

ON A SUSTAINABLE COURSE

SINGAPORE SHIPPING CORPORATION LIMITED
SUSTAINABILITY REPORT 2019



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BOARD STATEMENT

Dear Stakeholders,

The Board is pleased to present Singapore Shipping Corporation's ("**SSC**") sustainability report for 2019. Our 2019 sustainability report is issued in accordance with the Singapore Exchange Securities Trading Limited's ("**SGX-ST**") rules for sustainability reporting for all Singapore-listed companies. The report covers how the Group incorporates elements of sustainability in the core of its operational strategies, with reference to the Global Reporting Initiative (GRI) Standards (2016).

In this report, we outline our position, commitments and future plans on environmental, social and governance ("**ESG**") issues that our stakeholders attach to our industry and in their decision-making process. We are fully committed to sustainable growth, and look forward to managing our operations while advancing labor standards, our zero tolerance for corruption and the protection of the environment.

Based on a materiality assessment conducted in 2019, the management has recognised and retained the ten ESG factors that are material to the business from 2018. They are: Anti-Corruption, Regulatory Compliance, Occupational Health and Safety, Quality of Assets and Services, Employee Wellbeing and Engagement, Training and Career Development, Data Security and Customer Privacy, Effluents and Waste Management, Energy Consumption and Associated Green House Gas Emissions, and Local Community Investment & Development.

The Board has endorsed these ten ESG factors with the Sustainability Steering Committee's (comprising of the Group's management that reports directly to the Board) support, and further to last year's progress on our sustainability efforts, continues to revise and supervise the management of sustainability-related risks and opportunities in these areas as well as the Group's performance and targets for the upcoming year.

The Group puts the safety of our employees and cargo onboard our vessels as our utmost priority. In addition to regularly updating and implementing strict safety standards and procedures, we actively collaborate with our partners to ensure we can deliver a holistic programme while fully meets our customers' needs. We are pleased to maintain our clean record for regulatory and environmental compliance in FY 2019.

We will continue to regularly communicate our yearly sustainability progress, successes and challenges transparently with all of our stakeholders. We welcome any feedback you may have on our sustainability efforts.

INTRODUCTION

ABOUT THIS REPORT

SSC presents its FY2019 sustainability report, prepared in accordance to the internationally recognised Global Reporting Initiatives (“GRI”) Standards – “Core” option and in line with SGX-ST Mainboard Listing Rule 711(B).

This report will cover our non-financial activities in Singapore for the period 1 April 2018 to 31 March 2019 (“FY2019”), unless stated otherwise in the report.

We have not sought external assurance for this inaugural report. Our reporting is done in good faith and to the best of our knowledge. For any queries and feedback related to this sustainability report, please contact:

