



NutrifyFarm International Limited

SUSTAINABILITY REPORT 2018





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BOARD STATEMENT

Dear Stakeholders,

We are pleased to present our inaugural sustainability report, underscoring our belief in creating a sustainable future of our company as well as our commitment to observing a high standard of corporate governance and transparency.

This report marks a significant milestone for NutryFarm as we seek to illustrate our intention to drive improvements across our business operations and build a sustainable future. Through this report, we also want to share with our stakeholders on the Company’s sustainability goals and practices.

A PATH TO SUSTAINABILITY

Apart from improving our consumers’ quality of life through our products, the Company seek to positively impact the lives of the people in the community as well.

Going forward, the Company is endeavouring to support charities and causes in our community by instilling the spirit of volunteerism within the firm. By doing so, we hope that not only does the community benefit from our support, but also promotes a positive and inclusive working environment for our valued employees.

Each and every one of us in NutryFarm look forward to embark on our sustainability journey, to deliver strong financial returns and support community development and causes.

MR PAUL GAO XIANG NONG
EXECUTIVE DIRECTOR AND CHIEF EXECUTIVE OFFICER

NUTRYFARM INTERNATIONAL LIMITED

ABOUT NUTRYFARM

VISION

We endeavor sustainable wellness and growth for both our Company and the markets we serve.

MISSION

To partner technological advances with nature’s finest and cater to growing market to become the leading supplement manufacturer in China.

Established in 2005, NutryFarm International Limited (“NutryFarm” or “the Company”) aims to provide the finest nutrition and health food products and help our customers achieve optimal health and well-being.

NutryFarm’s extensive range of products are made from traditional medicinal herbs and plants, with products made to strict requirements of the Good Manufacturing Practice guidelines prescribed by the PRC government. With over 40 nutritional products launched, NutryFarm strives to continuously improve through our research and development activities and deliver quality nutritional products to meet the needs of our valued customers.



ABOUT THIS REPORT

NutryFarm affirms its commitment to sustainability with the publication of its inaugural Sustainability Report. This Sustainability Report covers the Company’s performance and initiatives in the Environmental, Social and Governance (“ESG”) aspects.

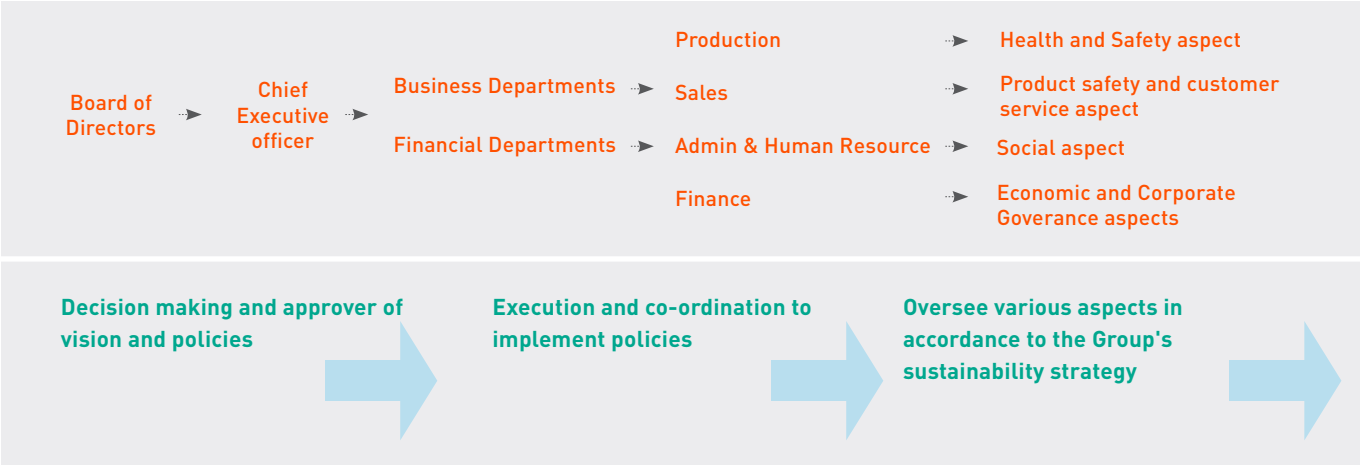
The scope of this report covers the financial year from 1 April 2017 to 31 March 2018. The Sustainability Report has been prepared in accordance with the Global Reporting Initiative (“GRI”) standards 2016, Core option. Unless otherwise stated, the report covers the ESG performance of the Group across its core operations in the People’s Republic of China (“PRC”).

