



Bringing Together Our Effort Towards **Sustainability**

Sustainability Report 2019

CONTENTS

2	About The Group	12	Occupational Health and Safety
4	About this Report	14	Environmental Stewardship
5	Board Statement	14	Water and Effluents
6	Stakeholder Engagement	15	Ethical Operations
7	Materiality Assessment	15	Customer Privacy
8	Sustainability Risks and Opportunities	16	GRI-SGX Content Index
10	Respect for People		
10	Fair Employment		
10	Compliance with Labour Standards		
11	Training and Development		



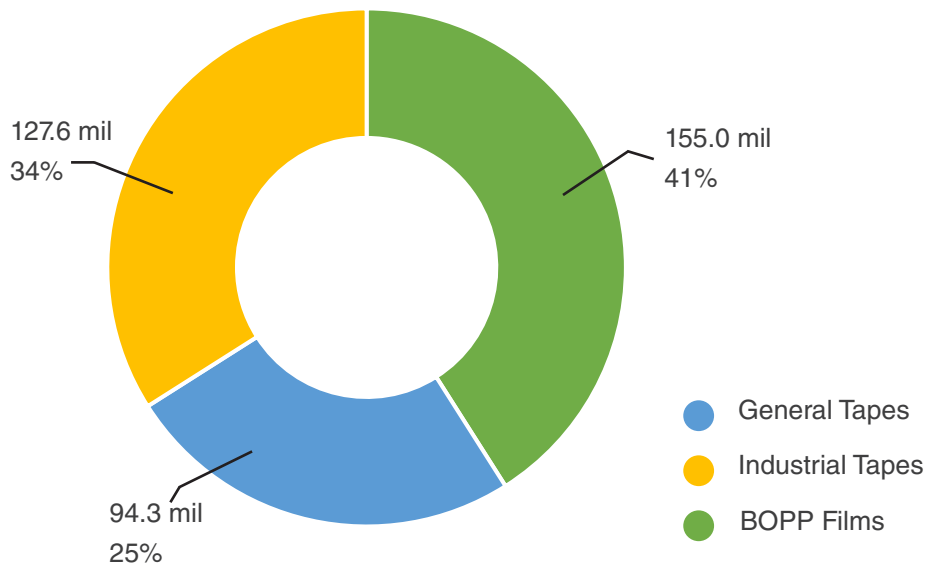
ABOUT THE GROUP

Luxking Group Holdings Limited (“Luxking”) has established a track record in manufacturing and supplying high quality pressure-sensitive adhesive tape products and biaxially oriented polypropylene films (“BOPP films”). It has been listed on the mainboard of the Singapore Exchange Limited (Stock Code: BKK) since 2005.

Luxking and its subsidiaries (collectively as the “Group,” or “we”) are headquartered in Hong Kong, with its manufacturing facility located in Zhongshan, the People’s Republic of China (the “PRC”). The Zhongshan facility is currently certified under ISO9001:2015 and ISO14001:2015 standards, as well as IATF 16949:2016 for the design and production of double adhesive tape for automotive industries. Backed by strong research and development capability, our high-grade products are exported to over 20 countries in Africa, Asia Pacific, Europe, North America and South America, with manufacturers from the printing, packaging, automotive and electronics sectors as major customers.

The Group’s principal activities are classified into four business segments: manufacture and sales of general purpose adhesive tapes (“General Tapes”), industrial specialty tapes (“Industrial Tapes”), and BOPP films, as well as trading of tapes and BOPP films. The Group’s major source of raw materials is polypropylene resin from petrochemical suppliers in the PRC for the BOPP films production.

The Group currently hires 430 permanent full-time employees across all of our operation. During the reporting year, the Group generated a net revenue of RMB 376,873,000, a breakdown of the revenue is shown below.



