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This sustainability report has been prepared by GKE Corporation Limited (“**Company**”) and its contents have been reviewed by the Company’s sponsor, RHT Capital Pte. Ltd. (“**Sponsor**”), for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”).

This sustainability report has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this sustainability report, including the correctness of any of the statements or opinions made or reports contained in this sustainability report.

The contact person for the Sponsor is Mr Josh Tan - Registered Professional, 36 Robinson Road, #10-06 City House, Singapore 068877, [sponsor@rhtgoc.com](mailto:sponsor@rhtgoc.com).

This is the sixth sustainability report (“**Report**”) for GKE Corporation Limited (“**GKE**” or “**Company**” and together with its subsidiaries, “**Group**”) for the financial year ended 31 May 2023 (“**FY2023**”). The Board of Directors of the Company (“**Board**”) and management of GKE oversee the management and monitoring of the economic, environmental, social and governance (“**EESG**”) factors of the Company, and take them into consideration in the determination of the Company’s strategic direction and policies. The Board has oversight of the EESG material factors which are reviewed annually and ensures that the factors are relevant and current for the business. The Board is also involved in the management and monitoring of these EESG factors through the Group’s Sustainability Committee, which is chaired by Mr Neo Cheow Hui, GKE Corporation’s Chief Executive Officer (“**CEO**”) and Executive Director. The Board and management of GKE were involved in the preparation and review of this Report before it was approved and published.

This Report describes our sustainability initiatives and performance for the period from 1 June 2022 to 31 May 2023 (“**FY2023**”) with regards to the Group’s activities in Singapore and China, including acquisitions completed by 31 May 2023 unless otherwise stated. This Report has been prepared with reference to the GRI Standards and the primary components as set out in Rules 711A and 711B of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Manual Section B: Rules of Catalist, read with

Practice Note 7F Sustainability Reporting Guide. We have chosen the GRI Standards as a reporting framework as it is a well-known and globally-recognised sustainability reporting standard, and have also used the United Nations Sustainable Development Goals (“**UN SDG**”) to report on our sustainability performance. We have also aligned our report with the latest GRI Universal Standards. As the Group doesn’t fall within the TCFD-identified industries that are prioritised for mandatory disclosure, we will work towards progressively including climate-related disclosures consistent with the TCFD recommendation in its report for FY2025 onwards.

The Report covers all subsidiaries for which the Group has management control, unless otherwise stated. The Group’s corporate structure can be found on Page 2 of this Report. The reporting boundary for our material topics may vary, due to differences in where the impacts occur most for each topic. These boundaries are specified in the section “Materiality”. We have expanded the reporting boundary for this Report to include additional entities that have been newly acquired or established.

This Report is published annually and covers the same period as the financial year of the Group and Company (June 2022 to May 2023). Our last sustainability report was published in October 2022. Where possible, we have shared three-year historical information on our material topics to provide a meaningful basis for comparison. To allow for a better analysis of our performance

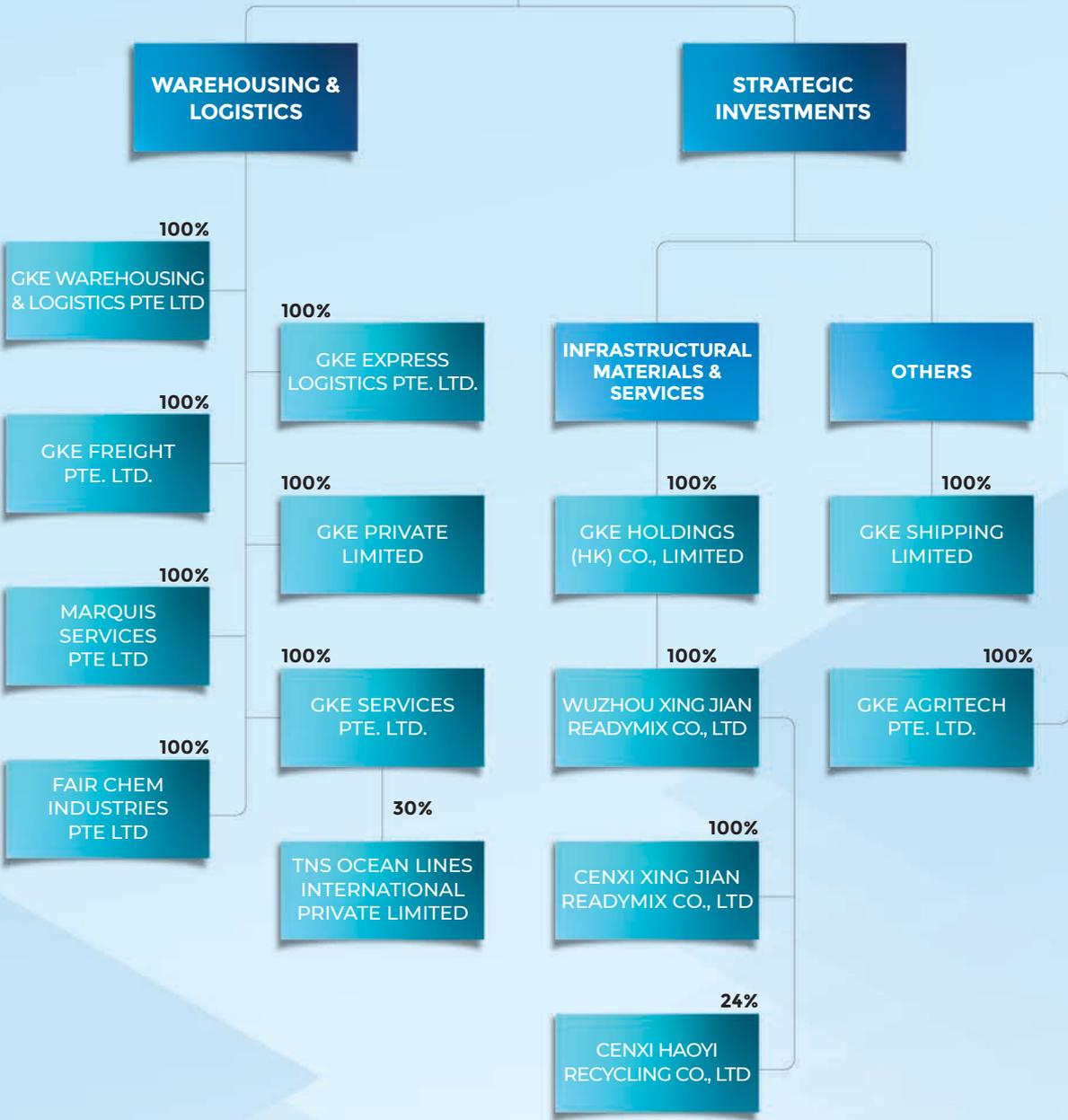
data with respect to our business, we have reported the performance of our material topics based on business segments as described in our corporate structure.

This Report provides us with a valuable opportunity to engage our stakeholders and respond to issues that matter most to them and to our business, while at the same time, enhancing company risk management, strategy development and stakeholder engagement activities as we work to further focus and prioritise our sustainability and corporate social responsibility initiatives.

Our sustainability processes were subjected to internal review by the internal auditors. The Report is currently not externally assured but we may consider external assurance as our Report matures over time.

We welcome comments and feedback on our sustainability report at [enquiry@gkegroup.com.sg](mailto:enquiry@gkegroup.com.sg).

# CORPORATE STRUCTURE



The sustainability focus for GKE is delivering long-term value for all our stakeholders: customers, employees, investors and the communities in which we operate. Within this sustainability approach, we take the broader EESG aspects, such as labour practices, human rights, and societal responsibilities into account. This approach guarantees that our services and solutions are provided to our customers in a manner that is respectful to people and the environment, and is economically smart. This commitment to sustainability involves ensuring that strong EESG criteria are integrated in our Company's strategy and business model, and in its internal policies and processes. We are committed to delivering effective solutions and services to our customers, and creating greater value for our shareholders through our core values.

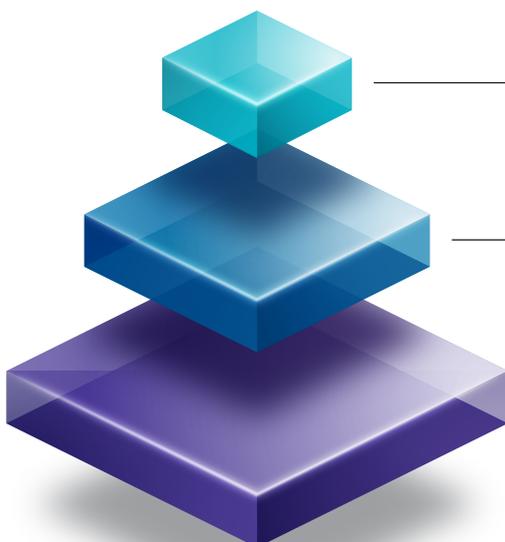


## SUSTAINABILITY COMMITTEE

GKE's Sustainability Committee comprises of our Head of Committee (CEO and Executive Director), supported by nine (9) members representing various business units. Members are selected based on their duties, gender and age so as to provide different perspectives and diversities on sustainability topics. The Head of Committee reports to the Board and provides updates on GKE's sustainability performance and targets.

