



**SUSTAINABLE  
DEVELOPMENT**  
CREATING FUTURE



RESPONSIBILITY TO COMMUNITY

# Joining hands FOR A BETTER SOCIETY



“Joining hands for a better society” is the Group’s community responsibility program, maintained and implemented over the years, including donations to the Poor, Children Patronage Funds., The Agent Orange Fund, donating to help people in flooded areas, making Tet gifts for deprived families,...



On January 2, 2022, HAGL Medicine and Pharmacy University Hospital celebrated 10th anniversary of official admission, being the first non-public medical facility of Gia Lai province to join hands in socializing, taking care of people’s health in the Central Highlands and Laos and Cambodia. Currently, the hospital is running a system of more than 20 specialized clinics, 12 clinical and paraclinical departments, 7 function rooms with more than 400 full-time employees, conducting examination and giving treatment to more than 2 million cases, around 120,000 inpatients, 30,000 successful surgeries, involving many modern and complex techniques; transferring and performing many difficult and high-tech surgeries for the first time in Gia Lai such as arthroscopic knee surgery, artificial groin replacement, spine - brain surgery, emergency patient with punctured heart, stroke, liver resection, laparoscopic retrograde lithotripsy through the natural hole... The hospital has also examined 650,000 patients holding health insurance. Medical examination and treatment were provided for 245,000 people outside the province mostly from Kon Tum, Dak Lak and Binh Dinh, especially 25,000 patients from Laos and Cambodia.



The large and modern Lab system can perform a lot of tests to ease patients’ travelling over long distances for health check, saving time, effort and money. In particular, this is one of three licensed establishments to conduct RT PCR tests for Sars-CoV2 in Gia Lai province.

In parallel with professional practice, Hoang Anh Gia Lai MPU Hospital, together with Hoang Anh Gia Lai Group, well implemented the policy of social welfare with dozens of sessions of charity medical examination and treatment, distribution of medicine and gifts to the community deprived districts in the province as well as peoples of Laos and Cambodia worth nearly VND 5 billion.



During the outbreak of COVID-19 pandemic, the Hospital has trained and implemented measures to screen and practiced situational drill to promptly respond to worst-case scenarios, ensuring the safety of patients, customers and staff members. Besides, the medical team also participates in the Covid vaccination as dispatched by the Department of Health, accompanying the locality in the current period.

Faced with the complicated progression of Covid-19 in Vietnam in general and Ho Chi Minh City in particular, HAGL Club along with sponsors and benefactors donated VND 210 million to the medical team of 3 hospitals at 3 frontline hospitals. Head: Ho Chi Minh City Hospital for Tropical Diseases, Cho Ray Hospital and UMP Hospital in Ho Chi Minh City. Doctor Nguyen Tri Thuc, Director of Cho Ray Hospital said: “We are deeply touched by your kindness. This is a well-timed encouragement to help the hospital’s medical team continue their efforts in the fight against this pandemic.” In addition, HAGL Club collaborated with Coach Kiatisak to support the team of Thai doctors and nurses fighting the Covid-19 epidemic with VND 200 million. Before the match in the 11<sup>th</sup> round of V-League 2021, representatives of 2 clubs Thanh Hoa and HAGL visited and made gifts to orphans and disabled children in Thanh Hoa SOS village with the amount of 236 million VND raised from the sale of tickets and Xuan Truong’s jersey...

## EMPLOYEE WELFARE



HAGL never discounts the importance of development of personnel policies and working environment in order to create the best conditions for employees to promote their capability. The Group's fulfillment of its responsibility towards the employees is based on three criteria:

### 1 SAFETY, HEALTH CARE

In addition to complying with the policies in accordance with the laws and regulations on employee occupational safety, HAGL also provides the employees with health care by supporting medical expenses at HAGL Medicine and Pharmacy University Hospital, allowing the exemption and reduction in medical expenses for staff abroad, working with the Social Insurance Agency to timely and fully support the labourers in case of illness, maternity ... Furthermore, the Group runs training courses on fire prevention and emergency care and first aid, hygiene and food safety, integrated pest management (IPM), safe use of plant protection products, etc.

female employees  
accounts for

**40%**

Female  
executives

**35%**

### 2 ASSURANCE OF EQUALITY

Culture of fair competition is applied to working people from recruitment, training, development and promotion opportunities. HAGL places priority on employment of local labourers and respects gender equality, providing equal opportunities to both male and female employees.

