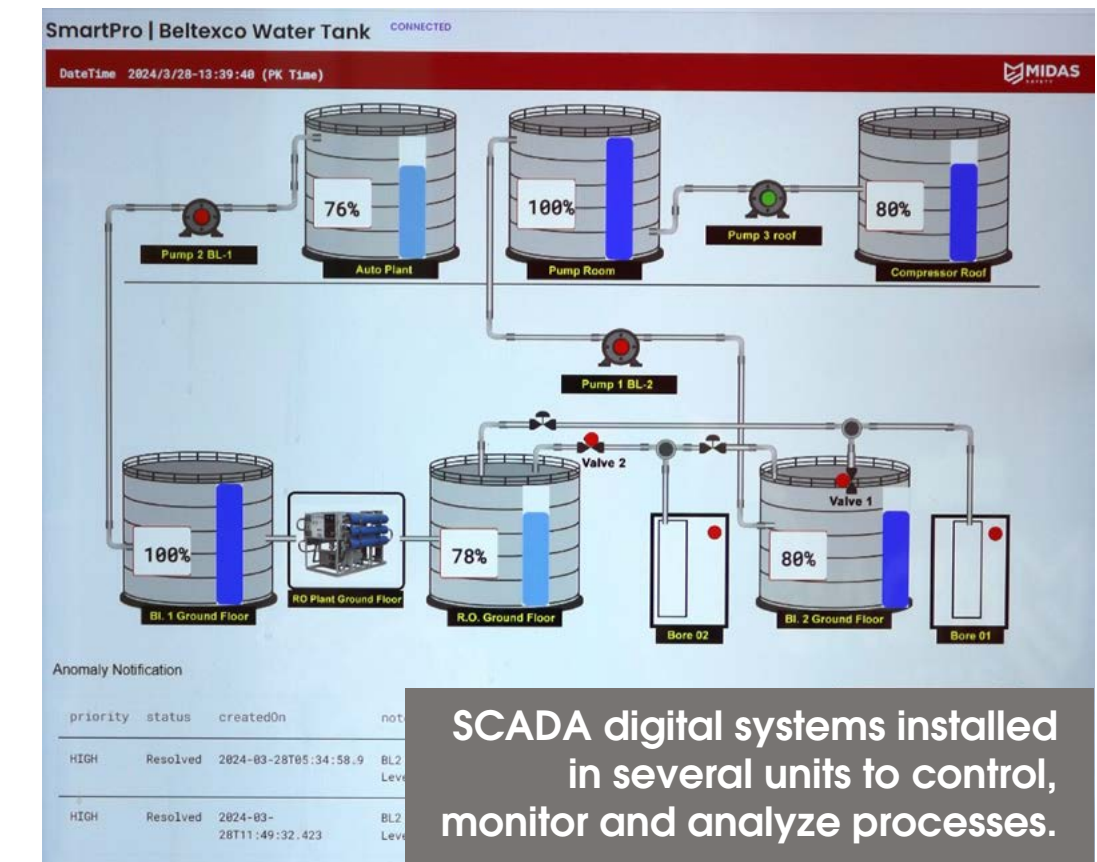


FOOD WASTE
Reduced by 75%
34 M.T.

Target: Reduce food waste by 30%



Midas Safety has introduced new solvent free technology



SCADA digital systems installed in several units to control, monitor and analyze processes.

We have developed many lower carbon footprint products using recycled materials. See Midas Green on page 34 for details



PERFORMANCE AGAINST TARGETS

KPI	UoM	2023 Target	2023 Actual		Comments
People					
Reduction in safety related incidents	No.	60%	55%	●	Enhanced controls & processes to achieve significant reduction – close to target.
Increase women in management	%	15%	19%	●	We were able to surpass the target by promoting diversity, equity, and inclusion.
Improve gender diversity	%	40%	31%	●	Could not be achieved due to downside in demand in regions with large female workforce.
Training hours per employee	Hrs / Employee	18	21.88	●	Special emphasis on training by the management helped surpass this target.
Climate					
Eliminate HCFC equipment	No.	0	161	●	Replacement of HCFC equipment remains an area of focus and we plan to achieve '0' by 2026.
Reduce carbon footprint	Tons CO ₂ e	20%	19%	●	We achieved a significant reduction during this period just shy of our target.
Water					
Reduce freshwater intake	ML	20%	34%	●	Process modifications and water reuse projects have resulted in surpassing the target.
Recycle used water	ML	20%	0%	●	A key project commissioning was delayed, we expect to achieve the target in next year.
Energy					
Reduce overall energy (All sources)	GJ	16%	15%	●	In 2024, we have planned to increase our renewable energy generation.
Install 7 MW Solar Power	MW	7	2.8	●	Additional 3.6 MW of Solar projects under way and to be commissioned before mid of 2024

KPI	UoM	2023 Target	2023 Actual		Comments
Waste					
Reduce waste	MT	40%	14%	●	In 2024, we will be focusing on waste generated from raw material packaging.
Reduce food waste	MT	30%	75%	●	Through education and discipline, we were able to surpass the target.
Zero hazardous waste to landfill	No.	0	0	●	On target
Product					
Increase use of recycled material in products	MT	20%	8%	●	Recycled material used in products remained low given the demand profile.
Reduce hazardous chemical consumption	MT	20%	28%	●	The solvent-free dipping process introduced in 2023 helped achieve this goal.
Sustained compliance of products across all geographies	No.	0	0	●	On target
Packaging					
Reduce plastic consumption	MT	0%	51%	●	While we have made significant progress – the target remains challenging, and we continue to work with customers to achieve it in coming years'

- = Achieved or exceeded target
- = Made progress against target
- = No progress or regression against target



MIDAS SAFETY: KEY FACTS

Midas Safety is a leading manufacturer specializing in personal protective equipment (PPE), with a core focus on hand protection and clothing. We offer a comprehensive range of safety solutions, including technical yarns and fabrics, hand protection, and clothing.

Global Sales Presence: We have established sales channels across Europe, North & Latin America, Asia, Australia, and New Zealand, serving customers in over 50 countries worldwide.

Manufacturing Facilities: We operate strategically located manufacturing facilities in Pakistan, Sri Lanka, and Bangladesh, ensuring efficient production and distribution. During 2023, there were no acquisition, major changes to our activities' size or capital structure, supply chain, or relationships with organizations beyond our value chain.

Digital Leadership Connectivity: We maintain a digitally connected leadership team stationed at various locations. Leveraging SAP® technology, we foster seamless communication, collaboration, and decision-making among our leadership members across the organization.

Beyond Value Chain: We have established business relationships with NGOs, financial institutions, security agencies, and various other institutions to play a pivotal role in improving economic, environmental, and social aspects in the regions where we operate.

PRODUCT PORTFOLIO

Industrial Safety Glove

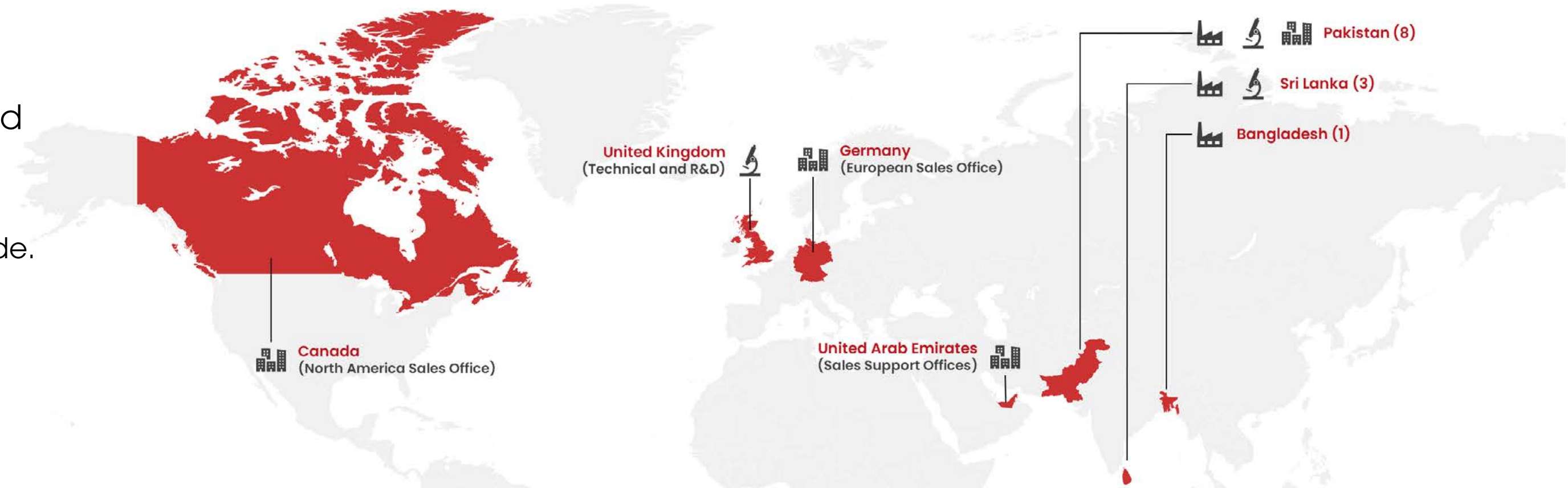
Industrial Safety Glove Division brings innovative safety solutions, deploying next-generation glove technologies, for a wide range of industrial applications. Our safety products protect workers in almost every industry including chemical, automotive, auto workshops, healthcare, pharmaceutical, food, oil and gas, machinery and equipment, construction, and mining.

Workwear & Protective Clothing

Workwear & Protective Clothing Division manufactures and markets high-quality clothing solutions. Our clothing solutions cater to the needs of a wide range of customers including industrial, hospital, knits, craftsman, flame retardants, high visibility, corporate wear, and food catering.

Yarn and Fabric

Yarn & Fabric Division is producing high-quality and variety of cut, abrasion, thermal, and fire-resistant solutions to meet its customers' needs. Our technical yarns and fabrics are also used in-house to manufacture industrial safety gloves, as well as, sold to customers in the local textile industry.



MIDAS SAFETY: KEY FACTS

MEMBERSHIP ASSOCIATIONS

Midas Safety is a member of various associations and follows several externally developed voluntary initiatives.

PAKISTAN

- Karachi Chamber Of Commerce & Industry (KCCI)
- Pakistan Readymade Garments Manufacturers & Exporters Association (PRGMEA)
- Pakistan Hosiery Manufacturers & Exporters Association (PHMA)
- All Pakistan Textile Mills Association (APTMA)
- Pakistan Textile Council (PTC)
- Overseas Investors Chamber Of Commerce And Industry (OICCI)
- Faisalabad Chamber Of Commerce & Industry (FCCI)

SRI LANKA

- Employer Federation of Ceylon
- Ceylon Chamber of Commerce Sri Lanka
- Sri Lanka Shippers' Council
- Sri Lanka Export Development Board

BANGLADESH

- Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA)
- Bangladesh Export Processing Zone Investors' Association (BEPZIA)
- Chittagong Chamber of Commerce & Industry (CCC&I)

ACCOLADES

Materials:



Compliance with SMETA 4 Auditing Principles



Quality Management System



Environmental Management System



Occupational Health & Safety Management System



Energy Management System



Quality Management System for Medical Devices



Information Security Management System



WWF



Green Office



DAS Certification 5S

Module D Regulation (EU) 2016/425

Quality Management System for PPE

MDR Compliant

European Medical Device Regulation (EU) 2017/745

Systems



Memberships & Licenses





GOVERNANCE

GOVERNANCE & SUSTAINABILITY MANAGEMENT
STAKEHOLDER ENGAGEMENT
MATERIALITY ASSESSMENT

ADVISORY BOARD

Midas Safety is a privately held, family-owned business with an effective governance structure in place. Our Board of Advisors “Board”, is composed of experienced and qualified individuals from diverse backgrounds who are selected based on their expertise in managing social, environmental and economic issues. Training is provided as needed. The board is made up of six members, two of whom are independent and have no financial ties with Midas Safety. The CEO and the Chairman of the Board are two different positions to ensure impartiality, address conflicts of interest, and allow for a broader perspective. The board maintains an active role in overseeing strategic direction, risk management, and adherence to sustainability goals. Quarterly board meetings are conducted to ensure alignment within the business.

MANAGEMENT COMMITTEES

Management teams focusing on key areas are:

- Board Audit and Risk Committee (BA&RC)
- Sustainability Core Committee
- HR Rewards and Remuneration Committee.

GOVERNANCE FRAMEWORK

Our governance framework is built upon a foundation of accountability, transparency, and ethical conduct. A code of conduct (COC) is in place to avoid conflicts of interest, and all employees receive regular training on the code of conduct, human rights, health, safety, environmental risks, and management. Where a conflict of interest is unavoidable, it is presented to the board for resolution and all such instances are clearly communicated, investigated and corrective measures taken as appropriate. Further, the COC prohibits any reprisal or negative action against anyone who raises a grievance.

We are committed to respecting environmental and social laws and the UN Declaration on Human Rights. Our [environmental](#) and [social](#) policies, approved by the CEO, are available on our website and are conducive to monitoring risks, applying the precautionary principle, and performing risk assessments to identify potential impacts on the environment and human rights. Country Heads are responsible for communicating, training and implementing said policies within their areas of responsibility. Midas Safety ensures that its suppliers adhere to its policy commitments through the [supplier code of conduct](#).

RISK MANAGEMENT

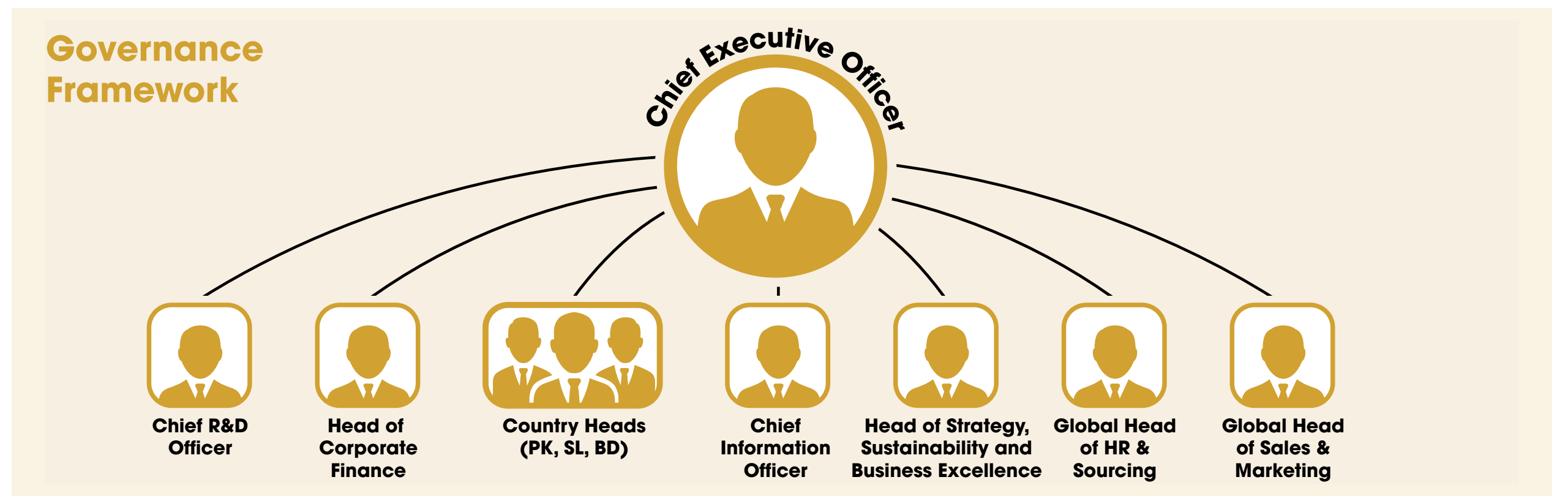
Midas Safety prioritizes the identification and management of risks across strategy, markets, finance, operations, sustainability, and resources. We adhere to the COSO framework for regional risk management. The BA&RC supervises enterprise risk management, ensuring auditor effectiveness, financial reporting integrity, and internal controls. Annual risk assessments are evaluated and endorsed by the board, guiding subsequent risk mitigation actions.