Through this report, NutryFarm hopes to share its commitment in sustainability and transparency with its various stakeholders, including employees, investors, government, customers, suppliers and the community.

As part of our continual efforts on improving the coverage of our sustainability practices in the report, we welcome stakeholders to submit their questions or feedbacks on any aspect of our sustainability performance to info@nutryfarm.com.





MANAGING SUSTAINABILITY *at* NUTRYFARM

NutryFarm established a Sustainability Committee (SC), chaired by the CEO and reporting directly to the Board. The SC comprises representatives from various departments including Admin & Human Resource, Finance, Production and Sales, covering the various scope of the Environment, Social and Government (ESG) factors.



Sustainability Committee structure as at 31 March 2018

The responsibilities of the Sustainability Committee are as following:

-  The Committee shall oversee and provide input to management on the Company's policies, strategies and programs related to matters of sustainability and Corporate Social Responsibility. This includes, but is not limited to, matters related to environment, local community, human rights, food safety, supply chains, public affairs and philanthropy.
-  Performance Goals: The Committee shall set and review the goals established for its performance with respect to matters of sustainability and corporate social responsibility and monitor the Company's progress against those goals.
-  The Committee shall receive periodic feedbacks from the Company's management regarding relationships with key external stakeholders that may have a significant impact on the Company's business activities and performance.
-  Reporting and Disclosure: The Committee shall review sustainability and corporate responsibility reports issued from time to time by the Company.

STAKEHOLDER ENGAGEMENT

STAKEHOLDER	ENGAGEMENT CHANNELS	FREQUENCY	KEY FEEDBACK/ ISSUE	COMMITMENTS TO SUSTAINABILITY
Employees	Performance appraisals	Annual	<ul style="list-style-type: none">▪ Safety and welfare▪ Employee learning and development opportunities▪ Rewards & recognition	<ul style="list-style-type: none">▪ Committed to fair employment practices▪ Create a working environment that is safe and cohesive for the employees▪ Employees are rewarded based on merit
	Employee training and development	Ad-hoc		
	Communicate company's policies and practices including code of conduct	Annually and when required		
Customers	Customer feedbacks from corporate hotline and website	Ad-hoc	<ul style="list-style-type: none">▪ Product safety and hygiene▪ Transparency in product labelling▪ Product quality	<ul style="list-style-type: none">▪ Ensure that inspection of product safety and quality are carried out▪ Product information are indicated on all products
Suppliers	Supplier meetings	Ad-hoc	<ul style="list-style-type: none">▪ Fair and robust procurement system▪ Prompt payment cycles	<ul style="list-style-type: none">▪ Ensure timely payments to suppliers
Investors	Annual extraordinary/ general meetings	Annual	<ul style="list-style-type: none">▪ Business strategy and outlook▪ Corporate governance▪ Timely and transparent reporting	<ul style="list-style-type: none">▪ Strive to generate sustainable long-term returns on investment▪ Timely and transparent disclosure of accurate and relevant information to the stakeholders
	SGX announcements and media releases	Ad-hoc		
	Annual report and sustainability report	Annual		
	Company website	Perpetual		
Government	Correspondences through email and letters	Ad-hoc	<ul style="list-style-type: none">▪ Compliance with laws and regulations▪ Corporate governance	<ul style="list-style-type: none">▪ Compliance with relevant laws and regulations▪ Fair and ethical business practices
	Meetings, briefings and regular reporting	Ad-hoc		
The Community	Sustainability report	Annual	<ul style="list-style-type: none">▪ Safe and sustainable environment	<ul style="list-style-type: none">▪ Management of impacts on the community▪ Environmentally sustainable

