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# **SUSTAINABILITY REPORT 2019**

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PNE INDUSTRIES LTD  
996 Bendemeer Road, #07-06, Singapore 339944

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## ABOUT THE REPORT

The Sustainability Report ("SR") of PNE Industries Limited ("PNE") is prepared in accordance with the Global Reporting Initiative ("GRI") Standards 2016: Core Option – the international standard for sustainability reporting, and with reference to the Singapore Exchange Securities Limited Listing Rules 711A and 711B. For additional information regarding the various material factors, kindly refer to the GRI Content Index at the end of this report.

PNE is pleased to present its report for the financial year ending 30<sup>th</sup> September 2019, which would be released on an annual basis to inform PNE's stakeholders about our sustainability performance in a transparent and accountable manner. We endeavour to embed sustainable practices across our operations through various initiatives relating to Economic and Environment, Social, and Governance.

All information in this report relates to the period from 1<sup>st</sup> October 2018 to 30<sup>th</sup> September 2019 ("FY2019") unless otherwise stated. The report covers operations in Singapore, China, and Malaysia.



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*Figure 1: Depiction of Geographic Operations covered by the Report*

## CONTACT US

PNE aims at continually improving itself, and welcomes feedback on this report or any aspect of PNE's sustainability performance. Please address all feedback to:

### **PNE Industries Ltd**

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## ABOUT PNE

PNE Industries Ltd comprises two divisions namely Contract Manufacturing and Trading. It has been listed on the Main Board of Singapore Exchange since the year 2000.

The products sold under the Contract Manufacturing division include electronic controllers and other electrical and electronic products. These are products made to each customer's unique specifications. Due to the demands of increasingly sophisticated consumers, an increasing number of electrical appliances are now equipped with intelligent features made possible by the use of microprocessors or by the connection to the internet (devices incorporated with "Internet of Things" or IoT features). The Group, in collaboration with its customers, develops electronic controllers incorporating such intelligent features.

The products sold under the Trading division include emergency lighting equipment and related products. These are products made based on general specifications for the mass market. Emergency lighting equipment is a type of lighting equipment that turns on or remains on when a power failure occurs. Such kind of emergency lighting equipment is the "Exit" sign. "Exit" signs are self-lit signage installed in buildings to indicate to occupants the direction and location of emergency escape routes and/or exits. The Group designs, manufactures and distributes a wide range of emergency lighting equipment, including those for indoor use or outdoor use. These products are marketed under its own "PNE" brand.

PNE is headquartered in Singapore and has its sales offices and manufacturing facilities in various countries, which include Singapore, Malaysia, China, and the Netherlands.

## CONTRACT MANUFACTURING OF ELECTRONIC CONTROLLERS

PNE started its manufacturing in 1983. Since then, it has grown into various divisions and has spread its wings around the world. With consistent effort, all the products produced by PNE are scrutinized and verified by professional boards.

PNE designs not only innovative products for its clients but also emphasises post-sales value-added services, which ensures that clients receive the highest quality of products that enables PNE to meet the specific needs of various organizations. The products manufactured in the Malaysia and China plants comply with the following international standard quality and regulatory requirements:



Figure 2: International Standard Quality and Regulatory Requirements attained by PNE

The manufacturing facility located at Tebrau Industrial Estate, Johor Bahru, is 8,000 square metres and produces high mixed to low volume products. Another plant in China is also involved in producing high volume products. PNE's Group has a team in Malaysia that consists of experienced engineers

who work together with customers to embark on essential activities to ensure that products not only meet the requirements of the customers but also ensure that their engineers are well developed, allowing them to innovate and discover novel manufacturing concepts.

The plant in Malaysia is responsible for manufacturing PCBA, electronic control systems, and engineering software and is also involved in system verifications and production testing designs. PNE also has a team of highly trained engineers based in the Netherlands who are committed to ongoing Research and Development (R&D). The R&D division anticipates future challenges, develops various solutions to mitigate these challenges, and also ensures that there are sufficient resources that allow PNE to adapt to technological changes readily.

