



SEEKING TO **GROW SUSTAINABLY**

SUSTAINABILITY REPORT 2020



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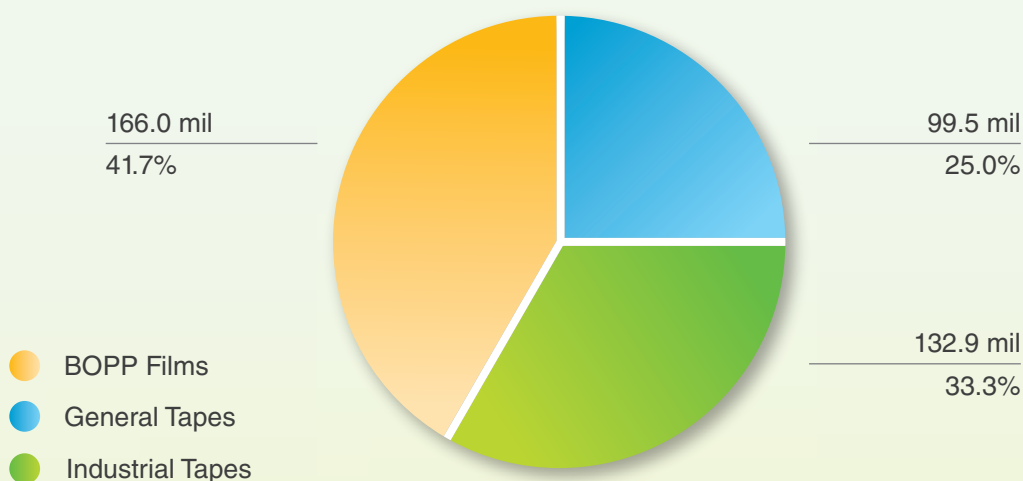
ABOUT THE GROUP

Luxking Group Holdings Limited (“Luxking”) is a reputable manufacturer of biaxially oriented polypropylene (“BOPP”) films and pressure sensitive adhesive (“PSA”) tape products that has been listed on the mainboard of the Singapore Exchange Limited (Stock Code: BKK) since 2005. Luxking and its subsidiaries (collectively as the “Group”) are headquartered in Hong Kong, with our manufacturing facility located in Zhongshan, the People’s Republic of China (the “PRC”). Our principal activities are classified into four business segments: the manufacturing of general purpose adhesive tapes (“general tapes”), industrial specialty tapes (“industrial tapes”) and BOPP films, as well as the trading of adhesive tapes.

Luxking’s products are used by more than 1,000 customers in the PRC and overseas markets, who come from diverse industries spanning the printing, packaging, automotive and electronics sectors.

The Group’s Zhongshan facility is currently certified under ISO9001:2015 and ISO14001:2015 standards, as well as IATF 16949:2016 for the design and production of double adhesive tape for automotive industries. The Group’s major source of raw materials is polypropylene resin from petrochemical suppliers in the PRC for the production of BOPP films. During the reporting year ended on 30 June 2020 (the “reporting year” or “FY2020”), the Group employed a total of 470 permanent, full-time employees across all of our operations. Despite facing a challenging business environment due to the Covid-19 pandemic, the Group’s net revenue rose by 5.7% year-on-year to RMB 398,400,000 in FY2020. The chart below shows a breakdown of the Group’s revenue.

Revenue by product segment (in RMB)



Values and Mission

Committed to integrating sustainability into its business, the Group upholds the core values of pursuing excellence, continuous innovation and exceeding customer expectations. The Group strives to achieve “Dedicated, Professional and Meticulous” in terms of quality control.

ABOUT THE GROUP

Group Structure



ABOUT THIS REPORT

This is the third sustainability report (the “report”) published by Luxking. As with the first two reports, this report discloses the Group’s policies, practices, targets and performance in terms of the material environmental, social and governance (“ESG”) topics that the Group has identified. Luxking publishes the report annually as mandated by SGX-ST Listing Rules 711A (“LR 711A”) and as part of sustainability communication effort. The report has been uploaded to both Singapore Exchange Limited (“SGX”) website and Luxking’s corporate website (www.newasiatapes.com).