COMPLIANCE WITH LAWS AND REGULATIONS

Midas Safety is committed to preventing labor and human rights violations in our facilities and supply chain. We have policies and procedures in place to manage labor and human rights, and we follow local labor laws and ILO conventions. Our manufacturing sites are SEDEX supplier members and undergo independent third-party social audits. Our social policy prohibits child labor, forced labor, coercion, harassment, or any other form of discrimination in our operations and supply chains. We are also committed to environmental stewardship. We comply with local environmental laws and have invested in eco-friendly initiatives to upgrade our systems. We partner with our suppliers on environmental stewardship and conduct regular supplier assessments. Midas Safety is committed to taking remedial action against actual or potential negative impacts that are or may have been caused by us.

GOVERNANCE PERFORMANCE

- There were no critical concerns about legal or the environment reported for 2023.
- No incident of child or forced labor was reported in 2023.
- In 2023, there were no reported non-compliance with environmental and social laws.



GRIEVANCE HANDLING

Midas Safety has a zero-tolerance policy for discrimination. Our whistleblower policy empowers employees to contact higher management for their concerns and grievances on environmental, economic, and social issues. Employees are encouraged to report any concerns about discrimination through a variety of channels, such as contacting the worker council head, collective bargaining agent, or management directly. HR and IR collect grievances and discuss them with the Business Unit Head, General Manager, and Country Head. We have a well-established grievance handling policy. All internal stakeholders are consulted through email and onsite discussions when reviewing and implementing the grievance policy. The Head of Procurement investigates and addresses breaches of the supplier code of conduct. If the supplier is significant, the matter is escalated to the relevant general manager for action.

To monitor effectiveness, country heads review all issues arising from legal, environmental, and social grievance mechanisms, as well as violations of the code of conduct. Critical concerns are discussed with the board. The code of conduct prohibits any reprisal or negative action against anyone who raises a grievance. The person who raises the grievance is informed of the action taken. Social grievances reported in 2023 are as below:

Social grievances reported in 2023

Number of incidents reported	Numbers of incidents reviewed	Numbers of incidents on which actions are taken	Numbers of incidents closed
798	798	783	760

SUSTAINABILITY MANAGEMENT : ROLES & RESPONSIBILITIES

Board of Directors	Provides guidance and advice in setting strategic direction on sustainability topics. Reviews sustainability performance and execution of plans on quarterly basis.
Chief Executive & Core Committee	The CEO leads the sustainability core committee, which comprises the senior leadership of Midas Safety, to ensure alignment with the direction of the board and the provision of resources to achieve goals and ambitions.
Head of Sustainability	Develops the company's sustainability strategy, sets and stewards the sustainability agenda and targets at the group level with guidance from the CEO and the board, ensures a consistent framework, and drives organizational maturity across Midas Safety.
Country Head, BU & Functional Leads	Ensure the implementation of policies. Develop operational plans and deliver performance against objectives. Lead operational teams that drive initiatives, projects, and day-to-day performance against KPIs.
Regional Internal Audit Departments	Audit of all sustainability and related data, providing assurance to the Advisory Board



We believe in engaging with others within our eco-system to inform our sustainability topics and plans. We have implemented a structured approach to engaging with our key stakeholders and incorporate their priorities and concerns into our direction setting and planning activities. Midas Safety has identified stakeholders based on social, economic and environment impact.

Stakeholders	Purpose of Engagement	Issues and Concerns	Communication Method
Investors / Shareholders	Incorporate inputs on company direction and keep informed on plans and progress.	<ul style="list-style-type: none"> Corporate governance and compliance Sustainability agenda and management Strategic customer relationships Innovation and R&D pipeline Operational performance Risk management and mitigation 	<ul style="list-style-type: none"> Investors / Shareholders meetings Sustainability reports Stakeholder engagement survey Direct engagement opportunities
Customers	Build and grow effective relationships for mutual sustainable growth and success of business for both parties.	<ul style="list-style-type: none"> Operational performance Sustainable supply chain Circular economy Product innovation Customer health and safety Sustainable packaging and labelling 	<ul style="list-style-type: none"> Sales meetings and reviews E-mails Stakeholder engagement survey Customer satisfaction feedback Official website and sustainability report Participation in Trade shows
Employees	Uplift and retain organizational capability to deliver on company strategy and plans. Focus on health, safety, social and environmental performance as part of business deliverables.	<ul style="list-style-type: none"> Talent development Recruitment and retention Compensation, remuneration and benefits Occupational health and safety Human rights Diversity, equity, and inclusion 	<ul style="list-style-type: none"> Performance and development meetings. Stakeholder engagement survey Official website and sustainability report Trainings and events
Suppliers	Engage with suppliers to ensure that the supply chain is managed sustainably, efficiently and focused on supporting our drive for a carbon neutral future.	<ul style="list-style-type: none"> Supply chain management Supply risk management Supplier environmental and social impact assessment 	<ul style="list-style-type: none"> Direct engagement Supplier Code of Conduct Supplier assessment Stakeholder engagement survey Official website and sustainability report Involvement in industry associations
Local Communities	Engage communities in meaningful initiatives and address their most critical needs.	<ul style="list-style-type: none"> Education and skill development Health and infrastructure Employment opportunities Social and environmental impacts 	<ul style="list-style-type: none"> Social media platforms Press release Community investment programs Stakeholder engagement survey Official website and sustainability report
Regulators	Establish guidelines for conducting business and resolving conflicts.	<ul style="list-style-type: none"> Compliant operation Governance Tax compliance Local community development 	<ul style="list-style-type: none"> Direct engagement Stakeholder engagement survey Official website and sustainability report Involvement in industry associations



Materiality analysis identifies the most significant sustainability topics that impact our business, stakeholders, and the world around us. Our methodology involved thorough assessment and research of the factors impacting our business. Our stakeholder engagement process further enhances the materiality assessment. We prioritized the most relevant topics by positioning the material topics based on their relevance and impact both on us and on our stakeholders. There is no change in the list of material topic as compared to last year.

MATERIALITY ANALYSIS PROCESS



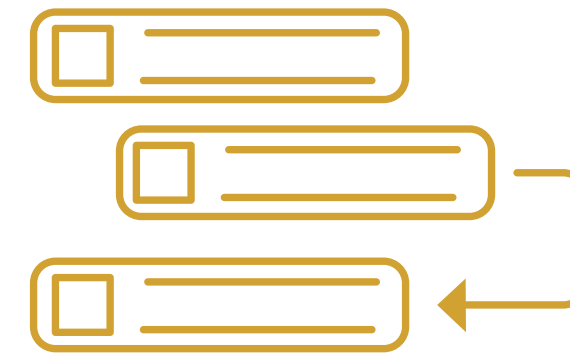
1. Identification

Midas Safety and stakeholders identify sustainability topics.



2. Assessment

We evaluate our impacts on economic, environmental, and social topics to ensure our approach remains relevant.



3. Prioritization

Prioritization of sustainability topics is done through consultation, keeping in view the relevance of impacts.



4. Validation

Validation of sustainability topics is done based on the effects on business performance, stakeholder decisions, the environment and society.



MATERIAL TOPICS WITH VALUE CHAIN

Midas Safety conducted a comprehensive assessment of its value chain, focusing on the material topics that are most relevant to its activities, products, services, and impact.

Management Approach & Impacts	Value Chain
<p>Economic Performance Revenue generation, business growth and profitability.</p> <p>Sustainable business practices have a positive impact on social and environmental performance. We set and track corporate objectives, sustainability targets, and annual budgets to measure our progress. The board evaluates our operational performance every quarter. The CEO and the management team oversee economic management. We are committed to creating economic opportunities for local communities.</p>	Midas Safety Supplier
<p>Procurement Practices Reduce environmental impacts, improve local economy and social responsibility.</p> <p>We are committed to ensuring that its supply chain is ethical and sustainable. We have developed a supplier code of conduct that focuses on human rights, labor practices, and environmental impacts. We believe that responsible sourcing practices can benefit both the company and the community. We are actively seeking partnerships with suppliers who are committed to sustainable business practices. The procurement heads at each business unit follow the established procurement policies to execute their plans. Procurement data is gathered, audited and presented by them to the sustainability council and core committee and is reported in our sustainability report.</p>	Midas Safety Supplier
<p>Customer Health & Safety Building trust and loyalty can lead to increased profitability.</p> <p>Customers are the core of our business relationships and the very essence of our progress. We are committed to safeguarding customer interests and health and safety concerns, which ultimately protects our customer base. We ensure that our products are free from harmful ingredients and that the declared performance of the product is not compromised. We have several international certifications to standardize and optimize our systems and processes, and to build trust.</p>	Midas Safety Customers

Management Approach & Impacts	Value Chain
<p>Energy Improving energy efficiency and using less energy-intensive products protect the environment.</p> <p>We are committed to sustainable energy practices. In 2023, we reduced energy consumption by 15% through improved energy efficiency and renewable energy sources. We have a comprehensive energy program in place and are exploring new opportunities to source green energy and improve energy efficiency. We are also mitigating energy-related risks by optimizing our production processes. We believe that reducing energy consumption and greenhouse gas emissions is crucial for the environment and our business. To achieve this, we conducted energy audits, set reduction targets, and implemented energy-efficient technologies within our production processes. We also provided training programs to employees on energy conservation practices. Additionally, we engage with stakeholders like suppliers, investors, and community forums to discuss our energy goals and initiatives.</p>	Midas Safety Supplier Customers
<p>Water and Effluents Water scarcity is a growing problem, and it is important to find ways to conserve water and use it more efficiently.</p> <p>We recognize the importance of water in our operations and the need to manage water usage. In 2020, we evaluated our water consumption, set goals, and identified opportunities to reduce it. As a result, we were able to achieve a 34% reduction in water usage in 2023, compared to 2020. We further minimized our environmental impact by installing new wastewater treatment systems in our manufacturing plants during 2023. We also installed new wastewater treatment systems in our manufacturing plants in 2023 to minimize our impact on local water resources. We are committed to sustainable water management practices and will continue to monitor and report our water usage. The global sustainability head and country heads provide data to the board for quarterly review. Data is published in our annual sustainability report.</p>	Midas Safety Supplier Customers

MATERIAL TOPICS WITH VALUE CHAIN (CONTINUED)

Management Approach & Impacts	Value Chain
<p>Emissions By controlling emissions, we can create a better sustainable future.</p> <p>We are committed to decarbonization and minimizing its environmental impact. We closely monitor our emissions data to ensure that we are meeting our sustainability targets and making progress towards our goals. The data is presented to the board on a quarterly basis to monitor progress. We also actively communicate with our stakeholders to increase awareness of the importance of reducing emissions and to encourage them to adopt sustainable practices. We remain committed to discovering new opportunities to reduce our ecological footprint. We publish our achievements in sustainability report.</p>	<p>Midas Safety Supplier Customers</p>
<p>Education and Training Job satisfaction, career opportunities, and reduced turnover.</p> <p>We are committed to employee development and training. We offer a variety of training programs, including on-the-job training, classroom training, and online training. These programs have several positive impacts, such as increased productivity, reduced turnover, improved morale, and increased satisfaction. The HR/IR departments manages the programs and tracks their effectiveness.</p>	<p>Midas Safety</p>
<p>Occupational Health & Safety Protect employees from injury or illness, also help to improve productivity and reduce costs.</p> <p>We place a strong emphasis on occupational health and safety (OHS). We are dedicated to creating a safe and healthy work environment for all employees. We have implemented various measures to mitigate OHS risks, including conducting regular risk assessments, providing training programs, and establishing robust reporting systems. We prioritize employee engagement to identify and address any OHS concerns. We continuously update our policies and procedures to comply with the latest regulations and standards. We also collect various OHS metrics, such as incident, injury, and illness rates, and regularly monitor our performance. We report our progress to the board on a quarterly basis.</p>	<p>Midas Safety</p>

Management Approach & Impacts	Value Chain
<p>Diversity & Equal Opportunity Enhanced decision-making, increased innovation, and improved problem-solving.</p> <p>We are committed to creating a diverse and inclusive workplace. We have a comprehensive program in place to ensure that all employees are treated fairly and with respect. We have received positive feedback from our employees, and we track and address any equal employment opportunity complaints that may arise. Our whistleblowing policy protects the rights and identity of the whistleblower and ensures that there is no reprimand against the complainant. We have set goals to increase gender diversity in worker and management which is monitored by the board every quarter. Progress is reported in sustainability report.</p>	<p>Midas Safety</p>
<p>Materials Impact the environment and the quality of products.</p> <p>Developing sustainable products that consider the entire product life cycle is a great way to demonstrate social responsibility. We believe in promoting the use of renewable and recycled materials, conserving resources, and adopting eco-friendly materials. Our environmental policy is a guiding document that helps us fulfil our environmental responsibilities. To monitor the effectiveness of material use, data is verified by the relevant business unit heads and reviewed by the Sustainability Council.</p> <p>We engage with suppliers to foster continuous improvement and ensure our products are designed and manufactured with social responsibility in mind.</p>	<p>Midas Safety Supplier Customers</p>

MATERIAL TOPICS WITH VALUE CHAIN (CONTINUED)

Management Approach & Impacts

Value Chain

Employment

By creating jobs and complying with the law, businesses can help to build a strong and prosperous economy.

Midas Safety

We value a diverse and inclusive workforce. We aim to create a work environment that respects and values all employees, regardless of their background, disabilities, language, social status, or gender. Our recruitment and selection processes are designed to attract and retain talent from different backgrounds. We have a high level of employee engagement, which indicates that our employees are committed to their work. We provide our employees with fair compensation, benefits, and development opportunities. We also engage with our employees through regular communication, feedback, and recognition programs to ensure their well-being and job satisfaction. We collect data on a variety of employment-related metrics, which we use to track our progress and identify areas where we can improve.

Supplier Social & Environment Assessment

Ensuring that our supplier partners share our values and adhere to social and environmental responsibility.

Midas Safety
Supplier

All the goods and services we buy must originate from responsible suppliers who care for the environment and people and pursue legal, fair-trade practices. Our suppliers sign code of conduct covering our expectations on environment and social aspects.

