



Versalink Holdings Limited
SUSTAINABILITY
REPORT 2021

Creating A Safe & Healthy Workplace

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This sustainability report has been prepared by the Company and its contents have been reviewed by the Company's sponsor, ZICO Capital Pte. Ltd. (the "Sponsor"), in accordance with Rule 226(2)(b) of the Singapore Exchange Securities Trading Limited (the "SGX-ST") Listing Manual Section B: Rules of Catalyst (the "Catalist Rules").

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 Ms. Alice Ng, Director of Continuing Sponsorship, ZICO Capital Pte. Ltd. at 8 Robinson Road, #09-00 ASO Building, Singapore 048544, telephone (65) 6636 4201.

About This Report

Reporting Framework

This report has been prepared in accordance with the Global Reporting Initiative (GRI) standards: Core option. This report complies with Rules 711A and 711B of the Catalyst Rules, as well as Practice Note 7F of the Catalyst Rules on Sustainability Reporting Guide.

Reporting Process

We have used the GRI Standards (GRI 101: Foundation and GRI 102: General Disclosures) to identify the material economic, environmental and social impacts for Versalink Holdings Limited (the "Company" or "Versalink" and together with its subsidiaries, the "Group") . Using the topic-specific GRI Standards, we have selected the most relevant disclosures for this report.

Report Content and Quality

This report covers the reporting period for a 12-month period from 1 March 2020 to 28 February 2021 ("FY2021"). We have determined the content of this report by applying GRI's principles of stakeholder inclusiveness, sustainability context, materiality, and completeness. The content of this report has been prepared using GRI's principles of accuracy, balance, clarity, comparability, reliability and timeliness to help stakeholders assess our sustainability performance.

The environmental, social and governance ("ESG") data provided in this report covers our offices and manufacturing facilities in Malaysia. The majority of data is collected from primary sources.

"We have relied on internal verification to ensure the accuracy of data"

Restatements

There is no restatement.

Assurance

We have not obtained external assurance for this sustainability report. We have relied on internal verification to ensure the accuracy of data.

Availability

This report, published independently from our Annual Report, is available in PDF form for download on SGXNet and our website at www.versalink.com.

Feedback

We welcome stakeholders' input on this report at sustainability@versalink.com.



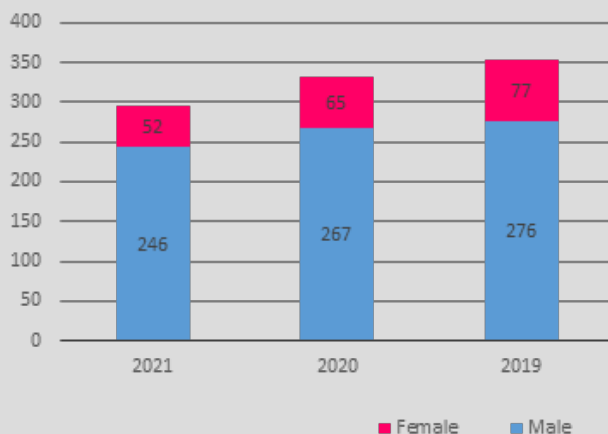
ESG Performance Highlights



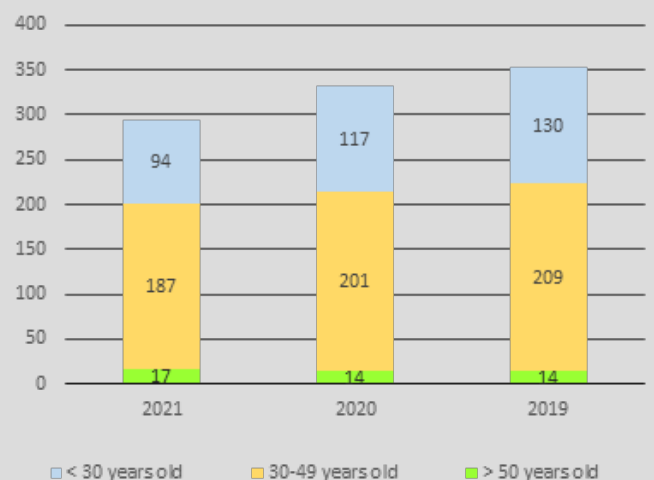
ESG Performance Summary

ESG Factors	FY2021	FY2020	FY2019
SOCIAL			
Total Employees By Gender :			
Male	246	267	276
Female	52	65	77
Total employees	298	332	353
Total Employees by Employment Contract and Gender :			
Regular employees (Male)	232	267	276
Contract employees (Male)	14	0	0
Regular employees (Female)	51	65	77
Contract employees (Female)	1	0	0
Total Regular Employees by Employment Type and Gender :			
Full time (Male)	246	267	276
Part time (Male)	0	0	0
Full time (Female)	52	65	77
Part time (Female)	0	0	0
Total Employees by Age Group :			
< 30 years old	94	117	130
30 - 49 years old	187	201	209
> 50 years old	17	14	14
Gender Mix by Employee Category (% Female)			
Operations, Support, Workers	238	253	259
Executive	32	50	62
Middle Management	25	25	28
Top Management	3	4	4

