

## 2018 SUSTAINABILITY REPORT



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# 1. Highlights

## 1.1 Corporate profile

Cheung Woh Technologies Ltd (**'Cheung Woh'** or the **'Company'**), together with its subsidiaries (the **'Group'**), is a manufacturer and supplier of precision hard-disk drive (**HDD**) and precision metal stamping (**PMS**) components.

“Our Vision is to be a  
**world class**  
precision components manufacturer”

The Group's mission is to meet the needs of our customers through continuous delivery of quality products and services, achieve growth and maximise returns to our shareholders.

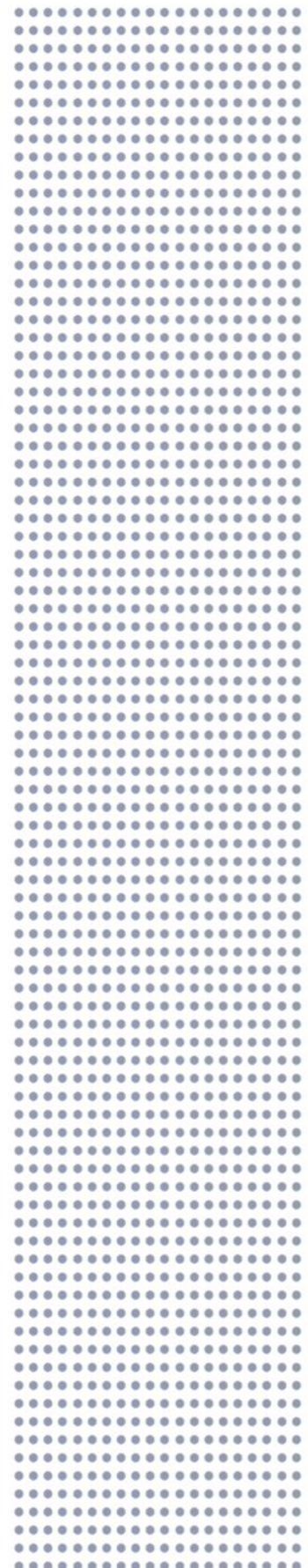
We provide high precision engineering products to the HDD, communications, electrical and electronics, semiconductor, automotive and solar energy industries. The Group's core products are:

- ) HDD components, which include voice coil motor (**VCM**) plates, air-combs and baseplates; and
- ) PMS components, which include sheet metal machined parts and computer numerical-controlled (**CNC**) machined parts, servicing local, regional and international markets.

We have fully integrated manufacturing facilities in Johor and Penang, Malaysia; and Zhuhai, China. The Group also has a technologically advanced in-house precision tool and die manufacturing capability.

From a humble operation with around 10 staff more than 45 years ago, Cheung Woh has evolved to become a regional group employing some 2,000 staff over 3 locations.

Cheung Woh was listed on the Main Board of the Singapore Exchange Securities Trading Limited (**SGX-ST**) in December 2002.





## 1.2 Message to Stakeholders

Cheung Woh proudly presents its inaugural FY2018 Sustainability Report, published in compliance with the requirements as mandated by the Singapore Stock Exchange.

Cheung Woh seeks to create long term value in a sustainable manner for all stakeholders. While generating profits and increasing shareholder value is key to the business, it needs to be balanced with making business decisions that are socially and environmentally conscious in the countries that we operate.

### Economic Sustainability

Economic sustainability is crucial in ensuring that the Group is able to operate in the long run. Cheung Woh works closely with its customers to deliver quality products. In addition, timely delivery of goods to customers help minimise disruption. By maximising customer satisfaction, this will help the Group maintain a consistent flow of business and also create opportunities for new products.

### Environmental Sustainability

Cheung Woh is committed to ensuring that it remains environmentally responsible by engaging in proper management of hazardous wastes. Cheung Woh has in-house wastewater treatment facilities to remove hazardous waste from wastewater before it is discharged. Hazardous wastes are also properly managed and disposed. The Group inculcates a culture of minimising wastage by using resources and energy efficiently.

### Social Sustainability

Our employees are one of our important assets. Hence, we focus heavily on the health and safety of our employees. In addition, we also seek to do our part in giving back to our communities.

