

— BUILDING —

A SUSTAINABLE FUTURE

— Sustainability Report 2021 —



Table of Content

01

Our Mission
About PSC Corporation Ltd

02

Board Statement

03

Reporting Standards
• Reporting Boundaries
• Reporting Scope
Reinstatement of Information
External Assurance
Contact Us

04

Organisational Profile
• HQ Location
• Global Presence
• Legal Form
• Our Milestones
• Organisational Scale

07

Our Key Subsidiaries

11

Membership of Associations
External Initiatives

12

Responding to Covid-19

13

Highlights of FY2021

14

Stakeholder Engagement
• Stakeholder Groups
• Materiality Topics
• Materiality Principle
• Materiality Matrix
• Materiality Aspects & Boundaries
• Our Sustainability Framework

18

Pillar 1- Accumulating Growth with Good Governance
• Governance Structure
• Sustainability Commitment
• Compliance at PSC
• Economic Performance
• Procurement Practices
New Supplies were screened using Environmental and Social criteria

24

Pillar 2- Accountability to Our Society
• Local Communities
• Customer Health and Safety
• Marketing and Labelling

28

Pillar 3- Safeguarding Our People
• Employment
• Occupational Health & Safety
• Training and Education

30

Pillar 4- Action on Environmental Concerns
• Energy and Carbon Footprint
• Circular Economy
• Water

32

GRI Content Index

OUR MISSION



Building strong partnerships, growing new markets



Fostering an open and creative culture, attracting and nurturing talents



Providing innovative products, portfolio building, meeting stakeholders' needs



Achieving operational excellence



Building strong financial capabilities

ABOUT PSC CORPORATION LTD (Formerly known as Hanwell Holdings Limited)

PSC Corporation Ltd ("PSC" or the "Company") is a leading Fast-Moving Consumer Goods (FMCG) provider for essential food staples. With significant presence in Singapore and Malaysia, we have offices and manufacturing facilities in both countries to distribute and market a wide range of safe, quality consumer products.

Established in 1974, PSC Corporation Ltd is a homegrown consumer essentials provider. Some of the familiar consumer household brands that we own and products that we distribute include Royal Umbrella rice, Golden Peony rice, Golden Circle oil, Fortune tofu, and Beautex paper products. With customers' interest at the heart of everything we do, we strive to continuously innovate and improve our product offerings and services. With the belief in contributing positively to our community and stakeholders, PSC continues to focus on driving strategic investments and partnerships, innovative product development to grow new markets and serve more customers in the region.

We believe in providing only the best quality products at the best value to our customers. We pride ourselves in placing their needs and interests at the heart of our business. To build a successful and holistic business, we must be clear in our mission and core values. We focus on building strong relationships with our partners and growing new markets. Internally, we believe in building a culture that is open, creative and innovative.

PSC has been publicly listed on the Main Board of the Singapore Exchange since 25 October 1990. We aim to grow from strength to strength through achieving operational excellence and building strong financial capabilities.

Board Statement



We are tremendously grateful to all of our stakeholders and clients for their unwavering support throughout these years, especially during such challenging times brought about by the Covid-19 pandemic. Consistent with our objective of providing quality products to the region, we have embarked on several new business initiatives in 2021 which fortify our strategic resilience. These include:

- Our subsidiary Topseller Pte Ltd was appointed as the distributor of Monori snacks in Singapore.
- We will be launching new beverages and frozen food products under new house brands in Q3 2022.
- Fortune Food Manufacturing Pte Ltd plans to boost production capacity by running two shifts and deploying a new dual tub machinery.
- Tipex Pte Ltd commenced an exclusive distributorship of Kit Cat products for Modern Trade and General Trade. Our paper business is undergoing a brand and packaging revamp, which is slated to roll out progressively from April 2022 onwards.

Committed to our sustainability strategy, we constantly evaluate our actions to drive better environmental, social, and governance practices. We have continued our momentum in caring for the local communities through engagement initiatives such as supporting the migrant and vulnerable communities.

People are our greatest assets and we believe that building a culture of holistic wellness is crucial as we also look to upskill our staff so that they can be future ready, equipped with relevant skills and positive mental attitude to navigate through these tough times. We have intensified employee welfare through maintaining a safe and healthy environment for our staff to work in, and have also inculcated a sense of ESG awareness amongst staff at all levels.

We are also committed to upholding good governance in line with our desire to have a more open, transparent, and collaborative workplace. We believe inclusivity starts at the leadership level and we have ensured inclusion of directors with diverse expertise and experience in our board composition.

The pandemic has not halted our progress in striving towards a more sustainable journey. We will continue to embrace sustainability in our strategic business decisions, in order to achieve net zero emission goals. With leadership commitment from the Board and top management, we are confident to push ahead and be more resilient in facing new challenges and develop more environmentally friendly products for the society we live in. We remain focused to create a positive impact to our community. We are proud to have started this journey and will continue to innovate to create a more sustainable world for the generations to come.

Dr Goi Seng Hui
Executive Chairman

Reporting Standards

We are into the fifth year of providing our Sustainability Report ("Report"). We publish these reports on an annual basis, with the last report in May 2020. This Report covers the sustainability performance of our headquarters in Singapore and our key subsidiaries, Topseller Pte Ltd ("Topseller"), Fortune Food Manufacturing Pte Ltd ("Fortune"), Tipex Pte Ltd ("Tipex") and SOCMA Trading (M) Sdn Bhd ("SOCMA").

No restatements have been made from the previous report and there were no significant changes to the organisation and our supply chain during this reporting cycle.

Our report complies with SGX-ST Listing Rules 711 (A) and (B). We have chosen to report using the GRI standards as it is an internationally recognised reporting framework that covers a comprehensive range of sustainability disclosures. The structured framework promotes a comprehensive and balanced account of PSC's material concerns and the management of its impact.

PSC has reported the information cited in this GRI content index for the period 01 January 2021 – 31 December 2021 with reference to the GRI Standards.

Report Boundaries

PSC will continue to report in Group level with reporting relevant material topics for each of its subsidiaries and in each pillar of the sustainability pillars.

Reporting Scope

We have included disclosures which address the value chains in our key business segments including Topseller, Tipex, Fortune Food and SOCMA. We have prioritised our scope of reporting as follows:

- 1) Brands that have the greatest impact to the Group's revenues
- 2) Activities that contribute to our product brand equity
- 3) Industry standards that are considered important by stakeholders such as customers, principals, suppliers and shareholders

Restatement of Information

There is no restatement of information made from previous reporting period. There were also no significant changes to the organisation and its supply chain requiring disclosure specific to GRI Standards.

External Assurance

The disclosures in this report are not externally assured. Our Company will work towards external assurance in the coming years as part of continuous improvement.

Contact Us



We are committed to listening to our stakeholders. For any queries regarding our sustainability reporting, please contact us at:

PSC Corporation Ltd
348 Jalan Boon Lay
Singapore 619529
Tel: +65 6268 4822
Fax: +65 6266 2607
corpcomms@psccorporation.com

Organisational Profile

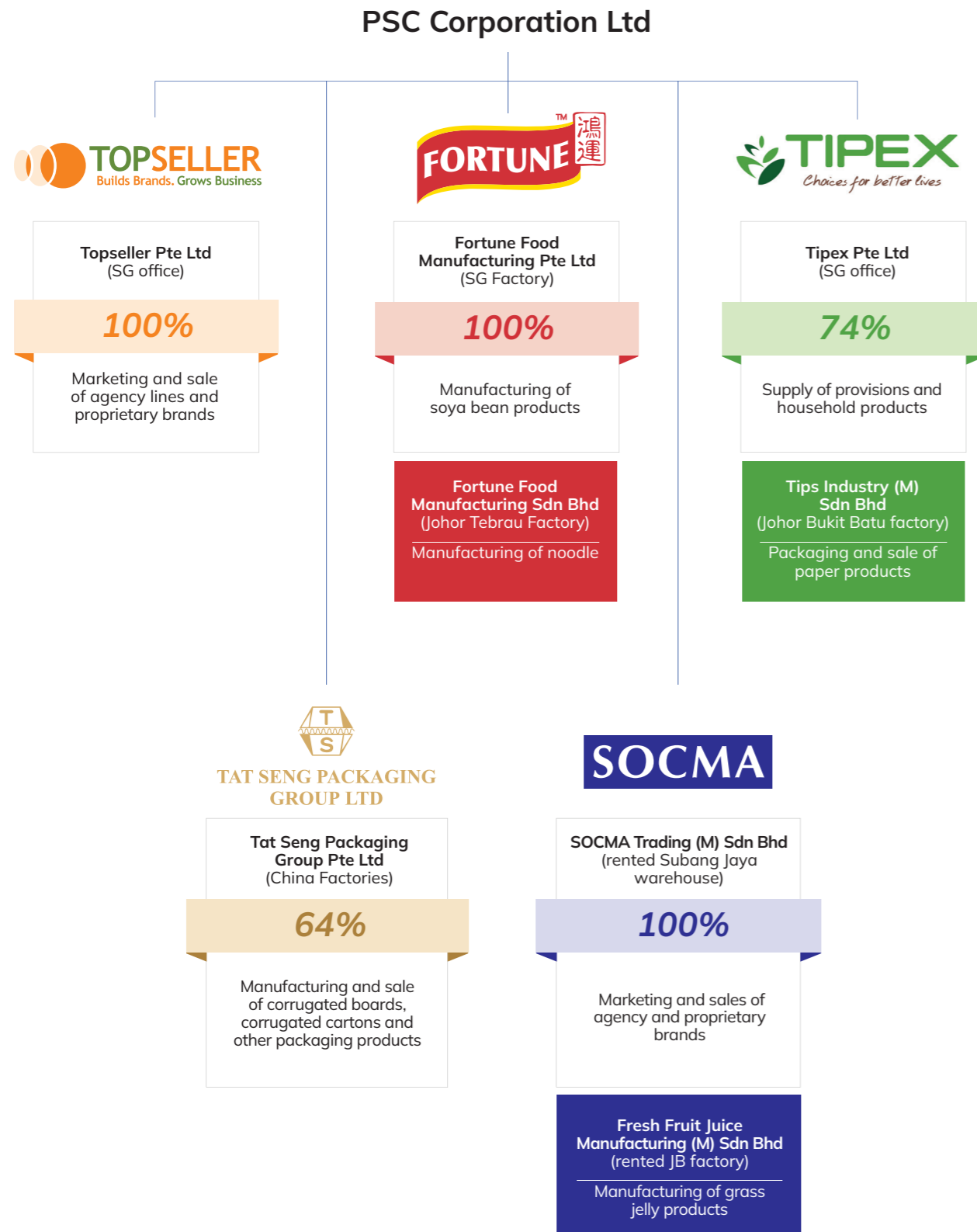


Diagram 1: Organisational Profile

HQ Location

Our main office is located at 348 Jalan Boon Lay Singapore 619529

Global Presence

PSC Corporation Ltd ("PSC") has significant presence in 2 countries with offices and manufacturing facilities in Singapore and Malaysia. Its quality products are manufactured and distributed regionally across Asia, the Middle East, Europe and America.



