



# CHARTING OUR PATH TO A SUSTAINABLE FUTURE

SUSTAINABILITY REPORT 2018

# CONTENTS

---

01	Board Statement
02	About this Report
03	GKE's Sustainability Committee
04	GKE's Sustainability Approach
05	Stakeholder Engagement
06	Materiality Assessment
07	Performance Overview
08	Economic Enhancement & Compliance
09	Environmental Responsibility
11	Our Customers
12	Empowering Employees
14	Social Contributions
15	GRI Content Index

This Sustainability Report has been prepared by GKE Corporation Limited (the "Company") and its contents have been reviewed by the Company's sponsor, RHT Capital Pte. Ltd. (the "Sponsor"), for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited ("SGX-ST"). The Sponsor has not independently verified the contents of this Sustainability Report.

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

The contact person for the Sponsor is Mr. Nathaniel C.V. (Telephone no.: +65 6381 6757) at 9 Raffles place #29-01, Republic Plaza Tower 1 Singapore 048619.

This report marks GKE's first year of sustainability reporting. The Board believes this report is a reasonable and clear presentation of the company's plans and of its environmental, social and governance performance. The Board has emphasised that management will continue to be evaluated by its success in executing the company's strategic plan to meet stakeholders' and the Board's expectations, including being agile in responding to changing circumstances while respecting the commitments in this report.

### Our Strategy

At GKE, sustainability is approached holistically to create and continuously improve a sustainable company delivering long term value for all our stakeholders: customers, employees, suppliers, investors and the communities in which we operate. We believe that sustainability is everyone's job and that a sound corporate sustainability governance framework promotes strong leadership by all our management.

Cost competitiveness and productivity, maintaining excellence in service and quality are some of the challenges that we face in our industry. Hence, we are constantly exploring new opportunities to grow our business and enter new markets. To maintain our strong and consistent focus, we are building on our existing framework and using new insights to deepen our approach. We also need to deliver our products and services in an innovative and sustainable

way, which means listening to and collaborating with our stakeholders, and becoming more agile in innovating new solutions.

### Sustainability Framework

This report has been prepared in accordance with the SGX Sustainability Reporting Guidelines and the Global Reporting Initiative (GRI) Standards.

### Sustainability Governance

The Board has assigned the responsibility for monitoring and overseeing the company's sustainability efforts to the Sustainability Committee, which is chaired by the Board of Directors and which comprises a Sustainability Head and 9 other members representing different business units in GKE. The Board reviewed and discussed the final text of this report before its adoption of a formal resolution approving the report.

### Managing Sustainability

In 2018, 4 focus areas aligned to our sustainability approach were defined:

The Board maintained oversight over the Sustainability Committee, managing sustainability risks and opportunities, while ensuring all Environment, Social and Governance (ESG) matters significant to our business are addressed in our 4 focus areas.

Our customers and various business units have been engaged to better understand what their concerns are. Data privacy and resilience, as well as health and safety, issues that are fundamental to our business relationships with our customers and trust in our Company, will be further strengthened. Our employees will also be cross trained, enabling them to be adaptable in the ever-changing environment.

We remain committed in our relentless pursuit to expand our business portfolio while driving synergies among the subsidiaries within our core warehousing and logistics division and providing seamless solutions and services in supply chain management.



**Economic  
Enhancement  
& Compliance**



**Environmental  
Responsibility**



**Our Customers**



**Empowering  
employees**



## ABOUT THIS REPORT

---



GKE is adopting a phased approach for our Sustainability Report and we will seek to provide additional disclosures on our material topics as our sustainability reporting matures over time.

This report describes our sustainability performance for the period from 1 June 2017 – 31 May 2018. It covers GKE's activities in Singapore and China, including acquisitions completed by 31 May 2018 unless otherwise stated, and has been prepared taking reference from the SGX Sustainability Reporting Guidelines (set out in Listing Rule 711A and 711B). This report has been prepared in accordance with the Global Reporting Initiative ("GRI") Standards: Core Option.

The boundary for the various material topics is reported for each material topic covered. GKE is adopting a phased approach for our Sustainability Report and we will seek to provide additional disclosures on our material topics as our sustainability reporting matures over time.