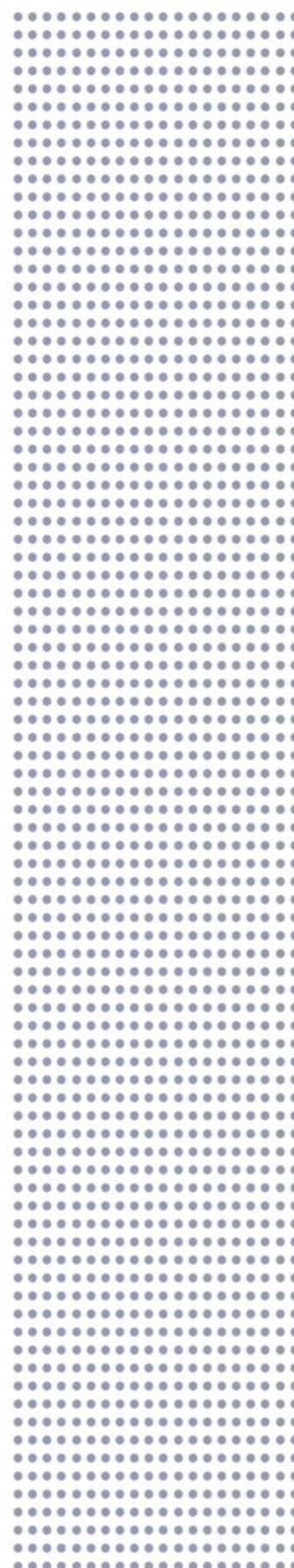
Lastly, we wish to confirm that the Board has considered sustainability issues as part of its strategy formulation, determined the material environmental, social and governance (ESG) factors and overseen the management and monitoring of the material ESG factors.

As part of Cheung Woh's commitment to sustainable development, we will continue to strive to do business in a responsible way.

On behalf of the Board of Directors

### LAW KUNG YING

Chief Executive Officer and Managing Director



### 1.3 Scope of sustainability report

The scope of the report covers information on material sustainability aspects of Cheung Woh, covering the following entities, from 1 March 2017 to 28 February 2018, unless otherwise specified:

- ) Cheung Woh Technologies (Malaysia)..... Penang, Malaysia Sdn Bhd (**CWM**)
- ) Cheung Woh Technologies (Johor).....Johor, Malaysia Sdn Bhd (**CWJ**)
- ) Cheung Woh Technologies (Zhuhai).....Zhuhai, China Co., Ltd and Cheung Woh Precision (Zhuhai) Co., Ltd (**CWZH**)

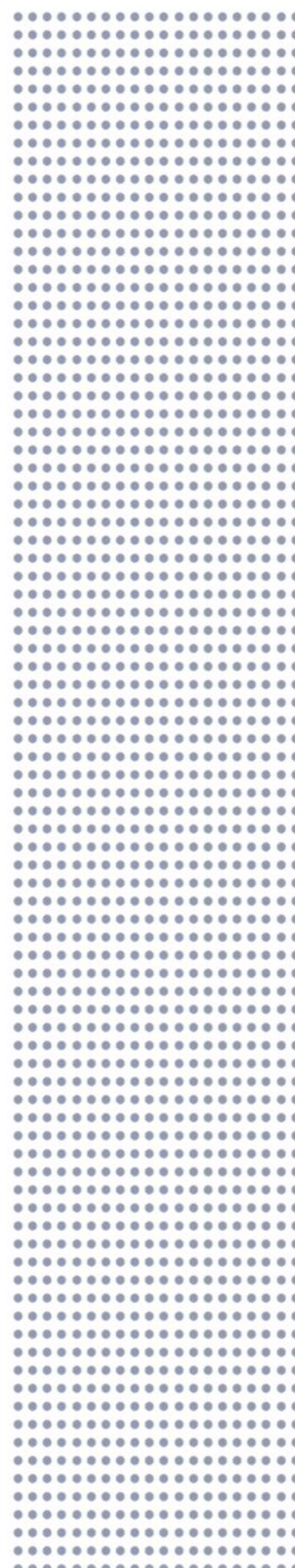
This should sufficiently address stakeholders' concerns in relation to sustainability issues arising from the major business operations of the Group.

This report is prepared in accordance with the Global Reporting Initiative (**GRI**) Standards: Core Option as it provides an extensive framework that is widely accepted as a global standard for sustainability reporting. It also considers the Sustainability Reporting Guide in Practice Note 7.6 of the SGX-ST Listing Manual. In preparing our report, we applied the GRI's principles for defining report content and report quality by considering the Group's activities, impacts and substantive expectations and interests of its stakeholders.

The data and information provided within the report have not been verified by an independent third party. We have relied on internal data monitoring and verification to ensure accuracy.

#### Sustainability contact

We welcome your views and feedback on our sustainability practices and reporting at [investor.relations@cheungwoh.com.sg](mailto:investor.relations@cheungwoh.com.sg).



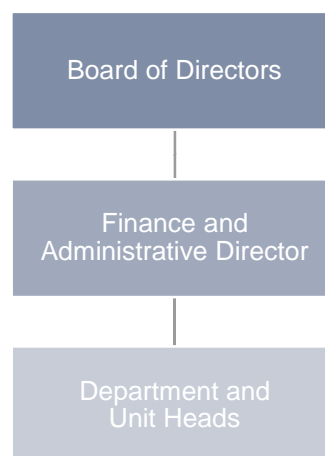
## 2. Our approach to sustainability

### 2.1 Sustainability organisational structure

The Board has overall responsibility in driving sustainability within the organisation. It considers economic, environment, social and governance matters in determining the sustainability strategy.