Reporting Boundary

The report focuses on Luxking’s operations relating to the production of BOPP films, IS tapes and General Tapes (collectively referred to as the “Tapes”) for the financial year ended on 30 June 2020 (the “reporting year” or “FY2020”). The reporting boundary covers the manufacturing facility in Zhongshan managed by Luxking.

While the report does not fully cover the Group’s operations, Luxking plans to gradually expand the scope of its disclosures in the coming reporting years.

Reporting Standard

The report is prepared in accordance with the “comply or explain” provision of the SGX-ST Listing Rules 711 on sustainability reporting, as well as the guidance set out in the Practice Note 7.6: Sustainability Reporting Guide (“PN 7.6”) issued by the SGX. The five reporting components prescribed by the SGX-ST Listing Rules 711B (“LR 711B”) underpin the key structure of this report. It also takes reference from the sustainability reporting framework provided by Global Reporting Initiative (“GRI”), the GRI Standards (version 2016 and 2018). The disclosures in this report seek to achieve the GRI’s Reporting Principles for defining report quality: accuracy, balance, clarity, comparability, reliability, and timeliness.

To ensure quality and impartial reporting, Luxking commissioned an external consulting company to engage our stakeholders and compile the report. In line with the material topics confirmed during the stakeholder engagement process, selected topic-specific disclosures are included for enhanced reporting. The GRI-SGX Content Index is available at the end of this report.

Confirmation and Approval

The performance data presented in this report is under the supervision of Luxking’s senior management. Data sources include official documents that contain management and operational information. The Board of Directors of Luxking (the “Board”) has approved of the contents of this report as of 5 November 2020.

Opinion and Feedback

The Group welcomes your feedback on the report. You may contact us through the following channels:

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BOARD STATEMENT

2020 has been a year of upheaval for communities and companies around the world, with the Covid-19 pandemic bringing about unprecedented and substantial disruptions in our daily lives and business operations. The Group has faced similar challenges in the face of the outbreak. In our Zhongshan facility, production had to be unprecedentedly stalled for an extended period of time.

In spite of these challenging circumstances, the Group has recorded a 5.7% year-on-year net revenue increase to RMB 398,400,000 for FY2020. We have also adapted to the evolving Covid-19 situation by instituting emergency response plans in accordance with national regulations and best practices. As markets gradually open up, the Group continues to be vigilant in ensuring that health and safety procedures are continuously and diligently practised.

This year has emphasised how the performance of the Group is intrinsically linked to social concerns, such as the health and safety of our employees, local communities and other key stakeholders. It has also served as a reminder of the importance of sustained risk management and early planning, as well as rapid responses to arising crises. In the same vein, even as the Group pays close attention to the Covid-19 pandemic, we have not lost sight of the need to address the ongoing climate emergency.

The Group focuses on the following three areas of sustainability for FY2020:

Employee Health and Well-being

The health and well-being of our employees are paramount to the continued growth and long-term performance of the Group. We are committed to safeguarding the health and safety of our employees across our operations, and have introduced a range of additional disease prevention and control protocols in accordance with local regulations and best practices to provide a safe working environment for our employees.

Continuous Advancement

The Group believes in investing in our employees to help them achieve their fullest potential. To this end, we conduct regular performance and career development reviews across all employee groups. Mid-last year, we also conducted an employee satisfaction survey among 200 randomly selected employees. The survey yielded a result of 80% employee satisfaction and the Group's management intends to use the survey results to further improve the Company's talent development programmes.

Environmental Stewardship

As a manufacturer, the Group is deeply aware of the impact of our business on the planet and the local communities surrounding our operations. We are committed to reducing our ecological footprint by continuously improving the efficiency and utilisation rate of our processes. The Group's Zhongshan facility is currently certified under ISO9001:2015 and ISO14001:2015 standards, and has made progress in managing our environmental footprint.