Investor Relations Committee

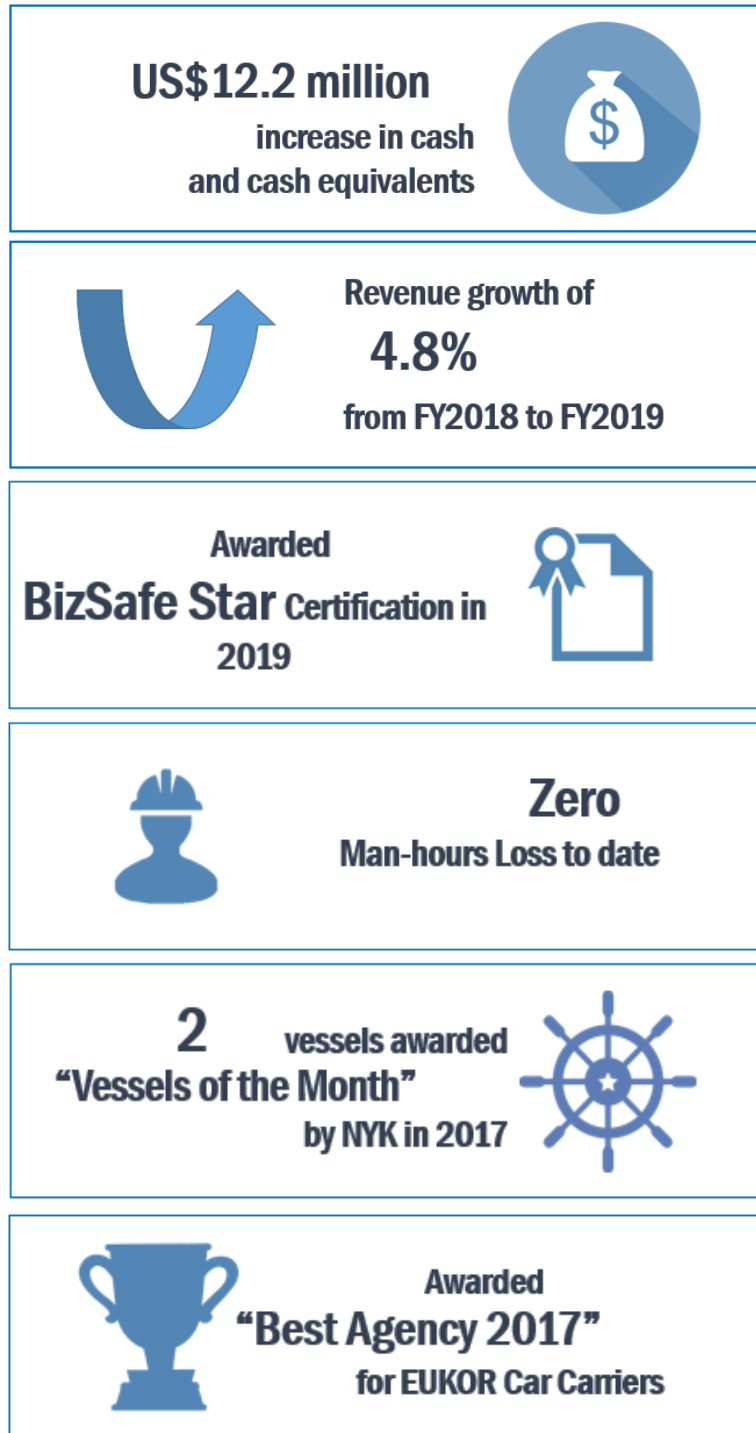
Tel: 6280 4306

investor.relations@singaporeshipping.com.sg



March 2019 Team Bonding Event

OUR HIGHLIGHTS



ABOUT SINGAPORE SHIPPING CORPORATION LIMITED

As a well-established shipping group in Asia, SSC has been listed on the main board of SGX since 2000. SSC's core business revolves around shipping operations and is divided into 4 main businesses - ship owning, ship management, ship agency & terminal operations and logistics services.

SSC counts among its business partners and principals various distinguished international companies such as Nippon Yusen Kaisha (NYK), Mitsui OSK Lines (MOL), EUKOR Car Carriers Inc, Hyundai Glovis and Wallenius Wilhelmsen Ocean. Locally, SSC provides logistics services to established organisations including various governmental-linked businesses and enterprises. SSC's vision is to be a global leader in shipping and total logistics services.

SSC adheres to a variety of guidelines and regulations set by our clients and regulatory bodies. We are part of numerous maritime associations and guilds including the Ship's Owner's Association, the Singapore Logistics Association, the Singapore Shipping Association, the International Maritime Organisation and the Singapore Registry of Accredited Multimodal Transport Operators.

Ship Owning

SSC owns a fleet of modern Pure Car Truck Carriers (PCTC) which traverse international waters and across numerous continents for and on behalf of their long-term charterers. The group owns and manages six such vessels chartered to Wallenius Wilhelmsen Logistics, NYK and MOL.

Ship Management

Established since 1984 with ISO and ISM^[1] accreditations, SSC Ship Management Pte Ltd ("**SMPL**") is a wholly owned subsidiary of SSC and oversees our ship management business. With a team of qualified and experienced master mariners, marine and engineering superintendents, SMPL manages services such as technical management, procurement, crew procurement and management, ISO and ISM certifications and audits. SMPL also oversees other services such as ship inspection and new construction consultancy.

Shipping Agency and Terminal Operations

With over 40 years of experience, Singapore Shipping Agencies Pte Ltd ("**SSAPL**"), a wholly owned subsidiary of SSC, is a well-established presence in the local shipping industry. With a team of highly experienced shipping professionals, port captains and on-site managers, SSAPL provides a wide-spanning range of quality, value-added agency and terminal services that includes vessel husbandry, stevedoring and cargo management. SSAPL covers terminal operations at Pasir Panjang Automobile Terminal and Jurong Port as well as the shipment and handling of special cargoes.