We are eager to ensure that our value chain adheres to environmental and social norms. We assess and helps suppliers in developing and fulfilling environmental and social standards. Using a questionnaire, we evaluate suppliers and track their progress, which is reported to the board and published in the sustainability report. We have established supplier rules that determine the actions and mechanisms for suppliers who score low.

Local Communities

Creating jobs, encouraging economic growth, and building a community identity.

Midas Safety

We value strong relationships with local communities. We engage with NGOs with experience and reach to understand the needs and concerns of local communities, and we work collaboratively to address them. The board CSR committee, with input from country heads, regularly assesses potential impacts on local communities and supports community development initiatives. We disclose our community engagement activities in our annual sustainability report, including the number and type of activities conducted, the issues mitigated, and the outcomes achieved.



Midas Safety Advisory Board
as of April 25, 2024

Management Approach & Impacts

Value Chain

Child, Forced and Compulsory Labor

Compliance with applicable laws, global labor conventions and customer requirements.

Midas Safety
Supplier

We do not hire child labor and is committed to eliminating it from its supply chain. We have implemented policies and procedures to ensure compliance with regional and international labor laws, including prohibiting the employment of anyone under the age of 18, conducting regular audits, and implementing corrective actions. We take forced and compulsory labor seriously and have a zero-tolerance policy for it. We conduct regular risk assessments to identify and address any potential risks of forced and compulsory labor in our operations and supply chain.

Waste

Waste can have a negative impact on the environment, which can contribute to climate change.

Midas Safety
Supplier
Customers

We are committed to sustainable waste management. We not only compost our food waste but also partner with several organizations in our value chain to convert our waste into valuable products so that landfill and incineration are avoided. Our efforts have resulted in a significant reduction in waste sent to disposal. We regularly monitor our progress to ensure that we are meeting our sustainability goals. The board reviews progress and provides feedback. Progress is presented in our sustainability report. We are committed to continuing to improve our waste management practices.



SOCIAL

PROMOTING DECENT EMPLOYMENT
OCCUPATIONAL HEALTH & SAFETY
GIVING BACK TO COMMUNITIES

A core tenet of our corporate ethos is a commitment to the well-being and development of human capital. We ensure that our actions reflect our dedication to nurturing our employees. The headcount of our workforce remained stable from 2020 to 2023, with no significant fluctuations. We report headcount at the end of each period.

HEADCOUNT (Total headcount as of December 31, 2023: **10,306**)

Pakistan	Bangladesh	Sri Lanka
7,163 (69%)	804 (8%)	2,339 (23%)

EMPLOYEES BY EMPLOYMENT TYPE, BY CATEGORY AND BY GENDER

2023	Under 30 years		30 - 50 years		Above 50 years	
	Male	Female	Male	Female	Male	Female
	Management	166 63%	96 37%	538 87%	77 13%	71 91%
Worker	2,932 73%	1,078 27%	3,173 64%	1,790 36%	241 64%	137 36%
Midas Safety	3,098 73%	1,174 27%	3,711 67%	1,867 33%	312 68%	144 32%

Management (Officers and above) personnel made up 9% whereas workers made up 91% of the workforce in 2023. The above chart reflects head count for full-time permanent employees only as we do not provide part-time, temporary, or non-guaranteed hours employment.



HIRING AND ATTRITION BY AGE, GENDER, AND REGION

Our workforce resides within the regions where we operate. By hiring from local communities, we not only create jobs but also stimulate economic activity, alleviate poverty, and enhance the quality of life for these communities. We respect the principles of the United Nations Global Compact and believe in fulfilling all human rights and labor, economic, and environmental responsibilities.

HIRING

2023	Under 30 years		30 - 50 years		Above 50 years		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
	Pakistan	504 69%	223 31%	198 58%	143 42%	7 70%	3 30%	709 66%
Bangladesh	225 77%	76 23%	24 92%	2 8%	2 100%	0 0%	281 78%	78 22%
Sri Lanka	181 66%	92 34%	23 50%	23 50%	2 100%	0 0%	206 64%	115 36%
Midas Safety	940 71%	391 29%	245 59%	168 41%	11 79%	3 21%	1,196 68%	562 32%

ATTRITION

2023	Under 30 years		30 - 50 years		Above 50 years		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
	Pakistan	448 63%	260 37%	352 53%	317 47%	31 55%	25 45%	831 58%
Bangladesh	240 75%	79 25%	42 84%	8 16%	1 100%	0 0%	283 76%	87 24%
Sri Lanka	245 68%	117 32%	123 50%	124 50%	117 91%	11 9%	485 66%	252 34%
Midas Safety	933 67%	456 33%	517 54%	449 46%	149 81%	36 19%	1,599 63%	941 37%

PROMOTING DECENT EMPLOYMENT

PARENTAL LEAVE

We believe that parental leave is important as it allows the employee to bond with their new child and adjust to their new role as a parent. It also gives the child the opportunity to have a strong and loving relationship with both of their parents. We offer maternity leave to female employees as per regional and local laws. Male employees in the management cadre in Pakistan are also entitled to paternity leave.

2023	Male	Female
Number of employees that were entitled to parental leave	5,074	3,185
Number of employees that took parental leave	53	53
Number of employees that returned to work after parental leave ended	53	40
Number of employees that returned to work after parental leave ended and are still employees 12 months after return	44	36
Return to work rate	100%	75%
Retention rate	83%	68%



DIVERSITY AND INCLUSION (In 2023, gender diversity improved to 31%)

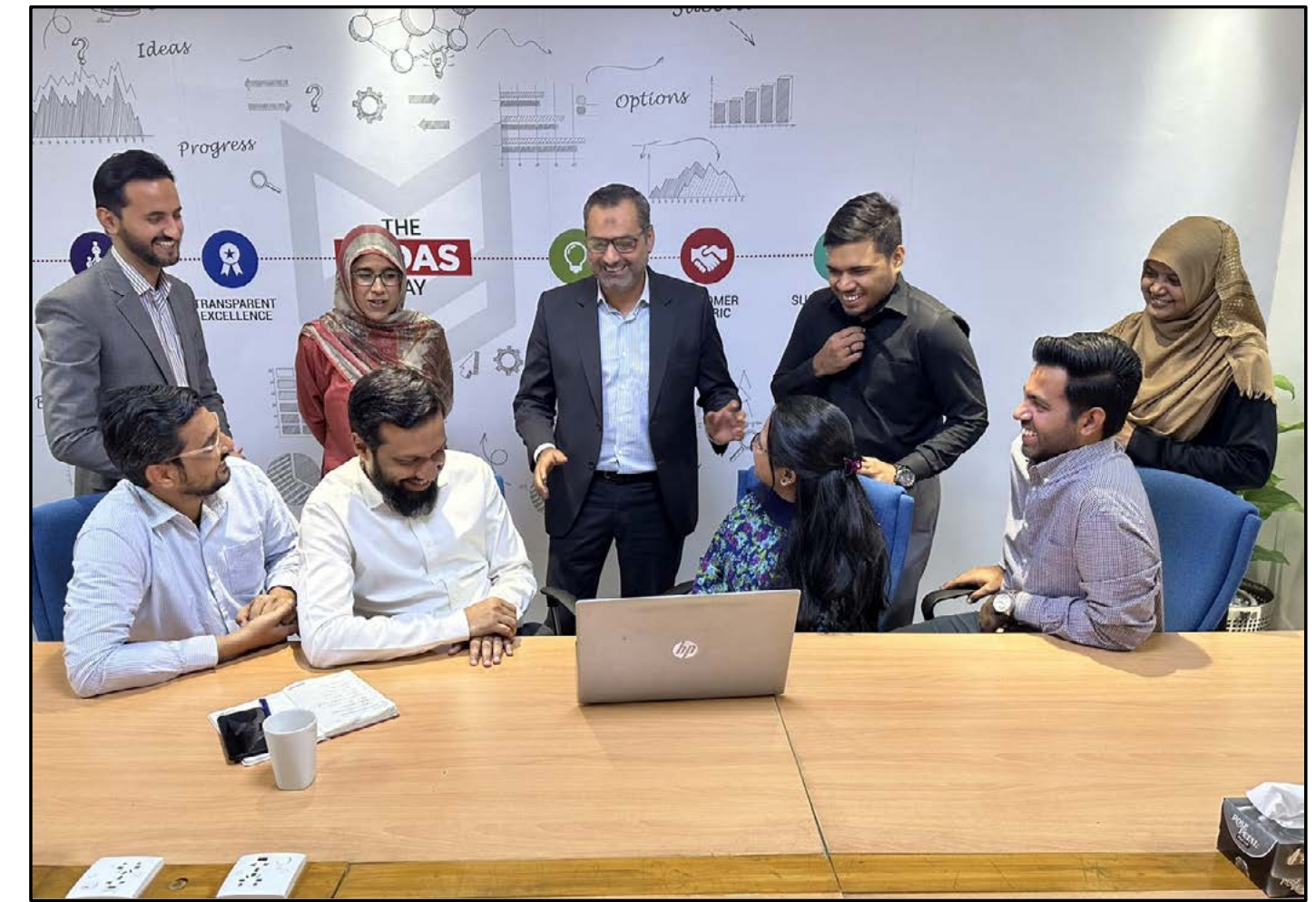
Midas Safety is committed to creating a diverse and inclusive workplace. We believe that a diverse workforce is essential to our success. We place a strong emphasis on equity in compensation. The entry-level wage for both male and female employees align with the legal minimum wage of our respective manufacturing region, maintaining a consistent 1:1 ratio.

TRAINING & DEVELOPMENT

We place paramount importance on employee engagement and fostering professional growth. Through the systematic identification of development needs during the setting of annual objectives, we ensure that our employees receive the training required to meet the ever-changing demands of their roles, resulting in an 108% increase in training hours. We deliver structured training programs covering technical and leadership skills through an in-house team of subject-matter experts, while also encouraging employees to join outside training programs. We also encourage employees to pursue further education. We offer tuition reimbursement and other financial assistance to employees who are taking college or university courses.

At this time, we do not offer transition assistance programs.

2023	Total Training Hours		Average Training Hours per Employee	
	Male	Female	Male	Female
Management (Officers & above)	23,855	6,027	30.78	33.48
Worker	129,139	66,568	20.34	22.15
Midas Safety	152,994	72,595	21.48	22.79



In 2023, Midas Safety completed 225,588 training hours in total, with 21.88 training hours per employee.

PERFORMANCE MANAGEMENT & CAREER PROGRESSION

Annual performance evaluations, integral to career progression, are undertaken for 100% employees, including workers. Management and staff assessments are conducted using SAP® SuccessFactors, while workers’ evaluations are carried out using specified forms. We actively encourage one-on-one communication and conduct regular refresher training on performance evaluations. A systematic performance calibration system is in place to ensure fairness in the application of metrics for evaluation and assigned ratings.



COMPENSATION AND BENEFITS

Midas Safety complies with all applicable compensation and benefits laws and regulations in the regions where we operate.

SRI LANKA	BANGLADESH	PAKISTAN
Life Insurance	Life insurance	Life insurance
Disability and invalidity coverage	Service benefits as per law	Disability and invalidity coverage
Healthcare	Disability and invalidity coverage	Healthcare
Maternity leave	Health insurance	Parental leave
Retirement provisions EPF (Employee Provident Fund) and ETF (Employee Trust Fund)	Maternity leave	Gratuity
Gratuity for all employee	Provident fund	Provident fund
		Social security

WORKERS WHO ARE NOT EMPLOYEES

Midas Safety hires third-party security and janitorial service providers who work full-time. We have contractual agreements with these providers that ensure that their employees are paid at least the legal minimum wage and receive all other benefits required by law. We also conduct regular audits to ensure that our providers are complying with their contractual obligations. In 2023, there were no significant fluctuations in the number of workers in this category. We report our headcount at the end of each period.

2023	Male	Female
Pakistan	398	337
Bangladesh	48	9
Sri Lanka	42	47
Midas Safety	488	393

REMUNERATION POLICIES

Our compensation policies are aligned with current industry standards and business practices. The HR rewards and remuneration committee evaluates and deliberates on market developments and presents their feedback to the board. It is an open process where all regions provide their input. We do not hire consultants for the assessment of industry standards. Internal stakeholders are consulted in the process.

PROMOTING DECENT EMPLOYMENT

SOCIAL

WORKER UNIONS AND COUNCILS

We maintain a steadfast focus on fostering a workplace environment that encourages open dialogue between management and employees, irrespective of whether they are in Sri Lanka, Pakistan, or Bangladesh. In Sri Lanka, we have registered labor unions across two units. In Pakistan's Karachi Export Processing Zone, worker-management councils engage in constructive discussions on workers' concerns, exemplifying our transparent and collaborative approach. While some units in Pakistan and Bangladesh do not have registered unions, Midas Safety provides a conducive environment and actively educates our workforce on their rights to form unions without any restrictions. No collective bargaining agreements were signed. We determine working conditions and terms of employment based on regional labor laws and industry best practices, ensuring alignment with the spirit of collective bargaining.

EMPLOYEE ENGAGEMENT

Teamwork and engagement facilitate growth, and foster trust. At Midas Safety, we plan frequent events and activities to engage our employees in celebrations and networking as well as social responsibility-related topics. In 2023, events like Away-Day, Sports and Women's Day, Pinktober, World Water Day, Environment Day, 'Meray Bachpan Kay Din' ('My Childhood Days' themed event), health camp, blood donation drive, and many more were organized.



Occupational health and safety are of paramount importance in today's business landscape. Our approach is proactive and structured, aimed at identifying and addressing all health, safety, and hygiene risks. Every manager within our organization is authorized to halt any unsafe or unauthorized operation immediately.

HEALTH & SAFETY MANAGEMENT SYSTEM

Each business unit has a well-established health and safety management system, which operates in harmony with a comprehensive risk assessment framework that follows OSHA guidelines, the best practices of world-class safety organizations, and legal requirements, including compliance with environmental laws and permissible limits for effluent, emissions, working conditions, and waste management. All activities within our premises are covered under our health and safety management system, there are no exclusions.

When introducing new machinery or methods or modifying existing ones, our experts evaluate risks across all aspects of operations, using tools like What-if analysis, failure mode analysis, and cause-and-effect analysis to identify and address potential issues. To ensure uniformity and effectiveness, employees at every location are diligently trained in these risk assessment tools. As part of our ongoing commitment to safety, our risk assessment is subject to an annual review, ensuring that significant risks are identified and addressed in a timely manner.

Based on exposure, our workers are tested for audiometry and spirometry, ensuring their health remains a top priority. In 2023, our workers underwent comprehensive health screenings at health camps arranged at our factories, providing them with crucial insights into their well-being. Those who participate in these events receive their blood reports, fostering a sense of responsibility and care for their health. The health information of employees is safeguarded and not shared with anyone else. These initiatives are inclusive and extend to all personnel, irrespective of their employment contract. Third-party workers, though not direct employees, are of utmost importance to us. During work hours, we take full responsibility for their safety, providing medical care and including their ill-health or work-related injuries in our HSE records.

Our commitment to safety also addresses a wide array of work-related hazards including, but are not limited to, working at heights, handling, moving, and rotating machinery components, ensuring electrical safety, and mitigating general workplace hazards such as slips, trips, and falls. Additionally, we prioritize the safe handling of chemicals, trolleys, and lifters.



