



Sustainability Action Plan

INTRODUCTION

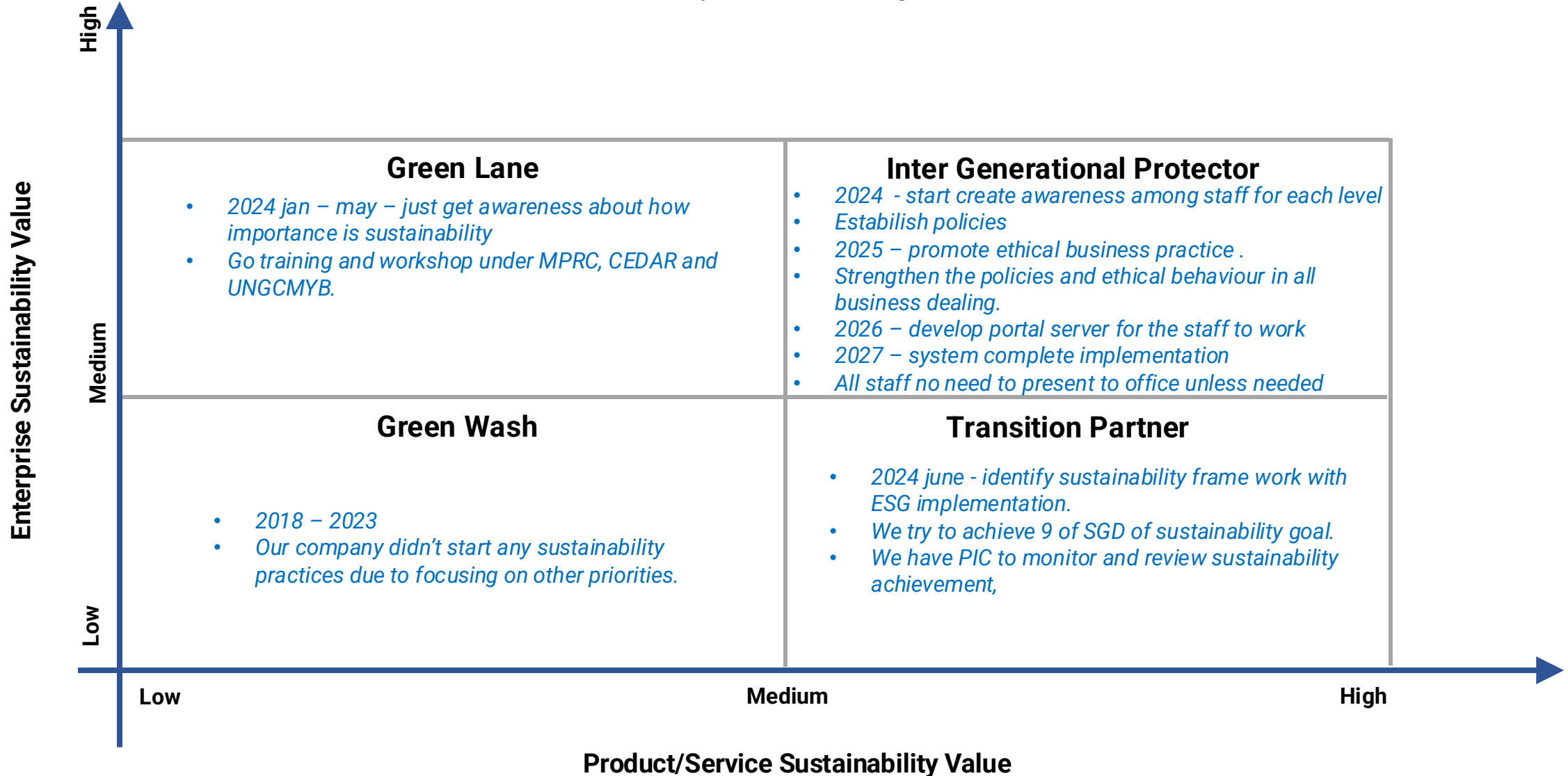
- NAME: Danisha Izzaty Binti Mohd Khairul Anuar
- POSITION: Sales Executive
- ORGANIZATION NAME: Graniun Venture Engineering Sdn. Bhd
- CORE BUSINESS: Supplier piping , fitting/valves
- DATE: 23 July 2024
- COHORT: 6