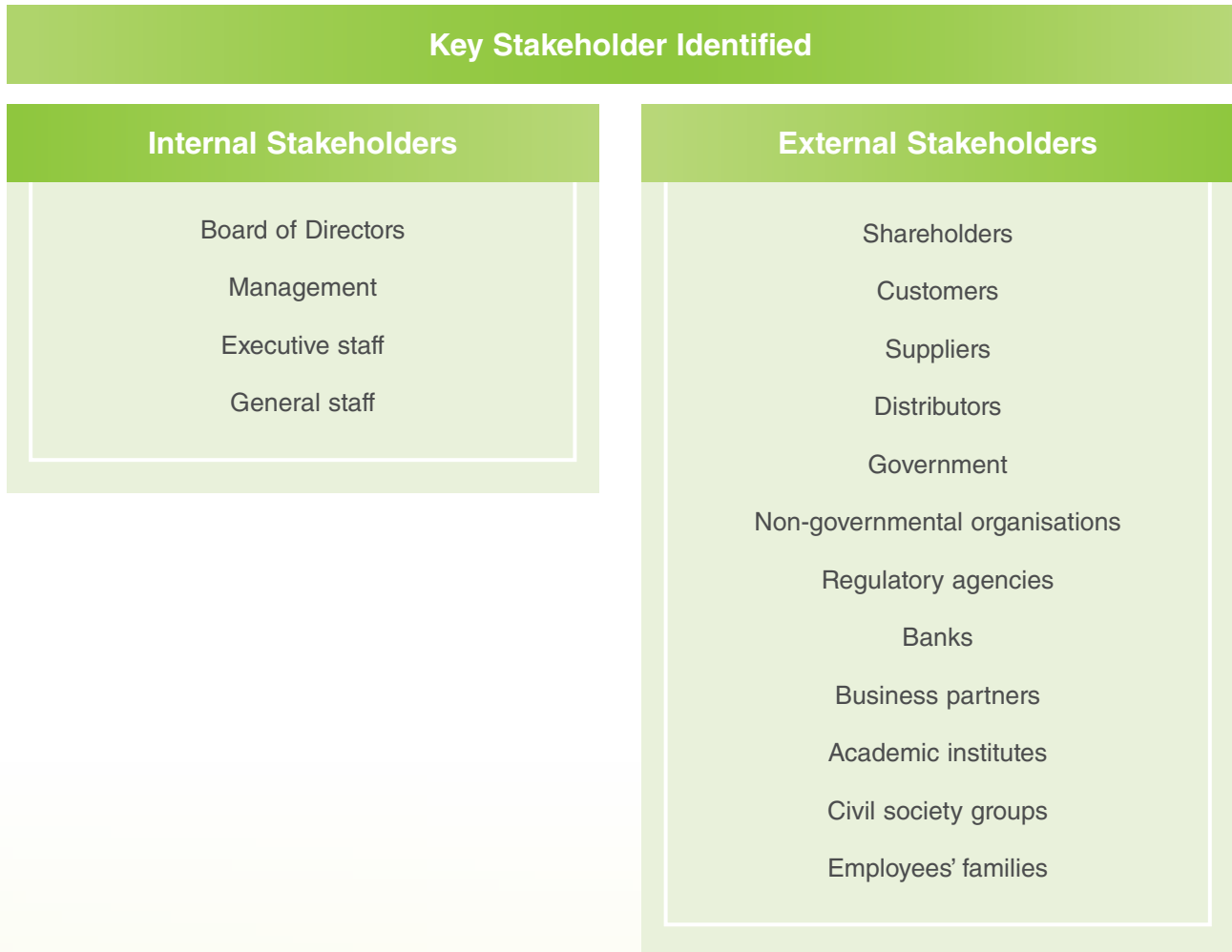
Even as we confront an uncertain global business environment, the Group thanks our management and employees for their commitment to bringing Luxking's sustainability performance to greater heights, and our various stakeholders groups for their enduring support in our sustainability journey.

Leung Chee Kwong

Executive Chairman and
Chief Executive Officer
5 November 2020

STAKEHOLDER ENGAGEMENT

The Group maintains strong relationships with our key stakeholders by establishing multiple communication channels. Stakeholder engagement is essential in informing the Group's identification of material ESG risks and opportunities, enabling us to develop appropriate plans to mitigate anticipated risks and seize arising opportunities.



During the reporting year, the main means of communication with the abovementioned key stakeholders included: compiling and announcing written reports; hosting regular meetings, interviews; direct emails; maintaining an opinion and feedback box for factory workers, among others. All face-to-face meetings and related activities observed the Group's Covid-19 health and safety protocols, or were conducted on digital platforms.

