

SUSTAINABILITY
REPORT

2017



INNOTEK

*Heading towards Sustainable
Development*

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1 About this Report

InnoTek Limited (“InnoTek” or the “Group”) is pleased to present its inaugural sustainability report covering its sustainability efforts in the financial year ended 31 December 2017 (“FY2017”). This sustainability report provides an account of InnoTek’s material sustainability matters that are of importance to the Group’s business and its stakeholders.

With close to twenty years of experience in the industry of Precision Metal Stamping and Die Maker Industry, we are committed and take responsibility in setting the standards of sustainable practices within our industry.

Reporting Scope and Period

As our first sustainability report, the report provides an overview of InnoTek’s sustainability performance as well as its strategies and practices, while highlighting the economic, environmental and social impacts of the Group’s business and developments. This report covers FY2017 from 1 January to 31 December 2017. To reaffirm our commitment towards sustainability, we will be publishing our report on an annual basis from FY2018 onwards.

Reporting Process

In each reporting cycle, InnoTek’s Sustainability Reporting Committee (“SR Committee”) reviews the content of the report to ensure that the current and emerging material issues of significance pertaining to sustainability and the interests of our stakeholders are addressed.

The sustainability committee includes the Chief Executive Officer, Chief Operation Officer, Corporate Controller, and the General Manager of each of the Group’s subsidiaries.

GRI Guidelines

This report has been prepared in accordance with the Global Reporting Initiative (“GRI”) Standards. The GRI Standards are the most widely adopted global standards for sustainability reporting and provide businesses and organisations worldwide the framework to measure, understand and communicate their critical sustainability issues on environmental, economic, social performance ability issues to stakeholders.

Feedback

We value feedback from our stakeholders as it allows us to continually improve our sustainability policies, processes and performance. Kindly address all feedback to the SR Committee at sr@innotek.com.sg. Your feedback and suggestions are important to us and will be considered as part of our on-going initiatives to improve on our future reporting.

2 Statement from the CEO

Dear stakeholders,

The Board is pleased to present the Group's inaugural sustainability report, featuring our sustainable approach and practices to achieving sustainable value for our shareholders. Reviewing last year's performance, we emerged with another profitable year for the Group. Our performance was set amidst the backdrop of the ever-changing industry demands and increased competition. Yet it is also with strategic stewardship that we were able to deliver a healthy set of results to our stakeholders. InnoTek reported a revenue of S\$212.7 million in FY2017 with a net profit after tax of S\$ 9.8 million.

Opportunities

In view of the shifting manufacturing scenes with focus on lower-cost Southeast Asian countries and to strengthen our synergies with our clientele in our Office Automation ("OA") segment, we have incorporated a subsidiary in Thailand, Mansfield (Thailand) Co. Ltd. to engage our customers and support our operations. The facility is due to commence production in the second half of 2018, upon completion in the second quarter of 2018.

Forward Strategy

InnoTek adopts the strategy of product innovation and sustainable value creation. We are continually engaging in research and development to enhance manufacturing efficiency and sustainability. In line with this cause, we have also invested and adopted robotics and automation into our productions processes.

As the TV and automotive are our core developing businesses, we are cautiously optimistic with our progress and prospects in these segments. With the TV sector seeing stable growth, we will continually deliver quality finishes while refining our manufacturing processes. With China's automotive industry experiencing a gradual transition, we are continually pursuing new programmes and collaborations with global suppliers, while exploring other related products.

In line with the demand of products made of aluminium alloy and other light metals, the Group has invested and capitalized on advance technologies like cold-forging, computer numerical control machining and surface decoration for precision machining segment specialised in metal-related components for customers in the TV and automotive industries.

Gearing towards Greater Sustainable Value Creation

Over the years, the Group's strategy has evolved to a sustainability-oriented approach that aims to deliver sustainable value to our shareholders while addressing societal needs from social, economic and environmental perspectives. The Group acknowledges the importance of gearing towards a sustainable value chain, enabling the Group to maintain its competitive advantage through sustainable and profitable avenues.

In line with building a sustainable value chain, we are prudent in selecting suppliers who align with our vision of sustainability. We also seek to create sustainable positive impact for communities around us, as with our core value of balancing the organisation's success with our contribution back to the society.

Engaging our Stakeholders

Lastly, InnoTek believes that stakeholder participation plays a key role in our Group's journey towards creating sustainable value. We would like to extend our deepest gratitude to all our stakeholders: our shareholders, investors, customers, employees, suppliers and business partners, for contributing to our Group's success.

