RFM Sustainability Report

Company Details	
Name of Organization	RFM Corporation and Subsidiaries
Location of Headquarters	RFM Corporate Center Pioneer Corner Sheridan Sts. Mandaluyong City
Location of Operations	RFM Corporate Center Pioneer Corner Sheridan Sts. Mandaluyong City Manggahan Light Industrial Compound, A. Rodriguez Avenue Bo. Manggahan, Pasig City
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	RFM Corporation (Parent Company) Unilever RFM Ice Cream, Inc.
Business Model, including Primary Activities, Brands, Products, and Services	Flour Milling and marketing under the brands RFM Republic Special,among others Supplier of Bread buns to fast food chains Maker and seller of Pasta and Pasta Sauce products under the brands Royal and Fiesta Maker and seller of flour mixes (hotcakes, brownees, etc under the White King brand) as well as local rice-based dishes Maker and seller of UHT milk products under the Selecta Milk brand name and franchise holder of Sunkist juice drinks Maker and seller of Selecta ice cream under a joint venture
Reporting Period	Calendar Year (December 31)
Highest Ranking Person responsible for this report	Enrique Oliver I. Rey-Matias

ECONOMIC

Disclosure 2020	Amount	Units
Direct economic value generated (revenue)	16,880	PhP in millions
Direct economic value distributed:		
a. Operating costs	15,164	PhP in millions
b. Employee wages and benefits	955	PhP in millions
c. Payments to suppliers, other operating costs	10,290	PhP in millions
d. Dividends given to stockholders and interest payments to loan providers	773	PhP in millions
e. Taxes given to government	449	PhP in millions
f. Investments to community (e.g. donations, CSR)	8.39	PhP in millions

SOCIAL

Disclosure	Quantity	Units
Total number of employees[1]	508	#
a. Number of female employees	193	#
b. Number of male employees	315	#
Attrition rate[2]	11%	rate
Ratio of lowest paid employee against minimum wage	N/A	ratio

Employee benefits

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	26%	25%
PhilHealth	Y	8%	10%

[1] Employees are individuals who are in an employment relationship with the organization, according to national law or its application (GRI Standards 2016 Glossary)

[2] Attrition are = (no. of new hires – no. of turnover)/(average of total no. of employees of previous year and total no. of employees of current year)

Pag-ibig	Y	27%	41%
Parental leaves	Y	1%	2%
Vacation leaves	Y	99%	77%
Sick leaves	Y	87%	88%
Medical benefits (aside from PhilHealth)	Y	86%	83%
Housing assistance (aside from Pagibig)	N	0%	0%
Retirement fund (aside from SSS)	Y	3%	6%
Further education support	N	0%	0%
Company stock options	N	0%	0%
Telecommuting	N	7%	6%
Flexible-working Hours	N	42%	48%
(Others)	N	0%	0%

Employee Training and Development

Disclosure	Quantity	Units
Total training hours provided to employees		
a. Female employees	1,428	hours
b. Male employees	2,796	hours
Average training hours provided to employees		
a. Female employees	44	hours/employee
b. Male employees	44	hours/employee

Labor-Management Relations

Disclosure	Quantity	Units
% of employees covered with Collective Bargaining Agreements	16%	%
Number of consultations conducted with employees concerning employee-related policies	15	#

Diversity and Equal Opportunity

Disclosure	Quantity	Units
% of female workers in the workforce	38%	%
% of male workers in the workforce	62%	%
Number of employees from indigenous communities and/or vulnerable sector*	N/A	#

Occupational Health and Safety

Disclosure	Quantity	Units
Safe Man-Hours	1,272,032.00	Man-hours
No. of work-related injuries	29	#
No. of work-related fatalities	N/A	#
No. of work related ill-health	190	#
No. of safety drills	4	#

Labor Laws and Human Rights

Disclosure	Quantity	Units
No. of legal actions or employee grievances involving forced or child labor	N/A	#

Do you have policies that explicitly disallows violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

Topic	Y/N	If Yes, cite reference in the company policy
Forced labor	Y	RFM.HR.07.07 "Child Labor, Forced Labor and Remediation Policy"
Child labor	Y	RFM.HR.07.07 "Child Labor, Forced Labor and Remediation Policy"
Human Rights	Y	RFM.HR.08.03 and HRM-HR-SHP-14 "Sexual Harassment Policy and Procedure"

