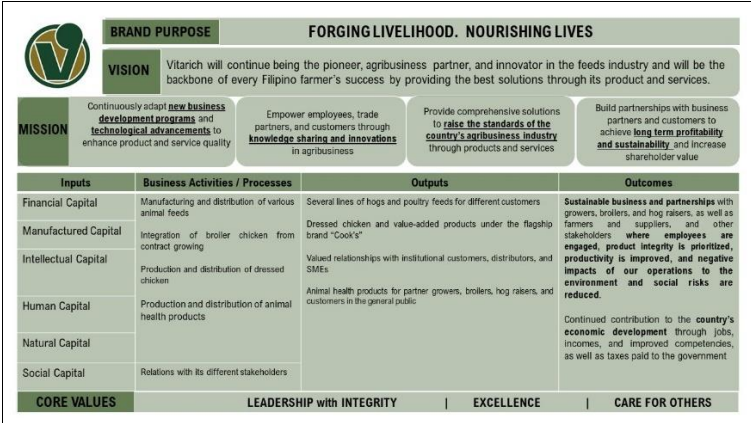


2022 SUSTAINABILITY REPORT

VITARICH CORPORATION

Contextual Information

Company Details	
Name of Organization	Vitarich Corporation (PSE: VITA)
Location of Headquarters	Marilao-San Jose Road, Sta. Rosa I, Marilao, Bulacan
Location of Operations	<p>Principal Office: Marilao-San Jose Road, Sta. Rosa I, Bulacan</p> <p>Other offices:</p> <p>#8 C. Building, Maharlika Highway, San Fermin, Cauayan City, Isabela</p> <p>Zone 4, San Isidro, Magarao, Camarines Sur</p> <p>Brgy. Mali-ao, Pavia, Iloilo</p> <p>Luzuriaga Ext., Reclamation Area, Brgy. 13, Bacolod City</p> <p>Warehouse No. 10, Marciano Quizon St., Brgy. Alang Alang, Mandaue City, Cebu</p> <p>Km. 14, Panacan, Davao City</p> <p>Unit A, Warehouse 3, Neo Central Arcade, Cugman, Cagayan De Oro City</p> <p>Doors D and E, FMUFASCO Building, National Highway, Brgy. Sinawal, Gen. Santos City</p> <p>Feed Mill Plants owned and operated by VITA:</p> <p>Brgy. Mali-ao, Pavia, Iloilo</p> <p>Km. 14, Panacan, Davao City</p> <p>VITA has also operations with its Toll Mill Partner in 105 Barrio Bagbaguin, Sta. Maria, Bulacan</p>
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	The report covers only VITA and the feed mill plants it operates, except as otherwise stated in the report. Moreover, except as otherwise stated and/or reported, this report excludes the operations in VITA's dressing plants in Marilao, Bulacan and Tugbok, Davao City as they are being operated by third parties/business partners. The report also excludes data on the operations of VITA's subsidiary, Barbatos Ventures Corporation.

Business Model, including Primary Activities, Brands, Products, and Services	<p>Please see Annex “A”</p> 
Reporting Period	January 1, 2022 to December 31, 2022
Highest Ranking Person responsible for this report	Atty. Mary Christine C. Dabu-Pepito (Assistant Corporate Secretary/Compliance Officer/Corporate Information Officer)

**If you are a holding company, you could have an option whether to report on the holding company only or include the subsidiaries. However, please consider the principle of materiality when defining your report boundary.*

Materiality Process

Explain how you applied the materiality principle (or the materiality process) in identifying your material topics. ¹
<p>The data and information necessary for the report were collated from the different departments of VITA. Some of the information came from reports that are also submitted to government agencies like the BIR, DOLE and DENR-EMB. Based on these existing data, the material topics for the report were analyzed using the Materiality Matrix. Per assessment, the following are the topics material to Vitarich:</p> <ul style="list-style-type: none"> (a) Direct Economic Value Generated and Distributed (b) Climate Related Risks and Opportunities (c) Proportion of Spending on Local Suppliers (d) Resource Management except Ecosystems and Biodiversity as the Corporation does not operate within or adjacent to protected areas and areas of high biodiversity value outside protected areas (e) Environmental Impact Management (f) Environmental Compliance (g) Employee Management (h) Occupational Health and Safety (i) Relationship with Community, except those pertaining to IPs (j) Customer Management, except Customer Privacy

¹ See [GRI 102-46](#) (2016) for more guidance.

However, while the same were assessed to be material, some disclosure topics have limited available data because VITA has only completed its Sustainability Dashboard in 2022. This Sustainability Dashboard contains the 3 UN Sustainable Development Goals (“UN SDGs”) material to VITA and VITA’s sustainability practices and goals.

The topics that are not material were left in blank/unanswered.

ECONOMIC

Economic Performance

Direct Economic Value Generated and Distributed

Disclosure	Amount	Units
Direct economic value generated (revenue)	12,014,706,705.00	PhP
Direct economic value distributed:		
a. Operating costs	10,862,756,465.00	PhP
b. Employee wages and benefits	296,956,326.00	PhP
c. Payments to suppliers, other operating costs	575,076,446.00	PhP
d. Dividends given to stockholders and interest payments to loan providers	Interest payments only - 40,001,976.00	PhP
e. Taxes given to government	182,767,626.00	PhP
f. Investments to community (e.g. donations, CSR)	0.00	PhP

What is the impact and where does it occur? What is the organization’s involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>VITA generated a total consolidated revenue of Php12,014,706,705.00 as a result of its business operations, strategies and other operating and passive income. This was higher than the total revenue in 2021, primarily driven by its chicken segment. Aside from the increase in sales volume of chicken in 2022, the average selling price of chicken also increased in 2022.</p> <p>VITA’s revenue allowed it to fund its operating costs and pay its suppliers, employees, creditors and the government (taxes and licenses). As disclosed in its</p>	<ul style="list-style-type: none"> ➤ Government ➤ Employees ➤ Creditors ➤ Suppliers ➤ Community ➤ Shareholders ➤ Investors 	<p>VITA’s Lifetime Profitable Partnership (“LPP”) principle continues to create a long-term growth for VITA and its stakeholders.</p> <p>The monthly results of operations as well as the projections for the succeeding months are reported to the Board of Directors. The management continuously evaluates its strategies and modifies them as may be necessary to adapt to the changing landscapes, provide solutions to challenges encountered, and pioneer innovations.</p>

Consolidated and Parent Audited Financial Statements, its net income for 2022 was higher than that in 2021.		It faithfully complies with its contractual obligations to its stakeholders. VITA's cashflow, including collections and disbursements, are closely monitored and managed. There are also internal control systems and processes in place to manage business operations and finances.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<ul style="list-style-type: none"> ❖ African Swine Flu (ASF) ❖ Avian Influenza (AI) ❖ Rising costs of fuel ❖ Increasing interest rates ❖ High costs of raw materials ❖ High costs of foreign exchange rates in relation to imported raw materials 	<ul style="list-style-type: none"> ➤ Suppliers ➤ Employees ➤ Business partners ➤ Customers ➤ Creditors 	VITA tightened biosecurity measures, maximized travel itinerary and use of technology, continuously improved its inventory levels, innovated strategies to lower raw materials cost, and constantly communicated and negotiated with suppliers and with creditors as regards debts and interest rates.
What are the Opportunity/ies Identified?		Management Approach
<ul style="list-style-type: none"> ❖ The availability of multiple sales channels for VITA's products helped the innovations made in its business strategies. ❖ The innovations and strategies done in 2022 to lower raw material costs continue to present an opportunity to manage production costs without affecting the quality of VITA's products. 		In addition to the foregoing management approaches, VITA commits to continue improving its operations and business strategies to allow expansion of its businesses.

