



SLB Development Ltd.

新聯明發展有限公司



SUSTAINABILITY REPORT 2019

ABOUT SLB Development Ltd

Listed on the Catalist Board of the Singapore Exchange Securities Trading Limited (“SGX-ST”) in April 2018, SLB Development Ltd is a diversified property developer with extensive experience and track record across the residential, mixed-use, industrial and commercial sectors. Headquartered in Singapore, the Group mainly operates in Singapore and also partakes in joint venture projects in the PRC. The Group engages in property development projects ranging from small to large scale, and its diversified nature of quality portfolio allows effective management of exposure to the fluctuations in demand and/or changes in regulations for each type of property development.

With the vision to be an environmentally sustainable real estate developer genuinely believing in building a practical green future, the Group operates with the mission to achieve pre-determined quality outcome, cost expectation and key project timeliness. The Group is committed to having a positive impact on the environment and society.

ABOUT THE SUSTAINABILITY REPORT

The Group issues a Sustainability Report on an annual basis, and had published its inaugural Sustainability Report for the financial year ended 31 May 2018 (“FY2018”) on 15 May 2019. This is the second Sustainability Report (“**Report**”) published by the Group and will cover the period from 1 June 2018 to 31 May 2019 (“FY2019”).

Reporting Scope

This Report presents and summarises the Group’s policies, practices and performance on material environmental, social and governance (“**ESG**”) factors which are significant to the operations at the Group’s head office in Singapore, as well as development projects that the Group has direct operational control of. In line with the Group’s continued commitment to environmental sustainability, the Group will strengthen its sustainability framework and practices in the future, and will expand its scope of disclosures as the Group’s sustainability reporting matures.

Reporting Framework

This Report has been prepared in accordance with Rules 711A and 711B of Listing Manual Section B: Rules of Catalist of the SGX-ST (“**Catalist Rules**”) with references to the guidance set out in the SGX-ST’s sustainability reporting guide under Practice Note 7F of the Catalist Rules.

The report has been prepared in accordance with the GRI Standards: Core option, as it is a globally-recognised sustainability reporting standard. Corresponding GRI disclosures can be found at the GRI Standards Content Index Section of this Report.

Contact Us

We welcome any feedback with regards to our sustainability reporting practices and performance as we strive to continue to improve our sustainability practices in the years to come. Please send your comments, views, and feedback to admin@slbdevelopment.com.sg.

BOARD STATEMENT

Dear Value Stakeholders,

On behalf of SLB Development Ltd (“SLB” or “we”), I am pleased to present the second Sustainability Report of the Group for the financial year ended 31 May 2019. We believe this Report can provide a transparent presentation of our sustainability initiatives and plans, and serves as a good communication platform to demonstrate our effort in sustainability performances and our commitment towards sustainable development.

Believing in building a green future by delivering innovative and environmentally sustainable designs, we value sustainability as the core of the Group’s success, and we are committed to being an environmentally sustainable real estate developer. To integrate sustainable development into our business operations, the Board of Directors (“the Board”) oversees the direction of the Group’s sustainable development, determines the material ESG factors, and monitors the material ESG factors as part of the Group’s long-term strategy formulation. The Board also has the responsibility in setting the sustainability agenda and overseeing the sustainability performances of the Group. A sustainability working group has been formed to plan for, implement and integrate sustainability in the Group’s operations and strategies.

The Group looks forward to deliver more sustainable designs for the built environment with the aim of protecting the environment for future generations. We strive to maximise energy conservation through the implementation of innovative, energy-efficient technologies in our buildings. We have implemented Environment Management System to effectively align the management of environmental aspects relevant to each entity in the Group, and this extends to all our employees, suppliers and contractors.

We understand the importance of stakeholders to the Group’s decision-making process, therefore we actively engage stakeholders through various methods to understand their concerns and expectations. These stakeholder engagement exercises has allowed the Group to continuously improve its business prospect.

During FY2019, the Group is glad to highlight our ESG performances:

- Employment – The Group has a total of 12 employees, all of which are full-time and permanent employees. The proportion of female to male employees is 2:1.
- Training and Development – A total of 123.5 hours of training attended by our employees.
- Compliance – There are no cases of non-compliance with laws and / or regulations in the socioeconomic and environmental areas.

Last but not least, we would like to express our sincere appreciation for the support of all employees, customers and business partners over the years. We will continue to make greater contributions to sustainable corporate development for the coming years.

Mr. Matthew Ong

Executive Director and Chief Executive Officer

SUSTAINABILITY APPROACH

As a business that strives toward growth and development, we remain vigilant for emerging trends and developments that may present business opportunities. The changing business environment may offer opportunities for us to improve our sustainability and business performances. Our sustainability approach recognises the need to enhance our sustainability performance in order to increase our competitiveness. We are aware of increasing importance of ESG factors among our stakeholders and the business landscape and we will aim to align our sustainability initiatives with our business strategy.