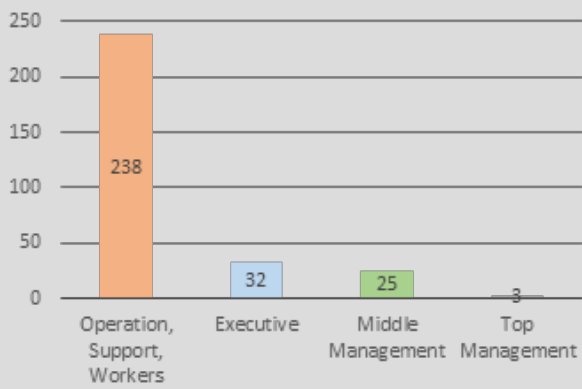
Total Number of Employees



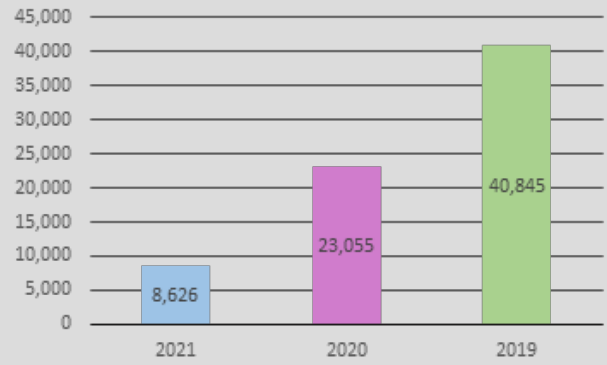
Employees by Age



Employees by Category in FY2021



Total Training Investment (RM)



Average Training Hours by Employee Category in FY2021



ESG Factors	FY2021	FY2020	FY2019
New Employee Hires by Age :			
< 30 years old	26	53	45
30 - 49 years old	61	45	17
> 50 years old	3	0	0
New Employee Hires by Gender :			
Male	74	74	42
Female	16	24	20
Total new employee hires	90	98	62
Employee Turnover by Age :			
< 30 years old	51	38	33
30 - 49 years old	75	40	48
> 50 years old	2	1	4
Employee Turnover by Gender :			
Male	89	48	73
Female	39	31	12
Total Employee Turnover	128	79	85
Training Investment (RM)			
Total Training Investment (RM)	8,626	23,055	40,845
Average Training Hours by Employee Category :			
Operations, Support, Workers	0	0.1	0.5
Executive	0	0.5	3.9
Middle & Top Management	2	0.7	8.8
Workplace Injury Frequency Rate :			
Male	5	20	6
Female	0	0	0
Absenteeism Rate :			
Male	0.48%	0.19%	0.12%
Female	0.04%	0.04%	0.03%
Fatalities Rate			
Fatalities	0	0	0

Environment

ESG Factors	FY2021	FY2020	FY2019
Total Energy Consumption (GJ)	5,771	6,599	6,335
Electricity Used (kWh)	1,602,935	1,848,674	1,759,769
Greenhouse Gas Emission / CO2 emission (tonnes)	1,106	1,283	1,297
Fuel consumption (litre)	12,000	16,000	19,200
Water consumptions (m3)	10,146	10,655	18,322
General Waste (m3)	101	124	595
Hazardous Waste (kg)	922	2,482	1,630
Recycle / Reuse (kg)	40,367	50,516	53,980

Financial (RM'000)

Revenue	35,442	49,357	50,745
Loss, net of tax attributable to owners of the Company	(4,201)	(1,388)	(6,978)
Employee wages	10,774	15,054	15,201
Income tax expense	(46)	(42)	840
Dividends to shareholders	0	0	0



Our Approach To Sustainability

Over the years, Versalink is committed to fostering a corporate culture that includes ethical, integrity, fairness and eco-logical responsibility that makes us a winning pioneer in terms of sustainability as these characteristics are increasing crucial for tomorrow's world while conducting our day-to-day business activities.

Our sustainability approach is international. Environmental responsibility starts from product development stage during which we place emphasis in our design and choosing the right materials efficiency that not only enables high-quality products but with high usage value. We make our products repair friendly with durable spare parts and they are easy to disassemble, constituting an effective process and usage of the resources.

We also monitor our supply chain regularly to ensure that we are committed to practice the correct principles that impact our environmental performances. We take into consideration the expectations of our key stakeholders and actively work with our trade customers to understand and respond to their sustainability priorities globally. Our business goal is to improve the products' life sustainability thus obtaining customer's satisfaction.

