

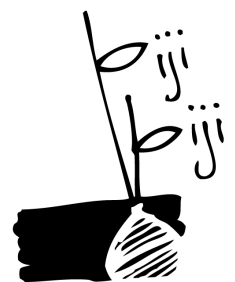
2016/17

Biji-biji Initiative

ANNUAL

SUSTAINABILITY

REPORT



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CEO Statement

At the beginning of 2017, Biji-biji Initiative embarked on a journey to align itself with the UN Sustainable Development Goals. Since then, we have identified 12 Goals, 42 Targets and 47 indicators to achieve within our business. FY 2016/17 Sustainability Report reports on 9 Goals, 24 Targets and 24 Indicators. This is just the beginning. As the years pass by, the reporting will become more comprehensive and holistic.

In FY 2016/17, Biji-biji Initiative became a signatory to the United Nations Global Compact in 2017. We also became the first Malaysian business to receive a Provisional Membership from the World Fair Trade Foundation (WFTO). As a social enterprise, Biji-biji Initiative is committed to running an ethical business while upholding its social, environmental and economic commitments. This includes upholding the UN Sustainable Development Goals, UN Global Compact Principles and WFTO Principles.

When we established Biji-biji Initiative in 2013, we aimed to be amongst the most forward thinking and innovative organisations, pushing boundaries and setting new standards of operations for 21st Century businesses. We never allowed the age-old excuses of 'small size' or 'limited budget' to hamper our dreams. We implemented our Governance Framework in our 1st year of operation. Since then, it has evolved into one of our most comprehensive impact measurement documents (set against the SDG goals, targets and indicators).

The Annual Sustainability Report you read today is the result of many hours of work by our Sustainability team, and all team members who contributed their time and efforts to make this happen. We recognise the road ahead is long and challenging; there is much we need to improve to be a truly sustainable and ethical company. We will continue to report our findings transparently, whether good or bad, and take serious efforts to improve them.



Rashvin Pal Singh,
Chief Executive Officer,
Biji-biji Initiative
February 2017

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End poverty in all its forms everywhere

Global Compact Principle: Human Rights, Labour

Biji-biji Indicator 1

Ratio of lowest salaries within Biji-biji against the minimum wage, by sex and working geographical location (Kuala Lumpur/Klang).

MINIMUM WAGE



RATIO OF SALARIES EARNED BY EMPLOYEES IN



RATIO OF MALE TO FEMALE EMPLOYEES SALARIES

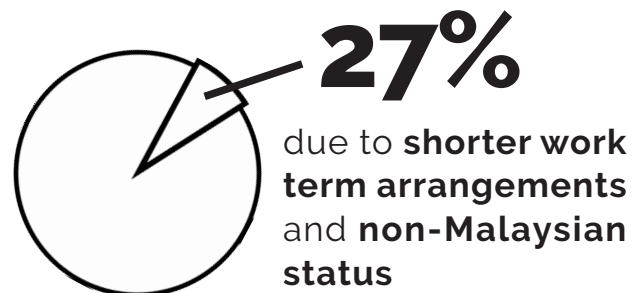


applying GCD 1000 equivalent to Malaysian minimum wage

Biji-biji Indicator 2

Proportion of population covered by social protection floors/systems (staff welfare benefits, insurance coverage).

PERMANENT EMPLOYEES NOT COVERED WITH SOCIAL PROTECTION FLOORS/SYSTEMS





Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Global Compact Principle: Environment

Biji-biji Indicator 4

Number of kids, youths and adults, that participated in non-formal education and/or training in the previous 12 months.



Achieve gender equality and empower all women and girls

Global Compact: Human Rights

Biji-biji Indicator 9

Legal frameworks in place, to promote, enforce and monitor equality and non-discrimination on any basis, not limited to sex, age, looks, sexual orientation, race, religion, etc.