Climate-related risks and opportunities²

Governance	Strategy	Risk Management	Metrics and Targets
Disclose the organization's governance around climate-related risks and opportunities	Disclose the actual and potential impacts ³ of climate-related risks and opportunities on the organization's	Disclose how the organization identifies, assesses, and manages climate-related risks	Disclose the metrics and targets used to assess and manage relevant climate-related risks and

² Adopted from the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non-financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners.

³ For this disclosure, impact refers to the impact of climate-related issues on the company.

	businesses, strategy, and financial planning where such information is material		opportunities where such information is material
Recommended Disclosures			
a) Describe the board's oversight of climate-related risks and opportunities	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term	a) Describe the organization's processes for identifying and assessing climate-related risks	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process
The President and/or department heads report to the Board of Directors how floods or extreme weather conditions affect or impact VITA's business as well as the measures undertaken/to be undertaken to minimize the impacts.	<p>VITA is exposed to the following risks due to climate change:</p> <p>i. Physical Risk. Being an agribusiness, it is exposed to physical risks of drought and extreme rains/extreme weather condition and flooding.</p> <p>ii. Operational Risk. Climate change poses the risk of disrupting VITA's operations.</p> <p>iii. Credit and Liquidity Risks. Climate change could affect VITA's financial performance and access to capital.</p> <p>On climate-related opportunities, VITA's Iloilo Feed Mill plant started the use of solar energy in its operations beginning 01 April 2022. VITA is to assess and determine if the same can be replicated in its</p>	VITA identifies and assesses climate-related risks through any or all of the following methods: (a) continuous analysis of its business processes and finding the factors that could affect its processes and targeted goals; (b) reviewing past negative experiences or negative results and finding out the root cause; and/or (c) continuous research and benchmarking with other companies in the same industry.	VITA's metrics in assessing its climate-related risk management and strategy are: (a) cost efficiency of its strategy; (b) quality of feeds, animal health, dressed chicken and value-added products; (c) ability to meet customers' demands; and (d) customer satisfaction.

	<p>other plants as well as the improvements that can be made to maximize its benefits. Another climate-related opportunity is the compliance with RA 11898 or the Extended Producer Responsibility Act (“EPR Act”). VITA is, at present, taking steps to comply with said law. Still another opportunity is the Green Sanctuary Program, which started only as a Company-wide contest to beautify VITA’s offices, but was continued by the employees as they take home and/or share among themselves their harvests from fruit/vegetable bearing plants that they planted. These plants help absorb carbon emissions.</p>		
b) Describe management’s role in assessing and managing climate-related risks and opportunities	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	b) Describe the organization’s processes for managing climate-related risks	b) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets
The management regularly assesses impacts of predictable climate-related risks, such as extreme rains, extreme humidity, or even flooding, to its operations and makes	Drought and extreme rains/extreme weather condition and flooding cause disruptions in crop production and also affects the quality of raw materials. In addition, all the	To manage the climate-related risks, VITA reformulates its feeds as may be necessary to adapt to maintain the same quality while adapting to the environment. VITA also	VITA’s target in managing its climate-related risk management and strategy is to continue to deliver on time the agreed volume or agreed reduced

<p>the appropriate adjustments in its strategies. The unpredictable climate-related risks like earthquake as well as measures undertaken/to be undertaken to minimize the adverse impacts are discussed by the management and reported to the Board as it happens.</p>	<p>identified risks have the following impacts/potential impacts on its business operations:</p> <ul style="list-style-type: none"> a. Higher costs due to insufficiency of raw materials or because of disruptions in the crop production. b. Decrease in demand for feeds from animal raisers/growers since drought and extreme rains and flooding adversely affect the growth efficiency of farm animals, especially poultry. c. Disruption in the breeding cycles of poultry breeding stocks, thus, disrupting the supply chain considering that limited breeding stocks result in scarcity of day old chicks. d. Disruptions in poultry growing. e. Delays in delivery brought about by delays in payment to suppliers. <p>On the other hand, the use of solar energy in the Iloilo feed mill plant resulted in a savings of Php0.03/bag of feeds, in addition to reducing VITA's GHG emissions as disclosed under the topics on Energy Consumption within the Organization and Reduction of Energy Consumption. This</p>	<p>benchmarks and conducts continuous consultations and research and development to maintain the quality of feeds despite using alternative raw materials. Likewise, VITA's locally sourced materials are supported by importations and frame contract to manage and mitigate impacts of climate-related risks. VITA also conducts regular trainings on biosecurity measures to help its business partners in terms of productivity.</p> <p>VITA's Iloilo Feed Mill plant has started using solar energy on 01 April 2022.</p> <p>VITA allowed the employees to continue the Green Sanctuary Program, which helps absorb carbon emissions.</p> <p>Apart from this, VITA also regularly maintains and upgrades its equipment to comply with DENR standards as well as to maintain and improve operational efficiencies.</p>	<p>volume of feeds and chicken to its customers without sacrificing quality, and without incurring too much costs.</p>
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	<p>could also help in mitigating the impacts of other risks leading to less exposure to operating loss.</p> <p>The Green Sanctuary Program helps absorb carbon emissions, which, in turn, helps in managing VITA's environmental impacts.</p>		
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios including a 2°C or lower scenario	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	
	VITA's climate-related risk management continues to prove to be resilient as evidenced by: (a) continued existence; (b) continued financial stability; (c) increase in its revenue in 2022.	As can be seen above, changes and modifications are made in VITA's business processes and feed formulation to mitigate impacts of climate-related risks and adapt to constraints brought about by climate-related risks and events.	