The Finance and Administrative Director is tasked with developing the sustainability framework, setting performance metrics and targets after engagements with key stakeholders.

The implementation of sustainability is then delegated to relevant departments and unit heads. With regular discussions and updates, inputs are provided and progress is monitored to identify further areas for improvement.



### 2.2 Sustainability strategy

Together with disciplined execution of our strategy and a commitment to doing business responsibly, we commit to deliver value to all our stakeholders through economic, environmental and social sustainability.

The sustainable strategy is underpinned by our comprehensive internal policies on the following:

) Economic Sustainability

Quality and Production Management, which covers product quality that meets customers' requirements and timely delivery of products, including how we manage our supply chain.

) Environmental Sustainability

Environmental Protection Management, which covers aspects on efficient use of resources, source pollution management and proper discharge of hazardous solid and liquid waste generated.

) Social Sustainability

Building Human Capital, which covers the creation of a safe working environment for all employees and encouraging continuous training and development.

Contributions to local society, which covers the development of local talent and assisting the disadvantaged in local communities.



The strategy is also guided by external sources, including International Organisation for Standardisation (ISO) 9001 and International Automotive Task Force (IATF) 16949 (for CWM only), Global Reporting Initiative Standards and Sustainability Reporting Guide in Practice Note 7.6 of the Singapore Exchange Listing Rules.

## 2.3 Sustainability materiality matrix

We recognise the need to continuously develop our responsible business approach in order to address growing stakeholder expectations around our impact on the economy, environment and society. As such, we periodically consult with our stakeholders to determine the issues that are most relevant to them and Cheung Woh. The results of engaging our stakeholders can be found in **Appendix B**.

Using a materiality index, we align our responsible business priorities with Cheung Woh's principal business and operational risks, as illustrated in the diagram below.

We have also developed metrics to help us measure our progress, as indicated in our sustainability scorecard in **Appendix A**. We will review and adjust the matrix each year, as the external and business context changes.





### 3. Our performance

#### 3.1 How we measure our performance

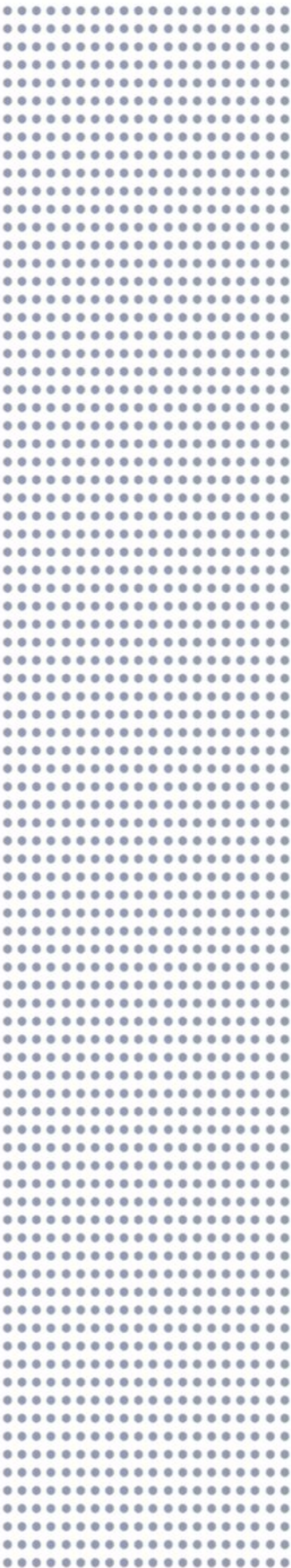
Our sustainability strategy is embedded in our business, with dedicated teams for each area of focus. Relevant department and unit heads assist with the execution of the sustainability strategy.

Progress will be tracked by measuring the Group's performance against set metrics.

##### Metrics and targets

We have established key performance indicators for each of the three areas of focus outlined in our sustainability strategy. As this is our first year adopting sustainability reporting, we will be establishing targets within the next year to hold ourselves accountable and track how we are doing.

Periodically, we plan to introduce new metrics and update targets to ensure alignment with our strategy.





## 3.2 Economic sustainability

### Overview

Quality products and on-time delivery are key to maintaining customer satisfaction. By creating a positive working relationship, Cheung Woh will be able to retain its existing customers and create new business opportunities.