Diagram 2: Countries where PSC distributes to

- 📍 Manufacturing (Fortune & Tipex)
- 📍 Distribution (Topseller & Tipex)
- 📍 Manufacturing (Tat Seng)

Legal Form

PSC has been publicly listed on the Main Board of the Singapore Exchange since 25 October 1990.

Our Milestones

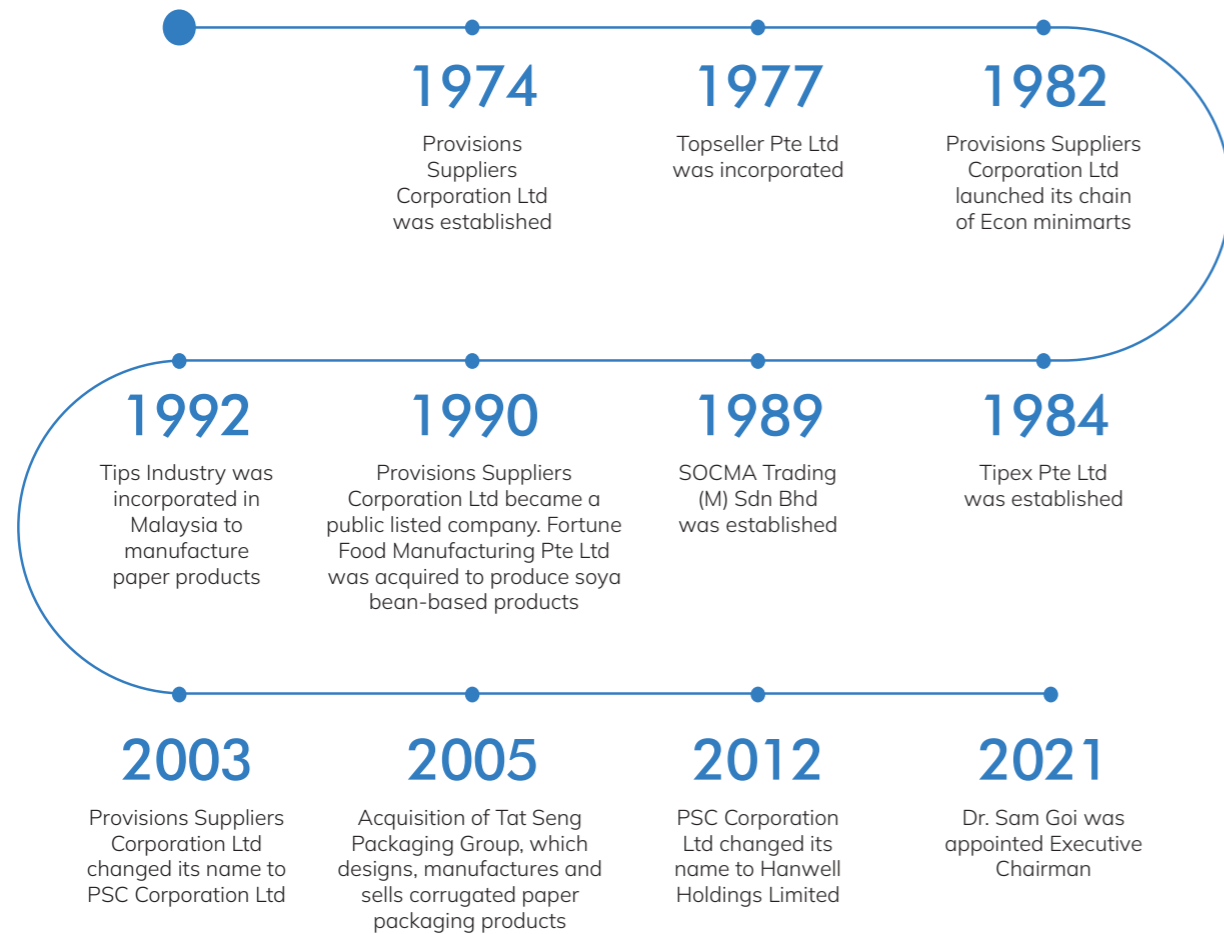


Diagram 3: Our Milestones

Organisational Scale

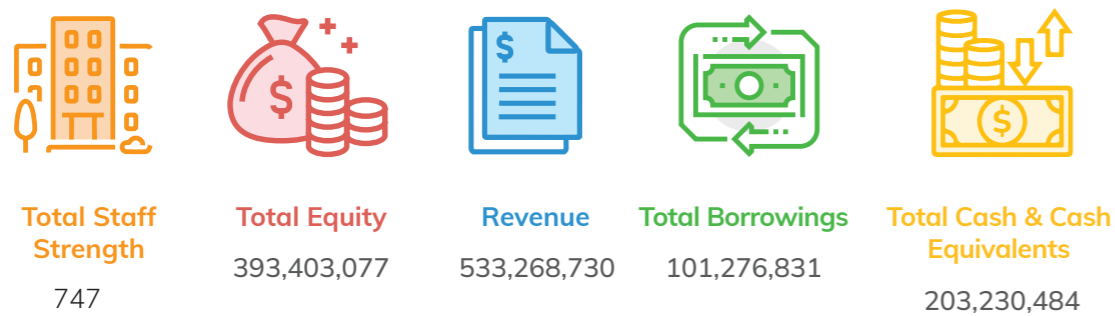


Diagram 4: Organisational Scale

Our Key Subsidiaries



Topseller is a distributor and brand developer of consumer essentials for the following brands:



Food:

Royal Umbrella rice, Golden Peony rice, Harmuni rice, sugar and oil, Taj Basmati and Ponni Rice, Gitankim rice, Royal Mongkut rice, Okome rice, OriGrains rice, JA rice, Shinmei rice, Golden Circle oil, Soyelite oil, Fortune tofu, noodle and dessert, Hosei udon, Monori snacks, Greenfields milk and Pauls milk.



Non-food:

Promax detergent, Singpo detergent, TP706 dishwashing liquid, and Lion products ranging from fabric care, oral care, baby care, beauty care and home care.

Our aim is to build brands and make them "Topsellers"! As a wholly-owned subsidiary of PSC Corporation Ltd, Topseller is part

of the multi-faceted Consumer Essentials Group that is well-equipped to provide living essentials for the consumers of today. We are committed to being a leading regional distributor and builder of consumer brands.



Topseller's distribution network covers supermarkets, grocery stores, caterers, institutions, ship chandlers, hotels, restaurants, food courts, hawker centres and online retailers in Singapore.

Our main rice supplier is Charoen Pokphand Intertrade ("CP Intertrade") from Thailand. CP Intertrade has successfully invested and improved its supply chain performance through switching up its suppliers and processes, training employees, and setting up monitoring and reporting mechanisms. Thai Hom Mali Rice under Royal Umbrella brand passed a DNA test to ensure that it is inbred rice; long, narrow white, transparent and strong grains with not much chalky kernels. The rice, when cooked, has a natural fragrance and smooth texture. CP Intertrade works closely with rice-growing communities amongst many initiatives to ensure their rice is grown sustainably. Their production process is fully compliant with GAP+ (Good Agricultural Practices Plus). GAP+ helps farmers upgrade their knowledge and skills in rice production and raise their standards of living, ultimately improving the quality of rice. Rice is the Group's top selling FMCG product category with Royal Umbrella being our best-selling rice brand.

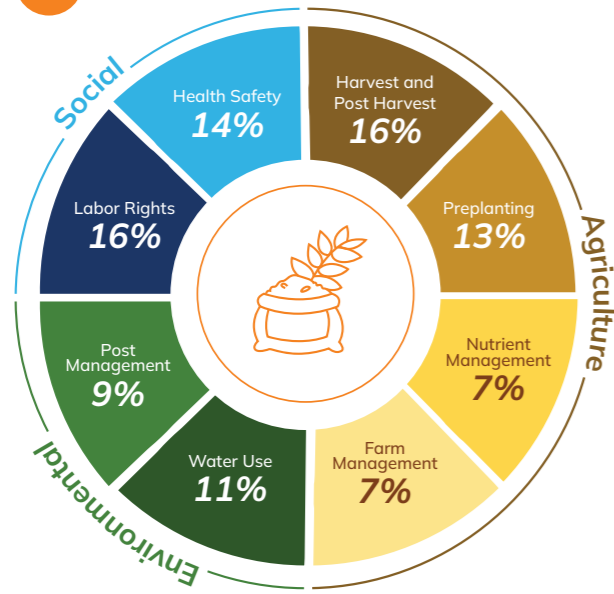
Global food supply chains are ever evolving, and it becomes increasingly complicated to track the source of food, given the different

layers of the supply chain. Food traceability has also become increasingly important, depicted by three main reasons. Firstly, where food safety is concerned, companies should be able to quickly trace through the supply chain to ascertain the source of a food product. With public health and lives at stake, we believe that it is critical to do so effectively because it directly affects the livelihoods of industries,

companies and employees. Secondly, more consumers are demanding transparency and accountability of their food: how the food is sourced, its growth and manufacturing process, how they are transported, and even down to the nutrition content. Ultimately, as we deep dive into our supply chain, we can mitigate risks better.

CP Intertrade Sustainability Agenda

1 KCP Rice Production Practice



2 Participated with global Rice sustainability program



3 KHAO C.P Sustainability



Diagram 5: Our Key Supplier CP Intertrade Sustainability Agenda

Target:
Support in generating incomes for farmers and vulnerable groups along our supply chain.

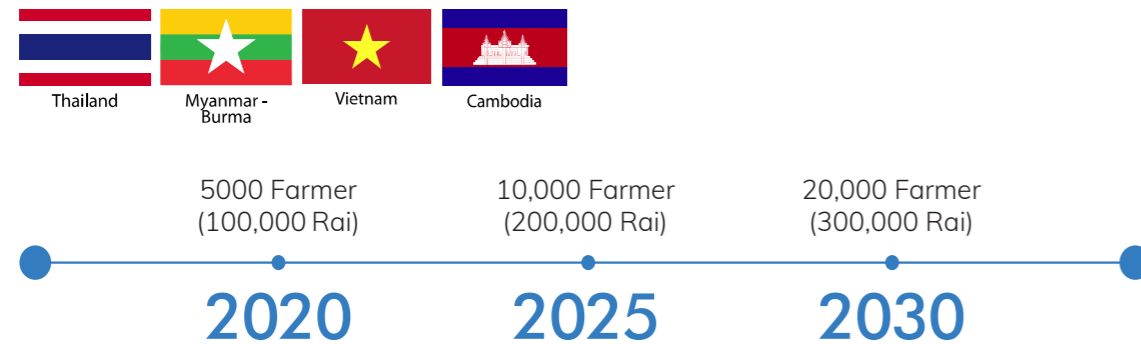


Diagram 6: Supporting Farmers Target



FORTUNE FOOD MANUFACTURING PTE LTD

Fortune specialises in the production of an extensive range of Tofu, ranging from Traditional Chinese Tofu, Japanese Silken Tofu, Egg Tofu to Tau Kwa.