Our Sustainability Report also provides us with a valuable opportunity to engage our stakeholders and respond to issues that matter most to them and to our business. It will enhance our company's risk management, strategy development and stakeholder engagement activities as we work to further focus and prioritise our sustainability and corporate social responsibility initiatives.

Our Sustainability Report is produced on a yearly basis and is available online at [www.gke.com.sg](http://www.gke.com.sg) and [www.sgx.com](http://www.sgx.com)

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

## GKE'S SUSTAINABILITY COMMITTEE

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

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

### BOARD OF DIRECTORS

Board of Directors comprises of 3 Executive Directors, 1 Non-Executive Director and 3 Independent Directors

### SUSTAINABILITY COMMITTEE (HEAD)

The Chief Executive Officer & Executive Director at GKE Corporation Limited

### SUSTAINABILITY MEMBERS

Supported by 9 members of different business units of which one is the Sustainability Champion

## GKE'S SUSTAINABILITY APPROACH

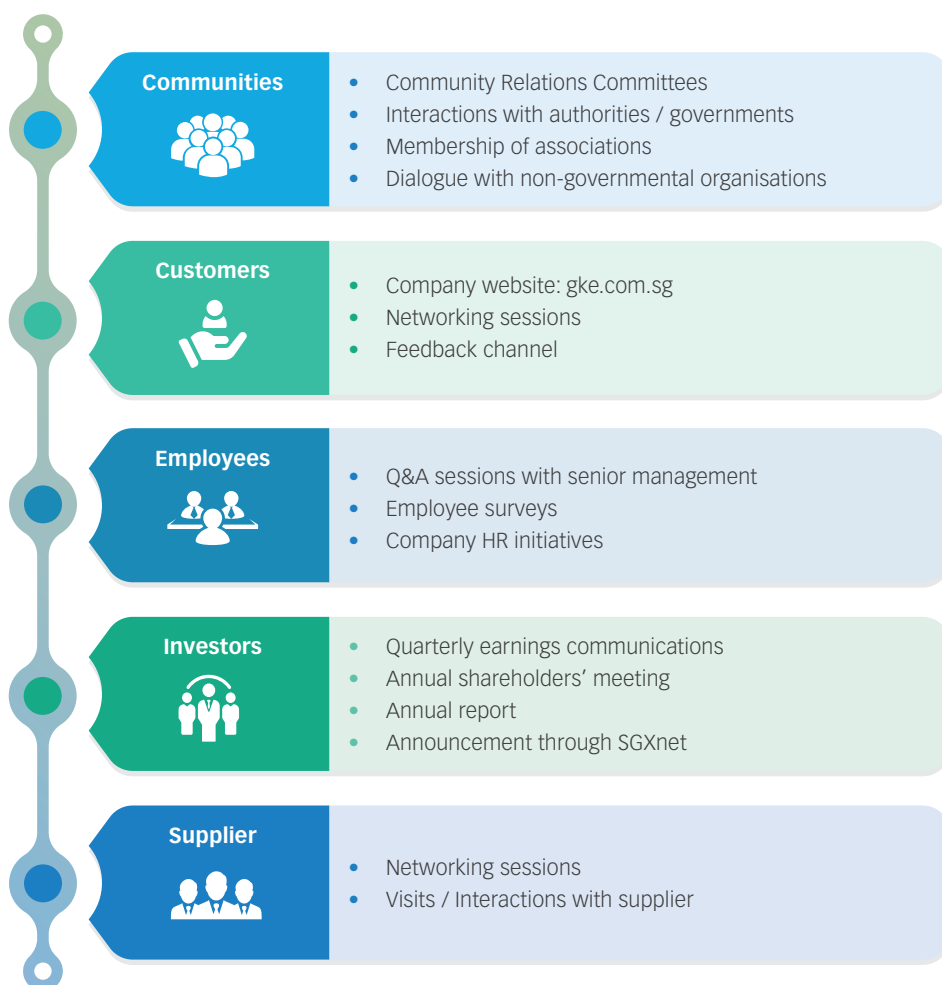


The sustainability focus for GKE is delivering long-term value for all our stakeholders: customers, employees, investors and the communities in which we operate. Within this sustainability approach, we take the broader economic, governance and social aspects such as labour practices, human rights, and societal responsibility into account. This approach guarantees that our services and solutions are provided to our customers in a manner that is respectful to people, the environment and is economically smart.