MATERIALITY ASSESSMENT

Drawing on insights from regular stakeholder engagement and management interviews, the Group has decided to maintain a focus on the following seven material ESG topics for this reporting year. The Group plans to review the materiality assessment process to engage a wider range of stakeholder inputs in future years.

Material Topics	Relevant Stakeholder Groups		Report Section
	Within the Operation ¹	Outside the Operation ²	
Employment	Employees	Regulatory agencies	Respect for People
Child Labour	Employees	Regulatory agencies	
Forced or Compulsory Labour	Employees	Regulatory agencies	
Training and Development	Employees	Regulatory agencies	Training and Development
Occupational Health and Safety	Employees	Regulatory agencies	Occupational Health and Safety
Water and Effluents	Employees	Regulatory agencies, professional bodies,	Environmental Stewardship
Customer Privacy	The Group	Customers	Ethical Operations

¹ The boundary for impacts within the Operation aligns with the reporting boundary.

² The boundary for impacts outside the Operation takes reference from the key external stakeholders identified for this reporting year

SUSTAINABILITY RISKS AND OPPORTUNITIES

Sustainability risks can have a significant impact on the Group's long-term performance. To turn these risks into opportunities, the Group commits to carefully incorporating them into our strategic decision making. The material risks that the Group has identified and the corresponding actions we have taken to mitigate them have been summarised in the table below.

Risks	Opportunities
Economic Outlook	
<p>The unprecedented Covid-19 pandemic has adversely affected the global economy and the Group's operations. Even as countries around the world gradually open up, the global economic outlook remains uncertain and volatile.</p>	<p>The pandemic has emphasised the link between continued economic growth and ESG performance. In view of this, we recognise the pressing need for the Group to incorporate sustainability considerations into our long-term value creation strategy. As the Group adapts our operations to respond to changing regulations and business circumstances, we look towards capturing arising opportunities that will enable us to better integrate ESG considerations into our current business model.</p>
Occupational Health and Safety	
<p>In addition to the occupational health and safety risks associated with employment in the production line, highly-transmissible infectious diseases such as Covid-19 pose major health risks to our employees.</p>	<p>The Group considers the management of occupational health and safety our moral responsibility. We maintain and regularly review a safety management system to identify and mitigate health and safety risks that may emerge from our production line, as well as conduct regular safety training and inspections. In response to the Covid-19 pandemic, the Group has also established emergency response plans and made new arrangements for employee health and safety training since February 2020.</p>
Talent Retention	
<p>Retaining high-performing and talented employees within the workforce is crucial to the Group's long-term performance, especially since the manufacturing industry is facing increasingly fierce competition to recruit and retain skilled workers. The loss of skilled employees may disrupt daily operation and lead to high costs of replacement.</p>	<p>The Group has set up policies and procedures to ensure employee welfare is safeguarded at all times. Talent development is an integral part of our talent management strategy and we conduct regular performance and career development reviews across all employment levels. By providing personal and professional development opportunities to our employees, the Group stands to cultivate a more engaged and committed workforce.</p>

SUSTAINABILITY RISKS AND OPPORTUNITIES

Customer Data Management

Data breaches have become, especially with the rising rate of cyber attacks. As the Group handles customer data on a daily basis, there is an inherent risk of customer privacy breaches. This not only threatens to erode our customers' trust in the Group, but may also result in customers suffering financial loss, amid other adverse impacts.

The Group pays close attention to the systems and measures required to keep customer and personal data confidential. We continue to implement a system of data classification across our operations, which informs the requisite security measures and degree of access. Authorised access to customer data is also only granted to our employees on a "need-to-know" basis. By adopting stringent information security measures, the Group can assure our customers that their personal data will be kept confidential to the best of our ability.

Environmental Impact

Due to the nature of the Group's business, we bear the inherent risk of polluting the environment in which we operate. This may have an impact on surrounding communities, damage our brand image, and affect our relationship with our customers. Moreover, as climate change becomes more palpable globally, the Group faces transition risks as local regulations become more stringent in reducing production-related emissions.