Procurement Practices

Proportion of spending on local suppliers

Disclosure	Quantity	Units
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	<p>Nationwide: 83.73%</p> <p>Luzon – 41.90%</p> <p>Visayas – 11.76%</p> <p>Mindanao – 30.07%</p>	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
For the year 2022, 83.73% of VITA's procurement budget was spent on local suppliers. These suppliers include service providers such as consultants and contractors aside from suppliers of raw and other trade materials used in the manufacture of feeds and chicken products. The decrease of 11.72% from its 2021 spending on local suppliers (95.45%) was primarily due to higher importation of major raw materials versus that in 2021.	<ul style="list-style-type: none"> ➤ Suppliers ➤ Domestic companies especially the MSMEs, and farmers. 	VITA allots more of its procurement budget on local suppliers. Its procurement policies and strategies were crafted, reviewed, revised and implemented in a manner consistent with the company's vision of being the backbone of every Filipino farmer's success and mission of building partnerships with its suppliers, among others. Its procurement policies and strategies are periodically reviewed in order to continuously improve the company's buying plans, strategies and timings.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<ul style="list-style-type: none"> ❖ Operational risks due to supply constraints, poor quality of supplies, inconsistent quality of the raw materials, animal diseases such as ASF and AI and delays in deliveries on account of calamities or extreme weather conditions. ❖ Financial risks due to sudden or significant increase in prices of goods and services. ❖ Legal, operational, financial and reputational risks due to delayed or non-payment of suppliers. 	<p>In addition to the foregoing:</p> <ul style="list-style-type: none"> ➤ Customers ➤ Creditors ➤ Shareholders ➤ Investors 	<p>In addition to the foregoing, VITA accredits additional suppliers, or it re-formulates feeds as may be necessary without sacrificing the quality of feeds.</p> <p>VITA also conducts regular trainings on biosecurity measures to help its business partner – farmers in terms of productivity.</p> <p>VITA makes payment allocations to suppliers, especially major raw materials suppliers in order to ensure timely deliveries of major raw materials absent calamities or extreme weather conditions and to ensure better raw materials cost and the continuity of operations.</p> <p>VITA has created a Zero Hunger Task Force in 2022 to continuously increase the availability of reliable local suppliers, help in the livelihood of the community in the areas where it</p>
What are the Opportunity/ies Identified?		
<ul style="list-style-type: none"> ❖ The availability of long-term contracts with suppliers will allow better terms with local raw materials suppliers. ❖ The availability of reliable local suppliers can ensure operational efficiencies despite weather conditions. ❖ The availability of raw materials and other input goods and services all 		

year round can minimize increase in costs despite sudden or significant increase in prices of goods and services.		operates, and contribute to UN SDG 2 (Zero Hunger).
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Anti-corruption

Training on Anti-corruption Policies and Procedures

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

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach

Incidents of Corruption

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

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach

ENVIRONMENT

Resource Management

Energy consumption within the organization:

Disclosure	Quantity	Units
Energy consumption (renewable sources)	Visayas – 197,573	Kwh
Energy consumption (SFO)	Visayas – 3,886.57	GJ
Energy consumption (gasoline)	0	GJ
Energy consumption (LPG)	Visayas – 200	KG
Energy consumption (diesel)	Visayas – 577.92 Mindanao – 14,172.21	GJ GJ
Energy consumption (electricity)	Luzon – 299,701.23 Visayas – 1,632,400 (Iloilo); 13,592 (Bacolod Satellite Warehouse); 5,460 (Cebu Satellite Warehouse) Mindanao – 3,529,892.80 (Davao); 5,310 (CDO Satellite Warehouse)	kWh

Reduction of energy consumption

Disclosure	Quantity	Units
Energy reduction (SFO)	Visayas - 476.43	GJ
Energy reduction (gasoline)		GJ

Energy reduction (LPG)		GJ
Energy reduction (diesel)	Visayas – 117.83	GJ
Energy reduction (electricity)		kWh
Energy reduction (gasoline)		GJ

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>The data above was primarily based from VITA's Iloilo and Davao feed mill plants as well as the electricity consumption in the principal office (Marilao, Bulacan) and satellite warehouses in Bacolod, Cebu, and CDO. The electricity consumption disclosed for the Iloilo feed mill plant is separate and distinct from the renewable source consumption from the said plant. The data on gasoline and diesel exclude the fleet consumption as there is no available data yet on fleet consumption. The reductions on SFO and diesel consumptions in Visayas were due to the proper equipment maintenance, among other factors. The increase in 2022 in consumption of fuel and electricity in the Iloilo feed mill plant was due to the increase of production volume.</p> <p>The impact is on the environment as the use of renewable sources of energy decreases GHG emissions while the use of non-renewable sources results in emissions that could be harmful to the environment. There is also an impact on the supply chain because the use of non-renewable sources could deplete these sources.</p>	<ul style="list-style-type: none"> ➤ Suppliers ➤ Communities where VITA operates. 	<p>VITA complies with laws relating to environment, energy consumption and efficiency.</p> <p>It started using solar energy in its Iloilo feed mill plant on 01 April 2022. VITA is studying the feasibility of using solar energy in its Davao feed mill plant. VITA plans to use solar perimeter lights in its Davao feed mill plant in 2023. In addition, it conducts regular preventive maintenance of all its equipment.</p> <p>In line with its goal to contribute to UN SDG 12 (Responsible Production and Consumption), it continuously improves its processes to ensure operational efficiencies, which, in turn, helps in the efficient energy consumption.</p>

<p>The use of solar energy in the Iloilo feed mill plant beginning 01 April 2022 resulted in reduction of VITA's GHG emissions by: (a) 339,282.84 kg in terms of CO₂ emissions; (b) 181.99 kg. in terms of NO_x emissions; and (c) 3.81 kg. in terms of SO₂ emissions. It should be, however, noted that VITA's solar capacity is only around 15% to 20% of the plant's electrical power requirement. Thus, the electricity consumption from ILECO was still higher than that from solar energy. The electricity supplied by ILECO helps run the machineries and utilities in the plant.</p>		
<p>What are the Risk/s Identified?</p>		
<ul style="list-style-type: none"> ❖ Climate change brought about by increase in air emissions and pollutions due to the use of non-renewable sources of energy. ❖ Depletion or shortage of non-renewable sources of energy. 		
<p>What are the Opportunity/ies Identified?</p>		
<ul style="list-style-type: none"> ❖ The continued use of solar energy in the Iloilo feed mill plant gives the opportunity to further increase efficient consumption of energy. ❖ The foregoing gives rise to an opportunity to also use solar energy in its Davao feed mill plant. 		

Water consumption within the organization

Disclosure	Quantity	Units
Water withdrawal	Visayas – 5,663 Mindanao – 6,306	Cubic meters
Water consumption	Visayas – 5,663 (Iloilo); 112 (Bacolod Satellite Warehouse); 96 (Cebu Satellite Warehouse) Mindanao – 6,304 (Davao); 121 (CDO Satellite Warehouse)	Cubic meters
Water recycled and reused	Visayas – 0 Mindanao – 2.0	Cubic meters

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>The data above were based on the water consumption and withdrawal in VITA's Iloilo feed mill plant and office, as well as in the satellite warehouses in Bacolod, Cebu and CDO, and Davao feed mill plant and office. The data were based on the consumption reflected in VITA's water billings.</p> <p>In Visayas, water consumption and withdrawal in 2022 decreased by 426 cubic meters. The proper maintenance of the water pipelines and boiler system contributed to the decrease in water consumption and water withdrawal.</p> <p>In Mindanao, the seeming increase in water consumption and withdrawal in 2022 was only due to the inclusion of the disclosure of the water consumption and withdrawal in the Davao office as opposed to the data disclosed in 2021, which was based only on the consumption</p>	<ul style="list-style-type: none"> ➤ Communities where VITA operates ➤ Government 	<p>VITA complies with all laws and regulations pertaining to water and it continuously improves the operational efficiencies in order to maintain efficient water consumption. It also conducts regular preventive maintenance of its equipment and replaces the same with more efficient and more technologically advanced equipment as may be necessary.</p>

and withdrawal in the Davao feed mill plant.		
In both the Iloilo and Davao feed mill plants, the water is used only for steam generation. Recycled water in Davao feed mill plant is very low as water is used only to control particulate matter.		
What are the Risk/s Identified?		
<ul style="list-style-type: none"> ❖ Climate change ❖ Depletion or shortage of water 		
What are the Opportunity/ies Identified?		
<ul style="list-style-type: none"> ❖ VITA could explore rainwater harvesting in the feed mill plants in order to further reduce its water withdrawals. 		