STAKEHOLDER ENGAGEMENT

The Group values its stakeholders and their feedback regarding its businesses and sustainability aspects. In order to understand and address their key concerns, we have maintained close communication with internal and external stakeholders that have direct and significant impacts on our business, and also those who will be affected by our operations, including but not limited to shareholders and investors, customers or property buyers, employees, suppliers and contractors, government and regulators, industrial organizations, and the community.

In formulating operational strategies and ESG measures, the Group takes into account the stakeholders' expectations and strives to improve its performance through mutual cooperation with the stakeholders, resulting in creating greater value for them by utilising diversified communication channels. Details are shown as the table below:

Details of key stakeholder engagement channels

Stakeholders	Engagement methods	Engagement frequency	Key topics / Concerns of discussions
Shareholders and investors	<ul style="list-style-type: none"> ● Annual reports ● Annual general meeting ● Investor relations management ● SGXNET announcements ● News releases 	<ul style="list-style-type: none"> ● Annually ● Annually ● Throughout the year ● Throughout the year ● Throughout the year 	<ul style="list-style-type: none"> ● Sustainable profitability and shareholder return ● Transparent reporting ● Sound corporate governance practices ● Long-term growth of business
Customers/ Property Buyers	<ul style="list-style-type: none"> ● Annual Reports ● Online exposure through property websites, feedback on customers services via email/hotline, projects launches events ● Showflat brochures 	<ul style="list-style-type: none"> ● Annually ● Throughout the year ● Throughout the year 	<ul style="list-style-type: none"> ● Responsiveness to customer requests and feedback ● Data Privacy ● Quality of delivered products

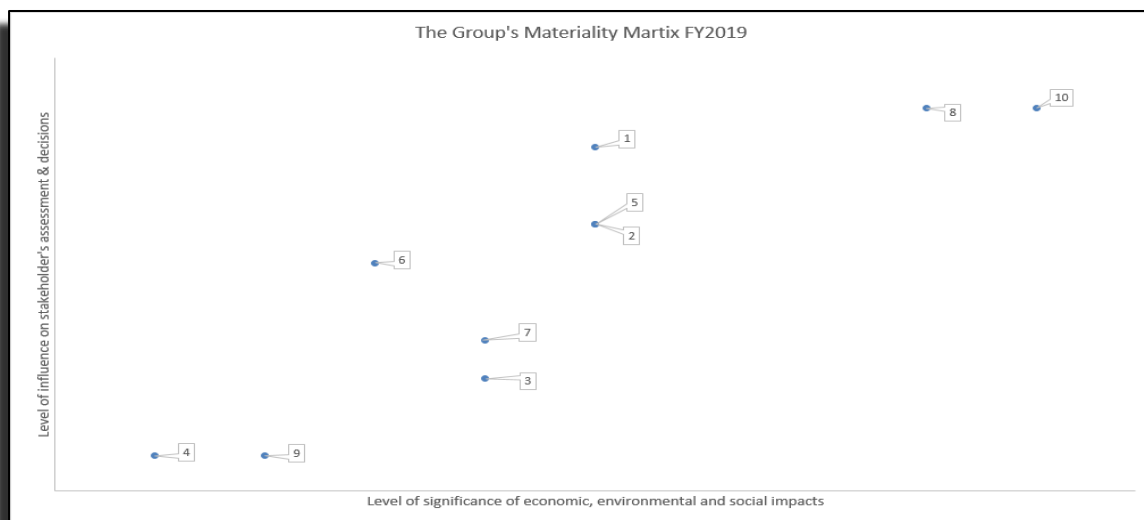
Stakeholders	Engagement methods	Engagement frequency	Key topics / Concerns of discussions
Employees	<ul style="list-style-type: none"> ● Performance appraisal ● Training and development programs ● Recreational and wellness activities 	<ul style="list-style-type: none"> ● Annually ● Throughout the year ● Throughout the year 	<ul style="list-style-type: none"> ● Remuneration and benefits ● Fair and competitive employment practices and policies ● Safe and healthy work environment ● Focus on employee development and wellbeing ● Ethics and Conduct
Suppliers and Contractors	<ul style="list-style-type: none"> ● Update from contractors on occurrence of accidents and project progress through project meetings ● Products updates by suppliers via seminars, products launch events, office presentation and site visits 	<ul style="list-style-type: none"> ● Weekly ● Regularly 	<ul style="list-style-type: none"> ● Fair procurement ● Regular and punctual payments upon enlistment of service ● Health and safety, Environmental compliance
Government and Regulators	<ul style="list-style-type: none"> ● SGXNET announcements ● Annual reports ● Sustainability reports ● Ongoing dialogues ● Notices on CORENET and from government bodies 	<ul style="list-style-type: none"> ● Regularly ● Annually ● Annually ● Regularly ● Regularly 	<ul style="list-style-type: none"> ● Environmental compliance with National Environmental Agency ● Regulatory and industrial requirements by government
Industrial Organisation	<ul style="list-style-type: none"> ● Annual reports ● Conferences and seminars 	<ul style="list-style-type: none"> ● Annually ● Regularly 	<ul style="list-style-type: none"> ● Bargaining power and supply chain sustainability
Community	<ul style="list-style-type: none"> ● Community services engagement 	<ul style="list-style-type: none"> ● Regularly 	<ul style="list-style-type: none"> ● Corporate Social Responsibility ● Environmental Topics