As we gear towards a sustainable future together, we look forward to partnering with you to achieve greater sustainable growth. Your unwavering support and faith in us have been tantamount to our success and will continue to be a key driving factor as we strive for greater achievements.

With utmost gratitude,

Mr Lou Yiliang

Chief Executive Officer

InnoTek Limited

3 Overview of the Group

Corporate Profile

InnoTek Limited is an investment holding company. The principal activities of the subsidiaries include: manufacturing and sale of precision metal stamping components, tooling and die-making, sub-assembly of stamped components, frame components and investment holding. Its segments include precision components and tooling assembly, precision subassemblies and corporate.

The precision metal components and tooling assembly segment specialize in sales of stamping components, tooling design and fabrication to a range of industries, such as automotive, office automation and consumer electronics products. The segment also provides die-making services to manufacturers of such products. The precision machining segment specializes in the production of TV bezels and car display panels. It also offers products made of aluminium alloy and other light metals for customers in the television and automotive industries.

Vision

To be the Number One choice in precision manufacturing.

Mission

Our mission is to provide innovative products, technologies and business solutions for our customers to help them achieve their operating and business goals.

We will continuously invest in technology and develop an operational structure that allows our customers to meet their cost targets while simultaneously assuring a good return to our shareholders. We always respect the value of our employees and invest in them, our most important asset, as they are the fuel for our growth as an organisation.

Group's Strategic Goals and Board Value Drivers

Customer Oriented

⑩ Customer satisfaction is our utmost priority and duty.

Delivering Our Promises

⑩ We honour and deliver our promises with integrity.

Our Commitment to Excellence

⑩ We are constantly improving and innovating to develop with the highest quality assurance.

Betterment of the Future

⑩ We develop and empower our people to their fullest potential.

Delivering Shareholder Value

- ✓ Ensure continuity of businesses and increase shareholder returns.
- ✓ Increase returns and market value of shareholders' investment.
- ✓ Preserve shareholder investment.

4 Business Philosophy and Values

Fundamental Beliefs

The Board recognises the importance of a sustainable business, and the Group's business strategy includes integrating the needs of the society and the environment into its business goals. The Board believes that to grow sustainably, the Group has to actively engage and deliver value to its stakeholders, from its employees to the community, and to be responsible stewards of its natural environment.

Commitment

Our commitment to sustainability stems from our sustainable management strategy of creating social, economic and environmental impact across our value chain.

Empowering our People

With our people being a key driver of our growth, this means creating an impact on people both within and beyond our business. Within our business, we adopt good human resource policies and practices that promote equality and safety in our workplace. We also strive to promote individual accountability and teamwork, one of our core values. We are committed to creating a safe and conducive workplace for our people for them to perform optimally.

Beyond our business, we strive to positively impact and contribute back to our community. Our Group proactively collaborates with organisations from regions of our operations to directly impact and interact with these communities at ground level. Our various initiatives conducted aim to create social impact amongst less privileged communities and to empower and develop them. For our subsidiary in Suzhou, the Group participated in a charity event jointly organised with the Suzhou Labour Union and China Lion Federation, Suzhou Wuyue Service Team and Suzhou Rainbow Service Team to bring joy and encouragement to the residents of Suzhou Mudu Centre for the Disabled.

Protecting our Environment

We also commit to sustainable practices to reduce our environmental footprint as we strive to make our operations more energy-efficient. As responsible stewards, we uphold our commitments in preserving the environment and reducing negative impacts.

Over the years, we have streamlined our processes to increase energy-efficiency and reduce waste production. Managing our supply chain sustainably, we are selective of our suppliers and have influenced many to endorse sustainable performance measures and practices in their business operations as well.

The Group continues to play its part in ensuring energy conservation in its facilities and offices by cutting down on their energy consumption, which have resulted in greater operational efficiency and at the same time reduced environmental impacts.

Goals and Achievements

The Group aims to continuously seek business opportunities in line with our strategic growth and to deliver value to our customers and stakeholders as we continue to explore and expand our business operations. Within the industry, we have upheld a reputation for quality and high standards in our operations, as well as excellence in our operations management.