- ✓ **As a furniture manufacturer, we choose our materials carefully to improve the life span of our products**
- ✓ **Provide durable quality as it is the key to effective resource usage**
- ✓ **Collaborate fairly across the globe**

Board Statement

Versalink is committed to upholding the highest standards of ethics and integrity while conducting its business activities. The Group takes its ESG responsibility seriously and ensures compliance with the applicable laws and regulations.

The Board of Directors of the Company ("the Board") considers sustainability issues as part of strategic formulation. The Board endorses the material ESG factors presented in this report. The Board also provides oversight of the management and monitoring of these material ESG factors, through periodic review of the key performance indicators.

Materiality

We have conducted an assessment of the most significant economic, social and environmental impacts, including risks and opportunities, of our business activities. Based on the assessment, we have identified our priority material ESG factors for reporting.

We have offered a detailed account of how we manage these issues throughout the report. A snapshot of our material ESG factors and their boundaries is provided in the table below.

ESG Goals and Targets

We have indicated our broad goals and targets for each material ESG factor in the table on pages 10 and 11 as well as throughout the report where we have described our sustainability policies, programmes and initiatives.



	Material Factors	Impact Boundary	Our Involvement	Management Approach and Goals
Environment	Energy Consumption	Use of electricity in offices, factories and retail stores Diesel and petrol consumption of on-site equipment and company vehicles	Direct	Minimise our energy consumption
	Greenhouse Gas (GHG) Emissions	Our carbon dioxide emissions are attributable to electricity and fuel consumption	Direct	Minimise our carbon emissions footprint
	Waste	Waste is generated mainly in our manufacturing facilities	Direct	Reduce, Recycle and Reuse waste Safe disposal of hazardous waste
	Environmental Compliance	Applicable across the Group	Direct	Ensure compliance with applicable environmental regulations
Social	Attract, Develop and Retain Talent	Applicable across the Group	Direct	Hire the best talent. Provide ongoing employee training and development
	Occupational Health and Safety	Mainly applicable to our manufacturing operations	Direct and Indirect	Ensure health and safety of all employees at work
	Human Rights (non-discrimination, forced labour, child labour, freedom of association and collective bargaining)	Mainly relevant to our manufacturing operations and supply chain	Direct and Indirect	Committed to protect human rights in accordance with applicable national laws and international conventions
Communities	Local communities	Applicable across the Group	Indirect	Be a responsible corporate citizen
Economic	Economic Performance	Applicable across the Group	Direct	Long-term sustainable growth of business with consistent value creation
	Anti-corruption	Applicable across the Group	Direct	Maintain zero-tolerance to corruption
	Socio-economic Compliance	Applicable across the Group	Direct	Ensure compliance with applicable laws and regulations



ESG Goals And Targets

Disclosure on how we have managed these material topics is provided in the subsequent pages of this Report.

Having set our management approach for the aforementioned ESG topics, going forward,

MATERIAL ESG FACTORS	GOALS AND TARGETS
Energy Consumption	<ul style="list-style-type: none"> • Use of LED lightings in production areas • Replace older devices with new energy efficient ones
Greenhouse Gas (GHG) Emissions	<ul style="list-style-type: none"> • Optimizing delivery trips, the loading volume of each lorry will be increased • Better packing sizes that allow safe and volume-optimized dispatch
Waste	<ul style="list-style-type: none"> • Continue to practice Reduce, Recycle and Reuse waste
Environment Compliance	<ul style="list-style-type: none"> • No incident of non-compliance with applicable environmental laws
Attract, Develop and Retain Talent	<ul style="list-style-type: none"> • Ongoing training and career advancement opportunities to employees • Provide a good working environment to employees • Provide competitive remuneration package
Occupational Health and Safety	<ul style="list-style-type: none"> • Zero-accident workplace
Human Rights (non-discrimination, forced labour, child labour, freedom of association and collective bargaining)	<ul style="list-style-type: none"> • No incident of non-compliance with our human rights policies
Local Communities	<ul style="list-style-type: none"> • Contribute to the development of local communities through Corporate Social Responsibility Activities
Economic Performance	<ul style="list-style-type: none"> • Improve financial performance to achieve profit
Anti-Corruption	<ul style="list-style-type: none"> • No incidents on non-compliance with anti-corruption regulations
Socio-economic Compliance	<ul style="list-style-type: none"> • No incident of non-compliance with applicable socio-economic regulations



Stakeholder Engagement

We engage with our key stakeholders throughout the year in the course of our business. We consider our trade and retail customers, suppliers, employees, regulators, and local communities as our significant stakeholders as their opinion may have a material impact on our business.

We maintain ongoing engagement with our key stakeholders. Feedback from stakeholders helps us respond to their expectations and concerns more effectively. We have summarized our stakeholder engagement in the table below.