Logistics Services

Island Line Pte Ltd ("**ISPL**"), a member of the Singapore Logistics Association and a wholly owned subsidiary of SSC, has over 20 years of experience in Strategic Projects logistics and freight forwarding. Being a well-established entity in the logistics industry, ISPL provides services and solutions for niche markets and other industries/cargoes that entail special handling. This includes handling military shipments

^[1] International Management Code for the Safe Operation of Ships and for Pollution Prevention mandated by the International Maritime Organisation (IMO)

both locally and abroad. They are able to offer a one-stop solution for freight forwarding and logistics, with capabilities encompassing transportation, warehousing, customs clearance and transshipment.

OUR BELIEFS AND VALUES

Our Mission

Our People

Our people are our greatest asset. We develop, reward and retain passionate and success-oriented professionals at all levels. We adhere to our values and keep our word, engendering trust and mutual respect.

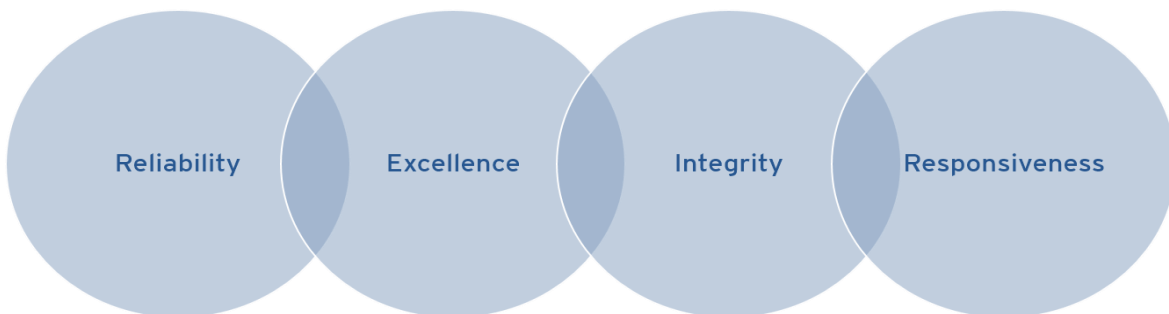
Our Customers

Our priority is our customers. We deliver reliable and responsive service on all fronts. We pursue excellence in our work and constantly endeavour to improve.

Our Shareholders

We are committed to maximising value of shareholder returns, enabling appropriate reinvestments to the Group and in our people.