Our products bear the “made-in-Singapore” stamp and have been a favourite household name since the early 1980s. The factory is FSSC 22000 certified and the products are halal certified. In 2021, Fortune is pleased to emerge as the number one tofu brand in Singapore*. Our products are sold in local supermarkets, F&B retail outlets and general trade outlets like provision shops, minimarts, as well as online retailers. Apart from sale in the local market, Fortune’s tofu is also exported to Cambodia, Hong Kong, UK, Germany, Netherlands, Switzerland, Norway and the Middle East.

*Based on data reported by NielsenIQ Retail Index Service for Packaged Beancurd category from Dec '20-Nov '21, for Total Singapore (© 2021 Nielsen Consumer LLC).



TIPEX PTE LTD

As one of the major distributors of consumer tissue paper products in Singapore, Tipex owns local leading tissue paper brand Beautex - a forerunner in the personal hygiene industry, manufactured by its subsidiary Tips Industry (M) Sdn Bhd. In 2007, Beautex was featured in the Singapore Book of Records for being the first local paper brand to launch a complete range of three-ply premium paper products. Besides Beautex, Tipex also owns tissue paper brands Ichiryu, Mood, Hibis, Comfy and Parity.



Over the years, Tipex has managed to expand its distribution network across the border, including Brunei, Vietnam, Australia, New Zealand, Maldives and Chennai India. In Singapore, Tipex serves not only the retail sector but also the vast institutional sector (HORECA).

Tipex is involved in manufacturing, sales and distribution, brand management and marketing of its proprietary brands as well as agency brands. It is a market leader in producing private labels and Original Equipment Manufacturer (OEM) services.

Besides paper products, Tipex also handles washroom hygiene products like cleaning agents and dispensers, baby and adult diapers including reputable brands like Moltex, Canped and MR CLEAN.

To meet the increasing demand for paper products, we have put in place stringent procedures and operating systems at Tipex's tissue paper production plant to ensure operational efficiency for maximum output.



SOCMA Trading (M) Sdn Bhd

SOCMA has grown into a leading distributor of Fast Moving Consumer Goods in Malaysia. It distributes a diverse mix of candies, gums, snacks, oils, beverages and paper products. Fresh Fruit Juice Manufacturing (M) Sdn Bhd with its main operation in manufacturing of grass jelly is an entity owned by SOCMA. Currently, Malaysia and Brunei are the two markets served by SOCMA.

Precautionary Principle

The Group's policy is to continually ensure that all our supplies are purchased from sustainable sources. Procurement of fast-moving consumer goods and raw materials from suppliers reported to have engaged in errant practices are suspended until there is reasonable assurance that the malpractice has been rectified.



Membership of Associations

Membership of Associations

- Singapore Institute of Directors
- Singapore Business Federation
- Singapore Retailers' Association
- Singapore National Employers Federation
- Singapore Manufacturing Federation
- Singapore Food Manufacturers' Association

External initiatives

- FSC-CoC (Forest Stewardship Council – Chain of Custody)
- ISO9001:2015 (Quality Management System)
- ISO14001:2015 (Environmental Management System)
- FSSC 22000, Version 5.1 (Food Safety System Certification)

Responding to Covid-19

As the Covid-19 situation persists, the Group remains vigilant and committed to our course of ensuring that safety measures are being put in place as safeguards and for monitoring purposes. Protecting our employees during this Covid-19 pandemic is of utmost importance to us because at PSC, our people are our greatest assets.

PSC fully understands the obligations of workplace safety and health ("WSH") and we have put the safety and health of our employees and visitors as our priority, especially during these challenging times. We comply with the requirements set by



authorities such as the Ministry of Manpower, Ministry of Health and Ministry of Trade and Industry to prevent further outbreaks.

While keeping a watchful eye on our business objectives, we require everyone to comply with safe management measures including working from home if employees are not involved in providing essential services. Looking ahead, we need to identify and evaluate areas for improvement to people, process, and technology, striving to enhance sustainability in both our local community and the sustainability of our suppliers – the agricultural farmers.



<p>Our People</p> <p>While keeping a close watch on our business objectives, we continue to strive for positive contributions in both our local community and that of our suppliers – the agricultural farmers.</p>	<ul style="list-style-type: none"> • Employees • Suppliers • Customers 	<ul style="list-style-type: none"> • Enforcement • Reducing exposure • Complying with Government measures • Equipment & Facilities – Safe entry gantry
<p>I.T. (INFORMATION TECHNOLOGY)</p> <p>PSC continues to embrace technological advancement to increase workplace safety and customer experience.</p>		<ul style="list-style-type: none"> • Video conference and online chats • e-Commerce • Refine tested and proven I.T. Infrastructure
<p>MARKET EXPECTATIONS & ADAPTABILITY</p>		<ul style="list-style-type: none"> • Governance • Environment • Society • Employee
<p>STAYING PREPARED</p> <p>We continue to monitor our key performance indicators to measure against actual results.</p>		<ul style="list-style-type: none"> • Boosting supply chains • Adjusting buffer capacities • Enhancing cybersecurity practices

Diagram 7: Responding to Covid-19

Highlights of FY2021

Economic Pillar		
Product Diversity	8 DECENT WORK AND ECONOMIC GROWTH	<ul style="list-style-type: none"> • Increased product offerings (snacks, frozen products, beverages, ready-to-eat meals) by about 30 per cent to promote company growth
Transparency	8 DECENT WORK AND ECONOMIC GROWTH	<ul style="list-style-type: none"> • Included SOCMA in FY2021 report
Social Pillar		
COVID-19 measures	3 GOOD HEALTH AND WELL-BEING	<ul style="list-style-type: none"> • Increase product SKUs and marketing efforts on E-commerce platforms • Implemented Covid-19 measures
Care for Local Communities	3 GOOD HEALTH AND WELL-BEING	<ul style="list-style-type: none"> • Ongoing CSR efforts including: <ul style="list-style-type: none"> - Upcycling project in collaboration with Green Sprutz by Royal Umbrella - Support to vulnerable households through collaboration with Thye Hua Kwan Family Service Centre by Golden Peony and Beautex - Support for migrant workers community through itsrainingraincoats by Beautex
Employees welfare	3 GOOD HEALTH AND WELL-BEING	<ul style="list-style-type: none"> • Continued practices to ensure and promote workplace safety • Group insurance • Continued provision of medical benefits • Flexible Benefits program which allows employees to claim between \$150-\$1,000 for dental treatment, eye care products, annual health screening services, gym membership etc.
Environmental Pillar		
Responsible Sourcing	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	<ul style="list-style-type: none"> • Implemented supplier screening • TIPEX purchases pulp paper from FSC certified sources • Aimed for 100% of suppliers to be screened for Topseller and Fortune
Reducing carbon footprint	13 CLIMATE ACTION	<ul style="list-style-type: none"> • Set reduction targets for energy consumption, water consumption and waste generated (okara flour, paper waste)
Reducing water consumption	14 LIFE BELOW WATER	<ul style="list-style-type: none"> • Set reduction targets for water consumption

Diagram 8: Highlights of FY2021

Stakeholder Engagement (GRI 2-29)

The table below provides an overview of our stakeholder engagements, as well as the issues and concerns raised. They were conducted in compliance with Covid-19 measures throughout the year. We have

identified eight key stakeholder groups which have a vested interest in our operations and have a significant impact to our businesses, and have actively engaged them.

Stakeholders definition (and why they are important)	Methods of engagement	Topics of Interest	PSC Action
Employees (Develop potential to drive innovation, productivity)	<ul style="list-style-type: none"> Robust compensation and benefit framework 	<ul style="list-style-type: none"> Engagement with employees Learning & Development Equitable rewards & recognition Safe and healthy work environment 	<ul style="list-style-type: none"> Refer to employment and training hours strategy for each entity
Customers (supermarkets & retail consumers) (Create value and respond to their changing needs)	<ul style="list-style-type: none"> Marketing & Sales Promotions Brand communications through advertising Social media interactions On-ground events & activities Dedicated consumer hotline/website enquiry form 	<ul style="list-style-type: none"> Product quality & safety Consumer health and safety Fair & reasonable product pricing 	<ul style="list-style-type: none"> Refer to consumer health and safety, market presence and product and service labelling section for each entity
Shareholders (Maintain good corporate governance and improve levels of transparency)	<ul style="list-style-type: none"> General Meetings of Shareholders Annual Reports 	<ul style="list-style-type: none"> Transparency in disclosure Governance compliance Business and financial performance 	<ul style="list-style-type: none"> Refer to governance section
Regulators (SFA, NEA, HPB) (Raise industry standards for food and product safety)	<ul style="list-style-type: none"> Active participation in compliance with audits by regulators 	<ul style="list-style-type: none"> Good governance Fair labour practices Safety at work Accurate labelling on packaging 	<ul style="list-style-type: none"> Refer to governance growth section for each entity
Local Communities (Bring social cohesiveness to community)	<ul style="list-style-type: none"> Outreach programmes Meetings/ dialogues with community representatives Donation of food products to less privileged and elderly 	<ul style="list-style-type: none"> Consumer health and safety Job opportunities for locals Promotion of good health and quality of life Stimulating local economies 	<ul style="list-style-type: none"> Refer to local community engagement section for each entity

Industry Bodies (FSC manufacturing association) (Staying ahead in economic, environmental & social obligations)	<ul style="list-style-type: none"> Active outreach to industry bodies for innovative collaboration 	<ul style="list-style-type: none"> Innovation Partnership 	<ul style="list-style-type: none"> Refer to innovation governance growth section for each entity
Suppliers (Rice mills, etc) (Ensure products conform to industry safety standards)	<ul style="list-style-type: none"> Supplier Meetings Annual Audits Tender Management System 	<ul style="list-style-type: none"> Fair & Robust procurement system Support of local business Social & Environmental Responsibility Ethics – anti bribery, corruption and human rights 	<ul style="list-style-type: none"> Refer to Environmental and Social Supplier disclosure section for each entity
Media (Right branding/ message to audience)	<ul style="list-style-type: none"> Media Interviews Press Releases 	<ul style="list-style-type: none"> Business Results Announcements Management team interviews 	<ul style="list-style-type: none"> Refer to highlight updates

Diagram 9: Stakeholder Engagement

STAKEHOLDER GROUPS

Principle 13 of the Code of Corporate Governance 2018

The Board adopts an inclusive approach by considering and balancing the needs and interests of material stakeholders, as part of its overall responsibility to ensure that the best interests of the company are served.

The Company takes a strategic and pragmatic approach in managing stakeholders' expectations to support its long-term strategy. A sustainability governance framework was put in place to identify, engage with, and manage the material environment, social and governance factors important to stakeholders and to the Group.

As a leading FMCG company listed on the Singapore Exchange, the Company prides itself in its ability to provide a wide range of quality products and create sustainable value through numerous business activities with our stakeholders. Sustainability, in the manner to which the Company conducts its day-to-day dealings with customers, suppliers, employees and society, has consistently been one of the key corporate values motivating and inspiring us to do our best. This Sustainability Report would be published through SGXNet in May 2022.