Anti-corruption

Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anticorruption policies and procedures have been communicated to	N/A	%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	N/A	%
Percentage of directors and management that have received anti-corruption training	N/A	%
Percentage of employees that have received anti-corruption training	N/A	%

Identify the opportunity/ies related to material topic of the organization		

Incidents of Corruption

Disclosure	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	0	#
Number of incidents in which employees were dismissed or disciplined for corruption	0	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	0	#

Data Security

Disclosure	Quantity	Units
No. of data breaches, including leaks, thefts and losses of data	0	#

CONSOLIDATED

ENVIRONMENT

I. Energy consumption within the organization

Disclosure	Quantity	Units
Energy consumption (renewable sources)	N/A	KWh
Energy consumption (gasoline)	194	GJ
Energy consumption (LPG)	1,163,993.94	kgs
Energy consumption (diesel)	4,305.95	GJ
Energy consumption (electricity)	39,174,112.49	kWh

Reduction of energy consumption - upgraded lines and

Disclosure	Quantity	Units
Energy reduction (gasoline)	N/A	GJ
Energy reduction (LPG)	-2,182.63	GJ
Energy reduction (diesel)	-469.41	GJ
Energy reduction (electricity)	-352,600.00	kWh
Energy reduction (gasoline)	N/A	GJ

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	N/A	Cubic meters
Water consumption	616,465.00	Cubic meters
Water recycled and reused	N/A	Cubic meters

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
renewable	N/A	kg/liters
non-renewable	N/A	kg
Percentage of recycled input materials used to manufacture the organization's primary products and services	N/A	%

Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A	
Habitats protected or restored	N/A	ha
IUCN[3] Red List species and national conservation list species with habitats in areas affected by operations	N/A	

Environmental impact management

Air Emissions

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	2,207.4	Tonnes CO_2e
Energy indirect (Scope 2) GHG Emissions	5,924.3	Tonnes CO_2e
Emissions of ozone-depleting substances (ODS)	N/A	Tonnes

Air pollutants

Disclosure	Quantity	Units
NO_x	309,753.3	mg/Ncm
SO_x	1,416.0	mg/Ncm
CO	1,935.9	mg/Ncm
Persistent organic pollutants (POPs)	N/A	kg
Volatile organic compounds (VOCs)	N/A	kg
Hazardous air pollutants (HAPs)	N/A	kg
Particulate matter (PM)	N/A	kg

Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity	Units
Total solid waste generated		kg

[3] International Union for Conservation of Nature

Reusable	2,310,861	kg
Recyclable	1,923,893	kg
Composted	472,250	kg
Incinerated	N/A	kg
Residuals/Landfilled	180,690	kg

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	16,914	kg
Total weight of hazardous waste transported	9,388	kg

Effluents

Disclosure	Quantity	Units
Total volume of water discharges (Domestic Waste)	1,708.20	Cubic meters
Percent of wastewater recycled	N/A	%

Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	N/A	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	N/A	#
No. of cases resolved through dispute resolution mechanism	N/A	#

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

_____

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	N	
Forced labor	N	
Child labor	N	
Human rights	N	
Bribery and corruption	N	

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Management Approach**
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms,*
Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)	*and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Management Approach**
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Relationship with Community

Significant Impacts on Local Communities

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	Location	Vulnerable groups (if applicable)*	Does the particular operation have impacts on indigenous people (Y/N)?	Collective or individual rights that have been identified that or particular concern for the community	Mitigating measures (if negative) or enhancement measures (if positive)

**Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)*

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: _____

Certificates	Quantity	Units
FPIC process is still undergoing		#
CP secured		#

What are the Risk/s Identified?	Management Approach
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction	PASSING	NO

Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	0	#
No. of complaints addressed	0	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

FLOUR

ENVIRONMENT

II. Energy consumption within the organization

Disclosure	Quantity	Units
Energy consumption (renewable sources)	N/A	KWh
Energy consumption (gasoline)	194	GJ
Energy consumption (LPG)	N/A	kgs
Energy consumption (diesel)	N/A	GJ
Energy consumption (electricity)	17,556,793	kWh