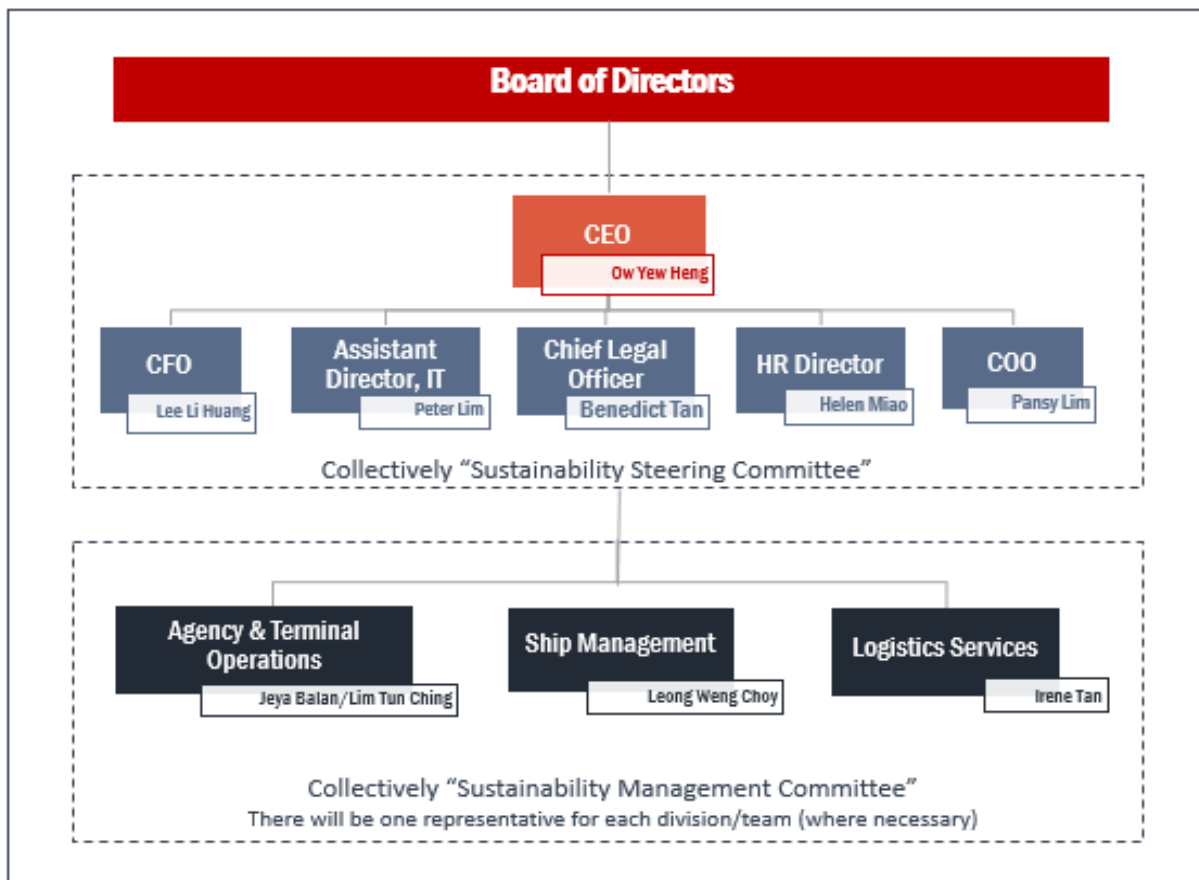
Our Values



OUR SUSTAINABILITY APPROACH

SUSTAINABILITY GOVERNANCE STRUCTURE

Spearheading SSC’s sustainability efforts is our Sustainability Committee, comprised of SSC’s top management personnel. This permanent committee oversees the various aspects of SSC’s operations to ensure the Group’s progress and development in the 10 ESG factors by SSC’s various work streams and teams. The Committee is responsible for formulating SSC’s sustainability approach and framework, and also to implement approved initiatives and monitoring of SSC’s sustainability performance.



SSC Sustainability Committee Structure

STAKEHOLDER ENGAGEMENT

Committed to maintaining transparency and accountability, SSC engages with our stakeholders via numerous avenues, such as local town hall sessions, and regular review and communication meetings to ensure that all of our stakeholders understand and are on the same page as management when it comes to SSC's core values and goals. Approximately 89% of our employees are engaged under collective bargaining agreements. By actively engaging our stakeholders, we are able to explore new opportunities, issues, and risks, all of which lends toward greater value creation for our business and stakeholders.

Key Stakeholders	Engagement Platforms	Frequency of Engagement	Key Topics of Interest	Our Approach
Shareholders	<ul style="list-style-type: none"> Corporate announcements Annual General Meetings Investor Relations Initiatives 	<ul style="list-style-type: none"> When required throughout the year Annual General Meetings are held on a yearly basis 	<ul style="list-style-type: none"> Improve performance and higher profitability Clear lines of communication and feedback 	<ul style="list-style-type: none"> SLC ensures its public updates on SGXNet are transparent and timely and address all relevant shareholders matters
Employees	<ul style="list-style-type: none"> Orientation programme for new employees Employee training and skills development programmes Yearly performance appraisals 	<ul style="list-style-type: none"> When required throughout the year Recreational activities are held on a yearly basis 	<ul style="list-style-type: none"> Job security Clear career progression paths Safe working environment 	<ul style="list-style-type: none"> Develop employees professionally Provide a variety of learning and development programmes Adequately reward and recognise contributions of employees
Government and Regulators	<ul style="list-style-type: none"> Meetings and dialogue sessions with governmental representatives Participating in surveys and audits in collaboration with regulators Membership in industry associations 	<ul style="list-style-type: none"> When required throughout the year 	<ul style="list-style-type: none"> Compliance with applicable laws and regulations Prompt payment of corporate taxes and levies 	<ul style="list-style-type: none"> Proactively share feedback and data with regulators Maintain communication channels with regulatory representatives through regular participation in dialogue sessions and meetings
Clients	<ul style="list-style-type: none"> Company initiated feedback sessions and surveys 	<ul style="list-style-type: none"> When required throughout the year 	<ul style="list-style-type: none"> High standards of services and products 	<ul style="list-style-type: none"> Engage customers through networking events and programmes
Business Partners	<ul style="list-style-type: none"> Operational meetings and dialogue sessions with service providers and suppliers Use of established procurement systems and practices to communicate with business partners 	<ul style="list-style-type: none"> When required throughout the year 	<ul style="list-style-type: none"> Continuity of business Prompt and regular payment 	<ul style="list-style-type: none"> Maintain mutually respectful relationship through regular communication Ensure timely payments and a robust procurement system
Trade Unions	<ul style="list-style-type: none"> Discussions between SSC, respective trade unions and the employees 	<ul style="list-style-type: none"> Bi-annually 	<ul style="list-style-type: none"> To ensure employees' welfare and wage are met 	<ul style="list-style-type: none"> Facilitate regular communication

MATERIALITY ASSESSMENT

SSC's FY2019 materiality assessment was conducted in consultation with key personnel from all aspects of our operations. 10 material matters were identified and prioritised from the perspective of both external and internal stakeholders according to their importance and relevance to our business and operations. Given that our core business operations did not change from FY2018, we have adopted the same 10 material matters that were identified last year.