The purpose of the GKE Sustainability Committee is to manage the organisation's sustainability efforts and develop our institutional capacity around sustainability. The Sustainability Committee members assess the current state of GKE's sustainability initiatives, brainstorm possibilities for improvements and coordinate and support GKE's sustainability initiatives and efforts as well as raising awareness of sustainability within their departments.

## 2022/2023 SUSTAINABILITY COMMITTEE



### Board of Directors

Board of Directors comprises three (3) Executive Directors and four (4) Independent Directors

### Sustainability Committee (Head)

The Chief Executive Officer and Executive Director of GKE

### Sustainability Members

Supported by nine (9) members from different business units of which one is the Sustainability Champion

# STAKEHOLDER ENGAGEMENT

Our key stakeholder groups and the channels we use to maintain dialogue with them are shown in the table below. For each group, the engagement varies on a case-by-case basis, and includes formal and informal channels of communication.

In FY2023, we have conducted a stakeholder survey with our employees, suppliers and customers to better understand what material topics matter most to them. We conducted the stakeholder survey for our employees through an in-person workshop that involved key representatives from our different business units, while our suppliers and customers were engaged through an online survey.



## Engagement on this Report

The specific reviewers of our report are the Board and the key management of GKE.

Following the acquisition of a new entity, Fair Chem Industries Pte Ltd, in FY2022, as well as stakeholder engagement survey conducted in FY2023, we have undertaken a review of the materiality matrix and updated the material topics. A list of potential sustainability matters and associated risks and opportunities was identified through:

- Peer benchmarking review of material matters;
- Identification of internal and external stakeholders;
- Discussion with key management representatives to understand their concerns, and the concerns of key external stakeholders with whom they communicate with; and
- Legal / regulatory aspects affecting the Group directly or indirectly.

An initial benchmarking exercise was first conducted based on leading companies in similar sectors to identify key material topics common across these companies. The material topics identified were grouped into the four categories, namely Environment, Social, Governance and Supply Chain. A materiality assessment workshop was then conducted with participation of the CEO, CFO and approximately 40 key representatives from the various business divisions to identify the sustainability matters most relevant and significant to GKE's internal and external stakeholders. At the end of the materiality review, the material EESG factors were reviewed by the Sustainability Committee and approved by the Board to ensure the topics were relevant.

An additional three (3) material topics have been included in this year's sustainability report – water consumption, training and anti-corruption practices. Water consumption has become an important issue as it is climate-risk related, while training and anti-corruption practices were included as a result of our stakeholder engagement exercise with internal and external stakeholders. We recognise that retaining diverse and skilled talent supports future business growth, therefore it is important for GKE to offer employees a wide range of training and development opportunities. Corruption is a material concern for all corporations and can substantially affect the worth and future prospects of a company. It is a foundational element of everything we do in our organisation and thus critical for us to address corruption risks in order to achieve our environmental, social, governance or financial goals.



# MATERIALITY

The list of prioritised material topics that are reported in our Report are shown below. Compliance has also been included as a material topic because it is a necessity to provide assurance and credible reputation to various stakeholders as well as mitigating risks and breaches.

Material Topic	Materiality Score
1. Employee health and safety	9.54
2. Employee welfare	9.33
3. Economic performance	9.11
4. Data privacy and security	8.74
5. Anti-corruption practices	8.67
6. Transport and network optimization	8.22
7. Employee training and development	7.93
8. Water consumption and reduction	7.78
9. Carbon emission and reduction	6.74
10. Compliance	N.A.

These 10 material topics were then grouped into the various focus areas, namely Economic Enhancement and Compliance, Environmental Responsibility and Empowering Employees. Relevant GRI Standards and Topic Specific Disclosures were then identified for the material topics.

Focus Areas	Material Topics	GRI Standard	Boundary of Reporting	
			Singapore <sup>1</sup>	China
Economic enhancement and compliance	• Economic performance	GRI 201		
	• Compliance	GRI 2-27 <sup>2</sup>	✓	✓
	• Anti-corruption	GRI 205		
	• Data privacy and security	GRI 418		
Environmental responsibility	• Waste management	GRI 306		
	• Reducing GHG emissions	GRI 302, GRI 305	✓	✓ <sup>3</sup>
	• Water	GRI 303		
Empowering employees	• Employee welfare	GRI 401		
	• Employee health and safety	GRI 403	✓	✓
	• Training and Development	GRI 404		

✓ denotes subsidiaries and operations in that country which are included in the Report

<sup>1</sup> GKE Holdings (HK) Co., Ltd and GKE Shipping Limited are holding companies with no headcount and thus sustainability performance data from these entities has been excluded from the Report.

<sup>2</sup> GKE previously reported on GRI 419 Socioeconomic Compliance. With the release of the Universal Standards 2021, GRI 307: Environmental Compliance 2016 and GRI 419: Socioeconomic Compliance 2016 has been withdrawn and expanded under Disclosure 2-27 Compliance with laws and regulations in GRI 2: General Disclosures 2021.

<sup>3</sup> Consolidated waste data excludes China operations.

# PERFORMANCE OVERVIEW IN FY2023

## 3.91%

YEAR-ON-YEAR INCREASE  
IN REVENUE FROM  
**S\$104.8 MILLION**  
IN FY2022 TO  
**S\$108.9 MILLION**  
IN FY2023



AVERAGE OF  
**36** hours  
OF TRAINING  
PER EMPLOYEE



## 893

EMPLOYEES IN  
**SINGAPORE  
AND CHINA**



## 96%

OF OUR  
EMPLOYEES ARE  
**PERMANENT  
EMPLOYEES**



**31** TONNES  
OF PLASTIC, PAPER AND  
CARTON BOXES  
**RECYCLED**



## NO CASES

OF BREACHES  
OF CUSTOMER  
PRIVACY OR LOSS  
OF CUSTOMER  
DATA



## OUR CONTRIBUTION TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



- The Wuzhou Xing Jian's Ready-Mix Concrete ("RMC") plant in Wuzhou City, China ("RMC plant") has a fully enclosed structure and runs on electricity. The trucks and traffic areas are frequently sprayed with water and the trucks are also washed before they go onto the roads so as to minimise dust emissions. This helps to prevent the generation of dust particles which could be hazardous for the health of our employees and the neighbouring communities.



- GKE recognises the importance of women's participation and equal opportunities for leadership in the organisation – 14% of our Board is comprised of females, and 50% of our key management team is female.



- GKE prohibits any form of forced labour including child labour, human trafficking and modern slavery across all our business units.
- 99% of our employees are full time staff and 96% of employees are on permanent contracts. All our employees are paid fair wages in line with local regulations.



- The RMC plant in Wuzhou City, China, and Cenxi City with its fully enclosed structure, allows for a cleaner mixing process and prevents air pollution in neighbouring villages and communities.



- GKE encourages reducing and recycling in all our operations. In FY2023, 31 tonnes of plastic, paper and carton boxes were recycled in Singapore.
- To conserve the use of water at our RMC plant in Wuzhou City, China, the water runoff from the washing of trucks is channelled into a water treatment facility which recycles the water for the RMC mixing process.

