

# Shanaya Limited – FY2023 Sustainability Report

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# Shanaya Limited – FY2023 Sustainability Report

## 1. About Shanaya Limited

Founded in 1998, Shanaya Limited, formerly known as CPH Limited, (the "**Company**", and together with its subsidiaries, the "**Group**" or "**We**") is an integrated solutions provider of environmental services. The Group is primarily engaged in providing waste management and disposal services to industrial and commercial clients and specifically in the collection, transfer, treatment, and disposal of waste services to Cruise and Shipping industries.

Headquartered in Singapore, the Group operates two waste management and treatment facilities, being the Kian Teck Facility and Tuas Facility (collectively, the "**Waste Handling Facilities**"), which provide us with the operating capacity of 250 tonnes per day to manage and sort general waste, as well as the treatment of certain toxic industrial waste.

Through our business value chain, we are committed to offer our customers with innovative solutions that tailor to their needs while playing a vital role in contributing to the circular economy.

An overview of our business value chain is as follows:



We collect the following types of waste:

- General waste such as furniture, electrical appliances, debris, food waste, batteries, paper, metal scraps and dunnage;
- Non-recyclable waste such as oil sludge and oily water (collectively referred to as "**Oil Waste**") and plastics;
- Waste lead-acid batteries and polyvinyl chloride (collectively referred to as "**Toxic Waste**"); and
- Pyrotechnics collected from ships.

The collected wastes are segregated at our Waste Handling Facilities for further processing.

### Kian Teck Facility

Our Kian Teck facility is primarily involved in the collection, storage, sorting and disposal of general waste and baling of recyclable material from non-recyclable waste.

### Tuas Facility

Our Tuas facility is primarily involved in the following activities:

- Collection, storage, sorting, treatment and disposal of non-recyclable waste, Oil Waste and Toxic Waste;
- Temporary storage of pyrotechnics prior to disposal;
- Converting wood-based general waste into wood pellets; and
- Recycling of recyclable general waste.

The recyclable materials are segregated and sent for further recycling and upcycling processes at our downstream recycling partner's facility in Singapore.

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## 2. Reporting Scope and Period

We present this sustainability report (“**Report**”) which provides an overview of the Group’s sustainability performance during the period of 1 January to 31 December 2023 (“**FY2023**” or “**Reporting Period**”), unless stated otherwise.

This Report covers the sustainability performance of our key operating entities operating in Singapore and contributes approximately 100% of the total revenue for the Reporting Period. They are as follows:

S/N	Entity	Country
1	Shanaya Limited	Singapore
2	Shanaya Environmental Services Pte. Ltd. (“ <b>SES</b> ”)	Singapore

## 3. Reporting Framework

This Report is prepared in accordance with Rules 711A and 711B of the Listing Manual Section B: Rules of Catalist (“**Catalist Rules**”) of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) and the guidance set out in SGX-ST’s sustainability reporting guide under Practice Note 7F of the Catalist Rules. This Report is also prepared in accordance with the Global Reporting Initiative (“**GRI**”) Standards for the Reporting Period. We choose to report using the GRI framework as it is an internationally recognised reporting standard that covers a comprehensive range of sustainability disclosures. The GRI content index can be found in Section 14 of this Report.

As part of our continual efforts to align our sustainability reporting with relevant market standards, we mapped our sustainability efforts to the 2030 Agenda for Sustainable Development which is adopted by all United Nations Member States in 2015 (“**UN Sustainability Agenda**”). The UN Sustainability Agenda provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (“**SDGs**”), which form an urgent call for action by all countries - developed and developing - in a global partnership. We incorporated the SDGs, where appropriate, as a supporting framework to shape and guide our sustainability strategy.

Climate reporting is mandatory for the Company from financial year (“**FY**”) 2023 onwards. Our climate-related disclosures are produced based on the 11 recommendations of Taskforce on Climate-related Financial Disclosures (“**TCFD**”).

We relied on internal data monitoring and verification to ensure accuracy for this Report. Internal review on the sustainability reporting process has been incorporated as part of our internal audit review cycle and we will work towards external assurance for our future sustainability reports.

## 4. Feedback

We welcome feedback from all stakeholders on this Report. You may send related questions, comments, suggestions or feedback at: [info@shanayagroup.com](mailto:info@shanayagroup.com)

## 5. Board Statement

We affirm our commitment to sustainability with the publication of our Report. In this Report, we provide insights into the way we conduct our business, while highlighting our key sustainability factors (“**Sustainability Factors**”) under the sustainability pillars of economic, environmental, social and governance that are not only key to our business, but more importantly for the well-being of the local communities where we operate. The Board of Directors (“**Board**”), having considered the Group’s sustainability issues as part of its strategic formulation and business strategies, determines the key Sustainability Factors and oversees the management and monitoring of the key Sustainability Factors including the oversight in assessing and managing climate-related risks and opportunities.

As an integrated solutions provider of environmental services, we play an integral role in contributing to a circular economy. To better position ourselves in the field, we constantly seek to collaborate with our market partners, in enhancing our sustainable waste management and treatment practices. We focus on maximising our operational efficiency and financial sustainability by strengthening our operational

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processes, human capital management as well as investing in modern technology and diversifying into recycling and upcycling of waste with higher value content.

Our sustainability reporting framework ("SR Framework"), as illustrated below, is guided by our business strategy and the SDGs which are primarily driven by the concerns of our key stakeholders. Through our SR Framework, we strive to work closely with all stakeholders in our value chain and actively address their concerns related to each of the key Sustainability Factors as follows:



## 6. Sustainability Performance at a Glance

A summary of our key sustainability performance in FY2023 is as follows:

Sustainability pillar	Performance indicator	Sustainability performance	
		FY2023	FY2022
<b>Economic</b>	Economic value generated (S\$ million) <sup>1</sup>	8.24	7.84
	Operating costs (S\$ million) <sup>2</sup>	6.10	4.95
	Employee benefits expenses (S\$ million)	2.15	2.00
	Payments to providers of capital (S\$ million) <sup>3</sup>	0.64	0.54 <sup>4</sup>
	Taxes to governments (S\$ million)	0.28	0.08 <sup>4</sup>
<b>Environmental</b>	Water consumption intensity (CuM/ revenue S\$'000)	0.33	0.25
	Greenhouse gas ("GHG") emissions intensity (tonnes CO2e/ revenue S\$'000)	0.11	0.11
	Total waste diverted from disposal (tonnes)	3,488	2,521
<b>Social</b>	Number of reported incidents of unlawful discrimination against employees <sup>5</sup>	-	-
	Turnover rate (%)	38	38
	Average hours of training per employee	19	4
	Number of workplace fatalities	-	-
	Number of high-consequence work-related injuries <sup>6</sup>	-	-
	Number of recordable work-related injuries	-	-

<sup>1</sup> Economic value generated includes revenue, other income and interest income, net of government grants, any unrealised gains and one-off insurance claim.

<sup>2</sup> Operating costs include cost of sales, selling and distribution costs, administrative expenses, other expenses, net of depreciation, (write back of)/ impairment loss and write-off of property, plant and equipment, right-of-use asset and employee-related costs.

<sup>3</sup> Payments to providers of capital include interest payments made to providers of financing and dividends to shareholders (if any).

<sup>4</sup> Figures restated due to refinements to computation methodology adopted.

<sup>5</sup> Unlawful discrimination refers to an incident whereby the relevant authority has commenced investigation and resulted in a penalty to a company.

<sup>6</sup> High-consequence work-related injuries refer to injuries from which the worker cannot recover or cannot recover fully to pre-injury health status within six months.

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Sustainability pillar	Performance indicator	Sustainability performance	
		FY2023	FY2022
	Number of recordable work-related ill-health cases <sup>7</sup>	-	-
<b>Governance</b>	Number of incidents of serious offence <sup>8</sup>	-	-

In our pursuit for a sustainable future, we continue to build our technical capabilities by attaining a temporary approval<sup>9</sup> from the National Environment Agency (“NEA”), for the collection, treatment and safe disposal of bio-hazardous waste at our Kian Teck Facility. With this license, the Group started collecting bio-medical waste from its clients for incineration and safe disposal. We are working towards obtaining a permanent license, to enhance our bio-hazardous waste handling capabilities in the interest of sustainability.

With the huge influx of over 2 million cruisers and fleets of over 340 ships<sup>10</sup>, Singapore’s cruise industry rebounded staunchly in 2023. Leveraging the momentum of this recovery, the Group amplified its efforts in promoting environmentally conscious solutions for handling the general waste generated.

As we continue to expand our top line, we shall remain focus in managing nature’s resources, while continue to delve into new areas of waste management for a more sustainable future. With the above said, we remain positive in our waste management efforts and the move towards a truly circular economy to tighten the ends on waste streams, to promote a liveable and sustainable future for generations to come.