The Group maintains our pledge to transition to clean production and remains compliant with all relevant regulatory standards. Chemicals that are known to be harmful to the environment are banned or strictly controlled to prescribed limits. Our operations and employees abide by a set of strict protocols, which involve three main departments (manufacturing department, department of quality control and department of environmental quality) in charge of treating, testing and monitoring our industrial effluents, to ensure all regulatory standards regarding industrial effluents are met.



RESPECT FOR PEOPLE

Fair Employment

The Group has maintained a well-defined hiring policy as documented in the Company Recruitment Guide. All applicants are required to undergo the application process and Luxking conducts due diligence by interviewing candidates and verifying their supporting documents to determine the candidates who best fit the available positions. Our hiring policy stipulates that no discrimination is allowed and employment decisions should be strictly based on merit alone.

As at 30 June 2020, the BOPP films segment of the Group's Zhongshan facility employed a total of 77 employees while the Tapes segment employed a total of 217 employees, all of whom were full-time and permanent employees. The Group offers all our full-time employees a range of benefits, such as pension, medical insurance, unemployment insurance, work injury insurance and maternity insurance, in accordance with the requirements set out in the Labour Law of the PRC, the Social Insurance Law of the People's Republic of China, Regulations on the National Social Security Fund (全国社会保障基金条例), Regulations on Unemployment Insurance (失业保险条例) and Interim Measures on Employee Childbirth Insurance (企业职工生育保险试行办法). No employee was entitled to parental leave during this reporting year.

The number and rate of new hires and employee turnover during the reporting year are summarised in the tables below.

New Employee Hires

BOPP films segment

Age (Years)	Male		Female	
	Number	Rate	Number	Rate
< 30	6	100%	1	50%
30 - 50	5	12.5%	0	N/A
> 50	1	4.8%	0	N/A

Tapes segment

Age (Years)	Male		Female	
	Number	Rate	Number	Rate
< 30	30	93.8%	6	75%
30 - 50	35	35.7%	18	31.6%
> 50	0	N/A	0	N/A

RESPECT FOR PEOPLE

Employee Turnover

BOPP films segment

Age (Years)	Male		Female	
	Number	Rate	Number	Rate
< 30	2	33.3%	1	50%
30 - 50	6	15%	2	25%
> 50	2	9.5%	0	N/A

Tapes segment

Age (Years)	Male		Female	
	Number	Rate	Number	Rate
< 30	19	59.4%	0	N/A
30 - 50	34	34.7%	14	24.6%
> 50	1	4.8%	3	300%

Compliance with Labour Standards

The Group strictly prohibits the use of child labour in our operations. To ensure that this is observed, the Group has adopted preventive measures against hiring underaged workers by checking their identification cards during the recruitment process. Applicants who cannot satisfy the age requirements or provide official identification cards are disqualified during the pre-screening segment of the hiring process.

All employees of the Group's operations are hired on a voluntary and fair basis. The standard working hours of our employees are 8 hours per day. The Group has maintained a Requirement on Restricting Overtime Hours (对加班时间的限制性规定), under which any overtime arrangement requires prior mutual agreement between our employees and their supervisors, and employees will be compensated with leave or allowance.

TRAINING AND DEVELOPMENT

To safeguard our employees, the Group conducts a range of safety training throughout the year. The Group maintains a Safety Production Training System in accordance with the Production Safety Law of the PRC, which requires all new hires to undergo at least 48 hours of safety training and pass a safety exam before they commence their duties.

During the reporting year, training activities provided to different groups of employees included:

Employee Group	Training Activities
General Staff	<ul style="list-style-type: none"> • Emergency response protocol training • Production safety training for new employees • Operational safety procedures for high-risk positions • Fire drills and training on the use of firefighting equipment • Topical training on use of work equipment, such as the use of cranes
Middle Management	<ul style="list-style-type: none"> • Improvement of product packaging quality and image • Improvement of production efficiency • Reduction of production loss • Product standards and requirements • Execution of fire drills and safety training programmes • Managing production safety for the use of hazardous chemical, including relevant laws and regulations, production safety technology and emergency response management
Senior Management	<ul style="list-style-type: none"> • Crisis management and managing public opinion • Cost reduction and management practices for manufacturers • Effective communication • Transitioning from a technological role to a managerial role

National legislation stipulates that all special work operators need to undertake professional training and be certified by the relevant authorities before they can commence any related work. Any worker who has been away from their post for more than six months or has been involved in an incident can only resume their role after being re-trained and passing the safety examination.