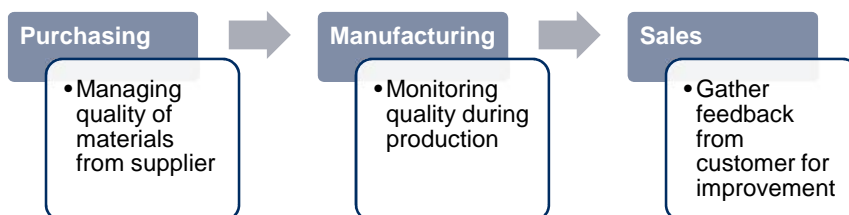
### Product quality

We strongly believe that commitment to quality is the key to sustainable growth. Our subsidiaries have been certified as meeting the quality management requirements of International Organisation for Standardisation (**ISO**) and International Automotive Task Force (**IATF**), as illustrated in the table below.

Entity	Certifications	Last Audited
CWJ	ISO 9001:2015 Quality Management System	2017
CWM	ISO 9001:2015 Quality Management System	2018
	IATF 16949: Automotive Quality Management System	2018
CWZH	ISO 9001:2015 Quality Management System	2015

All ISO audits are conducted by accredited ISO consultants. We shall continuously improve ourselves based on the recommendations provided by the ISO consultant.

In addition, we operate a Quality Assurance (**QA**) Department at each subsidiary to manage product quality throughout the entire manufacturing process.





### *Purchasing*

We ascertain that raw materials are purchased from approved vendors.



### *Manufacturing*

We have established a QA Department at each subsidiary with the following roles and responsibilities:

- ) Incoming raw materials are inspected to meet quality requirements;
- ) Work-in-progress are inspected to ascertain consistent quality; and
- ) Outgoing goods are inspected prior to delivery to customers.



### *Sales*

Our sales team continuously seeks feedback on the quality of our products. If quality issues arise, we will carry out the necessary investigations to ascertain the root cause.

Customers also conduct yearly audits on each subsidiary and feedback will be given to the subsidiary for improvement.

## **On-time delivery**

On-time delivery is very important to us. In order to achieve this, our Planning Department has been working closely with the Production Department and customer on the delivery schedule. Below is a diagram to illustrate the process to ensure goods are delivered on-time.



## Procurement practices

Procurement is decentralised and each subsidiary is responsible for selection of its own vendors. While some procurement decisions are controlled by the customer, others are usually based on price, availability and reliability of vendors.

By purchasing from local vendors, this will help uplift the local economy. The Group also benefits from trading with local suppliers due to shorter delivery time, better technical support and transport savings from local instead of overseas deliveries.

In FY2018, 74% of all purchases from the Group were from local suppliers.

# 74%

Purchased from local suppliers

### 3.3 Environmental sustainability

#### Overview

At Cheung Woh, we continuously seek new and innovative ways to reduce the impact to the environment caused by our manufacturing process. While maintaining the highest levels of quality, we recognise our responsibility to protect the environment for the health and wellbeing of future generations.

#### Wastewater treatment

Electro-less nickel (EN) plating is an integral process used in the manufacturing of HDD components. This process coats the surface of the product with a layer of nickel.

As EN plating uses chemicals that are hazardous to the environment, wastewater generated needs to be treated before it is discharged into drainage canals. CWZH and CWJ have invested heavily in the wastewater treatment process to ensure that all wastewater discharged will be treated in order to comply with government regulations in Zhuhai, China and Johor, Malaysia.

0

Environmental incidents

S\$0

Fines on contravention of environmental regulations

100%

Wastewater discharge that meets local emission standards

#### CWZH

In FY2018, there were no penalties imposed by the regulatory authorities on CWZH. In addition, there were no environmental incidents that resulted in untreated/improperly treated wastewater being discharged.

To further ascertain that the quality of treated water meets the regulator's requirements CWZH conducts internal testing on a monthly basis.

#### CWJ

In FY2018, there were no penalties imposed by the regulatory authorities on CWJ. In addition, there were no environmental incidents that resulted in untreated/improperly treated wastewater being discharged.

To further ascertain that the quality of treated water meets the regulator's guidelines, CWJ has engaged an approved third-party vendor to conduct testing on a weekly basis. A report will be issued by the vendor indicating the quality of the wastewater discharged.

The Department of Environment (**DOE**) of Malaysia will also conduct inspections on the wastewater discharged on an ad-hoc basis.

CWJ is certified with ISO 140001 Environmental Management System. It was last audited in 2017.

We will continue our efforts to ensure proper wastewater treatment that meets local regulatory requirements, striving to maintain a track record of zero penalty.

Our approach is to train the employees on the knowledge of wastewater treatment and ensure continued compliance to rules and regulations set by the country's regulators.



## Managing hazardous waste

Proper management of hazardous waste is important in protecting our environment. Improper handling will be harmful to human health and the ecosystem around us. The Group takes into consideration methods of proper storage and disposal that will comply with local regulations.

During the process of manufacturing, contaminants in the form of liquid and solid waste are generated.