### **TRADING OF EMERGENCY LIGHTING EQUIPMENT**

PNE has made itself a reputable name in the Southeast Asia region in the construction and building industry. It has offered emergency lightings to buildings and construction companies throughout Singapore and also has a leading brand name in Malaysia. The sales office in Malaysia and Singapore, which focuses on emergency lighting are responsible for marketing and sales of PNE emergency lighting equipment in Singapore, Malaysia, and overseas. The emergency lightings offered by PNE have been certified and approved for use by SIRIM and PSB/TUV.

### **PNE'S SUPPLY CHAIN**

To provide products and manufacturing services that are high-quality yet sustainable, PNE recognises the importance of a transparent and responsible supply chain. PNE strives to integrate sustainability and explore ways to improve existing initiatives across all aspects of its operations. PNE is committed to ensuring that appropriate risk management procedures are in place and implemented across its supply chain, which is managed by an integrated supply chain management system covering procurement and inventory management processes.

## **BOARD STATEMENT**

Dear Stakeholders,

As PNE progresses to the second year of our sustainability reporting journey, we actively seek to develop as a corporate citizen and ensure that our operations are conducted sustainably. PNE recognises the value in upholding transparency and the spirit of responsible disclosure of our material ESG factors. We believe that it is our responsibility to enhance our corporate value through sound business practices and contribute to developing a sustainable society.

This year's report details our sustainability initiatives and achievements related to economic, environmental, and social issues over the past financial year. To better enforce the sustainability strategies, the ISO14001 steering committee has been assigned to monitor and review the progress of those implemented.

### **Strengthening our ESG Performance**

FY2019 saw PNE generating a sound economic performance, registering \$10,221,000 in earnings before interest and tax for the reporting period. We recognise the importance of balancing financial growth alongside sustainable ESG performance. As we grow our business, we will continue to strive to maintain high standards of corporate accountability and transparency.

PNE is committed to minimising its environmental footprint and spreading a particular sphere of influence. We are dedicated to fully complying with applicable laws and regulations across our business operations, such as the internationally recognised ISO 14001:2015 Environmental Management System (EMS) standard to manage the immediate and long-term environmental impacts of our products, services, and processes. PNE also conducts stringent supplier assessment to ensure that our materials, while of high quality, are sourced from sustainable backgrounds. To highlight even more of our initiatives, we have consistently replaced fluorescent lights with LED lights in order to minimise electricity usage. PNE has also consistently advanced our knowledge on the soldering process. Through better management of the solder wave machines and usage of high-quality flux for our products, we have also managed to reduce the amount of solder dross and volume of fumes emitted. We are also looking to implement other energy-saving initiatives in the near future, such as the use of solar lighting to power the street lighting within our factory parameters. The impacts of our environmental objectives are continually tracked to ensure that business efficiency is maintained.

On the social front, PNE recognises the importance of building and developing the capabilities of our employees. Providing a safe and healthy work environment is of paramount importance to us. Due to the nature of our manufacturing operations, it is important that our employees are equipped with appropriate skills and knowledge when carrying out day-to-day activities. PNE's health and safety committee actively oversee the well-being and safety of our employees to ensure that they are trained to handle advanced machinery and uphold the highest standards of safety discipline.

Beyond this, we also support the professional development and occupational needs of our employees to maintain and advance their skills and productivity. This year, PNE employees have clocked an average of more than 23 hours of training, which is a considerable increase from last year. We also place significant emphasis on internal opportunities for career growth. Our employees are highly valued at PNE and are given preference for promotion, as opposed to hiring externally. Moreover, annual performance appraisals are conducted to reward employees for their strengths and gain mutual insight into areas that need further improvement.

### **Governance**

PNE continually strives to strengthen its corporate governance system in a manner suitable for our organisation to increase corporate value over the medium to long term. Our business is centered on

the fundamental pillars of transparency, integrity, and accountability. Henceforth, PNE endeavours to develop a sound and robust ecosystem of the highest standards of corporate governance.