Reduction of energy consumption - upgraded lines and

Disclosure	Quantity	Units
Energy reduction (gasoline)	N/A	GJ
Energy reduction (LPG)	N/A	GJ
Energy reduction (diesel)	N/A	GJ
Energy reduction (electricity)	N/A	kWh
Energy reduction (gasoline)	N/A	GJ

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	N/A	Cubic meters
Water consumption	30,552	Cubic meters
Water recycled and reused	N/A	Cubic meters

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
□ renewable	N/A	kg/liters
□ non-renewable	N/A	kg
Percentage of recycled input materials used to manufacture the organization's primary products and services	N/A	%

Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A	
Habitats protected or restored	N/A	ha
IUCN[4] Red List species and national conservation list species with habitats in areas affected by operations	N/A	

Environmental impact management

Air Emissions

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	N/A	Tonnes CO_2e
Energy indirect (Scope 2) GHG Emissions	N/A	Tonnes CO_2e
Emissions of ozone-depleting substances (ODS)	N/A	Tonnes

Air pollutants

Disclosure	Quantity	Units
NO_x	N/A	mg/Ncm
SO_x	N/A	mg/Ncm
CO	N/A	mg/Ncm
Persistent organic pollutants (POPs)	N/A	kg
Volatile organic compounds (VOCs)	N/A	kg
Hazardous air pollutants (HAPs)	N/A	kg
Particulate matter (PM)	N/A	kg

Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity	Units
Total solid waste generated	132,540	kg
Reusable	N/A	kg
Recyclable	N/A	kg
Composted	N/A	kg
Incinerated	N/A	kg

[4] International Union for Conservation of Nature

Residuals/Landfilled	132,540	kg

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	4,603	kg
Total weight of hazardous waste transported	N/A	kg

Effluents

Disclosure	Quantity	Units
Total volume of water discharges (Domestic Waste)	N/A	Cubic meters
Percent of wastewater recycled	N/A	%

Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	N/A	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	N/A	#
No. of cases resolved through dispute resolution mechanism	N/A	#

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

_____

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	N	
Forced labor	N	
Child labor	N	
Human rights	N	
Bribery and corruption	N	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach

Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms,*
Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)	*and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Management Approach**
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Relationship with Community

Significant Impacts on Local Communities

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	**Location**	**Vulnerable groups (if applicable)***	**Does the particular operation have impacts on indigenous people (Y/N)?**	**Collective or individual rights that have been identified that or particular concern for the community**	**Mitigating measures (if negative) or enhancement measures (if positive)**

**Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)*

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: _____

Certificates	Quantity	Units
FPIC process is still undergoing		#
CP secured		#

What are the Risk/s Identified?	Management Approach
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction		

Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	0	#
No. of complaints addressed	0	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

CLIC

ENVIRONMENT

III. Energy consumption within the organization

Disclosure	Quantity	Units
Energy consumption (renewable sources)	N/A	KWh
Energy consumption (gasoline)	N/A	GJ
Energy consumption (LPG)	N/A	kgs
Energy consumption (diesel)	N/A	GJ
Energy consumption (electricity)	8,597,337.49	kWh

Reduction of energy consumption - upgraded lines and

Disclosure	Quantity	Units
Energy reduction (gasoline)	N/A	GJ
Energy reduction (LPG)	N/A	GJ
Energy reduction (diesel)	N/A	GJ
Energy reduction (electricity)	N/A	kWh
Energy reduction (gasoline)	N/A	GJ

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	N/A	Cubic meters
Water consumption	511,560	Cubic meters
Water recycled and reused	N/A	Cubic meters

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
renewable	N/A	kg/liters
non-renewable	N/A	kg
Percentage of recycled input materials used to manufacture the organization's primary products and services	N/A	%

Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A	
Habitats protected or restored	N/A	ha
IUCN[5] Red List species and national conservation list species with habitats in areas affected by operations	N/A	

Environmental impact management

Air Emissions

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	2,175.369	Tonnes CO_2e /annual
Energy indirect (Scope 2) GHG Emissions	N/A	Tonnes CO_2e
Emissions of ozone-depleting substances (ODS)	N/A	Tonnes

Air pollutants

Disclosure JMCC Boiler 1 500 bhp	Quantity	Units
NO_x	N/A	mg/Ncm
SO_x	459	mg/Ncm
CO	331	mg/Ncm
Persistent organic pollutants (POPs)	N/A	kg
Volatile organic compounds (VOCs)	N/A	kg
Hazardous air pollutants (HAPs)	N/A	kg
Particulate matter (PM)	N/A	kg