MATERIALITY ASSESSMENT

A materiality assessment in the form of surveys was conducted in FY2019, where we identified sustainability factors that were material to our business operations. Members from senior management team of the Group were involved in completing the materiality survey which was reviewed by the sustainability working group. The following factors were taken into account during the materiality assessment process:

- Global and local emerging sustainability trends;
- Material topics identified by industry peers;
- Industry best practices; and
- Sustainability reporting frameworks.

The Group has considered feedback from relevant stakeholders in determining the Group’s material sustainability aspects to be covered in this Report. The Group’s materiality matrix for FY2019 is presented as follows.



Category	Material Topics
Economic	1. Economic Performance
Environment	2. Emissions
	3. Waste Management
	4. Energy
	5. Employment
Social	6. Supplier Management
	7. Customer Privacy
	8. Occupational Health and Safety
	9. Diversity, Equal Opportunity and Non-discrimination
	10. Compliance with Laws and Regulations
Governance	

In this Report, the Group will further disclose its performance in terms of relevant aspects, and consider the results as important reference points for the future planning of sustainability management. The Group confirmed that appropriate and effective management policies and internal control systems for ESG issues are in place.

SUSTAINABILITY TARGET TABLE

Governance	
Anti-corruption	Maintain zero corruption cases.
Economic Compliance	No incidents of non-compliance with relevant anti-corruption laws and regulations that would have a material impact to the Group.
Environmental	
Environmental Compliance	No incidents of non-compliance with relevant environmental laws and regulations that would have a material impact to the Group
Social	
Employment	Maintain an employee turnover rate of 25% or below.
Training and Development	Maintain an average of 8 hours of training per employee
Occupational Health and Safety	Maintain no incidents of non-compliance with regulations resulting in fines, penalty, or warning.
Customer Privacy	Maintain zero breaches and substantiated complaints of customer privacy and losses of data
Socio-economic Compliance	No incidents of non-compliance with relevant socio-economic laws and regulations that would have a material impact to the Group

GOVERNANCE

SLB Development Ltd strives to uphold a robust corporate governance practice to maintain trust from its stakeholders. The Group has developed a sound system of risk management and internal control, and a risk governance framework and internal control framework manual has been put in place by the Board to define the strategic objectives and determine the risk appetite, tolerance and risk mitigation measures to address potential impediments.

Compliance with laws and regulations

We recognise the importance of maintaining high standards of business integrity and complying with applicable laws and regulations, including relevant environmental laws and regulations. Thus, we have stringent monitoring and enforcement mechanisms in place to manage our economic, social and environmental performance. We provide related trainings to our employees to equip them with knowledge on compliance with laws and regulations to aspects including but not limited to anti-corruption, environmental emissions, employment, etc.

Anti-corruption

As a corporation that upholds business integrity, we have zero tolerance towards any forms of bribery and corruption. The Group has established related policies and procedures to ensure Directors, Senior Management and employees carry out their duties in an honest, fair, diligent and ethical manner, within the scope of the authority conferred upon and in accordance with the laws, rules, regulations, agreements, guidelines, standards and internal policies.

The Group has established related anti-corruption policies, such as the Code of Conduct and Ethics, as well as Anti-Money Laundering and Countering Terrorist Financing Policy, which all employees are required to adhere to the policies strictly. Under the Code of Conduct and Ethics, it is clearly stated that Directors, Senior Management and employees of the Company shall avoid any activity or association that creates or appears to create a conflict between the personal interests of the Directors, Senior Management and employees and the Company's business interests.

In addition, the Group has adopted a Whistleblowing Policy to allow whistle-blowers to raise concerns about possible improper financial reporting or other matters to the Audit Committee Chairman. The purpose of the Whistleblowing Policy is to ensure independent investigations of such matters are carried out and appropriate follow-up actions are taken.

The Group sees the importance of educating employees on anti-corruption related matters. During FY2019, the Group's anti-corruption policies and procedures have been communicated to all Directors, employees and members of the governance body through a policy statement. As for consultants, contractors and suppliers, related policies and procedures are communicated during the project tendering stage.

In FY2019, all operations are assessed for risks related to corruption and there are no significant risks related to corruption identified through risk assessment. There were neither any confirmed incidents of corruption or public legal cases regarding corruption brought against the Group, nor any termination of contracts with business partners due to violations related to corruption. Moreover, the Group did not identify any material non-compliance with relevant anti-corruption laws and regulations. We aim to maintain this trend for the forthcoming year.