Our services are often a critical part of the supply chains of other businesses. We help people receive the materials they need to create products and then help deliver those products to their customers. When we operate more efficiently, we in turn help reduce the emissions intensity of supply chains worldwide.

This commitment to sustainability involves ensuring that strong ethical, social and environmental criteria are integrated in our company's strategy and business model and in its internal policies and processes. We are committed to deliver effective solutions and services to our customers and create greater value for our shareholders through our core values.

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



### ENGAGEMENT ON THIS REPORT

The specific reviewers of our report are GKE's Board of Directors and our leadership team. This year, we have also conducted an external stakeholder engagement with our key customers, giving us a wider stakeholder perspective on sustainability topics.

## MATERIALITY ASSESSMENT

In March 2018, GKE analysed various internal stakeholder issues through a materiality workshop conducted with key representatives from the 6 business units, namely GKE Warehousing & Logistics Pte Ltd, GKE Freight Pte Ltd, Marquis Services Pte Ltd, TNS Ocean Lines (S) Pte Ltd, GKE Express Logistics Pte Ltd and GKE Private Limited. The

criteria for GKE's material analysis were explored and selected based on industry international standards, peer reviews based on companies with similar operations, media analysis, our internal responses and management awareness. A list of topics important to GKE was identified and feedback from our key customers on these material topics

was solicited through an email survey between April to June 2018 to assess what they felt was important for continued business with GKE. The results of our internal and external stakeholder engagement resulted in the following list of material environmental, social and governance (ESG) topics.



The top 8 material topics have been grouped according to the focus areas listed below. Where applicable, the GRI Standards have been used as a reference for data collection and reporting our performance on the material topics.

Focus Areas	Material Topics	GRI Standards
Economic enhancement & Compliance	<ul style="list-style-type: none"> <li>Economic performance</li> <li>Socioeconomic compliance</li> </ul>	201-1 419-1
Environmental responsibility	<ul style="list-style-type: none"> <li>Waste management</li> <li>Reducing our GHG emissions</li> </ul>	306-2 305-1, 305-2
Our Customers	<ul style="list-style-type: none"> <li>Data privacy</li> <li>Global trade</li> </ul>	418-1
Empowering employees	<ul style="list-style-type: none"> <li>Good labour relations</li> <li>Employee health, safety and wellness</li> </ul>	403-2



## PERFORMANCE OVERVIEW

### ECONOMIC PERFORMANCE (GRI 201-1)

Figures are for the financial year ended 31 May 2018

#### REVENUE



#### OPERATING COSTS

**64%**



#### EMPLOYEE WAGES AND BENEFITS

**36%**



#### PAYMENTS TO GOVERNMENTS (TAXES)

**1.3%**



#### PAYMENTS TO PROVIDERS OF CAPITAL

**3%**



**786**

EMPLOYEES IN  
**SINGAPORE  
AND CHINA**



**100%**

OF OUR  
EMPLOYEES ARE  
**PERMANENT  
EMPLOYEES**



**19,730<sub>kg</sub>**

OF PLASTIC AND  
PAPER WASTE  
**RECYCLED**



**NO CASES**

OF BREACHES  
OF CUSTOMER  
PRIVACY OR LOSS OF  
CUSTOMER DATA



In the last one year, GKE has distributed around 40% of our revenues to key stakeholders – 36% to employees, 1.3% to government in countries where we operate, namely Singapore and China, and 3% to capital providers. There was an overall loss from our continuing operations in financial year ended 31 May 2018 ("FY2018") and the overall economic value retained is a negative S\$2.7 million (or -3.8% of our total revenue). More details of our economic performance can be found in our GKE Annual Report 2018.

Regulatory compliance is critically important to GKE, serving to protect our integrity and reputation and foster trust among stakeholders. Observance of all regulatory requirements forms the basis of

good corporate governance within the Group. We also ensure our compliance to all relevant local and international laws and regulations, including the principles and guidelines set out in the Singapore Code of Corporate Governance 2012. More details can be found in GKE's Annual Report 2018.