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume		
<ul style="list-style-type: none"> • Renewable 	Luzon – 109,859,296 Visayas – 50,875,300 Mindanao – 85,688,860	kg
<ul style="list-style-type: none"> • non-renewable 	Luzon – 2,127,754 Visayas – 109,654 Mindanao – 620,140 Plastic Packaging – 1,350,291.71	Kg
Percentage of recycled input materials used to manufacture the organization's primary products and services	0	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
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<p>The data above was based on the raw materials for feeds production – macro, micro and packaging. The non-renewable materials are the energy consumed. The plastic packaging materials are disclosed separately.</p> <p>The impact is on the environment as VITA, although on a minimal level only, continues to contribute to waste generation and pollution as a necessary consequence of its operations.</p> <p>The increase or decrease in the materials consumed, whether renewable or not, in 2022 was due to an increase or decrease in production volume.</p>	<ul style="list-style-type: none"> ➤ Suppliers ➤ Communities where VITA operates ➤ Government ➤ Customers 	<p>VITA complies with laws relative to materials consumption and conservation. It also shifted from the use of laminated sack to a reusable woven sack for its feeds. It continuously improves its inventory management to have higher recovery/conversion of materials to finished products.</p> <p>VITA has also taken steps to address waste and pollution generated and contributed. It took steps to comply with the EPR Act and it has sought accreditation with an organization that can help it develop, implement and monitor its compliance with the EPR Act.</p> <p>In line with its goal to contribute to UN SDG 12 [Responsible Production and Consumption], VITA continuously improves its processes to ensure operational efficiencies, which, in turn, helps in the efficient resource management.</p>
<p>What are the Risk/s Identified?</p>		
<p>The continuous demand for non-renewable materials increases VITA's contribution to pollution and waste and it increases the possibility of shortage of non-renewable materials.</p>		
<p>What are the Opportunity/ies Identified?</p>		
<p>Reduction in waste and pollution contribution through the use of renewable, reusable and recyclable materials in the production of feeds.</p>		

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	(identify all sites)	
Habitats protected or restored		ha
IUCN ⁴ Red List species and national conservation list species with habitats in areas affected by operations	(list)	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach

Environmental impact management

Air Emissions

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	Iloilo Feedmill – $150 \text{ mg/Ncm}^3 = 1.704 \text{ MT/year}$ Davao Feedmill (CO emission only) Boiler 1A – $244.7 \text{ mg/Nm}^3 = 3.5 \text{ MT/year}$ Boiler 1B $236.3 \text{ mg/Nm}^3 = 2.0 \text{ MT/year}$ Boiler 2A – $240.8 \text{ mg/Nm}^3 = 1.8 \text{ MT/year}$ Boiler 2B – $237.4 \text{ mg/Nm}^3 = 3.3 \text{ MT/year}$	Tonnes CO ₂ e
Energy indirect (Scope 2) GHG Emissions	0	Tonnes CO ₂ e

⁴ International Union for Conservation of Nature

Emissions of ozone-depleting substances (ODS)	0	Tonnes
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What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>The data above were based on the emission testing conducted by a DENR-EMB accredited third party company on VITA's Davao and Iloilo feed mill plants.</p> <p>While VITA has neither indirect GHG emissions nor ozone depleting substances emissions, its feed mill operations in Iloilo and Davao contribute to GHG emissions as a necessary consequence of its operations, albeit in a low level only.</p>	<ul style="list-style-type: none"> ❖ Communities where VITA operates ❖ Government ❖ Public in general 	<p>VITA complies with all laws relative to the environment, including the Clean Air Act. It also regularly conducts preventive maintenance on its equipment, regular repair of its facilities, including pollution control facilities, to ensure not only good operating conditions but also compliance with the environmental laws and regulations. VITA also ensures that its operations are efficient in order to keep its emissions low against the DENR-EMB standards.</p> <p>On 01 April 2022, VITA started using solar energy (up to 20% capacity) in its Iloilo feed mill plant. Moreover, by allowing the employees to plant within its plant premises (Green Sanctuary Program), VITA helps mitigate its GHG emissions as plants help reduce these emissions.</p> <p>For 2023, VITA plans to use perimeter solar lights in the Davao feed mill plant.</p> <p>VITA has Pollution Control Officers ("PCO") who monitor and ensure compliance with laws and regulations relating to the environment and its conservation.</p>
What are the Risk/s Identified?		
<ul style="list-style-type: none"> ❖ Operational risks due to climate change brought about by the emissions and continuous contribution to air pollution. ❖ Health risks on the communities where VITA operates as well as the public in general due to the continuous GHG emissions. 		
What are the Opportunity/ies Identified?		
<ul style="list-style-type: none"> ❖ The continuous operation and use of as well as the possibility of increase in capacity of the solar energy in the Iloilo feed mill plant will mitigate and reduce VITA's GHG emissions. 		

<ul style="list-style-type: none"> ❖ The completion of installation and use of perimeter solar lights in the Davao feed mill plant in 2023 can help reduce VITA's GHG emissions. ❖ The use of solar energy in the Davao feed mill plant is an opportunity that VITA can explore to reduce its GHG emissions. ❖ The continuation of the Green Sanctuary Program can also benefit the environment as plants can help reduce GHG emissions. 		
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Air pollutants

Disclosure	Quantity	Units
NO _x	Iloilo Feedmill – 22.1 Davao Feedmill Boiler 1-A – 83.3 Boiler 1-B – 82.3 Boiler 2-A – 84.5 Boiler 2-B – 89.5 Genset – 251.6	ave. concentration in mg/Nm ³
SO _x	Iloilo Feedmill – 589.8 Davao Feedmill Boiler 1-A – 3.2 Boiler 1-B – 3.5 Boiler 2-A – 3.0 Boiler 2-B – 3.8	ave. concentration in mg/Nm ³
Persistent organic pollutants (POPs)	0	Kg
Volatile organic compounds (VOCs)	0	Kg
Hazardous air pollutants (HAPs)	0	Kg
Particulate matter (PM)	Iloilo Feedmill – 68.5 Davao Feedmill Boiler 1-A – 34.9 Boiler 1-B – 2.2 Boiler 2-A – 26.8 Boiler 2-B – 32.9	ave. concentration in mg/Nm ³