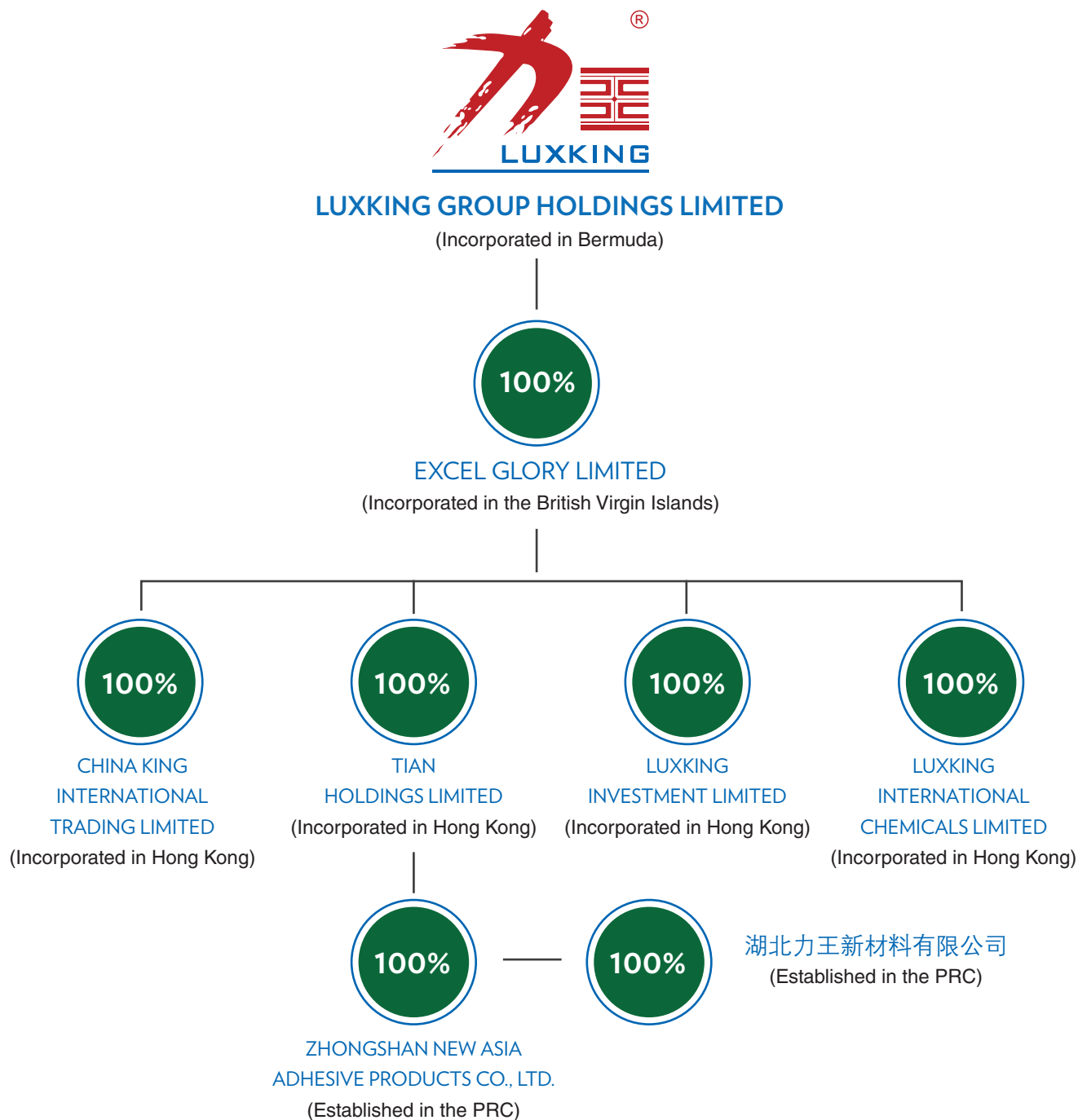
Values and Missions

Committed to integrating sustainability into its business, the Group upholds the core values of pursuing excellence, continuous innovation and exceeding customer expectations. The Group strives to achieve “Dedicated, Professional and Meticulous” in terms of quality control.

ABOUT THE GROUP

Group Structure

During the reporting year, our wholly owned subsidiary Zhongshan New Asia Adhesive Products Co., Ltd established a subsidiary company, namely ‘湖北力王新材料有限公司’⁽¹⁾, and the new group structure is illustrated as below. There is no other major change to the Group or our supply chain.