## **Looking Ahead**

PNE is on track to building a resilient business that is conscious and takes action to enhance positive economic, environmental, and social impacts. We will continue to hold ourselves accountable to all stakeholders, including our customers, shareholders, employees, business partners, as well as the communities and the Earth in which we operate.

## MATERIALITY ASSESSMENT

PNE conducted a materiality assessment exercise by reflecting on significant economic, environmental, and social impacts that are material to the organisation. The figure below depicts the various activities involved in the materiality assessment exercise.

### Materiality Assessment

Reassessing the Relevancy of Existing ESG Topics	Conducted a reassessment of the existing ESG topics selected in years to ensure relevancy of the topics.
Conduct Internal Discussion	Internal discussion is carried out within the organisation to further understand the material factors relevant to the industry.
Endorsement by Management	Top management finalises and endorses the material factors to be published in the FY2019 Sustainability Report.

## STAKEHOLDER ENGAGEMENT

PNE believes that stakeholder engagement should be transparent and authentic to contribute to the growth and evolution of the organisation's strategy and priorities. Hence, PNE continually maintains communication channels with its stakeholders to increase understanding, broaden awareness, seek input and expertise, and review concerns. The modes of engagement vary depending on type and function.

Stakeholder Engagement		
Stakeholder Group	Mode of Engagement	Frequency
 Government and Regulators	<ul style="list-style-type: none"> <li>• SGX Announcements</li> <li>• Annual Reports</li> </ul>	<ul style="list-style-type: none"> <li>• Ad Hoc</li> <li>• Annually</li> </ul>
 Customers	<ul style="list-style-type: none"> <li>• Customer Feedback Forms</li> <li>• Face to Face/Phone Meetings with Clients</li> <li>• Company Website/Phone Calls</li> </ul>	<ul style="list-style-type: none"> <li>• Ad Hoc</li> <li>• Regular</li> <li>• Regular</li> </ul>
 Employees	<ul style="list-style-type: none"> <li>• Staff Training Sessions</li> <li>• Annual Year End Performance Appraisal System</li> <li>• Company News via Company Newsletter or Intranet</li> </ul>	<ul style="list-style-type: none"> <li>• Annually</li> <li>• Annually</li> <li>• Regular</li> </ul>
 Investors and Shareholders	<ul style="list-style-type: none"> <li>• Annual General Meeting</li> <li>• Quarterly Results and Announcements</li> <li>• Company Website</li> </ul>	<ul style="list-style-type: none"> <li>• Annually</li> <li>• Quarterly</li> <li>• Ad Hoc</li> </ul>
 Contractors and Suppliers	<ul style="list-style-type: none"> <li>• Supplier Feedback Forms</li> <li>• Face to Face/Phone Meetings with Suppliers</li> </ul>	<ul style="list-style-type: none"> <li>• Ad Hoc</li> <li>• Regular</li> </ul>

Figure 3: Stakeholder Engagement



## MATERIAL FACTORS

Topics	Disclosure	Aspect Boundary <sup>1</sup>
<b>Economic</b>		
Economic Performance	201-1: Direct Economic Value Generated and Distributed	Within Organisation
<b>Environmental</b>		
Energy	302-1: Energy Consumption within the Organisation	Within Organisation
Environmental Compliance	307-1: Non-Compliance with Environmental Laws and Regulations	Within Organisation
Supplier Environmental Assessment	308-1: New Suppliers that were screened using Environmental Criteria	Within Organisation
<b>Social</b>		
Employment	401-1: New Employee Hires and Employee Turnover	Within Organisation
Occupational Health and Safety	403-2: Types of Injury and Rates of Injury, Occupational Diseases, Lost Days, Absenteeism and Number of Work-Related Fatalities	Within Organisation
Training and Education	404-1: Average Hours of Training per Year per Employee	Within Organisation

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Figure 4: Summary of Material Factors and Aspect Boundary

## ECONOMIC

### ECONOMIC PERFORMANCE

PNE's sound financial performance enables the maintenance of sustainable value and progress to key stakeholders. As a leading manufacturer in EMS products with a focus on producing high-quality products, PNE continually strives to achieve healthy economic results each year. The highlights of PNE's economic results for FY2019 have been summarised below.