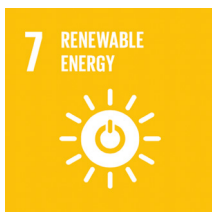
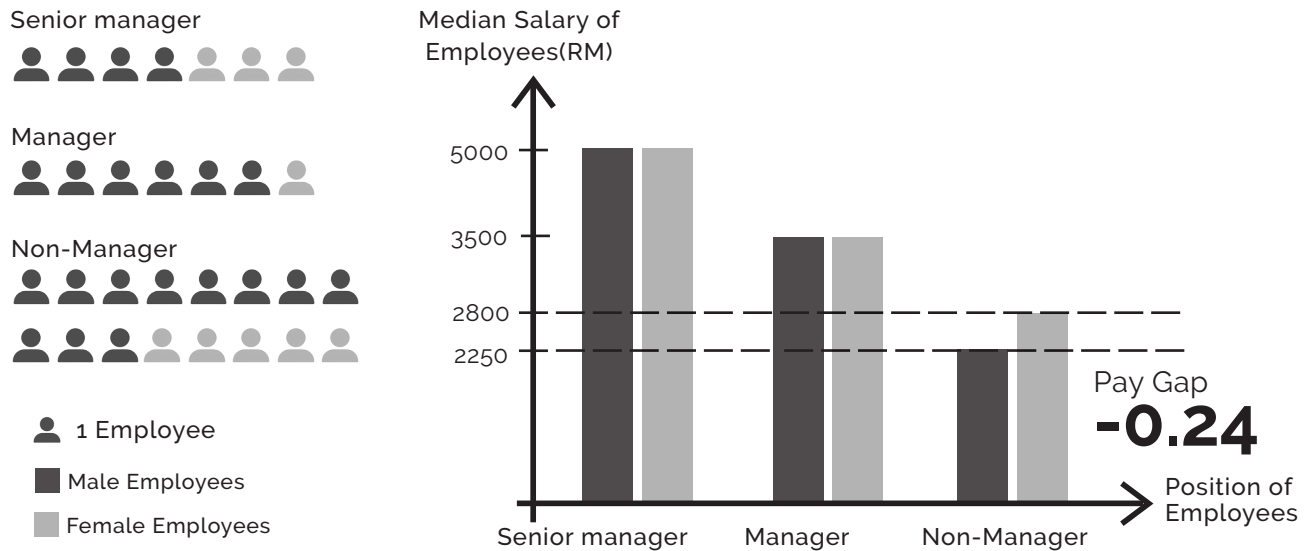
BIJI-BIJI CODE OF CONDUCT



is in place to promote, enforce and monitor **equality & non-discrimination**

Biji-biji Indicator 10

Number of men and women in managerial and non-managerial positions within Biji-biji and the pay gap between men and women in the same position.



Ensure access to affordable, reliable, sustainable and modern energy for all

Global Compact Principle: Environment

Biji-biji Indicator 12

Number of underserved households provided with alternative energy solutions in comparison to total number of households provided with alternative energy solutions.



Note : All households provided with alternative energy solutions were underserved households.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Global Compact Principle: Environment

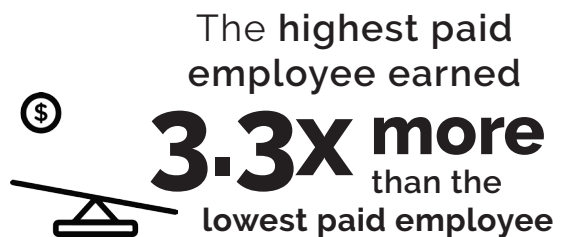
Biji-biji Indicator 15

Biji-biji's annual growth rate of revenue per employee, calculating interns and trainees.



Biji-biji Indicator 17

Maintaining a salary cap of maximum 12 times between highest and lowest earner.





Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

Global Compact Principle: Human Rights, Labour, Environment

Biji-biji Indicator 21

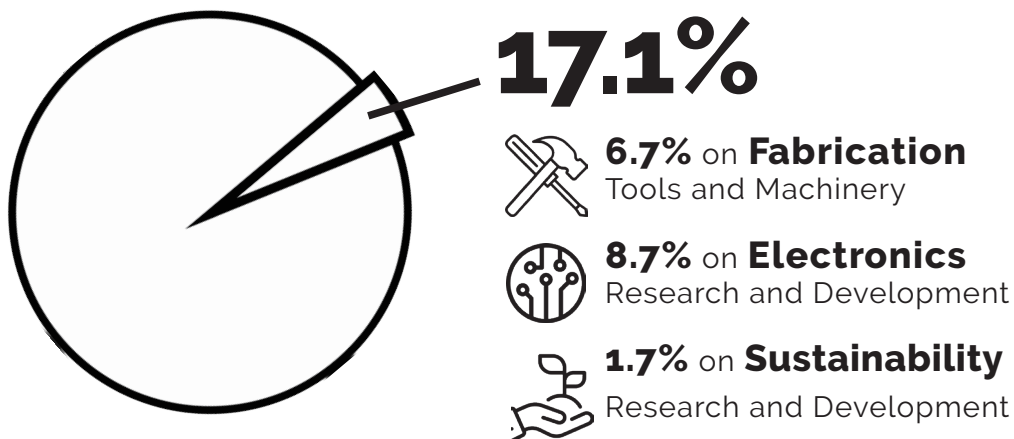
Number of SEs and NGOs integrated into value chains of Biji-biji, in comparison to total number of suppliers

4 SEs were integrated into Biji-biji Initiative's value chain

0.7% of total Biji-biji suppliers

Biji-biji Indicator 23

Investment in capacity development mechanisms for employees and departments (e.g. research and development, training and certification, tools and machinery) as a proportion of revenue, disaggregated by divisions.