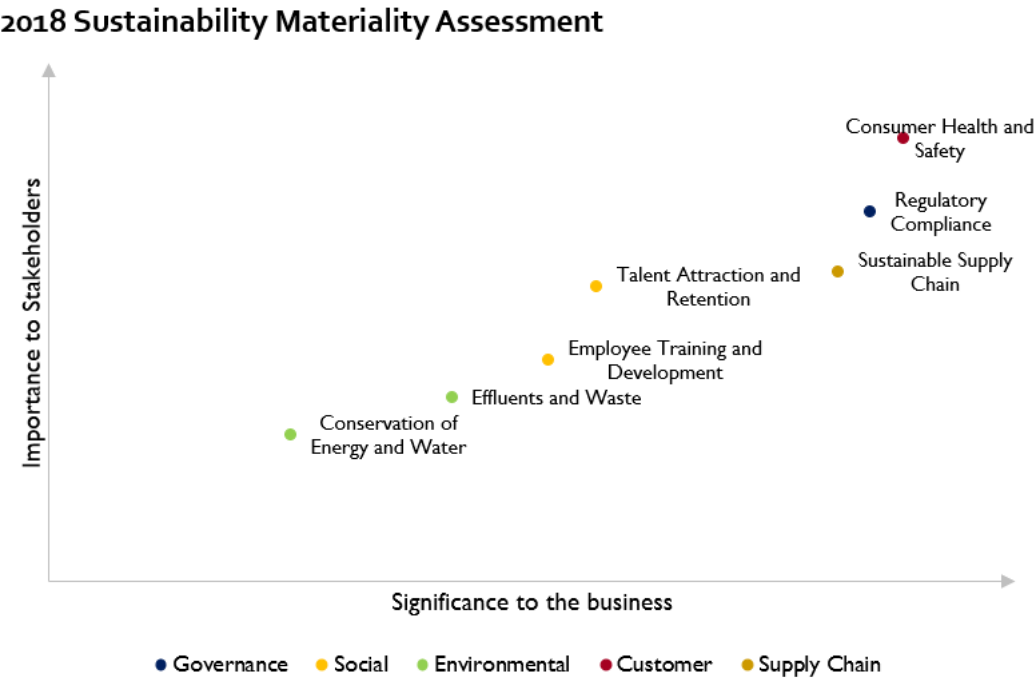
MATERIALITY ASSESSMENT

We have performed materiality analysis to identify sustainability issues that are of importance to our business and stakeholders. This assessment analyses and prioritise stakeholder and market need to help us channel our resources more effectively as we make progress in achieving the long-term sustainability of our business.

The materiality review considered under the Global Reporting Initiative (GRI) guidelines and the topics are prioritised using a materiality matrix. The matrix considers the potential impact of each topic on our business and its significance to stakeholders. In the conduct of the assessment, inputs from stakeholders were considered.

Our review focuses on 5 key aspects with 7 identified material topics. For each material topic, we report on the relevance of it to our business and stakeholders, and the measures in place to address it.

2018 SUSTAINABILITY MATERIAL ASSESSMENT



MATERIAL TOPICS ~ AT A GLANCE

MATERIAL TOPICS	RELEVANCE	HOW ARE WE ADDRESSING ISSUE
GOVERNANCE DIMENSIONS		
Regulatory Compliance 	NutryFarm is committed in complying with the relevant laws and regulations when conducting and managing its business and operations as it is essential for the long-term sustainability of the business.	NutryFarm is committed to regulatory compliance with procedures in place to ensure that its activities and operations comply with existing regulatory requirements through regular monitoring, evaluation and audit.
SOCIAL DIMENSIONS		
Employee Training and Development 	NutryFarm believes that our employees' level of competencies is crucial to the success of our business.	We conduct internal training and development programs, nurturing our employees and competent in carrying out their tasks.
Talent Attraction and retention 	NutryFarm recognises the importance of having an attractive compensation package to remain competitive in attracting and retaining talents.	We ensure that we provide a fair and highly competitive compensation package for all employees.
ENVIRONMENTAL DIMENSIONS		
Conservation of Energy and Water 	The Group acknowledges that efforts in conservation of energy and water reduces our carbon footprints, contributing to cost savings.	We commenced energy and water consumption tracking at our office and raised awareness in conserving these resources.
ENVIRONMENTAL DIMENSIONS		
Effluents and Waste 	It is inevitable for waste to be created when producing our health products. Nonetheless, we are committed to properly dispose such waste to ensure high standards of safety and hygiene and the sustainability of our business.	We have outsourced the waste management to third-party vendors to oversee that all waste is properly treated and disposed.
CONSUMER DIMENSIONS		
Consumer Health and Safety 	Product safety and reliability are of paramount importance to our customers. Hence, we believe that product quality and integrity form the foundation of the reputation and trust that we seek to earn in the markets that we operate in.	Product safety and hygiene is of utmost importance in our commitment to deliver quality products to our customers. Placed at the highest priority, we ensure that our products are made under strict monitoring and in compliance with all relevant food safety regulations.
SUPPLY CHAIN DIMENSIONS		
Sustainable Supply Chain 	The Company recognise that supply constraints can have adverse impact on our business. As such, it is important for us to ensure that we have a sustainable supply chain to cater to our demands.	We continuously work on our supplier relationship and production sites' efficiency to react more rapidly to market developments and consumer demands. We also ensure that our business partners observe a high standard of business ethics.

MATERIAL TOPICS ~ AT A GLANCE

GOVERNANCE

NutryFarm observes the highest standard of corporate governance, which is essential to the sustainability of the business, as well as the shareholders’ interests.