Revenue (\$'000)	<b>\$102,183</b>
Earnings before Interest and Tax (\$'000)	<b>\$10,221</b>
Profit after Tax (\$'000)	<b>\$8,144</b>

Figure 5: Summary of PNE's Financials for the year ended 30<sup>th</sup> September 2019

For additional reference, kindly refer to PNE's annual report for the financial year 2019.

<sup>1</sup> Aspect Boundary is a description of where the impacts occur for a material topic and the organisation's involvement with those impacts. Organisations might be involved with impacts either through their activities or as a result of their business relationships with other entities. Global Reporting Initiatives (GRI).

## ENVIRONMENT

### ENERGY

With a significant proportion of energy being utilised during the process of manufacturing electrical products, PNE remains committed to its long-term responsibility of protecting the environment and developing a sustainable business model. Various efforts and practices have implemented to control the amount of energy consumed. Going forward, PNE aims to utilise renewable sources of energy as part of its manufacturing process. The electricity usage is monitored daily to filter out and investigate any anomalies. Specialists visit the electrical room, transformer room, and main switch board room twice a month to monitor and carefully assess the readings to ensure that there is no abnormality in PNE’s electricity usage. Calibration is performed every two years as well. The total amount of energy consumed by PNE in FY2019 totalled 5,903,652 kWh.

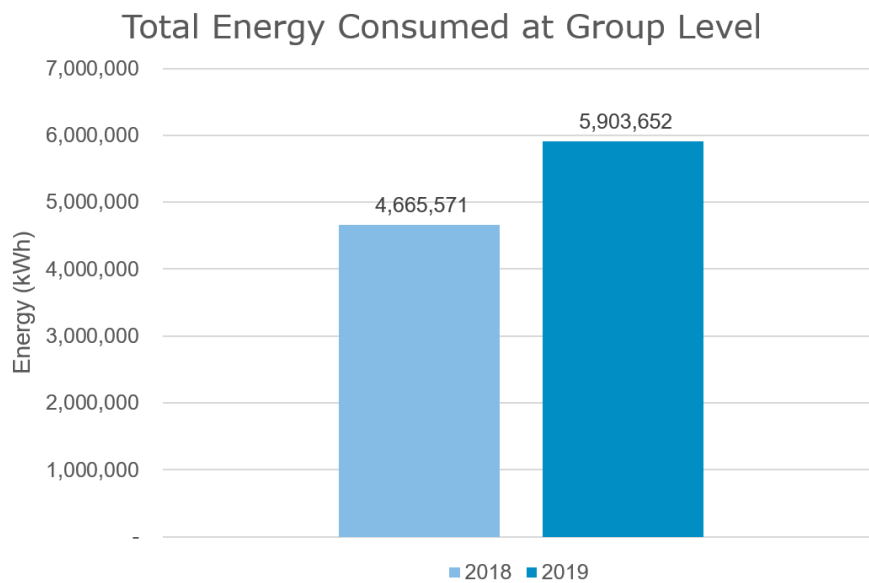


Figure 6: Trends in Total Electricity Consumed at Group Level


Target for FY2019	Status	Target for FY2020
<p>Total electricity consumed at group level totalled 4,665,571 kWh in FY2018.</p> <p>PNE aims to reduce the energy consumption by introducing energy-saving initiatives.</p>	<p style="text-align: center;"></p> <p style="text-align: center;"><b>In Progress</b></p> <p>The total group electricity consumed at group level totalled <b>5,903,652</b> kWh in FY2019.</p> <p>PNE has embarked on energy-saving initiatives, such as switching from fluorescent lighting to LED lights.</p>	<p>PNE aims to introduce more <b>energy-saving initiatives</b> to reduce energy consumption.</p> <p>For example, PNE is considering the implementation of solar energy for street lighting during FY2020.</p> <p>PNE is also exploring the usage of motion sensors to activate lighting automatically along the corridors.</p> <p>In addition, PNE may also use motor soft starters to temporarily reduce the load and torque in the power train and electric current surge of the motor during start-up.</p>