The Corporate Governance Report 2021 alongside this Sustainability Report, together with the Annual Report 2021, aims to provide comprehensive and transparent reporting of the Group's overall objectives and performance to the Company's stakeholders. The Company welcomes feedback on this Sustainability Report and its sustainability performance. Please send all feedback to Investor Relations, which can be found at the Company's corporate website. As of May 2022, the company has renamed to PSC Corporation Ltd. and its website is now www.psccorporation.com.

More information on the Company's material stakeholders, sustainability efforts (including its strategy and key focus areas), and performance can be found in the Company's Sustainability Report uploaded onto the Company's corporate website.

Materiality Topics (GRI 3-1, 3-2, 3-3)

Our Company's materiality assessments are conducted regularly in the form of a survey to obtain information from relevant departments and business units of the Group. The materiality survey has been compiled in reference to the identified material ESG aspects. The identified topics were internally reviewed and are unchanged for FY2021.

Materiality Principle

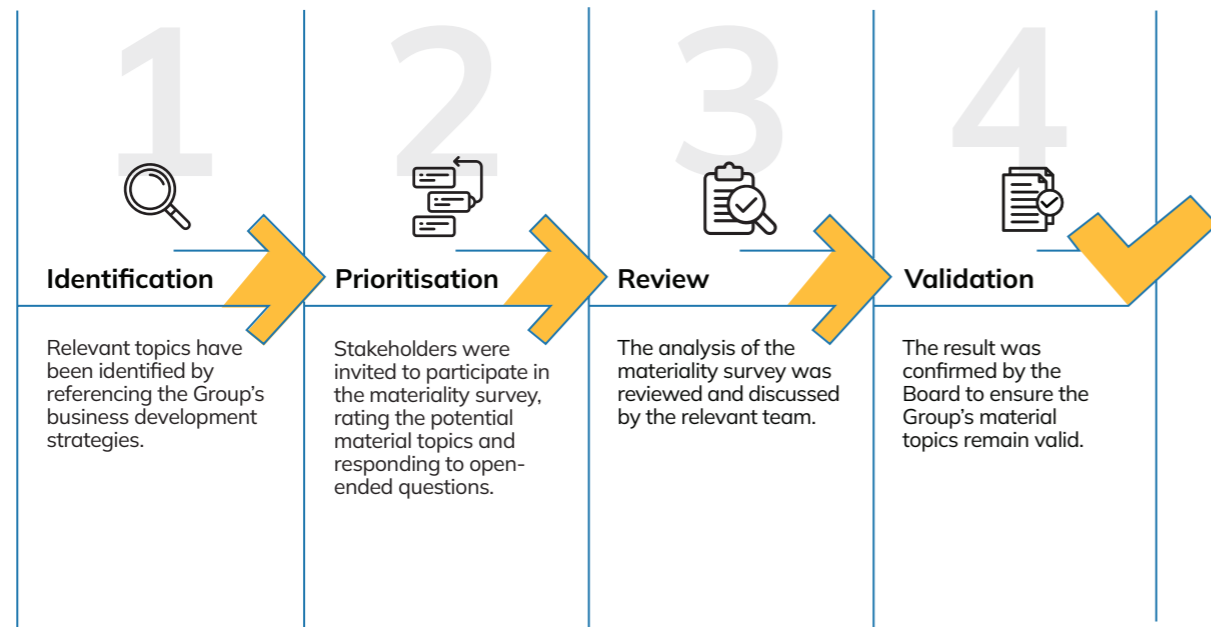


Diagram 10: Materiality Topics Principle

Materiality Matrix

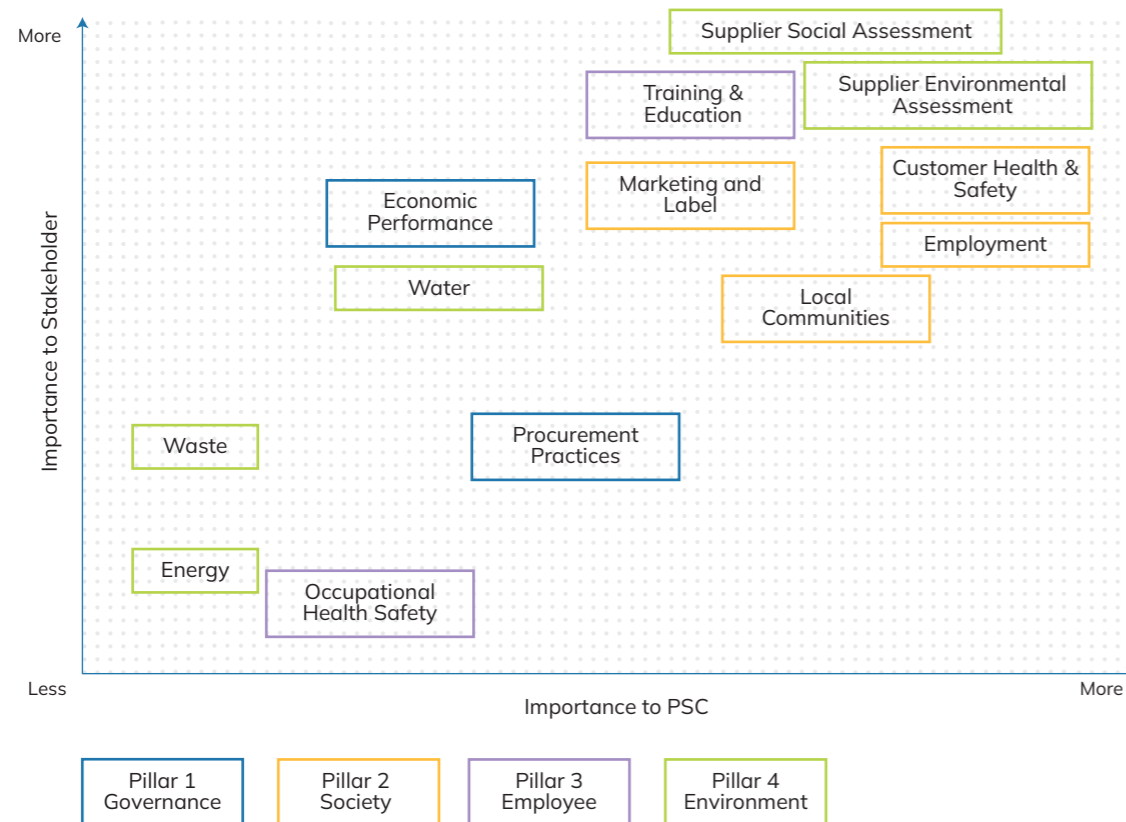


Diagram 11: Materiality Matrix

Materiality Aspects & Boundaries

		Boundary of Interest				
		PSC	Topseller	Fortune Food	Tipex	SOCMA
Pillar 1 Governance	Economic Performance & governance matters	Group Level Report				
	Procurement Practices	NA	✓	✓	✓	✓
	Supplier Environmental and Social Assessment	NA	(CP Intertrade rice supplies)	✓	(FSC certification)	✓
Pillar 2 Society	Local Communities	NA	✓	NA	✓	✓
	Marketing and Label	NA	✓	NA	✓	✓
	Customer Health & Safety	NA	✓	✓	NA	✓
Pillar 3 Employee	Employment	✓	✓	✓	✓	✓
	Training and Education	✓	✓	✓	✓	✓
	Occupational Health & Safety	✓	✓	✓	✓	✓
	Energy	✓	✓	(manufacturing energy)	✓	✓
	Waste	✓	✓	(manufacturing tofu okara waste)	(specifically on tissue waste)	✓
	Water	✓	✓	(manufacturing water usage)	✓	✓