During the reporting year, the Group also organised regular training for all employees during the reporting year. Before the introduction of any new equipment, employees are required to familiarise themselves with new safety protocols in order to operate the equipment without close supervision.

The average number of training hours per employee are presented in the table below:



TRAINING AND DEVELOPMENT

		Male	Female
		Average number of training hours	
BOPP films segment	Senior Management	33	N/A
	Middle Management	18	N/A
	Entry-level/General Staff	17	15
Tapes segment	Senior Management	17	N/A
	Middle Management	11	N/A
	Entry-level/General Staff	28	27

The Group supports the personal and professional development of our employees. To this end, we conduct regular performance and career development reviews. The table below shows the number and percentage of employees who received performance reviews during the reporting year.

		Male		Female	
		Number	Percentage	Number	Percentage
BOPP films segment	Senior Management	1	100%	N/A	N/A
	Middle Management	14	100%	N/A	N/A
	Entry-level/General Staff	52	100%	10	100%
Tapes segment	Senior Management	1	100%	N/A	N/A
	Middle Management	7	100%	N/A	N/A
	Entry-level/General Staff	143	100%	66	100%

In July 2019, Luxking conducted an employee satisfaction survey. The survey was randomly distributed to 200 employees and returned a result of 80% employee satisfaction from a total of 200 valid responses. The management evaluated the responses and intends to use the survey results to further improve the Company's talent development programmes.

OCCUPATIONAL HEALTH AND SAFETY

The Group views safeguarding the health and safety of our employees as a moral responsibility and upholds stringent health and safety policies to cultivate a strong culture of safety among our employees. We maintain a health and safety management system according to the Production Safety Law of the PRC, which covers all of our employees.

	BOPP films segment	Tapes segment
Number of employees covered by the Group's health and safety management system (internally audited)	90	288
Percentage of employees covered by the Group's occupational health and safety management system (internally audited)	100%	100%

The Group's health and safety management system comprises a set of interrelated safety policies and processes which define managerial responsibilities. We have adopted a range of prevention and control methods to ensure safety is embedded in all aspects of our operations. The Group's Occupational Safety and Training Protocol also clearly defines the roles and responsibilities at each level of the organisation with regard to cultivating a healthy and safe working environment. We regularly assess work-related safety risks, as well as conduct non-routine assessments when health or safety incidents arise in relevant industries.

In addition, our employees are encouraged to raise their concerns and safety suggestions through recommendation boxes managed by the Human Resources Department. The Human Resources Department is responsible for sending these recommendations to relevant departments for follow-up action.

Safety training is also considered an integral part of the Group's health and safety management system. During the reporting year, we conducted several safety training courses for our managers, in which the importance of safe production and mitigation of safety risks were communicated and emphasised. We also conduct regular safety training for all employees to educate them on safety protocols and fire drill procedures. On top of prevention measures, the Luxking management maintains emergency protocols and policies, such as those pertaining to work-related injuries, to ensure quick response and mitigative action.

In light of the Covid-19 pandemic, the Group also instituted emergency response plans in accordance with the Law on the Prevention and Control of Infectious Disease (中华人民共和国传染病防治法) and the Emergency Plan for Public Health Emergencies (突发公共卫生事件应急预案) of the PRC. These include introducing supplementary health and safety measures which all employees must strictly adhere to, such as measuring their temperature, wearing protective masks at all times, following hygiene protocols for hand-washing, maintaining safe distancing, banning large gatherings, regularly and thoroughly disinfecting equipment, among others. Rapid response mechanisms were also introduced to report, isolate and treat suspected or actual cases of Covid-19 in a timely manner to prevent the spread of the disease.





The overall execution of these emergency response plans was overseen by a dedicated team led by Executive Chairman Leung Chee Kwong, with the team's membership comprising managers of various departments. Other dedicated teams were set up to oversee various aspects of the emergency response plans, such as inspection, reporting, treatment disinfection and isolation, and were staffed by members of the Group's management.