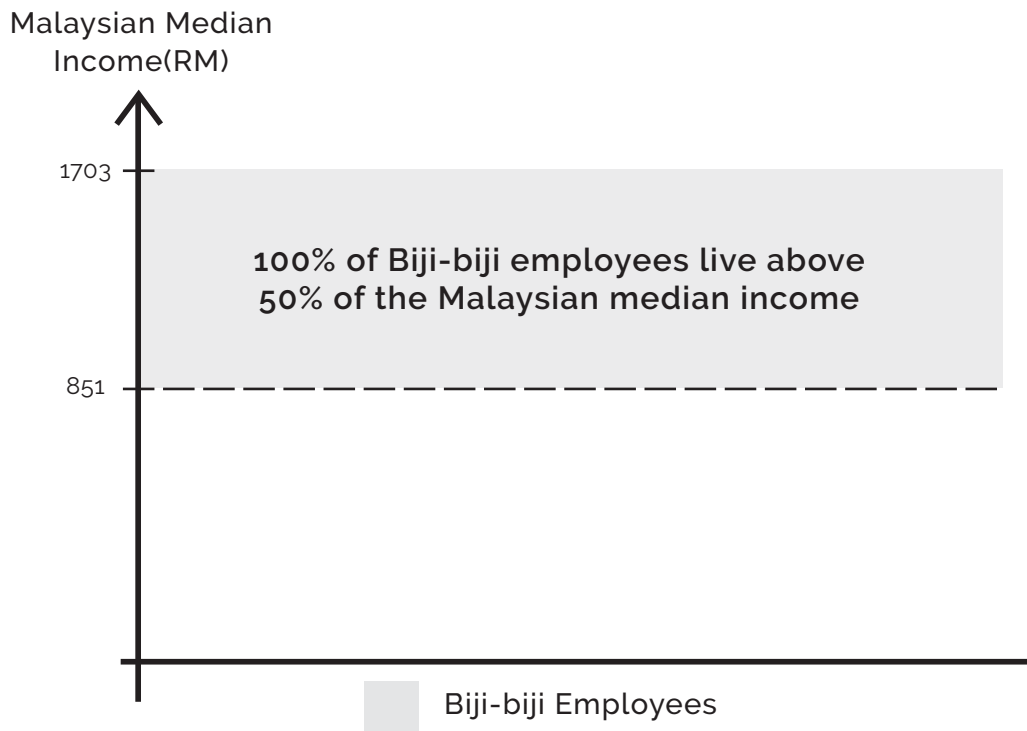


Reduce inequality within and among countries

Global Compact Principle: Human Rights, Labour

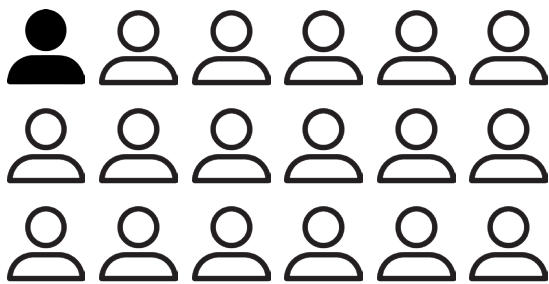
Biji-biji Indicator 25

Proportion of people that are living below 50 percent of Malaysian median income.

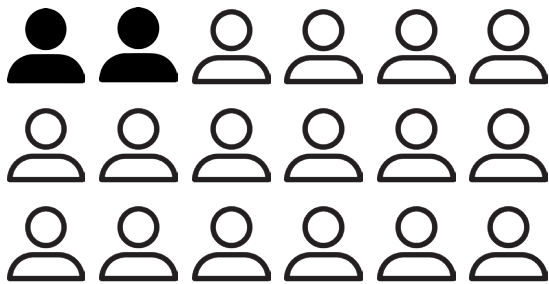


Biji-biji Indicator 26

Proportion of the workforce who reported having personally felt discriminated against or harassed within the previous 12 months, with reference to Biji-biji's Code of Conduct.