No.	Key Issues*	Corresponding GRI Framework Disclosures
1.	Anti-Corruption	GRI 205: Anti-Corruption
2.	Effluents and Waste Management	GRI 306: Effluents and Waste
3.	Energy Consumption and Associated GHG Emissions	GRI 302: Energy
4.	Regulatory Compliance	GRI 307: Environmental Compliance GRI 419: Socioeconomic Compliance
5.	Occupation Health and Safety (OHS)	GRI 403: Occupational Health and Safety
6.	Training and Career Development	GRI 404: Training and Education
7.	Employee Well-being and Engagement	GRI 401: Employment
8.	Data Security and Customer Privacy	GRI 418: Customer Privacy
9.	Quality of Assets and Services	GRI 416: Customer Health Safety
10.	Local Community Investment & Development	Non-GRI

*Key issues are not ranked in priority

ESG ASSESSMENT

ANTI-CORRUPTION

Given the negative implications of corruption, SSC aims to maintain its zero tolerance for corruption in the maritime industry through both multi-stakeholder collaboration and having proper checks and balances. This will translate into operational efficiencies, since bribery and “facilitation payments” are parasitic costs to our businesses that cannot be tolerated.

To achieve this commitment, we have clear communication and collaboration between our clients, business partners and our employees of SSC’s stance and support for our crew and staff in avoiding any such payments. We also ensure that our external stakeholders are aware and clear of SSC’s anti-corruption policies and practices.



EFFLUENTS AND WASTE MANAGEMENT

The management of effluents and waste from our operations is of concern to SSC as mishandling could adversely affect our operations and damage our clients' trust in us. We take every measure to do our part to minimise our operations' impact on the environment. We believe that our business operations should not come at the expense of the environment and we are constantly seeking new ways to be more sustainable.



TARGETS

Policies and Practices

SSC's vessels are compliant with the **IMO Ballast Water Management Convention**, which requires ocean faring vessels to have proper treatment procedures and plans to ensure that the ballast water, which is required to maintain safe and efficient modern shipping operations, is properly discharged. This is to reduce and control the pollution of marine environment through the accidental introduction of new or alien species to a particular marine environment, which may cause significant and harmful changes to the environment.

In accordance with the **International Convention on Oil Pollution Preparedness, Response and Co-Operation**, SSC's vessels are equipped with emergency plans and measures in the unlikely event of an accidental pollution incident while on the high seas. Vessels are further equipped with incident report forms which go over and above what is required by the IMO to report any incident of pollution and the actions to combat, and prevent further incidents, from occurring.

SSC's vessels also have fixed procedures for minimising, collecting, storing, processing and disposing of garbage. This is part of our obligations under Annex V of **the International Convention for the Prevention of Pollution from Ships**. We also have a strict prohibition of the discharge of any and all garbage into the sea, except as provided under Annex V of the Convention.

Some of the key statistics of our effluent and waste management efforts are set out below.

98 kg of
non-hazardous waste
discarded in 2018* and 2019



12,899 m³ of
Planned grey water was
discharged into surface water
in 2018* and 2019
**No Significant Spills were
recorded**

**SSC does not deal
with hazardous waste**

**Values were approximated for 2018*



Recycle & Reuse
wooden dunnages and
packing material



Dispose lashing material
and packing material at
Landfills

Incinerate
labeling and
wooden dunnages



ENERGY CONSUMPTION AND ASSOCIATED GREENHOUSE GAS EMISSIONS

Although international shipping is the most efficient mode of mass transport and only contributes modestly to overall carbon dioxide emissions, SSC recognises that we must play our part to further improve our energy efficiency and effective emission control. This will allow us to become more competitive by increasing our cost efficiencies. We set out a few examples of our recent efforts at improving this aspect of our sustainability initiatives.


Policies and Practices

In accordance with international standards, SSC has progressively implemented data collection systems in our vessels and marine operations so that we can monitor fuel oil and energy consumption. This is part of our ship energy efficiency management plan, which contains a description of the manner in which such data is collected. This allows us to make incremental steps to improve our energy efficiency and reduce GHG emissions.