As a group and across our various subsidiaries, we have attained several awards and certifications such as the following:

- ISO 9001:2015 Certification – Quality Management Systems
- ISO 14001:2015 Certification – Environmental Management Systems
- IATF 16949:2016 Certification – Quality Management Systems for Automotive Sector
- Certified Authorised Economic Operator (AEO) – Voluntary, Globally Recognised Supply Chain Accreditation
- Corporate Governance Award
- Transparency Award for Small & Mid Cap (2017)

Membership of Associations

Aspiring to widen our exposure to Industry standards and collaborate within and beyond the industry to improve on current sustainable practices, Mansfield Group has joined and taken up leadership positions for the following associations:

- Suzhou New District Overseas Chinese Chamber Association (OCCA)
- Suzhou New District HR Manager's Associations
- Vice-President of the Shenzhen Commercial Display System Industry Association

5 Sustainability Approach

Our Approach

InnoTek's strategic approach has transformed across the years, from a classical economic-based manufacturing strategy to a sustainability-oriented approach. This approach encompasses balancing holistic goals of economic, environmental and social perspectives with our commitment to actively engage stakeholders throughout the value-delivery process; our sustainability approach extends beyond meeting stakeholders' requirements to enhancing stakeholders' participation in our chain of sustainable value creation.

Recognising key challenges and risks involved in sustainable development under the backdrop of our competitive manufacturing industry, we have established a Sustainable Reporting Committee to balance our sustainable goals with our dedication to delivering quality performance to our stakeholders.

Committee Structure

The SR Committee is headed by the Chief Executive Officer, Mr Lou Yiliang, and formed by the top management across all the subsidiaries. The focus of the SR Committee lies in the areas of formulating, implementing and reviewing the Group's sustainable policies and practices, sustainability development programs and initiatives. Periodic reviews are made to ensure the effective implementation and engagement of the Group as a whole and in-line with the Group's strategic development.

SR Committee Sponsor		
Chief Executive Officer		
SR Committee Champion		
Chief Operating Officer ¹ Group Corporate Controller		
SR Committee		
InnoTek Ltd		Mansfield manufacturing Co. Ltd. (HK)
Chief Executive Officer Corporate Controller Company Secretary & General Counsel		Chief Operating Officer Director of Group Internal Audit Finance Controller Legal & HR Director
Entity		
Tooling	Feng Chuan Tooling (Dongguan) Co. Ltd. (PRC)	General Manager
Metal Stamping	Sun Mansfield Manufacturing (Dongguan) Co. Ltd. (PRC)	General Manager
	Mansfield (Suzhou) Manufacturing Co. Ltd. (PRC)	General Manager
	Mansfield Manufacturing (Wuhan) Company Limited (PRC)	General Manager
Precision Machining	Magix Mechatronics (Dongguan) Co. Ltd. (PRC)	General Manager

¹ As per the Group's announcement dated 9 April 2018, Chief Operating Officer, Mr Kuang Yu Bin, left the Group to pursue other opportunities on 30 June 2018.

6 Identifying Material Aspects

Materiality Assessment

The Group engaged a team of external sustainability consultants to assist the Group's SR Committee in identifying and prioritizing issues that are most material and relevant to the Group and its stakeholders.

These issues are then linked to the overall strategy and risk management approach. The Environment, Social and Governance ("ESG") Materiality Assessment was performed with the facilitation of the team of external consultants, where each ESG factor in the GRI ESG universe was thereafter ranked by the SR Committee members according to the influence on stakeholder decisions and significance of environmental and social impacts. Subsequently, a reporting plan on the identified GRI factors has been established based on the aggregated assessment results.

Material ESG Factors

The SR Committee has identified the following material ESG factors for FY 2017:

- GRI 308 - Supplier Environmental Assessment
- GRI 401 - Employment
- GRI 403 - Occupational Health and Safety

7 Stakeholder Engagement

In identifying the key groups of stakeholders, we assessed the level of significance of the stakeholders' interests in sustainability issues and also the potential impact and influence of these stakeholders on the Group's businesses and operations.

The following four key stakeholder groups have been identified:

1) Our Employees

We recognise that our employees are fundamental to the Group's growth and operations. We are committed to developing them to increase their engagement and contribution to the company.

2) Our Customers

We aspire to meet beyond our customer satisfaction, which reflects our sales and revenue. We aim to build on our brand equity to expand our market share, and continuously strive to understand our customers' needs and expectations to build lasting relationships with our customers.

3) Our Shareholders and Investors

We aim to build on strong fundamentals to deliver continued earnings growth and maximize shareholder return. We also strive to maintain good corporate governance and improve levels of transparency through financial and sustainability reporting and timely communication.

4) Our Business Partners

We work closely with our business partners to ensure that all our operations are performed in line with our adopted sustainable practices and up to industry standards.