Diagram 12: Materiality Aspects & Boundaries

Our Sustainability Framework

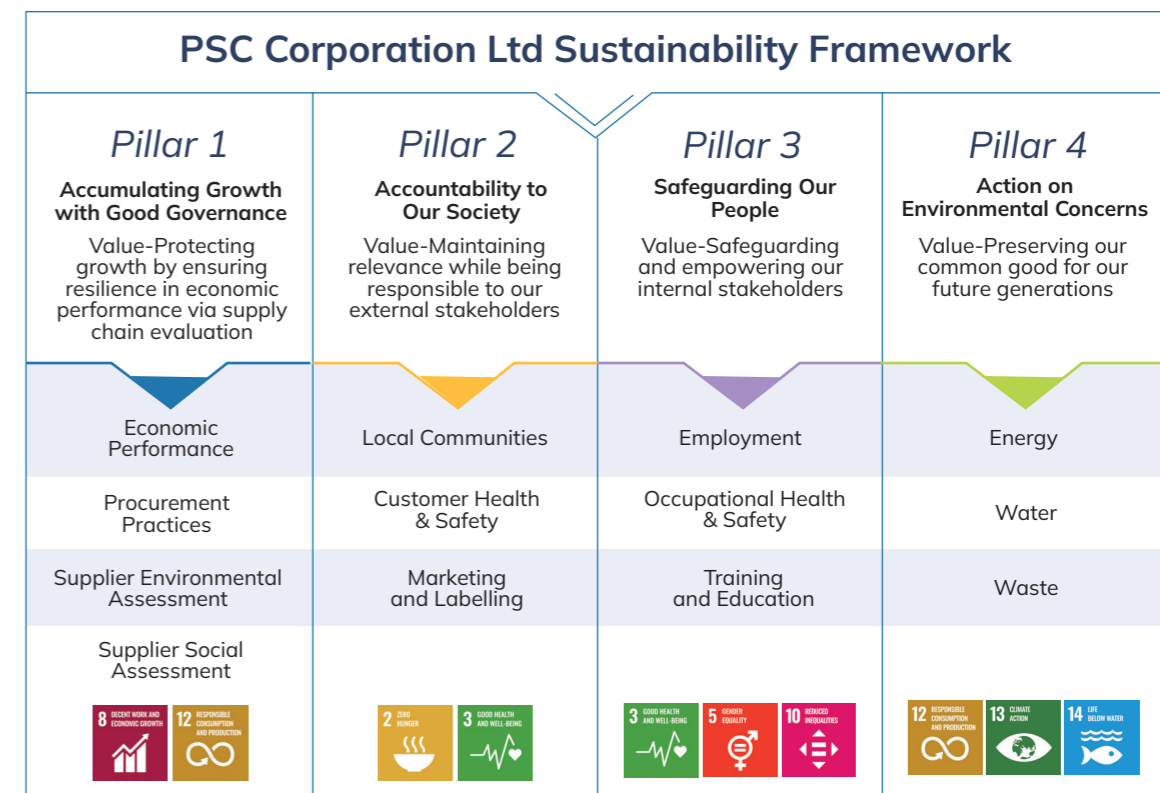
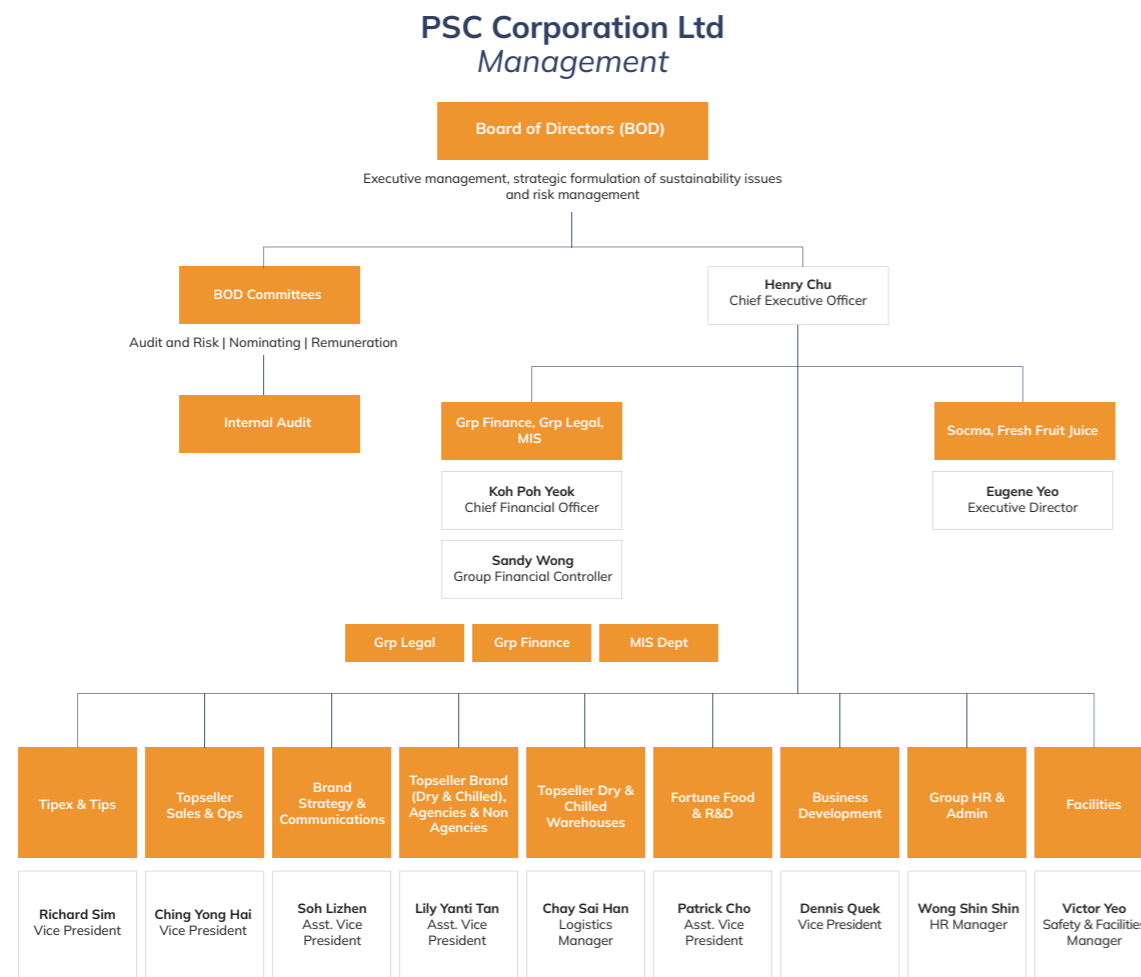


Diagram 13: Sustainability Framework

Pillar 1 - Accumulating Growth with Good Governance

Governance Structure



*Accurate as at 31 December 2021

Diagram 14: Governance Structure

Sustainability Commitment

As a leading FMCG company, our mission is to be sustainable in providing the best daily necessities to our customers. Our sustainability framework focuses on four key pillars: Supply Chain Sustainability, Reducing Footprint, Our People, Our Assets and Commitment to Customers & Community.

It is our responsibility to constantly review our sustainability strategy, identify and evaluate the risks, opportunities and challenges posed by the macro environment with care, and prudence.

In FY 2021, apart from the Covid-19 situation that is still occurring globally, ongoing tensions between China and the United States of

America, Japan and South Korea, Ukraine and Russia, as well as the effects of Brexit have resulted in subdued growth in the region. Notwithstanding these challenges, the Group will continue to look beyond its current markets, exercise vigilance on its financial and non-financial exposure, leverage more on automation and digital solutions to stay lean in manpower and focus on our key pillars. This ensures that we stay resilient and agile in the face of mounting threats, including climate change, protectionism and the ongoing Covid-19 outbreak.

Compliance at PSC

Compliance at PSC aims at ensuring that the Group complies with all applicable laws, regulatory obligations, and internal rules. We are committed to operating responsibly and by the laws of the countries in which we operate. This is accomplished through ongoing compliance awareness communication of PSC's policies and procedures in our business operations. Policies embedded in our culture are:

PDPA	In compliance with the Singapore Personal Data Protection Act (No. 26 of 2012), we have a Privacy Policy that outlines how PSC handles personal data. Customers and business partners can contact PSC's Data Protection Officer by mail, email and phone on matters concerning their personal data with PSC. https://www.psccorporation.com/personal-data-protection/
Whistle-blowing	For more information of our policy, please refer to: https://www.psccorporation.com/whistle-blowing-policy/
Code of Conduct	The Group's Code of Conduct policy defines the major and minor offence and disciplinary procedures that will be administered accordingly.
Board diversity	The Board has established that at least 10% of the total number of board seats be reserved for women and that the composition of the board shall comprise at least one (1) director each in the age group of his/her forties, fifties and sixties respectively.
Fair Employment Practices	PSC is a signatory of the Employers' Pledge of Fair Employment Practices with the Tripartite Alliance for Fair Employment Practices ("TAFEP"). TAFEP works with companies, government and unions to adopt and implement fair employment practices.

Diagram 15: Compliance at PSC

In FY2021, there were zero cases reported through the Whistleblowing mechanism. PSC also had no incident of non-compliance with socio-economic laws and regulations. These included those that applied to marketing and advertising practices where violation breaches would result in significant fines or non-monetary sanctions against the Company.

The Board and Senior Management are committed to conducting business that is ethical and in compliance with all applicable laws and regulatory requirements. The Board consists of six directors with experience and in-depth skills set in business management, banking and finance, IT, engineering,

mathematics, economics and industry knowledge. These directors uphold the Nominating Committee's ("NC") criteria on good governance practices needed to support and guide the handling of our corporate affairs, independent of our Management, so as to ensure transparency and accountability. The Board governs the sustainability reporting of the business, and the sustainability committee manages and communicates to all levels in the organisation.

More details of our Governance structure can be found in our website: <https://www.psccorporation.com/corporate-governance/>

Economic Performance (GRI 3-3, 201-1)

In Matrix's triple bottom-line approach to sustainability, strong business or financial performance is critical. Essentially, the generation of direct economic values such as revenues and profits is not only necessary for the Group's growth and development, it is also critical in driving environmental, social, and governance strategies.

ESG strategies and activities are funded by financial performance. Linking ESG to financial performance gives the Group even more driving force to invest in sustainability. Please refer to the FY2021 Annual Report for complete disclosure on the Group's performance and audited accounts.

Turnover By Geographical Segments (\$ Million)

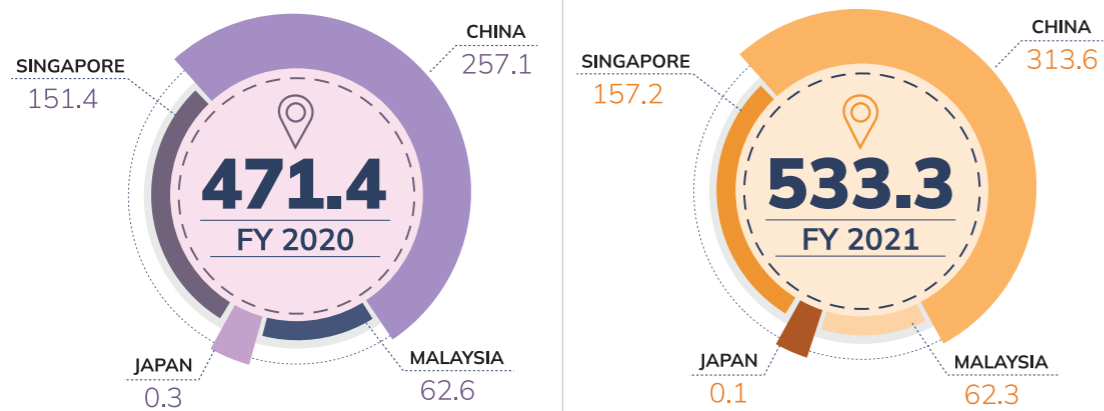


Diagram 16: Turnover by Geographical Segments

Turnover By Business Segments (\$ Million)

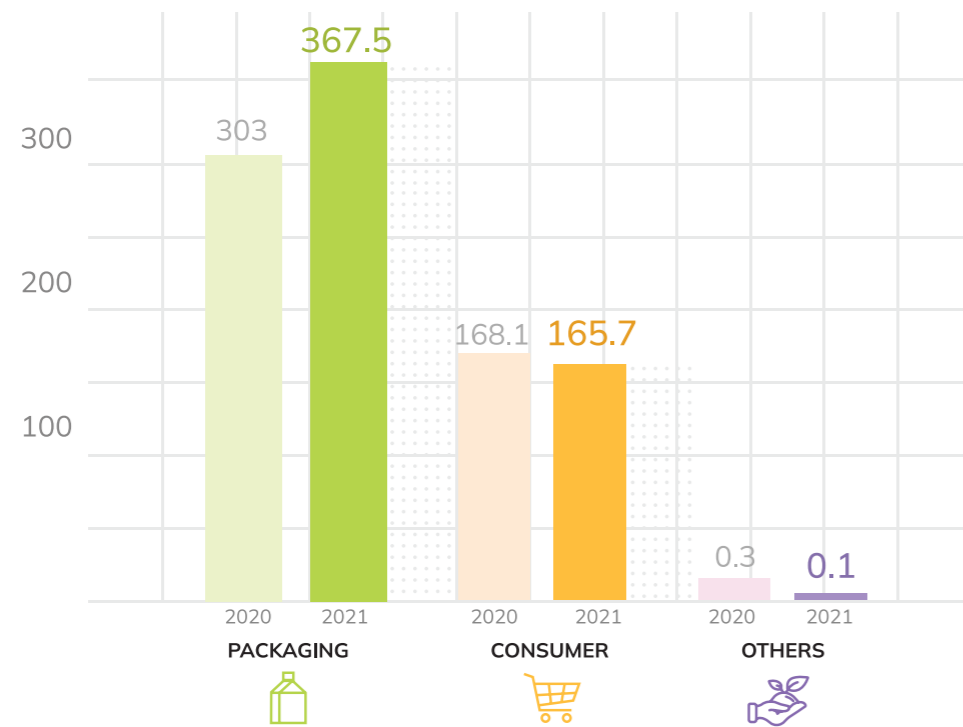


Diagram 17: Turnover by Business Segments

Turnover (\$ Million)