### **SOCIOECONOMIC COMPLIANCE (GRI 419-1)**

In FY2018, we had one case of fine by the Singapore Customs due to an oversight on a consignment of goods (tobacco) which had not been moved from the licensed warehouse to the duties paid area after the required duties had been paid. This incident took place over the Lunar New Year period and a fine of S\$200 was imposed on GKE for this oversight

but additional duties and GST had to be paid because there was subsequently a change in the excise duty on all tobacco products. The additional duties and GST payable by GKE Warehousing and Logistics Pte Ltd for this was approximately S\$408,000. The company has since strengthened the internal controls on the movement of duties paid cargo. The manager in charge of handling movement of cargo has also undergone further training to ensure he is well-equipped with the knowledge of the Singapore Customs requirements on managing the licensed warehouse.

We will strive to continue to improve on our compliance performance and work towards achieving zero non-compliance cases next year.

We are sensitive to the environmental impact across our business operations, and are committed to taking steps to reduce our impact, especially the waste generated and GHG emissions. Fuel and energy consumption is managed and monitored by the various business units.

GKE is committed to reducing our environmental footprint through 2 key approaches:



## WASTE MANAGEMENT (GRI 306-2)

We have identified 3 waste streams in our businesses. Where possible, we send our waste for recycling and reduce the amount of waste produced by re-using other items such as wooden pallets. The general waste is incinerated in Singapore

(according to local environmental regulations), after which the incinerated ash is sent to landfill. We are exploring ways to improve our waste segregation to improve on the volume of recyclables in the coming years.

Last year, we generated 84,300kg of general waste which was incinerated. 10,703kg of carton boxes and 9,027kg of plastic shrink wrap was recycled, and these were generated mostly from our warehousing operations. There was no hazardous waste disposed in the reporting year.

Starting in 2018, iPads are used for board meetings to reduce the amount of paper used for printing minutes of meetings, agendas and other attachments. For other meetings, projectors are used to present meeting materials. As far as possible, we are moving towards a paperless environment in all our business units. During our move from 30 Pioneer Road to 39 Benoi Road in 2017, the company did not purchase new carton boxes but instead used recycled carton boxes for shifting of our office and these were in turn sent for recycling after our move was completed.

Non-Hazardous Waste	Weight (kg)	Disposal Method
General Waste	84,300	Incinerated
Carton Boxes	10,703	Recycled
Plastic Shrink Wrap	9,027	Recycled



## REDUCING OUR GHG EMISSIONS

As a leading warehousing and logistics solutions provider, we have a dedicated and modern fleet for our operational needs. We operate our own fleet of vehicles including prime movers and trailers. Our vehicles from the logistics business account for approximately 90% of total fuel consumption. This report covers only the operations of our own fleet of vehicles and the fuel consumption attributed to operations of our subcontractors is excluded.

Our total greenhouse gas emissions for our Singapore operations amounted to 1.8 tonnes CO<sub>2</sub> comprising of Scope 1 emissions from use of diesel, largely from our vehicles in the logistics business, and Scope 2 emissions from the use of electricity for our offices, workers dormitories and warehouses.

## ENVIRONMENTAL RESPONSIBILITY

Our emissions for the last one year are shown in the table below. As this is the first year we are calculating our CO<sub>2</sub> emissions, we intend to use the baseline values from this year to compare with values for the next year so that we can determine our targets and areas for improvements in the subsequent year.

Moving forward, we are also in the process of replacing the older models of our diesel trucks to Euro 6 models to comply with regulations set by National Environmental Agency, which will also help to reduce nitrogen oxides (NO<sub>x</sub>) pollutants and fine particulate matter. Approximately S\$2,000,000 has been earmarked for this exercise and a total of 10 trucks will be replaced over a period of 2 years.