Our strategy to uphold a high standard of corporate governance is underpinned by our commitment to transparency and accountability to stakeholders. NutryFarm ensures that the business is carried on and conducted in a proper and efficient manner adhering to the principles and guidelines of the Code of Corporate Governance 2012 (the “CG Code”) and other applicable laws and regulations.

The Company believes that it is critical to have a strong and independent element in the Board to exercise objective judgment on corporate affairs. As such, the Board is made up of qualified professionals who possess a diverse range of expertise that can help to provide a balanced view within the Board.

The Board meets at least once a year to review and evaluate on the key activities and business strategies of the Company, including the review and approval of internal guidelines on materiality of transactions, acquisitions and financial performance. Additional meetings may also be held to address material transactions or issues, where necessary. A total of 8 Board meetings were held during FY 2018.

The Company will be looking at complying to revised Code of Corporate Governance 2018 in the new financial year.

For further details, please refer to our Corporate Governance Report in our Annual Report 2018 page 18 to 29.

RISK MANAGEMENT

Enterprise Risk Management (“ERM”) is a process put in place by the Board of Directors and Management to identify and address top-tier risks and events that the Group is exposed to and to manage them within its risk appetite. Proper risk management is an important component to ensure the long-term sustainability of our business. On an annual basis, the Management will carry out an ERM exercise that identifies emerging risks, review existing risks and thereafter determine appropriate action plans. The Group’s ERM framework is aligned and integrated to its strategic objectives to maximise shareholder value.

Our risk committee and their roles and responsibilities:

THE BOARD	AUDIT COMMITTEE	MANAGEMENT
<ul style="list-style-type: none">Exercises oversight of the key risk areas in the Company’s businessSet the overall strategic direction in the identification and assessment of risksEnsuring that decisions and strategies adopted are in line with the risk management tolerances of the Company	<ul style="list-style-type: none">Reviewed the effectiveness of the Group’s system of internal controls in light of key business and financial risks affecting its businesses through discussion with Management and the auditor	<ul style="list-style-type: none">Regularly reviews the Company’s business and operational activities to identify areas of significant business riskReviews all significant control policies and procedures and highlights all significant matters to the Directors and the Audit Committee

NutryFarm has zero tolerance towards fraud and bribery cases. We are committed to operate our business with integrity and ensures that the employees abide to our corporate code of conduct.

MATERIAL TOPICS ~ AT A GLANCE

REGULATORY COMPLIANCE



Recognising that non-compliance with laws and regulations can have adverse reputational and financial impact to the Company, high emphasis is placed on regulatory compliance in all of our business operations.

Being a Singapore Exchange listed manufacturer and distributor of nutrition and health food products, it is essential for NutryFarm to adhere to all relevant regulatory requirements including China’s National Food Safety Standard for Food Additive Use (GB2760-2014), National Food Safety Standard of General Hygiene Regulations for Food Production (GB14881-2013), as well as the Listing Rules of the Singapore Exchange. At present, NutryFarm have attained the following licence and certifications:

NO.	DESCRIPTION
1	Food Business License
2	HACCP Certification
3	High-tech Enterprise Certification
4	Foreign Investment Approval Certificate
5	Trademark Registration Certificate
6	Food Production License

In FY 2018, there were zero incidents of fraud across the Company’s business operations.

Moving forward, NutryFarm looks to sustain its continual efforts in maintaining

zero non-compliance breaches and zero incidents of bribery or corruptions. Furthermore, the Company also plans to put in place the Anti-Money Laundering policy and procedures in an effort to deter any possibility of money laundering or bribery incidents.

SOCIAL

Employee Training and Development



Against the backdrop of a competitive landscape, investing in our employees is necessary to build a strong, committed and talented workforce that is capable of delivering value to all stakeholders.

NutryFarm is committed to develop and nurture its employees, ensuring that our employees are highly competent to achieve our goals. We provide opportunities to our employees to participate in training and development courses to upgrade their skillset.

Through our annual performance appraisal, we work together with our employees to identify knowledge gaps and address their personal and professional needs. Our employees’ capabilities are further enhanced through mentoring and on-the-job exposure.

Talent Attraction and Retention

A diverse employee structure is vital for our Company’s competitiveness. By embracing diversity, we improve our understanding of changing markets and consumer group and benefit from the innovative and problem-solving abilities from our high cultural diversity. We recruit and select employees on the basis of merit, such as skills, experience and ability, regardless of age, race, gender, religion, family status or geographical location.

Vibrant workforce

During the year, we had 65 new employees

that join the Company and turnover of 70 staff. As at 31 March 2018, NutryFarm has a total of 200 employees, with diversity in terms of age and gender. We are proud to have a diverse workforce with the male and female employees constituting 36% and 64% respectively.