More details of the Group's corporate governance practices can be found in the "Corporate Governance Report" section on pages 13 to 34 of the Group's FY2019 Annual Report.

ECONOMIC

Economic Performance

SLB Development Ltd sees economic performance as a material factor as we believe our business' economic viability is important to our stakeholders. We aim to attain sustainable economic growth to provide desirable returns to our shareholders annually.

Our financial performance for FY2019 can be found in the "Independent Auditor's Report" section on pages 38-112 of the Group's FY2019 Annual Report.

ENVIRONMENTAL

The Group believes that environmentally-friendly practices complement business efficiency and advocates corporate social responsibility towards the environment by incorporating these processes in its daily operations. As a socially responsible corporation, the Group strictly complies with related environmental regulations and all employees share responsibilities in monitoring the Group's environmental performances. Employees are encouraged to report any suspected violation to the Group, and the management will look into the reported issues in a serious manner. During FY2019, the Group achieved the target of maintaining no cases of non-compliance with environmental laws and / or regulations. We aim to maintain the record of zero incidents for non-compliance for the forthcoming year.

The Group has established the Integrated Management System (IMS) Procedures, which outlines the salient responsibilities and procedures for the effective management of the IMS so as to ensure its continuing suitability and improvement. The Executive Director, management and company representatives are responsible to establish the quality and environmental policy and objectives, and ensure they are effectively implemented at every level. Regular review is conducted for the quality and environmental policy and objectives, ensuring its continuing stability while satisfying the ISO 9001:2015 Quality Management System and ISO 14001:2015 Environmental Management System requirements.

Under the IMS procedures, there is a section on “Environmental Aspects and Impact Assessment”, which describes, amongst others, the method used to identify design considerations which mitigates and reduces negative environmental impacts associated with each project. It considers environmental matters such as water efficiency, energy efficiency, environmental protection, and indoor environmental quality throughout the various design stages and project management associated with each project. The key environmental aspects are identified, addressed and monitored during site appraisal, investigation and site clearance; concept design; design development (Architectural); design development (Civil & Structural); design development (Mechanical & Electrical); design development (Landscape); procurement; and construction stages.

Energy

The Group is committed to reducing energy consumption and ensuring energy efficiency for our projects. Our contractors are required to comply with our environmental policies and guidelines for all our projects. During FY2019, we have implemented, including but not limited to the following policies and initiatives to enhance our energy efficiency:

- Explore energy efficient technologies to implement in projects
- Achieve transparency by enhancing data quality and effects of operations on the environment
- Promote effective environmental management among suppliers and external contractors

Waste Management

The Group’s general wastes are centrally collected and disposed, and the Group will assign designated staff to check the waste collection area to ensure the tidiness of the surroundings. We also encourage employees to conduct waste separation at source and inculcate the habit of waste recycling, therefore we have placed recycling bins in accessible areas to encourage recycling as a daily practice.

Paper is the major source of waste produced by the Group. To minimize the consumption of paper, we have taken the responsibility for waste management, and have implemented the following measures

- Encouraging double-sided printing;
- Recycling of single-sided paper for printing;
- Utilising electronic communication where applicable; and
- Promoting the use of recycled paper.

Feature Story: INSPACE



The 8-storey ramp-up B1 multi-user industrial development comprising 84 factory units is creatively designed for modern businesses, with careful consideration to details, from its smart office application such as wireless and online control of air conditioning, lighting and security to recreational and social amenities such as swimming pool and outdoor fitness corner.

We have incorporated various sustainable measures to conserve energy and enhance indoor environmental quality for our occupants, including but not limited to:

- Building envelope thermal performance;
- Naturally ventilated common areas;
- Energy efficient light fittings (LED);
- Energy efficient lifts;
- Water efficient fittings;
- Sustainable construction method and products (Precast & Green Label);
- Material with reduced Indoor Air Pollutants;
- Low Concrete Usage Index; and
- Extensive vertical landscaping and roof terraces.

Feature Story: Mactaggart Foodlink



This development is a 5-storey light industrial development for food production comprising 28 factory units each with a mezzanine level and common facilities including 2 lorry lots, 16 car parking lots, a service lift, a fire/service lift and a passenger/fire lift.

To drive sustainable operation, different sustainable measures and practices are being considered and incorporated in the development, such measures and practices include but not limited to:

- Building envelope thermal performance;
- Naturally ventilated common areas;
- Energy efficient light fittings (LED);
- Energy efficient lifts;
- Water efficient fittings;
- Sustainable construction method and products (Precast & Green Label);
- Material with reduced Indoor Air Pollutants;
- Low Concrete Usage Index; and
- External building screening to reduce thermal heat gain.

SOCIAL

The management of the Group regularly reviews on the business activities, sets up clear policies and procedures in advance to prevent potential infringement of related laws and regulations. Employees are also encouraged to report any suspected cases of violation in any laws and regulations. In FY2019, there were zero incidents of non-compliance with relevant material socio-economic laws and regulations, and we aim to maintain this trend for the forthcoming year.

