



万邦集团
APACHE FOOTWEAR



Sustainability Newsletter



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APACHE Group

Advancing Environmental & Talent Sustainability!



2023 The Cleanest Award 2024 Best Ownership Award

At Apache, environmental and talent sustainability is our core mission. This year, thanks to everyone's efforts, we were honored with two awards from adidas. "The Cleanest Award" from adidas Global Supplier Summit and the "Environment Excellence Ownership Award" at the North Asia ESG Annual Summit. These accolades recognize our achievements and inspire us to strive for excellence in the future.



To advance environmental sustainability, we have implemented intelligent management systems and diverse action plans to optimize energy efficiency and resource usage. We also enhance employees' environmental awareness through training and encourage participation in green initiatives to reduce the environmental impact and support long-term sustainability.

Apache's Focus of Sustainable Resource Management



Energy/Resource Management

- Implement energy-saving measures for efficient energy use.
- Set decarbonization targets and adopt renewable energy.
- Manage water efficiency, waste, and wastewater treatment.
- Use chemicals with ZDHC certification.



Supply Chain Management

- Select qualified suppliers as partners.
- Establish the supplier sustainability management system.
- Conduct regular supplier sustainability performance evaluations.
- Provide sustainability training to encourage engagement.



Intelligent Management System

- Utilize intelligent systems for real-time monitoring.
- Create a digital management platform to ensure data accuracy.
- Analyze energy data for timely alerts and risk management.
- Optimize energy distribution system to reduce consumption.



Compliance Management & Kaizen

- Create green factories.
- Provide ongoing training to enhance employees' environmental awareness.
- Audit regularly to ensure compliance.
- Kaizen culture and the implementation for sustainability.

Apache Focus - Environment

Sustainable Resource Utilization



APE

Optimize VOC treatment system to ensure compliance & environmental sustainability!

At APE, we collect and deliver exhaust gases via pipelines. After purification and proper treatment, we release into the atmosphere. We ensure compliance with air quality standards through real-time monitoring.



Collect



Delivery



Treatment



Monitoring

Enhance energy efficiency with intelligent management system!

APH launches a smart energy management system for real-time monitoring and optimizes energy distribution, reducing waste and ensuring electrical safety. We have established a visualization platform to collect data, monitor energy usage, and facilitate decision-making.

APH



APC

Regularly analyze water consumption and develop action plans to improve water efficiency!

APC improves water efficiency to minimize waste and total usage, optimizing management and ensuring sustainable resource recycling.

Regular Tracking

Analyze water consumption, develop reduction strategies, and take actions.

Auto Cut-off

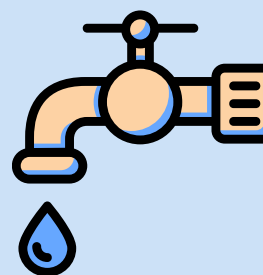
Install auto cut-off valve to avoid & control overflow.

Water Flow Analysis

Install water flow sensors to develop improvement.

Water Leakage Audit

Regularly audit to control leakage & wastage.





Apache Focus - Soical

-- Diverse & Inclusive Workplace --



APE: DEI & inclusive leadership workshop

In advancing corporate sustainability, establishing a diverse, equitable, and inclusive (DEI) working environment is a crucial part of Apache sustainability strategy. This foundation fosters innovation, competitiveness, and employee cohesion. Committed to a people-centered approach, we actively implement DEI principles to support employee growth, empower individual, and reinforce our social responsibility.

Apache's DEI Initiatives and Implementation

Employee Care

- Provide childcare and parental support for work-family balance.
- Support female employees with women-friendly facilities. (nursing rooms & dining area)
- Regular health checks and medical assistance.
- Mentorship and buddy programs to support new employees.

Friendly Workplace

- Safe and healthy workplace
- Cultural activities to promote DEI.
- Facilitate cross-culture/functional communication.
- Build diverse leadership teams to lead innovation.
- Foster inclusive culture in a positive, barrier-free workplace.



Our Vision:
Become the best employer in the footwear manufacturing industry!

Learning & Development

- Diverse learning resources that empowering employees.
- Gender equality and women leadership programs.
- DEI training to promote workplace harmony and inclusive culture.
- Anti-bias, violence, & harassment trainings to foster a respectful and equal workplace.

Policies & Management Mechanisms

- Diverse recruitment approaches and processes.
- Clear promotion channels.
- Fair compensation and benefits.
- DEI data collection for continuous policy improvement and review.
- Zero tolerance for bias, violence, and harassment.
- Employee feedback management mechanisms and communication platforms.

Apache Focus – Soical

Diverse & Inclusive Workplace



DEI in Apache

At Apache Vietnam (APH), we foster cross-department communication through regular meetings and activities, promoting cultural diversity and inclusion. At Apache China (APE), we advance gender equality and female leadership, enhancing employees' leadership skills and gender awareness. In August, we organized a DEI workshop to empower our employees. We aim to create a diverse, equitable, and inclusive workplace.



At Apache India (APC), we actively promote gender equality by providing training on anti-bias, violence and harassment. This September, 50 female supervisors participated in the Women Leadership Forum organized by adidas and Apache, aiming to encourage and empower our female employees.

Apache's Sustainability Learning Hub - DEI (Diversity, Equity & Inclusion)

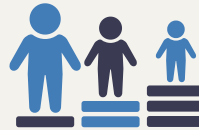
“ Inclusivity means we are valued. I've always said: smart teams will do amazing things, but truly diverse teams will do impossible things. ”
 «Claudia Brind-Woody, IBM VP & DEI Champion»

What is DEI (Diversity, Equity & Inclusion)?



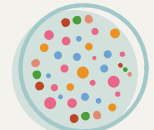
Diversity

Diversity arises from our differences, much like the multilayered structure of an onion. It goes beyond surface-level traits such as gender and ethnicity, emphasizing deeper distinctions like values and personality.



Equity

Provide tailored support based on individual needs to ensure that all individuals have equal access to opportunities and resources.



Inclusion

Ensure everyone in the community feels genuinely welcome and respected.

Why DEI is important for businesses?

★ Attract top talent, boost employee satisfaction, & improve retention!



76% of people consider a diverse team a key factor in choosing a company.

20% of employees are willing to work in the company for a long time;

31% of employees feel happier, and engagement is up by 35%



Source: Catalyst, McKinsey, Glassdoor

★ Boost innovation, enhance competitiveness, and increase profitability!



Diverse management boosted innovation revenue by 19%

DEI-focused companies boost problem-solving skills by 49%

87% of the time, DEI teams make better decisions.



Source: Harvard Business Review, Catalyst, Cloverpop