Staff benefits

Our compensation system reflects performance and responsibility of the employees, ensuring that there is transparency about the overall structure of their compensation. We attach great importance to equal pay for men and women as well, providing fair and competitive compensation regardless of race, gender and nationality.

The Company strictly abides by the provisions of relevant regulatory requirements of the “Labour Law of the PRC (the “Labour Law”) and the “Law on Labour contract of PRC” (Law on Labour Contract”) to safeguard the legitimate rights and benefits of the employees.

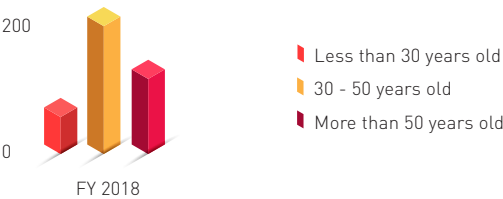
Apart from our basic compensation, the Company also provide welfare and benefits such as medical benefits and claims as well as annual leaves to all employees. Additional types of leaves that the employees are entitled to includes urgent leave, marriage leave, compassionate leave, maternity leave as well as breastfeeding time off for female employees with children that is below one year old.

All new staff will undergo our orientation programme, briefed on employee benefits, the Corporate Code of Conduct and the Company’s Anti-Corruption policy. For FY 2018, there were zero employee incidents and fatalities and no cases of non-compliance of health and safety regulations by the Company. We target to formalise training programmes for our employees and track training hours formally.

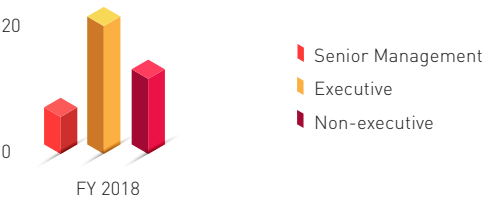
MATERIAL TOPICS ~ AT A GLANCE

Employee Demographics

Employee Age Profile



Employee Age Profile



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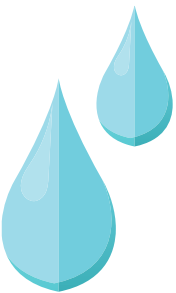
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ENVIRONMENTAL

NutryFarm is fully aware of our stakeholders' high expectations in regards to our products and processes. NutryFarm also considers the environmental protection and the responsible use of the natural resources.

To protect the environment for the well-being of the future generations, we are committed to managing and minimising our ecological footprint across our value chain.



Conservation of Energy and Water

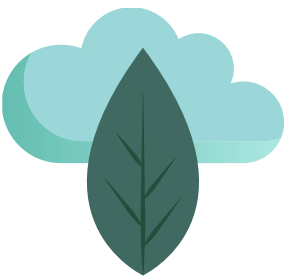
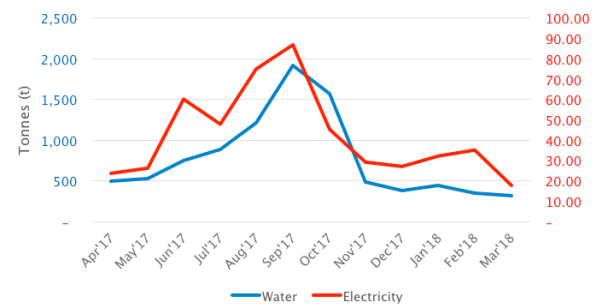
NutryFarm carries out environmentally friendly practices to contribute to sustainability and employees are encouraged to report any incidences of non-compliance of environmental laws and regulations.

NutryFarm continuously raise and promote environmental awareness in the Company to become an environmental steward and participate in creating a sustainable future.

Examples include reminding employees to switch off the lights when they are no longer in use, as well as minimising the wastage of precious water during the cleaning of equipment and machineries.

Our utilities consumption of our operations in PRC for the period under review is as follows:

Utilities Consumption for FY2018



MATERIAL TOPICS ~ AT A GLANCE



In the conduct of our business activities, the main areas of water and energy usage are predominantly across our offices and factories. As depicted in the above graph, total water and energy consumption was approximately 9,294 tonnes and 507 MWh in FY 2018. The increase of water consumption from July to September 2017 was due to water pipe burst at the factory which Company took immediate actions to have it repaired upon discovery. The increase in electricity usage during same period is due to summer months in China.

NutryFarm prioritises the minimization of the precious energy and water resources, with resources being consumed in accordance to production plan and when necessary.