Details on the types of waste produced in FY2018 are as follows.

# 1.47t

Liquid waste intensity per million dollars of revenue

# 6.76t

Solid waste intensity per million dollars of revenue



### Liquid waste

Types of liquid waste produced by the Group in FY2018 are as follows:

Description	Tonnes
Mineral-oil emulsion	75.50
Inorganic acid	50.40
Halogenated organic solvents	7.48
Hydraulic oil	0.64



### Solid waste

Types of semi-solid and solid waste produced by the Group in FY2018 are as follows:

Description	Tonnes
Nickel hydroxide sludge / metal sludge	348.33
Metal chips	260.00
Scheduled and non-scheduled waste	6.52
Contaminated soil	2.94

In order to reduce the harmful effect caused by hazardous wastes, each factory assigns a designated area used for the storage of such waste before they are disposed. Only government approved vendors are permitted to collect these hazardous wastes in order to ensure that they are treated properly off-site.

## Energy efficiency

Cheung Woh's electricity consumption mainly comes from various machines used in the production line.

In FY2018, our total electricity consumption intensity amounted to 521 megawatt-hours (**MWh**) per million dollars of revenue.

Our efforts on saving energy include the following:

- ) Replace some of the existing motors with energy saving motors
- ) Adoption of LED lighting in our factories
- ) Turning off machines, lights or air-conditioners when not in use

In addition, CWZH is certified with ISO 50001 Energy Management Systems. It was last audited in 2017.

# 521 MWh

Electricity consumption intensity per million dollars of revenue

## Managing usage of steel

Steel is a sustainable material as it can be infinitely recycled. Steel is also a key material used in the manufacture of our products. Hence, measuring and managing steel consumption is essential to the sustainability of our business.

Before the goods are manufactured, the Engineering teams will ensure that the usage of steel is maximised. This will help to minimise the amount of steel that is cut out as waste.

Steel scraps are also generated during the manufacturing process when the product does not meet quality standards.

Our approach to reduce steel scrap is to properly train our operators in order to minimise defects. Each subsidiary also has a standard product yield, which is closely monitored. Significant deviations will then be investigated.

### 3.4 Social sustainability

# 0

Fatalities

#### Overview

Cheung Woh believes that it is important to create a workplace that emphasises occupational health and safety. By making safety a priority, employees will be able to enjoy a safe and secure working environment.

We will keep our employees abreast of industry standards and provide the necessary training programmes.

In addition, we aim to contribute to local economies through job creation and investment in the community.

#### Managing occupational health and safety

At Cheung Woh, we strive to ensure a healthy, safe and supportive workplace environment by implementing occupational health and safety initiatives.

Each subsidiary has established a Health and Safety Committee for the following purposes:

- ) To develop and monitor occupational safety systems and procedures
- ) To provide an opportunity for management and employees to work together to identify and resolve workplace health and safety issues
- ) To ensure that employees are given a channel to voice their concerns on health and safety matters.

In FY2018, the Health and Safety Committees in each subsidiary has conducted a total of 11 meetings to discuss on various matters such as:

- ) Accident and investigation reporting procedures
- ) Compliance with government regulations on health and safety
- ) Fire drill evacuation procedures
- ) Workplace safety matters
- ) Factory cleanliness matters

These meetings help raise awareness on the importance of safety compliance and provides employees an opportunity to share best practices.

## Training and development

Continued investment in our employees is critical in keeping our employees motivated. We are committed to an effective learning and development program to ensure that they are equipped with the necessary skills and knowledge. This will help the Group deliver quality products to our customers and maximise resource efficiency.

In FY2018, a total of 27 trainings were conducted, including the following subjects:

- ) Manufacturing process
- ) Professional development
- ) Leadership and team building
- ) Health and safety
- ) Laws and regulations
- ) Customer service
- ) Language skills
- ) Technical skills

# 27

Trainings per year

# 61.4%

Staff hired from local communities

# 2

Community visits per year

## Hiring from local communities

By hiring from local communities, it provides employment and career advancement opportunities in the places that we operate in. Through job creation and advancement, this will help improve the livelihood of the local community and the local economy.

Hiring from local communities also brings about benefits to the Group. By having local employees, it will enable the management to have a better understanding of the local culture and business practices.

In FY2018, 61.4% of our staff are hired from local communities.

## Community investment

As a corporate citizen with deep roots in the local communities, we have been actively involved in activities that help benefit the local disadvantaged community.



CWM

Employees participated in a charity run, which helped to raise funds to build a new school hall for a local school.



CWJ

Employees spent a day visiting an elderly home. The purpose was to interact with the elderly and keep them emotionally engaged. The money raised by employees was used to purchase necessities such as adult diapers, cooking oil, rice as well as toiletries.