Stakeholders	Their Expectations	How We Engage	How We Respond
<ul style="list-style-type: none"> Trade Customers and their end customers Retail Customers 	<ul style="list-style-type: none"> Value for money Stylish and aesthetic design High-quality material Green material Good craftsmanship Timely delivery 	<ul style="list-style-type: none"> Regular meetings and communication Regular visits to trade customers Factory audits Visits to our stores (retail customers) Marketing communications, website, and digital media 	<ul style="list-style-type: none"> Investment in research and development Well-equipped design studio and talented designers Stringent quality assurance process
<ul style="list-style-type: none"> Employees 	<ul style="list-style-type: none"> Personal and professional development Workplace safety 	<ul style="list-style-type: none"> Performance appraisal Training Team meetings Company events 	<ul style="list-style-type: none"> Human Resource ("HR") policies to promote a conducive work environment, fair employment practices and people development Occupational health and safety system
<ul style="list-style-type: none"> Suppliers 	<ul style="list-style-type: none"> Regular business Long-term relationship Clarity of specifications Timely payment 	<ul style="list-style-type: none"> Meetings and electronic communications Purchase orders and agreements 	<ul style="list-style-type: none"> Establish fair selection process Pay as per agreement
<ul style="list-style-type: none"> Government and Regulators 	<ul style="list-style-type: none"> Regulatory compliance Taxes 	<ul style="list-style-type: none"> Inspections and meetings Circulars and notices Regulatory filings 	<ul style="list-style-type: none"> Adhere to the applicable laws and regulations Maintain the necessary records
<ul style="list-style-type: none"> Community 	<ul style="list-style-type: none"> Support for communities Responsible business operations 	<ul style="list-style-type: none"> Community development initiatives 	<ul style="list-style-type: none"> Commitment to corporate social responsibility
<ul style="list-style-type: none"> Shareholders 	<ul style="list-style-type: none"> Return on investment Sustainable business growth Good governance 	<ul style="list-style-type: none"> Board meetings Annual General Meeting Investor Relations briefings 	<ul style="list-style-type: none"> Ensuring good corporate governance Prudent business and financial planning Risk management

Membership of Associations

We engage with the following relevant trade associations through membership and attending their events. We play an active role Kuala Lumpur and Selangor Furniture Association, the official representative body of Malaysia's furniture and furnishings industry.

- Malaysian Furniture Council
- Malaysian Timber Industry Board
- Federation of Malaysian Manufacturers
- Kuala Lumpur and Selangor Furniture Association
'formerly known as Kuala Lumpur and Selangor Furniture Industry Association (KLSFIA)'

Our Chief Executive Officer, Mr. Matthew Law is currently the Board of Trustee of the Malaysian Timber Council, the Secretary General of the Malaysian Furniture Council and the President of the Kuala Lumpur and Selangor Furniture Association (KSFA).

Vision, Mission & Core Values

Vision

Our Ultimate Vision is to become a conscious-centred ethical global company, where we incorporate social goals in all our business goals, so as to maximise improvements in financial, social and environment well-being for all our stakeholders and the Mother Earth.

Mission

Our Mission is to create good impact in all that we do, through conscious business ethics where we develop best business practices and policies that lead us to operate based on Higher Consciousness decision-making and actions, and to experience higher levels of success, a more satisfied workforce, growth and longevity. We practice mindful awareness and do what is best for the whole by considering the impact on our employees, customers, suppliers, shareholders, the environment, and our community for each choice we made, so as to ensure a strong foundation of integrity, support, good-will and ethical behaviour in businesses.



Core Values

Act with Integrity

We believe that everything starts with integrity. We act with integrity and being honest, doing the right thing even when no one is watching.

Respect Ourselves and Others

We treat ourselves and others with dignity and respect, while being tolerant and accepting of differences. We are mindful of our own thoughts, words and action at all time.

Keep Our Commitments

We keep our commitments by leading ourselves to do our best. We persevere and never give up.

Being Responsible

We believe that we ourselves are responsible for everything that we do and every outcomes of our own thoughts, words and actions. We do not blame on others. We work together to achieve our goals as a team towards our common vision and goals.

Positive Attitude

We believe that with the right mental attitude while staying positive at all time, everything is possible. With this, we would then be able to achieve prosperity in our lives, not only financially, but also love, health and happiness for ourselves and the people around us.

Sharing and Caring

It is our nature and joy to share and care. We believe that we have the abundance of wealth, knowledge, skills and experiences to share with everyone.

Strive to Be More

We always strive to be more through action, learning, experiencing and growing.



People

Employees

As at end of FY2021, we employed 298 people across our operations in Malaysia. There were no temporary, part-time nor contract employees in the reported year.