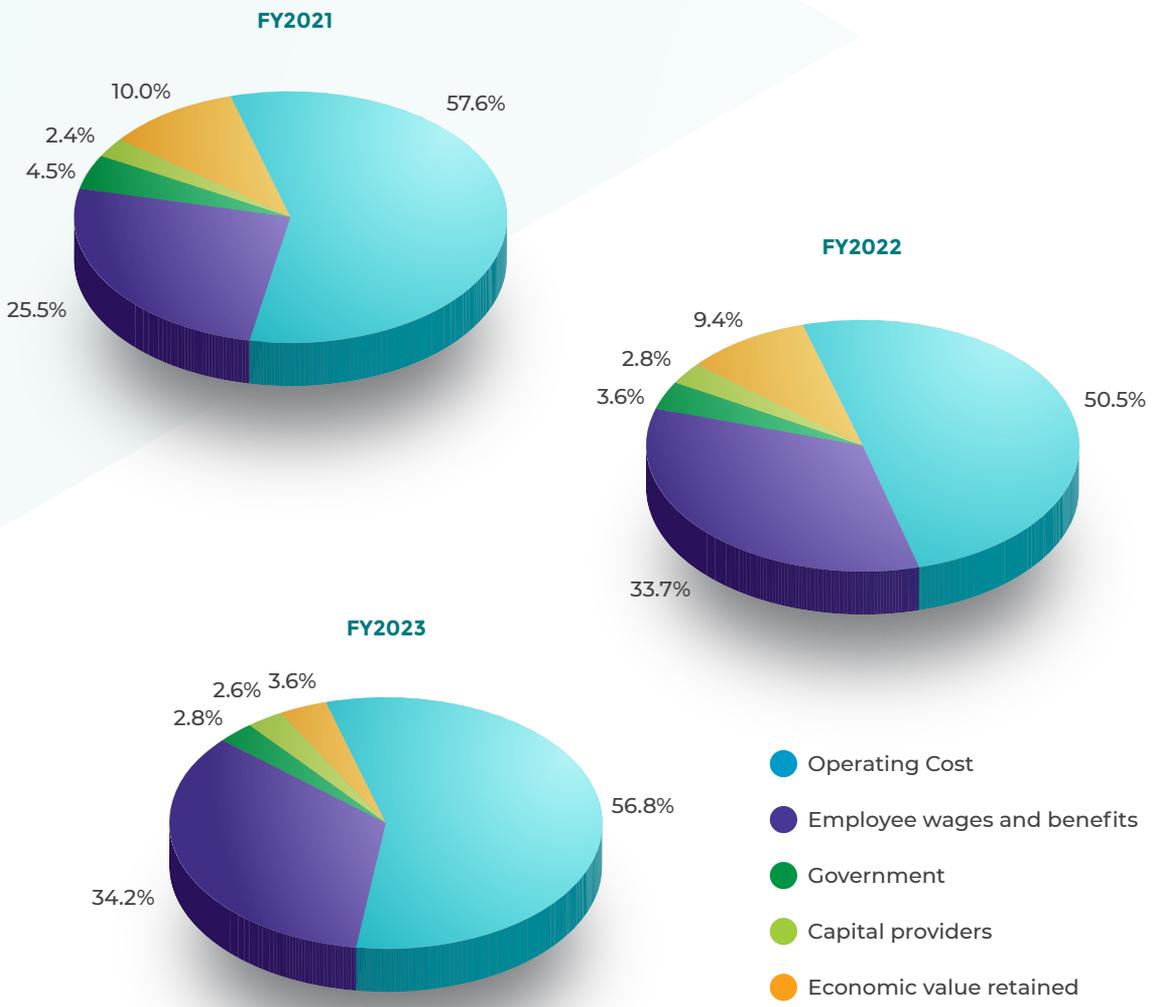


- GKE does not tolerate any form of discrimination based on nationality, race, religion or political inclination that could compromise equal opportunities in the recruitment process and career development.

# ECONOMIC ENHANCEMENT AND COMPLIANCE

## Economic Performance (GRI 201-1)

In FY2023, GKE distributed approximately 39.7% of our revenue to key stakeholders – 34.3% to employees, 2.8% to the governments in countries where we operate, namely Singapore and China, and 2.6% to capital providers. The economic value retained was approximately 3.6% of our revenue. The Group reported a 3.9% year-on-year increase in revenue from S\$104.8 million in FY2022 to S\$108.9 million in FY2023, as well as a 18.1% increase in gross profit from S\$25.8 million in FY2022 to S\$30.5 million in FY2023. The increase was in tandem with the higher revenue contribution from the warehousing and logistics segment in Singapore, but was undermined by the increase in operating costs in Singapore, as well as the lower cost of sales in line with the lower revenue contribution from the infrastructural materials and services segment in China.



## Compliance (GRI 2-27)

Regulatory compliance is critically important to GKE, serving to protect our integrity and reputation and foster trust among stakeholders. Observance of all regulatory requirements forms the basis of good corporate governance within the Group. We also ensure our compliance with all relevant local and international laws and regulations, including the principles and guidelines set out in the Singapore Code of Corporate Governance 2018. More details can be found in our Annual Report for FY2023.

In FY2023, there were no non-monetary sanctions or significant fines<sup>4</sup> relating to non-compliances with laws and regulations. However, one (1) legal case related to a workplace fatality from 2017 resulted in a penalty and this was settled after FY2023. We strive to maintain zero non-compliance cases in FY2024.

## Data privacy (GRI 418-1)

As the world becomes increasingly digital, our opportunities continue to expand. But with these opportunities come ever-more complex challenges – such as how to keep personal data private and secure, even when it moves across borders. We recognise the risks and negative impacts that our business and stakeholders may encounter if information such as confidential/sensitive corporate data, personal data of customers, employees and stakeholders, is not adequately protected. As we harness technology in our business and operations, the risks have also further increased. Data security and privacy is a top priority for us.

Personal data in Singapore is protected under the Personal Data Protection Act 2012. We aim for complete transparency in the way we process and manage the data that our clients entrust to us. Employees of GKE are required to sign a Non-Disclosure Agreement for the work that they conduct at GKE. The company's networks, database and websites are also secured to prevent loss of data. CCTV cameras are installed at strategic locations in our facilities for physical security, certain offices are also biometric-controlled for greater control and access. Training and ongoing engagement are the primary ways we build awareness among our employees.

In FY2023, there were no substantiated complaints concerning breaches of customer privacy and losses of customer data across the various GKE subsidiaries. We strive to maintain zero cases of breaches of customer privacy or loss of customer data for FY2024.

## Anti-corruption (GRI 205-3)

Being part of a global value chain, GKE is directly and indirectly exposed to ethical risks through its business operations. GKE's framework for corporate governance is intended to decrease business risk, maximise value and utilise the company's resources in an efficient, sustainable manner, to the benefit of shareholders, employees and society at large. GKE's Code of Conduct regulates how employees are to behave towards one another, towards suppliers, partners, and other stakeholders that they meet in daily operations. The Code of Conduct also provides clarity on topics such as the company's zero-tolerance anti-corruption policy.

In FY2023, there were no confirmed cases of corruption that needed to be reported. There were no employees dismissed or terminated due to corruption, nor were any business contacts terminated due to corruption. We strive to maintain zero cases of corruption in FY2024.

<sup>4</sup> A significant fine refers to monetary fines amounting to SGD 5,000 or more.

# ENVIRONMENTAL RESPONSIBILITY

We are sensitive to the environmental impact across our business operations, and are committed to taking steps to reduce our impact, in particular, the waste generated at our operations and GHG emissions arising from our activities. Fuel and energy consumption is managed and monitored by the individual business units, and efforts are also taken to minimise waste generation or to recycle and reuse materials where possible.

Both of the ready-mix concrete plant – Wuzhou Xing Jian's RMC plant in Wuzhou City, China and Cenxi Xing Jian's RMC plant in Cenxi City, China, are fully enclosed lines which also includes fully enclosed conveyor belts. The decision to use a fully enclosed lines was a management decision and exceeds the requirements set by the local regulatory authorities. The key reason for GKE to invest in a fully enclosed lines for the RMC plants was to prevent the risk of air pollution and generation of particulate matter caused by mixing of the aggregates and cement which could have a long-term health impact on the neighbouring villages and communities. The trucks and traffic areas are frequently sprayed with water and the trucks are also washed before they go onto the roads so as to minimise dust emissions. This helps to prevent the generation of dust particles which could be hazardous for the health of our employees and the neighbouring communities. We believe that to ensure long-term sustainability of our RMC plants, it is important to invest in technologies that will allow our process to be resilient, green, clean and efficient.



Apart from ensuring that our business does not result in negative impacts on the environment, GKE is also committed to reducing our environmental footprint through three (3) key approaches:

- Managing our waste responsibly;
- Reducing our GHG emissions; and
- Reducing our water consumption.

In FY2023, we have included the performance data of an additional entity, Fair Chem Industries Pte Ltd, in our environmental data consolidation.

### **Waste management (GRI 306-1, 306-2, 306-3)**

We are conscious of the amount of waste produced in our operations and strive to reduce the amount of waste generated where possible. Waste such as carton boxes and plastic shrink wrap are sent for recycling while general waste and hazardous waste are collected by licensed operators. We have made a conscious effort towards a paperless culture throughout our business operations, including avoiding the use of paper for meeting agendas and presentation materials. The adoption of online tools and digital platforms has also helped us to move away from paper-based documentation in our meeting materials, operations and invoicing.

In FY2022, we embarked on a project to further digitise the accounting and procurement process. The project commenced in FY2023, and has helped to reduce the use of paper and improved internal controls, filing storage and remote access. This has improved our efficiency in various departments, and in processing. Due to the nature of our chemical blending business (Fair Chem Industries Pte Ltd) which also includes collection of hazardous waste from customers, we now report our waste data under two categories i) waste which is generated as part of our operations; and ii) waste that is collected from our customers.

In FY2023, our general waste amounted to approximately 33.5 tonnes which is significantly less than the 233 tonnes generated in FY2022. This is largely due to the refinement of our waste data consolidation process, where we have broken down the waste into either “waste generated” or “waste collected”. As part of our business, disposal of customer’s waste may be required and this waste is now classified under “waste collected”. However, waste generated as part of our operations is classified under “waste generated”. The amount of liquid general waste generated increased from approximately 40,000L in FY2022 to 347,723L in FY2023. This was because of liquid general waste produced by Fair Chem Industries Pte Ltd as part of their manufacturing processes. Approximately 31 tonnes of paper and plastic waste which we generated in our operations was recycled.

In FY2023, we have collected and disposed on behalf of our customers, approximately 574 tonnes of general waste, 49,000L of liquid general waste and 3,400kg of food waste. We also collected from our customers and recycled approximately 182 tonnes of steel drums and 187 tonnes of high-density polyethylene (“HDPE”)<sup>5</sup>.