## Appendix A: Sustainability scorecard

### Results

Performance indicators	Units	2018
Revenue	S\$'million	91.4

### Economic sustainability

Performance indicators	Units	2018
Purchases from local suppliers	Percentage	74

### Environmental sustainability

Performance indicators	Units	2018
Electricity consumption intensity	MWh/ S\$'million	521
Environmental incidents	Number	0
Fines on contravention of environmental regulations	S\$'million	0
Wastewater discharge that meets local emission standards	Percentage	100
Liquid waste intensity	tonnes/ S\$'million	1.47
Solid waste intensity	tonnes/ S\$'million	6.76

### Social sustainability

Performance indicators	Units	2018
Number of fatalities	Number	0
Number of trainings	Number	27
Employees hired from local communities	Percentage	61.4
Community visits per year	Number	2

## Appendix B: Consulting our stakeholders

We listen to our stakeholders and engage with them on an ongoing and ad hoc basis. An overview of our approach and rationale is set out below (with stakeholders listed in alphabetical order), together with the feedback we have received.

Stakeholders	Method of stakeholder engagement	Stakeholder concerns	Outcomes of stakeholder engagement
Customers	<ul style="list-style-type: none"> <li>Regular meetings</li> <li>Compliance audits</li> <li>Supplier grading by customers</li> </ul>	<ul style="list-style-type: none"> <li>On-time delivery</li> <li>Consistent quality</li> </ul>	<ul style="list-style-type: none"> <li>Improvements in production quality and efficiency</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Regular meetings</li> <li>Formal/ informal feedback</li> <li>Whistleblowing</li> </ul>	<ul style="list-style-type: none"> <li>Employee welfare and benefits, continuous development, contribution to union fund (China)</li> </ul>	<ul style="list-style-type: none"> <li>Improve working environment</li> <li>Provide trainings</li> <li>Employee outings</li> </ul>
Financial institution	<ul style="list-style-type: none"> <li>Annual review by financial institution</li> </ul>	<ul style="list-style-type: none"> <li>Financial covenants</li> </ul>	<ul style="list-style-type: none"> <li>Ensure compliance to financial covenants</li> </ul>
Government and regulators	<ul style="list-style-type: none"> <li>Safety (HSE) committee</li> <li>Department of Environment ah-hoc check (Malaysia)</li> <li>Department of Environment continuous monitoring (China)</li> </ul>	<ul style="list-style-type: none"> <li>Environment issues</li> <li>Workplace safety</li> <li>Reduce pollution</li> </ul>	<ul style="list-style-type: none"> <li>Proper disposal of hazardous waste</li> <li>Proper wastewater treatment before discharge to environment</li> <li>Workers training</li> </ul>
Investors/ shareholders	<ul style="list-style-type: none"> <li>Annual reports</li> <li>Company updates or announcements</li> </ul>	<ul style="list-style-type: none"> <li>Financial results</li> <li>Economic/ industry outlook</li> </ul>	<ul style="list-style-type: none"> <li>Continual updates to keep shareholders informed</li> </ul>
Local community	<ul style="list-style-type: none"> <li>Government channels</li> <li>Selection of beneficiaries (elder home / schools)</li> </ul>	<ul style="list-style-type: none"> <li>Donations</li> </ul>	<ul style="list-style-type: none"> <li>Charity program (visiting elderly home)</li> <li>Volunteering</li> </ul>
Suppliers/ business partners	<ul style="list-style-type: none"> <li>Periodic supplier survey</li> <li>Quality check</li> </ul>	<ul style="list-style-type: none"> <li>On-time delivery</li> <li>Raw material quality</li> </ul>	<ul style="list-style-type: none"> <li>Provide non-conformance corrections report to vendor.</li> </ul>

## Appendix C: GRI content index

### GRI Standards Content Index

The GRI Content Index references the Cheung Woh Technologies Ltd Sustainability Report 2018 (SR), Annual Report 2018 (AR) and the Cheung Woh Corporate Website (Web).