Disclosure Boiler 3 300 bhp	Quantity	Units
NO_x	N/A	mg/Ncm
SO_x	324	mg/Ncm
CO	245	mg/Ncm
Persistent organic pollutants (POPs)	N/A	kg
Volatile organic compounds (VOCs)	N/A	kg
Hazardous air pollutants (HAPs)	N/A	kg

[5] International Union for Conservation of Nature

Particulate matter (PM)	N/A	kg
Disclosure Boiler 2 500 bhp	**Quantity**	**Units**
NO_x	N/A	mg/Ncm
SO_x	417	mg/Ncm
CO	345	mg/Ncm
Persistent organic pollutants (POPs)	N/A	kg
Volatile organic compounds (VOCs)	N/A	kg
Hazardous air pollutants (HAPs)	N/A	kg
Particulate matter (PM)	N/A	kg
Disclosure Standby Generator Set 500 kw	**Quantity**	**Units**
NO_x	335	mg/Ncm
SO_x	79	mg/Ncm
CO	266	mg/Ncm
Persistent organic pollutants (POPs)	N/A	kg
Volatile organic compounds (VOCs)	N/A	kg
Hazardous air pollutants (HAPs)	N/A	kg
Particulate matter (PM)	N/A	kg

Solid and Hazardous Wastes

Solid Waste

Disclosure	**Quantity**	**Units**
Total solid waste generated	1,800	MT
Reusable	N/A	kg
Recyclable	1,785	MT
Composted	N/A	kg
Incinerated	N/A	kg
Residuals/Landfilled	.15	MT

Hazardous Waste

Disclosure	**Quantity**	**Units**
Total weight of hazardous waste generated	10 MT	MT
Total weight of hazardous waste transported	6.5 MT	MT

With Ongoing disposal of hazwaste; awaiting for DENR Permit to transport for the remaining hazwaste

Effluents

Disclosure	Quantity	Units
Total volume of water discharges (Domestic Waste)	30	Cubic meters /month
Percent of wastewater recycled	N/A	%

Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	N/A	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	N/A	#
No. of cases resolved through dispute resolution mechanism	N/A	#

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

_____

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	N	
Forced labor	N	
Child labor	N	
Human rights	N	
Bribery and corruption	N	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms,*
Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)	*and/or projects, programs, and initiatives do you have to manage the material topic?*

What are the Risk/s Identified?	Management Approach
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Relationship with Community

Significant Impacts on Local Communities

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	Location	Vulnerable groups (if applicable)*	Does the particular operation have impacts on indigenous people (Y/N)?	Collective or individual rights that have been identified that or particular concern for the community	Mitigating measures (if negative) or enhancement measures (if positive)

**Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)*

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: _____

Certificates	Quantity	Units
FPIC process is still undergoing		#
CP secured		#

What are the Risk/s Identified?	Management Approach

Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction		

Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	0	#
No. of complaints addressed	0	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

PASTA

ENVIRONMENT

IV. Energy consumption within the organization

Disclosure	Quantity	Units
Energy consumption (renewable sources)	N/A	KWh
Energy consumption (gasoline)	N/A	GJ
Energy consumption (LPG)	910,209	kgs
Energy consumption (diesel)	N/A	GJ
Energy consumption (electricity)	8,912,942	kWh

Reduction of energy consumption - upgraded lines and

Disclosure	Quantity	Units
Energy reduction (gasoline)	N/A	GJ
Energy reduction (LPG)	N/A	GJ
Energy reduction (diesel)	N/A	GJ
Energy reduction (electricity)	N/A	kWh
Energy reduction (gasoline)	N/A	GJ

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	N/A	Cubic meters
Water consumption	46,549.0	Cubic meters
Water recycled and reused	N/A	Cubic meters

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
□ renewable	N/A	kg/liters
□ non-renewable	N/A	kg
Percentage of recycled input materials used to manufacture the organization's primary products and services	N/A	%

Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A	
Habitats protected or restored	N/A	ha
IUCN[6] Red List species and national conservation list species with habitats in areas affected by operations	N/A	