(1) Currently ‘湖北力王新材料有限公司’ does not have an official English name.

ABOUT THIS REPORT

This is the second sustainability report (the “report”) published by Luxking, which covers our policies, practices, and performances in terms of economic, environmental and social initiatives for the financial year ended on 30 June 2019 (the “reporting year” or “FY2019”). Luxking publishes the report annually as mandated by SGX-ST Listing Rules 711A (“LR 711A”) and as part of sustainability communication effort. The report has been uploaded to both Singapore Exchange Limited (“SGX”) website and Luxking’s corporate website (www.newasiatapes.com).

Reporting Scope

The scope of this report includes the operation of Luxking’s business segment of the manufacture of BOPP films in the reporting year. The reporting boundary covers the manufacturing facility in Zhongshan managed by Luxking. While this report does not cover all of the Group’s operations, Luxking strives to consistently improve the internal data collection procedure and gradually expand the scope of disclosure.

Reporting Standard

This report adheres to the sustainability-related disclosure requirements prescribed in Mainboard Listing Rules of SGX. It is prepared in accordance with SGX-ST Listing Rules 711A and 711B, as well as the guidance set out in the Practice Note 7.6: Sustainability Reporting Guide (“PN 7.6”). It also takes reference from the sustainability reporting framework set out by the Global Reporting Initiatives (“GRI”), the GRI Standards (version 2016 and 2018). To ensure quality disclosure, we sought to adhere to GRI’s Reporting

Principles for report quality – accuracy, balance, clarity, comparability, reliability, and timeliness.

To ensure reporting quality and credibility, Luxking commissioned an external professional consultancy to conduct stakeholder engagement and to develop the report content. Selected topic-specific disclosures are included wherever available in addition to the management approach disclosures prescribed by GRI to enhance transparency in reporting. A GRI-SGX Content Index is inserted in the last section for reader’s easy reference.

Confirmation and Approval

The performance data presented in this report is under the supervision of senior management of Luxking. Sources of these data include official documents that contain management and operation information. The Board of Directors of Luxking (the “board”) has approved the content of the report as of 4 November 2019.

Opinions and Feedback

We welcome your feedback and thoughts on the report. Please send your opinions to office@luxkinggroup.com, or you could contact us via the following means:

Address: Unit 1206, 12/F., Tower A, New Mandarin Plaza, 14 Science Museum Road, Kowloon, Hong Kong.

Tel: (852) 3102-8960; Fax: (852) 3102-1330

BOARD STATEMENT

We acknowledge the importance of sustainability as an integral part of our success. By focusing not only on profits, but people and planet at the same time, we can develop a strategic direction that works towards a sustainable economy.

It is more evident than ever that we are facing an uncertain future, as global warming disrupts weather patterns and we are in urgent need of an actionable plan to battle climate change. Investors and other stakeholders across the world have also placed corporate's commitment in building a sustainable business under increased scrutiny. Against the backdrop of this global trend, the Group believes that social and environmental responsibility is the key to drive success and unlock future opportunities.

The Group focuses our sustainability effort mainly on three areas:

Human Resource

Employees are our valuable assets. At Luxking, we strive to help our employees to reach their potentials. We believe that employee welfare is paramount and needs to be considered at the heart of every decision. The Group has various policies and procedures in place to ensure that our employees' interests will not be compromised under any circumstances.

Environmental Stewardship

As a manufacturer, the Group is fully aware of the impact of our business operation on the planet. We are committed to reducing our ecological footprint by adopting an effective environmental management system. The manufacturing facility in Zhongshan is accredited under international standard ISO14001:2015.

Customer Rights

We have our customers' best interests at heart. All of our employees appreciate the significance of guarding customer data for protection of customer privacy.

The board recognises the importance of the Group's sustainability-related policies, initiatives and performances. The board takes its responsibility seriously by overseeing the Group's economic, environmental and social performances and reviewing relevant policies within the Group.