Section A: Business Sustainability Purpose



Sustainability Business Purpose Matrix



Section A: Business Sustainability Purpose



Sustainability Business Purpose Map

	Natural Capital	Social Capital	Human Capital
Positive Contribution <i>Sumbangan Positif</i>	<ul style="list-style-type: none"> - Recycling initiative - Low use of energy/ electricity consumption. 		<ul style="list-style-type: none"> - Provide new employment opportunities - Provide sufficient education and training for staff. - Adopt fair balance of gender equality
Negative Contribution <i>Sumbangan Negatif</i>		<ul style="list-style-type: none"> - Lack of/ insufficient engagement with stakeholders on sustainability. - Lack of customers' education on adoption of sustainable practices. 	
Risk of Inaction (for Negative Contribution) <i>Risiko Tiada Tindakan (untuk Sumbangan Negatif)</i>		<ul style="list-style-type: none"> - High staff turnover/loss of talent - Decrease productivity and performance. - Repetitional risk 	
Action Opportunities <i>Peluang Tindakan</i>	<ul style="list-style-type: none"> - Expand recycling programs and include more materials. - Invest in renewable energy sources and energy – efficient technologies. - Conduct environmental impact assessments regularly to monitor progress and identify areas for improvement. 	<ul style="list-style-type: none"> - Investment in employee education and training. - Carry out Employee survey - Flexible working arrangement 	<ul style="list-style-type: none"> - Invest in continuous education and training programs for employees. - Implement policies that promote gender equality and inclusivity in the workplace. - Conduct regular employee surveys to identify needs and areas for improvement. - Develop mentorship and career development programs to retain and attract talent.

Section A: Business Sustainability Purpose



Sustainability Business Purpose Map (cont'd)

	Natural Capital	Social Capital	Human Capital
SDG Alignment <i>Jajaran SDG</i>	<ul style="list-style-type: none"> - SDG 7 : Affordable and clean energy - SDG 13: Climate Action 	<ul style="list-style-type: none"> - SDG 11 : Sustainable cities and communities 	<ul style="list-style-type: none"> - SDG 8: Decent work and economic growth