Please refer to page 26 Performance data for more information.

<sup>5</sup> The weight is based on quantity collected – 20,822 pieces of high-density polyethylene (HDPE) drums (assumed to be 9kg each) and 10,117 pieces of steel drums (assumed to be 18kg each).

## Reducing our GHG emissions (GRI 302-1, 305-1, 305-2, 305-4)

As one of the leaders in providing warehousing and logistics solutions, we have a dedicated and modern fleet for our operational needs. We operate our own fleet of vehicles, including prime movers and trailers, and have replaced our older trucks with Euro VI models in our logistics business, which complies with the air pollution regulation<sup>6</sup> set by the National Environmental Agency in Singapore, which helps reduce nitrogen oxide pollutants and fine particulate matter. Currently 56% of our fleet vehicles comply with Euro VI emission standards.

Since the implementation of an Enterprise Resource Planning (“ERP”) system at GKE Services Pte Ltd in 2020, and the rollout of a similar system at other GKE entities in 2022, we have helped to reduce the use of paper from printing of purchase orders and invoices. This interconnected digital network and data storage in the Cloud has also allowed us to better streamline our business processes.

Our overall energy consumption in FY2023 for Singapore and China operations was 73,474 gigajoules (“GJ”), which is approximately 22% higher than the 60,269 GJ consumed in FY2022. This increase in energy consumption was largely due to the inclusion of Cenxi Xing Jian Readymix Co., Ltd in the data consolidation for FY2023, as well as an increase in fuel consumption from GKE Agritech Pte. Ltd.. The increase of fuel consumption of GKE Agritech Pte. Ltd. can be attributed to its increase in capacity in FY2023; in FY2022, GKE Agritech Pte. Ltd. was running on lower capacity as the company was waiting for a grant approval for further expansion.

The Warehousing and Logistics business segment consumed the largest amount of energy – 36,947 GJ of energy was consumed in FY2023, an increase of 15% compared to 32,131 GJ consumed in FY2022. The Infrastructural Materials & Services segment also saw an increase of 27% in energy consumption, from 26,756 GJ in FY2022 to 33,919 GJ in FY2023. For the Others segment, the agriculture business has also seen a doubling of energy consumed, from 1,387 GJ in FY2022 to 2,608 GJ in FY2023 as the farm increased production. Approximately 2% of our total energy consumed (or 1,811 GJ) in FY2023 was from renewable energy generated by solar panels installed on the rooftops of our warehouses. As of December 2022, we have completed the installation of solar panels on one of our warehouse’s rooftops.

Our overall Scope 1 and Scope 2 GHG emissions in FY2023 amounted to 6,213 tonnes CO<sub>2</sub>e (“tCO<sub>2</sub>e”), which is an approximately 9% increase compared to 5,682 tonnes<sup>7</sup> emitted in FY2022. Our Scope 1 emissions account for 72% of our total overall emissions, with more than half of the Scope 1 emissions attributable to the trucks used by our RMC plant in Wuzhou City and Cenxi City, China.

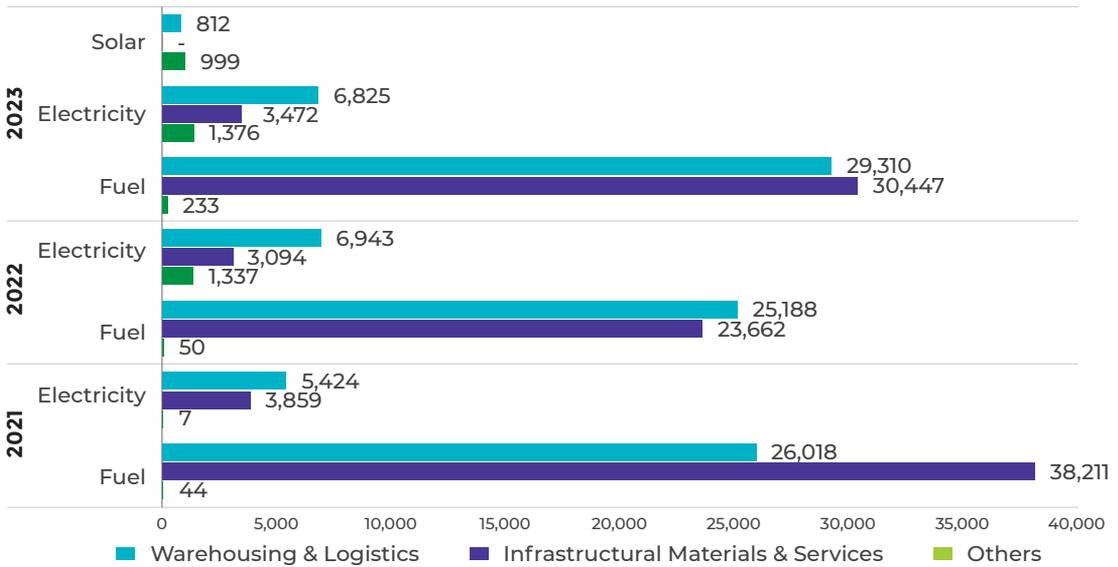
The Scope 1 and 2 GHG intensity in FY2023 based revenue was approximately 57 tCO<sub>2</sub>e per million Singapore dollars revenue, which is similar to our GHG intensity in FY2022<sup>8</sup>. As we continue to track and monitor our total GHG emissions and GHG intensity, we aim to identify opportunities for improvement to make our processes more efficient as well as ways to transition to a lower carbon economy.

<sup>6</sup> <https://www.nea.gov.sg/our-services/pollution-control/air-pollution/air-pollution-regulations>

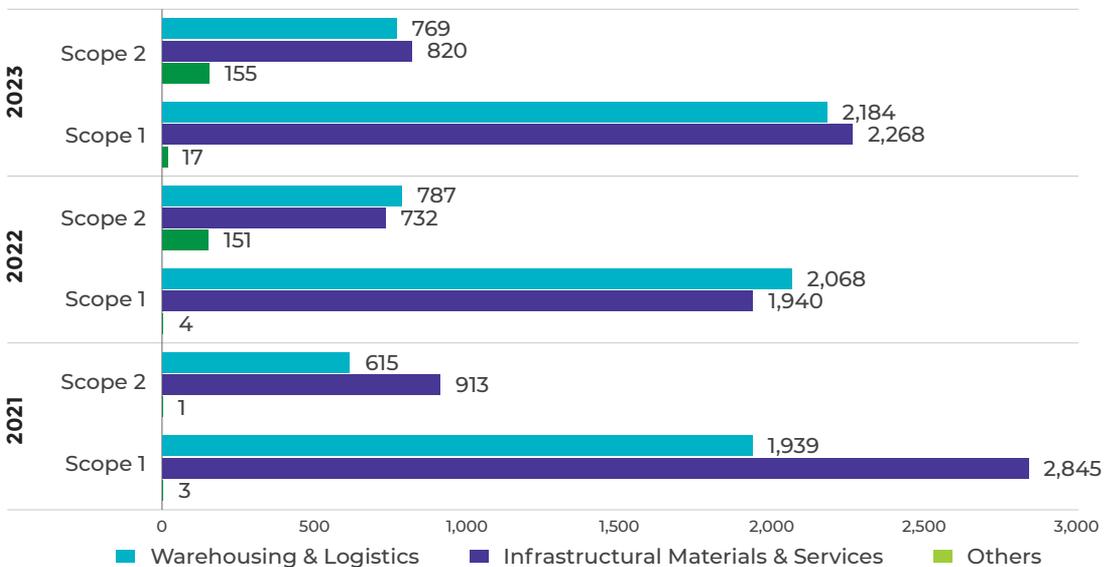
<sup>7</sup> FY2022 Scope 1 figures have been restated due to a correction in the fuel type being used. Refer to Performance Data – Direct (Scope 1) and Indirect (Scope 2) GHG Emissions table for more details.