Training

It is crucial that our employees have the right skills and opportunities to continuously upgrade their skills and knowledge to be productive and efficient. Due to the sudden outbreak of COVID-19 pandemic, we are encouraging our employees to advance in their careers through the use of online platforms as the new norm of learning.

The HR department prepares an annual training plan for all employees in consultation with the respective head of departments.

Benefits and Welfare

We comply with the local minimum wage regulations where we operate our factories. Versalink's full-time employees are eligible for a host of benefits in accordance with local laws. The employee benefits include annual leave, marriage leave, maternity leave, paternity leave, medical leave and insurance. The company has also introduced in-house mindfulness programs for our employees to help relieve stressed employees and to introduce mental wellbeing and conscious-centred living to employees.

The company also organises multiple recreational activities that include corporate social responsibility activities, annual dinner and team building. We also host events to celebrate various festivals and year-end party.

Human Rights

We respect and uphold human rights in accordance with national laws and international conventions including the International Labor Organization's (ILO) standards. Our policies prohibit child labor, forced labor and discrimination in our operations as well as in our supply chain.

There were no known or confirmed incidents of child labor, forced labor, discrimination or violation of workers' right to freedom of association in the reported period.

Grievance Resolution

We have implemented a grievance resolution mechanism in our facilities to ensure fair and transparent resolution of grievances filed by workers. We also encourage open communication between the managers and workers to promote harmonious working relations and to minimize complaints.

Employee Turnover

Our approach is to attract and retain the most suitable talent to support our business growth and to ensure quality and productivity to meet our customers' expectations.

Performance Management

We recognize and objectively reward performance of our employees. We have implemented a comprehensive appraisal system to assess the performance which covers all employees.

“We are committed to nurturing a performance-driven organisation based on mutual respect and trust. Our human resources policies promote fairness, inclusivity, open communication, teamwork, health and safety”



Versalink CSR 2019
'Jom Kutip Sampah 2019'

Health and Safety

Versalink is committed to be a responsible employer, we provide a safe and healthy working environment for our employees and those who work are under the control of Versalink. Ensuring the safety of our employees is of utmost importance to the Group.

This reporting period we worked tirelessly to provide a conducive and safe work environment for our people amid the COVID-19 pandemic and have undertaken various initiatives in compliance with the Occupational Safety and Health Act 1994 and other applicable laws and regulations. With the current COVID-19 situation, operational procedures for SOPs and physical distancing were developed as the safety and health of our employees at our workplace is our top priority to prevent any spread of the contagion.

The Group is committed:

- **To provide a safe and healthy working environment for all the workers**
- **To enhance the safety and health awareness among the workers and contractors towards safety practices within the company**
- **To avoid unintended incidents/accidents and meeting the applicable safety and health regulations**
- **To comply with the local safety and health regulations**

We have implemented a health and safety management system aimed at prevention of risks by taking appropriate measures and adopting safe work practices. In our furniture manufacturing facilities, the potential health and safety issues arise from use of machinery and tools, movement of bulky items, wood dust and chemical fume from spraying operations.

We provide the necessary personal protective equipment such as face masks, respiratory masks, safety glasses and safety gloves to employees engaged in manufacturing operations. Our facility employees receive regular training in operational safety.

To minimize the health effects of wood dust, our facilities are fitted with dust collector system and local exhaust ventilation mechanisms. Spraying operations are conducted in a secure booth to minimize the health hazards. We ensure all machinery, tools and equipment remain in good working order through regular maintenance and periodic inspections.

We have implemented procedures to collect and monitor health and safety data including the injury rate, accident frequency rate, occupational disease rate and fatality rate.

Chemical Safety

We carefully choose chemicals such as paints, resins, lacquers and solvents with lower led-content for our production processes to minimize the harmful effects on the health of our workers. We maintain Material Safety Data Sheets (MSDS) for all chemicals that are used in our production processes to ensure safety procedures are followed while handling these chemicals.



Environment

We are committed to minimizing the environmental impact of our operations through waste and emission reduction, energy efficiency, promoting sustainability practices, both internally and among our customers and suppliers, and by meeting or exceeding all regulations applicable to our facilities.

We have implemented a comprehensive environmental management system in our facilities to protect the environment and make continuous improvement. Assessing environmental risks, taking preventive measures, employee training, setting goals and targets are integral parts of our environmental management efforts. We strive to adopt environmental best practices aimed at pollution control, process improvement and efficient utilization of materials and to reduce and recycling of waste in all our activities and products. We have programmes in place to increase employee awareness about environmental issues through training.

Sustainable Materials

Versalink aims for forest sustainability. To minimise the impact on the environment, we use raw material ethically sourced from sustainably-managed forests. We also use recycled materials where possible. We have also removed banned chemicals, identified by the industry as harmful to human health or the environment, from our production processes. We use high-grade lacquers, paints, coatings and solvents with low lead content. We use high- quality resins and glue in our production processes to minimise formaldehyde emissions.