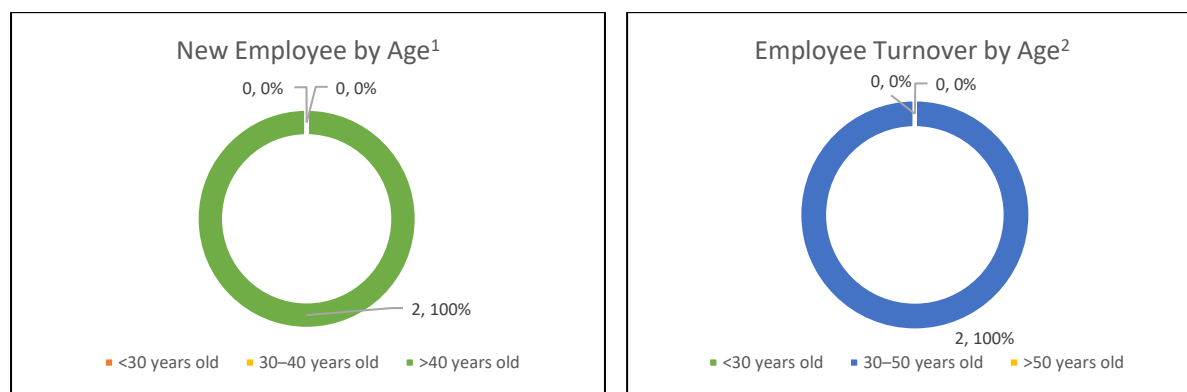
SLB Development Ltd bears the social responsibility to serve and is devoted to being a socially responsible corporate citizen. During FY2019, the Group had made numerous donations, which include donations to SGX Bull Charge 2018 and Charities of the President’s Challenge 2018. We will make continuous effort in serving local communities through different channels for the forthcoming years.

Employment

Human resources are the foundation in supporting the development of the Group. Therefore, we have established relevant policies to fulfil our vision on people-oriented management and realizing the full potential of employees. Such policies are formally documented in the Employee Handbook, covering aspects of recruitment, remuneration, promotion, working hours and rest periods, diversity and equal opportunity, etc. The Group reviews the Employee Handbook and its employment practices on a periodic basis to ensure continuous improvements of its employment standards.

Apart from employment policies, a Remuneration Committee is also established to review and recommend the framework of remuneration policies to the Board. The Remuneration Committee is also responsible to review and approve specific remuneration packages for directors and the Chairman. Key terms of reference can be referred to the Group’s Annual Report.

As at 31 May 2019, there were a total of 12 full time and permanent employees at SLB Development Ltd. There were 2 new employees (1 male; 1 female), and 2 employees (both female) left the Group during FY2019. SLB Development Ltd had an annual new-hire rate of 16.67% and an annual turnover rate of 16.67% during FY2019. We aim to maintain an employee turnover rate of 25% or below for the forthcoming year. The following graphs set out the employment performance during FY2019.



Notes:

1. No new hires in the age group of <30 years old and > 40 years old.
2. No turnovers for employees who are <30 years old and >50 years old.

Recruitment and Remuneration

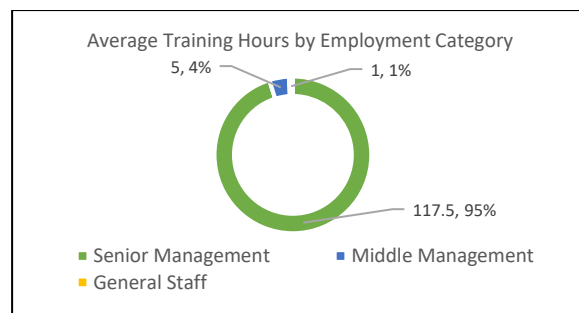
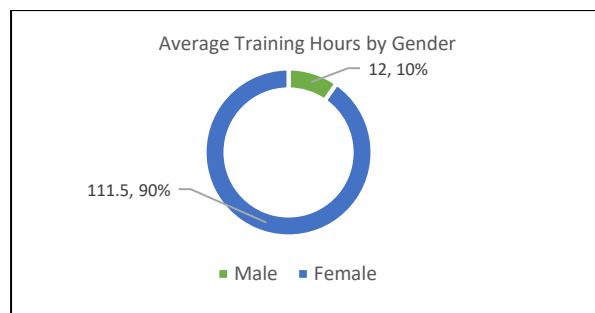
The Group applies robust and transparent recruitment processes based on merit, grades and relevant skills for the position and potential to fulfil the Group’s current and future needs. The Group has formulated related employment policies in governing the recruitment process and are in line with the Employment Act of Singapore. A complete recruitment process is established by the Group to examine candidates’ background.