Natural Capital: Environment, Ecosystems

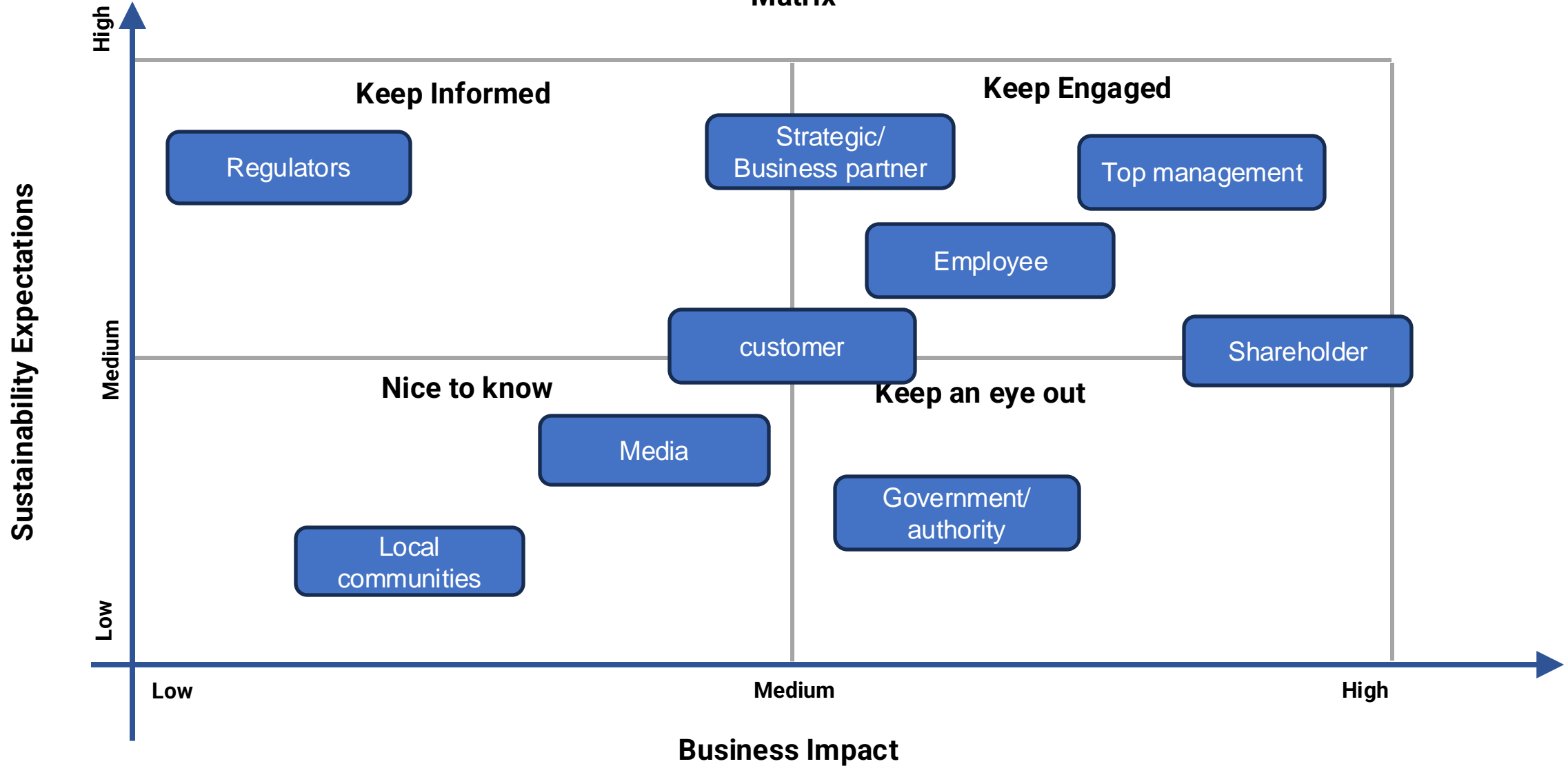
Social Capital: Communities, external stakeholders