Elimination

Remove the hazard or source of the risk.



Substitution

Replace the hazard with a less hazardous one.



Engineering Controls

Design or modify the workplace to reduce exposure to the hazard.



Administrative Controls

Change the way people work to reduce exposure to the hazard.



Personal Protective Equipment (PPE)

Provide workers with PPE to protect them from exposure to the hazard.

All employees, including workers, can report safety-related incidents and unsafe conditions by directly contacting their line managers or through other means like email, phone call, etc. Workers are encouraged to remove themselves from a situation that they believe can cause injury or illness. Our health and safety policies do not allow any reprisal against employees who report any incident. We have a robust mechanism of operational audits to ensure compliance and effectiveness in health and safety aspects.



Our site safety manual outlines the safety rules; emergency response procedures, including safety signs and evacuation routes, are diligently implemented at each site. Regular fire drills and emergency response exercises are conducted, ensuring that employees are well-prepared to take swift and corrective action, follow evacuation routes, reach assembly points, and verify headcounts.

We take a proactive approach to training, providing both generic and job-specific training on chemical handling, hazard identification and reporting, evacuation routes, emergency response, and incident investigation etc.

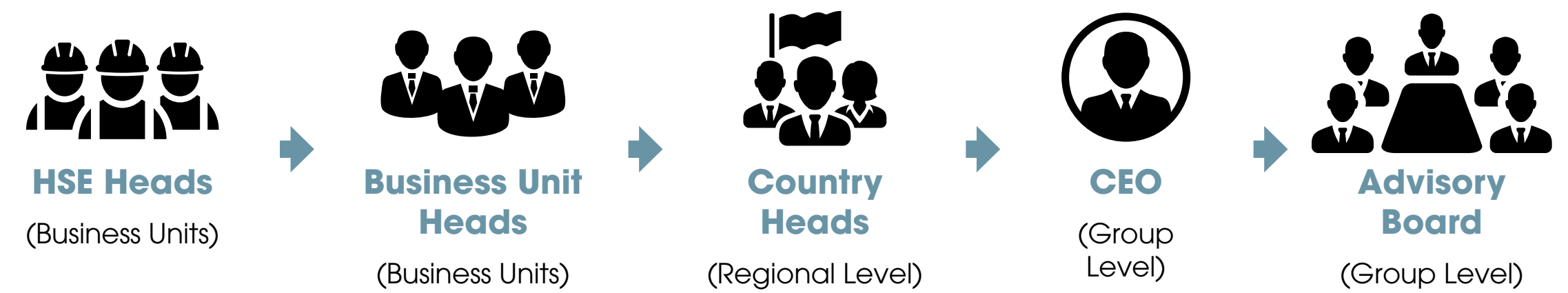
Midas Safety's occupational health and safety management system extends its coverage to 100% of direct, full-time employees and third-party workers. Each facility operates an internal audit system, conducting assessments of the effectiveness of the health and safety management system biannually. In full compliance with the ISO 45001, seven of our units undergo annual third-party audits, ensuring adherence to international standards. This commitment translates into a rigorous auditing process encompassing 7,902 employees, representing 77% of the overall workforce, irrespective of their employment status.



	2023	2022	2021	2020
Work related recordable Injuries	39	30	22	38
Workman hours	30,334,777	33,913,791	35,760,161	30,644,006
Recordable Injury Rate	0.26	0.18	0.12	0.25

From 2020 to 2023, no cases of fatality, high-consequence work-related injuries, or work-related ill-health were reported, encompassing all employees and workers who are not employees. The injury rate has been calculated based on 200,000 hours worked. The main type of work-related injuries included medical treatment cases (MTCs) and Lost time injuries.

Our floor-level committees are headed by safety leads consisting of line managers, workers, and management personnel. Every day, floor-level meetings are held to discuss and communicate issues, and events. Every business unit has a monthly safety committee meeting, presided over by the business unit head, when all management members gather to examine actions, gaps, employee input, and progress. Every level has basic first-aid, firefighting, health, and safety supplies along with trained personnel; nevertheless, the safety committee has the authority to determine whether more resources are required.



HSE heads at the unit monitor the unit's performance and risk reports. At unit level and country level, the business unit heads, and country heads oversee health and safety impacts. The CEO presents the health and safety scorecard from each region to the board quarterly for review and direction.



Midas Safety is dedicated to helping communities, and contribute to improving the social, economic, and environmental landscape. We give donations in all our manufacturing regions and in other countries as well.

We are mindful of the safety and health of the communities near our operating sites. All the emissions are recorded periodically and are within the legal limits, and we have water treatment systems where required. We have not identified any potential negative environmental impact on local communities due to our operations. We have policies in place to examine and resolve any complaints from the community.

Midas Safety has collaborated with various non-governmental organizations with outreach and social welfare competence. Instead of direct stakeholder participation, we study and comprehend community demands through our partners. The board has determined that Midas Safety can assist in several areas, including community service, microfinance, healthcare, education, vocational training, disaster relief, women's empowerment, and elder care. Additionally, the leadership team evaluates needs and implications before recommending community development initiatives to the board for funding at each of our 12 operating sites. Actions are taken upon the board's approval. The performance is monitored and reported by the board's CSR committee. In 2023, we contributed US\$ 3.8 million to philanthropic initiatives

INVESTING IN BRIGHTER TOMORROWS:

Midas Safety believes in the transformative power of education and healthcare, with the unwavering support of our stakeholders, we embarked on a journey to empower individuals and communities, fostering a ripple effect of positive change in 2023.

EDUCATION & LEARNING

- **QBHHS School at Malir:** Our donation has provided educational support to over 4,800 students, ensuring access to quality learning opportunities.
- **Northern Schools:** Over 8,000 students and 400 teachers have benefitted from our support, including training and resources to enhance the educational experience.
- **The Citizens Foundation:** Midas Safety has contributed to building 11 schools and funds the education of 2100 students on an annual basis.
- **Teachers' Salaries & Training:** Supported 30 teachers and 1,800 students, fostering education in underprivileged areas. Empowered 56 teachers with modern teaching techniques, benefiting 3,360 students in rural districts.
- **Stationery Distribution:** Provided essential stationery to 1,800 students, enhancing learning experiences.
- **Scholarship:** We support 16 deserving students Through the Ismat & Mustafa Kassam Scholarship Fund at Habib University in Karachi Pakistan. This is in addition to Mussa Kassam Scholarship Program in Tanzania and Kenya, which enabled 12 deserving candidates to access high-quality education in these communities.
- **Manghophir Learning House:** Approximately 100 students have been sponsored, enabling them to pursue their educational aspirations.
- Additional support has been provided to NASRA Education Trust and Indus Resource Centre.



HEALTHCARE

Our commitment is to support healthcare initiatives that positively impact individuals and communities across the world. Through our donations to various healthcare facilities in Pakistan, Bangladesh and Sri Lanka, we have contributed to improving access to quality medical care and well-being.

- **Direct Patient Care:** Financial assistance was provided to underprivileged patients at several hospitals, including Agha Khan, Indus Hospital, General Hospital Avissawella, Liaquat National Medical College, Jinnah Hospital and Layton Rahmat Ullah Benevolent Trust (LRBT) Hospital.
- **Reaching Vulnerable Populations:** Support for ChildLife Foundation, Bait-ul-Sukoon Welfare Society, AAS Trust which is substance abuse Rehabilitation Center as well as ZB Welfare Foundation which carries out Newborn Screening.
- **Specialized Care:** Our support for Al Ebrahim Eye Hospital and Indus Hospital (Labor/Gynecology) helps address specific healthcare needs of eye treatment and women’s health.
- **Cancer Treatment:** Our contributions have helped provide essential treatment and support services to over 47,000 cancer patients and their families, offering them hope and care during a difficult time. Additionally, we’ve extended our support to over 284,000 individuals facing various health challenges through welfare activities, including OPD service, Chemotherapy, Radiotherapy and Surgeries.
- **Improved Healthcare Delivery:** Support for Agha Khan University, Acumen Fund, and Indus Hospital (Nursing School) contributes to advancements in healthcare education, research, and innovation.



ISMAT KASSAM SCHOOL OF NURSING & MIDWIFERY

One of the most significant healthcare projects undertaken is the setup of a Nursing & Midwifery college in Karachi, Pakistan in collaboration with the renowned Indus University of Health Sciences. The Nursing college will form part of the Indus University Hospital which is now under construction. The project will cost an estimated US\$ 2.25 million.



Once commissioned, the Nursing & Midwifery College will graduate 200 nursing candidates every year.



Work on the project is already underway with the building & infrastructure progressing and expected to be commissioned within 2024.

SOCIAL SERVICES SUPPORT:

Our contributions to Roshni Helpline, Pakistan provide support to families of missing children.

- **Recovery of Missing Children:** Our contributions have facilitated the recovery of 871 missing children, offering hope and support to families across Pakistan.
- **Police Capacity Building:** We have supported capacity building initiatives, empowering law enforcement officers to address issues related to missing children effectively.
- **Ration Support to Deserving Families:** We have provided ration support to 36 deserving families of missing children, offering essential assistance during challenging times.



PROTECTING RAINFORESTS & EMPOWERING COMMUNITIES:

We believe in protecting the environment, empowering communities, and promoting responsible stewardship of our natural resources. Our donation to Rainforest Partnership, have not only protected vital ecosystems but also empowered communities and promoted environmental stewardship on a global scale, leaving a lasting and meaningful impact on the environment and society.

- **Preservation of Biodiversity:** Our generous donations have facilitated the preservation of 149,500 acres of biodiverse rainforest in the Ecuadorian Amazon.
- **Empowered Communities:** Our donations have helped benefiting over 100,000 Kichwa women and other indigenous communities gained access to essential infrastructure and knowledge for sustainable practices.
- **Wildlife Conservation Focus:** Our support enabled to discover new species and train park rangers, protecting Amazonian biodiversity. Five new species have been identified, with ten more potentially awaiting official confirmation.





ENVIRONMENTAL

ENERGY CONSUMPTION

WATER

EMISSIONS

MAKING PRODUCTS MORE SUSTAINABLE

SUSTAINABLE SUPPLY CHAIN

CIRCULARITY

- **MATERIALS**
- **PROCESS IMPROVEMENT AND WASTE**
- **WASTE VALUE STREAM**

Our energy needs are met through a diverse range of sources. However, we have embarked on an exciting journey to bolster our commitment to renewable energy. A testament to this dedication is the installation of 2.8 MW solar system, underscoring our unwavering commitment to sustainable energy practices.

ENERGY CONSUMPTION WITHIN MIDAS SAFETY

	2023	2022	2021	2020
Total Energy Consumption (GJ)	1,101,300	1,169,559	1,505,711	1,300,186
Electricity (GJ)	202,541	215,188	210,419	167,603
Natural Gas (GJ)	328,273	309,096	525,794	527,554
Diesel (GJ)	9,160	20,205	13,261	11,911
Furnace Oil (GJ)	829	6,743	27,428	10,588
LPG (GJ)	48	34	-	-
Total Non-Renewable Energy (GJ)	540,851	551,267	776,903	717,656
Biomass (GJ)	553,436	613,165	727,443	581,765
Total Renewable Energy (GJ)	560,449	618,291	728,808	582,530
Purchased Electricity (MWh)	56,261	59,775	58,450	46,556
Energy Intensity (GJ/DP)	0.0167	0.0160	0.0159	0.0155

ENERGY CONSUMPTION OUTSIDE MIDAS SAFETY

	2023	2022	2021	2020
Energy Consumption (GJ)	127,277	154,415	215,237	185,161

We have revalidated the energy numbers and have restated for 2020 – 2022.

Conversion factors are taken from US Energy Information Administration (EIA) for energy consumption within the organization, while for energy consumption outside the organization factors are taken from the US Environmental Protection Agency (EPA).

Giga Joule per Dozen Pair (DP) is the energy intensity metric used. While calculating energy intensity, renewable fuels, non-renewable fuels, and energy consumed within the organization are all included.

For energy reduction projects, 2021 is considered the baseline year.

For scope 2 i.e., purchased electricity, the reduction is calculated based on the declared load of the equipment installed and the corresponding operation time.

PROJECT RELATED IMPACTS

In 2023, our total energy consumption was lower when compared to the baseline year 2020 by 15%. We have undertaken several projects to reduce the energy use.

Projects targeting energy reduction mostly focused on electricity reduction and efficiency improvement initiatives. In 2023, we implemented a total of 24 initiatives. Major projects included:

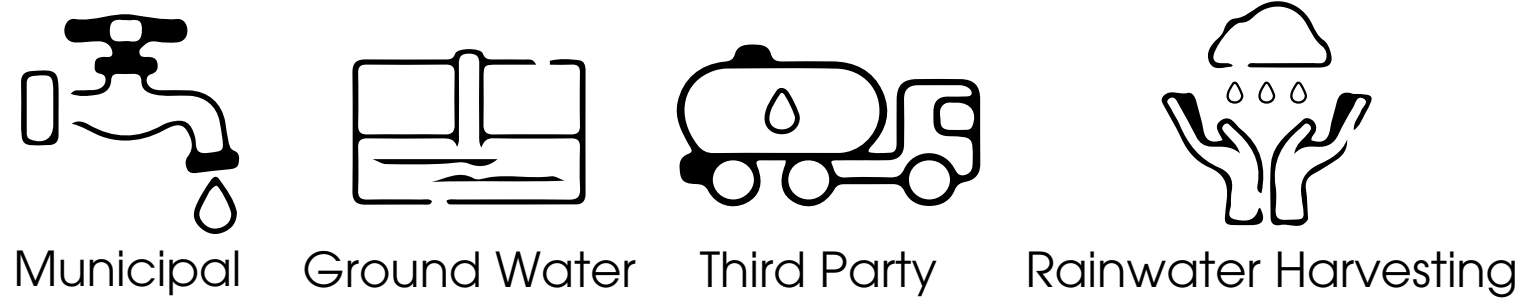
- Installation of variable frequency drives, energy efficient IE motors and low voltage LED lights.
- Replacement of older air conditioners with inverter-based, HCFC free AC systems.
- Installation of renewable energy systems including solar, hydro, and wind turbines.

The energy reduction as a result of these projects in 2023 amounted to 8,048 GJ.



As a company that operates in water-stressed regions, we are committed to the responsible use of water.