<sup>7</sup> Work-related ill health cases refer to negative impacts on health arising from exposure to hazards at work.

<sup>8</sup> A serious offence is defined as one that involves fraud or dishonesty involving an amount not less than SGD 100,000 and is punishable by imprisonment for a term of not less than two years, which is being or has been committed against a company by officers or employees of the company.

<sup>9</sup> Obtained on 9 November 2023 for a period of three months and subsequently extended till 7 May 2024.

<sup>10</sup> Based on information released by the Singapore Tourism Board.

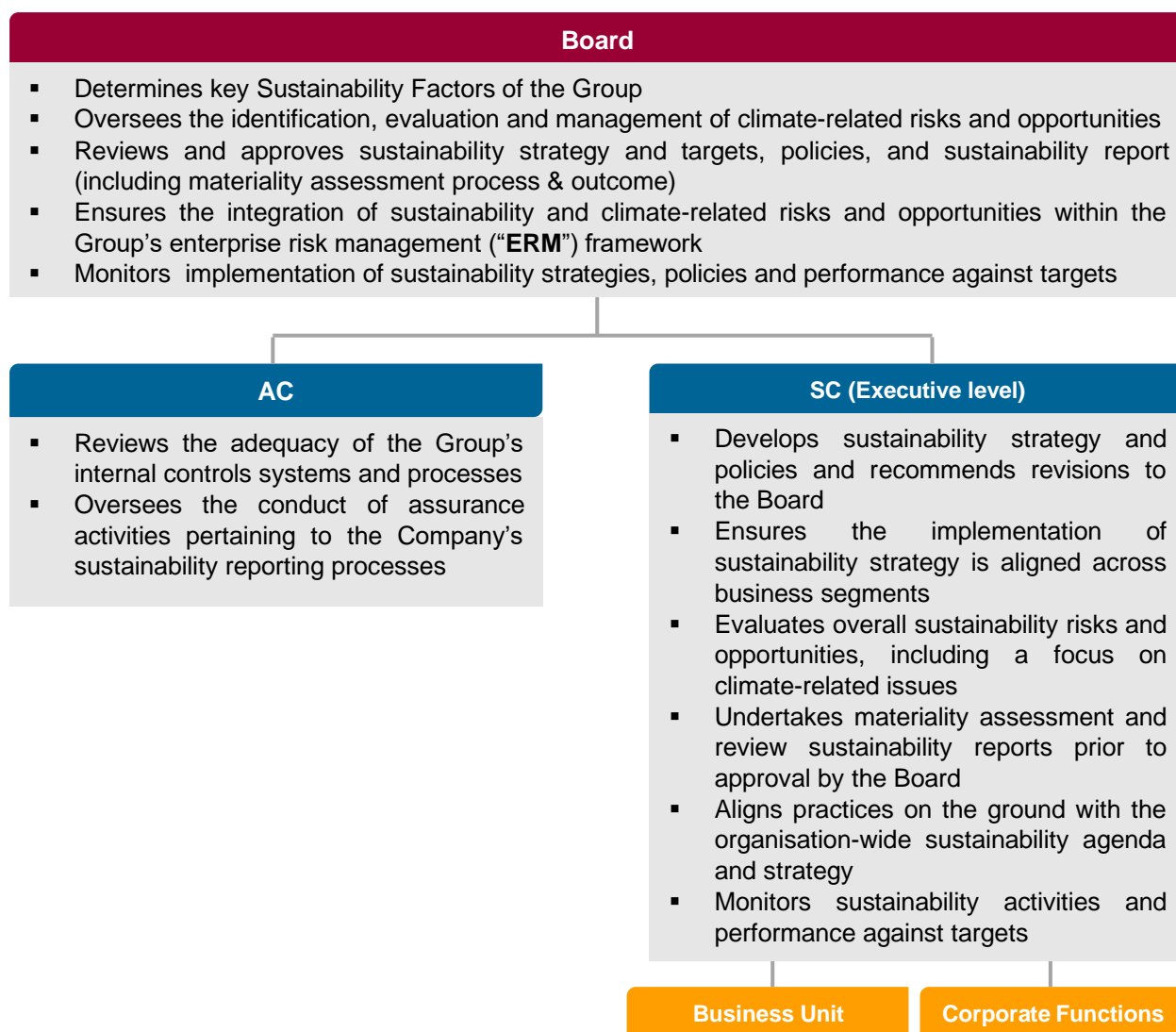
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## 7. Sustainability Governance Structure

Our sustainability strategy is developed and directed by the senior management in consultation with the Board. As part of our continual efforts to upgrade the knowledge of our directors on sustainability reporting and to meet the requirement of Rules 720(6) of the Catalist Rules, all our directors attended the approved sustainability training courses.

The Board is ultimately responsible for the Group’s strategic direction on sustainability including, but not limited to, advising and supervising the development of sustainability strategy and performance targets setting while being supported by an executive level Sustainability Committee<sup>11</sup> (“**SC**”) by virtue of delegation.

Our SC, comprises senior management executives and key managers from various functions, is chaired by the Chief Executive Officer (“**CEO**”). It assists the Board with strategic management of the organisation’s key Sustainability Factors and is tasked with the development of the sustainability strategy, undertaking of materiality assessment on sustainability-related impacts as well as monitoring of the implementation of sustainability initiatives and progress towards achieving performance targets. Beside the SC, the Board is supported by the Audit Committee (“**AC**”) on specific sustainability matters under its terms of reference. The SC is also supported by our business unit and corporate functions for the day-to-day implementation of sustainability-related tasks and initiatives for this Report.



<sup>11</sup> Members of the SC includes our CEO, Chief Administrative Officer, Chief Operating Officer, Chief Sales Officer and Chief Financial Officer.

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As we are still refining our sustainability related metric measuring, tracking and target setting mechanism, we will link key executives' remuneration to sustainability performance when the mechanism is more mature and stable.

## 8. Stakeholder Engagement

Through an internal stakeholder mapping exercise, we identified key stakeholder groups which we prioritise our engagements with. These include entities or individuals that are potentially affected by our activities, products or services and whose actions can reasonably be expected to affect our ability to implement our strategies to achieve our objectives.

Our efforts on sustainability focus on creating sustainable value for our key stakeholders, which comprise communities, customers, employees, regulators, shareholders and suppliers. We actively engage our key stakeholders through the following channels:

S/N	Stakeholder	Engagement channel	Frequency of engagement	Key concerns raised
1	Communities	<ul style="list-style-type: none"> <li>Digital and social media platforms</li> <li>Annual sustainability report</li> <li>Community impact programmes</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>Corporate social responsibilities</li> <li>Environmental initiatives</li> </ul>
2	Customers	<ul style="list-style-type: none"> <li>Customer feedback</li> <li>Email queries</li> <li>Hotline</li> <li>Digital and social media platforms</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>Adherence to licensing and environmental management systems</li> <li>Provision of innovation of solution on environmental services</li> </ul>
3	Employees	Internal communications (i.e., emails and staff meetings)	Daily	<ul style="list-style-type: none"> <li>Career development and training</li> <li>Job security</li> <li>Remuneration</li> <li>Equal employment opportunities</li> <li>Occupational health and safety (“OHS”)</li> </ul>
		<ul style="list-style-type: none"> <li>Townhall meetings</li> <li>Performance appraisal</li> </ul>	Yearly	
		<ul style="list-style-type: none"> <li>Employee engagement sessions</li> <li>Induction and training programmes</li> </ul>	Ad hoc	
4	Regulators	Consultations and briefings organised by key regulatory bodies such as Singapore Stock Exchange, NEA, and other relevant government agencies/ bodies	Ad hoc	<ul style="list-style-type: none"> <li>Corporate governance practices</li> <li>Strict adherence to licensing issued</li> <li>Regulatory compliance including environmental and social compliance</li> </ul>
5	Shareholders	<ul style="list-style-type: none"> <li>Annual report</li> <li>Annual general meeting</li> </ul>	Annually	<ul style="list-style-type: none"> <li>Sustainable business performance</li> <li>Market valuation</li> <li>Dividend payment</li> <li>Corporate governance practices</li> <li>Mitigation to sustainability-related risks and impacts</li> </ul>
		Results announcements	Half-yearly	
		Corporate announcements/ press release	Ad hoc	
6	Suppliers	<ul style="list-style-type: none"> <li>Email communications</li> <li>Face-to-face meetings</li> <li>Phone calls</li> </ul>	Regularly	<ul style="list-style-type: none"> <li>Order volatility</li> </ul>