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>The data were based on the emission testing conducted by a DENR-EMB accredited third party company on VITA's Iloilo and Davao feed mill plants.</p> <p>While these pollutants/emissions are low as against DENR thresholds, they still contribute to GHG emissions and air pollution generation.</p>	<ul style="list-style-type: none"> ➤ Communities where VITA operates ➤ Government ➤ Public in general 	<p>VITA complies with all laws relative to the environment, including the Clean Air Act. It regularly conducts preventive maintenance on its equipment, and regular repair of its facilities, including pollution control facilities, to ensure not only good operating conditions but also compliance with the environmental laws and regulations. VITA also ensures that its operations are efficient in order to keep its emissions low against the DENR-EMB standards.</p>
<p>What are the Risk/s Identified?</p>		
<ul style="list-style-type: none"> ❖ Operational risks due to climate change brought about by contribution to air pollution. ❖ Health risks on the communities where VITA operates as well as the public in general due to the continuous air pollution contribution. 		<p>On 01 April 2022, VITA started using solar energy (up to 20% capacity) in its Iloilo feed mill plant, which helped avoided these emissions: (a) 339,282.84 kg CO₂; (b) 181.99 kg NO_x; and (c) 3.81 kg. SO₂. Moreover, by allowing the employees to plant within its plant premises (Green Sanctuary Program), VITA helps mitigate its air pollutant emissions as plants help reduce these emissions.</p>
<p>What are the Opportunity/ies Identified?</p>		<p>VITA has PCOs who monitor and ensure compliance with laws and regulations relating to the environment and its conservation.</p>
<ul style="list-style-type: none"> ❖ The continuous operation and use of as well as the possibility of increase in capacity of the solar energy in the Iloilo feed mill plant will mitigate and reduce VITA's air pollutant emissions. ❖ The completion of installation and use of perimeter solar lights in the Davao feed mill plant in 2023 can help reduce VITA's air pollutant emissions. ❖ The use of solar energy in the Davao feed mill plant is an 		

<p>opportunity that VITA can explore to reduce its air pollutant emissions.</p> <p>❖ The continuation of the Green Sanctuary Program can also benefit the environment as plants can help reduce GHG emissions.</p>		
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Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity	Units
Total solid waste generated	Visayas – 1,750/month Mindanao – 2,500/month	kg
Reusable	Visayas – 250/month Mindanao – 500/month	kg
Recyclable	Visayas – 300/month Mindanao – 300/month	kg
Composted	Visayas – 200/month Mindanao – 700/month	kg
Incinerated	Visayas – 0 Mindanao – 0	kg
Residuals/Landfilled	Visayas – 1000/month Mindanao – 1000/month	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The data above were based on the monthly estimated solid waste collected by third party solid waste collectors from the Iloilo and Davao feed mill plants as reported by VITA's PCOs to the government.	<ul style="list-style-type: none"> ➤ Employees ➤ Communities where VITA operates ➤ Public in general ➤ Government 	VITA has a properly labelled Materials Recovery Facility in its Iloilo and Davao feed mill plants for the proper segregation, storage, and disposal of these wastes. It also hired a third-party solid

While VITA has recyclable and reusable solid wastes, about 57.14% of the estimated monthly solid wastes generated still go into the landfills.		waste collector to properly dispose its solid wastes.
What are the Risk/s Identified?		
<ul style="list-style-type: none"> ❖ Increase in pollution due to increase in residual solid wastes. ❖ Health risks on the employees and communities where VITA operates and the public in general due to the increase in solid waste pollution. ❖ Regulatory and legal risks due to non-compliance with the EPR Act. 		<p>VITA has PCOs who monitor compliance with laws and regulations relating to the environment and its conservation, including waste segregation and proper waste disposal. It also continuously reiterated and strengthened its campaign and practice for waste segregation and proper waste disposal.</p> <p>It collects sweepings (assorted wastes collected through the process of sweeping) to be reprocessed/included in the formulation of feeds, reuses and recycles all that may be reused or recycled, as the case may be, and keeps its residual solid wastes within the allowed threshold. It regularly evaluates sweepings to make sure that it would not cause infections. VITA also provides the employees with PPEs and biosecurity measures in place are strictly implemented.</p> <p>VITA has taken steps to comply with the EPR Act. It is continuously developing its program for the recovery of its plastic wastes. VITA will also look into the possibility of partnering with the LGUs to increase its composting capability.</p>
What are the Opportunity/ies Identified?		
<ul style="list-style-type: none"> ❖ VITA's compliance with the EPR Act presents an opportunity to not only reuse and recycle its solid wastes but also to recover its solid wastes, thus, reducing its residual solid wastes, which in turn would reduce the solid wastes going into the landfills. ❖ The availability of funds of the local government units where VITA operates presents an opportunity for VITA to partner with host LGUs to increase its composting capability. VITA can also seek the assistance of the DOST to avail of bio-composters at reasonable price. 		

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	Visayas:	

	Used oil – 300/year Busted lamps – 55/year	liters kg
	Mindanao: Used oil – 0/year Busted lamps – 33	liters
Total weight of hazardous waste transported	Visayas: 0 Mindanao: 0	liters

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>The data above were based on the report that VITA's PCOs in the Iloilo and Davao feed mill plants submitted to the DENR-EMB. The hazardous wastes that VITA generated for both plants are low or minimal only. Thus, there was no need to transport the same.</p> <p>The decrease of 50 liters in the used oil generated in the Iloilo feed mill plant in 2022 was due to the new generator set, which required less oil change. The decrease in busted lamps generated in the Iloilo feed mill plant in 2022 was due to the proper maintenance of electric lamps/bulbs.</p> <p>For Davao feed mill plant, there was no recorded used oil in 2022. For the busted lamps, the same was due to the absence of recorded busted lamps in 2021. There was no used oil transported in 2022 because</p>	<ul style="list-style-type: none"> ➤ Employees ➤ Communities where VITA operates ➤ Public in general ➤ Government 	<p>VITA has a designated and properly labelled Materials Recovery Facility to properly store used oil and busted lamps. It has PCOs in its Iloilo and Davao feed mill plants to ensure that the proper waste disposals prescribed under existing laws and regulations are strictly followed.</p> <p>It continuously improves its preventive maintenance program/schedule in order to minimize used oil. It continuously converts all lights into LED lamps/bulbs, which have a higher life span, to minimize busted lamps.</p> <p>In addition to the foregoing, VITA monitors the consumption of oils and lamps so that the waste is kept within threshold and that these hazardous wastes are segregated from the non-hazardous wastes. It also strictly implements its "No Smoking" policy and provides employees with PPEs, which they are also required to wear within the premises.</p>

there was no collected used oil to be transported.		
What are the Risk/s Identified?		
Improper disposal may lead to environmental risks as well as health risks on the employees, the communities where VITA operates and the public in general. It may also lead into fire and pollution.		
What are the Opportunity/ies Identified?		
<ul style="list-style-type: none"> ❖ The regular preventive maintenance conducted on VITA's equipment to ensure operational efficiencies also helps in reducing hazardous wastes, thereby reducing environmental and health risks. It also has the potential to avoid fire and decrease in contribution to pollution. ❖ Avoidance of fire and decrease in contribution to pollution. 		