LEUNG CHEE KWONG

Executive Chairman and Chief Executive Officer
Luxking Group Holdings Limited



STAKEHOLDER ENGAGEMENT

The Group maintains positive and strong relationships with all our key stakeholders by establishing multiple communication channels. Stakeholder involvement is essential in informing Luxking in identifying potential risks and opportunities, which enables us to develop corresponding mitigation and implementation plans in due course.

Key stakeholders identified

Internal stakeholders	External stakeholders
Board of Directors	Shareholders
Management	Customers
Executive staff	Suppliers
General staff	Distributors
	Government
	Non-governmental organisations
	Regulatory agencies
	Banks
	Business partners
	Academic institutes
	Local social groups
	Employees' families

During the reporting year, the main means of communication with the key stakeholders identified included: compiling and announcing written reports, delivering presentation and public speeches, regular meetings, workshops, interviews, direct mails, focus groups, site visits, setting up opinion letterboxes for factory workers, and so on.

MATERIALITY ASSESSMENT

During the previous reporting year, we commissioned an independent consultancy to help prioritise material topics by conducting management interview and online questionnaire, which collected feedback from internal stakeholders. From this engagement exercise, seven critical issues were identified for reporting.

This reporting year, a management interview was conducted to reconfirm the materiality of these seven topics. We plan to review the materiality assessment process to engage broader stakeholder inputs in future.

Seven material topics are reported for the reporting year, and are listed in the following table. There is no major deviation from the previous reporting year in terms of boundaries of impacts of the material topics.

Material Factors	Boundaries		Impacts addressed in this Report
	Within the Operation ²	Outside the Operation ³	
Employment	Employees of the Operation	Regulatory agencies	Respect for People
Child Labour	Employees of the Operation	Regulatory agencies	Respect for People
Forced or Compulsory Labour	Employees of the Operation	Regulatory agencies	Respect for People
Training and Development	Employees of the Operation	Regulatory agencies	Respect for People
Occupational Health and Safety	Employees of the Operation	Regulatory agencies	Respect for People
Water and Effluents	Employees of the Operation	Professional bodies, regulatory agencies	Environmental Stewardship
Customer Privacy	the Operation	Customers	Ethical Operations

(1) The boundary for impacts within the Operation aligns with the reporting boundary.

(2) The boundary for impacts outside the Operation takes reference from the key external stakeholders identified for this reporting year.

SUSTAINABILITY RISKS AND OPPORTUNITIES

Sustainability risks have a significant impact on our long-term sustainable development and financial success and should be carefully incorporated into the strategic decision-making process. On the other hand, if managed well, sustainability risks may lead to potential business opportunities. Upon analysis of the major sustainability risks the Group faces, we have deployed relevant measures to mitigate these risks, which are summarised in the following table.



Risks

Retention of Talent

To keep high-performing and talented employees within the workforce is crucial to our operation. The manufacturing industry is facing increasingly fierce competition to recruit and retain skilled workers. Loss of skilled employees can disrupt daily operation and lead to high costs of replacement.

Malpractice in Employment

Employers will be held liable for malpractice in employment, such as discrimination, child labour, or forced labour. Wrongdoings of an compliance with labour law and regulations can lead to monetary and/or non-monetary loss.

Occupational Health and Safety Hazards

Our employees in the production line are exposed to certain occupational health and safety risks. Risks include machinery-related injuries or other health damage due to contact with certain hazardous chemicals and radioactive substances. The Group considers management of occupational health and safety hazards a moral responsibility. Potential risks are actively reviewed and managed. Preventive and mitigation measures are implemented to create a safe working environment for all of our employees.

Leakage of Customer Data

We handle personal data of our customers and suppliers during our day-to-day operation. As personal data leakage incidents become more common, we have placed extra attention on how businesses take the necessary measures to keep personal data confidential. Leakage of customer data can result in loss of trust from customers. Our customers may suffer financial loss and other adverse effects as a result of the leakage.