Our proactive tracking and monitoring of the consumption of resources resulted in significant reduction and conservation of energy and water resources during the second half of the financial year. Consequently, our conservation efforts also translated to significant cost savings for the Company. The Company aims to continue its energy and water saving efforts and look at reduction of 2% in the next financial year.

Effluents and Waste

NutryFarm strives to meet our responsibility to protect the environment to the best of our ability. Due to the inherent nature of our manufacturing line, it is inevitable that waste will be generated from our production activities. Nonetheless, we are continuously working to reduce and minimize the impact that our business activities bring to the environment.

Systematic waste management minimizes disposal volumes and costs. Safe disposal channels with separation according to the type of waste has been put in place to serve this purpose. All of NutryFarm's waste products will be identified and categorized under recyclable and non-recyclable and disposed in accordance to the standard operating procedure set out by the Company.



At present, NutryFarm has engaged a waste management and disposal company to properly dispose all of the waste products, preventing any leakage of hazardous waste that are harmful to the environment and community at large. A total of 9,294 m³ of by-product waste material of our production was handled by the waste management company.

In FY 2018, no spills of any effluents and waste were recorded during its disposal and our day-to-day business activities. There were also no non-compliance, fines or sanctions relating to environmental regulations being imposed on NutryFarm. Moving forward, NutryFarm aims to maintain our healthy record of zero non-compliance to all relevant environmental regulations. On top of that, the Company plans to participate in voluntary and charity events, supporting the community and the under-privileged.

CONSUMER

Our consumers rely on NutryFarm brand for safe, high quality products that they can trust. As such, we are committed to implement comprehensive quality controls and processes at every stage of our supply chain.



Consumer Health and Safety

All NutryFarm's products, including their raw materials and ingredients are fully compliant with local regulations, including the standards defined by PRC's National Food Safety Standard for Food Additive Use, National Food Safety Standard on Food Labelling of Pre-packaged Special Diet and General Hygiene

Regulation for Food Production

To ensure that these standards are fulfilled, we are committed to conducting responsible, safe and sustainable research and development that respects the concerns of our consumers and community. Prior to the purchase of our raw materials and imported products, NutryFarm will perform product tests to ensure that these materials and products meets all food safety and regulatory requirements.

NutryFarm also makes it a point to visit suppliers' manufacturing plants and perform inspection on the environment and manufacturing processes, ensuring that the suppliers meet the Company's requirements as well as all relevant regulatory requirements. For our internal manufacturing processes, product safety and hygiene are also very stringent and highly scrutinized.

MATERIAL TOPICS ~ AT A GLANCE

Intellectual Property Management

NutryFarm works to implement intellectual property strategies and enhancement of our research and development capabilities. As at March 2018, NutryFarm hold a total of 12 patents in PRC for our product formulas, ingredients extraction method, packaging and design. We strictly enforce monitoring system of patent application in compliance with the requirements of the “Patent Law of the PRC”, the “Rules for the implementation of the Patent law of the PRC” and the “Enterprise Intellectual Property Management”.



QUALITY ASSURANCE *and* SUPPLY CHAIN MANAGEMENT

NutryFarm strives to improve our product quality standards, with quality management on the production and ensuring strict compliances to our quality assurance procedures and to requirements under various certifications. Our quality assurance team consisted of the following departments.



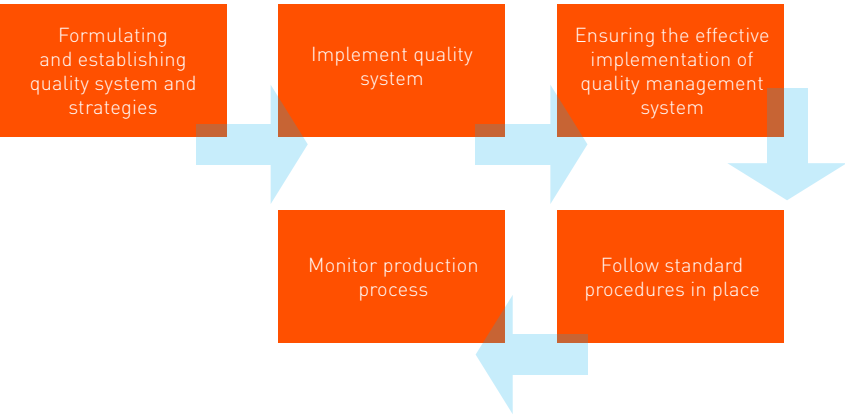
Production department is the overall in charge overseeing the quality assurance system throughout the production process while the remaining departments are overseeing the following:

Facilities Management department ensures that the facilities are calibrated and maintained to ensure smooth production process and quality products.