We endeavour to create an inclusive and collaborative working environment. High talent retention creates a positive work environment, strengthening employees’ commitment to the organisation. We collect, track and monitor our human resource data, including overtime, vacation balances and the number of training days. Our full-time employees enjoy benefits including healthcare and medical insurance, disability and invalidity coverage including Work Injury Insurance and Personal Accident Insurance. Full-time employees are also entitled to different leave types, such as maternity leave, paternity leave, shared parental leave, childcare leave, etc.

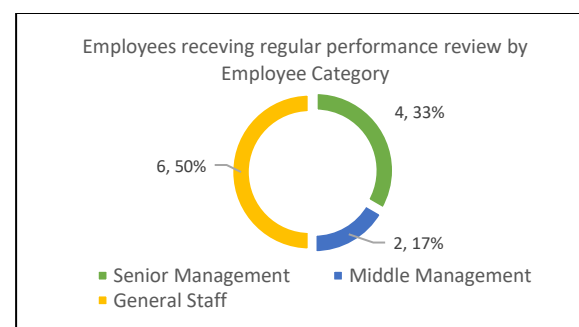
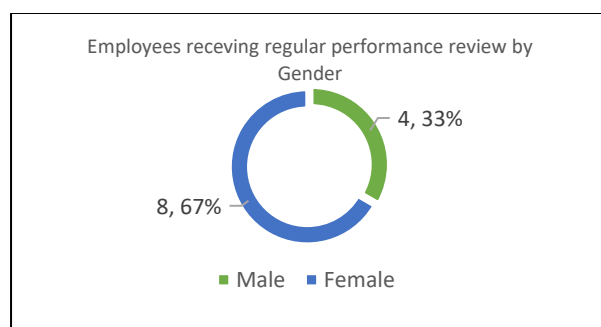
During FY2019, 4 employees (2 males; 2 females) had taken parental leave and all of them returned to work after their parental leave.

Training and Development

A variety of training and development programmes have been developed for our employees as part of our sustainability strategy. They provide opportunities for our employees to learn and grow while increasing job satisfaction and motivation. Our employees are encouraged to participate in a wide range of relevant learning and development programmes. During FY2019, our employees received an average of 10 hours of training per employee, and we intend to provide our employees with more opportunities for training and maintain an average of 8 hours of training per employee in the forthcoming year.



The Group believes reviewing employees’ performance can help to explore their developmental needs and further nurture employees’ growth. During FY2019, all employees of the Group received annual performance and career development review.



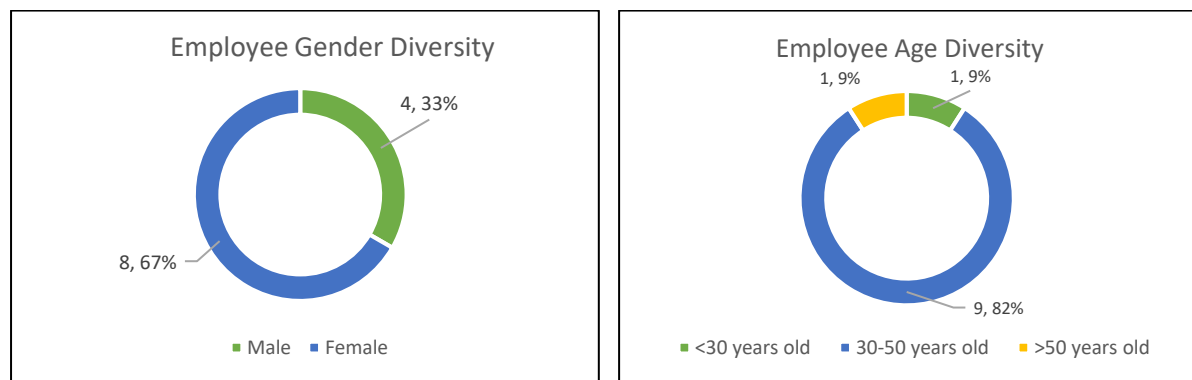
Diversity, Equal Opportunity and Non-discrimination

The Group recognises the value of a diverse and skilled workforce, and is committed to creating and maintaining an inclusive and collaborative workplace culture in which all employees can thrive.