Through the 4-step process laid out in our internal energy management policy, we continuously seek new ways to improve our ship energy management. Recent key features of the energy management policy that have been identified after consultation with our stakeholders for further consideration and adoption include:

- Hull Monitoring and Maintenance;
- Propulsion system maintenance;
- Optimised ship and cargo management process;
- Records and feedback to shipowners;
- Waste Heat Recovery Methods; and
- Weather Routing.


These features will be considered independently for each of our vessels since all our ships operate in different environs and conditions. The primary objective of these considerations is to improve overall operating efficiency of our vessels in the long term by implementing correct and optimised methods of energy and fuel conservation.



1
Reduce usage of electricity in warehouse.



2
Reduce emissions and diesel consumption.



3
Manage use of vehicle petrol.

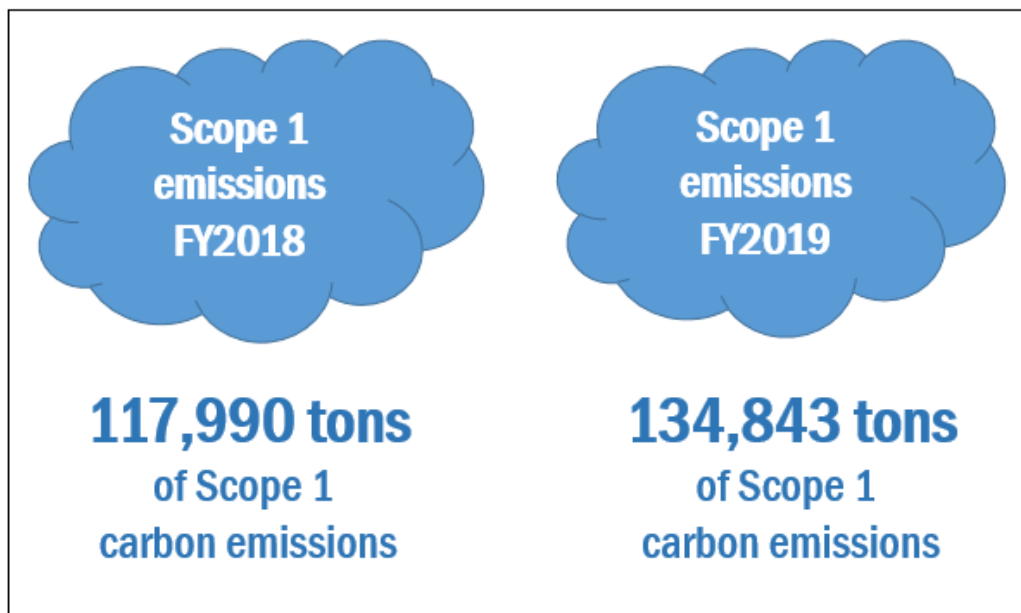
TARGETS

Save for our ship management arm, SSC's main form of fuel consumption is gasoline or diesel oil. We disclose below some of the key statistics relating to our Company's overall energy consumption. Our fuel consumption and carbon emissions have increased primarily due to the changes in our vessels' travel patterns in FY2019.

Scope 1 covers all direct GHG emissions of tonnes of CO₂ equivalent by the Group from fuel consumption of our ship and calculated using the emission factor approach¹.



SSC's Fuel Consumption



SSC's Scope 1 Emissions

¹ Scope 1 fuel emission factors are sourced from IPCC 2006.

REGULATORY COMPLIANCE

Evolving international and regional environmental policies are driving stricter requirements for vessel efficiency and environmental performance. Due to the global nature of the maritime industry in which SSC plies its trade, our vessels are subject to the requirements of international regulatory bodies such as the International Maritime Organisation (IMO) as well as other local shipping port, coastal authorities, flag-state administrations and other regional governing bodies.

Therefore, to ensure that SSC can continue to operate confidently and securely all around the world, we emphasize regulatory compliance and adhering strictly to the relevant laws and regulations. We set out below recent developments in our key policies and practices that allow us to maintain our high standards of our products and services.



TARGETS

Policies and Practices

Our Human Resources department has updated Singapore employees' pay structure to align itself with recent changes to the Singapore Employment Act, specifically entitlements to overtime pay.