Figure 7: Summary and Targets of Electricity Consumed by PNE in FY2019

## ENVIRONMENTAL COMPLIANCE

The ISO 14001:2015 Environmental Management System (EMS) standard is an internationally recognised approach for managing the immediate and long-term environmental impacts of an organisation's products, services, and processes. PNE has been dedicated to complying with such local and international laws and regulations to eliminate, prevent, and minimise environmental pollution.

To facilitate a comprehensive approach in managing environmental compliance, top management has established an environmental policy which develops, implements, and maintains PNE's environmental objectives and strategic directions. Internal and external parties can familiarise themselves with the contents of the environmental policy and their responsibilities in ensuring that PNE complies with the policy. To ensure that all employees understand the requirements and their roles in relation to the policy, training is also provided.

PNE maintains a dedicated team to keep track of changes in the environmental laws and regulations, to ensure that the organisation maintains full compliance with the requirements of all the policies. To evaluate the effectiveness of the implementations, PNE undergoes an annual review by SGS.

In FY2019, PNE has adhered to all the laws and regulations in place which can be supported by zero monetary value of significant fines, non-monetary sanctions, and cases brought through dispute resolution mechanisms. PNE strives to maintain this track record in the coming years and further tighten its policies to ensure that this track record is maintained as well.



In FY2019, there were no incidences involving fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations.

Figure 8: Monetary Fines placed on PNE due to Non-Compliance with Environmental Laws and/or Regulations

## SUPPLIER ENVIRONMENTAL ASSESSMENT

At each step of the supply chain, PNE is committed to maximise the positive impacts and mitigate potential negatives by aligning supplier expectations with PNE's values. PNE expects its suppliers to be transparent and accountable for their environmental practices, improve in areas that are lacking, and collaborate with PNE when needed.

PNE actively evaluates all potential suppliers, prior to onboarding, to ensure that the suppliers can meet the environmental standards required of them. PNE verifies its performance against the organisation's expectations by referring to a stringent set of criteria in the supplier assessment form. The assessment criteria are detailed in the figure below.

Percentage of Materials Recycled	Energy Intensity/ Consumption Reduction by the Suppliers	Amount of Water Used/Recycled/ Withdrawn by the Suppliers
Impact of Supplier's Activities on Biodiversity	Emission of Greenhouse Gases by the Suppliers	Waste or Effluents Discharged by Supplier's Operations
Impact of Supplier's Products on the Environment	Compliance to Environmental Laws or Regulations	Impact of the Supplier's Transport Operations on the Environment

*Figure 9: Supplier Assessment Criteria*

PNE inspects and assessed procured materials for any banned substances. Approved suppliers are also required to be aligned with environmental and conflict mineral declaration policies, which are also published on PNE's website.

In FY2019, the total number of additional suppliers on-boarded is 25. 100% of the additional suppliers who on-boarded the company in FY2019 have gone through the supplier assessment screening. PNE maintains an approved vendor list as well, where all the suppliers in the list go through an annual screening to ensure that the list is frequently updated and all the companies on the list are aligned with PNE's policy.

## SOCIAL EMPLOYMENT

PNE has recognised the value of attracting, developing, and maintaining a diverse and qualified workforce. Such a workforce helps PNE relate more closely to the needs of customers, suppliers, and stakeholders around the world, as well as bring fresh insight and perspective to the table. PNE is committed to various initiatives to ensure that an inclusive, fair, and transparent recruitment practice based on merit is carried out. For example, PNE has a clear Human Rights Policy that outlines its commitment to providing a working environment free of harassment and discrimination. The management sets the tone from the top for maintaining an inclusive and respectful culture throughout the organisation. This enables PNE to sustain its competitive advantage over its peers.