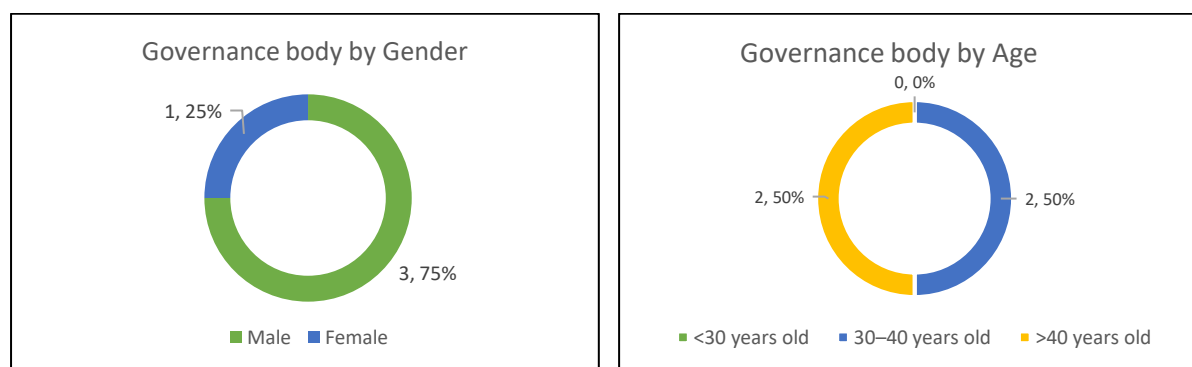
The Group is dedicated to providing equal opportunity in all aspects of employment and maintaining workplace that are free from discrimination, physical or verbal harassment against any individual on the basis of race, religion, colour, gender, physical or mental disability, age, place of origin, marital status, and sexual orientation. This covers all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

In order to ensure a diverse working environment that is free from any forms of discrimination, employees can raise concerns and make reports without fear of reprisals through the Whistle-blowing Policy. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

There were no incidents of discrimination during FY2019, and we aim to maintain record for the forthcoming year. The following graphs set out the employees' diversity performance of the Group during FY2019.



The Group has also strived to maintain the diversity of the governance body, which is the 4 directors of the Board. The following graphs set out the Group's diversity performance of our governance body during FY2019.



Supplier Management

The Group highly values our relationship with suppliers and contractors, and regard them as important business partners. Meanwhile, we also see the importance of recognizing the environmental and social risks embedded in the supply chain. Our major contractors include building contractors and consultants. The Group has implemented measures to ensure that our suppliers and contractors are informed of their environmental responsibilities.

The Group has formulated comprehensive procedures in accessing and selecting suppliers and contractors. We evaluate our suppliers and contractors based on a number of factors, including their competence, environmentally friendly practices, technical capability, financial soundness, past performances and possession of relevant environmental certification such as ISO certification and BCA category of registration, and also take into consideration of their workplace health and safety records and compliance with laws and regulations. In addition, our contractors and suppliers must achieve and comply with the Green Mark Checklist launched by BCA, which prescribes environmentally sustainable measures. During FY2019, all new contractors were screened and none of them were assessed either for having environmental impacts or having a significant actual and potential negative environmental impacts

The selection of the tenderers is conducted by the consultant, reviewed by the Development Manager, and approved by our CEO to ensure accountability and quality assurance of the suppliers and contractors chosen. After the selection of suppliers and contractors, we hold regular site meetings and track their workplace health and safety records to ensure that suppliers and contractors are performing within the standards expected by the Group.

Occupational Health and Safety

At SLB Development Ltd, we regard health and safety as a priority and see this as an essential part of our business. We strive to prioritise the health and safety of our employees, customers, third-party service providers and visitors. Maintaining a safe working environment at all of our facilities is essential to us. Therefore, we have set in place health and safety practices.

The Group ensure that all contractors are notified of their worksite health and safety responsibilities during the tender selection process. The Group evaluates all buildings built, and implement the Design for Safety (“**DFS**”) review process for projects with construction works of a contract sum of \$10 million or more. The purpose of DFS is to ensure the risks in the design of buildings are highlighted and managed in a systematic and coordinated way. The Group appoints DFS professional to assist in facilitation of the DFS review process, and to independently assess the design, construction and completion stages throughout the project to highlight any potential safety issues.

During FY2019, the Group has complied with relevant laws and regulations concerning the health and safety at project sites, and there are no incidents of non-compliance with regulations resulting in fines, penalty, or warning. We aim to maintain this trend for the forthcoming year.

Customer Privacy

The Group has established policies and standards, such as the Personal Data Protection Policy for preventing the loss or mishandling of customer data. The Group has 9 obligations with regards to personal data, namely consent, purpose limitation, notification, access and correction, accuracy, protection, retention limitation, transfer limitation, and openness. The Group shall notify related parties of the purpose of the personal data collection and seek consent before disclose to any third parties.

Furthermore, we have appointed a Personal Data Protection Officer, who is responsible to oversee our management of personal data in accordance with the Personal Data Protection Act in Singapore. Trainings are provided to our employees who handle personal data to respect the confidentiality of such personal data and privacy. Other measures to secure and protect personal data includes storing personal data in a combination of secure computer storage facilities and paper-based files and other records, as well as taking steps to protect the personal data from misuse, loss, unauthorised access, modification or disclosure.

During FY2019, the Group has zero breaches and substantiated complaints of customer privacy and losses of data, and we aim to maintain this record for the forthcoming year.