Environmental Contamination

Due to our business nature, we bear an inherent risk of contamination of surrounding environment and communities. Environmental contamination can harm the community where we operate, damage our brand image, and affect customer relationship. As climate change becomes more palpable globally, local policies and regulations will become more stringent in controlling emissions from the industrial process. We are subject to environmental laws and regulations to minimise any adverse impact during operation. Non-compliance to such laws and regulations will result in monetary and non-monetary sanctions.

SUSTAINABILITY RISKS AND OPPORTUNITIES



Talent Management

The Group has set up policies and procedures to ensure employee welfare are safeguarded all the time. Talent development is also an integral part of our talent management strategy. By providing personal and professional development opportunities to our employees, we stand to build a more engaged workforce.

Fair and Socially Responsible Employment

We practice fair employment by adopting a merit-based hiring policy. Luxking is dedicated to displaying social responsibility in every aspect of our business, including employment practice. We attest to compliance with applicable regulatory requirements with the support of a structured employment system and well-defined recruitment procedures.

Safety Management System and Measures

Safety and health aspect in workplace is a key issue that we consider in our operations. The Group has in place a safety management system to identify and mitigate the risks associated with occupational health and safety hazards. To promote a working culture that puts safety and health first, we have implemented a number of safety procedures and operating instructions, and conducted regular safety training and inspections.

Customer Privacy Protection Measures

The Group has implemented data classification across our operation, which provides the basis to determine the level of protection requirements and types of access. Authorised access to customer data is only granted on a “need-to-know” basis. By adopting information security measures, we assure our customers that their personal data will be kept confidential to the best of our abilities.

Pollution Control System


The Group has pledged for transition to clean production and compliance to all relevant regulatory standards. Chemicals that are known to be harmful to the environment are banned or strictly controlled to prescribed limits. We implemented a set of strict protocols, which involves three departments (manufacturing department, department of quality control and department of environmental quality) in charge of treating, testing and monitoring our industrial effluents, to ensure all regulatory standards regarding industrial effluents are met.


Fair Employment

The Group has implemented a well-defined hiring policy which is documented in the Company Recruitment Guide. All applicants need to go through the proper application process by filling and submitting their application forms. Luxking exercises due diligence by interviewing candidates and verifying their supporting documents to determine the best fit for the position. Our hiring policy stipulates that no discrimination is allowed and employment decision should be strictly based on merit only.

As at 30 June 2019, the business segment of manufacture of BOPP films in Zhongshan facility had a total of 77 employees, all of which were full-time and permanent employees. We offer all our full-time employees various benefits, such as pension, medical insurance, unemployment insurance, work injury insurance and maternity insurance, in accordance with requirements set out in the Labour Law of the People's Republic of China, the Social Insurance Law of the People's Republic of China, Regulations on the National Social Security Fund (全国社会保障基金条例), Regulations on Unemployment Insurance (失业保险条例) and Interim Measures on Employee Childbirth Insurance (企业职工生育保险试行办法).

The number and rate of new hires and turnover during the reporting year are summarised in the table below. It is observed that in regional labour market where younger workers displayed higher mobility and reduced commitment to working away from their home towns, which had resulted in labour shortage in the surrounding region of Luxking.

	New Employee Hires			
	Male		Female	
	Number	Rate	Number	Rate
Under 30 years old	13	162.5%	2	66.7%
30-50 years old	17	43.6%	1	11.1%
Over 50 years old	3	16.7%	0	N/A

	Employee Turnover			
	Male		Female	
	Number	Rate	Number	Rate
Under 30 years old	13	162.5%	2	66.7%
30-50 years old	18	46.2%	1	11.1%
Over 50 years old	3	16.7%	0	N/A

No employee was entitled to parental leave during this reporting year.

Compliance with Labour Standards

Child labour is prohibited in our operation. We have adopted preventive measures against hiring underage workers by checking their identification cards during the recruitment process. Applicants who cannot satisfy the age limits or provide official identification cards are disqualified during the prescreening process.

Employees at the operation are hired on a voluntary and fair basis. Standard working hours is 8 hours per day. The operation has established the Requirement on Restricting Overtime Hours (对加班时间的限制性规定), under which any overtime arrangement requires prior mutual agreement between the employees and their supervisors, and employees will be compensated with leave or allowance.