SSC is also committed to ensuring the safety of our operations which is achieved through a comprehensive Risk Assessment process that is undertaken before and after all operations. This includes a detailed checklist which sets out the specifics of the steps that our operations teams undertake to ensure safety and quality of our services, and that that our operations meet the requirements of the International Ship Management Code. This detailed Risk Assessment procedure takes a top-down approach, requiring the participation of operational general managers, team leaders, members and all other members involved in the operations to ensure that everyone is well aware of the correct procedures and processes.

Both internal and external audits (by, for example, Lloyd's Register) continue to be carried out on a regular basis as part of the checks and balances put in place to guarantee compliance with the SSC's processes and practices designed to achieve 100% regulatory compliance.

For FY 2019, SSC has maintained its zero-incident record with no breaches of safety or environmental regulations or any major safety incidents across our portfolio. SSC continues to strictly adhere to international environmental laws such as the International Convention for the Prevention of Pollution from Ships Convention. To this end, our ships have maintained their certification for, among others, the International Oil Pollution Prevention Certificate, the International Air Pollution Prevention Certificate and the International Sewage Pollution Prevention Certificate.

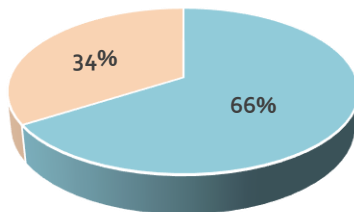
EMPLOYEE STATISTICS

SSC treats all of our employees fairly, and provide them a safe and healthy working environment. We are committed to fostering constructive and productive working relationships between management, employees and all employee representatives. We also seek to inculcate an embracing culture where employees from all walks of lives can contribute to our growth, to their fullest. We reiterate our talent management approach that is firmly based on meritocracy, and that no one should be discriminated against because of their gender, race or religion.

We are proud to announce that SSC's permanent employee demographics have continued to be closely aligned with industry standards, having an employee strength of 91 in FY2019. Due to the nature of our industry, we continue to be supported by a significant proportion of temporary workers. We set out our employee statistics below.

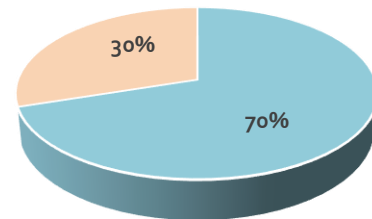
Employees by Gender

FY2018



■ Male ■ Female

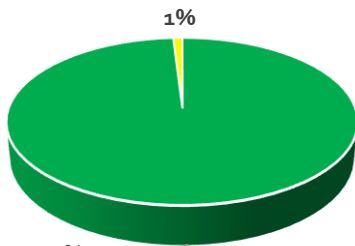
FY2019



■ Male ■ Female

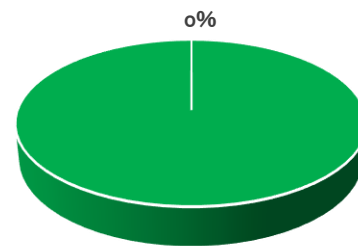
Employees by Employment Type

FY2018



■ Full-Time ■ Part-Time

FY2019



■ Full-Time ■ Part-Time

OCCUPATIONAL HEALTH AND SAFETY

SSC is committed to embracing high standards of workplace, safety and health practices. We believe that our employees can only work and excel with confidence when we provide them with a safe and inclusive working environment.



1

To develop a risk management implementation plan annually.



2

To maintain a risk free work environment.



3

To provide a safe workplace to the employees with zero workplace accidents.

TARGETS

Our Commitment to our Occupational Health and Safety Laws

The Group contributes to our employees' central provident fund schemes, and has recently renewed our insurance medical benefits such as the hospitalisation & surgical plan for all of our local staff. We continue to remain updated and aligned with all recommendations and guidelines issued by the Ministry of Manpower of Singapore to ensure that our employees are properly protected.

In addition to the Ministry of Manpower, the maritime industry's operations are guided by the Maritime Port of Authority of Singapore and all of the port authorities of the flag states where we operate. As such, our operations are audited and heavily scrutinised by appointed safety officers, to ensure our working environment is conducive and compliant with all practice and safety procedures we have set out.

We have also been progressively increasing awareness for high-risk health issues as well as enhancing safety measures at worksites. We have a standard internal reporting process which documents and thoroughly investigates any unlikely injuries or illnesses from start to end. This will allow for proper after incident assessment so that management can implement preventive measures to prevent the recurrence of such incidents.

We are pleased to report that there were no major work health safety incidents reported for FY2019, allowing us to accomplish our target of zero workplace accidents for the year. In addition, SSC has maintained a clean record of zero man-hour loss.