8 Our People, Our Strength

The Company recognises that our strength lies in our people. We firmly believe in the importance of talent development to the sustainable growth of the company. Every year, we continue to dedicate time and resources to develop our people, to ensure that our talent will continue to be engaged, encouraged and empowered to soar together towards our common goal.

As part of our commitment to developing talent, we strive to create an inclusive workplace where each individual is valued and recognised for his or her contribution. We recognise the importance of diversity in strengthening our core values of teamwork, communication and creativity, and in forming a competent and united workforce. We provide equal opportunities to all employees without discrimination.

As of 31 December 2017, we have a total of 2850² fulltime employees. In general, the Group was able to maintain a strong and healthy workforce in spite of the relatively high turnover rate which is inherent in the manufacturing industries. The reduction of headcount of around 600 staff is mainly due to the reorganization and restructuring efforts the Group was going through during the year and the transformation of production lines from largely relying on low-skilled manual work to semi-automation and automation with higher efficiency, accuracy and productivity. Employment numbers for high-skilled positions remains consistent, with our key management personnel unchanged in FY2017.



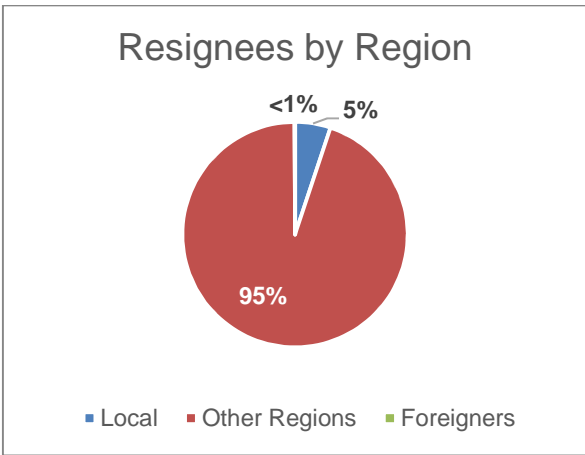
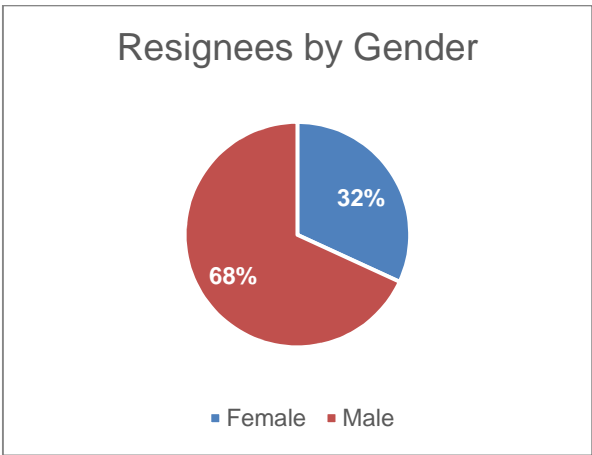
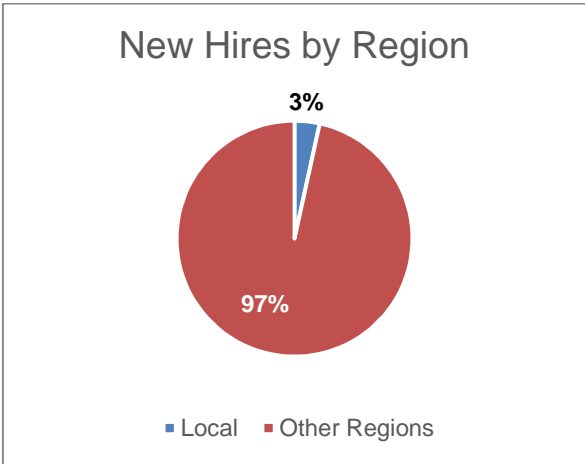
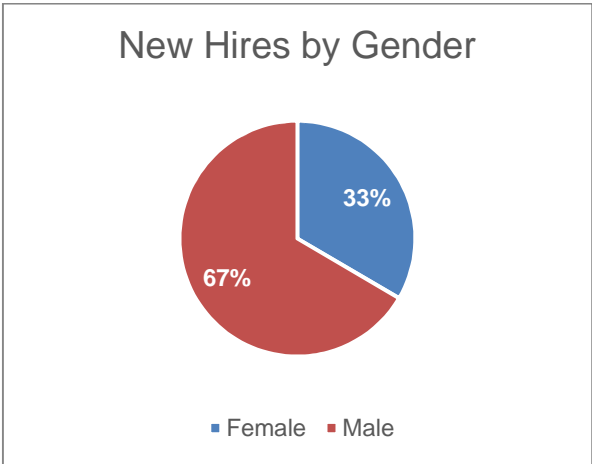
² Please note the total headcount of the Group does not include the following:

- that of Anhui KM Technology Company limited as the Group is not the controlling shareholder.
- that of Mansfield Technology (Weihai) Co. Ltd., which was established in October 2017, as it was not in operation yet as of the end of 2017.