Environmental impact management

Air Emissions

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	32.04	Tonnes CO_2e
Energy indirect (Scope 2) GHG Emissions	5,924.28	Tonnes CO_2e
Emissions of ozone-depleting substances (ODS)	N/A	Tonnes

Air pollutants

Disclosure	Quantity	Units
NO_x	174	mg/Ncm
SO_x	137	mg/Ncm
CO	9.7	mg/Ncm
Persistent organic pollutants (POPs)	N/A	kg
Volatile organic compounds (VOCs)	N/A	kg
Hazardous air pollutants (HAPs)	N/A	kg
Particulate matter (PM)	N/A	kg

Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity	Units
Total solid waste generated	2,403,667	kg
Reusable	2,245,260	kg
Recyclable	110,407	kg
Composted	N/A	kg
Incinerated	N/A	kg

[6] International Union for Conservation of Nature

Residuals/Landfilled	48,000	kg

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	364	kg
Total weight of hazardous waste transported	941	kg

Effluents

Disclosure	Quantity	Units
Total volume of water discharges (Domestic Waste)	N/A	Cubic meters
Percent of wastewater recycled	N/A	%

Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	N/A	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	N/A	#
No. of cases resolved through dispute resolution mechanism	N/A	#

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

_____

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	N	
Forced labor	N	
Child labor	N	
Human rights	N	
Bribery and corruption	N	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach

Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms,*
Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)	*and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Management Approach**
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Relationship with Community

Significant Impacts on Local Communities

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	**Location**	**Vulnerable groups (if applicable)***	**Does the particular operation have impacts on indigenous people (Y/N)?**	**Collective or individual rights that have been identified that or particular concern for the community**	**Mitigating measures (if negative) or enhancement measures (if positive)**

**Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)*

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: _____

Certificates	Quantity	Units
FPIC process is still undergoing		#
CP secured		#

What are the Risk/s Identified?	Management Approach
Identify risk/s related to material topic of the organization	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction		

Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	0	#
No. of complaints addressed	0	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

ICC

ENVIRONMENT

V. Energy consumption within the organization

Disclosure	Quantity	Units
Energy consumption (renewable sources)	N/A	KWh
Energy consumption (gasoline)	N/A	GJ
Energy consumption (LPG)	12,754.32	GJ
Energy consumption (diesel)	4,305.95	GJ
Energy consumption (electricity)	4,107,040	kWh

Reduction of energy consumption - Increase production Volume

Disclosure	Quantity	Units
Energy reduction (gasoline)	N/A	GJ
Energy reduction (LPG)	-2,182.63	GJ
Energy reduction (diesel)	-464.91	GJ
Energy reduction (electricity)	-352,600	kWh
Energy reduction (gasoline)	N/A	GJ

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	N/A	Cubic meters
Water consumption	27,804	Cubic meters
Water recycled and reused	N/A	Cubic meters

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
□ renewable	N/A	kg/liters
□ non-renewable	N/A	kg

Percentage of recycled input materials used to manufacture the organization's primary products and services	N/A	%

Ecosystems and biodiversity (whether in upland/watershed or coastal/marine)

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A	
Habitats protected or restored	N/A	ha
IUCN[7] Red List species and national conservation list species with habitats in areas affected by operations	N/A	

Environmental impact management

Air Emissions

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	N/A	Tonnes CO_2e
Energy indirect (Scope 2) GHG Emissions	N/A	Tonnes CO_2e
Emissions of ozone-depleting substances (ODS)	N/A	Tonnes

Air pollutants

Disclosure	Quantity	Units
NO_x	309,244.32	mg/Ncm
SO_x	N/A	mg/Ncm
CO	739.2	mg/Ncm
Persistent organic pollutants (POPs)	N/A	kg
Volatile organic compounds (VOCs)	N/A	kg
Hazardous air pollutants (HAPs)	N/A	kg
Particulate matter (PM)	N/A	kg

Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity	Units
Total solid waste generated	566,337	kg
Reusable (assorted sacks, polybags, tin cans, gallons)	65,601	kg
Recyclable (cartons, assorted papers, hard plastics)	28,486	kg

[7] International Union for Conservation of Nature

Composted (fish meal, sweepings, baked dough)	472,250	kg
Incinerated	N/A	kg
Residuals/Landfilled	N/A	kg

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	1,947	kg
Total weight of hazardous waste transported	1,947	kg

Effluents

Disclosure	Quantity	Units
Total volume of water discharges (Domestic Waste) (production process waste)	28.2 1,680	Cubic meters
Percent of wastewater recycled	N/A	%

Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	N/A	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	N/A	#
No. of cases resolved through dispute resolution mechanism	N/A	#

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

PROCEDURES MANUAL – SUPPLIER ACCREDITATION (RFM.PM.06.03)

Do you consider the following sustainability topics when accrediting suppliers?
YES.