Human Capital: Internal, Employees

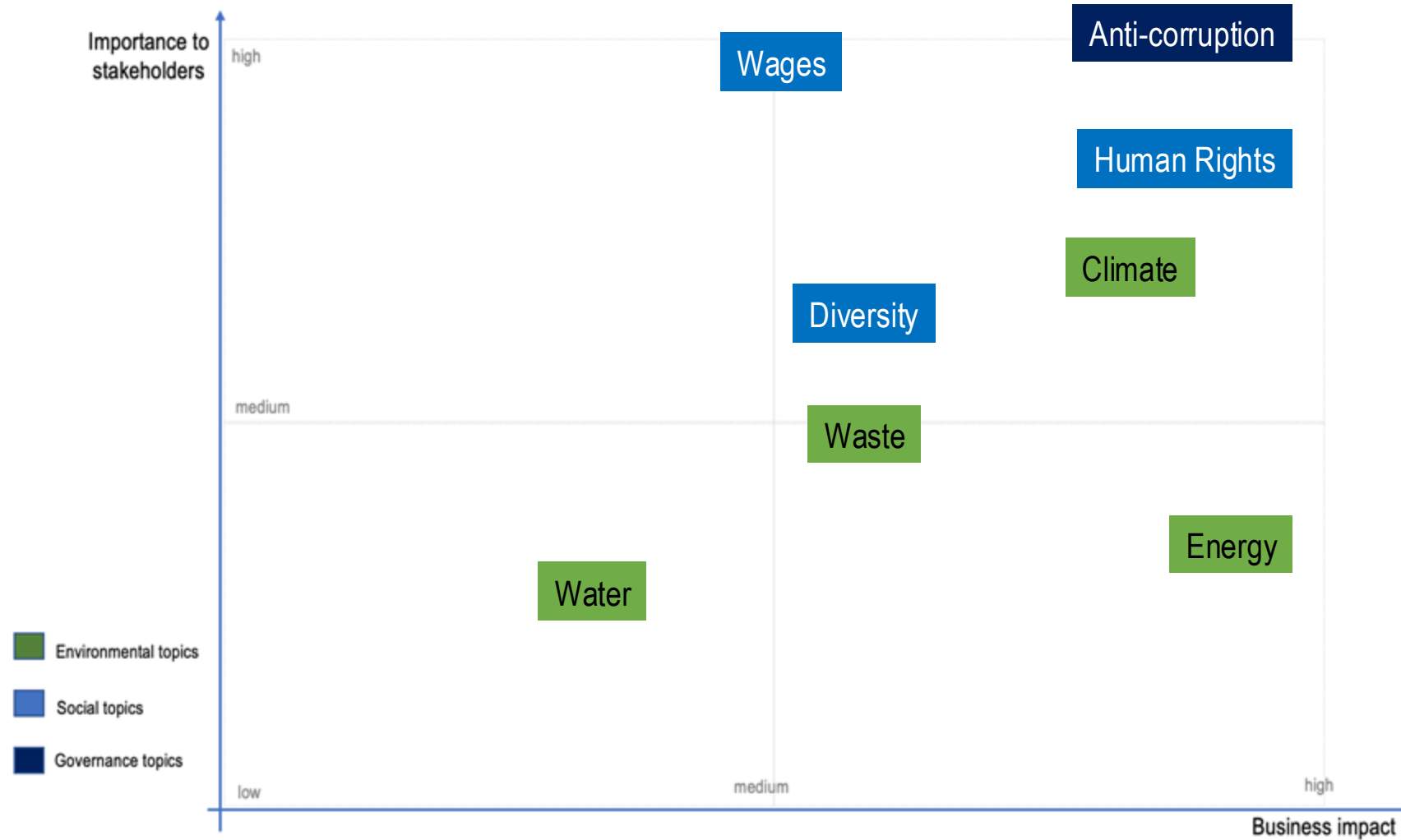
Section B: Materiality Assessment



Stakeholder Engagement Matrix



Materiality Matrix



Section C: Sustainability Objectives



Sustainability Objectives Table

Element	Objective
Environmental	<ul style="list-style-type: none">- Reduce water consumptions by 5% by 2026- Reduce carbon emissions by 10% by 2026- Reduce paper consumptions by 8% by 2026- Reduce waste generation by 15% by 2026
Social	<ul style="list-style-type: none">- Achieve Zero violation of Human Rights
Governance	<ul style="list-style-type: none">- Comply sustainability Governance.

Section C: Sustainability Objectives












Sustainability Objectives to Business Objectives Matrix

Element	Sustainability Objectives	Business Objectives
Environmental	- Reduce water consumptions by 5% by 2026.	- Cost savings initiatives - Engaging suppliers in sustainable practices.
	- Reduce carbon emissions by 10% by 2026.	- Cost savings initiatives - Promoting energy conservation among employees.
	- Reduce paper consumptions by 8% by 2026	- Cost savings initiatives - Educate employee on paper conservation
	- Reduce waste generation by 15% by 2026	- Cost savings initiatives - Training employee on waste reduction.
Social	- Achieve Zero violation of Human Rights.	- Enhance reputation as organization that complies with human rights - Foster collaboration and transparency with stakeholders.
Governance	- Comply sustainability Governance.	- Enhance governance and integrity - Integrate sustainability into business strategies.