The company has obtained PEFC requirement and committed to :

- Assure the integrity and validity of the PEFC COC system and its certified products
- Avoid purchase and sales of the timber products from the controversial source
- Sustain the forest resources through the implementation and maintenance of PEFC system practices
- Provide employment opportunities and given the job to local people living within the vicinity of the manufacturing plant
- Provide equal opportunities to all and avoid discrimination of gender, job treatment, forced labour and child labour
- Maintain and reserved the right of the workers according to the Convention 87 & 98 of the ILO
- Create the awareness among the employees who perform activities related to PEFC and provide adequate training to ensure the compliance with the PEFC COC requirement
- Utilize the PEFC logo according to the requirement of MTCS/PEFC as specified in the document of MTCC/PEFC logo

CERTIFICATIONS

Versalink uses raw material ethically sourced from sustainably managed forest for certified chipboards from reputable certification bodies such as the **Forest Stewardship Council (FSC)** and **Programme for the Endorsement of Forest Certification (PEFC)** to show our commitment to environment preservation and sustainability.



PEFC
Chain of Custody



FSC
Chain of Custody



ISO 14000:2015
Environmental Management System
for Manufacture of Office System Furniture



ISO 9001:2015
Quality Management System for
Manufacture of Office System Furniture

Energy

Our approach is to continuously improve our energy efficiency to reduce our environmental footprint and to lower costs. Our energy consumption includes electricity, petrol and diesel. We use electricity in our offices, warehouses and stores for lighting, air-conditioning and to run equipment and all employees are taught to conserve energy by turning off the light and airconditioning during breaks and after working-hour. Petrol is used in company vehicles, and diesel is used in company vehicles and equipment such as backup power generators.

Greenhouse Gas (GHG) Emissions

Our GHG emissions result from the use of electricity, petrol and diesel. We strive to minimise our GHG footprint by improving energy efficiency. We have started measuring and monitoring the carbon dioxide (CO2) emissions from our energy consumption.

Waste

In line with our eco-design philosophy, all our products are designed to minimise waste. Waste is generated primarily in our manufacturing facilities.

Our hazardous waste includes chemical waste consisting of solvents, paints, inks, lacquer, contaminated cotton rags and chemical drums. We have procedures in place for the segregation, storage and disposal of wastes as required by local regulations. The company practices Reduce, Reuse, and Recycle in the company.

Water

Our operations do not require significant amount of water. However, we understand the importance of conserving water. We monitor our water use and strive to use it more efficiently.

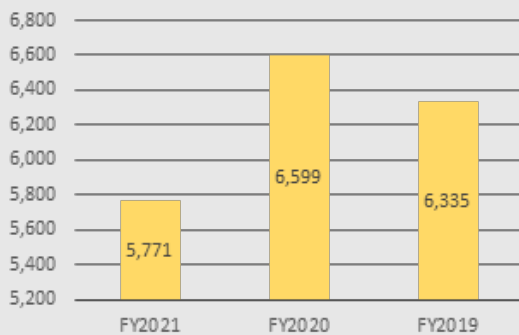
Environmental Compliance

We are committed to complying with applicable environmental laws and regulations in countries where we have operations. There were no known or reported breaches or violations of environmental rules in the reported period.

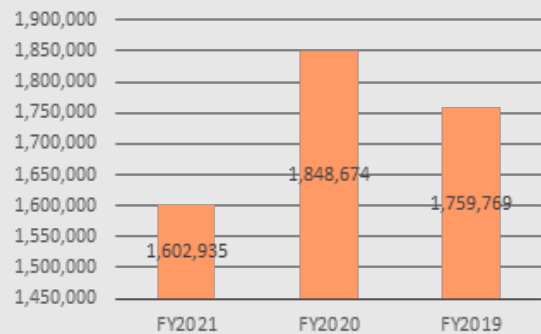
Versalink is committed to sustainable growth of its business by leaving a positive footprint in the communities where we operate our business. The welfare of the local communities is an integral part of our approach to sustainability. We believe in nurturing trusted partnerships with the local communities where we operate our business

“We support various community programmes under our corporate social responsibility initiatives”

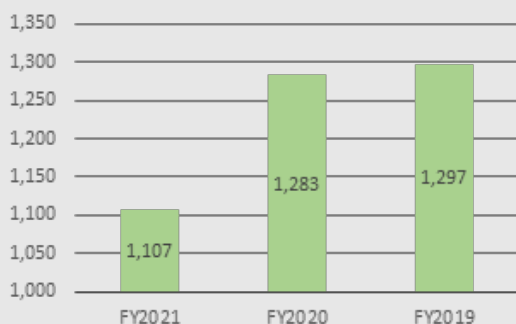
Total Energy Consumption (GJ)