To ensure that the grievances of employees are handled constructively, PNE's Employee Grievance Procedure Policy outlines a clear set of procedures for employees, regardless of gender, designation, or length of service, to raise their concerns to their supervisors, management, or the human resources department.

PNE's employment practices are reviewed annually by the policy management and environmental representatives, to ensure a timely update of the employment practices if necessary. Various policies, including those relating to conflict of interest, whistleblowing, safety and health are also reviewed on an annual basis.

In 2019, PNE had a decrease in both the new hire and turnover rates. Thus, the total number of employees in PNE was 923 as at 30<sup>th</sup> September 2019. The figure below provides the breakdown of employees by gender.

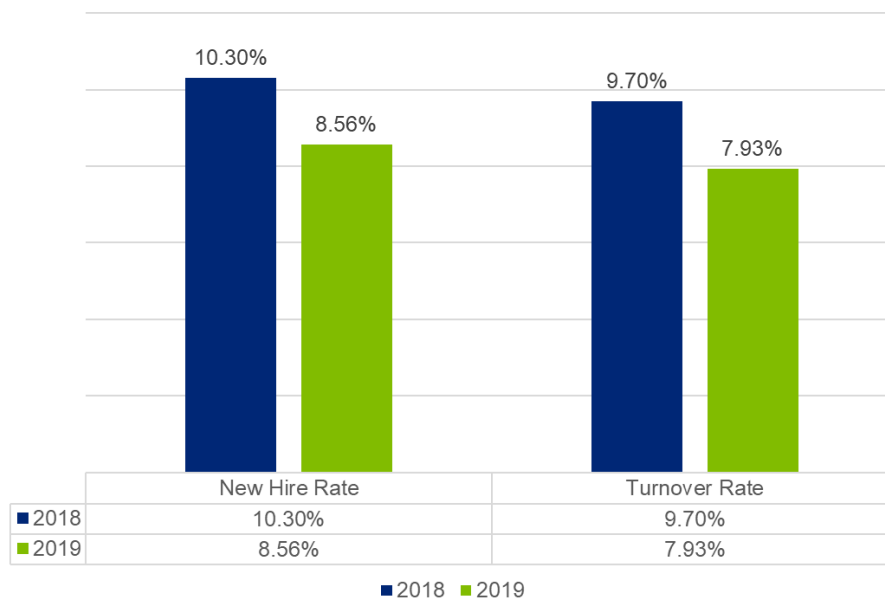


Figure 10: Trends in New Hire Rate and Turnover Rate



Figure 11: Breakdown of Employees by Gender



Target for FY2019	Status	Target for FY2020
<p>PNE aims to maintain the new hire rate at 10.30%.</p>	<p style="text-align: center;">   <b>Achieved</b>            PNE attained a new hire rate of <b>8.56%</b> in FY 2019.         </p>	<p>PNE seeks to maintain and manage the new hire rate.</p>
<p>PNE aims to maintain and manage the turnover rate at the minimum rate of 9.70%.</p>	<p style="text-align: center;">   <b>Achieved</b>            PNE clocked a turnover rate of <b>7.93%</b> in FY2019.         </p>	<p>PNE seeks to monitor and manage the turnover rate.</p>

Figure 12: Summary and Targets of New Hires and Turnovers in FY2019

## OCCUPATIONAL HEALTH AND SAFETY

PNE understands the importance of workplace health and safety to business success. To ensure that the rates of injuries, occupational diseases, lost days, absenteeism, and the number of work-related fatalities are minimal, PNE has established several policies and practices for employees at all levels of the organisation. PNE is compliant with all local occupational health and safety (OSH) regulations and encourages all employees to treat workplace health and safety as a personal and collective responsibility.

To achieve an accident-free status, PNE enforces the following policies and practices relating to workplace health and safety, as outlined below.