Disclosure number		Disclosure title	Page reference and remarks
GRI 102: General disclosures			
Organisational profile	102-1	Name of organisation	) SR: Sustainability Report (Page 1)
	102-2	Activities, brands, products, and services	) SR: Sustainability Report (Page 1)
	102-3	Location of headquarters	) Web: <a href="http://www.cheungwoh.com.sg/contact_us.html">http://www.cheungwoh.com.sg/contact_us.html</a>
	102-4	Location of operations	) Web: <a href="http://www.cheungwoh.com.sg/contact_us.html">http://www.cheungwoh.com.sg/contact_us.html</a>
	102-5	Ownership and legal form	) AR: Note 1 to the Financial Statements (Page 43)
	102-6	Markets served	) AR: Operating and Financial Review (Pages 8-10) ) AR: Segment Information – Note 32 to the Financial Statements (Pages 84-87)
	102-7	Scale of organisation	) AR: Operating and Financial Review (Pages 8-10)
	102-8	Information on employees and other workers	) SR: Sustainability Report (Page 1)
	102-9	Supply chain	) SR: Economic Sustainability (Pages 7-9)
	102-10	Significant changes to the organisation and its supply chain	) AR: Operating and Financial Review (Pages 8-10)
	102-11	Precautionary Principle or approach	) AR: Corporate Governance (Pages 15-30)
	102-12	External initiatives	) Not applicable
	102-13	Membership of associations	) Not applicable
Strategy	102-14	Statement from senior decision-maker	) SR: Message to stakeholders (Page 2)
	102-15	Key impacts, risks, and opportunities	) AR: Operating and Financial Review (Pages 8-10)
Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	) SR: Sustainability Strategy (Page 4)
	102-17	Mechanisms for advice and concerns about ethics	) AR: Corporate Governance (Pages 15-30)
Governance	102-18	Governance structure	) AR: Corporate Governance (Pages 15-30)
	102-19	Delegating authority	) AR: Corporate Governance (Pages 15-30)
	102-20	Executive-level responsibility for economic, environmental, and social topics	) SR: Sustainability Organisational Structure (Page 4)
	102-21	Consulting stakeholders on economic, environmental, and social topics	) SR: Consulting Our Stakeholders (Page 16)
	102-22	Composition of the highest governance body and its committees	) AR: Corporate Governance (Pages 15-30)
	102-23	Chair of the highest governance body	) AR: Corporate Governance (Pages 15-30)

Disclosure number	Disclosure title	Page reference and remarks
	102-24	Nominating and selecting the highest governance body
	102-25	Conflicts of interest
	102-26	Role of highest governance body in setting purpose, values, and strategy
	102-27	Collective knowledge of highest governance body
	102-28	Evaluating the highest governance body's performance
	102-29	Identifying and managing economic, environmental, and social impacts
	102-30	Effectiveness of risk management processes
	102-31	Review of economic, environmental, and social topics
	102-32	Highest governance body's role in sustainability reporting
	102-33	Communicating critical concerns
	102-34	Nature and total number of critical concerns
	102-35	Remuneration policies
	102-36	Process for determining remuneration
	102-37	Stakeholders' involvement in remuneration
	102-38	Annual total compensation ratio
	102-39	Percentage increase in annual total compensation ratio
Stakeholder engagement	102-40	List of stakeholder groups
	102-41	Collective bargaining agreements
	102-42	Identifying and selecting stakeholders
	102-43	Approach to stakeholder engagement
	102-44	Key topics and concerns raised
Reporting practice	102-45	Entities included in the consolidated financial statements
	102-46	Defining report content and topic Boundaries
	102-47	List of material topics
	102-48	Restatements of information
	102-49	Changes in reporting



Disclosure number		Disclosure title	Page reference and remarks
	102-50	Reporting period	) SR: Scope of Sustainability Report (Page 3)
	102-51	Date of most recent report	) Not applicable
	102-52	Reporting cycle	) Annual
	102-53	Contact point for questions regarding the report	) SR: Scope of Sustainability Report (Page 3)
	102-54	Claims of reporting in accordance with the GRI Standards	) SR: Scope of Sustainability Report (Page 3)
	102-55	GRI content index	) SR: GRI Content Index (Pages 17-23)
	102-56	External assurance	) No external assurance
GRI 200: Economic disclosures			
Economic performance	201-1	Direct economic value generated and distributed	) AR: Operating and Financial Review (Pages 8-10)
	201-2	Financial implications and other risks and opportunities due to climate change	) Not applicable
	201-3	Defined benefit plan obligations and other retirement plans	) AR: (Loss)/profit before taxation – Note 26 to the Financial Statements (Page 79)
	201-4	Financial assistance received from government	) Not applicable
Market presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	) Not applicable
	202-2	Proportion of senior management hired from local community	) Not applicable
Indirect economic impacts	203-1	Infrastructure investments and services supported	) Not applicable
	203-2	Significant indirect economic impacts	) Not applicable
Procurement practices	204-1	Proportion of spending on local suppliers	) SR: Economic Sustainability (Page 9)
Anti-corruption	205-1	Operations assessed for risks related to corruption	) Not applicable
	205-2	Communication and training about anti-corruption policies and procedures	) Not applicable
	205-3	Confirmed incidents of corruption and actions taken	) There is no incidences of corruption.
Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	) There is no legal actions for anti-competition.
GRI 300: Environment disclosures			
Materials	301-1	Materials used by weight or volume	) Not applicable
	301-2	Recycled input materials used	) Not applicable
	301-3	Reclaimed products and their packaging materials	) Not applicable