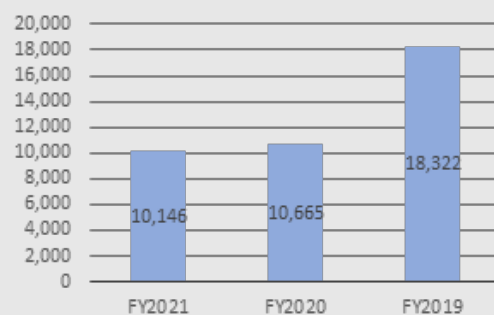
Electricity Used (kWh)



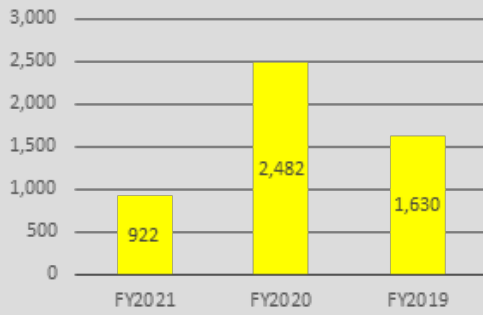
Greenhouse Gas Emission / CO2 emission (tonnes)



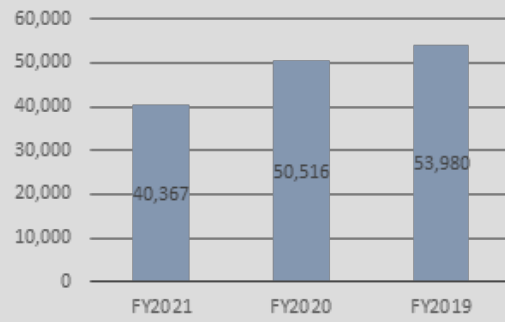
Water Consumption (m3)



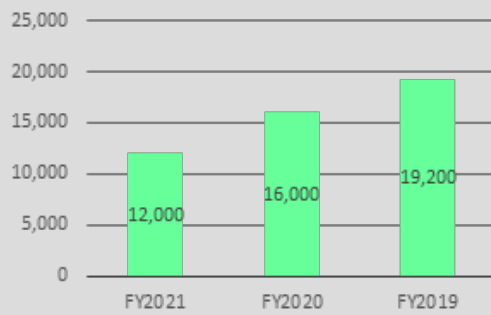
Hazardous Waste (kg)



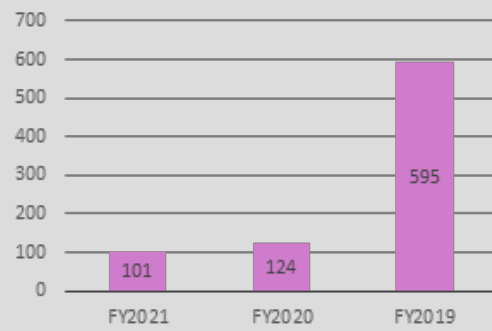
Recycle / Reuse (kg)



Fuel Consumption (litre)



General Waste (m3)



Economic Performance

Our commitment is to generate long-term economic value for our shareholders and stakeholders including our customers, employees, suppliers and the local communities.

Direct Economic Performance

A summarized version of our economic performance, obtained from the financial statement, is provided in the table below. For our complete financial performance, please refer to the Annual Report section of this report.

Economic Performance (RM'000)			
Economic Performance Indicators	FY2021	FY2020	FY2019
Revenue	35,442	49,357	50,745
Loss, net of tax attributable to owners of the Company	(4,201)	(1,388)	(6,978)
Employee wages	10,744	15,054	15,201
Income tax expense	(46)	(42)	840

Indirect Economic Contribution

Our business activities generate significant direct and indirect jobs especially in Malaysia where we have established manufacturing facilities. Employee wages and taxes contribute to the local economies.

Suppliers

Our supply chain includes suppliers of raw material, mainly board, metal, components and paint products. We actively engage with our suppliers to ensure they adhere to our social, environmental and quality standards. Our standard procedure for evaluating suppliers includes assessment of their compliance with our social and environmental criteria. The social and environmental indicators included in the supplier assessment include freedom of association, child labor, forced labor, non-discrimination, overtime, health and safety, minimum wage, environmental protection and anti-corruption.

Anti-Corruption

We require high ethical standards from our employees including the directors. We maintain zero tolerance against corruption, bribery, fraud and unethical conduct.

Our Employee Code of Ethics sets out the Group's ethics policy that prohibits accepting or offering illegal payments or gifts. Employees are given a copy of the Code of Conduct and are required to acknowledge they have read and understood the Company's ethics policy. There were no known or reported incidents of corruption in the reported period.

Socio-Economic Compliance

We are committed to conducting our business in a lawful manner in compliance with applicable rules and regulations. There were no known or reported breaches or violations of socio-economic regulations in the reported period.



