

Boundless Impact

ESG Highlights



Consolidated Statement on ESG Performance

	UOM	2024/25	2023/24	2022/23
Environmental Performance				
Resources				
Total energy consumption for operations		1,141,695	1,132,964	1,207,440
Non- renewable energy	GJ	290,821	247,352	265,139
LPG		49,404	34,207	32,865
Electricity		120,800	113,477	112,045
Diesel		34,659	33,449	59,995
Furnace Oil		84,784	65,923	59,915
Petrol		771	292	-
Kerosene		403	4	319
Renewable energy	GJ	850,874	885,612	
Solar		4,466	-	-
Self-generated energy		846,408	885,612	942,301
Electricity supplied to national grid	GJ	4,390	2,889	3,656
Out of total electricity consumed	%	3.4%	2.5%	3.3%
Energy intensity (energy per revenue)	GJ/Rs. Mn	26.43	26.24	19.81
Water consumption/ withdrawal for operations	m ³	696,595	732,634	649,683
Water intensity (water withdrawal per revenue)	m ³ /Rs. Mn	16.12	16.97	10.66
Renewable raw material consumption	Mt	146,563	152,221	158,885
Coconut shells		52,600	50,468	46,592
Coconut shell charcoal		93,963	101,753	112,293
Waste				
Solid waste	Mt	5,112	5,503	6,589
Total solid non-hazardous waste	Mt	4,922	5,402	6,589
Total solid hazardous waste disposed	Mt	190	101	-
Solid waste generated per revenue	Mt/Rs. Mn	0.12	0.13	0.11
Percentage of hazardous waste shipped internationally	%	-	-	-
Waste water treated through internal treatment plants in factories	m ³	321,433	241,465	196,918
Total wastewater discharged (m³)	m ³	365,812	269,079	223,171
Water discharged per revenue	m ³ /Rs. Mn	8.47	6.23	3.66
Emission				
Carbon emitted for operations	tCO ₂ e	44,554	26,696	28,396
Scope 1 emission		13,741	10,903	12,622
Scope 2 emission		14,356	13,485	13,330
Scope 3 emission		16,457	2,308	2,444
Biogenic emission	tCO ₂ e	31,429	48,658	41,305
Emission intensity (Scope 1 & 2)				
Per revenue Mn	tCO ₂ e/Rs Mn	0.65	0.56	0.43
Per Mt of made activated carbon	tCO ₂ e/Mt	0.58	0.51	0.53
Trees Planted	No.	>75,300	>25,000	>500

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Social Performance				
People & Employees				
Total employees	No.	2,026	1,933	1,880
Activated carbon segment		1,926	1,835	1,768
Environmental engineering solutions segment		100	98	112
Employee turnover	No.	346	227	178
Local		280	166	128
Overseas		66	61	50
Female employees as a percentage of total employees	%	15%	14%	14%
Female employees in decision-making roles	%	29%	27%	21%
Total training hours		35,129	23,352	16,800
Average training hours per employee		17.3	12.1	8.9
Male		17.4	12.2	8.2
Female		16.9	11.5	13.3
New Recruits	No.	439	280	290
Local		346	194	142
Overseas		93	86	148
Investments in training & development	Rs. Mn	9.60	11.32	7.35
Total number of injuries	No.	43	32	30
Fatal		1	0	0
Occupational		42	32	30
Lost working days	No.	569	226	112.5
Health and safety training hours		10,811	7,404	4,980
Promotions	No.	25	28	40
Apprenticeships provided for technical education	No.	49	18	14
Profit per employee	Rs. Mn	2.1	2.2	3.5
Revenue per employee	Rs. Mn	21.3	22.4	32.4
Value added per employee	Rs. Mn	7.11	7.3	9.5
Customers				
Customer Satisfaction Index	%	>90	>90	>85
Activated carbon segment		>90	>90	>85
Environmental engineering solutions segment		>90	>90	>85
New customer acquired	No.	26	34	53
New products developed	No.	16	14	16
Revenue generated from new products	Rs. Mn	467	479	3,390
Products in pipeline	No.	4	7	4
Revenue generated	Rs. Mn	43,202	43,179	60,943
Investment in research & development	Rs. Mn	209	231	187
Suppliers and Business Partners				
Total number of Suppliers	No.	771	850	832
Coconut shells & charcoal suppliers		523	637	570
Other materials & service suppliers		248	213	262

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SME coconut shells & charcoal suppliers	No.	472	555	504
New coconut shells & charcoal suppliers added during the year	No.	248	172	242
Payments to suppliers	Rs. Mn	22,228	18,303	23,730
Coconut shells & charcoal suppliers		14,867	12,828	17,613
Other materials & service suppliers		7,361	5,475	6,117
Proportion of spending on local coconut shell and charcoal suppliers	%	91	87	88
Investment in supplier development	Rs. Mn	20.6	2.5	6
Community Engagement				
Investment in CSR	Rs. Mn	50.4	40.8	40.2
Beneficiaries of CSR	No.	>71,500	>105,000	>100,000
Taxes to Government	Rs. Mn	3,444	2,834	3,954
Sri Lanka		1,721	1,206	1,756
Overseas		1,723	1,627	2,198
Governance Performance				
Values and Ethics				
Employees trained on Hayleys/Haycarb code of business conduct	No.	256	222	39
Whistle-blower cases reported and solved	No.	0	0	0
Management Systems				
Total audits conducted on management systems	No.	108	59	55
Internal Audits		90	52	48
External Audits		18	7	7
Significant non-compliances reported in management systems	No.	0	0	0
Occasions the sustainability committee met	No.	3	4	4
New certifications	No.	2	2	1
Data Privacy and Security				
Employees trained on data privacy	No.	218	73	35
Other				
Human rights violations	No.	0	0	0
Anti-corruption incidents	No.	0	0	0
Instances of socio-economic non-compliance	No.	0	0	0
Instances of environmental non-compliance	No.	0	0	0