1 out of 18 respondents of an Anonymous Survey reported to have **personally experienced harassment**



2 out of 18 respondents of an Anonymous Survey reported to have **personally experienced discrimination**

Note : The findings have been reported to HR and CEO and actions are to be taken to fully understand the issue, get more clarity on what actually happened, and take remedial actions.

Biji-biji Indicator 27

Labour share of revenue, comprising wages and social protection transfers.





Make cities and human settlements inclusive, safe, resilient and sustainable

Global Compact Principle: Environment

Biji-biji Indicator 29

Proportion of Biji-biji's external projects with access to comprehensive recycling services, where applicable.



2.4% of Biji-biji's external projects has access to comprehensive recycling services

Biji-biji Indicator 30

Number of sustainable policies and solutions that have been documented and published by Biji-biji and that was further adapted by companies, organisations and institutions.

BIJI-BIJI'S GOVERNANCE FRAMEWORK is adapted by



The Picha Project, another successful social enterprise in Malaysia

BIJI-BIJI'S ENVIRONMENTAL INDICATORS was used as inspiration



by the Malaysian Global Innovation & Creativity Centre (MaGIC) in creating indicators for their Impact Driven Enterprise Accreditation (IDEA) programme



Ensure sustainable consumption and production

Global Compact Principle: Environment

Biji-biji Indicator 31

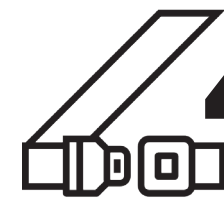
Amount of recyclables collected compared to amount of waste sent to landfill.

 **2,224.85kg** of **recyclables** were recycled since February 2017 - Jun 2017

2,560 cubic ft of **waste** was landfilled from March 2017 - Jun 2017 

Biji-biji Indicator 32

Proportion of upcycled materials used in our own manufactured products, in comparison to new materials.

 **4,092m** rejected seatbelts & **32.42m²** event banners were upcycled into bags, folders and pouches.

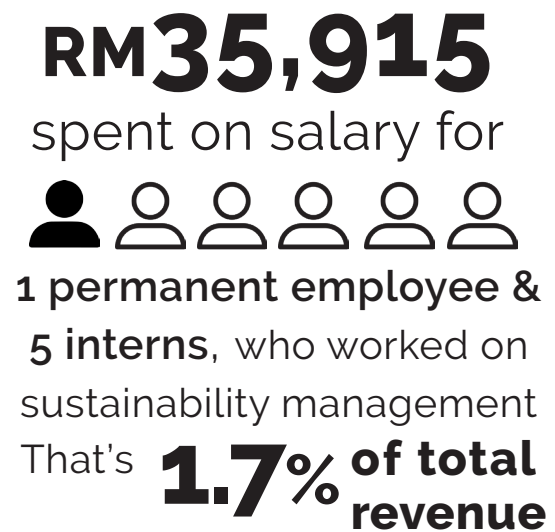
Biji-biji Indicator 33

Number of project sustainability reports published.



Biji-biji Indicator 37

Amount of financial and human resources support provided for sustainability management and environmentally sound technologies.





Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Global Compact Principle: Anti-Corruption

Biji-biji Indicator 41

Proportion of population in Biji-biji who believe decision-making is inclusive and responsive.



100%

of Biji-biji employees felt that **decision-making is inclusive**



5.6%

of Biji-biji employees felt that **actions were not taken** when opinions were expressed

Note : The findings have been reported to HR and CEO and actions are to be taken to fully understand the issue, get more clarity on what actually happened, and take remedial actions.

Biji-biji Indicator 42

Proportion of population in Biji-biji that has access to information.

100%



of Biji-biji employees felt that they have **access to information**



Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

Global Compact Principle: Human Rights, Labour, Environment

Biji-biji Indicator 44

Number of science and/or technology partnership agreements and programmes between Biji-biji and external parties.



Biji-biji Initiative had established

2 technological partnership programmes

with external parties

Biji-biji Indicator 45

Number of mechanisms in place to ensure logical and consistent adoption and implementation of Biji-biji Sustainability Goals, Targets and Indicators.

Signatory to United Nations Global Compact

Existence of Sustainability Department



Annual Sustainability Report

World Fair Trade Organization Membership

Conscious And Committed Employees Of Biji-biji Initiative

Biji-biji Indicator 46

Proportion of Biji-biji targets and indicators reported on, with full disaggregation compared to total list of Biji-biji indicators.



24 indicators are reported on, in comparison to **47** numbers of total **Biji-biji** indicators