Effluents

Disclosure	Quantity	Units
Total volume of water discharges	Visayas – 70/month Mindanao – 0	Cubic meters
Percent of wastewater recycled	Visayas – 0 Mindanao – 4.12	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
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<p>The data were based on the water discharges and waste water recycled in the Iloilo and Davao feed mill plants as reported to the DENR. The increase in clean-up activities in the Iloilo feed mill plant contributed to the increase of 4 cubic meters in the water discharges therein. There was no water discharge in the Davao feed mill plant since water scrubber for boiler is recycled and not discharged in the public drainages. VITA's water discharges are minimal or very low as against DENR standards. However, it still impacts the environment, particularly the water bodies.</p>	<ul style="list-style-type: none"> ➤ Communities where VITA operates ➤ Government 	<p>VITA monitors the final discharge of waste water to ensure that its operations are within the Clean Water Act and other regulatory standards. It complies with the proper waste water disposal prescribed under the law and regulations. VITA has waste water treatment facilities in its dressing plants although it is not the one operating the same. VITA has a PCO that monitors and ensures compliance with laws and regulations relative to water use, water discharge and proper waste water disposal.</p>
<p>What are the Risk/s Identified?</p>		
<p>Increase in water pollution contribution due to increase in waste water.</p>		
<p>What are the Opportunity/ies Identified?</p>		
<ul style="list-style-type: none"> ❖ Presence of technologies that can help improve waste water treatment in the feed mills. ❖ The proper disposal of waste water as well as waste water treatment present an opportunity to mitigate and decrease water pollution contribution. 		

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	0	PhP
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	None	#
No. of cases resolved through dispute resolution mechanism	None	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>VITA was neither penalized nor complained for violation or non-compliance with environmental laws and regulations in 2022.</p> <p>Having complied with environmental laws and regulations, VITA maintained its contribution to pollution as a necessary consequence of its operations at a minimal level – within DENR thresholds.</p> <p>What are the Risk/s Identified?</p> <p>Legal, financial, operational and environmental risks due to non-compliance with laws and regulations protecting the environment.</p> <p>What are the Opportunity/ies Identified?</p> <p>Business continuity and minimal pollution contribution due to compliance with laws and regulations protecting the environment.</p>	<ul style="list-style-type: none"> ➤ Government ➤ Communities where VITA operates ➤ Business partners ➤ Customers ➤ Employees ➤ Investors ➤ Shareholders ➤ Directors ➤ Officers 	<p>VITA strictly monitors compliance with environmental laws and regulations, including securing all permits and licenses needed for the continued operation of its business. It continuously upgrades and regularly maintains its facilities to ensure efficiencies and maintain pollution contribution to a minimum.</p> <p>VITA incorporates in its contracts with suppliers and partners the obligation to comply with all existing laws and regulations. This includes the duty to comply with said laws and regulations and there are sanctions for breach of this obligation.</p>

SOCIAL

Employee Management

Employee Hiring and Benefits

Employee data

Disclosure	Quantity	Units
Total number of employees ⁵	619	
a. Number of female employees	236	#
b. Number of male employees	383	#
Attrition rate ⁶	1.14%	Rate
Ratio of lowest paid employee against minimum wage	None	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	11.47	15.67
PhilHealth	Y	10.18	16.32
Pag-ibig	Y	15.02	23.91
Parental leaves	Y	0.97	1.29
Vacation leaves	Y	29.08	45.72
Sick leaves	Y	21.16	30.21
Medical benefits (aside from PhilHealth))	Y	11.79	13.41
Housing assistance (aside from Pag-ibig)	Y	0	0.16
Retirement fund (aside from SSS)	Y	0.48	0.97
Further education support	N		
Company stock options	N		
Telecommuting	Y	5.49	1.29
Flexible-working Hours	Y	5.33	9.05
(Others)	Y		

⁵ Employees are individuals who are in an employment relationship with the organization, according to national law or its application ([GRI Standards 2016 Glossary](#))

⁶ 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)

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
<p>The data above includes only the regular and organic employees of VITA. With operations in Luzon, Visayas and Mindanao, it contributes to labor and employment. It also helps promote local employment in Bulacan, Iloilo, Davao and all other provinces where it holds its operations. The number of regular employees increased by 38 in 2022 due to the increase in VITA's R&D farms. The attrition rate decreased by 0.61% in 2022. The salary adjustments made in 2022 and increase in employee engagement activities contributed to the decrease in the attrition rate.</p> <p>It also contributes to its employees' welfare and quality of life by providing benefits other than and on top of the government-mandated benefits. In fact, 25.20% of its employees availed of VITA's medical benefits other than PhilHealth. In addition, 0.16% of its employees availed of housing benefits other than Pag-Ibig, and 1.45% of its employees availed of retirement benefits aside from SSS.</p>	<p>VITA provides benefits on top of the government-mandated benefits, such as medical benefits in addition to PhilHealth benefits, PPEs, uniform, rice subsidy, seniority pay, transportation and meal allowances when applicable, funeral assistance, hazard pay to qualified employees. It also provided shuttle services and vitamins for the employees. It also engaged the services of a physician who can conduct physical examinations and check-ups to employees and who goes to the office and plants at least once a week so that his/her services will be more accessible to the employees. VITA likewise allowed telecommuting and flexible working hours to its employees and it continuously conducted massive awareness campaign on COVID-19 prevention and management.</p> <p>Anchored on one of its core values of "care for others", VITA also continued its employees' welfare program in 2022. The program included COVID-19 prevention and vaccine assistance. VITA continuously engaged with its employees at least once a month to continuously take care and improve the over-all well-being of the employees. It also conducted webinars on mental health, reproductive health, and self-love, to name a few. There were also some physical activities like Zumba and sports-related activities that were conducted.</p> <p>As stated above, it launched its Sustainability Dashboard containing its sustainability roadmap on its contributions to SDG 8 – Decent Work and Economic Growth, among others. As part of this roadmap, it established LPP Champions in 2022 to oversee and monitor progress of its specified activities and goals. It has also initiated and develop its policy on Safe Spaces in the work place.</p>
What are the Risk/s Identified?	
<p>VITA recognizes that poor over-all well-being of the employees, unsecured workplace, low morale on the employees' part, or uncompetitive compensation and benefits package may result in higher turn-over rate of the employees, thereby increasing its attrition rate. An increase in attrition rate may, in turn, affect VITA's productivity outputs.</p>	
What are the Opportunity/ies Identified?	Management Approach

<ul style="list-style-type: none"> ❖ Increased involvement of the employees on the development and implementation of its Sustainability Dashboard. ❖ Reiteration of the Safe Spaces in the Workplace Policy and roll-out of the publicity materials/infographics related to the policy. <p>The foregoing are seen to increase employees' morale and over-all well-being, and maintain a harmonious working environment, thereby increasing employee retention and decreasing attrition rate.</p> <ul style="list-style-type: none"> ❖ Availability of skilled workforce in the areas of operation and continuous provision of competitive compensation and benefits package to the employees. 	<p>Reiteration of the sustainability roadmap of VITA as contained in its Sustainability Dashboard through visual boards posted in the office and/or sent to the employees' e-mails in order to increase employees' involvement in the development and implementation of the dashboard. Top-to-bottom reiteration of the Safe Spaces in the Workplace Policy through posting of the infographics in the office and/or sending the same by e-mails.</p> <p>VITA regularly checks the laws and regulations on the minimum wage and benefits set by the government as well as industry standards and its benchmarks on similar companies within the industry to evaluate the need to update and increase its compensation and benefit package to ensure that the same is competitive, if not better, than the companies within the industry.</p>
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Employee Training and Development