GRI Content Index

GRI Standard	Disclosure	Page Numbers
GRI 101: FOUNDATION 2016 (GRI 101 does not include any standards)		
General Disclosures		
GRI 102: General Disclosures 2016	Organizational Profile	
	102-1 Name of the organisation	Versalink Holdings Limited
	102-2 Activities, brands, products, and services	AR2021: 2,10
	102-3 Location of headquarters	Malaysia
	102-4 Location of operations	AR2021: 3
	102-5 Ownership and legal form	AR2021: 103
	102-6 Markets served	AR2021: 2
	102-7 Scale of the organisation	AR2021: 10
	102-8 Information on employees and other workers	SR2021: 5-7
	102-9 Supply chain	SR2021: 19
	102-10 Significant changes to the organisation and its supply chain	None
	102-11 Precautionary Principle or approach	SR2021: 9, 16-18
	102-12 External initiatives	SR2021: 3, AR2021: 16
102-13 Membership of associations	SR2021: 12	
Strategy		
GRI 102: General Disclosures 2016	102-14 Statement from senior decision-maker	SR2021: 9, AR2021: 12-15
Ethics and Integrity		
GRI 102: General Disclosures 2016	102-16 Values, principles, standards, and norms of behaviour	SR2021: 13, AR2021: 9
Governance		
GRI 102: General Disclosures 2016	102-18 Governance structure	AR2021: 18-42
Stakeholder Engagement		
GRI 102: General Disclosures 2016	102-40 List of stakeholder group	SR2021: 12
	102-41 Collective bargaining agreements	None
	102-42 Identifying and selecting stakeholder engagement	SR2021: 12
	102-43 Approach to stakeholder engagement	SR2021: 12
	102-44 Key topics and concerns raised	SR2021: 12
Reporting Practice		
GRI 102: General Disclosures 2016	102-45 Entities included in the consolidated financial statements	AR2021: 11,77
	102-46 Defining report content and topic Boundaries	SR2021: 3, 10-11
	102-47 List of material topics	SR2021: 10-11
	102-48 Restatements of information	None
	102-49 Changes in reporting	None
	102-50 Reporting period	SR2021: 3
	102-51 Date of most recent report	24 September 2020
	102-52 Reporting cycle	Annual
	102-53 Contact point for questions regarding the report	SR2021: 3
	102-54 Claims of reporting in accordance with the GRI Standards	SR2021: 3
	102-55 GRI content index	SR2021: 20-21
MATERIAL TOPICS	102-56 External assurance	SR2021: 3
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GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundaries	SR2021: 10,19
	103-2 The management approach and its components	SR2021: 10,19
	103-3 Evaluation of the management approach	SR2021: 10,19

GRI Standard	Disclosure	Page Numbers
Economic Performance		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	SR2021: 19
Indirect Economic Impacts		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundaries	SR2021: 19
	103-2 The management approach and its components	SR2021: 19
	103-3 Evaluation of the management approach	SR2021: 19
GRI 201: Economic Performance 2016	203-2 Significant indirect economic impacts	SR2021: 19
Anti-corruption		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	SR2021: 10, 19
	103-2 The management approach and its components	SR2021: 10, 19
	103-3 Evaluation of the management approach	SR2021: 19
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	SR2021: 19
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	SR2021: 10, 17
	103-2 The management approach and its components	SR2021: 10, 17
	103-3 Evaluation of the management approach	SR2021: 17
GRI 302: Energy 2016	302-1 Energy Consumption within the organisation	SR2021: 8, 17
Emissions		
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	SR2021: 8, 17
	103-2 The management approach and its components	SR2021: 8, 17
	103-3 Evaluation of the management approach	SR2021: 17
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SR2021: 8, 17
	305-2 Energy indirect (Scope 2) GHG emissions	SR2021: 8, 17
Energy		
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GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	SR2021: 8, 17
	103-2 The management approach and its components	SR2021: 8, 17
	103-3 Evaluation of the management approach	SR2021: 17
GRI 303: Water	303-1 Water withdrawal by source	SR2021: 8, 17
Effluents and Waste		
GR 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	SR2021: 8, 17
	103-2 The management approach and its components	SR2021: 8, 17
	103-3 Evaluation of the management approach	SR2021: 17
GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method	SR2021: 8, 17
Environmental Compliance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	SR2021: 8, 17-18
	103-2 The management approach and its components	SR2021: 8, 17-18
	103-3 Evaluation of the management approach	SR2021: 17
GRI 307: Environmental Compliance 2016	GRI 307-1 Non-compliance with environmental laws and regulations	None
Employment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	SR2021: 10
	103-2 The management approach and its components	SR2021: 10
	103-3 Evaluation of the management approach	SR2021: 14
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR2021: 5-7

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