<sup>8</sup> The GHG value for FY2021 has been restated. It was previously reported as 0.053 kg of GHG per million Singapore dollars but should be 53 tCO<sub>2</sub>e per million Singapore dollars revenue. (FY2022: 54tCO<sub>2</sub>e FY2021: 53tCO<sub>2</sub>e)

## Total Energy Consumption (GJ)



## Total Scope 1 & 2 GHG Emissions (tCO<sub>2</sub>e)



### Restatements:

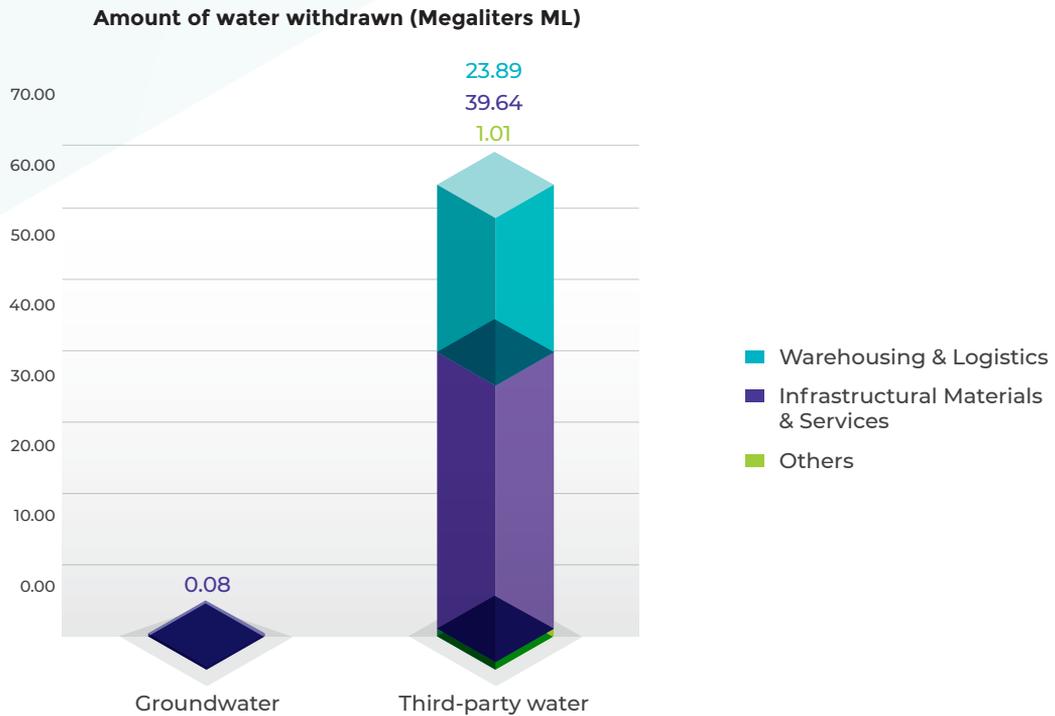
- Total Energy Consumption: FY2022 fuel under "Others" segment has been restated from 46 GJ to 50 GJ due to a correction in the fuel type. See Performance Data – Energy consumption within the organisation table for more details.
- Total Scope 1 & 2 GHG Emissions: FY2022 Scope 1 emissions under "Others" segment has been restated from 3 tCO<sub>2</sub>e to 4tCO<sub>2</sub>e due to a correction in the fuel type. Refer to Performance Data – Direct (Scope 1) and Indirect (Scope 2) GHG Emissions table for more details.

# ENVIRONMENTAL RESPONSIBILITY

## Water (GRI 303-1, 303-2, 303-3)

The chemical toll blending and ready-mixed concrete manufacturing activities of GKE are water-intensive activities. Toll blending is a specialised activity where we assist customers with sourcing, importing, storing and production of chemicals. Water is similarly vital for the production of ready-mixed concrete. The level of purity of the water incorporated into the mix is crucial to the strength of the product. Our RMC plants therefore have to fine-tune their processes and practices even further to safeguard their water supply and ensure the standards and sustainability of their product.

In FY2023, GKE has not had production from or withdrawn water from areas of high or extremely high baseline water stress as described by the Aqueduct® tool<sup>9</sup> (owned by World Resources Institute). Based on the Aqueduct® tool, the locations where the Group's manufacturing facilities are located are classified as low baseline water stress areas. As part of our efforts to improve the efficiency of water consumption, we have started to collect data for our various sites to better understand our baseline data. In FY2023, based on data available, our total water consumption was 64.62 Megaliters ("ML"). We shall continue to monitor our water consumption performance for the various sites so as to understand our baseline and identify opportunities for improvement.



<sup>9</sup> <https://www.wri.org/applications/aqueduct/water-risk-atlas/>

## Employee welfare (GRI 401-1)

At GKE, we operate on the basis of continuous improvement – constantly looking for ways we can be more efficient, more responsive, less wasteful, more profitable and safer.

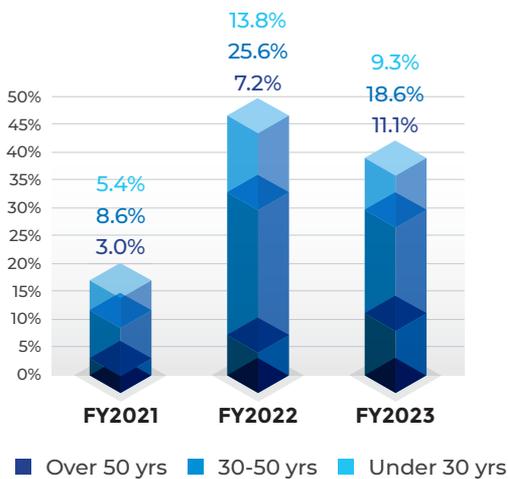
GKE aims to foster an excellence culture. Our employees are passionate, committed, and excel in what they do. In return, we recognise their efforts and encourage a culture of collaboration, providing enriching career opportunities and always challenging ourselves to do better. As at 31 May 2023, our total headcount was 893 employees, with 771 (or 86%) of employees based in Singapore and 122 (or 14%) of employees based in China.

The talent and motivation of our employees across our various business units are the foundation of our success. Implementing a strong, common culture and purpose across the Group remains the main priority of our management team. 99% of our employees are full time staff and 96% of employees are on permanent contracts.

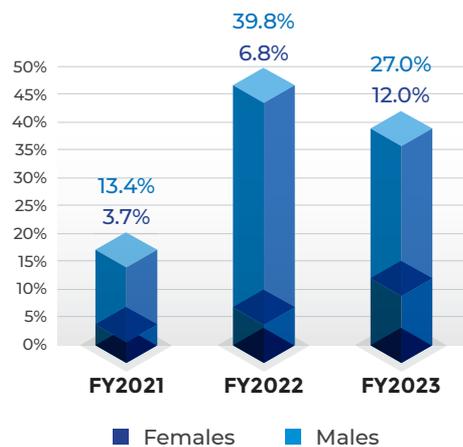
In FY2023, we had an overall turnover rate of 37.6% and a hiring rate of 39.0%. Our turnover and hiring rates in FY2023 were lower compared to FY2022. In FY2022, many foreign workers returned home and more workers had to be hired as replacements. The reduction in turnover rate in FY2023 was due to a return to normalcy. As part of employees' benefits as a Group, the Company provides medical benefits, dormitory accommodation and daily meals at the staff canteen for employees. The Company will continue to implement effective employee retention strategies such as compensation reviews, recognition programs, and opportunities for upskilling and reskilling.

We aim to reduce our overall turnover rate to 15% in FY2024.