Disclosure	Quantity	Units
Total training hours provided to employees		
a. Female employees	4,953.50	Hours
b. Male employees	3,809.00	Hours
Average training hours provided to employees		
a. Female employees	7.98	hours/employee
b. Male employees	6.13	hours/employee

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
VITA's training and development programs for its employees, whether internal or external, contribute to the employees' personal and professional growth and efficiency in the performance of their tasks.	VITA has a training calendar per region. The trainings are held on a monthly basis unless otherwise requested by the concerned department.
In 2022, there was an increase of 4,519 training hours provided to the employees versus 2021 due to the increase in onsite trainings provided to the employees and the holding of compliance trainings to keep the ISO FSMS certification, in addition to the regular and compliance trainings being provided to the PCOs and Safety Officers, and Occupational Health Nurses. There were also trainings on personal development from	Most of the trainings are targeted and tailor fit on the employees' and departments' needs/requests. VITA conducts an over-all post training evaluation and feedback based on how the training was conducted. It also conducts regular performance evaluation of the employees to measure their growth and improvement.

middle management and up, skills upgrade on food sales and leadership, technical know-how relevant to the employees' duties and functions, compliance trainings for its various certifications, including Halal certification. Trainings on the company rules and regulations were also conducted for the new hires. Some of these trainings were conducted in-house and some were conducted by third-parties.	
What are the Risk/s Identified?	Management Approach
<ul style="list-style-type: none"> ❖ Ineffective or irrelevant trainings, which, in turn, result in zero to minimal effects on productivity. ❖ Resignation of employees despite investments made on training and development. 	<p>In addition to the over-all post training evaluation and feedback, the employees will be evaluated by their supervisors/immediate head within 30 to 60 days from the training. The effectiveness of trainings is also seen in the performance appraisal or competency matrix.</p> <p>VITA has a database of trainings already provided and trainings that may still be provided to the employees to ensure that the trainings remain to be relevant and effective. It also ensures that trainings attended by supervisors and up are cascaded to their teams within three months from the end of the training to ensure that all trainings benefit everyone in the team.</p>
What are the Opportunity/ies Identified?	Management Approach
The availability of external training providers for employees can help VITA to continuously build new leaders and develop the organization and the management team to have better productivity and efficiency results.	VITA has a database of trainings already provided and trainings that may still be provided to the employees to ensure that the trainings remain to be relevant and effective.

Labor-Management Relations

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

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
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What are the Risk/s Identified?	Management Approach
What are the Opportunity/ies Identified?	Management Approach

Diversity and Equal Opportunity

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

**Vulnerable sector includes, 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).*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
What are the Risk/s Identified?	Management Approach
What are the Opportunity/ies Identified?	Management Approach

Workplace Conditions, Labor Standards, and Human Rights Occupational Health and Safety

Disclosure	Quantity	Units
Safe Man-Hours	1,453,148	Man-hours
No. of work-related injuries	Visayas – 1	#
No. of work-related fatalities	0	#
No. of work related ill-health	0	#
No. of safety drills	Mindanao – 1	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Based on the data recorded by VITA's Safety Officer, there was a total of 1,453,148 safe man-hours on its plants. Only 1 work-related injury occurred, which was the result of an accident in the plant. The employee involved had already recovered in full. In addition, there was only 1 fire drill conducted and the same involved only the office in Panacan, Davao City.	VITA has an existing Safety Policy, the implementation of which is being monitored by a Safety Officer in all of its plants and offices. It promotes health and safety awareness to employees through its Safety Officer. It strictly implements all sanitary and biosecurity measures in place. In addition, VITA provides safety-related trainings and PPEs to its employees detailed in the plants.
What are the Risk/s Identified?	As an alternative measure to a fire drill, a Fire Safety Seminar was conducted in the Marilao office. VITA also conducted an orientation on occupational health and safety as well as seminar on what to do during and after an earthquake.
What are the Opportunity/ies Identified?	
The identified risks present an opportunity to continuously train and educate the employees regarding the importance of compliance with all safety procedures, policies and measures being implemented by VITA.	The Safety Officers also regularly sent the employees safety reminders by e-mails, especially during long weekends.

Labor Laws and Human Rights

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

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		
Child labor		
Human Rights		

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

What are the Risk/s Identified?	Management Approach
What are the Opportunity/ies Identified?	Management Approach

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		
Forced labor		
Child labor		
Human rights		
Bribery and corruption		

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
What are the Risk/s Identified?	Management Approach
What are the Opportunity/ies Identified?	Management Approach

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)

Feed mill operations	Iloilo		N	As discussed above, VITA contributes to local employment and job creation. However, in the pursuit of its operations, it is unfortunate that it also contributes to pollution through its GHG emissions, air pollutants, solid, water and hazardous wastes.	As mentioned above, VITA regularly conducts preventive maintenance of its equipment to minimize its emissions. It also ensures that all wastes are properly segregated. VITA also complies with all environmental laws and regulations.
	Davao		N		

**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
What are the Opportunity/ies Identified?	Management Approach

Customer Management

Customer Satisfaction

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

Customer satisfaction	<p>July 2022 (Feeds only):</p> <p>Overall rating of feeds for both farms and dealership (nationwide) – 3.8/5</p> <p>Product (color, size, texture, odor, weight) – 3.56/5.0 (average – nationwide) for farms and 3.32/5.0 (average – nationwide) for dealership</p> <p>Performance of feeds – 3.83/5 (average – nationwide) for farms and 3.87 (average – nationwide) for dealership</p> <p>Logistics services – 4.15/5 (average – nationwide) for farms and 3.57/5 (average – nationwide) for dealership</p> <p>Sales services – 4.41/5 (average – nationwide) for farms and 3.84/5 (average – nationwide) for dealership</p> <p>Marketing services - 4.21/5 (average – nationwide) for farms and 3.10 (average –</p>	N
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	nationwide) for dealership	
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What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
Based on the customer satisfaction survey for feeds conducted last July 2022, the over-all rating of VITA's feeds was 3.8/5, which was at par with the over-all ratings for feeds in 2021.	VITA regularly engages with its customers. For feeds, VITA conducts annual or bi-annual customer satisfaction surveys to assess how VITA can improve its products, services, and processes.
Quality products and excellent customer service translate to customer satisfaction, which in turn, contributes to VITA's revenues. They create higher demand for VITA's products and services, thus, necessitating additional manpower. It also contributes to the growth of its business partners.	For distributors, VITA conducts an annual trade partners' night and quarterly business reviews, where they give feedback to VITA relative to the latter's products and services. For key customers, VITA conducts bi-annual business reviews with them, where they also give feedback to VITA.
What are the Risk/s Identified?	For end-users or consumers of VITA's chicken products under the Cook's brand, feedbacks may be given through VITA's website, mobile and landline numbers, e-mail, and social media sites.
Poor customer satisfaction may result in shift to competitors and reputational risks, especially when unsatisfied customers would air their concerns via comments on VITA's social media platforms.	
What are the Opportunity/ies Identified?	
<ul style="list-style-type: none"> ❖ There is still an opportunity to conduct customer satisfaction surveys to end-users of VITA's foods products (chicken) under the "Cook's" brand and institutional clients to continuously improve VITA's products and services. ❖ The customer care process of VITA may still be continuously improved and enhanced to increase customer base and retention. 	