Currently, the total number of female employees accounts for : 40%, and female executives over 35%.

### 3 DEVELOPMENT OPPORTUNITY

In HAGL, work is assigned appropriately so that it best suits each employee's level of expertise and ability. Healthy competition is created in each department to encourage each employee to perform the best of their ability.

The company always encourages and creates the most favourable conditions for its employees to attend professional training courses to enhance working skills. Annually, HAGL runs professional training courses in agriculture, health care ... regular training courses on statistical and accounting softwares, awareness of ISO 9001 and Global GAP, HACCP hygiene, and food safety, internal auditor training, guiding for safe operations of machinery and equipment at factories and plantations.

For workers coming from remote parts nationwide who seek employment at the plantations, HAGL has done some construction works for workers in the project areas such as tenement blocks, toilets, complimentary shuttle service, etc. to generate feelings of security in the employees at work.



**ENVIRONMENTAL PROTECTION**



Fully aware of the fact that the environment is a precious resource of humans, over the past few years, HAGL has placed great importance on it, made every effort to develop measures on effective utilization of natural resources and energy, complying with regulations on ecological environment protection, and mitigating environmentally negative impacts...



**WATER CONSUMPTION**

Water is mainly used for irrigation of plants, fruit processing factories... in an economical and effective way to minimize detrimental impacts on water resources.

Application of Israeli drip irrigation systems is always the top choice in the irrigation work at its agricultural projects. This system can save 50 -70% of irrigation water compared to ordinary irrigation systems.

**ELECTRIC POWER CONSUMPTION**

The Group has significantly reduced its power consumption in operations of processing plants, service workshops, water pumping, and irrigation by adopting practical measures:

- Replacing old appliances and equipment such as incandescent bulbs, fluorescent bulbs, etc. with LED bulbs.
- Building irrigation channel network to carry water to reservoirs for crop watering;
- Using solar heated tanks;
- Disseminating regulations of powersaving utilization to all the employees.



**MITIGATING DETRIMENTAL EFFECTS ON THE ENVIRONMENT**



Broken irrigation pipes are recycled at a rate of

**90%**

Israeli drip irrigation system helps HAGL mini-mize residues of fertilizers, pesticides soaked in soil, reducing the level of adverse impacts on land and groundwater, and improving micro-climate in irrigation areas. Moreover, the drip irrigation system also does not cause soil to be eroded and exhausted...

Using reusable materials in production and product packing:

- Reuse of fertilizer bags: to collect garbage in the lots (such as rotten fruit, branches, leaves etc.) of which 50% of bags are reused.
- Irrigation pipes (such as PVC pipes, HDPE pipes, LDPE pipes) are used for drip irrigation in the plantations. 90% of broken irrigation pipes after use are shipped to the Company's factories for recycling.

**COMPLYING WITH THE LAWS ON ENVIRONMENT**

- The Group's investments are in compliance with the environmental laws and regulations
- The Environment Department ensuring the compliance of all production activities with the regulations of competent authorities.
- Promulgating Regulations on utilization of chemicals committing to use chemicals as per law, place maximum limit of the use of pesticides and chemical products
- Issuing Mechanism on receiving, handling feedback, petition and providing information to individuals and organizations regarding the projects
- Retaining cooperation with Bureau Veritas - an international organization in testing, evaluating and certifying to implement commitments on sustainability of planning, production and development towards the communal value