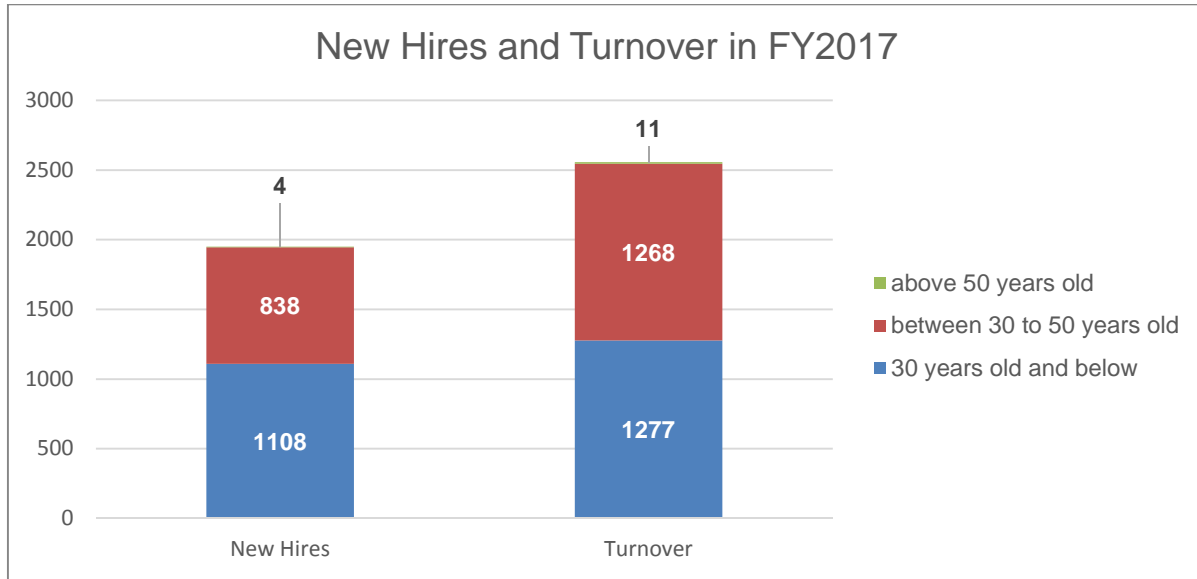
Likewise, the new hire and resignee data does not include the 2 aforementioned entities, either.

New Hires and Resignations

We value the importance of diversity and hire from a mix of genders, regions and age groups. Of our 1950 new hires of 2017, we have a gender ratio of 33% females to 67% males. A similar ratio is observed in our number of resignees as well. Besides hiring from our local region, we also reach out extensively to talent and manpower beyond our local region; 97% of our employees come from other regions / provinces of the PRC.



We also strive to hire our people across various age groups without bias. Of our new hires, a majority of 57% are aged 30 and below, while the remaining 43% are above 30 years old.



In FY2017, our monthly average turnover rate read around 11% which was relatively high because of restructuring of the Group. Moving forward, we aim to improve this figure in the next financial year and firmly commit to providing our employees with more development opportunities to ensure a sustainable operations model. We also aim to continuously refine our hiring strategy and improve on the workplace culture, with the aim of engaging, retaining and grooming our talent.

Benefits and Welfare

With our people being our assets, we believe in valuing and recognising our people's achievements through rewards and competitive remunerations. Each of our employees is entitled to a set of attractive benefits including but not limited to:

Item	Benefits	Descriptions
1	Five social insurance and one housing fund (“五險一金”)	Employees are entitled to five social insurances and one housing fund contributed by the Group according to the labour law in PRC as follows: (a) Endowment insurance; (b) Occupational insurance; (c) Medical insurance; (d) Unemployment insurance; (e) Maternity insurance; and (f) Housing Provident Funds.
2	Medical benefits and health screenings	Employees are reimbursed for medical consultations. We also arrange annual health screenings for our employees to ensure that our employees are in the best of health.
3	Disability and Life Insurance	All our employees are covered under insurance for work-related injuries. This accords them with some financial protection in the event of incidents arising under working circumstances. Our life insurance also provides financial support and risk coverage to intermediate families in the event the employee suffers from critical illness or permanent disability.
4	Year-end performance bonus	Employees are entitled to year-end performance bonuses depending on the performance of the Group and individual upon appraisal.
5	Company retreat	Employees who are with the Group for more than one year are entitled to an all-expense paid retreat organized by the Group each year.
6	Annual appreciation events and festival celebrations	We organise company events annually to celebrate and recognise the efforts of our employees. Embracing diversity and to honour our rich heritage and culture, we celebrate important festivals as a company and often provide festive gifts to our employees. Festivals we celebrate include: International Women's Day, Spring Festival, and also Mid-autumn Festival.

The Group is periodically reviewing and enhancing our resource policies and practices to provide a fair and safe workplace for our employees. In line with our Group's core values of teamwork, we strive to promote a safe and conducive workplace for our people to perform efficiently and effectively.

Mandatory Contribution to the Social Insurance

With the recent revision of the Social Insurance Law in 2011, the law mandates all employers in China to enrol each employee in the five insurance programs: basic pension, basic medical insurance, work-related injury insurance, unemployment compensation, and maternity insurance. Contribution to the housing fund is also made mandatory.

Under the Social Insurance Law, on top of the monthly contribution made by the employee, the Group also makes monthly contributions to the employee's Social Insurance Programs and Housing Fund. Contribution rates for employees and employers vary depending on the city jurisdiction, and subject to updates on a yearly basis.

Parental Leave

With the goal of revitalising population growth and with the formal phasing out of the four-decade old one-child policy in recent years, the Chinese government's family planning policy has also shifted to one that is more pro-family. In support of the government's pro-family legislations, the Group adopts welfare practices and strives to build a family-friendly workplace culture.

As part of the enhancements of the family planning policy, parental leave has increased from 138 to 158 days of paid maternity leave for women and from 15 to 30 days of paternity leave for men. The duration of parental leave differs from province to province.

In FY2017, the Group had a return-to-work rate of 93%. Out of the 20 female employees and 26 male employees who have taken parental leave, 17 female employees and 26 male employees have resumed work with our Group thereafter. The 3 female employees left the Group on their own accord to progress their career elsewhere.

Reviewing 2016, amongst the 23 female employees and 30 male employees who resumed working with us after their parental leave, 70% and 83% of these female and male employees respectively have remained employees of the Group for more than a year since.

The Group will continually work towards building a pro-parent workplace through enhancing our company welfare practices and culture.

9 Building a Safe and Conducive Workplace together

Keeping our core value of achievement close at heart, we take pride in building a safe, conducive and healthy workplace as our commitment to developing our people. Being a major manufacturing company, we regard workplace safety with utmost importance and recognise our duty of care to account for the safety and health of each of our employees. We are constantly striving to build a safe and conducive workplace through continually reviewing our safety regulations and conducting risk assessments to strengthen our control measures, with the aim of minimizing the likelihood and impact of any possible hazardous occurrence.

Safety Committee

With our on-going focus on the health and safety of our employees, we have established a Safety Committee in each of our subsidiaries to supervise and ensure that workplace health and safety regulations are strictly complied with. The Committee also oversees the subsidiaries' operations to ensure that safety standards are upheld at all times and also up to industry best practices. In addition, the role of the Safety Committee includes reviewing, effectively implementing and reinforcing safety standards to ensure all areas of safety are adequately covered.

All accidents are promptly reported to the Safety Committee, which will further provide timely incident analysis briefings to the employees. These safety briefings aim to strengthen the safety awareness of employees, and also to remind them of established safety measures and precautions, as well as safety protocols in the event of similar incidents.

Each year, site inspections and safety exercises are conducted to test and review our safety precautions and protocols, as well as to ensure that our employees are sufficiently equipped with the relevant Personal Protective Equipment ("PPE"). The Safety Committee also facilitates the safety education programs, which aim to educate and equip employees with safety knowledge and skills in handling emergency situations. Emergency drills are also conducted several times a year to ensure that employees and workers are prepared in times of emergency.

Collectively as a Group, the Safety Committee comprises of both employee and employer representatives and is represented by 2.0% of the total employees³. The Committee members meet at least once a month to review safety inspection results, infrastructures and incidents, as well as to coordinate and organise safety-related activities.