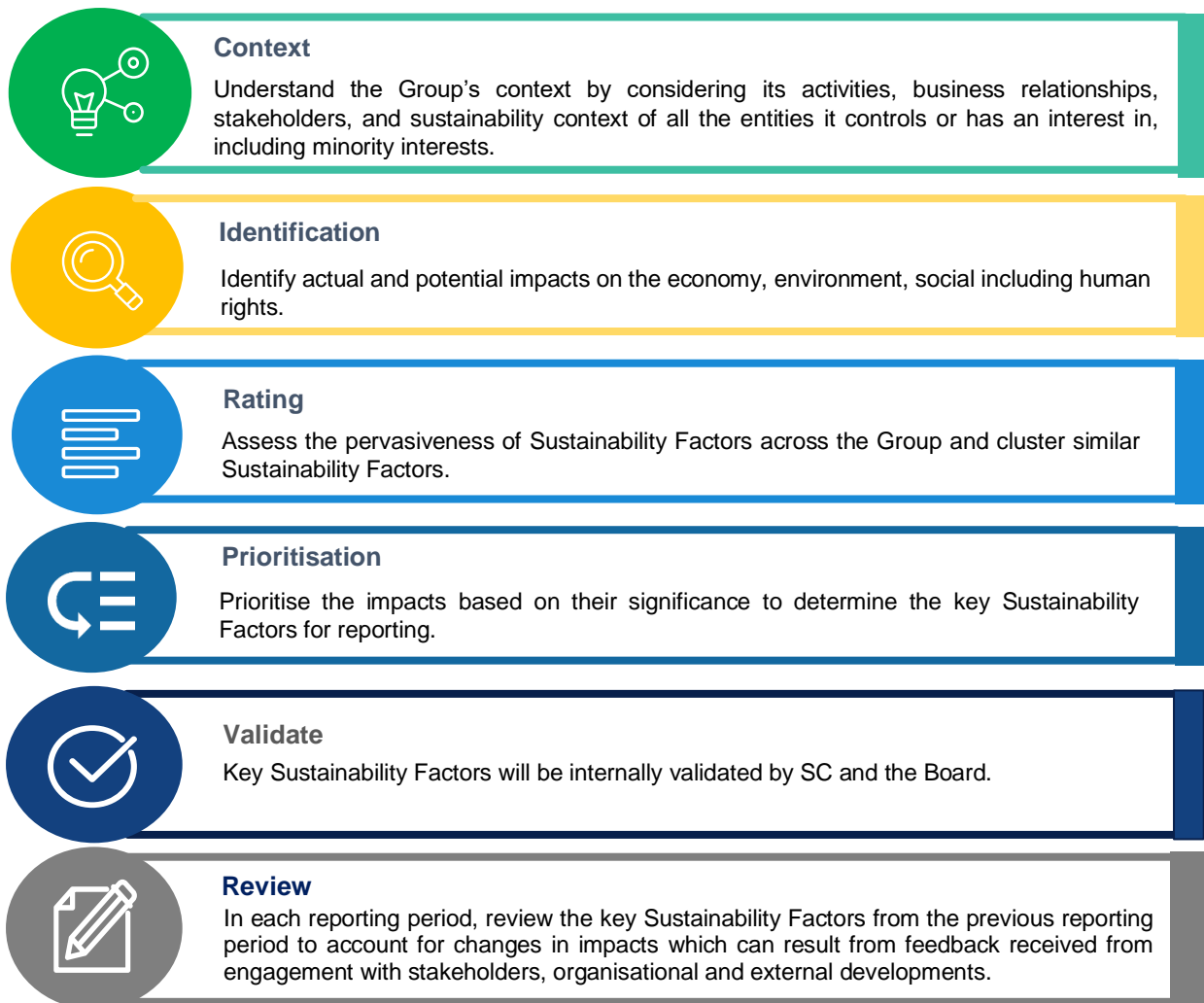
Through the above channels and interactions, we seek to identify relevant material issues, and thereby communicate effectively with our key stakeholders and respond to their concerns more effectively.

## 9. Policy, Practice and Performance Reporting

### 9.1 Sustainability Reporting Processes

A sustainability policy (“**SR Policy**”) covering our sustainability strategies, reporting structure, materiality assessment and processes in identifying and monitoring key Sustainability Factors is in place and serves as a point of reference in the conduct of our sustainability reporting. A sustainability report is published annually in accordance with our SR Policy.

Under our SR Policy, our sustainability reporting process begins with the identification of relevant factors. Relevant factors are then prioritised as key Sustainability Factors which are then validated. The result of this process is a list of key Sustainability Factors disclosed in our sustainability reports. Inter-relationships between the processes are shown in the chart below:





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## 9.2 Materiality Assessment

To align with the GRI standards, we consistently refine our management approach to effectively respond to dynamic shifts within the business landscape. A cornerstone of our commitment is the undertaking of annual materiality assessment to ensure ongoing relevance and materiality of sustainability issues are addressed and disclosed within our Report.

The scope of materiality assessment encompasses both positive and negative, actual and potential impacts that may arise, and are based on: (i) the likelihood of occurrence; and (ii) their significance on the economy, environment, social aspects and contribution to sustainable development.

## 9.3 Performance Tracking and Reporting

We track the progress of our key Sustainability Factors by identifying, monitoring and measuring the relevant data points. In addition, we set performance targets that are aligned with our business strategies to ensure that we remain focused in our path to sustainability. We aim to consistently enhance our performance-monitoring and data collection processes.

## 10. Key Sustainability Factors

In FY2023, we conducted a stakeholder engagement session<sup>12</sup> and materiality assessment to understand the concerns and expectations of our key stakeholders. Through this session and assessment, factors with significant impacts to the sustainability of our business were updated. In this Report, we reported on our progress in managing these factors and set related targets to improve our performance.

Presented below is a list of key Sustainability Factors applicable to the Group for FY2023:

S/N	Key Sustainability Factor	SDG	Key stakeholder
<b>Economic</b>			
1	Sustainable Business Performance	Decent work and economic growth	<ul style="list-style-type: none"> <li>▪ Employees</li> <li>▪ Regulators</li> <li>▪ Shareholders</li> <li>▪ Suppliers</li> </ul>
<b>Environmental</b>			
2	Water Conservation	Clean water and sanitation	<ul style="list-style-type: none"> <li>▪ Communities</li> <li>▪ Regulators</li> <li>▪ Shareholders</li> </ul>
3	Energy and GHG Emissions Management	Affordable and clean energy	<ul style="list-style-type: none"> <li>▪ Communities</li> <li>▪ Regulators</li> <li>▪ Shareholders</li> </ul>
4	Waste Management	Responsible consumption and production	<ul style="list-style-type: none"> <li>▪ Communities</li> <li>▪ Customers</li> <li>▪ Regulators</li> <li>▪ Shareholders</li> </ul>
<b>Social</b>			
5	Employee Health and Safety	Good health and wellbeing	<ul style="list-style-type: none"> <li>▪ Employees</li> <li>▪ Regulators</li> </ul>
6	Development and Training	Quality education	Employees
7	Employee Retention	Decent work and economic growth	Employees
8	Diversity and Equality	Reduced inequalities	Employees
<b>Governance</b>			
9	Corporate Governance	Peace, justice and strong institutions	<ul style="list-style-type: none"> <li>▪ Regulators</li> <li>▪ Shareholders</li> </ul>

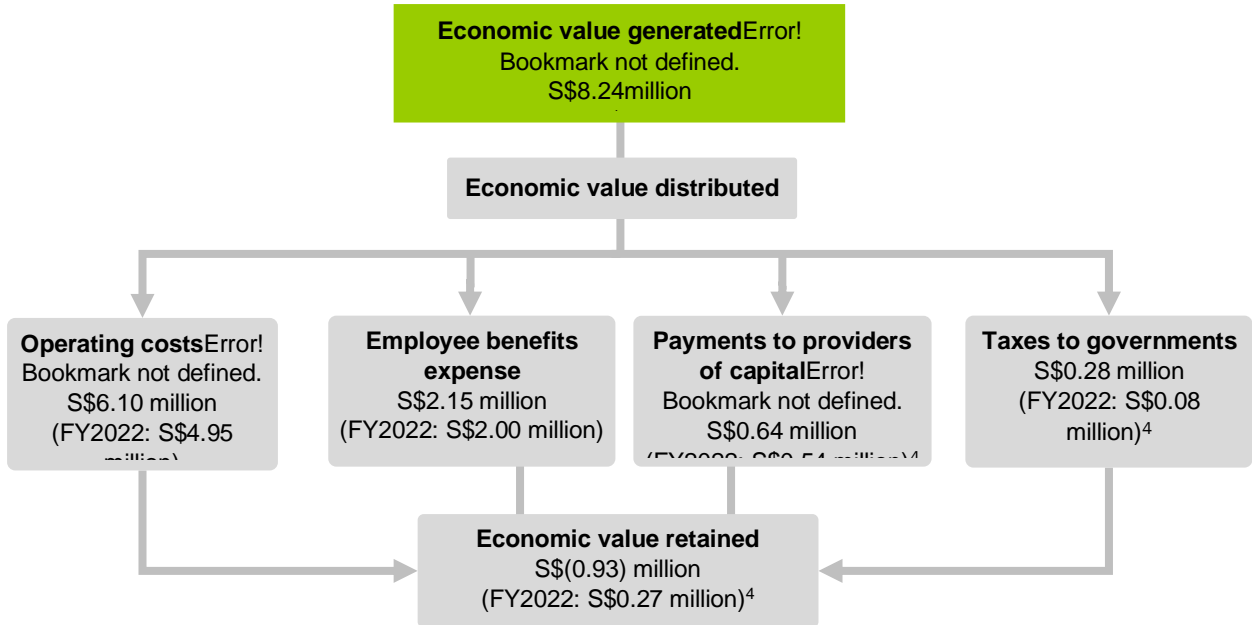
<sup>12</sup> In FY2023, the Company engaged its employees for the materiality assessment performed. We will work towards engaging external stakeholders in our next sustainability report.