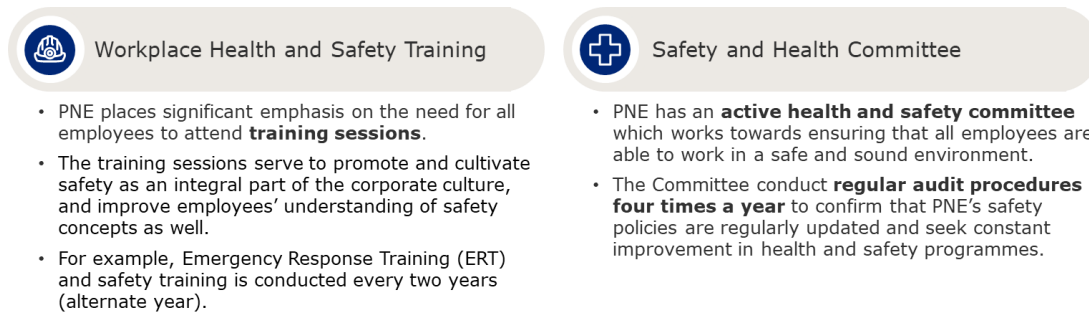


Figure 13: Summary of PNE's Occupational Health and Safety Approaches

To ensure that workplace health and safety policies are effective, PNE undergoes an annual audit by the Department of Occupational Safety and Health (Malaysia), which responsible for the administration and enforcement of legislation related to occupational safety and health. The workplace health and safety policies also undergo an annual internal review by senior management, with any updates or changes fully documented.

In 2019, there were zero injuries and PNE aims at maintaining this rate for the upcoming financial years as well. The rates of injury, occupational diseases, lost days, and absenteeism, and the number of work-related fatalities have been summarised below.

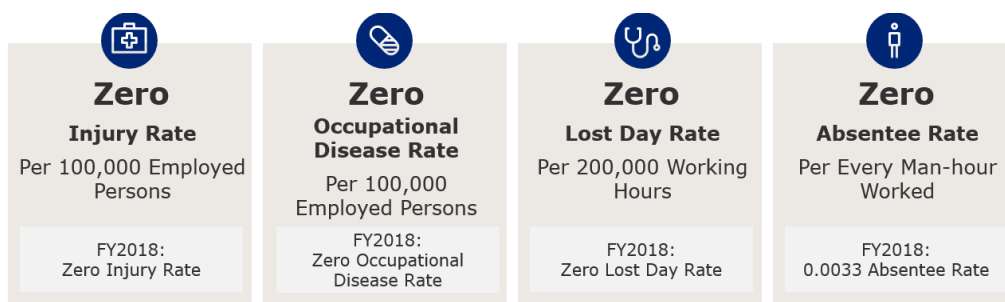


Figure 14: Summary of Occupational Health and Safety Metrics in FY2019

## TRAINING AND EDUCATION

In today's evolving business landscape, PNE is dedicated to continually anticipate and satisfy the needs of customers, shareholders, and employees. Hence, creating a high-performance culture built on consistent learning and development helps PNE achieve business growth and employees make professional growth.

To continually enhance the skills of the employees, PNE has established several programs. The senior management builds a training calendar at the start of the year depending on the needs and requirements of its employees when they are in the process of being transferred or promoted. External trainers are hired by PNE to train its employees, the training programs are tweaked by the trainers so that it successfully meets the needs of PNE and its employees. Different employee categories are subjected to different sets of training. The factory workers go through additional on the job and safety training at the manufacturing plants and the employees at the managerial level go through training to better manage their teams and also showcase effective leadership.

For example, PNE maintains its own operator skills assessment schedule and conducts on-the-job training every six months. Other trainings conducted for senior employees include ISO awareness training, risk management training, Air Pollution Control seminars, Information Security Management System (ISMS) training, Injection Moulding training and Radiation Safety practices (all levels). Furthermore, there are regular appraisals which take place within the company to further motivate and boost the capabilities of the employees.

In the financial year 2019, the total number of training hours offered to the employees was 20,491 hours and on average each employee received more than 23 hours of training.