During the reporting year, the Group continued to maintain an excellent safety track record for the BOPP films segment, with zero injuries or fatalities. We strive to achieve the same track record for the rest of our factory operations in the coming years.

OCCUPATIONAL HEALTH AND SAFETY

	BOPP films segment		Tapes segment	
	Number	Rate	Number	Rate ³
Work-related fatalities	0	N/A	0	N/A
Recordable work-related injuries	0	N/A	1	0.3
Fatalities from work-related ill health	0	N/A	0	N/A
Recordable work-related ill health	0	N/A	1	0.3

Moving forward, the Group remains committed to continuously improving our performance in terms of the fair treatment of our employees and ensuring that goals and targets set are monitored and tracked.

	Target(s) for FY2020 <i>Applies to BOPP films segment only</i>	Status of Progress	Target(s) for FY2021 <i>Applies to expanded reporting boundary</i>
Employment 	To ensure that all employees are covered by state pensions and insurance schemes.	Achieved; all employees in the BOPP films segment are covered by state pensions and insurance schemes	All employees are covered by state pensions and insurance schemes.
Labour Standards 	<ul style="list-style-type: none"> To maintain the current recruitment procedure to eliminate child labour. To establish dialogue or communication channels with employees to understand their needs and improve their benefits. 	Both targets were achieved in FY2020.	<ul style="list-style-type: none"> Conduct checks to ensure that the Group's suppliers do not hire child labour. To maintain dialogue or communication channels with employees to understand their needs and improve their benefits.
Training and Development 	To review and improve existing training and educational materials.	Achieved; the Group's training and educational materials were reviewed and updated.	To review and improve existing training and educational materials.
Occupational Health and Safety 	To maintain the current evaluation process for employees' occupational health and safety.	Achieved.	To review and improve current employees occupational health and safety guidelines.

³ Per 100 persons employed.

ENVIRONMENTAL STEWARDSHIP

The Group is keenly aware of the environmental impact of our daily operations and implemented various mitigation measures to control and reduce these effects.

In accordance with environmental regulations and laws, we have prohibited the use of hazardous materials in all of our products, such as asbestos, cobalt dichloride, diarsenic pentaoxide, etc. The Environmental and Chemical Substance Management Committee was established to oversee the management of environment-related risks, and to set up environment and chemical related targets and goals. The Committee, led directly by our general manager, is also in charge of assessing suppliers' environmental risks. The group also takes a precautionary approach in our operation by reviewing environmental risks regularly in the production and sales meetings.

During the reporting year, the Group also determined that the Forest Stewardship Council (FSC) certification will be one criterion when procuring paper supplies.

Water and Effluents


The Group recognises the importance of conserving water and strives to improve water efficiency in our operations. We track our monthly usage of water, regularly analyse the causes of water overuse in our operations, and set commensurate targets for reduction.

Our Zhongshan factory withdraws water from municipal water supplies for the production of our BOPP films and Tapes. Water is used for three main purposes: evaporative cooling; potable water for use by our employees; and general cleaning.

All industrial water is treated in the Group's on-site tertiary wastewater treatment plant in accordance with ISO14001: 2015. During the treatment process, wastewater passes through four treatment tanks: the treatment tank, anaerobic tank, storage tank and aerobic tank. The Group's Quality Control Department is responsible for monitoring the quality of treated effluent to ensure compliance with the discharge limits of water pollutants. In addition, the Operation works with the local environmental protection authorities to monitor and test the treated effluent every year.



Potable water and water used for general cleaning is directly discharged into the municipal sewage system. To reduce the solids of our discharged water and minimise pollution, the wastewater outlet in our canteen has a filtration screen and an oil trap to remove food debris and grease. The filtered effluent is then discharged to the municipal sewage system.

During the reporting year, the Group did not withdraw or discharge water from areas with water stress. A summary of the total water withdrawn for both the BOPP films segment and the whole factory has been provided below. We have disclosed the total water withdrawn of the whole factory as we currently do not have dedicated meters for the Tapes production segment.

