

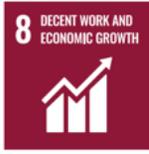
VRG's commitment to sustainable development associated with the Sustainable Development Goals of Viet Nam and the United Nations

The Viet Nam Rubber Group's Sustainable Development Program is built on three main pillars: Economy, Society and Environment, including specific activities to comply with Viet Nam's policies, implement the VRG's Strategy and respond to societal trends. VRG is committed to sustainable production and responsible investment, contributing to the Sustainable Development Goals of Viet Nam and the United Nations. VRG also requires its suppliers to apply the principles in line with VRG's Sustainable Development commitments.



#	<u>Sustainable Development Goals of UN and Viet Nam by 2030</u>	<u>VRG's commitments to SDG implementation</u>
	End poverty in all its forms everywhere	Ensure wages and incomes of workers are higher than the regional minimum in accordance with national regulations.
	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	Make sure no worker goes hungry. Implement sustainable production processes and invest responsibly, increase productivity, improve income. Create conditions for crop diversity, agroforestry development, contribute to ensuring food security for workers and local communities. Strengthen research, application and dissemination of scientific and technological advances, using appropriate rubber clones and techniques that are resilient to climate change, without losing biodiversity and genetic diversity

		to create and select rubber clones with continuous progress, improving the soil with friendly solutions, without using banned chemicals. Support rubber smallholders through training, buy rubber at competitive prices, apply contracts in production and consumption in accordance with laws and sustainable development policy. Limit the risks of prices and market fluctuations. Achieve certified sustainable production, responsible investment, quality assurance and commercial reputation.
 <p>3 GOOD HEALTH AND WELL-BEING</p>	Ensure healthy lives and promote well-being for all at all ages	All employees receive periodic health checks, timely prevention and treatment, and instructions on disease prevention. Ensure employees are fully entitled to the legal regime. Support employees' relatives in disease prevention and treatment. Contribute to the construction of health stations and hospitals in the project area for workers and local communities. Good handling of all kinds of waste; do not pollute the environment. Fully trained and equipped to ensure labor safety. Safe products for users.
 <p>4 QUALITY EDUCATION</p>	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Train employees to practice decent work and increase productivity. Create conditions for the lifelong learning to improve working skills and integrate with social changes and sustainable development trends. Facilitate, contribute and encourage learning for children of employees.
 <p>5 GENDER EQUALITY</p>	Achieve gender equality and empower all women and girls	No gender discrimination in policies on labor recruitment, salary payment, reward, discipline, training, and ensuring the rights of female employees according to laws. Ensure the full and effective participation of women and equal opportunities to lead at all levels. Enhance technology and equipment to facilitate the assignment of women in charge. Do not use child labor.
 <p>6 CLEAN WATER AND SANITATION</p>	Ensure availability and sustainable management of water and sanitation for all	Create safe and affordable clean water for workers, pay attention to the needs of women and the disadvantaged. No harm to water quality (do not discharge waste, chemicals, toxic materials into the water sources).

		<p>Save water, treat wastewater according to national standards and reuse water at a significant rate. Protect water resources through restoration of ecosystems (forests, rivers, underground water, reservoirs etc.)</p> <p>Connect local communities to maintain, improve, and manage clean water.</p>
	<p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>	<p>Increase the application of clean, renewable, efficient, and sustainable energy (using natural light, solar power, DO oil instead of diesel, biomass fuel) with reasonable prices in the supply chain and in the daily life of the workers' families.</p>
	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>Continuous management and technical improvement, create high productivity, added value and sustainability for rubber plantations, factories and workers with higher-than-average income in the same industry in the region. Eliminate all forms of forced labor and child labor. Ensure the rights of employees in accordance with the laws and the International Labor Convention (ILO).</p>
	<p>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<p>Ensure quality, sustainable, environmentally friendly and resilient infrastructure works with timely repair, fair and reasonable use. Support economic development and collective well-being benefits. Promote industrialization through the development of rubber products and rubberwood products with high added value.</p>
	<p>Reduce inequality within and among countries</p>	<p>Ensure equal opportunities, non-discrimination, apply the principles of special treatments as prescribed by laws.</p> <p>Strengthen community engagement, respect the rights of women and disadvantaged groups.</p>
	<p>Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<p>Build and create green space for employees' living quarters and working facilities with safe utility systems, reasonable prices, appropriate planning, easy access, zero emissions that affect the environment and surrounding population.</p>

	<p>Ensure sustainable consumption and production patterns</p>	<p>Apply sustainable production processes, the best practices according to regulations, limit or not burn in rubber plantations, monitor and report fires. Research and training for continuous technical improvement. Effectively manage and use natural resources, be responsible to the society and community, protect the environment, control and limit the use of chemicals, recycle, reuse, circular economy, reduce emissions and treat waste according to regulations. Strive to achieve sustainability certifications of ISO, CSI 100, PEFC-FM, PEFC-CoC, FSC, Ecovadis... for natural rubber, rubberwood and rubber products. Plan and manage rubber area and output through digital maps (GIS). Have a sustainable procurement policy in line with national policies and selective certification systems. Ensure that by 2025, 100% of outputs are legally sourced and traceable.</p>
	<p>Take urgent action to combat climate change and its impacts</p>	<p>Research on continuous improvement of technical processes and rubber clones that are resilient to climate change. Assess risks and develop plans to adapt to climate change, mitigate and overcome harm caused by natural disasters. Access to progressive solutions to measure and reduce waste (CO₂, COD, BOD, wastewater, odors...).</p>
	<p>Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	<p>Participate in supporting activities and communication on conservation and sustainable use of marine resources. Propagate and instruct employees to prevent and minimize marine pollution, not to use or do not consume products from the sea related to activities harmful to the sea prohibited by laws.</p>
	<p>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p>	<p>Develop and implement plans for sustainable rubber forest management; monitor (via GIS) and report forest management; prevent deforestation, forest loss and conversion of natural ecosystems after 2015; restore and conserve forests, natural ecosystems and biodiversity; assessment on high carbon stock and high conservation value; prohibit illegal</p>

		<p>hunting, trading, consumption of forest products. Do not plant rubber tree or mine on peat soil at any depth. Protect river and stream corridors. Apply integrated pest management. Minimize chemicals and do not use banned chemicals. Suppliers must comply with this rule. Implement the roadmap to achieve national and international sustainable forest certification for all rubber areas of VRG in Viet Nam, Laos and Cambodia. Access and report social and environmental impacts according to regulations. Respect the legal and legitimate rights of the community and stakeholders as committed by Viet Nam to the United Nations and international conventions (ILO).</p>
	<p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	<p>Participate in supporting the policies and activities of the Government and organizations related to this goal. Prevent corruption and bribery. Build transparent and effective institutions at all levels.</p> <p>Respect the legal and legitimate rights of the community and stakeholders committed by Viet Nam to the United Nations and international conventions (ILO).</p>
	<p>Strengthen the means of implementation and revitalize the global partnership for sustainable development</p>	<p>Improve the internal management system. Develop complaint handling process. Reporting according to national regulations, aiming to report according to international standards. Strengthen relationships and cooperation with domestic and international organizations and experts to mobilize and share knowledge, technology, resources and improve capacity to achieve sustainable development goals.</p>

To fulfill the above commitments, VRG develops annual specific action plans for the Sustainable Development Program in each phase, based on the Viet Nam's policies and agreements to which Viet Nam is a member, especially the 2030 Agenda of the United Nations for Sustainable Development, and at the same time, based on the results, feasible conditions and sustainable development objectives of VRG.