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## 11. Management Approach for Key Sustainability Factors

### 11.1 Sustainable Business Performance

The Group’s financial performance supports the creation of long-term value for our stakeholders as well as our sustainability agenda which includes promoting economic development, creating decent employment opportunities, as well as contributing to the local communities. In line with this commitment, economic value generated in FY2023 is distributed as follows to achieve a more sustainable future:



For further details on our economic performance can be found in the financial contents and audited financial statements of our annual report for FY2023 (the "AR FY23" or "AR").

### 11.2 Water Conservation

Inefficient use of water and inadequate management of effluent discharge result in water scarcity and affect the well-being of the society and the environment.

We are committed to responsible usage of water resources through minimising our water consumption and undertaking various water recycling efforts. We rely on water resources primarily for undertaking chemical filtration process for oily water and oil sludge recyclable treatment, office use as well as cleaning of equipment and trucks. Water consumption trends are regularly tracked, analysed and corrective actions are taken when unusual consumption patterns are observed.

Wastewater is generated from our industrial oily water treatment process. It is carefully treated, adhering to stringent environmental standards, before being discharged into the watercourse. To treat wastewater, a wastewater treatment plant ("WWTP") is maintained at our Kian Teck facility. Our WWTP adopts an advance technology from Hydroleap and utilises electrocoagulation, a chemical free and environment friendly process to extract impurities from effluent.

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Our WWTP at Kian Teck Facility

Key statistics on water consumption during the Reporting Period are as follows:

Performance indicator	Unit of measurement	FY2023	FY2022
Water consumption	m <sup>3</sup>	2,672	1,893
Water consumption intensity	m <sup>3</sup> /revenue S\$'000	0.33	0.25

The increase in water consumption intensity can be traced back to the water leakage at Kian Teck Facility. Upon uncovering the leakage, we took immediate action to rectify the incident and revised our operating procedures to prevent the reoccurrence of such an incident.

## 11.3 Energy and GHG Emissions Management

### Our Commitment

Energy conservation and GHG emissions management is of vital concern to us as a waste management company. Our operations involved waste collection, transport, and processing of waste collected, the resultant GHG emissions contribute to air pollution and climate change. Accordingly, we are committed to reduce our carbon footprint whilst open to capitalise on opportunities that may arise as we transit to become a low-carbon organisation.

### Our Approach

We aim to reduce our carbon footprint and at the same time, establish operational resilience to deliver long-term and sustainable value to our stakeholders of communities, shareholders, employees, customers and suppliers. We adopt a balanced approach in effectively managing and minimising the impacts arising from our business operations.

### Decarbonisation Approach

To achieve our decarbonisation goals, we set up a seven-step continuous circular process for our decarbonisation efforts as follows:

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This year, we conducted a GHG emission profiling exercise for our Scope 1, 2 and 3 GHG emissions based on defined organisational boundaries. To run our operations, we rely on the following energy resources:

- Diesel for fuelling vehicle fleet for collecting and disposing general waste; and
- Electricity for operating machinery and equipment, lighting, cooling and office work.

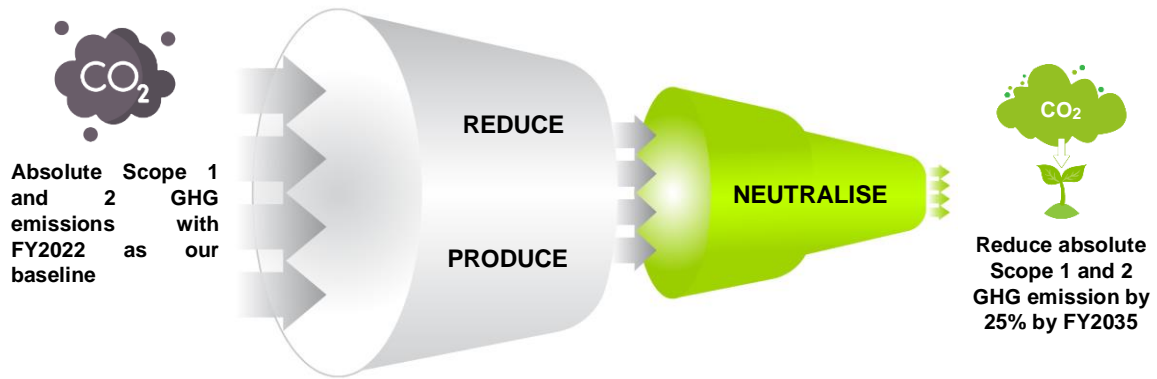
We track and monitor our Scope 1, 2 and certain categories of Scope 3 GHG emissions closely and are developing mechanisms to track our other categories of our scope 3 GHG emissions, where relevant and practicable. We developed a climate change transition plan and will refine and improve our climate change transition plan as we progressively implement the plan, by considering changes in business operations, environment and market trends. Progress updates and performance will be provided in our sustainability reports with assurance on the reporting process covered by an internal review.

## Climate Change Transition Plan

Our climate change transition plan steers us on our decarbonisation journey. Under this strategy, we commit to reduce 25% of our absolute Scope 1 and 2 GHG emissions by FY2035, with FY2022 as our baseline. Our climate change transition plan is focused on three strategic levers of reduce, produce and neutralise as follows:

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## Climate Change Transition Plan



Details of our strategic levers are as follows:

Lever	Reduce	Produce	Neutralise
Description	<ul style="list-style-type: none"> <li>Reduce absolute GHG emissions first within our operations and followed by our supply chain</li> <li>Replace existing energy source with low or zero-carbon sources</li> </ul>	On-site generation of green or renewable energy	Neutralise unavoidable residual GHG emissions
Focus area	<ul style="list-style-type: none"> <li>Energy efficiency and                             <ul style="list-style-type: none"> <li>Machinery equipment</li> <li>Motor vehicles</li> <li>Cooling</li> <li>Lighting</li> </ul> </li> <li>Building design</li> <li>Local supply</li> <li>Clean energy</li> <li>Electric vehicles</li> </ul>	Solar energy	<ul style="list-style-type: none"> <li>Renewable energy certificates (“REC”)</li> <li>Carbon credits</li> </ul>

We track and review spending on energy consumption regularly to control usage and take corrective actions when unusual consumption patterns are observed. We continuously strive to improve our energy use and efficiency through the following initiatives:

Lever	Key initiative	Description
Reduce	Reduction in energy consumption through efficient machinery and equipment	Our initiatives on this front include: <ul style="list-style-type: none"> <li>Regular maintenance of machinery and equipment to ensure good working conditions to optimise energy efficiency;</li> <li>Regular cleaning of filters for air-conditioning systems to reduce air flow resistance; and</li> <li>Adopt greener work practices such as switching off appliances when not in use and enabling power saving modes.</li> </ul>
	Reduction in energy consumption through energy efficient lighting	Our initiatives on this front include: <ul style="list-style-type: none"> <li>Switching to energy-saving light emitting diode where practicable; and</li> <li>Using motion sensors in lighting systems.</li> </ul>
	Reduction through switching to clean energy	We are constantly exploring opportunities to adopt for clean and/or renewable energy available.
	Reduction through replacement of	Our motor vehicles are currently powered by diesel which emit more carbon dioxide than electric vehicles for each unit

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Lever	Key initiative	Description
	existing vehicles with electric vehicles	of distance travelled. We plan to replace our current diesel-powered motor vehicles to electric-powered motor vehicles where practicable.
<b>Produce</b>	Solar energy	We will explore the installation of solar panels on office buildings and distribution centres to further reduce our GHG emissions.
<b>Neutralise</b>	<ul style="list-style-type: none"> <li>▪ REC</li> <li>▪ Carbon credits</li> </ul>	We plan to explore the use of REC and carbon credits to offset unavoidable residual GHG emissions when the relevant markets mature.