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.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
For 2022, there was no substantiated complaint against the health and safety of VITA's products. Thus, it was not exposed to legal, operational, and financial risks related to product health and safety.	VITA takes into consideration the health and safety of its feeds for consumption of poultry and livestock. It also requires its growers and breeders to follow the best practices in growing and raising poultry.
What are the Risk/s Identified?	<p>VITA has Quality Assurance personnel to ensure the health and safety of its products. Only those who passed VITA's quality standards shall be supplied and distributed to the customers.</p> <p>VITA has a Hazard Analysis Critical Control Points (HACCP) certification. This certification is a testament that VITA's production process and food safety program are at par with internally recognized standards. Moreover, VITA's Iloilo and Davao feed mill plants are FSMS ISO 22000:2018 certified, meaning that the food safety management systems in place in these plants passed internationally recognized standards. VITA's chicken and value-added products under the Cook's brand are likewise Halal certified, meaning that it is acceptable in accordance with Islamic law. There are also quarterly audits to ensure compliance with the quality standards. VITA continuously holds trainings related to product health and safety to comply with and maintain its ISO FSMS certification and continuously maintain the health and safety of its products.</p>
What are the Opportunity/ies Identified?	
Keeping and ensuring the products' health and safety to avoid legal, operational, reputational and financial risks.	

Marketing and labelling

Disclosure	Quantity	Units
No. of substantiated complaints on marketing and labelling*	No specific number but there were complaints in Isabela and Bicol.	#
No. of complaints addressed	All	#

**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.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
For 2022, there were complaints received in Bicol and Isabela regarding the packaging of VITA's chicken products as the customers were unable to associate the packaging to the products. These complaints were immediately resolved.	To address the complaints on the packaging, VITA re-designed its packaging for its chicken products. In addition, VITA has Quality Assurance personnel to ensure not only the health and safety of its products but also to ensure that its products are properly labelled and that the customers can identify and associate the products immediately based on the packaging. Further, prior to launching and using a particular packaging for a product, internal surveys among the employees are conducted to test run the intended packaging. These surveys are signed-off by the marketing, sales, quality assurance and R&D departments.
What are the Risk/s Identified?	
Failure to properly pack and/or label the products may cause confusion, misinformation, and even contamination of products.	
What are the Opportunity/ies Identified?	
The complaints received in 2022 provide an opportunity to be more intentional in designing the packaging of VITA's products in the sense that the packaging shows and communicates what the product is even without reading the label, apart from the necessary contents of the products' packaging. Proper packing and labelling avoid confusion, misinformation, contamination or food poisoning.	

Customer privacy

Disclosure	Quantity	Units
No. of substantiated complaints on customer privacy*		#
No. of complaints addressed		#
No. of customers, users and account holders whose information is used for secondary purposes		#

*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.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
What are the Risk/s Identified?	Management Approach
What are the Opportunity/ies Identified?	Management Approach

Data Security

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

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach
For 2022, VITA did not experience data breach, leak, theft or even loss. All data regarding its business operations, trade secrets, employees, suppliers, and customers are intact and secured. Since it was able to keep its data secured, its business operations and supply chain remained undisturbed and its business operations and supply chain were not exposed to legal, financial and operational risks.	VITA has an IT department in charge of maintaining the integrity and security of data stored electronically as well as the maintenance and security of all computers used by the employees. It has also developed a safe-keeping system of all its contracts, records, and important documents to protect the data in the said contracts, records or documents. Only those that have a "need" to access these documents may be allowed access to the said records, contracts, or documents and the information contained in those records, contracts or documents must be used only for a legitimate purpose. In 2022, the IT department developed an active directory in Luzon, which limits the non-business activities that can be done using VITA's computers, internet, and mobile phones within and outside company premises. The active directory will be completed in 2023.
What are the Risk/s Identified?	
Breach of data security exposes VITA, its directors, officers, and employees to legal, operational, financial and reputational risks.	
What are the Opportunity/ies Identified?	
The completion of the active directory in Luzon and its implementation in Luzon as well as its development and implementation in Visayas and Mindanao will help in avoiding breach of VITA's data security.	

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
Animal Feeds	SDG Goal 2: Zero Hunger	1. Shortage of natural resources.	As disclosed in the previous topics, VITA continuously evaluates
Animal Health Care			

<p>Chicken (Dressed and Value-Added Products under the flagship brand “Cook’s”)</p>	<ol style="list-style-type: none"> 1. Continuous provision of healthy and safe feeds for animals and foods for people. 2. Lifetime Profitable Partnerships with its business partners, suppliers, customers and employees. 3. Higher allocation of VITA’s procurement budget to local suppliers. 4. Continuation of the Green Sanctuary Program. <p>SDG Goal 8: Decent Work and Economic Growth</p> <ol style="list-style-type: none"> 1. Continued economic growth of VITA and contribution to its stakeholders’ economic growth. 2. Job creation, competitive compensation packages, and career growth opportunities. 3. Full, productive, efficient, healthy and safe workplace. 4. Continuation of the Green Sanctuary program. 5. Higher allocation of VITA’s procurement budget to local suppliers. <p>SDG Goal 12: Responsible Production and Consumption</p> <ol style="list-style-type: none"> 1. Efficient use and management of natural and non-natural resources. 2. Compliance with environmental laws and regulations, including compliance with EPR Act. 	<ol style="list-style-type: none"> 2. Waste generation. 3. Pollution contribution. 4. Contribution to Climate Change. 	<p>its strategies and modifies them as may be necessary to adapt to the changing landscapes, provide solutions to challenges encountered, and pioneer innovations. VITA operates within the parameters of law, regulations, its ECC and it shall continue to look for solutions to further mitigate, manage, and reduce its contributions to pollution and climate change as well as to further reduce the wastes it generates/produces from its operations. It shall continue to regularly maintain and upgrade its equipment and facilities.</p> <p>VITA is continuously improving and innovating its operations and processes to manage its negative impacts to the economy, environment, and society as well as to have continuous LPPs with its stakeholders.</p>
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	<p>3. Completion of Solar Energy Project in Iloilo feed mill.</p> <p>4. About 83.73% of procurement budget was spent on local suppliers.</p> <p>5. Healthy and safe feeds and food.</p>		
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** None/Not Applicable is not an acceptable answer. For holding companies, the services and products of its subsidiaries may be disclosed.*

ANNEX “A”