SGX CONTENT TABLE

Primary Component	Section Reference
Material Topics	● Materiality Assessment
Policies, Practices and Performance	● Governance ● Economic ● Environmental ● Social
Board Statement	● Board Statement
Targets	● Sustainability Target Table
Framework	● Reporting Framework

GRI CONTENT INDEX

GRI Indicator	Description	Session / Explanation
GRI 102: General Disclosures		
102-1	Name of the organization	SLB Development Ltd
102-2	Activities, brands, products, and services	Sustainability Report 2019 – About SLB Development Ltd
102-3	Location of headquarters	Sustainability Report 2019 – About SLB Development Ltd
102-4	Location of operations	2019 Annual Report – Corporate Profile Sustainability Report 2019 – About SLB Development Ltd
102-5	Ownership and legal form	2019 Annual Report – Corporate Profile 2019 Annual Report – Group Structure
102-6	Markets served	2019 Annual Report – Key Projects
102-7	Scale of the organization	2019 Annual Report Independent Auditor’s Report
102-8	Information on employees and other workers	Sustainability Report 2019 – Employment
102-9	Supply chain	Sustainability Report 2019 – Supplier Management
102-10	Significant changes to the organization and its supply chain	No significant changes during FY2019
102-11	Precautionary principle or approach	Sustainability Report 2019 – Governance 2019 Annual Report – Corporate Governance Report
102-12	External initiatives	No externally-developed economic, environmental and social charters, principles, or other initiatives is subscribed or endorsed during FY2019.
102-13	Membership of associations	SLB Development Ltd holds a membership in Singapore Business Federation.
102-14	Statement from senior decision-maker	Sustainability Report 2019 - Board Statement
102-16	Values, principles, standards, and norms of behavior	Sustainability Report 2019 - About SLB Development Ltd
102-18	Governance structure	Sustainability Report 2019 – Board Statement 2019 Annual Report – Corporate Governance Report

GRI Indicator	Description	Session / Explanation
102-40	List of stakeholder groups	Sustainability Report 2019 - Stakeholder Engagement
102-41	Collective bargaining agreements	No collective bargaining agreements are in place during FY2019.
102-42	Identifying and selecting stakeholder	Sustainability Report 2019 - Stakeholder Engagement
102-43	Approach to stakeholder engagement	Sustainability Report 2019 - Stakeholder Engagement
102-44	Key topics and concerns raised	Sustainability Report 2019 – Stakeholder Engagement
102-45	Entities included in the consolidated financial statements	2019 Annual Report – Independent Auditor’s Report
102-46	Defining report content and topic Boundaries	Sustainability Report 2019 – About the Sustainability Report Sustainability Report 2019 - Materiality Assessment
102-47	List of material topics	Sustainability Report 2019 - Materiality Assessment
102-48	Restatements of information	No restatements of information given in last year sustainability report.
102-49	Changes in reporting	No significant changes in the list of material topics and topic Boundaries.
102-50	Reporting period	Sustainability Report 2019 – About the Sustainability Report
102-51	Date of most recent report	Sustainability Report 2019 – About the Sustainability Report
102-52	Reporting cycle	Sustainability Report 2019 – About the Sustainability Report
102-53	Contact point for questions regarding the report	Sustainability Report 2019 – About the Sustainability Report
102-55	GRI content index	Sustainability Report 2019 – GRI Content Index
102-56	External assurance	This Report has undergone the internal review process of the Group, and was reviewed by the Board. The Group has not sought external assurance for FY2019, and may consider it for future periods.
GRI 103: Management Approach		
103-1	Explanation of the material topic and its Boundary	Sustainability Report 2019– Sustainability Approach
103-2	The management approach and its components	Sustainability Report 2019 – Sustainability Approach
103-3	Evaluation of the management approach	Sustainability Report 2019 – Sustainability Approach
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	2019 Annual Report– Independent Auditor’s Report

GRI Indicator	Description	Session / Explanation
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	Sustainability Report 2019 – Compliance with laws and regulations
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report 2019 – Compliance with laws and regulations
205-3	Confirmed incidents of corruption and actions taken	Sustainability Report 2019 – Compliance with laws and regulations
GRI 307: Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	Sustainability Report 2019 – Environmental
GRI 308: Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	Sustainability Report 2019 – Supplier Management
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainability Report 2019 – Supplier Management
GRI 401: Employment		
401-1	New employee hires and employee turnover	Sustainability Report 2019 – Employment
401-3	Parental leave	Sustainability Report 2019 – Employment
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	Sustainability Report 2019 – Employment
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2019 – Employment
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report 2019 – Employment
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Sustainability Report 2019 – Diversity, Equal Opportunity and Non-discrimination
GRI 406: Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	Sustainability Report 2019 – Diversity, Equal Opportunity and Non-discrimination
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report 2019 – Customer Privacy

GRI Indicator	Description	Session / Explanation
GRI 419: Socioeconomic Compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	Sustainability Report 2019 – Social

*This Sustainability Report has been reviewed by the Company’s Sponsor, SAC Capital Private Limited (the “**Sponsor**”), for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited (the “**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.

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