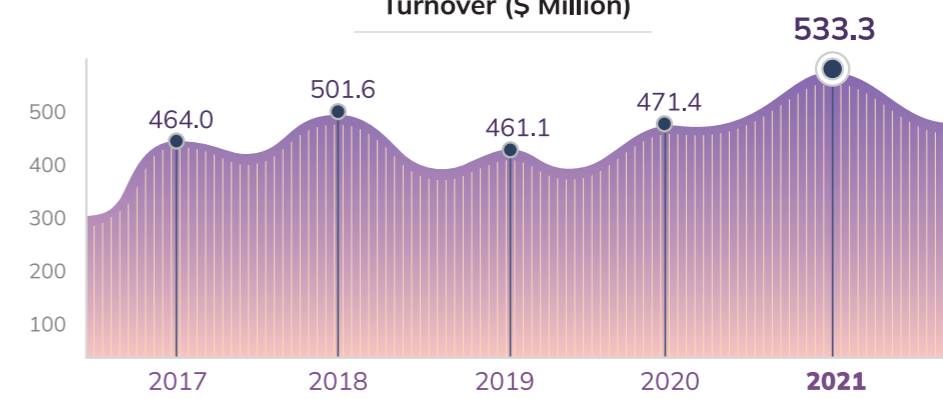


Diagram 18: Turnover

Basic Earning Per Share (Cents)

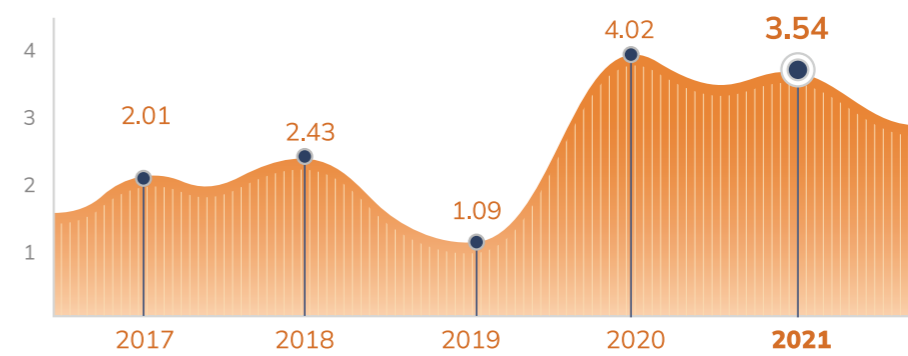


Diagram 19: Basic Earning Per Share

Nav Per Share (Cents)



Diagram 20: Nav Per Share

Group revenue ('000)	S\$533.3 million
Group profit before tax ('000)	S\$37.5 million
Group profit after tax and minority interests ('000)	S\$ 19.6 million
Shareholders' equity ('000)	S\$ 393.4 million (include NCI)
Total assets ('000)	S\$ 578.6 million
Cash flow and bank balances (including cash and cash equivalents) ('000)	S\$ 203.2 million
Earnings per share (cent)	3.54
Market capitalisation ('000)	S\$ 232.4 million
Dividends (cent)	0.50 cents
Dividend pay-out ratio to profits('000)	9.3

Diagram 21: Economic Performance

Procurement Practices (GRI 3-3, 204-1)

PSC affirms that its activities should generate business opportunities in its local communities and prioritises suppliers who use a locally sourced workforce, products, or services in their operations. We also promote suppliers that have indigenous ownership or deploy equal opportunities in their operations.

We have a Supplier Evaluation Form which guides our procurement practice. It also states the values and standards that PSC adopts. When selecting new suppliers and executing supply contracts, this process helps us to engage vendors which adhere to our standards.

TOPSELLER

Our rice suppliers span across the world, from USA to India, Thailand, Vietnam, Cambodia and Japan. We work very closely with our Thailand suppliers as they make up the bulk of our rice stock. We keep them up to date on consumer and governmental requirements so that they are prepared to meet the changing needs. For example, our Thai rice suppliers are considering to use biodegradable plastics for their packaging.

We screen new suppliers to ensure they abide by the necessary food safety requirements such as Hazard Analysis and Critical Control Points (“HACCP”), British Retail Consortium (“BRC”) Global Standards, ISO9000. Our procurement officers also do on-site visits to review the safety and hygiene standards of the factories, understand how they maintain the cleanliness in the premises and do thorough checks on staff welfare.

Topseller has been working closely with our long-term main rice supplier – CP Intertrade in Thailand especially in areas of food traceability and good agriculture practices. The Nakhon Luang Factory is certified under Good Manufacturing Practice (“GMP”) from SGS (Thailand), HACCP and ISO 9001:2008.

CP Intertrade also embarked on the Royal Umbrella Sustainability Rice Cultivation Campaign. Since 2016, the project has helped their community’s sustainability by ensuring that all the agricultural products from the rice farmers are quality controlled, environmentally-friendly and sold at a fair

market price. The project aims to promote Agriculture Practice under GAP PLUS (Good Agriculture Practice Plus). The system is certified by the Rice Department, the Ministry of Agriculture and Cooperative. It has also been recognised for Quality Control, Food Safety, and Greenhouse gas emission reduction. To date, we have worked with 9,479 agriculturists in the project covering a total land area of 189,693 Rai. We are heartened that the project has helped to improve the well-being and livelihoods of Thai Hom Mali rice farmers.

FORTUNE

Local production is an important secondary strategy to ensure food supply resilience in Singapore. The Singapore Food Agency (“SFA”) has set the target for local foods to meet 30% of Singapore’s nutritional needs by 2030. Fortune continues to support local farmers to help achieve the “30 by 30” vision.

The eggs used in the production of our egg tofu are locally produced. One of our suppliers has received the Certified Humane label by the American non-profit organisation Humane Farm Animal Care (“HFAC”) because the eggs are responsibly produced and ethically farmed. All eggs produced in Singapore farms are free from antibiotics as Singapore prohibits the use of antibiotics on hens.

By purchasing eggs from local producers, we are helping to sustain the local farming community and reduce our carbon footprint. This aids our food traceability which boosts our customers’ confidence and allows us to manage our supply chain. We are also actively sourcing for raw and packaging material from local suppliers; local suppliers are audited to ensure proper adherence to ISO/FSSC requirements and their product must meet our stringent specifications and requirements, which include pricing and MOQ.

TIPEX

Over the years, the recurring haze has cast a spotlight on sustainable sourcing for paper companies. We are fully aware that the pulp and paper industry play a critical role in shaping forests worldwide, as pulpwood is grown in a vast range of landscapes and societies. Living up to our responsibilities as an environmentally sensitive company, we take steps to ensure that all our supplies are

purchased from sustainable sources. We buy paper that comes either from well-managed forests or from recycled material. Our virgin pulp jumbo roll suppliers are ISO 9001 and FSC-COC certified.

Forest Stewardship Council (“FSC”) is an independent, non-profit organisation that promotes the responsible management of the world’s forests. It provides an assurance that products such as wood and paper have been harvested in a socially and environmentally responsible manner. FSC Chain- of- Custody certification traces the path of products from the initial source, through the supply chain and up to the end user.

Sourcing our paper sustainably directly contributes to environmental sustainability while strengthening our supply chain and builds trust amongst consumers. Being

environmentally conscious throughout our supply chain demonstrates our commitment to help prevent the loss of biodiversity and climate change caused by deforestation and will not harm the forests in our sourcing process.

Tips Industry Malaysia currently works with seven FSC pulp paper suppliers from the Southeast Asia region. We also purchase recycled paper from suppliers in the region. To ensure the authenticity of their claims, we request that suppliers produce official documents (e.g. Product certificate of analysis).

SOCMA

SOCMA’s stocks are imported from Indonesia, Singapore, Vietnam and China. We deploy local logistics services for our daily operations.

New Suppliers were screened using Environmental and Social criteria (GRI 308-1, 404-1)

We are working towards a template to be distributed to our suppliers by the second quarter of FY2022.

	Performance in FY21	Upcoming Target
Topseller	0%	100% by FY2022
Fortune (eggs)	0%	100% Screening by Q2 FY2022
Tipex (FSC certification)	100%	Maintain

Diagram 22: Supplier Screening Status and Target

Pillar 2 - Accountability to Our Society

Local Communities (GRI 3-3, 413-1, 413-2)

The Group lives and breathes the mission of giving back to our environment and society. As part of its strategy, the Group reviews our CSR efforts and actively participates in community projects to support the less fortunate in our community. During the reporting period, the Group made product contributions and supported several social activities.

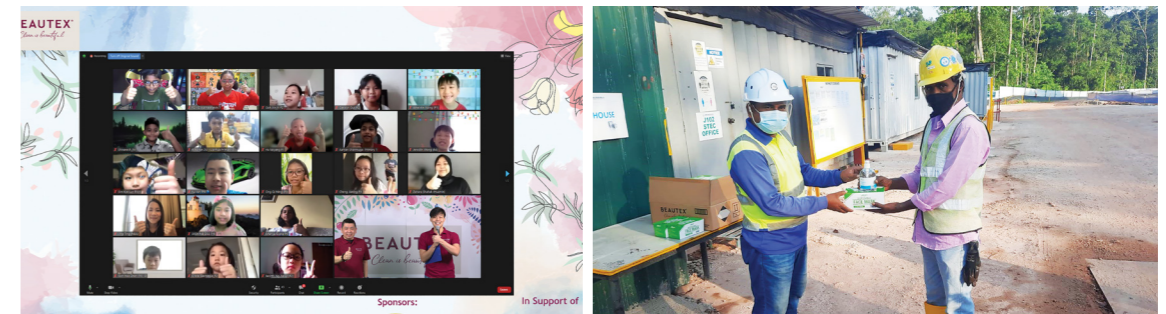
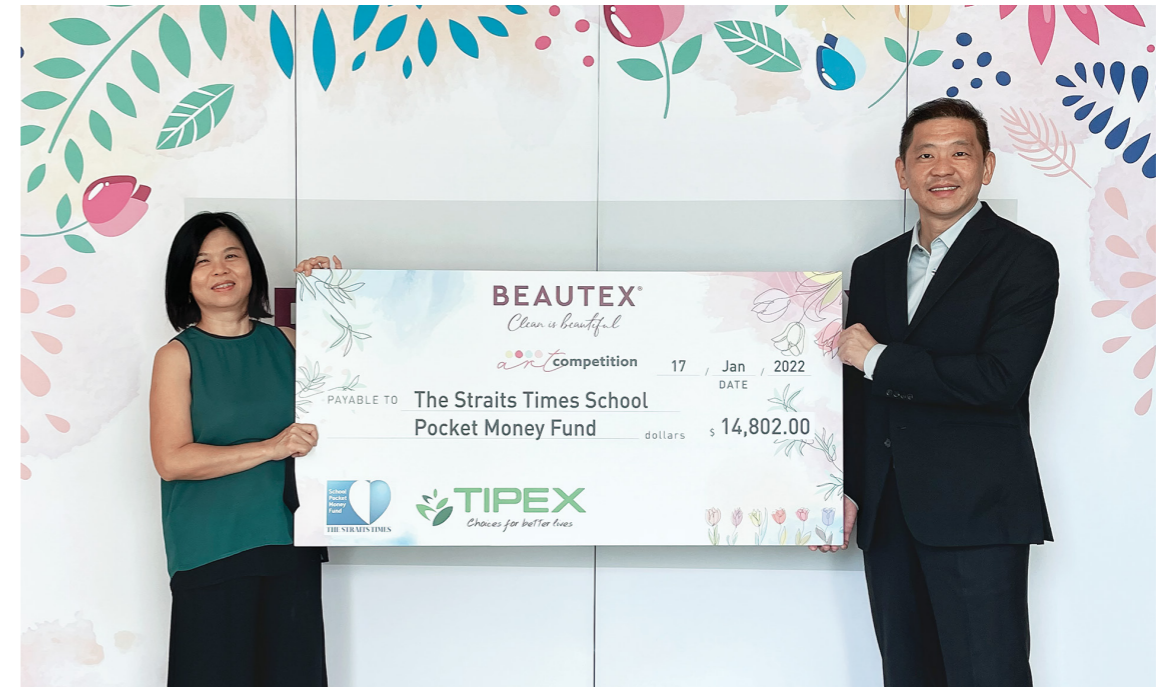