Sources



Primary Uses

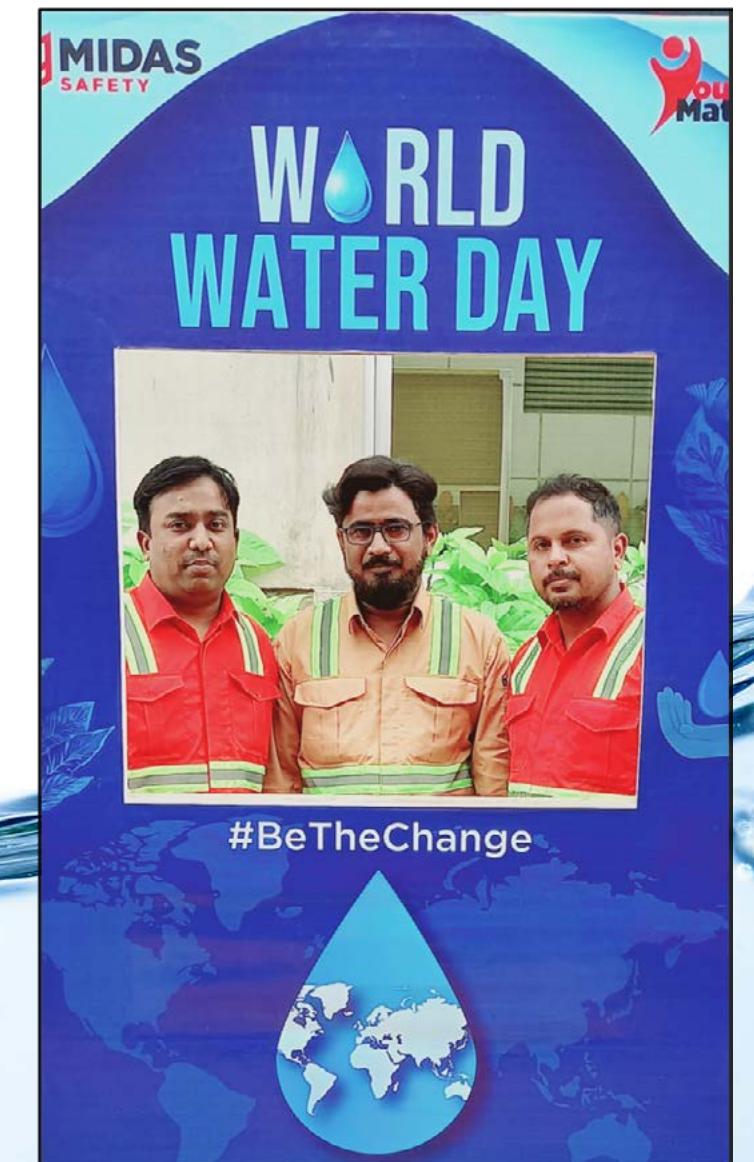


A significant portion of our manufacturing units operate with a dry process, utilizing water solely for domestic purposes. Some of the salient features of water management at Midas Safety are as follows:

- We identify water-related impacts through testing, environmental risk assessment and stakeholder feedback
- Routine water testing to ensure withdrawal and discharge adhere to local environmental limits.
- Industrial water is routed to industrial drain post use.
- We achieved **34%** decrease in water withdrawal compared to the baseline year 2020 and utilized **2 ML of harvested rainwater**.

WATER WITHDRAWAL

	2023	2022	2021	2020
Total Water Withdrawal (ML)	1,002	1,197	1,502	1,513
Surface Water (ML)				
Fresh Water (ML) (≤1,000 mg/L total dissolved solids)	2	1	-	-
Other Water (ML) (>1,000 mg/L total dissolved solids)	-	-	-	-
Ground Water (ML)				
Fresh Water (ML) (≤1,000 mg/L total dissolved solids)	-	-	-	-
Other Water (ML) (>1,000 mg/L total dissolved solids)	181	422	331	340
Third Party Water (ML)				
Surface Water (ML) Fresh Water (≤1,000 mg/L total dissolved solids)	819	774	1,171	1,173
Water Intensity (L/DP)	15.20	16.37	15.90	18.50
Production (DP)	65,938,376	73,149,047	94,766,950	83,800,932



	2023	2022	2021	2020
Total GHG Emissions (Tons CO ₂ e eq)	64,229	70,395	90,682	78,945
Scope 1 (Tons CO₂e eq) Direct emissions from the fuel combustion of stationary and mobile sources as well as from wastewater discharge.	22,948	24,885	41,843	38,299
Scope 2 (Tons CO₂e eq) Indirect emissions from electricity.	32,338	34,662	33,717	27,637
Scope 3 (Tons CO₂e eq) Upstream and Downstream transportation of goods, employee commuting, waste, T&D losses, and business travel.	8,943	10,849	15,122	13,009
GHG Emission Intensity (Kg CO ₂ e eq /DP)	0.97	0.96	0.96	0.94
Biogenic emissions (Biomass)				
Biogenic CO ₂ Emissions (Tons CO ₂ e eq)	2,915	4,028	5,296	4,149

Conversion factors are taken from the US EIA, UNFCCC, US EPA, and UK DEFRA. All GHG gases are included in the calculations and mentioned as CO₂ equivalent. GHG emissions are reported according to the GHG Protocol Corporate Accounting and Reporting Standard with an operational control consolidation approach. For electricity-related carbon estimations, location-based emission factors from reports of electricity regulation authorities from Sri Lanka and Bangladesh are consulted. GHG emission intensity includes all the GHG inventory, including scope 1, scope 2, and scope 3 emissions reported in the table above. Conversion factors are taken from the US EPA for air emissions and CFC-11 equivalence calculations. We gathered new insight into the scope-2 Grid emission factors in Pakistan, as well as the revalidation of energy numbers, which resulted in restatement of GHG emissions for 2020-2022.

PROJECT RELATED IMPACTS

In 2023, Midas Safety spearheaded an impressive set of 24 projects aimed at significantly reducing energy consumption. This proactive approach yielded substantial results, with a remarkable saving of energy, equivalent to a reduction of 1,133 tons of CO₂e emissions.

Compared to the 2021 baseline, the company achieved a significant decrease of 84 tons of CO₂e in scope 1 emissions and a considerable reduction of 1,049 tons of CO₂e in scope 2 emissions.

OTHER EMISSIONS

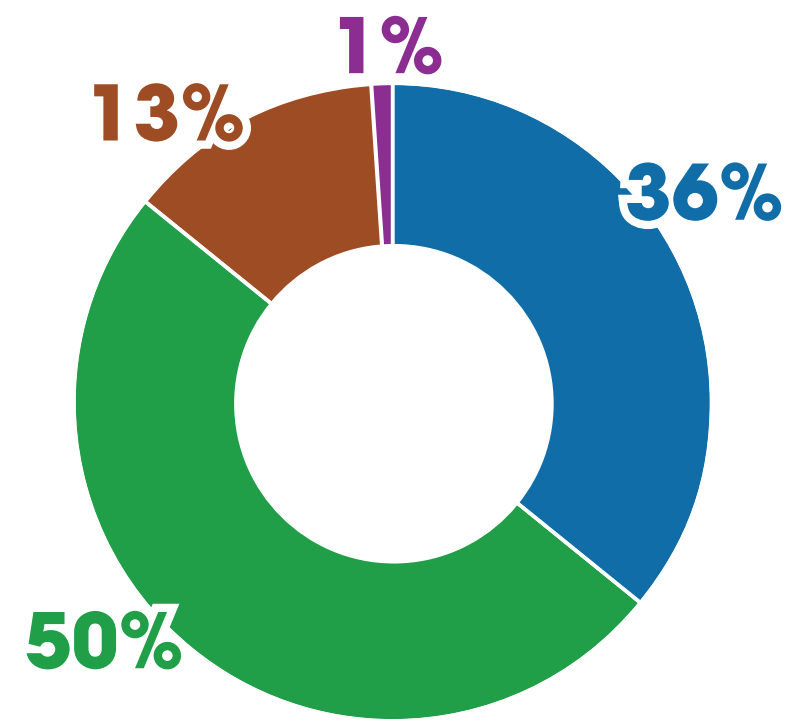
We monitor air emissions at regular intervals across all business units and our emissions remained within legal limits during the year 2023.

CFC-11 Equivalent	=	1.92 Tons
Nitrogen Oxides (NO _x)	=	0.075 kilo Tons
Sulfur Oxides (SO _x)	=	0.008 kilo Tons
Particulate Matter (PM)	=	0.099 kilo Tons

We are committed to eliminating all HVAC systems where ozone-depleting substances (ODS) are used, and we aspire to bring our CFC-11 equivalent usage to zero by the end of 2026.

EMISSIONS

Greenhouse gas emissions for Midas Safety can be understood through the different scopes defined below:



Scope 1: Direct Emissions

Scope 2: Indirect Emissions

Scope 3: Upstream Distribution

Scope 3: Downstream Distribution

Note:

Scope 1 **Direct Emission:** Direct emissions from the fuel combustion of stationary and mobile sources as well as from wastewater discharge.

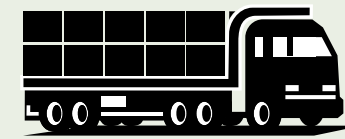
Scope 2 **Indirect Emission:** Indirect emissions from electricity.

Scope 3 **Upstream Distribution:** Upstream transportation of goods also include employee commutation, waste, T&D loses, and business travel.

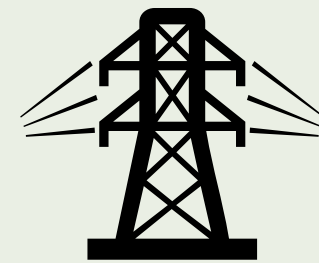
Scope 3 **Downstream Distribution:** Downstream transportation of goods.

GHG EMISSIONS THROUGHOUT THE VALUE CHAIN

UPSTREAM



2.47%
Upstream transportation and distribution

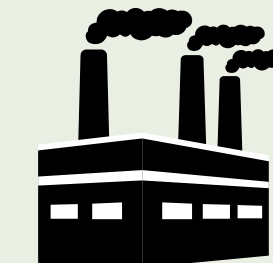


5.51%
Fuel- and energy-related activities not included in Scope 1 and 2 (T&D Losses)

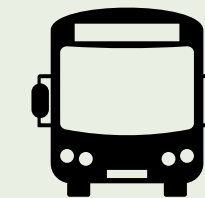
PROCESS



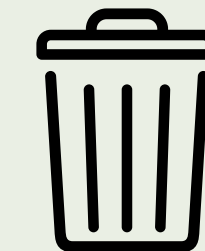
50.35%
Energy-related indirect emissions



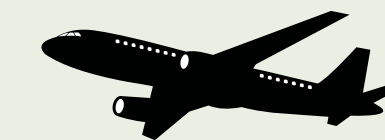
35.73%
Direct emission



3.83%
Employee commuting

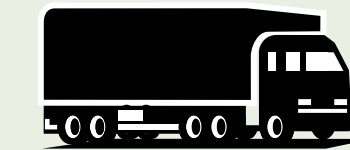


0.77%
Waste generated in operations



0.19%
Business travel

DOWNSTREAM



1.15%
Downstream transportation and distribution

Midas Safety ensures that all products are compliant with REACH (Registration, Evaluation, Authorization, and restriction of Chemicals), California Proposition 65 regulations and free from harmful substances. All products go through stage-gate process before launch. Our R&D teams develop and test products with respect to safety and performance. Our product management team assesses products for sustainability, risks, and impacts. In 2023, no incident of non-compliance concerning health and safety impacts of our products was reported.

PRODUCT CARBON FOOTPRINT

We are excited to share that Midas Safety has developed the in-house capability to evaluate the Carbon Footprint in terms of Kilograms of CO₂ (equivalent) for each of its products. This evaluation takes a "cradle to grave" approach and estimates carbon emissions during the entire lifecycle of a given product, which include embedded emissions of raw materials, manufacturing, transport, use & end-of-life as well. This is a crucial capability which informs & guides us in how we conceptualize, design, manufacture & transport our products. It enables us to balance our product functionality with our continuous drive to reduce any negative impacts on the planet.

	HPT Winter 1.244 Kg CO ₂ e/Pair		Regular NFT 1.086 Kg CO ₂ e/Pair		HPT Regular 0.575 Kg CO ₂ e/Pair		Winter Splendor 1.893 Kg CO ₂ e/Pair
	Regular Splendor 0.964 Kg CO ₂ e/Pair		Splendor Lite 0.812 Kg CO ₂ e/Pair		Ninja Lite 0.619 Kg CO ₂ e/Pair		SM3-C5-FP (MFN)O 1.914 Kg CO ₂ e/Pair
	Bio Based Diamond PU 1.243 Kg CO ₂ e/Pair		13gg HPPE PU BA2 1.165 Kg CO ₂ e/Pair		3846 Foam Liner 6.920 Kg CO ₂ e/Pair		3845 Interlock 6.224 Kg CO ₂ e/Pair
					3846 Double Jersey 6.918 Kg CO ₂ e/Pair		3845 Jersey 5.452 Kg CO ₂ e/Pair



All the emissions (Kg CO₂e/pair) are calculated in-house using a propriety software tool with the help of primary & secondary data.

Regular Splendor™

0.964 Kg
CO₂e/Pair



eco-friendly Splendor™

0.941 Kg
CO₂e/Pair

Our flagship eco-based glove containing 42% recycled yarns, composed of polyester and cotton, plus a natural rubber coating.

Contains 42% RCS Certified Recycled Polyester. Certified by Control Union CU1119762

Winter Splendor™

1.893 Kg
CO₂e/Pair



eco-friendly Splendor™ Winter

1.793 Kg
CO₂e/Pair

A winter version of our eco-based glove containing 59% recycled yarn composed of polyester, cotton and regenerated viscose, plus a natural rubber coating.

Contains 59% RCS Certified Recycled Polyester. Certified by Control Union CU1119762

Splendor™ Lite

0.812 Kg
CO₂e/Pair



eco-friendly Splendor™ Lite

0.737 Kg
CO₂e/Pair

A 90% recycled polyester version of our flagship eco-based glove with a natural rubber coating.

Contains 90% RCS Certified Recycled Polyester. Certified by Control Union CU1119762

Ninja Lite

0.619 Kg
CO₂e/Pair



eco-friendly PU

0.538 Kg
CO₂e/Pair

An 85% recycled polyester glove with a PU coating.

Contains 85% RCS Certified Recycled Polyester. Certified by Control Union CU1151096

Examples of our eco-friendly range of hand protection and how they compare with the regular options in terms of the product carbon footprint.



Products certified to the RCS contain the recycled content that has been independently verified at each stage of the supply chain, from the recycler to the finished product.

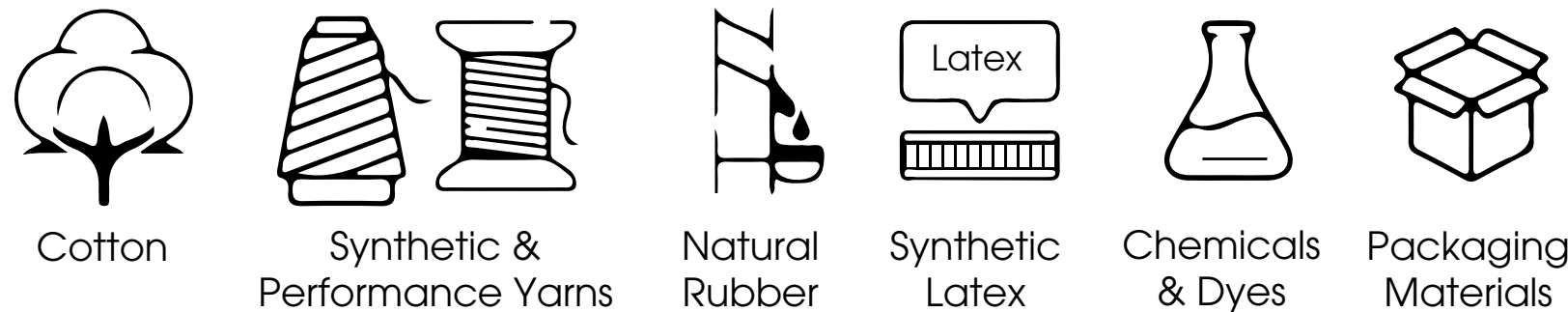
Establishing and nurturing long-term relationships with our suppliers is paramount to ensuring a robust and sustainable supply chain. We endeavor to treat suppliers as “partners in progress.” Our connect with them is pivotal in ensuring reliability of the supply chain, enabling us to meet our responsibilities towards customers and society. Through systems and processes, we make our expectations of suppliers, clear.