**Hiring Rate by Age Group (%)**

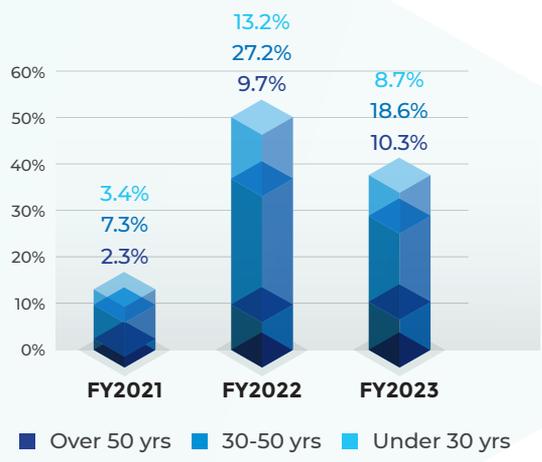


**Hiring Rate by Gender (%)**

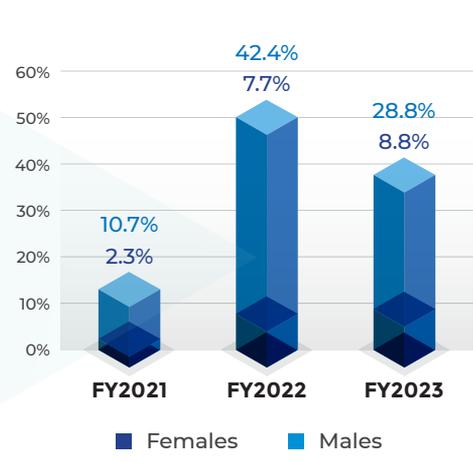


# EMPOWERING EMPLOYEES

**Turnover Rate by Age Group (%)**



**Turnover Rate by Gender (%)**

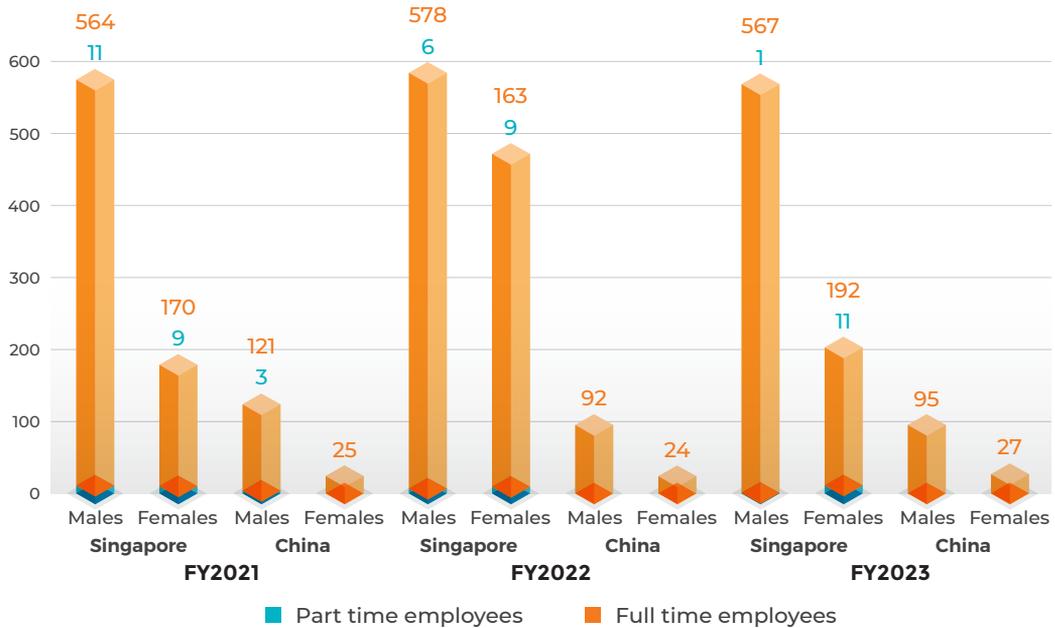


**Total Numbers of Employees by Gender**

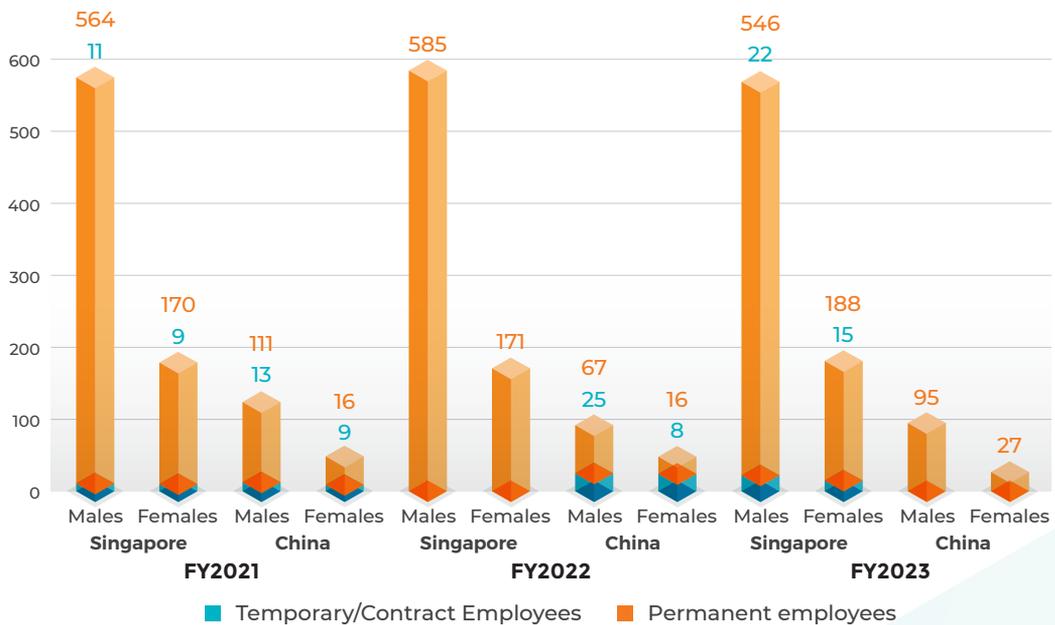


## Employees (2-7)

### Total Number of Employees by Employment Type and Gender



### Total Number of Employees by Employment Contract and Gender



## Employee health and safety (GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9)

Our people are our most important asset. Neglecting their health and safety would not only be irresponsible and unethical but would also endanger our business performance. GKE strives to work in a healthy and safe manner that complies with all applicable occupational safety and health laws and standards, and are committed to providing our employees with a healthy and safe working environment. Our employees are encouraged to take ownership when it comes to health and safety.

Occupational health and safety management systems are implemented in GKE's operations in Singapore and China to ensure that all business units have a standard practice in place for managing health and safety hazards as well as ensuring that workers are provided with a safe working environment. GKE Corporation Limited, together with GKE Private Limited, GKE Warehousing and Logistics Pte Ltd as well as GKE Express Logistics Pte. Ltd., are all certified to ISO 9001, ISO 14001 and ISO 45001. Fair Chem Industries Pte Ltd is also certified to ISO 9001, ISO 14001 and BizSafe Level 3.

The early implementation of occupational health and safety management at GKE Services Pte. Ltd. was largely due to customers' requirements, while for the RMC plants in China, the sites are required to comply with local health and safety regulations<sup>10</sup> and thus a health and safety management system was established.

A systematic approach is used across all our sites to identify safety hazards. This is supported by a risk management system and the hierarchy of controls<sup>11</sup> applied to reduce the risk associated with the hazards. Risk assessments are conducted by risk management teams from each business entity and these are submitted to GKE's Senior Manager – Quality, Health, Safety and Environment (“QHSE”) and Dangerous Goods (“DG”) Compliance, who oversees the health and safety performance for the Singapore operations. For the RMC plants in China, the General Manager is in charge of overall health and safety at the site and works closely with the managers and engineers to identify safety hazards. Automation has also been used for many of the processes, for example, the loading of materials onto conveyor belts, which helps to reduce worker's exposure to physical hazards such as moving machinery parts as well as ergonomic hazards such as lifting of heavy loads.

All our employees are to stop their work if they encounter a dangerous or hazardous situation. They are to highlight the situation to their Supervisor who will then take the necessary precautions to ensure the situation is deemed safe again before work is resumed. In the event of a work-related incident, a thorough investigation will be conducted by the safety representatives from the respective business entity and the investigation report submitted to GKE's Senior Manager – QHSE and DG Compliance. A root cause analysis is conducted and appropriate corrective actions implemented to prevent recurrence.

<sup>10</sup> Law on Work Safety, Law on Prevention and Control of Occupational Diseases.

<sup>11</sup> Hierarchy of controls – elimination, substitution, engineering controls, administrative controls and personal protective equipment.

Our employees attend various internal and external health and safety training relevant to their roles. For example, managers who are appointed as Site Incident Controller (“**SIC**”) would be required to attend SIC training and staff who are appointed as members of the Company Emergency Response Team (“**CERT**”) would be required to attend annual CERT training as they are responsible for incident response at their respective sites. All new employees are provided with an Employee Safety and Health Handbook in two languages – English and Chinese, and are required to attend a safety induction training which includes a video on the company’s safety practices. Refresher safety training for employees is conducted in-house by the various Department Managers/ Assistant Managers / Supervisors, while for mandatory safety training required under the Ministry of Manpower Workplace Safety and Health Act, our employees are sent to attend the courses through external approved training providers. GKE’s Senior Manager – QHSE and DG Compliance, conducts regular in-house training on topics such as fire drills, handling of heavy loads and dangerous goods management. Employees who handle chemicals are also required to attend a chemical awareness course.

At the RMC plant in Wuzhou City, China, a large proportion of our employees are employed as drivers for our trucks. In FY2023, health and safety, fire prevention and evacuation training were conducted at both Wuzhou Xing Jian Readymix Co., Ltd and Cenxi Xing Jian Readymix Co., Ltd.

All subcontractors who work at our sites in Singapore and China are required to undergo pre-employment safety training and understand the company’s rules and regulations before they are allowed to be deployed at our sites. For our Singapore sites, contractors undergo a selection and evaluation process prior to the awarding of a job. Contractors are also required to submit their risk assessments and safe work procedures prior to the start of work, and those who are at least qualified to bizSAFE level 3 are preferred.

Top management is briefed monthly on the overall GKE health and safety performance by GKE’s Senior Manager – QHSE and DG Compliance, as well as by the Directors of the various entities. Our health and safety committees at the various sites are represented as follows and report to the CEO.



# EMPOWERING EMPLOYEES

In FY2023, there was a total of three (3) reportable accidents across the whole Group, resulting in eight (8) lost days. These three cases occurred in our warehousing and logistics business segment. In all the cases, immediate action was taken to review the risk assessments and briefings conducted for all employees in the affected areas to ensure that they were aware of the hazards in the workplace and to exercise the necessary controls to prevent recurrence of these incidents. None of the cases resulted in high consequence injuries<sup>12</sup>. There were no work-related injuries or fatalities attributable to employees or contractors working at our premises in China.

For FY2024, we aim to improve the health and safety awareness of our employees through increased training programs, with the objective of reducing the number of work-related accidents and lost days.

## GKE's Health and Safety Performance

	FY2021	FY2022	FY2023
Rate of recordable work-related injuries	2.9	4.6	1.7

The health and safety metrics have been adjusted in this year's Report to better align reporting requirements with GRI 403-9. Rates reported above are based on 1,000,000 man hours worked.