TOPSELLER

We have participated actively in CRS efforts by making product contributions to the homes of the needy and less fortunate. We contributed to Faith Acts Charity, a non-profit community service agency serving the needs of children, youths, families and seniors in Singapore since 2019.

In 2021, Royal Umbrella also collaborated with Green Sproutz on an upcycling project

to engage consumers on ways to upcycle Royal Umbrella's rice packaging into useful items such as mask holders, tote bags and coin pouches. Ten virtual workshops were held to teach students, beneficiaries and our staff on the making of these items. Subsequently, a total of 410 goodie bags comprising of the mask holders and our products were contributed to elderly and low income beneficiaries.



TIPEX

Since 2010, Beautex has been organising its annual activity to engage youths; working with over 200 schools and institutions to provide a platform for young children to express their creativity whilst taking the opportunity to give back to our community. In 2021, Beautex held an Art competition, with a theme in support of the SG Clean Campaign - "Clean SG starts with me". It focused on challenging participants to play a part in practising good personal and public hygiene. We received close to 200 submissions for this campaign. For every 5-box pack of specially designed tissue purchased, \$0.20 is contributed to the appointed charity organisation, The Straits Times School Pocket Money Fund.

Beautex is proud to have raised \$14,800 for the period June 2021 to November 2021.

In FY2022, we look forward to conducting more community outreach programmes which are meaningful and beneficial to the immediate communities, and would like to explore more collaborative CSR efforts between Topseller and Tipex, where we could garner more participation from employees. We are pleased to report that we did not receive any complaints from surrounding communities which live close by our factory premises. We will continue to engage the local communities and have our ears on the ground to positively benefit these communities.

Customer Health and Safety (GRI 416-1, 416-2)



TOPSELLER

We have been conducting regular assessments to check on the health and safety impacts of product and service categories. All suppliers have submitted data for these checks. At present, we have products that have been endorsed with the Healthier Choice Symbol (HCS). We will continuously engage existing and new suppliers to expand our HCS product offering. In 2022, we target to launch at least two products that are certified with HCS logo.

We are pleased to report that there was zero incident of non-compliance concerning health and safety in FY2021.



FORTUNE

Fortune adheres to stringent food safety standards and complies with relevant food safety regulations. From raw material management, to production and process control, and finished goods assurance, we maintain quality standards based on a set of industry standards and best practices.

Our factory in Singapore has attained the certification for Food Safety System Certification ("FSSC") 22000.

The quality and hygiene standards of our food ingredients are key to food safety. Food

and the ingredients in food products are increasingly grown, processed and consumed in different locations around the globe. We adopt stringent measures in selecting only the best ingredients. Our beans from farms in North America are non-GMO certified and our eggs are locally farmed in Singapore. Our procurement officers conduct regular checks of the chicken farms to inspect the health of the chicken and quality of chicken feeds. Our R&D department is constantly working on improving the quality and nutritional value of our products. We use superior raw materials to ensure that the end products are of the highest quality.



Considering the ageing population and the war against diabetes, the Singapore government has been actively encouraging healthy living. Over the years, the Health Promotion Board ("HPB") has created numerous schemes to encourage Singaporeans to eat healthily. One such initiative is the 'Healthier Choice' symbol on packaged food products. This symbol identifies the products as a healthier option so consumers may make a more informed choice before purchasing the food items.

Many of our tofu products have been marked as healthier choice products and all our products are preservative-free. In view of rising consumer awareness of the importance of good health, brought about by the government's increasing emphasis on healthy eating, Fortune introduced several healthier choice products. One such product is our cholesterol-free tofu product with DHA from vegetarian sources. Approximately 60% of our products are recognised by the Health Promotion Board as Healthier Choice Symbol (HCS) food items. For the years ahead, we will strongly consider making the new products healthier so as to increase our product range of healthier choice options available to consumers. Our aim is

to increase the healthier products options by 15% in 2022 and subsequently, to increase it 10% year on year.

To ensure consistency in the quality of our goods, we conduct periodic evaluation of our products. We also send our products for laboratory tests as part of the health and safety assessments required by the Singapore Food Agency (SFA).

We are happy to report that there was zero incident of non-compliance concerning health and safety in FY2021.

Marketing and Labelling (GRI 3-3, 417-1, 417-2, 417-3)

PSC recognises that any information we circulate, such as company brochures, newsletters, advertisement or product literature has to be accurate, truthful, precise, and in accordance with relevant laws and regulations. Before publishing any advertisement or product literature, employees should obtain legal and compliance personnel's written approval. This ensures that the Group's advertisements do not contain false or misleading information, commitments, or promises and that it complies with applicable laws and regulations.

TOPSELLER

We remain committed to educating our consumers on various aspects of the value chain so that they can make informed choices and be empowered through their purchase. We fully complied with the requirements for product and service information labelling and achieved 100% compliance with the Sale of Food Act and Singapore Food Regulation.

In FY2021, we are pleased to report that there were no incidents on non-compliance concerning product and service information and labelling and no incidents of non-compliance concerning marketing communications. For the upcoming years we will continue to comply with the legislations set out by the governing bodies.

FORTUNE

SFA conducts a regular audit of Fortune and all our records are properly documented. We have complied fully with the Sale of Food Act and Singapore Food Regulation. Our brand

and marketing team is responsible to ensure that the products are labelled according to advertising regulations. Our R&D and QA departments ensure that all labelling details are in compliance with the regulations. All labelling details are documented and kept in files for audits. Around 60% of our products bear the HCS logo. We aim to achieve a higher percentage of that in our expanding product line.

In FY2021, we are happy to report that there were no incidents on non-compliance concerning product and service information and labelling and no incidents of non-compliance concerning marketing communications. For the upcoming years, we will continue to comply with the legislations set out by the governing bodies.



TIPEX

In FY2021, we are happy to report that there were zero incidents on non-compliance concerning product and service information and labelling and zero incidents of non-compliance concerning marketing communications. For the upcoming years we will continue to comply with the legislations set out by the governing bodies.

Pillar 3 - Safeguarding Our People

Employment (GRI 3-3, 401-1, 401-2, 401-3)

To ensure that the Group's workforce management strategy aligns with its business direction, the Group prioritises proactive recruitment, capability enhancement at both the organisational and individual level to enhance employees' skill sets, and ensuring adequate and suitable workforce to operate in the digital age. These aspects will enable the Group and its people to expand sustainably together. All full-time staff at PSC are covered

with insurance, outpatient medical, flexi-benefits and daily meal allowance. During festive periods, we provide festive gifts and bento lunches to our employees. We also shower our employees with birthday gifts packs on their birthdays. New employees are given welcome gift packs that contain the products of their respective subsidiaries.

It is important for our employees to receive feedback on their job performance. Hence, all our employees undergo an annual appraisal.

REPORTING PERIOD - FY2021				
FEMALE	MALE	OTHER*	NOT DISCLOSED*	TOTAL
NUMBER OF EMPLOYEES				
385	362	-	-	747
NUMBER OF PERMANENT EMPLOYEES				
385	362	-	-	747
NUMBER OF FULL-TIME EMPLOYEES				
385	362	-	-	747

REPORTING PERIOD - FY2021		
SINGAPORE	MALAYSIA	TOTAL
NUMBER OF EMPLOYEES		
272	475	747
NUMBER OF PERMANENT EMPLOYEES		
272	475	747
NUMBER OF FULL-TIME EMPLOYEES		
272	475	747

Diagram 23: Total Staff Strength

Additionally, workers who were not employees performing in sectors like cleaning, gardening, security officers, delivery drivers and re-packaging underwent training and orientation before they performed the worksopes.

PSC	30%
Topseller	11%
Fortune	45%
Tipex	2%

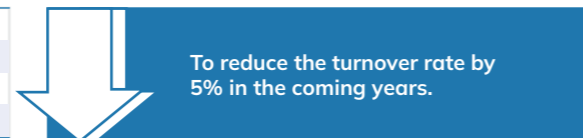


Diagram 24: Turnover Rate

Occupational Health & Safety (GRI 3-3, 403-5, 403-8, 403-9, 403-10)

At PSC, we recognise that our employees are our best assets. We care for the welfare of our employees. We will continue to engage our Safety Consultant to conduct annual safety briefings and send workers to attend safety courses related to their work (eg. work at height, operating of scissor lift, occupational first aid course etc). We also hold regular toolbox/safety briefings for workers to remind them of safety issues. There is also a

compulsory annual safety refresher training of 2 hours conducted by our Safety Consultant.

A safe and supportive work environment is critical to an organisation's long-term success. The Group advances and implements safety, occupational health, and environmental practices for its employees, contractors, and suppliers in compliance with applicable laws and global standards in order to prevent incidents or accidents involving employees, customers, suppliers, and contractors working on the premises, as well as to preserve the Group's reputation.