- We have a well-defined procurement policy, supplier code of conduct, and supplier assessment process.
- Transparency is non-negotiable and we continually perform due diligence, assessing the safety and risks associated with products that we purchase.

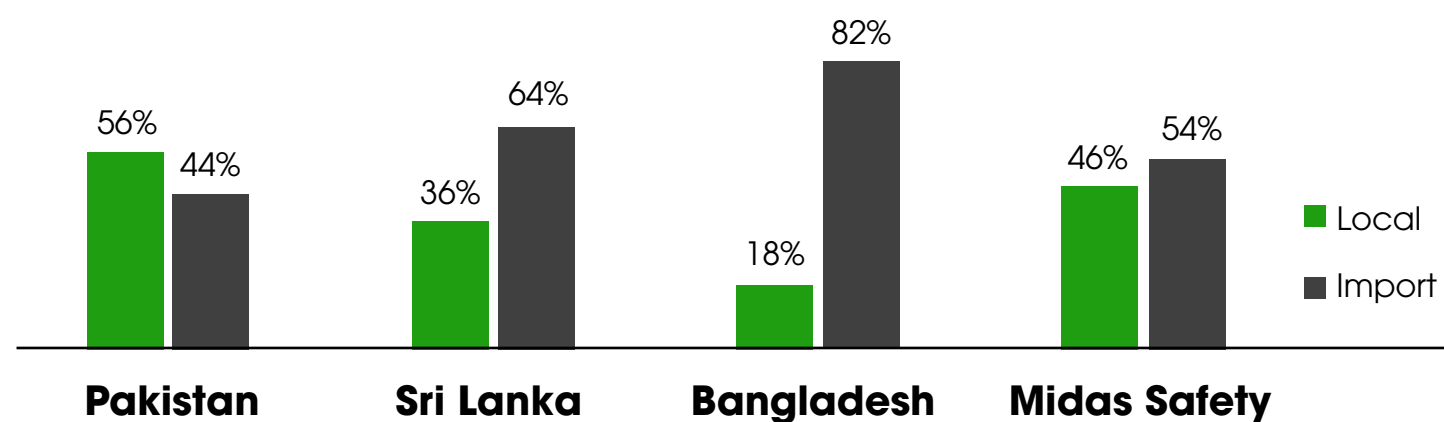
This approach underlines our unwavering commitment to responsible sourcing. To facilitate this, our procurement teams at each operational site ensure the adherence to these systems.

PROPORTION OF SPENDING ON SUPPLIERS BY LOCATION

At Midas Safety, we procure a diverse range of materials, each carefully selected to meet our stringent quality and sustainability standards. Our material list includes;



These materials are sourced from local and international suppliers. It's worth noting that most of our packaging materials are sourced locally, highlighting our commitment to supporting the local economy. During the year 2023, our procurement from international and local suppliers in each region was as follows:



Local Purchase has risen to 46% as compared to 40% in 2020.

SUPPLIER ASSESSMENT:

During the year 2023, we assessed 44 major suppliers for environmental aspects, which is 31% of the total supplier base screened since 2022. Similarly, 76 suppliers were assessed for social aspects, which is 39% of the total suppliers assessed, proactively engaging with those identified as having potential negative impacts (28% environmental, 4% social). Through collaboration, improvement plans were agreed upon with all such suppliers, demonstrating a commitment to ongoing supplier sustainability practices and future expansion of screening efforts.



Environment

- 25 low scoring suppliers were identified.
- The satisfactory percentage is 72%.
- The negative impacts of unsatisfactory performers are identified in emissions.



Social

- 3 low scoring suppliers were identified.
- The satisfactory percentage is 96%.
- The negative impacts of unsatisfactory performers are identified in employment.

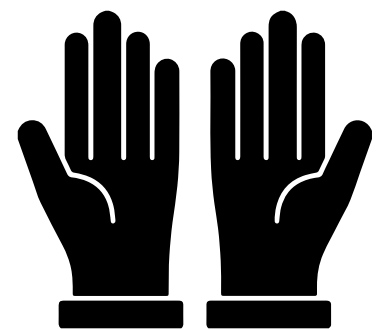
While we do not currently impose termination or penalties based solely on poor performance, it remains an area for improvement. It is our goal to implement performance-based improvement actions with supplier during 2024.

Midas Safety adheres to the principles of the circular economy to foster environmental preservation and resource efficiency. Our unwavering dedication to circularity is rooted in our core values, manifested through the diligent practice of reusing, recycling, repairing, and remanufacturing to sustain the functional value of our products. Our commitment goes beyond reducing material use and extends to enhancing the incorporation of recycled materials into both processes and products. Midas Safety's remarkable initiatives serve as a testament to our dedication to sustainability, exemplified through our fiber processing unit in Faisalabad, Pakistan, and advanced solvent recycling processes in Pakistan and Sri Lanka.

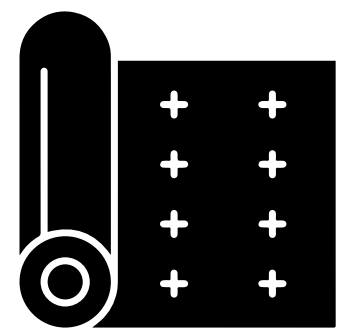
In the fiber processing unit, located in Faisalabad, Pakistan, we have set the gold standard for circularity. The primary focus remains on maximizing the utilization of waste fabric cuttings, a byproduct of glove production. These cuttings are ingeniously transformed into high-quality yarn through a vertically integrated manufacturing process. This commitment to repurposing not only minimizes waste but also reduces the demand for virgin materials. This sustainable practice aligns with minimizing waste disposal and promotes resource efficiency by ensuring that waste materials find a new life within industry and society.

Our pursuit of circular sustainability extends to the recycling of solvents used in the production of polyurethane-coated gloves. Advanced, digitally controlled distillation units in Pakistan and Sri Lanka are employed for solvent recovery. In 2023, impressive 926 metric tons of solvent were recovered and reused through this innovative process. Such a substantial achievement highlights our compliance by reducing waste generation and minimizing environmental impact.

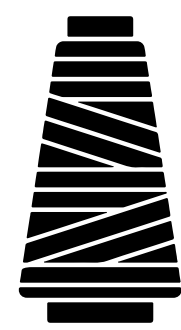
WASTE INTO USEFUL PRODUCTS



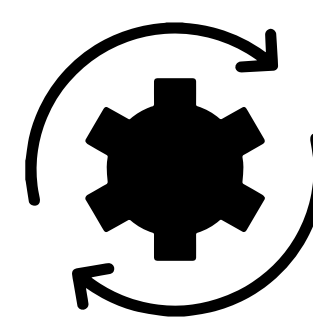
315 Tonnes
Process waste converted to gloves



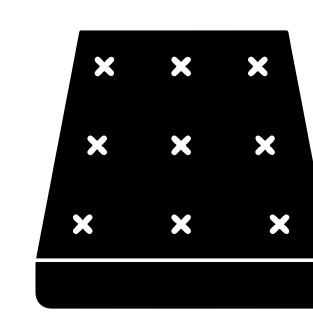
60 Tonnes
Sludge (rubber waste) converted to rubber mats



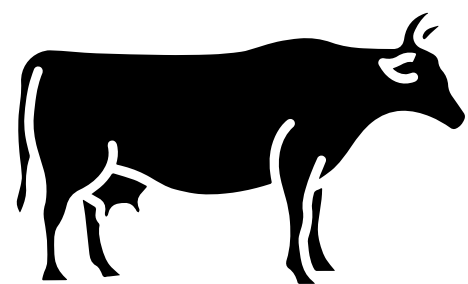
245 Tonnes
Process waste converted to yarns



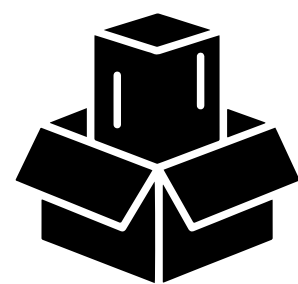
60 Tonnes
Metal scrap rerolled



97 Tonnes
Rubber waste used in mattress production



25 Tonnes
Food waste fed to animals



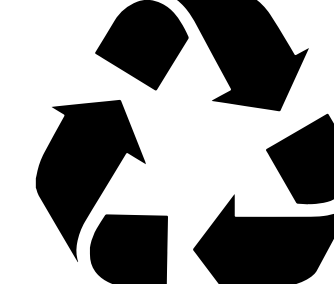
22 Tonnes
Used cartons converted to new boxes



3 Tonnes
Food waste converted to compost



64 Tonnes
Paper recycled



60 Tonnes
Plastic recycled

Midas Safety recognizes the inherent impact of its diverse range of materials, which encompass cotton, synthetic yarns, chemicals, synthetic and natural latex, on the environment. We manufacture high-quality products with minimal negative impact, from raw material sourcing to end-of-life disposal. We do this by following strict internal standards and responding to stakeholder feedback.

The incorporation of bio-based and eco-friendly materials into our product range is a testament to our commitment to sustainability. In 2023, we proudly introduced 14 sustainable products, showcasing our dedication to minimizing environmental consequences while providing customers with high-quality options.

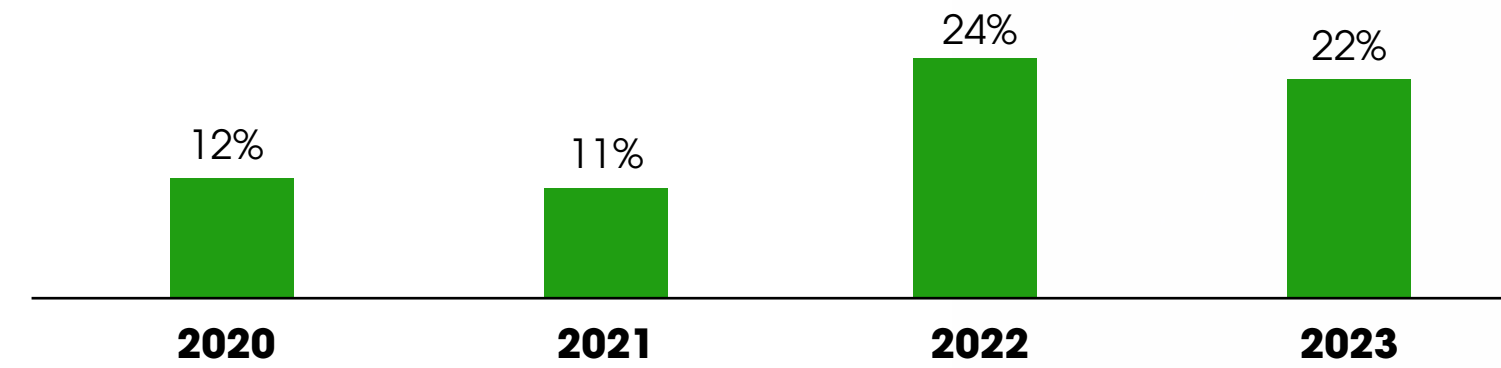
A noteworthy aspect of Midas Safety’s material management strategy is our commitment to utilizing renewable sources. In 2023, 22% of the raw materials consumed in production processes originated from renewable sources.

Furthermore, we are actively working towards incorporating more recycled materials into our manufacturing processes. In 2023, we utilized 9,125 metric tons of recycled materials, constituting 17% of all production-related materials. Reclaimed materials are insignificant and therefore, not reported.

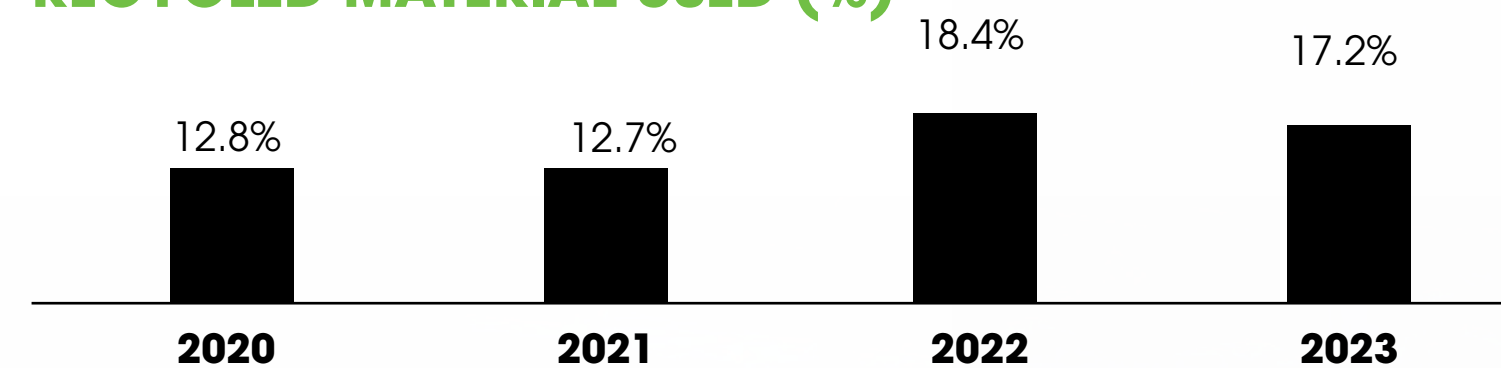
MATERIAL CONSUMPTION

	2023	2022	2021	2020
Total Material Use (M.T.)	53,067	62,193	91,938	77,308
Renewable Material (M.T.)	11,631	15,019	9,967	9,276
Non-Renewable Material (M.T.)	41,436	47,174	81,971	68,032

RENEWABLE MATERIAL USED (%)



RECYCLED MATERIAL USED (%)