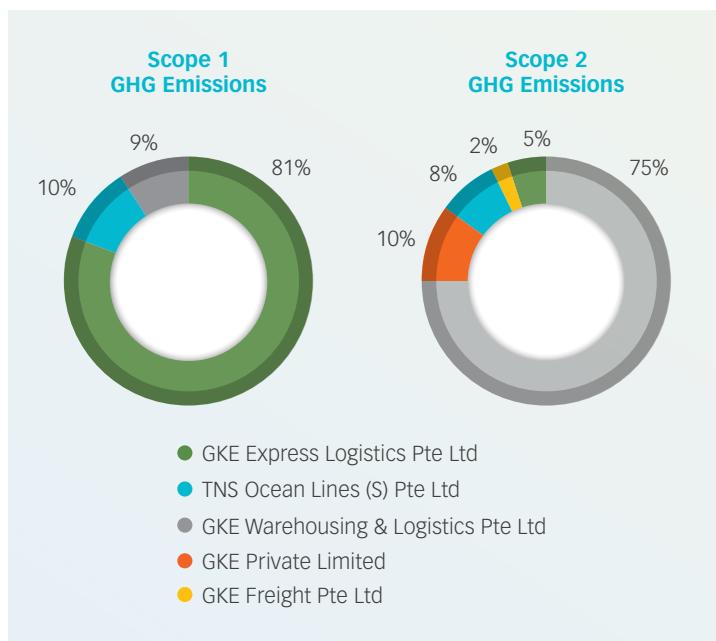
Our business units in Singapore	Diesel consumed
GKE Express Logistics Pte Ltd	430,234L
TNS Ocean Lines (S) Pte Ltd	52,378L
GKE Warehousing & Logistics Pte Ltd	48,902L
Total	531,514L (*Equivalent to 1,425,324 kg CO <sub>2</sub> )

\*based on EPA Emission Factors for Greenhouse Gas Inventories (2018)

### GRI 305-2 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

Our business units in Singapore	Electricity consumed
GKE Warehousing & Logistics Pte Ltd	666,345 kWh
GKE Private Limited	92,905 kWh
TNS Ocean Lines (S) Pte Ltd	74,052 kWh
GKE Freight Pte Ltd	19,263 kWh
GKE Express Logistics Pte Ltd	41,495 kWh
Total	894,060 kWh (*Equivalent to 374,789 kg CO <sub>2</sub> )

\*based on Energy Market Authority's Electricity Grid Emission Factor (2017).



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

### DATA PRIVACY (GRI 418-1)

Personal data refers to data, whether true or not, about an individual who can be identified from that data; or from that data and other information to which the organisation has or is likely to have access. Personal data in Singapore is protected under the Personal Data Protection Act 2012 (PDPA). As our privacy practices and policies continue to evolve, employee awareness is essential. Employees who are actively aware of privacy issues in their personal lives are more likely to be aware of privacy issues in the workplace. Training and ongoing engagement are the primary ways we build awareness. For this reporting period, there were no substantiated complaints concerning breaches of customer privacy and losses of customer data across the various GKE subsidiaries.

### Engaging with our customers

We aim for complete transparency in the way we process and manage the data that our clients entrust to us. Employees of GKE are required to sign a Non-Disclosure Agreement (NDA) for the work that they conduct at GKE. The company's networks, database and websites are also secured to prevent loss of data. CCTV cameras are installed at strategic locations in our facilities for physical security, certain offices are also biometric controlled for greater control and access.

### GLOBAL TRADE

Trade is at the heart of economic development and globalisation, and today, trade accounts for almost 60% of global Gross Domestic Product (GDP). Based on data from The World Bank, this is an increase of 41% from 25 years ago. The trade to GDP ratio in Singapore is the highest in the world (322% as of 2016, based on data from The World Bank). The ratio, also known as the trade openness ratio is a ratio that is calculated by dividing the total trade of a country by the total GDP and may be seen as a measurement of globalisation. The e-commerce revolution continues to disrupt how goods and services are bought and sold, creating new demands and opportunities for our global logistics network.

GKE's end-to-end logistics services covers warehousing, freight, transportation, London Metal Exchange (LME) Metal Warehousing, Marine Logistics and Port Management. By working with our agents / partners in 33 different countries, we add value to our client's supply chain through integration of land, sea and air transportation from country of origin to point of sale, avoiding the hassle of having to deal with dozens, or even hundreds, of different companies. With 11% more revenue coming from our export business as compared to the import business, we are also constantly exploring new ways to improve our supply chain management and to innovate our business.

Through our subsidiary - G-Chem Logistics Pte Ltd, we will strengthen the Group's hazardous chemical storage and logistics capabilities and broaden our range of services, and to serve as a one-stop integrated chemical storage and logistics service provider for both the chemical and pharmaceutical sectors in Singapore.