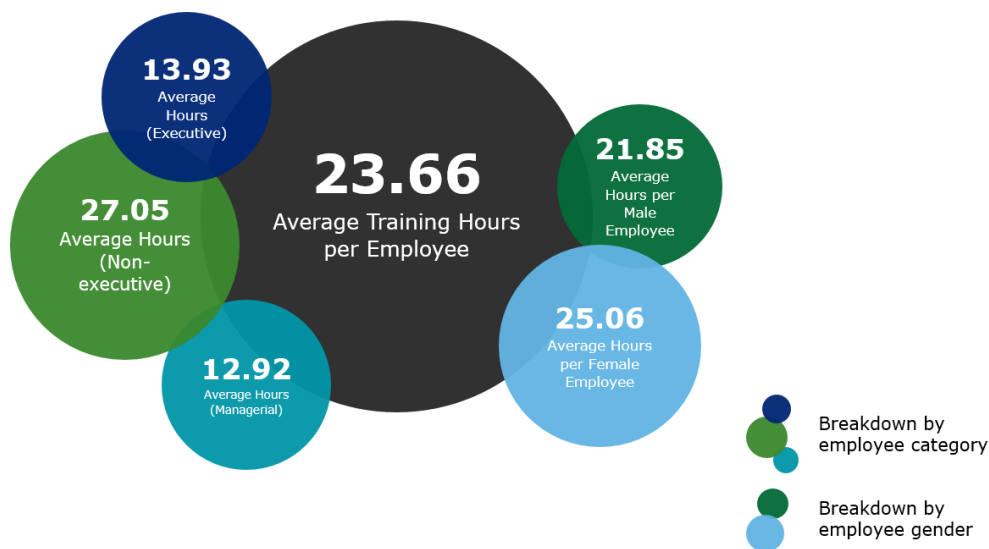


Figure 15: Average Training Hours per Employee by Gender and Employee Category

Target for FY2019	Status	Target for FY2020
PNE aims to maintain at least 15 hours of training per employee.	 <b>Achieved</b> <b>23.66</b> average training hours per employee	PNE aims to maintain at least 24 hours of training per employee.

Figure 16: Summary and Targets of Training Hours per Employee in FY2019 and FY2020



## **GOVERNANCE**

As part of PNE's responsibilities for corporate stewardship and strategies, PNE is committed to maintaining a high standard of transparency, accountability, and integrity within the organisation.

To protect the interests of its shareholders and maximise long-term shareholder value, PNE establishes and maintains a comprehensive suite of corporate governance policies and practices. For more details on PNE's corporate governance and risk management, kindly refer to the corporate governance section in PNE's annual report for the financial year 2019.

## COMMUNITY

At PNE, we actively give back to the community. The various events which took place in PNE include the annual sports day for the Princess Elizabeth School for the Blind, as well as organising a lunch with residents of the Johor Cheshire Home.

On 21 March 2019, PNE was involved in the annual sports day for the Princess Elizabeth School for the Blind, by providing support to the teachers at the School in managing this event. The School is located in the heart of Johor Bahru and enrolls sixty visually impaired children. Through food, free-flow drinks and ice cream, the children were treated to a day of fun and games.



Figure 17: Annual Sports Day at Princess Elizabeth School for the Blind

The Johor Cheshire Home is home to thirty-five residents who are physically and mentally challenged. On 7 March 2019, PNE catered and served food for the residents and arranged an entertaining karaoke session. This was followed by games and a birthday celebration for two.



Figure 18: Day out at Johor Cheshire Home

## GRI CONTENT INDEX

<b>GRI 102: GENERAL DISCLOSURES 2016</b>			
<b>GRI Standards 2016</b>	<b>Disclosure</b>	<b>Page Reference</b>	<b>Omission</b>
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	102-4 Location of operations	Page 3	
	102-5 Ownership and legal form	Page 2	
	102-6 Markets served	Page 2, 3	
	102-7 Scale of the organisation	Refer to FY2019 Annual Report	
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	102-13 Membership of associations	Malaysia Employer's Federation (MEF)	
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