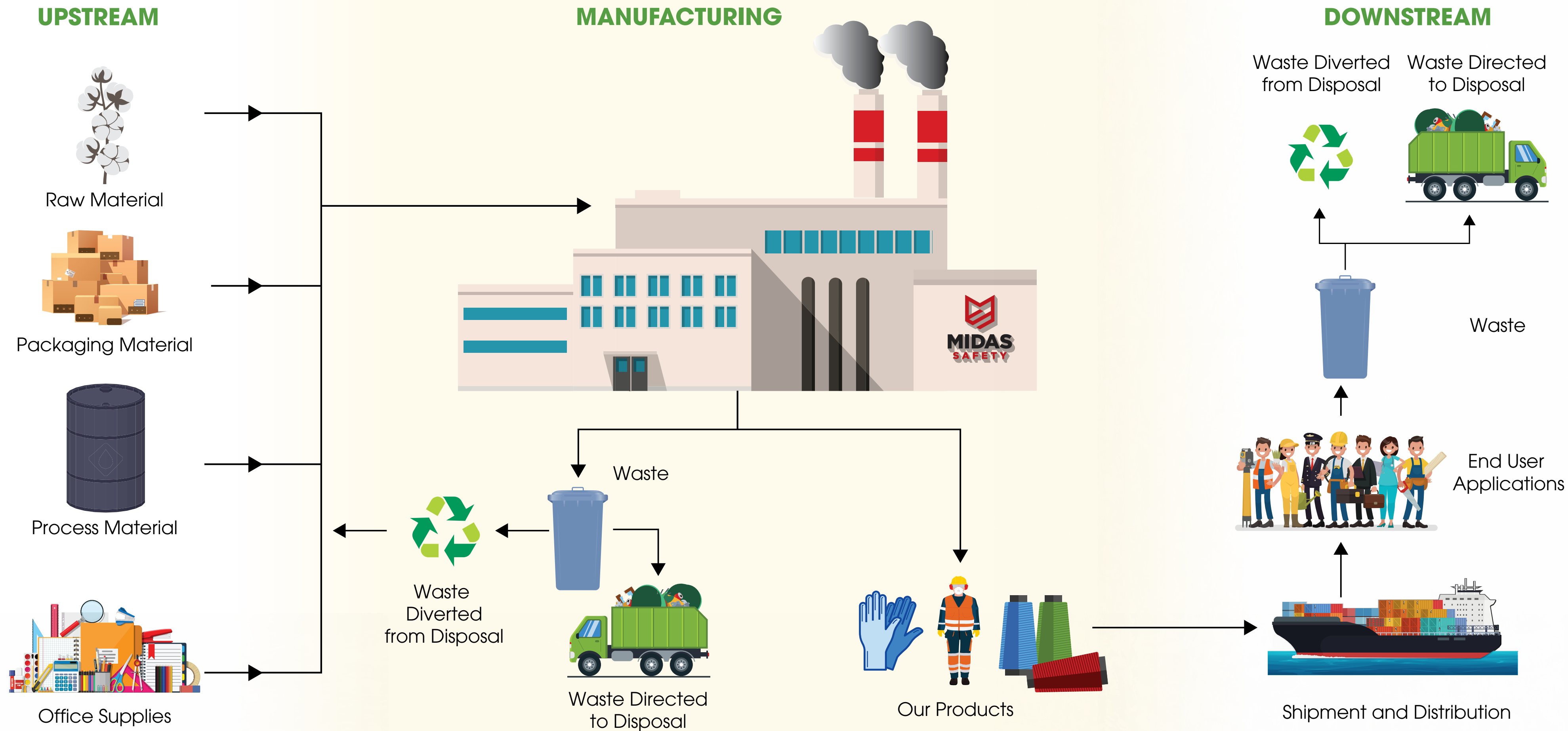
Midas Safety is committed to responsible waste management as an essential component of its sustainability guidelines. Midas Safety's sustainability guideline meticulously defines the process of identifying, measuring, monitoring, and reporting waste generated across all facilities.

Recognizing the critical importance of hazardous waste management, each Midas Safety site identifies and assesses the hazards of all waste generated and develops appropriate management plans to minimize environmental impact. We ensure that no hazardous waste is directed to landfills.

In Pakistan and Bangladesh, Midas Safety units operating within Export Processing Zones adhere to local regulations and handing over all generated waste to local authorities for disposal. In Sri Lanka, Midas Safety has partnered with a third-party contractor to incinerate solid waste under controlled conditions, a practice consistently aligned with local laws and regulations.

Outside the Export Processing Zones in Pakistan, Midas Safety adopts an innovative solution: industrial waste is not discarded but sold, supporting local recycling and repurposing initiatives while contributing to the regional economy.

	2023	2022	2021	2020
WASTE GENERATED				
Total Waste (M.T.)	5,801	6,409	6,772	6,830
Hazardous Waste (M.T.)	509	490	357	515
Non-Hazardous Waste (M.T.)	5,292	5,919	6,415	6,315
Waste Diverted from Disposal				
Total Waste (M.T.)	3,347	3,936	4,949	4,792
Hazardous Waste (M.T.)	181	128	171	280
Non-Hazardous Waste (M.T.)	3,166	3,808	4,778	4,512
Recovery Operations				
Hazardous Waste (M.T.) (other recovery operations) / (offsite)	181	128	171	280
Non-Hazardous Waste (M.T.) (other recovery operations) / (offsite)	3,166	3,808	4,778	4,512
Waste Directed to Disposal				
Total Waste (M.T.)	2,454	2,473	1,823	2,038
Hazardous Waste (M.T.)	328	362	186	235
Non-Hazardous Waste (M.T.)	2,126	2,111	1,637	1,803
Disposal Operations				
Hazardous Waste (M.T.) (other disposal operations) / (offsite)	328	362	186	235
Non-Hazardous Waste (M.T.) (other disposal operations) / (offsite)	2,126	2,111	1,637	1,803





ECONOMIC

ECONOMIC VALUE CREATION

To promote sustainable development and improve living conditions for employees, Midas Safety must continue to grow and remain competitive. Economic growth makes it possible to invest in sustainable practices that serve environmental and social causes. Our financial performance affects the stakeholders who do business with us. Suppliers of goods and services, distributors in the supply chain, customers, and employees benefit when we generate more economic activity. The direct economic impact of paying government taxes and duties, employees' salaries and benefits, suppliers of goods and services, debt capital, and investing in communities all contribute to socioeconomic wellbeing. The indirect economic impacts of Midas Safety also contribute to economic growth by creating employment in the supply chain, growing the local economy around our operations and the research and development leading to new opportunities.

Midas Safety has consistently demonstrated our contribution to the economies of the regions in which we operate. In 2023, we generated substantial economic value through our operations, encompassing yarn and fabric manufacturing and glove production. This value creation encompasses revenue, employment, and various other forms of economic contribution. Throughout the year, we reported a robust and stable financial performance, with revenue figures reflecting financial achievements achieved through prudent economic management.

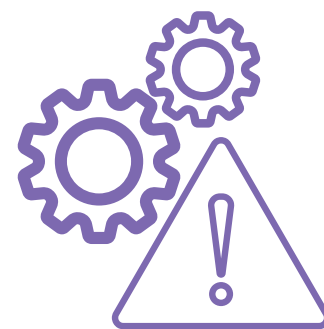
DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

	2023	2022	2021	2020
Revenue (MN US\$)	217.4	254.0	325.9	244.3
Community Investment (MN US\$)	3.8	3.8	2.8	2.5
Salaries and Wages (MN US\$)	34.1	36.6	45.2	40.9
Payments to Government (MN US\$)	7.0	12.7	13.1	6.7

No financial assistance was received from the government in 2023. The legal financial year for accounting and tax differs in our operating regions. In Pakistan and Bangladesh, according to the laws, a financial year starts on 1st July and ends on 30th June every year. In Sri Lanka, it is from 1st April to 31st March. The accounts from 1st January to 31st December are therefore considered for compiling the direct economic value generated and distributed in this report.

CLIMATE-RELATED RISK & OPPORTUNITIES CATEGORIES

Midas Safety recognizes the importance of addressing climate change as a critical business issue. Climate change poses various risks and opportunities that can impact our financial performance and overall sustainability strategy. Financial and other related risks and opportunities we may face due to climate change is given as follows:



Physical Risks

1. Cyclone (acute)
2. Flood (acute)
3. Water Scarcity (acute)
4. Heat Wave (chronic)



Transition Risks

5. Regulatory Risk
6. Technology Risk
7. Market Risk
8. Reputation Risk



Opportunities

1. Resource Efficiency
2. Cleaner Technology
3. Eco-Friendly Products
4. Circularity





Midas Safety Pakistan region wins Gallup Exceptional Workplace Award (GEWA)



MCL has been awarded the 13th annual Fire Safety Award by National Forum for Environment & Health Pakistan



Midas Safety took home Gold (Innovative Digital Service), Silver (Digital Workplace Initiative) and Bronze (Workforce Enablement) awards at FITIS, DEX Awards 2023



NCE Export Awards for outstanding performance of exporters of Sri Lanka



APPENDICES

- EXTERNAL ASSURANCE
- GRI CONTENT INDEX
- SDG INDEX
- GLOSSARY

Independent Assurance Statement for the Midas Safety Sustainability Report 2023

Scope

We have been engaged by Midas Safety to perform an 'assurance engagement', as defined by International Standard on Assurance Engagements ISAE 3000 (Revised), "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information", hereafter referred to as the engagement, on the information included in the Sustainability Report 2023 ("the subject matter") referring to the period from January 01, 2023, through December 31, 2023. The report was co-reviewed by Muhammad Imran & Co., Cost & Management Accountants.

Assurance scope	Level of assurance	Assurance criteria
1. Midas Safety's declared adherence to the GRI's Standards 2021 – In accordance	Reasonable assurance	Global Reporting Initiative's (GRI) Standards 2021
2. Review of the policies, initiatives, practices, and performance (qualitative and quantitative information) reported and referenced in the report.	Limited assurance	Completeness and accuracy of selected reported policies, initiatives, and performance data
3. Midas Safety's application of AccountAbility Principles of Inclusivity, Materiality, Responsiveness, and Impact.	Limited assurance	The criteria set out in AA1000AP (2018) for the principles of Inclusivity, Materiality, Responsiveness, and Impact

Midas Safety's Responsibilities

Midas Safety's management is responsible for selecting the criteria and presenting the Sustainability Report in accordance with that Criteria in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records, and making estimates relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

Corporate Social Responsibility Centre Pakistan's (CSRCP) Responsibilities

Our responsibility is to express a conclusion on the subject matter based on the evidence we have obtained. We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ISAE 3000 (Revised) and the terms of reference for this engagement as agreed with Midas Safety. Those standards require that we plan and perform our engagement to obtain assurance in line with the assurance levels mentioned in the scope and to issue a report. The nature, timing, and extent of the selected procedures depend on our judgment, including assessing the risk of material misstatement, whether due to fraud or error.

We believe the evidence obtained is sufficient and appropriate to provide a basis for our assurance conclusions.

Statement of Independence, Impartiality, and Competence

CSRCP operates a strict conflict of interest check and has confirmed our independence to work on this assurance engagement with Midas Safety. The review team has not provided consulting services and was not involved in preparing any part of the report. CSRCP is a specialized sustainability consulting firm. The review team has the required combination of education, experience, training, and skills for this assurance engagement.

Description of Procedures Performed

Our procedures were designed to obtain the required level of assurance on which to base our conclusion. Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on the effectiveness of internal controls.

We carried out a desk review of the final draft report. We communicated with Midas Safety to determine the accuracy and authenticity of the report content, data points, methodologies, and policies regarding the organization's social, environmental, and economic data and activities.

Our procedures for this engagement included:

- Review adherence to the requirement of GRI Standards 2021;
- Review of the policies, initiatives, practices, and standard disclosures regarding the company's material sustainability topics contained in the report;
- Review of consistency of data/information within the report;
- Analysis of the report content against AccountAbility principles of Inclusivity, Materiality, Responsiveness, and Impact;
- Elaboration of the adjustment report; and
- Final review of the report content.

Use of GRI Standards 2021

Midas Safety declares the report to be in accordance with the GRI Standards 2021. CSRCP reviewed the use of the GRI Universal Standards and the Topic-Specific Standards, considering those standards linked to the material topics. In case of a lack of response, Midas Safety provides omission statements in line with the requirements of GRI 1 Foundation 2021. Based on the analysis, minor recommendations to complete the content have been made. Midas Safety has integrated our recommendations into the report.

Adherence to AccountAbility Principles of Inclusivity, Materiality, Responsiveness, and Impact

CSRCP reviewed the report to analyze adherence to AccountAbility Principles of Inclusivity, Materiality, Responsiveness, and Impact. The primary considerations of this analysis for this report were the following:

- The report addresses how the company identifies and engages with different stakeholders, including concerns raised by stakeholders and the company's response. The report also addresses how the issues emerging from stakeholders' engagement inform risk management to identify and mitigate risks.
- The material topics were identified and prioritized, considering the requirement of GRI 3 Material Topics 2021, addressed in different sections of the report, and supported with information on management systems and data sets that provide performance details for material topics.
- Midas Safety has appropriate policies and external product and management systems certification, which involve a high-level analysis of risks, non-compliance with applicable laws and regulations, and corrective actions to resolve issues.
- The report demonstrates reduced environmental impact over the years. However, the targets for energy, emissions, solid waste and waste disposal, plastic consumption, gender diversity, and safety-related incidents were not achieved.

Limitations and exclusions

Excluded from the scope of our work is any verification of information relating to:

- Verification of financial figures and sustainability performance data;
- Positional statements (expression of opinion, belief, aim, or future intention of Midas Safety and statements of future commitment.

Statement of conclusion

Assurance Scope 1 - Midas Safety's declared adherence to the GRI's Standards 2021 – In accordance

We confirm that the report meets the requirements of in accordance criteria of the GRI Standards 2021. The compliance with GRI Standards has been disclosed in more detail in the GRI Content Index, which provides omission statements in case complete information was not provided.

Assurance Scope 2- Review of the policies, initiatives, practices, and performance (qualitative and quantitative information) reported and referenced in the report

Nothing has come to our attention that causes us to believe that the information in Midas Safety's Sustainability Report 2023 is not fairly stated in all material aspects.

Assurance Scope 3 – Midas Safety's application of AccountAbility Principles of Inclusivity, Materiality, Responsiveness, and Impact.

Nothing has come to our attention that causes us to believe that all four AA1000 AccountAbility Principles are not fairly stated in the report content and elaboration.

However, we can appoint areas of improvement for the next reporting cycle:

- Midas Safety has calculated Scope 3 emissions by identifying and calculating emissions for two upstream and one downstream category. For a complete GHG emission inventory, we recommend identifying and including all relevant emission categories in the calculation of Scope 3 emissions.
- Midas Safety has committed to setting science-based emission reduction targets for Pakistan operations. We reiterate our recommendation to align other operations sites (Sri Lanka and Bangladesh) to set science-based emission reduction targets in line with climate science.
- Midas Safety evaluated its supply chain partners against the suppliers' evaluation criteria, resulting in low scores on environmental and social practices for some suppliers. We recommend that Midas Safety share a target timeline to improve the conditions at low-scoring suppliers and manage the value chain impacts in the future.

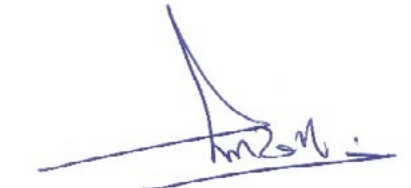
Restricted use

This report is intended solely for Midas Safety and is not intended to be and should not be used by anyone other than Midas Safety. Any reliance on the report by any third party is entirely at its own risk.

Islamabad, April 19, 2024



Muhammad Arfan Nazir,
Director,
Corporate Social Responsibility Centre Pakistan.



Muhammad Imran,
Muhammad Imran & Co.,
Cost & Management
Accountants Pakistan.
ICMAP Membership # 1382



Midas Safety has reported the information cited in this GRI content index for the period Jan 1 - Dec 31, 2023, with reference to the GRI Standards.