TRAINING AND CAREER DEVELOPMENT

Since our Group is labour-intensive and we employ a large number of employees, there is a heavy focus on human resource related policies and improving our workforce so that they can exercise their potential to their fullest.

We continue to set aside a fund for our employees to attend courses and seminars to improve their personal and work skills, which our employees are encouraged to make use of. Our employees also undergo regular performance feedback and guidance during the course of their employment to allow their supervisors to highlight areas for improvement and to commend employees where they have excelled.

For example, to facilitate effective communications between management and employees, we hold in regular monthly management meetings where operations matters are discussed in detail for every aspect of the office, including information technology and legal matters. We also hold informal small group meetings so that management can understand employees' concerns and grievances.

In FY2019, we increased our permanent employee staff headcount by 7.2%. During the year, approximately 75% of the workforce attended training sessions and our employees received at least 42 service training hours per employee, including on-site and vocational training.

EMPLOYEE WELLBEING AND ENGAGEMENT

SLC believes that work can have a strong positive impact on our employees' physical and psychological health. We do our best to involve our employees from all levels in the decision-making processes for the Group, and also with positive wellness programs that help to foster a sense of community in the workplace, to develop team bonding and good social workplace habits.

We do this by encouraging our staff to actively participate in activities organised by our recreational committee, such as movie screenings, charity runs, team-bonding sessions and festive year-end celebrations. Concessions and discounts are provided by the Group to further encourage all staff to participate. For example, to create awareness among our employees regarding the importance of health and wellness, in August 2019, the Company coordinated an interactive session where we engaged third party chiropractic consultants to examine and consult our employees on potential spinal and back issues.

Similar to FY 2018, we continue to maintain 100% of our full-time employees that have served a full year participated in at least one performance or work appraisal during FY2019.

DATA SECURITY AND CUSTOMER PRIVACY

In line with the Group's obligations under the Personal Data Protection Act 2012, in June 2019, the Group issued a comprehensive revised Personal data Protection Policy, which reflects the requirements under the Act, regulate how the Group processes personal data of the Group's employees, officers, shareholders, customers and suppliers.

Among other things, this revised policy provides specific guidelines on the manner in which our employees ought to act when handling personal data in the course of business, and to ensure they are informed and aware of the steps SLC should take in collecting, using and disclosing personal data. To ensure continuing compliance with this internal policy, compliance is subject to internal audit and reporting requirements, through which SLC is required to obtain confirmation on an annual basis from data intermediaries and internal departments that no breach relating to personal data has occurred over the audit period.

We are proud to announce that for FY 2019, we have not received any complaints or suffered any breaches of our clients' personal data.



2018 Christmas Celebration Party







2018 Christmas Party Game

QUALITY OF ASSETS AND SERVICES

SLC prides itself on the quality of our service and our drive to deliver to the high standards that our clients expect from us rank very highly on the sustainable success of the Group. We remain fully committed to providing reliable and high-quality marine, warehousing and logistical products and services.

TARGETS

 <p>1</p>	 <p>2</p>	 <p>3</p>	 <p>4</p>
<p>To promptly respond to customer needs and resolve their concerns in a timely manner.</p>	<p>Promptly respond to principal queries, update them on the market situation, send cargo enquiries in a timely manner.</p>	<p>Handle vessels for our principals in a timely manner and provide a high service standard for customer jobs</p>	<p>Ensure the reliability of machinery and equipment, safe cargo operation, safety of navigation at sea and safe environment.</p>



Centaurus Leader

Taurus Leader



LOCAL COMMUNITY INVESTMENT AND DEVELOPMENT

SSC is strongly committed to our corporate social responsibilities to Singapore. As part of our Corporate Social Responsibility efforts, we regularly donate to targeted organisations with causes that our stakeholders believe in in hopes of improving the lives of others and spurring innovations:

- Support to the Stroke Support Station Limited in support of their fund-raising event, S3 Charity Gala Dinner 2018. This enables S3 stroke survivors and caregivers to continue to participate in programmes at subsidised rates or even for free for those with public assistance.
- Donations to the Advance Paediatric Allergy and Immunology Research at the NUS Yong Loo Lin School of Medicine to enable further clinical research targeted at combating allergies and primary immunodeficiency disorders.
- Donations made to SJI Foundation in support of the Lasallian mission of enabling youth to learn how to live; empowering them to become men and women of integrity and men and women for others. It also seeks to provide a platform for students and former students of the schools, teachers, volunteers and supporters to carry out educational, outreach and services projects in Singapore and the region.



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