Business Model Canvas



<p>Key Partners </p> <ul style="list-style-type: none"> - Suppliers of raw materials - Technology providers - Logistics and transportation companies. 	<p>Key Activities </p> <ul style="list-style-type: none"> - Manufacturing and quality control - Marketing and sales - Customer support and technical assistance - Supply chain management 	<p>Value Propositions </p> <p>Existing</p> <ul style="list-style-type: none"> - Wide product range. - Reliability and quality assurance expertise and technical support. - Supply chain efficiency. 	<p>Customer Relationships </p> <ul style="list-style-type: none"> - Personalized account management - Technical support and training - Regular feedback and improvement 	<p>Customer Segments </p> <ul style="list-style-type: none"> - Bulk customers - Commercial & industry - Domestic customers - Export customers - New customers
<p>Key Resources </p> <ul style="list-style-type: none"> - Skilled workforce - Manufacturing facilities - Technology and equipment - Financial capital 		<p>Proposed</p> <ul style="list-style-type: none"> - Innovation and technology integration. - Sustainability initiatives. - Enhanced customer experience 	<p>Channels </p> <ul style="list-style-type: none"> - Direct sales team - Website and online store - Distributors and resellers - Email marketing 	
<p>Cost Structure </p> <ul style="list-style-type: none"> - Raw material procurement - Manufacturing and labour costs - Marketing and sales expenses - Logistics and distributions costs - Research and development 			<p>Revenue Streams </p> <ul style="list-style-type: none"> - Direct sales of products - Service contracts and technical support - Online sales 	

Sustainability Business Model Canvas



VALUE CREATION

- Development of eco – friendly products
- Implementation of energy- efficient manufacturing processes
- Adoption of digital documentation to reduce paper usage
- Waste reduction and recycling programs

SUSTAINABILITY BENEFITS

- Enhance reputation and brand loyalty.
- Cost savings
- Compliance with environmental regulations
- Positive impact on the community and environment.

Section E: Activities

Activities to Sustainability Objectives Matrix



	Objectives	Activities/Initiatives	Justification
E	<ul style="list-style-type: none"> - Reduce water consumptions by 5% by 2026 - 2024 – reduce 2% - 2025 – reduce 3.4% 	<ol style="list-style-type: none"> 1. Setting water reduction targets. 2. Encouraging turn off policies (water taps and faucets when not in use) 3. Rain water collector (install motion – sensor faucets in common areas to minimize unnecessary water flow) 	<ul style="list-style-type: none"> - Clear goals provide direction and motivate employee to actively participate in conservation efforts. - This simple action can lead to significant water saving thought-out the day. - Use natural water to reduce water usage
	<ul style="list-style-type: none"> - Reduce carbon emissions by 10% by 2026 - 2024 – reduce 4% - 2025 – reduce 6% 	<ol style="list-style-type: none"> 1. Supply chain optimisation (restructure supply routes to minimize travel distance and emissions) 2. Energy efficiency upgrades (upgrade to energy- efficient, HVAC systems and machinery) 	<ul style="list-style-type: none"> - Streamlining supply chain operations minimises emissions associated with transportation and logistics. - Lower energy usage directly translates to reduced carbon emissions.
	<ul style="list-style-type: none"> - Reduce paper consumptions by 8% by 2026 - 2024 – reduce 3% - 2025 – reduce 6% 	<ol style="list-style-type: none"> 1. Print management policies (implement print quotas and double sided printing as the default setting) 2. Recycled paper and eco – friendly practices (promote the use digital alternatives, such as e book and online documents) 	<ul style="list-style-type: none"> - These policies promote conscious paper use and reduce unnecessary printing. - Recycled paper reduces the environmental impact of paper production
	<ul style="list-style-type: none"> - Reduce waste generation by 15% by 2026 - 2024 – reduce 8% - 2025 – reduce 10% 	<ol style="list-style-type: none"> 1. Reuse and repurposing initiatives (encourage creative repurposing of material) 2. Source reduction strategies(implement measures to reduce waste, such as bulk purchasing and reducing packaging) 	<ul style="list-style-type: none"> - Reusing materials extends their life-cycling , reduces waste disposal costs, support local communities. - Source reduction prevents waste before it is generated, leading to cost savings and environmental benefits.
S	<ul style="list-style-type: none"> - Achieve Zero violation of Human Rights. 	<ol style="list-style-type: none"> 1. Develop a human rights policy (Draft and implement a comprehensive human rights policy) 2. Supplier code of conduct (enforce a supplier code of conduct that includes human rights criteria) 	<ul style="list-style-type: none"> - A clear policy sets the foundation for ethical behaviour, guides decision- making , and demonstrates our company’s value to stakeholders. - By setting expectations for suppliers, we promote responsible sourcing practices and mitigate the risk of human rights violations in out supply chain.
G	<ul style="list-style-type: none"> - Comply sustainability Governance. 	<ol style="list-style-type: none"> 1. Set clear goals and targets (sustainability goals aligned with company values) 2. Implement sustainability reporting 	<ul style="list-style-type: none"> - Clear goals create focus, drive continuous improvement and enable monitoring and reporting on sustainability performance. - Reporting on sustainability achievements and challenges enhance transparency, meets stakeholder expectations, and supports informed decision-making.