GRI Standard	Disclosures	Page No	Omission Reason
GENERAL DISCLOSURES			
GRI-2 General Disclosure: 2021	Disclosure 2-1 Organizational Details	5, 8	
	Disclosure 2-2 Entities included in the Organization's Sustainability Reporting	8, 11, 41	
	Disclosure 2-3 Reporting period, frequency, and contact point	5, 41	
	Disclosure 2-4 Restatements of information	5, 29, 31, 32	
	Disclosure 2-5 External Assurance	5, 44	
	Disclosure 2-6 Activities, value chain and other business relationships	5, 9, 35	
	Disclosure 2-7 Employees	19	
	Disclosure 2-8 Workers who are not employees	21	
	Disclosure 2-9 Governance Structure and Composition	11	
	Disclosure 2-10 Nomination and selection of the highest governance body	11	
	Disclosure 2-11 Chair of the highest governance body	11	
	Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	11, 12	

GRI Standard	Disclosures	Page No	Omission Reason
	Disclosure 2-13 Delegation of responsibility for managing impacts	11, 12	
	Disclosure 2-14 Role of the highest governance body in sustainability reporting	11, 12	
	Disclosure 2-15 Conflicts of interest	11	
	Disclosure 2-16 Communication of critical concern	11	
	Disclosure 2-17 Collective knowledge of the highest governance body	11	
	Disclosure 2-18 Evaluation of the performance of the highest governance body		Requirement Omitted: 2-18 Reason: Confidentiality Constraint Explanation: We are not a public limited company. We are a family-owned business. There is no legal requirement to disclose this information to public.
	Disclosure 2-19 Remuneration policies		Requirement Omitted: 2-19 Reason: Confidentiality Constraint Explanation: Remuneration policies for highest governance body is not disclosed to anyone, for privacy and safety.
	Disclosure 2-20 Process to determine remuneration	21	Requirement Omitted: 2-20 a (i & ii) Reason: Confidentiality Constraint Explanation: We are not a public limited company. There is no legal requirement to disclose this information to public.
	Disclosure 2-21 Annual total compensation ratio		Requirement Omitted: 2-21 Reason: Confidentiality Constraint Explanation: Compensation to highest paid individual is not disclosed to anyone, for privacy and safety.

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GRI Standard	Disclosures	Page No	Omission Reason
	Disclosure 2-22 Statement on sustainable development strategy	3	
	Disclosure 2-23 Policy commitments	11	
	Disclosure 2-24 Embedding policy commitments	11	
	Disclosure 2-25 Processes to remediate negative impacts	12	
	Disclosure 2-26 Mechanisms for seeking advice and raising concerns	12	
	Disclosure 2-27 Compliance with laws and regulations	11	
	Disclosure 2-28 Membership associations	9	
	Disclosure 2-29 Approach to stakeholder engagement	13	
	Disclosure 2-30 Collective bargaining agreements	22	
MATERIAL TOPICS			
GRI-3 Material Topics 2021	Disclosure 3-1 Process to determine material topics	14	
	Disclosure 3-2 Management of material topics	14, 15	

GRI Standard	Disclosures	Page No	Omission Reason
ECONOMIC PERFORMANCE			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	15	
GRI-201 Economic Performance 2016	Disclosure 201-1 Direct economic value generated and distributed	41	Requirement Omitted: 201-1a(ii) & (iii) Reason: Confidential Constraint Explanation: Economic value distributed and retained are not given as we are not a public limited company; we are a family-owned business. There is no legal requirement to disclose this information to public.
	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change		Requirement Omitted: 201-2 Reason: Information unavailable Explanation: Risks of financial and operational changes because of climate change are not identified. We will establish system and planning to report in our 2025 sustainability report.
	Disclosure 201-3 Defined benefit plan obligations and other retirement plans		Requirement Omitted: 201-3 Reason: Confidential Constraint Explanation: We are not a public limited company; we are a family-owned business. There is no legal requirement to disclose this information to public.
	Disclosure 201-4 Financial assistance received from government	41	
PROCUREMENT PRACTICES			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	15	
GRI-204 Procurement Practices 2016	Disclosure 204-1 Proportion of spending on local suppliers	35	

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GRI Standard	Disclosures	Page No	Omission Reason
MATERIALS			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	16	
GRI-301 Materials 2016	Disclosure 301-1 Materials used by weight or volume	37	
	Disclosure 301-2 Recycled input materials used	37	
	Disclosure 301-3 Reclaimed products and their packaging materials	37	
ENERGY			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	15	
GRI-302 Energy 2016	Disclosure 302-1 Energy consumption within the organization	29	
	Disclosure 302-2 Energy consumption outside of the organization	29	
	Disclosure 302-3 Energy intensity	29	
	Disclosure 302-4 Reduction of energy consumption	29	
	Disclosure 302-5 Reductions in energy requirements of products and services		

GRI Standard	Disclosures	Page No	Omission Reason
WATER AND EFFLUENTS			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	15	
GRI-303 Water and Effluents 2018	Disclosure 303-1 Interactions with water as a shared resource	11, 30	Requirement Omitted: 303-1 (b&c) Reason: Information unavailable Explanation: Impact assessment methodologies and stakeholder engagement systems for water as a shared resource are not established.
	Disclosure 303-2 Management of water discharge-related impacts	30	
	Disclosure 303-3 Water withdrawal	30	
	Disclosure 303-4 Water discharge		Requirement Omitted: 303-4 Reason: Information unavailable Explanation: Water metering at discharge is not available in a few facilities. System will be established and reported in 2025 sustainability report.
	Disclosure 303-5 Water consumption		Requirement Omitted: 303-5 Reason: Information unavailable Explanation: Water metering at discharge is not available in a few facilities. System will be established and reported in 2025 sustainability report.

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GRI Standard	Disclosures	Page No	Omission Reason
EMISSION			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	16	
GRI-305 Emissions 2016	Disclosure 305-1 Direct (Scope 1) GHG emissions	31	
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	31	
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	31, 32	
	Disclosure 305-4 GHG emissions intensity	31	
	Disclosure 305-5 Reduction of GHG Emissions	31	
	Disclosure 305-6 Emissions of ozone-depleting substances (ODS)	31	
	Disclosure 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	31	
WASTE			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	17	
GRI-306 Waste 2020	Disclosure 306-1 Waste generation and significant waste-related impacts	36, 38	
	Disclosure 306-2 Management of significant waste related impacts	38	

GRI Standard	Disclosures	Page No	Omission Reason
	Disclosure 306-3 Waste Generated	38	
	Disclosure 306-4 Waste diverted from disposal	38	
	Disclosure 306-5 Waste directed to disposal	38	
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	17	
GRI-308 Supplier Environmental Assessment 2016	Disclosure 308-1 New suppliers that were screened using environmental criteria	35	
	Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken	35	
EMPLOYMENT			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	17	
GRI-401 Employment 2016	Disclosure 401-1 New employee hires and employee turnover	19	
	Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	21	
	Disclosure 401-3 Parental leave	20	

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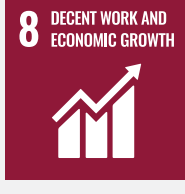
GRI Standard	Disclosures	Page No	Omission Reason
OCCUPATIONAL HEALTH & SAFETY			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	16	
GRI-403 Occupational Health & Safety 2018	Disclosure 403-1 Occupational health and safety management system	23	
	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	23	
	Disclosure 403-3 Occupational health services	23	
	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	23, 24	
	Disclosure 403-5 Worker training on occupational health and safety	24	
	Disclosure 403-6 Promotion of worker health	23	
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	23, 24	
	Disclosure 403-8 Workers covered by an occupational health and safety management system	24	
	Disclosure 403-9 Work-related injuries	24	
	Disclosure 403-10 Work-related ill health	24	









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TRAINING AND EDUCATION			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	16	
GRI-404 Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee	16, 20	
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	20	
	Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	20	
DIVERSITY AND EQUAL OPPORTUNITY			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	16	
GRI-405 Diversity and equal opportunity 2016	Disclosure 405-1 Diversity of governance bodies and employees	19	Requirement Omitted: 405-1 (a) Reason: Confidentiality Constraint Explanation: We are not a public limited company; we are a family-owned business. There is no legal requirement to disclose this information to public.
	Disclosure 405-2 Ratio of basic salary and remuneration of women to men	20	
CHILD LABOR			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	17	
GRI-408 Child Labor 2016	Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor	11, 35	

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GRI Standard	Disclosures	Page No	Omission Reason
FORCED AND COMPULSORY LABOR			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	17	
GRI-409 Forced and Compulsory Labor 2016	Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	11, 35	
LOCAL COMMUNITIES			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	17	
GRI-413 Local Communities 2016	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	25, 26, 27	
	Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities	25, 26, 27	

GRI Standard	Disclosures	Page No	Omission Reason
SUPPLIER SOCIAL ASSESSMENT			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	17	
GRI-414 Supplier Social Assessment 2016	Disclosure 414-1 New suppliers that were screened using social criteria	35	
	Disclosure 414-2 Negative social impacts in the supply chain and actions taken	35	
CUSTOMER HEALTH & SAFETY			
GRI-3: Material Topics 2021	Disclosure 3-3 Management of material topics	15	
GRI-416 Customer Health & Safety 2016	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	33	
	Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	33	

SDGs	Page #	GRI Standard Disclosure
 1 NO POVERTY End poverty in all its forms everywhere	25, 26, 27	413-2-a
 2 ZERO HUNGER End hunger, achieve food security and improved nutrition and promote sustainable agriculture	25, 26, 27	413-2-a
 3 GOOD HEALTH AND WELL-BEING Ensure healthy lives and promote well-being for all at all ages	21, 23, 24, 31, 32, 38	401-2-a, 403-6-a, 403-6-b, 403-10, 403-9-a, 403-9-b, 403-9-c, 305-1, 305-2, 305-3, 305-6-a, 305-7, 306-1, 306-2-a, 306-2-b, 306-2-c, 306-3-a, 306-3-b, 306-3-c, 306-4-a, 306-4-b, 306-4-c, 306-4-d, 306-5-a, 306-5-b, 306-5-c, 306-5-d, 403-9-b, 403-9-c, 403-10
 4 QUALITY EDUCATION Ensure inclusive and equitable quality education and promote lifelong opportunities for all	20	404-1-a
 5 GENDER EQUALITY Achieve gender equality and empower all women and girls	11, 19, 20, 21, 35	401-1, 401-2, 401-3, 404-1-a, 404-3-a, 405-1-b, 405-2-a, 408-1-a, 409-1-a, 2-9-c, 2-10, 414-1-a, 414-2
 6 CLEAN WATER AND SANITATION Ensure availability and sustainable management of water and sanitation for all	30, 36, 38	303-1-a, 303-1-c, 303-2-a, 306-1, 306-2-a, 306-2-b, 306-2-c, 303-3-c, 306-3-a, 306-3-b, 306-3-c, 306-5-a
 7 AFFORDABLE AND CLEAN ENERGY Ensure access to affordable, reliable, sustainable, and modern energy for all	29	302-1, 302-2, 302-2-a, 302-3-a, 302-4-a
 8 DECENT WORK AND ECONOMIC GROWTH Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all	11, 19, 20, 21, 23, 24, 29, 35, 37, 38, 41	201-1, 404-1-a, 404-2, 204-1-a, 301-1-a, 301-2-a, 302-1, 302-2-a, 302-3-a, 302-4-a, 302-5-a, 306-2-a, 2-7-a, 2-7-b, 2-8-a, 401-1, 401-2-a, 401-3, 404-1-a, 404-2, 404-3-a, 405-1-b, 405-2-b, 401-1, 408-1, 409-1, 403-1-a, 403-1-b, 403-2-a, 403-2-b, 403-2-c, 403-2-d, 403-3-a, 403-4-a, 403-4-b, 403-5-a, 403-7-a, 403-8, 403-9, 403-10, 2-30, 414-1-a, 414-2

SDGs	Page #	GRI Standard Disclosure
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all	41	201-1
 10 REDUCED INEQUALITIES Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	19, 20	2-7-a, 2-7-b, 401-1, 404-1-a, 404-3-a, 405-2-a,
 11 SUSTAINABLE CITIES AND COMMUNITIES Reduce inequality within and among countries	36, 38	306-1, 306-2-a, 306-2-b, 306-2-c, 306-3-a, 306-4-a, 306-4-b, 306-4-c, 306-4-d, 306-5-a, 306-5-b, 306-5-c, 306-5-d
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION Make cities and human settlements inclusive, safe, resilient, and sustainable	29, 30, 31, 32, 36, 37, 38	301-1-a, 301-1-c, 301-2-a, 302-1, 302-2-a, 302-3-a, 302-4-a, 302-5-a, 303-1-a, 303-1-c, 305-1, 305-2, 305-3, 305-6-a, 305-7, 306-1, 306-2-a, 306-2-b, 306-2-c, 306-3-a, 306-3-b, 306-3-c, 306-4-a, 306-4-b, 306-4-c, 306-4-d, 306-5-a, 306-5-b, 306-5-c, 306-5-d
 13 CLIMATE ACTION Ensure sustainable consumption and production patterns	29, 31, 32	302-1, 302-2-a, 302-3-a, 302-4-a, 302-5-a, 305-1, 305-2, 305-3, 305-4-a, 305-5-a
 14 LIFE BELOW WATER Take urgent action to combat climate change and its impacts	31, 32	305-1, 305-2, 305-3, 305-4-a, 305-5-a, 305-7
 15 LIFE ON LAND Conserve and sustainably use the oceans, seas, and marine resources for sustainable development	31, 32, 36, 38	306-3-a, 306-3-b, 306-3-c, 306-5-a, 305-1, 305-2, 305-3, 305-4-a, 305-5-a, 305-7
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	11, 12, 23, 24, 35	403-9-a, 403-9-b, 403-9-c, 403-10, 408-1, 2-23-a, 2-23-b, 2-26, 2-11, 2-15, 2-12, 2-9-c, 2-10, 403-4-a, 403-4-b, 414-1-a, 414-2, 2-23-a,

TRIR	Total Recordable Injury Rate
GJ	Giga Joules
GHG	Greenhouse Gasses
HCFC	Hydrochlorofluorocarbon
MW	Mega Watt
MT	Metric Tons
PPE	Personal Protective Equipment
ERM	Enterprise Resource Management
ERP	Enterprise Resource Planning
COSO	Committee of the Sponsoring Organizations of the Treadway Commission

BA&RC	Board Audit and Risk Committee
HR	Human Resource
IR	International Relation
ETP	Effluent Treatment Plant
SMETA	SEDEX Members Ethical Trade Audit
OSHA	Occupational Safety and Health Administration
CSR	Corporate Social Responsibility
CR&IC	Core Risk and Internal Control Committee

LED	Light-Emitting Diode
VFD	Variable-Frequency Drive
PET	Polyethylene Terephthalate
RO	Reverse Osmosis
HSE	Health Safety & Environment
LPG	Liquefied Petroleum Gas
KPI	Key Performance Indicator
UoM	Unit of Measure
Kg CO₂e	Kilograms of Carbon Dioxide equivalent

making safety
sustainable



thank you for joining us on this sustainability journey....