TRAINING AND DEVELOPMENT

For the safety of our employees, we conduct various safety training throughout the year. The Group has established a Safety Production Training System in accordance with Production Safety Law of the People's Republic of China, which requires all new hires to undergo at least 48 hours of safety training and pass a safety exam before they commence duty.

During the reporting year, training activities provided to different groups of employees included:

Training activities	
General staff	<ul style="list-style-type: none"> • Training of emergency response protocol • Safety production training for new employees • Safety operation procedures for high-risk positions • Training of fire drill procedure and use of firefighting equipment • Various topical training on use of work equipment, such as crane
Middle management	<ul style="list-style-type: none"> • How to promote product packaging quality and image • How to improve production efficiency • How to reduce production loss • Product standards and production requirements • Implementation of fire drills and safety training program • Hazardous chemical safety production management, including relevant laws and regulations, safety production technology and emergency response management
Senior management	<ul style="list-style-type: none"> • Crisis management and public opinion management • Cost reduction and management practices for manufacturer • Effective communication • Transition from technological role to management role

For special work operators, professional trainings are required by national legislations, all special work operators need to be certified by authorities before they can perform any type of special work. Any worker who have been away from post for more than six months or have been involved in an incident, can only resume their roles after receiving retraining and passing the safety exam.

As part of ongoing safety training effort, we also organised trainings for all levels of employees regularly throughout the reporting year. Before the launch of any new equipment or new product line, employees are required to familiarise themselves with the new safety protocol in order to operate without close supervision.

Average hours of trainings received by our employees are presented below:

		Male	Female
Average training hours	Senior Management	40	0
	Middle Management	21	0
	Entry-level/General Staff	15	14

The Group supports personal and professional development for all of our employees, and conducts regular performance and career development reviews. During the reporting year, the number and percentage of employees received performance reviews were:

		Male		Female	
Number and Percentage of employees received performance and career development reviews	Number of Employees	Percentage of Employees	Number of Employees	Percentage of Employees	
Senior Management	1	100%	0		N/A
Middle Management	14	100%	0		N/A
Entry-level/General Staff	50	100%	12		100%
Total	65	100%	12		100%

OCCUPATIONAL HEALTH AND SAFETY

At Luxking, we recognise the importance of upholding health and safety policies to cultivate a culture of safety among our employees. We implemented an occupational health and safety management system according to the Production Safety Law of the People's Republic of China, which covers all of our employees.

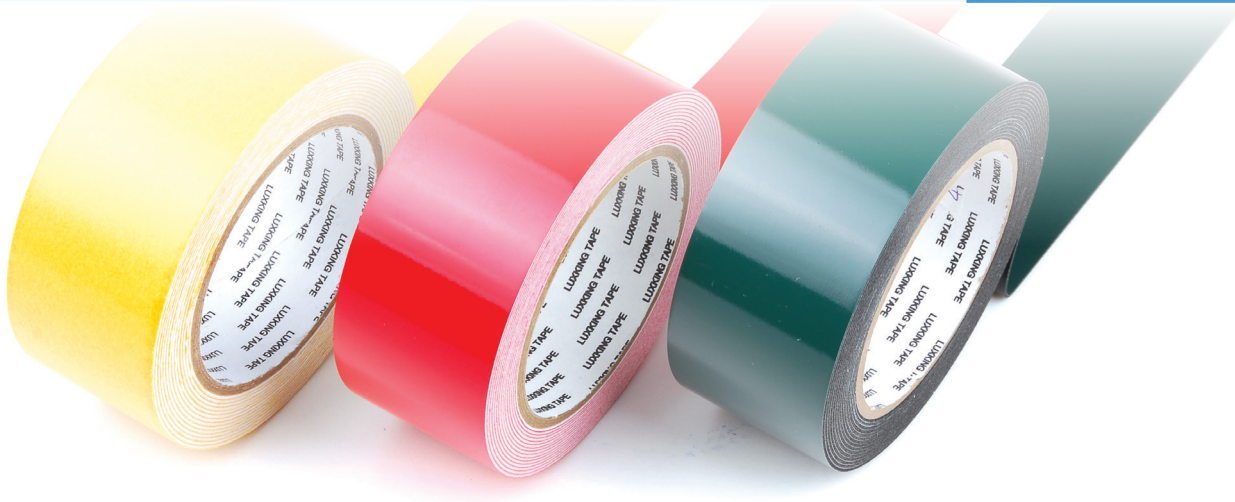
Number of employees covered by occupational health and safety management system that has been internally audited	114
Percentage of employees covered by occupational health and safety management system that has been internally audited	100%