Logistics department conduct inspection based on our quality standards for ingredients and finished goods.

Quality assurance department exercises quality supervision on the production process.

The Company has also set up a quality assurance system as follows:



In light of more stringent requirements in product marketing in PRC, the Company targets to implement and formalise compliant marketing to comply with the Advertising Law of the PRC, the Provisions on the Administration of Pharmaceutical Directions and Labels as well as other laws and regulations related to advertising and label administrations.

GRI
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GRI Standard	Disclosure Title	Page Reference & Remarks
GENERAL DISCLOSURE		
ORGANIZATIONAL PROFILE		
Disclosure 102-1	Name of the Organization	Corporate Profile, Annual Report Page 1
Disclosure 102-2	Activities, brands, products, and services	Corporate Profile, Annual Report Page 1
Disclosure 102-3	Location of headquarters	Corporate Information, Annual Report Page 5
Disclosure 102-4	Location of operations	Corporate Profile, Annual Report Page 1
Disclosure 102-5	Ownership and legal form	About NutryFarm, Annual Report Page 4
Disclosure 102-6	Markets served	Corporate Profile, Annual Report Page 1
Disclosure 102-7	Scale of the Organization	About NutryFarm, Annual Report Page 4
Disclosure 102-8	Information on employees and other workers	Talent Attraction and Retention, Page 11
Disclosure 102-9	Supply Chain	Sustainable Supply Chain, Page13
Disclosure 102-10	Significant changes to the organization and its supply chain	Sustainable Supply Chain, Page13
Disclosure 102-11	Precautionary Principle or approach	Quality Assurance and Supply Chain Management Page 13
Disclosure 102-12	External initiatives	None
Disclosure 102-13	Membership of associations	None
STRATEGY		
Disclosure 102-14	Statement from senior decision maker	CEO's Message, Annual Report Page 6; Board's Statement Page 1
Disclosure 102-15	Key impacts, risks, and opportunities	Risk Assessment, Page 10
ETHICS AND INTEGRITY		
Disclosure 102-16	Values, principles, standards, and norms of bahavior	Our Core Values, Annual Report Page 1
Disclosure 102-17	Mechanisms for advice and concerns about ethics	Corporate Governance Report, Annual Report Page 27- Whistle-blowing policy
GOVERNANCE		
Disclosure 102-18	Governance structure	Corporate Governance Report, Annual Report Page 21
Disclosure 102-19	Delegating authority	Managing Sustainability at NutryFarm- Sustainability Reporting Committee- Page 4
Disclosure 102-20	Executive-level responsibility for economic, environmental, and social topics	Managing Sustainability at NutryFarm- Sustainability Reporting Committee- Page 4
Disclosure 102-21	Consulting stakeholders on economic, environmental and social topics	Stakeholder Engagement, Page 5
Disclosure 102-22	Composition of the highest governance body and its committee	Corporate Governance Report, Annual Report Page 18
Disclosure 102-23	Chair of the highest governance body	Corporate Governance Report, Annual Report Page 18 to 21
Disclosure 102-24	Nominating and selecting the highest governance body	Corporate Governance Report, Annual Report Page 18 to 21
Disclosure 102-25	Conflicts of interest	Corporate Governance Report, Annual Report Page 18 to 21
Disclosure 102-26	Role of highest governance body in setting purposes, values, and strategy	Managing Sustainability at NutryFarm- Sustainability Reporting Committee- Page 4
Disclosure 102-27	Collective knowledge of highest governance body	Managing Sustainability at NutryFarm- Sustainability Reporting Committee- Page 4
Disclosure 102-28	Evaluating the highest governance body's performance	Managing Sustainability at NutryFarm- Sustainability Reporting Committee- Page 4
Disclosure 102-29	Identifying and managing economic, environmental, and social impacts	Managing Sustainability at NutryFarm- Sustainability Reporting Committee- Page 4
Disclosure 102-30	Effectiveness of risk management process	Risk Assessment, Page 10
Disclosure 102-31	Review of economic, environmental, and social topics	Material Topics – At A Glance, Page 7
Disclosure 102-32	Highest governance body's role in sustainability reporting	Managing Sustainability at NutryFarm- Sustainability Reporting Committee- Page 4
Disclosure 102-33	Communicating critical concerns	Stakeholder Engagement- Page 5
Disclosure 102-34	Nature and total number of critical concerns	Stakeholder Engagement- Page 5
Disclosure 102-35	Remuneration policies	Annual Report- Corporate Government Report- Procedures for Developing Remuneration Policies, Annual Report Page 23