Energy conservation and GHG emissions management is of paramount concern to us. As part of our efforts to mitigate the effects of climate change, we are committed to responsible usage of energy and GHG emissions reduction and through enhancing our energy usage efficiency and carbon reduction initiatives.

Key statistics on our energy consumption and GHG emissions during the Reporting Period are as follows:

Performance indicator	Unit of measurement	FY2023	FY2022
<b>Energy consumption</b>			
Diesel consumption	litre	310,677	285,059
Diesel consumption intensity	litre/revenue S\$'000	38.90	36.90
Electricity consumption	kWh	102,228	75,506
Electricity consumption intensity	kWh/revenue S\$'000	12.80	9.77
<b>GHG emissions</b>			
Direct GHG emissions (Scope 1) <sup>13</sup>	tonnes CO <sub>2</sub> e	854	784
Indirect GHG emissions (Scope 2) <sup>14</sup>	tonnes CO <sub>2</sub> e	43	31
Total GHG emissions	tonnes CO <sub>2</sub> e	897	815
GHG emissions intensity	tonnes CO <sub>2</sub> e/revenue S\$'000	0.11	0.11

The increase in energy consumption and the resultant GHG emissions is attributable to the increase in operational activities. An increase in waste collected from our upstream, corresponding increase in waste processed by our downstream, led to an increase in electricity required for processing of waste and diesel for transportation of waste materials.

During the Reporting Period, we started tracking selected Scope 3 GHG emissions of our operations in Singapore as follows:

Category	Coverage	Entity	Unit of measurement	FY2023 <sup>15</sup>
Category 1: Purchased goods and services	Purchased potable water	Group	Tonnes CO <sub>2</sub> e	3.47
Category 7: Employee commuting	Transportation of employees between their homes and their worksites		Tonnes CO <sub>2</sub> e	12.39

<sup>13</sup> GHG emissions from consumption of diesel controlled by the company (Scope 1) are calculated based on the 2006 Intergovernmental Panel on Climate Change (“IPCC”) Guidelines for National Greenhouse Gas Inventories.

<sup>14</sup> GHG emissions from electricity purchased by the company (Scope 2) are calculated using the location-based methods based on the GHG emissions factors published by the relevant local authorities.

<sup>15</sup> No comparative data is available as we started tracking Scope 3 emissions in FY2023. Scope 3 emissions are calculated using a mix of emission factors from “Life cycle assessment of water supply in Singapore — A water-scarce urban city with multiple water sources”, and calculation tools comprising International Civil Aviation Organization Carbon Emissions Calculator and Carbon and Emissions Recording Tool.

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## 11.4 Waste Management

As a responsible waste management company, we strive to manage waste effectively and contribute to the circular economy. We strongly believe that proper waste management is crucial to the conservation of the environment as well as the safeguarding of the well-being of the communities where we operate. Our commitment to waste management aligns with our goals to minimise the resultant environmental impact from waste generation in the practice of sustainable resource conservation.

We are committed to maximising the recycling rate of waste by adhering to the principles of Reducing, Reusing and Recycling (“3R”) at every stage of our operations and provide efficient waste management services for our clients, from collection, transfer, treatment, resource recovery, recycling to disposal of waste materials. We ensure that our operational licenses are renewed annually in order to stay compliant to applicable laws and regulations. To maintain our service standards, a waste management policy is in place and we attained the ISO 14001:2015 and ISO 45001:2018 Standard for Environmental Management Systems certification for waste management.

Most of the waste we collect comprises general and oil waste. For general waste collected, they are sorted into recyclable and non-recyclable materials. Recyclable materials are sent to our downstream recycling partners' facility for further processing whilst non-recyclable waste is sent to the waste-to-energy plant. For Oil Waste collected, they are treated internally and the treated solid waste from oil sludges are properly disposed in accordance with the applicable regulations and procedures.

Key statistics on our environmental sustainability initiatives relating to our waste management business are as follows:

Performance indicator	Unit of measurement	FY2023	FY2022
<b>Total waste collected</b>			
General waste	tonnes	18,108	32,708
Oil waste	tonnes	636,279	7,669
<b>Waste recycled</b>			
Batteries	tonnes	19	14
Paper	tonnes	210	601
Plastics	tonnes	256	28
Metal scraps	tonnes	857	774
Dunnage	tonnes	2,146	1,104
Total waste diverted from disposal	tonnes	3,488	2,521

The increase in waste recycled and Oil Waste produced can be primarily attributed to the escalation of operational activities in the cruise industry, additional wastes were collected and generated.

Under our commitment to waste management and optimisation, we ensure that the Toxic Waste generated in our operations are handled by licensed waste collectors.

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## 11.5 Employee Health and Safety

The health and safety of our employees are of immense importance to us and we are committed to creating a workplace that allows our employees to perform and grow in a safe and healthy environment. We believe that a safe working environment helps to enhance our productivity and operational efficiency.

In line with our belief, SES obtained bizSAFE STAR certificate presented by the Workplace Safety and Health Council as a recognition to our continuous efforts to embed safety in our operations through the implementation of various measures and controls. SES also attained ISO 45001:2018 Standard for OHS Management Systems certification. Under this certification, we established a set of operating and safety guidelines and procedures that is communicated to all relevant stakeholders. In addition, all vehicle drivers, forklift operators, excavator operators, sorters, and helpers must adhere to safety precautions, to prevent any forms of accidents and injuries so as to maintain a safe and healthy working environment among those working within our premises.

We provide health and safety on-the-job training for our employees during the Reporting Period which include both knowledge-based and skills-based training, covering topics such as emergency response, hazard and risk management, as well as health and safety awareness. The programme contents are updated regularly to ensure their relevance.

Other key measures adopted to manage health and safety at our workplaces include:

- Regular performance of risk assessment on manual handling of materials activity, to identify possible hazards and accidents during our operations; and
- An emergency response plan is in place for fire safety.

Key statistics on our work-related injuries and ill health cases are as follows:

Performance indicator	FY2023	FY2022
Number of workplace fatalities	-	-
Number of high-consequence work-related injuries <sup>6</sup>	-	-
Number of recordable work-related injuries	-	-
Number of recordable work-related ill health cases <sup>7</sup>	-	-

## 11.6 Development and Training

We place a high priority on talent competency and development as we believe that well-trained employees are vital to the long-term success of our business. To address skill gaps and help our employees in achieving their career development goals, we regularly assess employees' training needs, and review our existing training initiatives for continued relevance.

In FY2023, we invested in training and development programmes, utilising both in-person and online channels. Our training and development programmes focus on learning and development and familiarising our employees with job requirements include the following:

- Upskilling programmes on technical courses related to job functions;
- OHS programmes;
- Enterprise leadership and talent management courses;
- Webinars from subject-matter experts for middle and senior management levels; and
- Capacity building via professional certification.

During the Reporting Period, we conducted a total of 456 hours of training (FY2022: 104 hours) for our full-time employees. Our employees received an average of 19 hours of training per employee (FY2022: 4 hours).

Key statistics on training hours are as follows:

Performance indicator	FY2023	FY2022
<b>Overall</b>		
Total training hours	456	104
Average training hours per employee	19	4
<b>Gender</b>		
Male	456	100



# Shanaya Limited – FY2023 Sustainability Report

Performance indicator	FY2023	FY2022
Average training hours per male employee	22.8	5.3
Female	-	4
Average training hours per female employee	-	0.6
<b>Management category</b>		
Management	22	20
Average training hours per management employee	3.1	2.9
Non-management	434	84
Average training hours per non- management employee	25.5	4.4

In promoting a high-performance culture, a staff performance appraisal process is in place to conduct performance reviews for eligible employees. The process serves to ensure that our employees can self-assess, provide feedback, engage in competency discussions, and receive necessary coaching and support.

Key statistics on the performance review are provided below:

Performance indicator	FY2023	FY2022 <sup>16</sup>
<b>Overall</b>	100%	-%
<b>Gender</b>		
Male	100%	-%
Female	100%	-%
<b>Employee category</b>		
Management	100%	-%
Non-management	100%	-%

## 11.7 Employee Retention

Effective talent attraction and recruitment, without any bias and discrimination, are essential to build a strong and sustainable talent pipeline for the future. At Shanaya Limited, we adhere to our human resource (“HR”) policy to guide us in recruiting and retaining employees.