Work Related Injuries

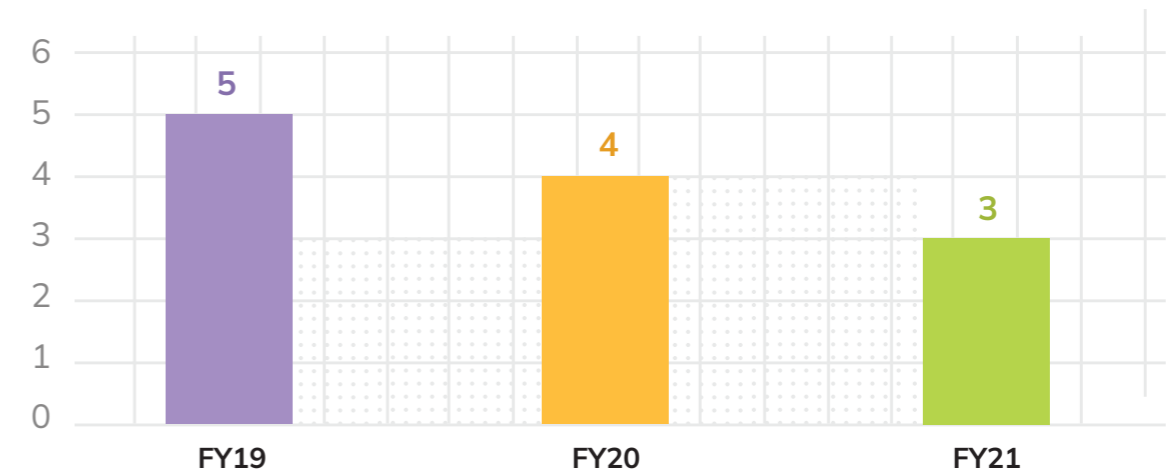


Diagram 25: Work Related Injuries

Our Group has targeted to reduce this number to zero for the upcoming years.

Training and Education (GRI 3-3, 404-1, 404-2, 404-3)

We believe in investing in our employees through skills upgrading. All training courses are related to upgrading of skill sets. Examples of training courses are forklift operating course, excel course, first aid course and risk assessment course.

SINGAPORE	PSC	MALE	FEMALE	TOTAL
	Training Hours	606.5	189	795.5
	Average Training Hours	3.65	1.78	5.43

MALAYSIA	PSC	MALE	FEMALE	TOTAL
	Training Hours	485	654	1139
	Average Training Hours	2.47	2.34	4.81

SINGAPORE	PSC	NON-EXEC	EXEC	MANAGEMENT	TOTAL
	Training Hours	275	287.5	233	795.5
	Average Training Hours	1.87	3.42	5.68	10.98

MALAYSIA	PSC	NON-EXEC	EXEC	MANAGEMENT	TOTAL
	Training Hours	862	218	59	1139
	Average Training Hours	2.34	3.25	1.51	7.1

Diagram 26: Training Hours

Pillar 4 - Action on Environmental Concerns

Energy and Carbon Footprint (GRI 3-3, 302-1, 302-2, 302-3, 303-4, 305-2, 305-5)

At PSC, we understand that lowering our energy consumption can help towards reducing our carbon footprint. To that end, we have invested in energy efficient machines. For example, at Tipex, we invested in paper cutting machines with higher energy efficiency and lower paper wastage to generate less waste.

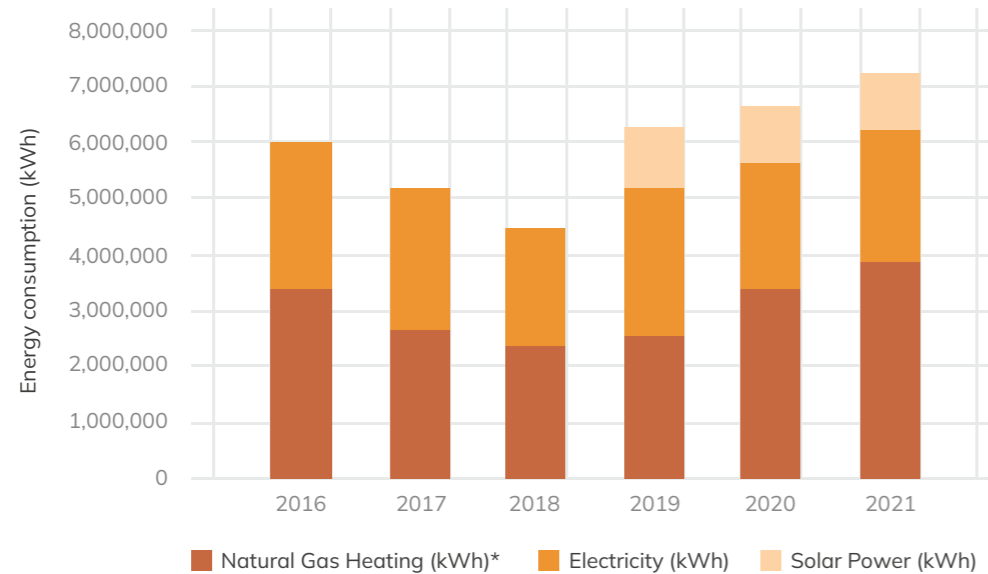


Diagram 27: Energy Consumption

Photovoltaic ("PV") panels were installed on Singapore office rooftops, currently supplying electricity to three blocks on our premise. Our surplus of energy is sold to SP Group. We increased our share of renewable energy from 0 % in 2017 to 15% in 2021. This is in line with Singapore Green Plan 2030's target to increase solar energy deployment.

	2016	2017	2018	2019	2020	2021
Natural Gas Heating (kWh)*	3,363,106	2,636,581	2,376,785	2,537,351	3,389,760	3,822,747
Electricity (kWh)	2,678,415	2,566,379	2,081,397	2,666,798	2,266,445	2,321,990
Solar Power (kWh)	-	-	838,423**	1,056,407	1,038,437	1,110,279
Total Energy consumption (kWh)	6,041,521	5,202,960	5,296,604	6,260,556	6,694,642	7,255,017
Energy Intensity (kWh/S\$'000)	15.1	11.2	10.6	16	14.1	13.6

Diagram 28: Breakdown of the Energy Consumption

Owing to its manufacturing processes, Fortune has the highest energy consumption amongst our subsidiaries. Nonetheless, we continue to comply to the Energy Conservation Act.

Circular Economy (GRI 306-1, 306-3, 306-4, 306-5)

It is imperative to minimise waste generation and maximise the lifespan of waste. This is a coordinated and collective effort throughout PSC's subsidiaries. Paper wastes are consolidated and sold to professional wastepaper collectors. The consolidated paper waste is then sent to a paper mill to produce recycled paper for reuse purposes. This helps ensure that we close the loop as much as possible at Tipex.

At Fortune, we have started exploring plans with partners to recycle soy waste and convert them to useful precursor food products. This marks a start point for Fortune to contribute to Singapore Green Plan 2030 by reducing food waste. We segregate manufacturing waste streams to ensure that there is ease for reuse and recycle.

Water (GRI 3-3, 303-3, 303-4, 303-5)

	2016	2017	2018	2019	2020	2021
Water Withdrawal (cubic meters)	65,389	51,519	44,252	30,658	25,992	*42,501
Water Discharged (cubic meters)	31,790	45,319	31,011	20,764	17,675	*31,026

* Data does not include the PSC Office which was affected by faulty meter

Diagram 29: Water

At PSC, we view data management and accuracy as a crucial step of business operations. Unfortunately, we are not able to provide accurate water consumption figures as the main water meter was faulty. This issue was proactively resolved with relevant agencies in late February 2022. We will continue to engage relevant government agencies to rectify any similar issues in future. We will continue to monitor the usage data actively and ensure that there is no lapse.

GRI Content Index

Universal Standard Disclosure		Availability of information (Pages)
GRI 2: General Disclosures 2021		
1. The organisation and its reporting practices		1-6
2-1	Organisation details	1
2-2	Entities included in the organisation's sustainability reporting	2
2-3	Reporting period, frequency and contact point	3
2-4	Restatements of information	6
2-5	External assurance	6
2. Activities and workers		12, 28
2-6	Activities, value chain and other business relationships	12
2-7	Employees	12
2-8	Workers who are not employees	28
3. Governance		14, 18
2-9	Governance structure and composition	18
2-10	Nomination and selection of the highest governance body	18
2-11	Chair of the highest governance body	18
2-12	Role of the highest governance body in overseeing the management of impacts	14
2-13	Delegation of responsibility for managing impacts	14
2-14	Role of the highest governance body in sustainability reporting	14
2-15	Conflicts of interest	14
2-16	Communication of critical concerns	14
2-17	Collective knowledge of the highest governance body	14
2-18	Evaluation of the performance of the highest governance body	14
2-19	Remuneration policies	NA
2-20	Process to determine remuneration	NA
2-21	Annual total compensation ratio	NA
4. Strategy, policies and practices		7-10
2-22	Statement on sustainable development strategy	7
2-23	Policy commitments	7
2-24	Embedding policy commitments	7
2-25	Processes to remediate negative impacts	7
2-26	Mechanisms for seeking advice and raising concerns	9
2-27	Compliance with laws and regulations	9
2-28	Membership associations	11
5. Stakeholder Engagement		14-15
2-29	Approach to stakeholder engagement	14
2-30	Collective bargaining agreements	14
GRI 3: Material Topics 2021		15-17
3-1	Process to determine material topics	15

3-2	List of material topics	16
3-3	Management of material topics	17
GRI 201: Economic Performance		20-23
201-1	Direct economic value generated and distributed	20
201-2	Financial implications and other risks and opportunities due to climate change	22
GRI 204: Procurement Practices		22-23
204-1	Proportion of spending on local suppliers	22
GRI 302: Energy		30
302-1	Energy Consumption within Organisation	30
302-2	Energy Intensity	30
GRI 303: Water and Effluents		31
303-3	Water Withdrawal	31
303-4	Water Discharge	31
303-5	Water Consumption	31
GRI 306: Waste		31
306-3	Waste Generated, breakdown composition	31
306-4	Waste diverted from disposal, breakdown by composition	31
306-5	Waste directed to disposal, breakdown by composition	31
GRI 308: Supplier Environmental Assessment		31
308-1	New Suppliers that were screened using environmental criteria	31
GRI 401: Employment		28
401-1	New Employee Hires and Employee Turnover	28
401-2	Benefits provided to full time employees that are not provided to part time employees	28
401-3	Parental Leave	28
GRI 403: Occupational Health and Safety		28-29
403-5	Worker Training on OHS	28
403-8	Workers covered by OHS Management System	28
403-9	Work related injuries	29
403-10	Work related ill health	29
GRI 404: Training and Education		29
404-1	Average Hours of Training per year per employee	29
404-2	Programs for upgrading employee skills and transition assistance programmes	29
404-3	Percentage of employees receiving regular career development reviews	29
GRI 413: Local Communities		24-25
413-1	Operations with Local Community Engagement, Impact Assessments	24
413-2	Operations with significant actual and potential negative impacts on local communities	25
GRI 414: Supplier Social Assessment		23
414-1	New suppliers that were screened using social criteria	23
GRI 416: Customer Health Safety		26-27
416-1	Assessment of health and safety impacts of product and service categories	26
416-2	Incidents of non-compliance concerning health and safety	27
GRI 417: Marketing and Labelling		27
417-1	Requirements for product and service information labelling	27
417-2	Incidents on non-compliance concerning product and service information and labelling	27
417-3	Incidents of non-compliance concerning marketing communications	27



Company Registration No: 197400888M Incorporated in the Republic of Singapore
348 Jalan Boon Lay Singapore 619529 Tel: +65 6268 4822 Fax: +65 6266 2607
www.psccorporation.com