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GRI Standard	Disclosure Title	Page Reference & Remarks
GENERAL DISCLOSURE		
Disclosure 102-36	Process for determining remuneration	Level and Mix of Remuneration, Annual Report Page 23
Disclosure 102-37	Stakeholders' involvement in remuneration	Annual Report- Corporate Government Report- Procedures for Developing Remuneration Policies Page 23
Disclosure 102-38	Annual total compensation ratio	We choose not to disclose as we reward based on meritocracy.
Disclosure 102-39	Percentage increase in annual total compensation ratio	We choose not to disclose as we reward based on meritocracy.
STAKEHOLDER ENGAGEMENT		
Disclosure 102-40	List of stakeholder groups	Stakeholder Engagement, Page 5
Disclosure 102-41	Collective bargaining agreements	None of our employees have joined trade union.
Disclosure 102-42	Identifying and selecting stakeholders	Stakeholder Engagement, Page 5
Disclosure 102-43	Approach to stakeholder engagement	Stakeholder Engagement, Page 5
Disclosure 102-44	Key topics and concerns raised	Stakeholder Engagement, Page 5
REPORTING PRACTICE		
Disclosure 102-45	Entities included in the consolidated financial statements	Report on the Audit of the Financial Statement, Page 34
Disclosure 102-46	Defining report content and topic boundaries	About This Report, Page 3
Disclosure 102-47	List of material topics	Material Topics – At A Glance, Page 7
Disclosure 102-48	Restatements of information	This is Company's first sustainability report.
Disclosure 102-49	Changes in reporting	This is Company's first sustainability report.
Disclosure 102-50	Reporting period	About This Report, Page 3
Disclosure 102-51	Date of most recent report	This is Company's first sustainability report.
Disclosure 102-52	Reporting cycle	Annual
Disclosure 102-53	Contact point for questions regarding the report	About This Report, Page 3
Disclosure 102-54	Claims of reporting in accordance with the GRI Standards	About This Report, Page 3
Disclosure 102-55	GRI content index	GRI Content Index, Page 17
Disclosure 102-56	External assurance	Not sought
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Disclosure 103-1	Explanation of the material topic and its Boundary	Regulatory Compliance, Page 9 Employee Training and Development, Page 9 Talent Attraction and Retention, Page 9 Conservation of Energy and Water, Page 10 Effluents and Waste, Page 11 Consumer Health and Safety, Page 11 Sustainable Supply Chain, Page 13
Disclosure 103-2	The management approach and its components	
Disclosure 103-3	Evaluation of the management approach	
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ECONOMIC PERFORMANCE		
Disclosure 201-1	Direct economic value generated and distributed	Not applicable
Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	Not applicable
Disclosure 201-3	Defined benefit plan obligations and other retirement plans	Not applicable
Disclosure 201-4	Financial assistance received from government	Not applicable
ENVIRONMENTAL COMPLIANCE		
Disclosure 307-1	Non-compliance with environmental laws and regulations	Effluents and Waste, Page 11
ENERGY		
Disclosure 302-1	Energy consumption within the organization	Conservation of Energy and Water, Page 10
Disclosure 302-2	Energy consumption outside of the organization	Not applicable
Disclosure 302-3	Energy intensity	Not applicable
Disclosure 302-4	Reduction of energy consumption	Not applicable
Disclosure 302-5	Reductions in energy requirements of products and services	Not applicable

GRI

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WATER		
Disclosure 303-1	Water withdrawal by source	Not applicable
Disclosure 303-2	Water sources significantly affected by withdrawal of water	Not applicable
Disclosure 303-3	Water recycled and reused	We will measure in FY2019.
EMPLOYMENT		
Disclosure 401-1	New employee hires and employee turnover	Talent Attraction and Retention, Page 9
Disclosure 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Attraction and Retention, Page 9
Disclosure 401-3	Parental leave	Talent Attraction and Retention, Page 9
TRAINING AND EDUCATION		
Disclosure 404-1	Average hours of training per year per employee	We will measure in FY2019.
Disclosure 404-2	Programs for upgrading employee skills and transition assistance programs	We will commence in FY2019.
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews	100%
DIVERSITY AND EQUAL OPPORTUNITY		
Disclosure 405-1	Diversity of governance bodies and employees	We choose not to disclose as we reward based on meritocracy.
Disclosure 405-2	Ratio of basic salary and remuneration of women to men	We choose not to disclose as we reward based on meritocracy.
LOCAL COMMUNITIES		
Disclosure 413-1	Operations with local community engagement, impact assessments and development programs	Not Applicable
Disclosure 413-2	Operations with significant actual and potential negative impacts on local communities	Not Applicable