## EMPOWERING EMPLOYEES

### GOOD LABOUR RELATIONS

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

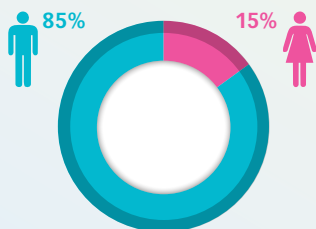
GKE aims to foster an excellence culture. Our employees are passionate, committed, and excel in what they do. In return, we recognise their efforts and encourage a culture of collaboration. The talent and motivation of our 786 employees across our various business units are the foundations for our success. Implementing a strong, common culture and purpose across the Group remains the main priority of our management team.

During 2017/2018 we completed a significant restructuring process in a number of business areas to further improve our efficiency and operational excellence. While change is sometimes not easy, staff were sent for cross training in different business units to allow them to acquire new skills and to be more employable. As such, we did not lay off any workers as part of the restructuring process.

GKE strives to work in a healthy and safe manner that complies with all applicable occupational safety and health laws and standards, and are committed to providing our employees with a healthy and safe work environment. Medical and dental benefits are also provided to our full-time employees.

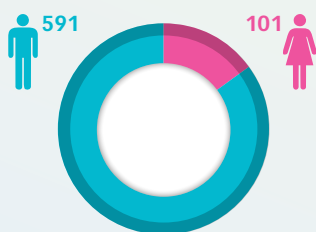
#### TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT (PERMANENT AND TEMPORARY), BY GENDER.

##### Gender Profile of our Employees in Singapore and China



##### SINGAPORE

###### Permanent Employees

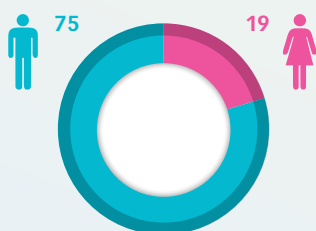


###### Temporary Employees

Male	Female
0	0

##### CHINA

###### Permanent Employees



###### Temporary Employees

Male	Female
0	0

#### TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT (PERMANENT AND TEMPORARY), BY REGION.

##### Permanent Employees

**692**  
SINGAPORE

**94**  
CHINA

##### Temporary Employees

Singapore	China
0	0

**100%** of our employees are **PERMANENT EMPLOYEES**

#### TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE (FULL-TIME AND PART-TIME)

##### Full Time Employees

**679**  
SINGAPORE

**94**  
CHINA

##### Part Time Employees

Singapore	China
13	0

**98%** of our employees are **FULL-TIME EMPLOYEES**



## EMPLOYEE HEALTH, SAFETY AND WELLNESS

Our people are our most important asset. Neglecting their health and safety (H&S) would not only be irresponsible and unethical but would also endanger our business performance. Our employees are encouraged to take ownership when it comes to health and safety. Our health and safety approach applies at all levels of the organisation, from a trip hazard in a corridor at head office, to a partially closed truck door, or pallets stacked too high in a warehouse – all GKE employees should see a potential danger and take immediate action to resolve.

Our Health and Safety representatives from the various business units help to integrate health and safety into the daily strategic and operational planning for the organisation. GKE Express Logistics is certified for ISO 9001 and has achieved WSH bizSAFE Level 3 since 2017. GKE has in place a Health, Safety and Environment system with defined safe work procedures, risk assessments and other relevant work instructions for our staff and contractors. Last year, we had 2 cases of reportable accidents which resulted in a total of 137 days lost. We have since made improvements to our equipment and work procedures to address the root cause of these accidents, and communicated these to our employees to raise their awareness on lessons that can be learnt.

## KEY WORKPLACE SAFETY AND HEALTH STATISTICS FOR SINGAPORE OPERATIONS IN FY 2018

Description	Males	Females
Workplace Injury Rate (number of injuries per 100,000 employed persons)	433	144
Accident Frequency Rate (reportable accidents per million man-hours)	0.150	0.150
Accident Severity Rate (man-days lost per million man-hours)	10.39	10.24
Occupational Disease Rate	0	0
Work Related Fatalities	0	0

For the above calculations, no. of Man hours worked is assumed to be 8 hours a day, 5 days a week, 20 days a month, for 12 months, for the total headcount in Singapore (692 employees).