Disclosure number		Disclosure title	Page reference and remarks
Energy	302-1	Energy consumption within the organisation	) SR: Environmental Sustainability (Page 12)
	302-2	Energy consumption outside of the organisation	) Not applicable
	302-3	Energy intensity	) Not applicable
	302-4	Reduction of energy consumption	) Not applicable
	302-5	Reductions in energy requirements of products and services	) Not applicable
Water	303-1	Water withdrawal by source	) Not applicable
	303-2	Water sources significantly affected by withdrawal of water	) Not applicable
	303-3	Water recycled and reused	) SR: Environmental Sustainability (Page 10)
Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	) Not applicable
	304-2	Significant impacts of activities, products, and services on biodiversity	) Not applicable
	304-3	Habitats protected or restored	) Not applicable
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	) Not applicable
Emissions	305-1	Direct (Scope 1) GHG emissions	) Not applicable
	305-2	Energy indirect (Scope 2) GHG emissions	) SR: Environmental Sustainability (Page 12) ) SR: Sustainability Scorecard (Page 15)
	305-3	Other indirect (Scope 3) GHG emissions	) Not applicable
	305-4	GHG emissions intensity	) Not applicable
	305-5	Reduction of GHG emissions	) Not applicable
	305-6	Emissions of ozone-depleting substances (ODS)	) Not applicable
	305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	) Not applicable
Effluents and waste	306-1	Water discharge by quality and destination	) SR: Environmental Sustainability (Page 10)
	306-2	Waste by type and disposal method	) SR: Environmental Sustainability (Pages 10-11)
	306-3	Significant spills	) Not applicable
	306-4	Transport of hazardous waste	) SR: Environmental Sustainability (Page 11)

Disclosure number		Disclosure title	Page reference and remarks
	306-5	Water bodies affected by water discharges and/or runoff	) Not applicable
Laws and regulations	307-1	Non-compliance with environmental laws and regulations	) There is no non-compliance with environmental laws and regulations. ) SR: Environmental Sustainability (Page 10)
Supplier environmental assessments	308-1	New suppliers that were screened using environmental criteria	) Not applicable
GRI 400: Social disclosures			
Employment	401-1	New employee hires and employee turnover	) Not applicable
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	) Not applicable
	401-3	Parental leave	) Not applicable
Labor / management relations	402-1	Minimum notice periods regarding operational changes	) Not applicable
Occupational health and safety	403-1	Workers representation in formal joint management-worker health and safety committees	) Not applicable
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	) SR: Social Sustainability (Page 13)
	403-3	Workers with high incidence or high risk of diseases related to their occupation	) Not applicable
	403-4	Health and safety topics covered in formal agreements with trade unions	) Not applicable
Training and education	404-1	Average hours of training per year per employee	) Not applicable
	404-2	Programs for upgrading employee skills and transition assistance programs	) SR: Social Sustainability (Page 14)
	404-3	Percentage of employees receiving regular performance and career development reviews	) Not applicable
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	) Not applicable
	405-2	Ratio of basic salary and remuneration of women to men	) Not applicable
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	) There is no incidents of discrimination.

Disclosure number		Disclosure title	Page reference and remarks
Freedom of association and collective bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	) Not applicable
Child labor	408-1	Operations and suppliers at significant risk for incidents of child labor	) Child labour is strictly prohibited. ) AR: Corporate and social responsibility (Page 11)
Forced or compulsory labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	) Forced and compulsory labour is strictly prohibited. ) AR: Corporate and social responsibility (Page 11)
Security practices	410-1	Security personnel trained in human rights policies or procedures	) Not applicable
Rights of indigenous peoples	411-1	Incidents of violations involving rights of indigenous peoples	) Not applicable
Human rights assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	) Not applicable
	412-2	Employee training on human rights policies or procedures	) Not applicable
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	) Not applicable
Local communities	413-1	Operations with local community engagement, impact assessments, and development programs	) AR: Corporate and Social Responsibility (Page 11) ) SR: Social Sustainability (Page 14)
	413-2	Operations with significant actual and potential negative impacts on local communities	) Not applicable
Supplier social assessment	414-1	New suppliers that were screened using social criteria	) Not applicable
	414-2	Negative social impacts in the supply chain and actions taken	) Not applicable
Public policy	415-1	Political contributions	) Not applicable
Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories	) Not applicable
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	) Not applicable
Marketing and labelling	417-1	Requirements for product and service information and labeling	) Not applicable



Disclosure number		Disclosure title	Page reference and remarks
	417-2	Incidents of non-compliance concerning product and service information and labeling	) Not applicable
	417-3	Incidents of non-compliance concerning marketing communications	) Not applicable
Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	) Not applicable
Socioeconomic compliance	419-1	Non-compliance with laws and regulations in the social and economic area	) There is no non-compliance with socioeconomic laws and regulations.