Key statistics on new hires and turnover of full-time employees are as follows:

### New Hires

Performance indicator	FY2023		FY2022	
	Number of new hires	New hire rate	Number of new hires	New hire rate
<b>Overall</b>				
New hires rate	6	25%	6	23%
<b>Gender</b>				
Male	5	25%	4	21%
Female	1	25%	2	29%
<b>Age</b>				
Age under 30	2	67%	1	33%
Age 30 - 50	3	23%	5	38%
Age above 50	1	13%	-	-%

### Employee Turnover

Performance indicator	FY2023		FY2022	
	Number of turnovers	Turnover rate	Number of turnovers	Turnover rate
<b>Overall</b>				
Turnover rate	9	38%	10	38%
<b>Gender</b>				

<sup>16</sup> Not available as the data was not tracked previously.

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Performance indicator	FY2023		FY2022	
	Number of turnovers	Turnover rate	Number of turnovers	Turnover rate
Male	7	35%	7	37%
Female	2	50%	3	43%
<b>Age</b>				
Age under 30	2	67%	1	33%
Age 30 - 50	5	39%	6	46%
Age above 50	2	25%	3	30%

We care for our employees' well-being through various employee benefits and organising recreational activities. The employee benefits include medical insurance coverage, medical reimbursement and annual wage supplement for eligible employees.

## 11.8 Diversity and Equality

We value a culture that respects differences, advocates for equality and encourage growth and development that helps every employee in reaching his/her full potential. In line with this, we strive to provide a work environment for employees that fosters fairness, equality and respect for social and cultural diversity, regardless of their gender, age and educational background. During the Reporting Period, we maintain zero incident of unlawful discrimination against employees (FY2022: zero).

As at 31 December 2023, the Group has a workforce of 24 permanent full-time and zero part-time employees (FY2022: 26 permanent full-time employees) and they are all based in Singapore with breakdown as follows:

Key statistics on demographics of our full-time employees are as follows:

### Gender Diversity

On gender diversity, the percentage of female to total number of full-time employees is 17% (FY2022: 27%) and 14% (FY2022: 14%) of managers are females as at 31 December 2023. A Board Diversity Policy is in place as we view diversity at the board level an essential element in supporting sustainable development. Given the nature of our business, the proportion of male employees is generally high. Currently, we have no female representation on Board and we will work towards increasing the number of female directors as we believe that a diverse Board help enhance decision-making capability as well as overall performance of the Company.

Key statistics on gender diversity of our full-time employees are as follows:

Performance indicator	FY2023		FY2022	
	Male	Female	Male	Female
<b>Overall</b>				
All employees	83%	17%	73%	27%
<b>Employee category</b>				
Management	86%	14%	86%	14%
Non-management	82%	18%	68%	32%

### Age Diversity

In relation to age diversity, matured workers are valued for their experiences, knowledges and skills. As at 31 December 2023, 33% (FY2022: 38%) of the workforce and 71% (FY2022: 71%) of managers are above 50 years old.

Key statistics on age diversity of our full-time employees are as follows:

Performance indicator	FY2023			FY2022		
	Age under 30	Age 30 - 50	Age above 50	Age under 30	Age 30 - 50	Age above 50
<b>Overall</b>						
All employees	13%	54%	33%	12%	50%	38%
<b>Employee category</b>						

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Performance indicator	FY2023			FY2022		
	Age under 30	Age 30 - 50	Age above 50	Age under 30	Age 30 - 50	Age above 50
Management	-%	29%	71%	-%	29%	71%
Non-management	18%	65%	17%	16%	58%	26%

## Educational Background Diversity

On diversity in educational background, we seek to create an inclusive environment for employees from different educational background. Due to the nature of our business, our workforce is predominantly non-tertiary educated and such employees contribute to 75% (FY2022: 69%) of our total workforce as at 31 December 2023. We invest continuously in our employees through the provision of training programmes.

Performance indicator	FY2023		FY2022	
	Tertiary	Non-tertiary	Tertiary	Non-tertiary
Percentage of employees by educational diversity	25%	75%	31%	69%

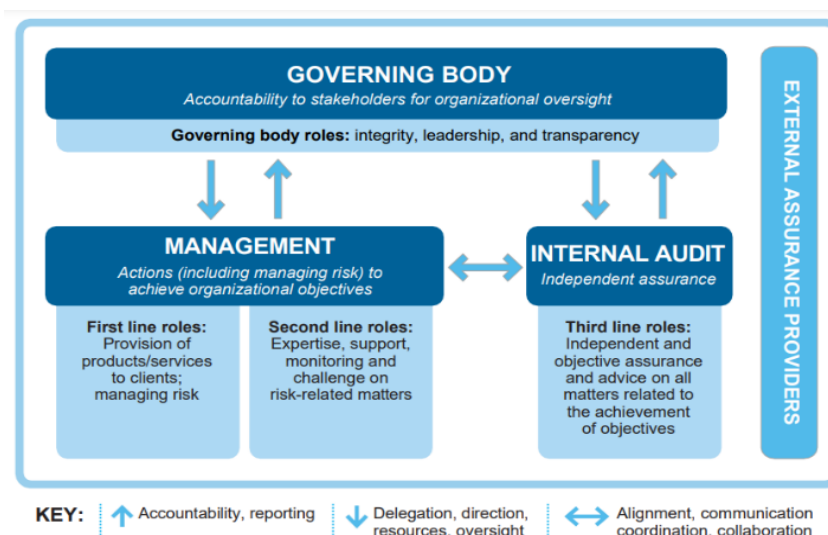
To promote equal opportunity, we instituted various HR-related processes such as the following:

- Staff recruitment advertisements do not state age, race, gender or religious preferences as employment requirements; and
- To promote equal opportunities in the workplace, we provide opportunities for promising employees to attend relevant training programmes regardless of their background.

## 11.9 Corporate Governance

We are committed to high standards of corporate governance as it is integral in ensuring sustainability of our business as well as safeguarding shareholders' interest and maximising long-term shareholder value.

We aligned our corporate governance and risk management approach with the Three Lines Model issued by the Institute of Internal Auditors ("IIA"). The Three Lines Model serves to identify structures and processes that best assist the achievement of organisational objectives and facilitate strong governance and risk management. Under the Three Lines Model, the roles and responsibilities of governing body, management (first- and second-line roles), internal audit (third line roles) and the relationship among them are defined as follows:



Source: Three Lines Model issued by the IIA

The Group has an ongoing process for identifying, evaluating and managing the significant risks faced by the Group. Separately, a whistleblowing policy is in place to provide an avenue for employees and external parties to raise concerns about misconduct or improprieties in the Group through a dedicated

# Shanaya Limited – FY2023 Sustainability Report

whistleblowing channel established, and at the same time assure them that they will be protected from victimisation for whistleblowing in good faith.

Details of the whistle-blowing policy are disseminated to all the employees of the Group and are available on our corporate website. The Group's zero tolerance stance against corruption is also outlined in our whistleblowing policy.

During the Reporting Period, there were zero (FY2022: zero) whistleblowing incident and serious offence (including corruption) raised. In addition, we recorded zero (FY2022: zero) incidents of non-compliance with laws and regulations during the Reporting Period for which fines and/or non-monetary sanctions were incurred.

For further information on our corporate governance practices, please refer to the Corporate Governance Report in the AR FY23.

## 12. Targets and Performance Highlights

To measure our ongoing sustainability performance and drive continuous improvement, we developed a set of targets related to our key sustainability issues. Our progress against these targets is reviewed and reported on an annual basis with details as follows:

Legend	Progress tracking
ooo	New target
●●●	Target achieved
●●○	On track to meet target
●○○	Not on track, requires review

S/N	Key Sustainability Factor	Target <sup>17</sup>	Current year progress
<b>Economic</b>			
1	Sustainable Business Performance	<u>Short-term</u> Improve or maintain economic value generated subject to market conditions	●●●
<b>Environmental</b>			
2	Water Conservation	<u>Short-term</u> Maintain or reduce water consumption intensity	●○○ The increase in water consumption intensity is primary due to the water leakage at Kian Teck Facility
3	Energy and GHG Emissions Management	<u>Short-term</u> ▪ Maintain or reduce GHG emissions intensity by financial year ending 31 December 2025 ("FY2025"), with FY2022 as our baseline <u>Medium-term</u> ▪ Reduce absolute Scope 1 and Scope 2 GHG emissions by 25% and by FY2035, with FY2022 as our baseline	ooo  ooo
4	Waste Management	<u>Ongoing and long-term</u> Maintain or improve total waste diverted from disposal	●●●
<b>Social</b>			
5	Employee Health and Safety	<u>Ongoing and long-term</u> Maintain zero workplace fatalities, work-related injuries	●●●

<sup>17</sup> Time horizons for target setting are: (1) short-term: before FY2025; (2) medium-term: FY2025 – FY2035; (3) long-term: after FY2035; and (4) ongoing: continuous time horizon.