	FY2019	FY2020	
		BOPP films segment	Whole factory
Water withdrawn from third-party sources (ML)	2.3	2.5	159.4
Water intensity (ML / million RMB revenue)	0.015	0.015	0.403

Moving forward, the Group intends to continuously improve our water efficiency, with a view of reducing the total water usage of the whole factory.

ENVIRONMENTAL STEWARDSHIP

	Target(s) for FY2020 <i>Applies to BOPP films segment only</i>	Status of Progress	Target(s) for FY2021 <i>Applies to whole factory</i>
Water and Effluents 	To maintain the current level of water usage.	Partially achieved; the Group used 0.2 ML more water in FY2020 than in FY2019 but maintained a water intensity of 0.015 across both years.	To reduce the total water usage of the whole factory by 5%.
	To enhance pollutants filtration in the closed loop cooling system to reduce the number of major cleanings needed due to excessive accumulation of pollutants.	Achieved; major cleaning cycles were extended by 3-5 days.	
Paper Use 	N/A	N/A	To evaluate the Group's current release paper liner and paper carrier suppliers and determine whether their paper supplies meet the FSC requirements.



ETHICAL OPERATIONS

Customer Privacy


Customer data protection and customer privacy has always been a core part of our business strategy. The Group approach to protecting customer privacy includes:

- Classifying data across our operations into three main categories in accordance to the nature of the data. The categories inform the requisite level of security and degree of access.
- Employee access to customer data is only granted on a “need-to-know” basis.
- All employees are required to protect company’s trade secrets and proprietary information, including customer data.
- Maintaining a system for registering confidential information, storing such information at a location with restricted access, and governing the copying or borrowing of such information with stringent approval processes.

These protection measures have been documented in the Employee Handbook to educate our employees.

In the event of a suspected or actual data leak, our employees are required to report to the Human Resources Department or management immediately. Depending on the impact or economic loss to the Group, the Group reserves our rights to pursue disciplinary actions and request compensation from the employees involved.

During this reporting year, the Group did not receive any complaints regarding customer privacy breaches and had zero incidents of data breaches in terms of identified leakages, thefts or losses of customer data.

	Target(s) for FY2020 <i>Applies to BOPP films segment only</i>	Status of Progress	Target(s) for FY2021 <i>Applies to expanded reporting boundary</i>
Customer Privacy 	<ul style="list-style-type: none"> • To prevent incidents and complaints of customer data breaches. 	Achieved.	<ul style="list-style-type: none"> • To prevent incidents and complaints of customer data breaches.



GRI-SGX

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Disclosure	Description	SGX	Page	Remarks
GRI 102: General Disclosures 2016				
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102-3	Location of headquarters	-	2	
102-4	Location of operations	-	2	
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102-7	Scale of the organization	-	2-3	
102-8	Information on employees and other workers	-	2, 10-11	
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102-10	Significant changes to the organization and its supply chain	There were no significant changes in the reporting year	-	There were no significant changes in the reporting year
102-11	Precautionary Principle or approach	-	9, 16	
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Ethics and integrity				
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Governance				
102-18	Governance structure	PN7.6-3.1	5	
102-21	Consulting stakeholders on economic, environmental, and social topics	PN7.6-3.7	6-7	
102-29	Identifying and managing economic, environmental, and social impacts	PN7.6-3.3	7	
Stakeholder Engagement				
102-40	List of stakeholder groups	-	6-7	
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GRI-SGX CONTENT INDEX

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102-47	List of material topics	-	7	
102-50	Reporting period	-	4	
102-52	Reporting cycle	-	4	
102-53	Contact point for questions regarding the report	-	4	
102-54	Claims of reporting in accordance with the GRI Standards	LR711B-1d	4	Reporting was done with reference GRI Standards
102-55	GRI content index	-	19-21	
102-56	External assurance	PN7.6-3.8	-	In Review
GRI 303: Water and Effluents 2018				
103	Management approach disclosures	LR711B-1 b&c	16-17	
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303-2	Management of water discharge-related impacts	-	16	
303-3	Water withdrawal	-	16	
GRI 401: Employment 2016				
103	Management approach disclosures	LR711B-1 b&c	10-11, 15	
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