<sup>12</sup> High-consequence work-related injury - work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.

## Employee Training and Development (GRI 404-1)

We recognise that consistent and ongoing education is critical to maintaining a competitive, skilled, productive and motivated workforce. Employees are often unfamiliar with the work required of them, upon joining an organisation. Although they may be qualified and have the prerequisite skills, they may not have the required experience for their particular position, or be from a different cultural or social background that prevents them from being effective in their job. All these have to be taken into consideration when determining the type of training required.

In FY2023, each of our employees attended approximately 36 hours of training. The training is targeted based on the employees' job scopes and skills set requirements. Training topics range from soft skills development in areas such as communications and leadership, to technical programmes covering project management and office productivity tools, health and safety related training including work at height, container lashing, wharf operations, chemical safety awareness, operation of prime movers and forklifts, as well as driving and haulage operations. All Directors have attended the mandatory sustainability training as prescribed by the SGX-ST.

Please refer to page 25 Performance data for more information.



# SOCIAL CONTRIBUTIONS

## Social contributions

### SGX Cares Bull Charge Charity Run

Approximately 60 GKE staff took part in the 19th edition of the SGX Cares Bull Charge Charity Run that was held from 28 October to 11 November 2022. A total of \$10,000 was raised by GKE for this event and proceeds from this event was channelled to SGX adopted beneficiaries: AWWA Ltd, Autism Association (Singapore), Fei Yue Community Services, HCSA Community Services, and Shared Services for Charities



### Donation to Kwong Wai Shiu Hospital

GKE donated \$5,000 to Kwong Wai Shiu Hospital. The hospital's key objective is to provide healthcare services to the needy people within our community



### Food donation

Approximately 1.2 tonnes of vegetables from GKE Agritech Pte. Ltd. was also donated to the following beneficiaries:

- Metta Home
- Willing Hearts
- Loving Hearts
- Sasco Active Aging Centers
- Ling Kwang Home
- West Coast CC
- Fo Guang Shan Punggol
- Tiong Bahru CC
- Lions Home Bishan



### Economic Performance (GRI 201-1)

	FY2021		FY2022		FY2023	
	S\$M	% of direct value generated	S\$M	% of direct value generated	S\$M	% of direct value generated
<b>Direct value generated<sup>13</sup></b>	<b>119.0</b>		<b>104.8</b>		<b>108.9</b>	
<b>Economic value distributed</b>	<b>107.1</b>		<b>94.9</b>		<b>105.0</b>	
Operating cost <sup>14</sup>	68.7	57.6%	52.9	50.5%	61.9	56.8%
Employee wages and benefits <sup>15</sup>	30.3	25.5%	35.3	33.7%	37.3	34.2%
Government <sup>16</sup>	5.3	4.5%	3.8	3.6%	3.0	2.8%
Capital providers <sup>17</sup>	2.8	2.4%	2.9	2.8%	2.8	2.6%
<b>Total economic value retained<sup>18</sup></b>	<b>11.9</b>	<b>10.0%</b>	<b>9.9</b>	<b>9.4%</b>	<b>3.9</b>	<b>3.6%</b>

S\$M: Singapore Dollars, in Million

### Our Employee Profile

#### Total employees by gender

	FY2021		FY2022		FY2023	
	Singapore	China	Singapore	China	Singapore	China
Total Employees by Gender						
Males	575	124	584	92	568	95
Females	179	25	172	24	203	27
<b>Total employees</b>	<b>754</b>	<b>149</b>	<b>756</b>	<b>116</b>	<b>771</b>	<b>122</b>

#### Total employees by employment contract and gender

	FY2021				FY2022				FY2023			
	Singapore		China		Singapore		China		Singapore		China	
Total Employees by Employment Contract and Gender	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
Full time employees	564	170	121	25	578	163	92	24	567	192	95	27
Part time employees	11	9	3	-	6	9	-	-	1	11	-	-
Permanent contract	564	170	111	16	585	171	67	16	546	188	95	27
Temporary contract	11	9	13	9	-	-	25	8	22	15	-	-

<sup>13</sup> This includes revenue and excludes other income – nett.

<sup>14</sup> This includes cost of goods and administrative expenses, and excludes employee compensation.

<sup>15</sup> This includes wages, salaries and benefits.

<sup>16</sup> This includes income tax expenses.

<sup>17</sup> This includes dividends and interest expenses on borrowings and other finance costs.

<sup>18</sup> Economic value retained = Economic value generated – Economic value distributed

# PERFORMANCE DATA

## New Employees Hire and Employees Turnover in Singapore & China (GRI 401-1)

		FY2021				FY2022				FY2023			
New Employees Hire and Employees Turnover		New Hires		Employee Turnover		New Hires		Employee Turnover		New Hires		Employee Turnover	
		No.	Rate (%)	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)
By Age Group	Under 30 yrs	49	5.4	31	3.4	120	13.8	115	13.2	83	9.3	78	8.7
	30-50 yrs	78	8.6	66	7.3	223	25.6	237	27.2	166	18.6	166	18.6
	Over 50 yrs	27	3.0	21	2.3	63	7.2	85	9.7	99	11.1	92	10.3
By Gender	Male	121	13.4	97	10.7	347	39.8	370	42.4	241	27.0	257	28.8
	Female	33	3.7	21	2.3	59	6.8	67	7.7	107	12.0	79	8.8
<b>Overall Total</b>		<b>154</b>	<b>17.0</b>	<b>118</b>	<b>13.0</b>	<b>406</b>	<b>46.6</b>	<b>437</b>	<b>50.1</b>	<b>348</b>	<b>39.0</b>	<b>336</b>	<b>37.6</b>

## Workplace safety and health statistics for our operations in Singapore and China (GRI 403-9)

Description	FY2021	FY2022	FY2023
Rate of fatalities as a result of work-related injury	-	-	-
Rate of high-consequence work-related injuries (excluding fatalities)	Not Reported	Not Reported	-
Rate of recordable work-related injuries	2.9	4.6	1.7
<b>Total Man-hours</b>	<b>1,733,760</b>	<b>1,745,895</b>	<b>1,715,463</b>

The health and safety metrics have been adjusted in this year's Report to better align reporting requirements with GRI 403-9. Rates reported above are based on 1,000,000 man hours worked.

For FY2021, no. of man hours worked is assumed to be 8 hours a day, 20 days a month, for 12 months, for the total headcount in Singapore and China (903 employees) = 1,733,760 man hours

For FY2022, no. of man hours worked is assumed to be 1,745,895 man hours for the total headcount in Singapore and China (872 employees). Different assumptions have been used for the different entities depending on the number of hours worked a day (8 to 8.8 hrs/day) and different number of working days per month.

For FY2023, no. of man hours worked is assumed to be 1,715,463 man hours for the total headcount in Singapore and China (893 employees). Different assumptions have been used for the different entities depending on the number of hours worked a day (8 to 8.8 hrs/day) and different number of working days per month.

### Training and Education (GRI 404-1)

#### Average Training Hours by Employee Category

Employee Category	FY2023
Top Management	26.40
Manager & above	13.23
Executive & above	34.15
Support/Non-Executive	54.55
Ground Staff	19.97
<b>Average training hours per employee</b>	<b>35.59</b>

#### Average Training Hours by Gender

Gender	FY2023
Male	38.88
Female	26.12
<b>Average training hours per employee</b>	<b>35.59</b>

#### Water Withdrawal (in Megalitres ML) (GRI 303-3)

	Warehouse & Logistics	Infrastructural Materials & Services	Others
Groundwater	-	0.08	-
Third-party water	23.89	39.64	1.01
<b>Total</b>	<b>23.89</b>	<b>39.72</b>	<b>1.01</b>

# PERFORMANCE DATA

## Waste Generated / Collected (GRI 306-3)

Hazardous Waste Collected	FY2021			FY2022		FY2023	
Waste Type	kg	drum	liter	kg	liter	kg	liter
Chemical Waste - Solid (Kg)	54	-	-	11,665	-	15,393	-
Chemical Waste - Liquid (L)	-	-	3,236	-	600	-	173,281
Disposal of steel drum	-	104	-	-	-	62,226	-
Recycling of HDPE Drum	-	-	-	-	-	187,398	-
Recycling of Steel Drum	-	-	-	-	-	182,106	-
<b>Total</b>	<b>54</b>	<b>104</b>	<b>3,236</b>	<b>11,665</b>	<b>600</b>	<b>447,123</b>	<b>173,281</b>

The weight is based on quantity collected – 20,822 pieces of high-density polyethylene (“HDPE”) drums (assumed to be 9kg each) and 10,117 pieces of steel drums (assumed to be 18kg each).