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S/N	Key Sustainability Factor	Target <sup>17</sup>	Current year progress
		and recordable work-related ill health cases	
6	Development and Training	<u>Short-term</u> Maintain or improve average training hours per employee	●●●
7	Employee Retention	<u>Short-term</u> Maintain or reduce employee turnover rate	●●●
8	Diversity and Equality	<u>Ongoing and long-term</u> Maintain zero incidents of unlawful discrimination against employees	●●●
<u>Governance</u>			
9	Corporate Governance	<u>Ongoing and long-term</u> Maintain zero incident of serious offence	●●●

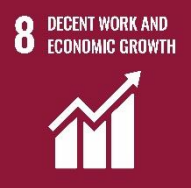



For certain key Sustainability Factors identified above, we are still in the process of setting the related medium and long-term targets as their historical data trends have yet to stabilize. We will disclose such targets in our future sustainability reports when the data trends have stabilized and subject to market trends.

## 13. Supporting the SDGs

The UN Sustainability Agenda provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 SDG, which form an urgent call for action by all countries – developed and developing – in a global partnership. We believe that everyone plays an important role in advancing sustainable development and in order to align our business objectives with the SDGs, we identified a number of SDGs which we can contribute through our business practices, products and services. The SDGs that we focus on and the related Sustainability Factors are as follows:

SDG	Our effort
 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p> <p>Ensure healthy lives and promote well-being for all at all ages</p>	<p><u>Section 10.5 Employee Health and Safety</u> We implement measures such as safety checks, safety training, job safety guidelines and procedures to provide a hazard-free workplace for our employees.</p>
 <p><b>4</b> QUALITY EDUCATION</p> <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>	<p><u>Section 10.6 Development and Training</u> We constantly provide job specific training and development programmes for our employees to help them achieve their career development goals.</p>
 <p><b>6</b> CLEAN WATER AND SANITATION</p> <p>Ensure availability and sustainable management of water and sanitation for all</p>	<p><u>Section 10.2 Water Conservation</u> We implement measures to reduce water wastage and manage the quality of effluent generated from our business operations, which in turn help us to work towards achieving sustainable management and efficient use of natural resources.</p>
 <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p> <p>Ensure access to affordable, reliable, sustainable, and modern energy for all</p>	<p><u>Section 10.3 Energy and GHG Emissions Management</u> We constantly monitor and implement measures to improve our efforts toward energy efficiency and GHG emissions reduction.</p>

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SDG	Our effort
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p> <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p><u>Section 10.1 Sustainable Business Performance</u> We contribute to economic growth through creating long-term value for our stakeholders.</p> <p><u>Section 10.7 Employee Retention</u> We offer our employee various employee benefits as we believe in creating a rewarding working environment, decent and fulfilling jobs for our employees which in turn contributes to economic growth.</p>
 <p><b>10</b> REDUCED INEQUALITIES</p> <p>Reduce inequality within and among countries</p>	<p><u>Section 10.8 Diversity and Equality</u> We ensure equal opportunity for all regardless of gender and age as well as educational background by establishing various HR related policies to facilitate this goal.</p>
 <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>Ensure sustainable consumption and production patterns</p>	<p><u>Section 10.4 Waste Management</u> We are highly committed to minimising waste by adapting to 3R process, Reduction, Reuse and Recycling techniques at every stage of our operation and provide an efficient waste management service to our clients.</p>
 <p><b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective accountable and inclusive institutions at all levels</p>	<p><u>Section 10.9 Corporate Governance</u> We are committed to high standards of corporate governance as we believe that a high standard of corporate governance is integral in ensuring sustainability of our businesses as well as safeguarding shareholders' interests and maximising long-term shareholder's value and carry our business with integrity by avoiding corruption in any form.</p>

## 14. TCFD Disclosures

We are committed to support the recommendations by the TCFD and have disclosed our climate-related financial disclosures in the following key areas:

TCFD recommended disclosures
<p><b>Governance</b></p> <p><b>a. Describe the board's oversight of climate-related risks and opportunities.</b></p> <p>Our sustainability governance structure includes the Board, SC, and various working groups across our businesses. The Board is ultimately responsible for the Group's strategic direction on sustainability including, advising and supervising the development of sustainability strategy, performance targets setting, climate-related risks and opportunities.</p> <p><b>b. Describe management's role in assessing and managing climate-related risks and opportunities.</b></p> <p>Our sustainability strategy is formulated by the SC, in consultation with the Board. The SC, which includes senior management executives and key managers from various functions, is led by the CEO. The responsibilities of the SC include considering climate-related issues in the development of sustainability strategy, target setting, monitoring of the implementation of climate-related initiatives as well as collection, monitoring and reporting of sustainability performance data.</p>
<p><b>Strategy</b></p> <p><b>a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</b></p> <p><b>b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</b></p>

# Shanaya Limited – FY2023 Sustainability Report

## TCFD recommended disclosures

We recognise that climate change poses different types of risks to our business. These include physical risks and transition risks which can have adverse operational and financial impact on our operation.

In FY2023, the Group undertook a climate scenario analysis to identify and assess climate-related risks and opportunities for all our operations. Consistent with the intended scope of our study, we selected scenarios relevant to our businesses and assessed the potential implications of our assets, supply chain resilience as well as business strategies in respect of climate change based on the Representative Concentration Pathway (“RCP”) adopted by the IPCC to examine the potential implications of our assets, supply chain resilience as well as business strategies in respect of climate change as follows:

Scenario	Description
IPCC RCP 2.6/1.5°C	This scenario is in line with Paris Agreement to limit global warming to below 2°C by 2100 as a result of efficiency enhancements and behaviour changes as key mitigation strategy.
IPCC RCP 8.5/4°C	The ‘business-as-usual’ scenario assumes that GHG emissions continue to rise with significant increases in global temperatures of about 4.3°C by 2100, as no concerted efforts are made to reduce GHG emissions.

Based on a climate scenario analysis, the Group identified the potential impact of climate change, both physical and transitions risk on our business, as well as climate-related opportunities which the Group can capitalise on, as follows:

Type	Climate-related risk	Potential impact	Climate-related opportunity
Physical Risk	Increased extreme weather events such as floods	Rising global temperature, increased extreme weather events such as floods, as a result of climate change, may lead to adverse impact on our facilities as well as operations. This will consequentially increase our cost of business operations.	This will raise awareness amongst our employees to be more environmentally conscious and reduce our environmental impact throughout our operations.
Transition Risk	Expansion of carbon pricing mechanism	Changes in policy such as expansion in carbon tax coverage and increase in carbon tax rates may lead to increased operating costs.	This will raise climate awareness amongst our employees. With more defined job responsibilities and training, we will be in a better position to use energy resources responsibly to meet the rising needs and expectations of regulators and our customers.
	Enhanced reporting obligations	Failure to comply with relevant climate reporting requirements imposed by the authority may lead to adverse impacts on the Group’s reputation and financial performance.	This will enhance our adherence to and compliance with relevant rules and regulations to avoid negative impacts on business operations.

The impact of the above climate-related risks is analysed on group-wide activities in the short term (before FY2025), medium term (FY2025 – FY2035) and long term (after FY2035) with details as follows:

### **Warming scenario 1: 1.5°C warming (RCP 2.6)**

Risk	Significance of financial impact <sup>18</sup>		
	Short term	Medium term	Long term
<b>Key physical risk identified</b>			
Increased extreme weather conditions such as floods arising from climate	●	●	●

<sup>18</sup> Significance of financial impact is determined based on the risk appetite established in accordance with the Group’s climate scenario assessment.

# Shanaya Limited – FY2023 Sustainability Report

## TCFD recommended disclosures

change may lead to adverse impact on long-lived infrastructure			
<b>Key transition risk identified</b>			
Changes in policy and regulations such as expansion in carbon tax coverage and increase in carbon tax rates which may lead to increased operating costs	●	●	●
Imposition of more stringent reporting requirements may give rise to higher operating cost and regulatory risk	●	●	●

### Warming scenario 2: > 4°C warming (RCP 8.5)

Risk	Significance of financial impact		
	Short term	Medium term	Long term
<b>Key physical risk identified</b>			
Increased extreme weather conditions such as floods arising from climate change may lead to adverse impact on long-lived infrastructure	NA <sup>19</sup>		●
<b>Key transition risk identified</b>			
Changes in policy and regulations such as expansion in carbon tax coverage and increase in carbon tax rates which may lead to increased operating costs consequentially increase the costs of raw materials.	NA <sup>19</sup>		●
Imposition of more stringent reporting requirements may give rise to higher operating cost and regulatory risk	NA <sup>19</sup>		●

### Legend

● Minor    ● Moderate    ● Major

In terms of our business strategy and financial planning based on the scenarios above, we will continue to formulate adaptation and mitigation plans and explore allocating resources towards transitioning to low-carbon practices. We strive to minimise the climate risks associated with our business and will seize opportunities in an effective manner such as expanding collaboration and partnership with key stakeholders to innovate and develop low carbon goods and services for the market.