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	N	EHS POLICY (RFM.PR.20.01)
Forced labor	N	HUMAN RESOURCE MANUAL (RFM.HR.08.02)
Child labor	N	HUMAN RESOURCE MANUAL (RFM.HR.08.02)
Human rights	N	HUMAN RESOURCE MANUAL (RFM.HR.07.12)

Bribery and corruption	N	SWA SUPPLIERS GUIDANCE

What is the impact and where does it occur? What is the organization's involvement in the impact?	**Management Approach**
Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) n/a	*What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms,*
Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship) n/a	*and/or projects, programs, and initiatives do you have to manage the material topic?*
What are the Risk/s Identified?	**Management Approach**
Identify risk/s related to material topic of the organization n/a	
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization n/a	

Relationship with Community

Significant Impacts on Local Communities

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	**Location**	**Vulnerable groups (if applicable)***	**Does the particular operation have impacts on indigenous people (Y/N)?**	**Collective or individual rights that have been identified that or particular concern for the community**	**Mitigating measures (if negative) or enhancement measures (if positive)**
n/a	n/a	n/a	n/a	n/a	n/a

**Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)*

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: _____

Certificates	Quantity	Units
FPIC process is still undergoing	n/a	#
CP secured	n/a	#

What are the Risk/s Identified?	Management Approach
Identify risk/s related to material topic of the organization	**n/a**
What are the Opportunity/ies Identified?	**Management Approach**
Identify the opportunity/ies related to material topic of the organization	**n/a**

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction	passing	no

Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	0	#
No. of complaints addressed	0	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

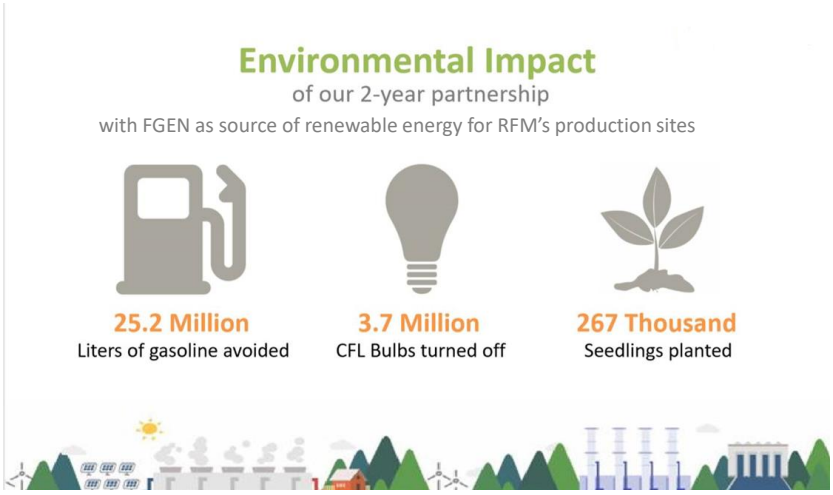
UN SUSTAINABLE DEVELOPMENT GOALS

Product or Service Contribution to UN SDGs

Key products and services and its contribution to sustainable development.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
Flour, Pasta, Milk	Cheap bread from wheat flour is a significant daily meal of Filipino families. RFM ensures affordable and regularly available wheat flour to Filipino bakers across the country. To this extent, RFM helps address UN's **Zero Hunger and Good Health and Well Being** Sustainable Development Goals. RFM's Selecta Milk products strive to provide affordable nutrition thru cheaper and safer liquid milk to children and adults. RFM's flour, milk, ice cream and pasta products are also fortified with vitamins for the needed nutrition of users.	Transport of Wheat over the seas require diesel fuel which contribute to air pollution	The international shipping industry's shift to cleaner diesel fuel with lower sulfur content; resultant higher cost of wheat is acceptable in order to minimize pollution of air due to ship fuel. RFM's use of electricity generated from renewable sources/non polluting sources like geothermal and hydro electric plants since 2017 help reduce air pollution as well.
UHT Milk	Nutrition and well being UN Goals	Milk in paper cartons also use paper from trees.	To minimize the impact of cutting more trees for packaging of RFM UHT milk products, our supplier TetraPak has a continuing paper recycling program.