³ As of FY2017, we have a total of 2850 employees. Amongst all the subsidiaries reported, the percentage of employees forming their respective Safety Committee averages to 2% for each entity, with a total of 52 employees being part of the Safety Committees of their respective facilities.

Total Workplace Safety and Health (Total WSH) at our Facilities

With our commitment to the safety and security of our people, we are continually striving to reduce the likelihood and impact of safety incidents and keeping our injury rates to as close to zero as possible.

In monitoring our incident rates, the Group have categorised our incidents according to the severity of the accident, ranging from minor injury to permanent disability and death. All incidents are reported to the Safety Committee with a report on the details of the incident. Reported below are the respective incident rates⁴ for FY2017 and FY2016.

Incident type	Number of Incidents	
	FY2017	FY2016
Minor injury	14	21
Injury requiring medical attention	39	46
Injuries resulting in permanent disabilities	4	1
Occupational injury and diseases	1	0
Death	0	0
Total	58	68

The Group has achieved zero fatal incident rate over the past two financial years. The total number of incidents has gone down compared to the previous financial year while number of serious injuries has gone up. The Group strives to achieve zero incident rate for serious or fatal incidents while targeting to reduce the number of minor incidents.

The single occupational injury and disease case in FY2017 is related to allergy to oil and grease for industrial use at Sun Mansfield Manufacturing (Dongguan) Company Limited and the company had made necessary arrangements to transfer the affected staff to other post within the company. 4 incidents in FY2017 resulting in permanent disabilities include injuries when operating machines due to failure to comply with safety guidelines and traffic accidents on journey to workplace. Number of incidents in FY2017 that resulted in minor injury or required medical attention have gone down compared to FY2016. The root cause of such incidents include cuts, burns or broken bones due to carelessness when operating machines, traffic incidents on journey to work and others.

Enhancing Safety Precautions and Procedures

Aiming to provide a safer working environment for our workers, we are constantly enhancing our safety precautions and procedures to ensure that our practices and safeguards are on par with industry standards. For certain operations and procedures that involve higher incidence of occupational diseases and injuries, such as procedures involving industrial stamping, welding, painting, we have taken extra safety precautions to ensure the safety and health of our workers are not compromised. The safety precautions come in the form of professional protective gears such as professional-grade protective masks, protective goggles, to protect and shield workers from the impact of these operations.

⁴ Please noted that the incident data does not include Anhui KM Technology Company Limited as the Group is not the controlling shareholder.

10 Sourcing Responsibly and Sustainably

As we expand the scope of our business and operations, we are committed to ensuring that our growth and development plans are integrated with our sustainability strategies. In expanding our business, we are committed to adopting sustainable practices in our supply-chain operations to ensure the sustainability of our supply chain. We proactively source and engage suppliers who have a shared vision for sustainability, and we strive to establish long and lasting relationships with these selected suppliers.

We also aim to improve on our sourcing practices to ensure that our business develops in line with our own sustainable goals and also engages our stakeholders. This involves constantly reviewing our practices and policies and working closely with our various stakeholders to develop the optimal sustainable practices. As part of our sourcing practices, we evaluate and select new suppliers based on our established sourcing guidelines.

In FY2017, we have maintained our record of screening all prospective suppliers with our established sourcing criteria. We conduct periodic performance evaluations on our suppliers to continuously monitor the performance and suitability of the existing suppliers. Our supplier screening and evaluation process is comprehensive, covering areas such as management approach, human resources, production processes, health and safety, product traceability, quality assurance, waste management, environment protection and others.

During FY2017, based on the evaluations performed on our existing suppliers, we terminated our engagement with 3 of them as they failed to meet the rules and regulations relating to handling and discharging wastes required by the local authority.

Sustainable Sourcing Guidelines

With many of our suppliers being material distributors and processors, we understand the importance of sourcing for suppliers who are environmentally and socially responsible. We identify with suppliers who adopt industrial standards and are certified with industrial qualifications. In screening the suppliers, we review their track record and product reports, as well as conduct checks with industry sources and reports on the supplier.

For existing suppliers, we review and conduct audits every six months to ensure that the suppliers are compliant with industrial regulations and retain the license to operate in their respective fields. Being careful about the environmental impact on our productions, we place priority in ensuring that our suppliers are fully compliant with and adopts proper waste management practices that are in line with local laws and standards.