### ***c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.***

The resilience of an organisation's strategy is dependent on its ability to adapt and thrive in the face of changing circumstances and emerging risks. The climate scenario analysis is crucial in providing insights on the potential extent of the climate-related risk exposure to our businesses as well as the potential opportunities. Through our climate scenario analysis, we concluded that unmitigated climate risks (under warming scenario 2: > 4°C warming) may result in major financial impact in a long-term. Under warming scenario 1: 1.5°C, there may be moderate level of financial impact arising from the combined effects of carbon tax increase, compliance with stringent reporting requirements, increased cost on operating expenses and potential revenue loss in the medium-to-long term. To address the risks and capitalise on opportunities associated with climate change, we will continuously build on our strategy to remain resilient as we progress in our sustainability journey.

### **Risk Management**

- Describe the organization's processes for identifying and assessing climate-related risks.***
- Describe the organization's processes for managing climate-related risks.***

<sup>19</sup> Not applicable as this scenario is unlikely in the short and medium term.



# Shanaya Limited – FY2023 Sustainability Report

## TCFD recommended disclosures

### ***c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management***

We have included climate-related risks in our ERM exercise. Risks and opportunities identified under our ERM framework, including climate-related ones, are strategically assessed and managed through our risk management process. The framework also covers areas such as the implementation of risk treatment plans and continuous monitoring of risks which was reviewed and updated during the ERM exercise and are also presented to the AC, amongst other enterprise risks. In terms of managing our climate-related risks, we will continue monitoring the trend of climate-related performance indicators.

### **Metrics and Targets**

#### ***a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.***

Our environmental performance, including waste management, GHG emissions and water management are tracked, measured, and the related metrics are disclosed in our Report. Monitoring and reporting of these metrics assist us in identifying areas with material climate-related risks and enable us to track our progress towards reaching our goals.

#### ***b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks.***

To support the climate change agenda, we disclose our Scope 1, Scope 2 and selected Scope 3 GHG emissions in this Report and set climate-related targets such as those related GHG emissions. We recognised the importance of monitoring our indirect Scope 3 GHG emissions and started disclosure of Scope 3 GHG emissions from purchased goods and services (category 1) and employee commuting (category 7) in FY2023 in this report. We aim to better disclose our material Scope 3 GHG emissions by expanding the reporting coverage of our Scope 3 GHG emissions on other categories relevant to the Group and where data is available.

#### ***c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.***

As a commitment towards mitigating climate change, we set climate-related targets related to waste management and GHG emissions management as well as water consumption. For further details, please refer to the Section 10 on 'Water Conservation', 'Energy and GHG Emissions Management' and 'Waste Management'

# Shanaya Limited – FY2023 Sustainability Report

## 15. GRI Content Index

Statement of use	Shanaya Limited has reported in accordance with the GRI Standards for FY2023.
GRI 1 used	GRI 1: Foundation 2021

GRI standard	Disclosure	Location and Omissions
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organisational details	2, AR 3
	2-2 Entities included in the organisation's sustainability reporting	3
	2-3 Reporting period, frequency and contact point	3
	2-4 Restatements of information	4, 10
	2-5 External assurance	3
	2-6 Activities, value chain and other business relationships	2, AR 3
	2-7 Employees	18-19
	2-8 Workers who are not employees	We do not any worker who is not an employee as at 31 December 2023.
	2-9 Governance structure and composition	6, 22, AR 7-8, AR 17
	2-10 Nomination and selection of the highest governance body	AR 19-20
	2-11 Chair of the highest governance body	AR 7, AR 17-18, AR 21
	2-12 Role of the highest governance body in overseeing the management of impacts	AR 7-8, AR 14-22
	2-13 Delegation of responsibility for managing impacts	AR 27, AR 36, AR 85- 90
	2-14 Role of the highest governance body in sustainability reporting	6, 22, AR 7-8, AR 14-22
	2-15 Conflicts of interest	AR 14-16, AR 28
	2-16 Communication of critical concerns	19-20, AR 30
	2-17 Collective knowledge of the highest governance body	6, AR 17-18
	2-18 Evaluation of the performance of the highest governance body	AR 14-24
	2-19 Remuneration policies	AR 24-26
	2-20 Process to determine remuneration	AR 24-26
	2-21 Annual total compensation ratio	Information is not provided due to confidential constraints.
	2-22 Statement on sustainable development strategy	3-5, AR 4-6
	2-23 Policy commitments	6-9, 15, 18, 19-20, AR 14-15
	2-24 Embedding policy commitments	6-9, 15, 18, 19-20, AR 14-15
	2-25 Processes to remediate negative impacts	19-20, AR 30
	2-26 Mechanisms for seeking advice and raising concerns	19-20, AR 30
	2-27 Compliance with laws and regulations	6-9, 15, 18, 19-20, AR 14-15
	2-28 Membership associations	None
	2-29 Approach to stakeholder engagement	7-9
	2-30 Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	8-9
	3-2 List of material topics	9

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GRI standard	Disclosure	Location and Omissions
	3-3 Management of material topics	10-20
Sustainable Business Performance		
GRI 201: Economic Performance 2016	3-3 Management of material topics	10
	201-1 Direct economic value generated and distributed	10
	201-2 Financial implications and other risks and opportunities due to climate change	22-25
	201-3 Defined benefit plan obligations and other retirement plans	AR 4, AR 11, AR 45, AR 58, AR 80, AR 84-85
	201-4 Financial assistance received from government	AR 57, AR 80
Corporate Governance		
GRI 3: Material Topics 2021	3-3 Management of material topics	19-20
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	19-20
	205-2 Communication and training about anti-corruption policies and procedures	19-20
	205-3 Confirmed incidents of corruption and actions taken	19-20
Energy and GHG Emissions Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	11-14
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	14
	302-2 Energy consumption outside of the organization	14
	302-3 Energy intensity	14
	302-4 Reduction of energy consumption	11-14
	302-5 Reductions in energy requirements of products and services	11-14
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	14
	305-2 Energy indirect (Scope 2) GHG emissions	14
	305-3 Other indirect (Scope 3) GHG emissions	14
	305-4 GHG emissions intensity	14
	305-5 Reduction of GHG emissions	11-14
	305-6 Emissions of ozone-depleting substances (ODS)	Disclosure is not applicable as we do not emit a material amount of these emissions through our products, services and operations.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Disclosure is not applicable as we do not emit a material amount of these emissions through our products, services and operations.
Water Conservation		
GRI 3: Material Topics 2021	3-3 Management of material topics	10-11
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	10-11
	303-2 Management of water discharge-related impacts	10-11
	303-3 Water withdrawal	10-11
	303-4 Water discharge	10-11
	303-5 Water consumption	10-11

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GRI standard	Disclosure	Location and Omissions
Waste Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	15
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	15
	306-2 Management of significant waste-related impacts	15
	306-3 Waste generated	15
	306-4 Waste diverted from disposal	15
	306-5 Waste directed to disposal	Moving forward, we plan to develop a tracking mechanism and report our waste directed to disposal wherever practicable
Employee Retention		
GRI 3: Material Topics 2021	3-3 Management of material topics	17-18
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	17-18
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	17-18
	401-3 Parental leave	During FY2023, we do not have employees who are entitled to Parental Leave.
Employee Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	16
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	16
	403-2 Hazard identification, risk assessment, and incident investigation	16
	403-3 Occupational health services	16
	403-4 Worker participation, consultation, and communication on occupational health and safety	16
	403-5 Worker training on occupational health and safety	16
	403-6 Promotion of worker health	16
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	16
	403-8 Workers covered by an occupational health and safety management system	16
	403-9 Work-related injuries	16
	403-10 Work-related ill health	16
Development and Training		
GRI 3: Material Topics 2021	3-3 Management of material topics	16-17
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	16-17
	404-2 Programs for upgrading employee skills and transition assistance programs	16-17
	404-3 Percentage of employees receiving regular performance and career development reviews	16-17
Diversity and Equality		

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GRI standard	Disclosure	Location and Omissions
GRI 3: Material Topics 2021	3-3 Management of material topics	18-19
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	18-19
	405-2 Ratio of basic salary and remuneration of women to men	Information is not provided due to confidential constraints.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	18-20