Non-Hazardous Waste Generated	FY2021		FY2022		FY2023	
Waste Type	kg	liter	kg	liter	kg	liter
General Waste (Kg)	325,659	-	233,050	-	33,480	-
General Waste (L)	-	31,680	-	39,960	-	347,723
Carton Box	16,750	-	16,532	-	16,980	-
Plastic Shrink Wrap	12,670	-	12,258	-	14,197	-
E-Waste	-	-	665	-	-	-
<b>Total</b>	<b>355,079</b>	<b>31,680</b>	<b>262,505</b>	<b>39,960</b>	<b>64,657</b>	<b>347,723</b>

Non-Hazardous Waste Collected	FY2021		FY2022		FY2023	
Waste Type	kg	liter	kg	liter	kg	liter
General Waste (Kg)	NA	NA	NA	NA	573,772	-
General Waste (L)	NA	NA	NA	NA	-	48,320
Food Waste	NA	NA	NA	NA	3,400	-
Commercial/Industrial Waste (Kg)	NA	NA	NA	NA	39	-
Commercial/Industrial Waste (L)	NA	NA	NA	NA	-	1,000
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>577,211</b>	<b>49,320</b>

\*NA - Collected waste (on behalf of customers) for FY2021 & FY2022 was consolidated and reported under “Generated Waste”.

Data above excludes waste from our operations in China.

Energy consumption within the organisation from non-renewable sources (in MJ) (GRI 302-1)

	MJ	FY2021		FY2022		FY2023		
		Fuel	Electricity	Fuel	Electricity	Fuel	Electricity	Solar
	Business Unit							
Warehousing & Logistics	GKE Express Logistics Pte. Ltd.	19,250,394	229,068	19,198,237	167,003	21,909,603	273,782	-
	GKE Private Limited	-	575,436	392,277	193,270	228,806	735,155	59,324
	GKE Services Pte. Ltd.	2,379,512	297,014	1,976,472	384,134	2,112,980	338,259	-
	GKE Warehousing & Logistics Pte Ltd <sup>^</sup>	777,738	3,557,931	670,356	5,474,570	706,213	3,877,013	752,315
	Fair Chem Industries Pte Ltd	Not reported	Not reported	Not reported	Not reported	1,033,032	835,521	-
	Marquis Services Pte Ltd	3,610,017	764,759	2,950,688	723,944	3,319,295	765,669	-
	GKE Freight Pte. Ltd. <sup>^</sup>	NA	NA	NA	NA	NA	NA	NA
	Subtotal	26,017,661	5,424,208	25,188,030	6,942,921	29,309,929	6,825,399	811,639
Total	31,441,869		32,130,951		36,946,967			
Infrastructural Materials & Services	Wuzhou Xing Jian Readymix Co., Ltd.	38,210,652	3,859,229	23,662,379	3,093,606	26,108,195	2,955,524	-
	Cenxi Xing Jian Readymix Co., Ltd.	Not reported	Not reported	Not reported	Not reported	4,338,432	516,780	-
	Subtotal	38,210,652	3,859,229	23,662,379	3,093,606	30,446,627	3,472,304	-
Total	42,069,881		26,755,985		33,918,931			
Others	GKE Agritech Pte. Ltd.	44,203	6,948	50,461*	1,336,536	233,407	1,375,739	999,238
	GKE Corporation Limited	NA	NA	NA	NA	NA	NA	NA
	Subtotal	44,203	6,948	50,461	1,336,536	233,407	1,375,739	999,238
Total	51,151		1,386,997**		2,608,384			

\* Energy Consumption for fuel in FY2022 under GKE Agritech Pte. Ltd. has been restated from 45,795 MJ to 50,461 MJ due to a correction in the fuel type being used. It was previously classified as petrol but has now been amended to diesel.

\*\* The overall energy consumed in FY2022 under the business segment "Others" has been restated from 1,382,331 MJ to 1,386,997 MJ.

<sup>^</sup> Energy consumed and Scope 2 Emissions for GKE Warehousing & Logistics Pte Ltd includes GKE Freight Pte. Ltd. as they are both in the same building and have a common electricity billing.

# PERFORMANCE DATA

## Direct (Scope 1) emissions & energy indirect (Scope 2) GHG emissions (GRI 305-1, GRI 305-2)

	kgCO <sub>2</sub>	FY2021		FY2022		FY2023	
		Scope 1	Scope 2	Scope 1	Scope 2	Scope 1	Scope 2
	Business unit						
Warehousing & Logistics	GKE Express Logistics Pte. Ltd.	1,434,905	25,993	1,576,224	18,927	1,632,753	30,854
	GKE Private Limited	0	65,296	32,219	21,904	17,055	82,848
	GKE Services Pte. Ltd.	177,366	33,703	162,335	43,535	157,499	38,120
	GKE Warehousing & Logistics Pte Ltd <sup>^</sup>	57,972	403,726	55,059	620,451	52,640	436,918
	Fair Chem Industries Pte Ltd	Not reported	Not reported	Not reported	Not reported	77,001	94,159
	Marquis Services Pte Ltd	269,087	86,779	242,351	82,047	247,417	86,287
	GKE Freight Pte. Ltd. <sup>^</sup>	NA	NA	NA	NA	NA	NA
	Subtotal	1,939,330	615,497	2,068,188	786,864	2,184,365	769,186
Total	2,554,827		2,855,052		2,953,551		
Infrastructural Materials & Services	Wuzhou Xing Jian Readymix Co., Ltd.	2,845,037	913,351	1,940,004	732,153	1,944,772	697,832
	Cenxi Xing Jian Readymix Co., Ltd.	Not reported	Not reported	Not reported	Not reported	322,938	122,018
	Subtotal	2,845,037	913,351	1,940,004	732,153	2,267,710	819,850
	Annual Subtotal	3,758,388		2,672,157		3,087,560	
Others	GKE Agritech Pte. Ltd.	3,295	788	3,761*	151,474	17,398	155,038
	GKE Corporation Limited	NA	NA	NA	NA	-	-
	Subtotal	3,295	788	3,761	151,474	17,398	155,038
Annual Subtotal	4,083		155,235**		172,436		

Conversion factors for the above table are based on Emission Factors for Cross Sector Tools March 2017. Grid Emission Factors are sourced from Singapore Energy Market Authority (EMA) and IGES Institute for Global Environmental Strategies (2021). List of Grid Emission Factors, version 10.10.

\* Scope 1 emissions for fuel in FY2022 under GKE Agritech Pte Ltd has been restated from 3,182 kgCO<sub>2</sub>e to 3,761 kgCO<sub>2</sub>e MJ due to a correction in the fuel type being used. It was previously classified as petrol but has now been amended to diesel.

\*\* The overall GHG emissions in FY2022 under the business segment "Others" has been restated from 154,656 kgCO<sub>2</sub>e to 155,235 kgCO<sub>2</sub>e.

<sup>^</sup> Energy consumed and Scope 2 Emissions for GKE Warehousing & Logistics Pte Ltd includes GKE Freight Pte Ltd as they are both in the same building and have a common electricity billing.

GRI Standard	GKE Corporation Limited has reported the information cited in this GRI content index for the period 1 June 2022 to 31 May 2023 with reference to the GRI Standards		
GRI 1 used	GRI 1: Foundation 2021		
GRI Standard	Disclosure	Location	Omission
GRI 2 General Disclosures (2021)	2-1: Organizational details	2	
	2-2: Entities included in the organization's sustainability reporting	1	
	2-3: Reporting period, frequency and contact point	1	
	2-4: Restatements of information	13	
	2-5 External assurance	1	
	2-7: Employees	15-17	
	2-27: Compliance with laws and regulations	9	
GRI 201 Economic Performance (2016)	201-1: Direct economic value generated and distributed	8	
GRI 205 Anti-Corruption (2016)	205-3: Confirmed incidents of corruption and action taken	9	
GRI 302 Energy (2016)	302-1: Energy consumption within the organization	12-13	
GRI 303 Water and Effluents (2018)	303-1: Interactions with Water as a Shared Resource	14	
	303-2: Management of Water Discharge-Related Matters	14	
	303-3: Water Withdrawal	14	
GRI 305 Emissions (2016)	305-1: Direct (Scope 1) GHG Emissions	12-13	
	305-2: Energy indirect (Scope 2) GHG Emissions	12-13	
	305-4: GHG Emissions Intensity	12	
GRI 306 Waste (2020)	306-1: Waste generation and significant waste-related impacts	11	
	306-2: Management of significant waste-related impacts	11	
	306-3: Waste generated	11	
GRI 401 Employment (2016)	401-1: New employee hires and employee turnover	15-16	

# GRI CONTENT INDEX

GRI Standard	Disclosure	Location	Omission
GRI 403 Occupational Health and Safety (2018)	403-1: Occupational health and safety management system of work-related fatalities	18-20	
	403-2: Hazard identification, risk assessment, and incident investigation	18-20	
	403-3: Occupational health services	18-20	
	403-4: Worker participation, consultation, and communication on occupational health and safety	18-20	
	403-5: Worker training on occupational health and safety	18-20	
	403-6: Promotion of worker health	18-20	
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	18-20	
	403-9: Work-related injuries	18-20	Data for non-employees is omitted as this is currently not available.
	GRI 404 Training and Education (2016)	404-1: Average hours of training per employee per year	21
GRI 418 Customer Privacy (2016)	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	9	



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