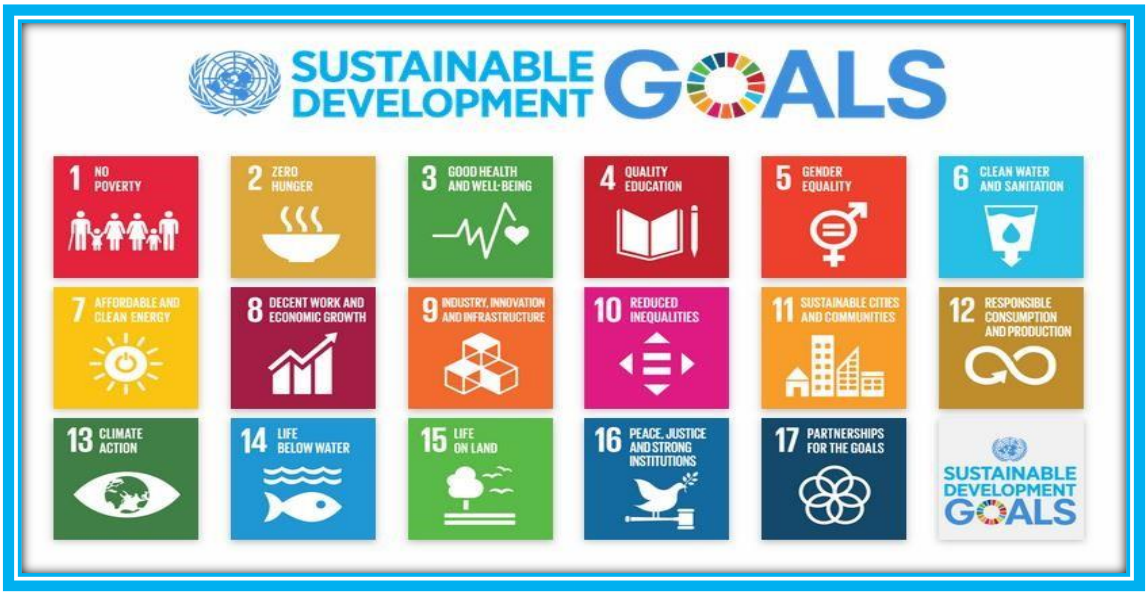
CSR	TOSP – Ten Outstandingg Students of the Philippines is a decades-old RFM-sponsored foundation that recognizes excellence among tertiary graduates across the country PCE – Philippine Center for Entrepreneurship (Go Negosyo) is another foundation that RFM sponsors along with other companies. PCE promotes poverty alleviation thru entrepreneurship and mentorship programs Marawi rebuilding Calamity donations		





4. UN Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) are a universal call to action, to end poverty, protect the planet and ensure that all people enjoy peace and prosperity and includes seventeen (17) goals seen below. Disclosure would be required on how companies are able to contribute to the SDGs through their products and services.



Materiality Assessment

In sustainability reporting, materiality is the principle that determines which relevant topics are sufficiently important that it is essential to report on them. The global standards/frameworks for reporting sustainability presented in the introduction (GRI, SASB, IIRC and TCFD) propose different but related definitions of materiality, which focus on the following elements:

- Significant economic, environmental, and social impacts of the organization
- Information that substantively influence the assessments and decisions of stakeholders, including investors
- Matters that substantively affect the organization's ability to create value over the short, medium and long term

A topic may be considered material if it falls into any of the following:

1. It is a **KEY CAPITAL/ RISK/ OPPORTUNITY** that impacts value creation
2. Your **KEY BUSINESS ACTIVITIES** impact the topic
3. Your **SUBSIDIARIES/ CONTRACTORS/ SUPPLY CHAIN** contribute significant impacts to this topic
4. Your **PRODUCTS/ SERVICES** contribute impacts to this topic
5. There is a **TREND** that points to a future where this topic will become material to you