## DEFINITIONS ON TYPES OF INJURIES

**Major Injuries** refer to non-fatal injuries which are more severe in nature. These include: amputation, blindness, deafness, paralysis, crushing, fractures and dislocations: head, back, chest and abdomen, neck, hip and pelvis, exposure to electric current, acute illness requiring medical treatment or loss of consciousness from exposure to chemical and/or biological agents, concussions with more than 20 days of medical leave.

**Minor injuries** include all other reportable injuries that did not result in death or major injuries.

<b>Workplace Injury Rate =</b>	$\frac{\text{No. of Fatal and Non-Fatal Workplace Injuries}}{\text{No. of Employed Persons}} \times 100,000$
<b>Accident Frequency Rate (AFR) =</b>	$\frac{\text{No. of Workplace Accidents Reported}}{\text{No. of Man-hours Worked}} \times 1,000,000$
<b>Accident Severity Rate (ASR) =</b>	$\frac{\text{No. of Man Days Lost To Workplace Accidents}}{\text{No. of Man-hours Worked}} \times 1,000,000$
<b>Occupational Disease Incidence =</b>	$\frac{\text{No. of Occupational Diseases (i.e. chronic confirmed cases)}}{\text{No. of Employed Persons}} \times 100,000$

## SOCIAL CONTRIBUTIONS



We use sponsorships and donations to support the implementation of our strategy and to strengthen our corporate brand and recognition.

In 2017, GKE donated S\$3,000 to UOB Heartbeat Run/Walk where the funds raised were invested in educational and art programmes for students at Lighthouse School (formerly known as the Singapore School for the Visually Handicapped), MINDS Fernvale Gardens School, MINDS Woodlands Gardens School and Rainbow Centre – Margaret Drive.

We have also donated S\$5,000 to West Coast Citizens' Consultative Committees in 2017 for the constituency's National Day Dinner in support of the various programs in the constituency that include outreach programs, assistance programs and bridging programs.

We have also donated S\$5,000 to West Coast Community Centre for their Lunar New Year Dinner 2018 and S\$10,000 to UOB Lunar New Year Fundraising Dinner 2018 which benefited The Straits Times School

Pocket Money, The Business Times Budding Artists Fund, SPD and The Red Pencil Singapore.

In June 2018, GKE also collaborated with the Singapore Red Cross to organise a Blood Donation Drive. With the philosophy of "Give Blood, Give Life", 42 GKE employees participated in this event to donate blood for the community and also served as a team-bonding exercise for those who took part.

DISCLOSURE		COMMENTS	REFERENCE	OMISSION
<b>GRI 102: GENERAL DISCLOSURES</b>				
<b>102-1</b>	Name of the organization		AR 2018, pg. 1 (Corporate Profile)	
<b>102-2</b>	Activities, brands, products, and services		AR 2018, pg. 1 (Corporate Profile)	
<b>102-3</b>	Location of headquarters		AR 2018, pg. 1 (Corporate Profile)	
<b>102-4</b>	Location of operations		AR 2018, pg. 1 (Corporate Profile)	
<b>102-5</b>	Ownership and legal form		AR 2018, pg. 1, 6 (Corporate Profile)	
<b>102-6</b>	Markets served		AR 2018, pg. 7 (Business Segments)	
<b>102-7</b>	Scale of the organization		AR 2018, pg. 1, 6 (Corporate Structure) SR 2018, pg. 12-13 (Empowering Employees)	
<b>102-8</b>	Information on employees and other workers		SR 2018, pg. 12-13 (Empowering Employees)	
<b>102-9</b>	Supply chain		We have approximately 384 suppliers, most of them are based in Singapore and provide materials for our warehousing and logistics business.	
<b>102-10</b>	Significant changes to the organization and its supply chain	Divestment of joint venture, Ocean Latitude Limited. Completion of 39 Benoi Road property where the head office is located. New subsidiary G-Chem Logistics Pte Ltd	Performance Review AR 2018, pg. 11-13	
<b>102-11</b>	Precautionary Principle or approach		Risk Management AR 2018, pg. 31, 38, 127-132	
<b>102-12</b>	External initiatives		None	
<b>102-13</b>	Membership of associations		Singapore Logistics Association, Singapore Transport Association, Singapore Business Federation	
<b>102-14</b>	Statement from senior decision-maker		SR 2018, Pg. 1 (Board Statement)	
<b>102-16</b>	Values, principles, standards, and norms of behaviour		AR 2018, Pg. i, ii (Core Values, Vision, Mission)	
<b>102-18</b>	Governance structure		AR 2018, Pg. 14-18 (Board of Directors)	