Section F: Enablers



Activities to Sustainability Objectives Matrix

	Sustainability Objectives	Enablers							Explanation
		Leadership	People	Processes	Resources	Technology	Suppliers	ESG Data	
E	- Reduce water consumptions by 5% by 2026	/	/	/	/	/	/	/	Technology like rainwater collectors is used to minimize water usage.
	- Reduce carbon emissions by 10% by 2026	/	/	/	/	/	/	/	Technology investments in energy – efficient equipment lower carbon emissions.
	- Reduce paper consumptions by 8% by 2026	/	/	/	/	/	/	/	Processes like implementing print management policies reduce unnecessary printing.
	- Reduce waste generation by 15% by 2026	/	/	/	/	/	/	/	Resources are allocated to initiatives that promote that reuse and repurposing of material.
S	- Achieve Zero violation of Human Rights.	/	/	/				/	Leadership establishes a clear human rights policy and sets expectations through a supplier code of conduct.
G	- Comply sustainability Governance	/	/	/				/	Leadership defines clear sustainability goals and targets, and processes are put in place for regular sustainability reporting.

Sustainability Case



GRANIUN VENTURE ENGINEERING SDN BHD began its business to become a leading supplier of Structural/pipe fittings, Flanges, Valves, and Strainers.



By improving stakeholder relationships and providing new employment opportunities and sufficient training, Graniun Venture Engineering Sdn Bhd aims to foster strong community support and cultivate a skilled, motivated workforce to drive the company's success.

Sustainability Actions

- **Employee Training Programs:** Develop and execute comprehensive training programs focused on sustainable practices and professional development to cultivate a skilled, motivated workforce.
 - **Energy Efficiency Upgrades:** Invest in energy-efficient technologies to reduce the company's carbon footprint and operational costs.
 - **Sustainable Sourcing:** Adopt and enforce sustainable sourcing policies to ensure the use of eco-friendly materials in all operations, enhancing the company's environmental responsibility.
 - **Stakeholder Engagement:** Implement regular stakeholder engagement sessions to understand their concerns and incorporate their feedback into sustainability initiatives, fostering strong community support and collaboration.
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Section F: Enablers