Procurement Specifications

In selecting suppliers, we have developed a set of guidelines in selecting suppliers for our facilities and also core operations at our offices. The guideline includes:

- Procurement guidelines in selecting suppliers and specified preferences for qualifications and certificates
- Supplier Code of Conduct as part of our induction process
- Internal standard operating procedures and marketing collaterals being revised annually to reflect our current practices, standards and also stakeholder expectations

GRI Content Index

Category	Disclosure	Description	Page Reference and Remarks
GRID 102: General Disclosures	102-1 *	Name of the organization	Cover Page of Annual Report FY2017
	102-2 *	Activities, brands, products, and services	Pages 64 and 75 of Annual Report FY2017
	102-3 *	Location of headquarters	Page 14 of Annual Report FY2017
	102-4 *	Location of operations	Page 14 of Annual Report FY2017
	102-5 *	Ownership and legal form	Pages 64 and 75 of Annual Report FY2017
	102-6 *	Markets served	Page 64 of Annual Report FY2017
	102-7 *	Scale of the organization	Pages 38 to 40 and 107 of Annual Report FY2017
	102-8 *	Information on employees and other workers	Pages 10 to 12 of Sustainability Report
	102-9 *	Supply chain	Page 17 of Sustainability Report
	102-10 *	Significant changes to the organization and its supply chain	None
	102-11 *	Precautionary Principle or approach	Page 7 of Sustainability Report
	102-12 *	External initiatives	Page 5 of Sustainability Report
	102-13 *	Membership of associations	Page 6 of Sustainability Report
GRI 102: Strategy	102-14 *	Statement from senior decision-maker	Pages 2 to 3 of Sustainability Report
GRI 102: Ethics and Integrity	102-16 *	Values, principles, standards, and norms of behaviour	Page 2 of Annual Report FY2017 Page 4 of Sustainability Report
GRI 102: Governance	102-18 *	Governance structure	Page 17 to 30 of Annual Report FY2017 Page 7 of Sustainability Report
GRI 102: Stakeholder Engagement	102-40 *	List of stakeholder groups	Page 9 of Sustainability Report
	102-41 *	Collective bargaining agreements	None
	102-42 *	Identifying and selecting stakeholders	Pages 9 of Sustainability Report

Category	Disclosure	Description	Page Reference and Remarks
	102-43 *	Approach to stakeholder engagement	Page 27 of Annual Report FY2017 Pages 9 of Sustainability Report
	102-44 *	Key topics and concerns raised	Page 9 of Sustainability Report
GRI 102: Reporting Practice	102-45 *	Entities included in the consolidated financial statements	Pages 13 of Annual Report FY2017 Anhui KM Technology Co. Ltd (PRC) is not included in this Sustainability Report as the Group is not the controlling party.
	102-46 *	Defining report content and topic Boundaries	Pages 1 of Sustainability Report
	102-47 *	List of material topics	Page 8 of Sustainability Report
	102-48 *	Restatements of information	Not applicable as this is the first year of SR reporting
	102-49 *	Changes in reporting	Not applicable as this is the first year of SR reporting
	102-50 *	Reporting period	FY2017 (1 January 2017- 31 December 2017)
	102-51 *	Date of most recent report	Not applicable as this is the first year of SR reporting
	102-52 *	Reporting cycle	Annual
	102-53 *	Contact point for questions regarding the report	Page 1 of Sustainability Report
	102-54 *	Claims of reporting in accordance with the GRI Standards	Core options (33 items)
	102-55 *	GRI content index	Page 18 to 20 of Sustainability Report
	102-56 *	External Assurance	None
	GRI 308: Supplier Environmental	DMA	Disclosure of Management Approach

Category	Disclosure	Description	Page Reference and Remarks
Assessment	308-1	New suppliers that were screened using environmental criteria	Page 17 of Sustainability Report
	308-2	Negative environmental impacts in the supply chain and actions taken	Page 17 of Sustainability Report
GRI 401: Employment	DMA	Disclosure of Management Approach	Page 10 of Sustainability Report
	401-1	New employee hires and employee turnover	Page 11 to 12 of Sustainability Report
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 13 to 14 of Sustainability Report
	401-3	Parental leave	Page 14 of Sustainability Report
GRI 403: Occupational Health and Safety	DMA	Disclosure of Management Approach	Page 15 of Sustainability Report
	403-1	Workers representation in formal joint Management–Worker Health and Safety Committees	Page 15 of Sustainability Report
	403-2	Types of injury and rate of injury	Page 16 of Sustainability Report
	403-3	Workers with high incidence or high risk of diseases related to their occupation	Page 16 of Sustainability Report



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