## GRI CONTENT INDEX

DISCLOSURE		COMMENTS	REFERENCE	OMISSION
102-40	List of stakeholder groups		SR 2018, Pg. 5 (Stakeholder Engagement)	
102-41	Collective bargaining agreements			Not applicable. There is no collective bargaining agreement.
102-42	Identifying and selecting stakeholders		SR 2018, Pg. 5 (Stakeholder Engagement)	
102-43	Approach to stakeholder engagement		SR 2018, Pg. 5 (Stakeholder Engagement)	
102-44	Key topics and concerns raised		SR 2018, Pg. 6 (Materiality Assessment)	
102-45	Entities included in the consolidated financial statements		AR 2018, pg. 1, 6 (Corporate Structure)	
102-46	Defining report content and topic Boundaries		SR 2018, Pg. 2 (About this Report)	
102-47	List of material topics		SR 2018, Pg. 6 (About this Report)	
102-48	Restatements of information		None	
102-49	Changes in reporting		None	
102-50	Reporting period		SR 2018, Pg. 2 (About this Report)	
102-51	Date of most recent report		This is our first report	
102-52	Reporting cycle		Annual	
102-53	Contact point for questions regarding the report	enquiry@gkegroup.com.sg	SR 2018, Pg. 2 (About this Report)	
102-54	Claims of reporting in accordance with the GRI Standards		This report has been prepared in accordance with the GRI Standards: Core Option	
102-55	GRI content index		SR 2018, Pg. 15-18 (GRI Content Index)	
102-56	External assurance		None	

DISCLOSURE		COMMENTS	REFERENCE	OMISSION
<b>GRI 103: Management Approach</b>				
103-1	Explanation of the material topic and its Boundary		SR 2018, Pg. 6 (Materiality Assessment)	
103-2	The management approach and its components		SR 2018, Pg. 8 (Economic Enhancement and Compliance) SR 2018, Pg. 9-10 (Environmental Responsibility) SR 2018, Pg. 11 (Our Customers) SR 2018, Pg. 12-13 (Empowering our Employees)	
103-3	Evaluation of the management approach		SR 2018, Pg. 8 (Economic Enhancement and Compliance) SR 2018, Pg. 9-10 (Environmental Responsibility) SR 2018, Pg. 11 (Our Customers) SR 2018, Pg. 12-13 (Empowering our Employees)	
<b>GRI 201: Economic Performance</b>				
201-1	Direct economic value generated and distributed		SR 2018, Pg. 7 (Performance Overview)	
<b>GRI 305: Emissions</b>				
305-1	Direct (Scope 1) GHG Emissions		SR 2018, Pg. 9-10 (Environmental Responsibility)	
305-2	Energy indirect (Scope 2) GHG Emissions		SR 2018, Pg. 9-10 (Environmental Responsibility)	
<b>GRI 306: Effluents and Waste</b>				
306-2	Waste by type and disposal method		SR 2018, Pg. 9-10 (Environmental Responsibility)	

## GRI CONTENT INDEX

DISCLOSURE	COMMENTS	REFERENCE	OMISSION
<b>GRI 403: Occupational Health and Safety</b>			
<b>403-2</b>	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities	SR 2018, Pg. 12-13 (Empowering Employees)	The safety statistics does not include China operations, as the data is currently not available. Absentee rate is not available for employees. Safety statistics for all workers (excluding employees) is currently not available.
<b>GRI 418: Customer Privacy</b>			
<b>418-1</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR 2018, Pg. 11 (Our Customers)	
<b>GRI 419: Socioeconomic Compliance</b>			
<b>419-1</b>	Non-compliance with laws and regulations in the social and economic area	SR 2018, Pg. 8 (Economic Enhancement & Compliance)	





(Company Registration No.: 200001941G)

39 Benoi Road  
Singapore 627725  
T: (65) 6261 7770 | F: (65) 6266 2557  
Visit us at [www.gke.com.sg](http://www.gke.com.sg)