Gaps Improvement Analysis

	Sustainability Objectives	Happy with..	Unhappy with..	Will support with..	Benefits to organisation	
		What is current performance (positive)	What is current performance (negative)	Resources and support provided	Qualitative	Quantitative
E	- Reduce water consumptions by 5% by 2026	<ol style="list-style-type: none"> Compliance with environmental regulations. Reduce environmental impact 	<ol style="list-style-type: none"> Behavioural adjustments Initial costs Maintenance requirements 	<ol style="list-style-type: none"> Financial Education resources Technical assistances 	<ol style="list-style-type: none"> Enhanced reputation for sustainability Increase awareness and responsible. 	<ol style="list-style-type: none"> Cost savings from lower water bill. Water consumption reduced.
	- Reduce carbon emissions by 10% by 2026	<ol style="list-style-type: none"> Current compliance with emission standards Implementation of energy – efficient practices. 	<ol style="list-style-type: none"> High initial investment costs for green technologies. Resistance to change in operational practices 	<ol style="list-style-type: none"> Financial resources Educational resources – best practices Technical assistance 	<ol style="list-style-type: none"> Enhanced reputation Increased awareness and responsibility 	<ol style="list-style-type: none"> Cost saving Decreased carbon footprint.
	- Reduce paper consumptions by 8% by 2026	<ol style="list-style-type: none"> Adoption of digital documentartion systems. Reduced paper use in internal processes 	<ol style="list-style-type: none"> Slow adaptation to digital solutions. Initial costs for digital transformation. 	<ol style="list-style-type: none"> Financial investment Traning for employee on digital tools Technical support 	<ol style="list-style-type: none"> Improved operational effiency Enhanced data managment and security. 	<ol style="list-style-type: none"> Cost savings Decreased storage needs.
	- Reduce waste generation by 15% by 2026	<ol style="list-style-type: none"> Existing recycling programs Efforts to reduce material waste 	<ol style="list-style-type: none"> Inefficiencies in waste segregation. High costs of waste disposal. 	<ol style="list-style-type: none"> Financial resources Technical assistance 	<ol style="list-style-type: none"> Imporved enviromental footprint Enhanced workplace cleanliness and safety. 	<ol style="list-style-type: none"> Cost saving Revenue from recycled materials.
S	- Achieve Zero violation of Human Rights.	<ol style="list-style-type: none"> Adherence to human rights policies Regular employee training on ethical practices. 	<ol style="list-style-type: none"> Insufficient monitoring of supply chain compliance. Lack of awareness among some supplier. 	<ol style="list-style-type: none"> Financial resources Education 	<ol style="list-style-type: none"> Strengthened ethical reputation Improved employee morale. 	<ol style="list-style-type: none"> Avoidance of legal penalties Increased customer trust and loyalty.
G	- Comply sustainability Governance	<ol style="list-style-type: none"> Established of sustainability commmtee. Development of sustainability goals. 	<ol style="list-style-type: none"> Inconsistent inplementation of sustainability piolicies Lack of comprehensive reporting mechanisms, 	<ol style="list-style-type: none"> Financial resources Traning on sustainability reporting. 	<ol style="list-style-type: none"> Enhanced strategic planning Improved stakeholder engagement 	<ol style="list-style-type: none"> Cost saving Increased investment opportunities.

Section G: Reflections



4 KEY REFLECTION POINTS FROM THE ENTIRE WORKSHOP

	Reflections
1	Reflect on how well ESG factors are woven into our business strategy to ensure alignment with core values and objectives.
2	Evaluate the clarity and relevance of ESG metrics used and the transparency of reporting practices to stakeholders.
3	Assess how effectively our organisation identifies and addresses ESG- related risks while ensuring compliance with regulations and standards.
4	Reflect on the depth of stakeholder engagement regarding ESG issues and how well our organisation assesses and manages its environmental, social, and governance impacts.

ANTI CORRUPTION



1. Do you have an anti bribery policy? **Yes, we have a comprehensive anti-bribery policy in place that outlines our comitment to preventing bribery and corruption**
2. Has internal trainings been done on anti bribery? **Yes, we conduct regular internal training sessions to ensure all employees are aware of and comply with our anti-bribery policy.**
3. Has external trainings been done on anti bribery for your suppliers and customers? **Yes, We provide external training for our suppliers and customers through webiners and workshops to ensure they understand our anti-bribery standards.**
4. Do you have a whistleblowing platform? **No.**
5. If you have answered, “NO” to any of the questions, what is your plan to address this. **As for now , we dont have any whistleblowing platform, however , we plan to estabilish this in future.**



Declaration

I hereby acknowledge that all information provided is true and valid.

Report prepared by,

A handwritten signature in black ink, appearing to be 'Danisha Izzaty'.

.....
NAME: Danisha Izzaty
POSITION: Sales Executive
DATE: 8 August 2024

Report verified by,

A handwritten signature in black ink, appearing to be 'Mohd Khairul Anuar'.

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NAME: Mohd Khairul Anuar
POSITION: Manager
DATE: 8 August 2024