The system comprises a set of interrelated safety policies and processes which define management commitment. We adopted a hierarchy of control method to ensure safety is imbedded in all processes of operation. The Occupational Safety and Training Protocol clearly defines the roles and responsibilities each level of the organisation with regard to safeguarding a healthy and safe working environment. Assessment of work-related safety risks is carried out on a regular basis and non-routinely as a response of accidents in relevant industries. For example, a thorough safety self-check was conducted after the major explosion in March 2019 at a chemical plant located in Jiangsu Province of China. Our employees are also encouraged to raise their concerns and safety suggestions through recommendation boxes to the Human Resources Department. The Human Resources Department would then pass the recommendations to relevant departments for follow-up action.

Safety training is also considered as an integral part of our occupational health and safety management system. During the reporting year, we conducted several safety training courses for our managers, in which the importance of safe production and mitigation of safety risks are emphasised. We also conduct regular safety trainings for all of our employees, to educate them on safety protocols and fire drill procedures. In addition to prevention measures, the management of Luxking has set up detailed policies and processes in case of emergency, such as work-related injuries, to minimise physical harm.

We had an excellent safety record during this report year, and had zero fatality and injury rates in our operation.

Number and Rate of fatalities	0
Number and Rate of recordable work-related injuries	0
Number of fatalities as a result of work-related ill health	0
Number of recordable work-related ill health	0



OCCUPATIONAL HEALTH AND SAFETY

The group is committed to continuously improving our performances in relation to fair treatment of our people, and makes sure that goals and targets set are monitored and tracked:

	Target set in FY2018	Status	Progress in FY2019	Target for FY2020
 Employment	<ul style="list-style-type: none"> To review the coverage of employees on basic pension, medical insurance, unemployment insurance, work injury insurance and maternity insurance 	Achieved	All full-time employees are covered by basic pension, medical insurance, unemployment insurance, work injury insurance and maternity insurance.	<ul style="list-style-type: none"> To ensure that all employees are covered by state pensions and insurance schemes.
 Labour standards	<ul style="list-style-type: none"> To provide awareness training on elimination of child labour and forced labour 	Achieved	Human Resources has been alerted of elimination of child labour and forced labour	<ul style="list-style-type: none"> To maintain the current recruitment procedure to eliminate child labour To establish dialogue/ channels to communicate with employees to understand their needs and improve their benefits
 Training and Development	<ul style="list-style-type: none"> To provide awareness training 	Achieved	Provided training on communication and management to our employees	To review and improve existing training and education materials
 Occupational Health and Safety	<ul style="list-style-type: none"> To develop procedures to identify work-related hazards and assess risks To develop control measures to eliminate identified hazards and minimise risks To develop procedures to allow workers to remove themselves from work situations that they believe could cause injury or ill health while avoiding reprisals of workers To optimise accident or incident investigation procedures To optimise safety inspection procedures to cover the work environment, workers' health, and first aid and emergency treatment To optimise the functions of the safety committee to allow worker participation and consultation related to occupational health and safety issues 	Achieved	<ul style="list-style-type: none"> All items were reviewed and confirmed in regular safety meetings and fire drills Performed routine and non-routine safety checks Health and safety personnel underwent training to stay relevant and competent Conducted a thorough safety self-check after the major explosion at Jiangsu Tianjiayi Chemical Co., Ltd Investigated the cause of spontaneous ignition of circuit board, and implemented preventive measures Adopted suggestions from our employees to rectify dust contamination in the facility 	<ul style="list-style-type: none"> To maintain the current evaluation process of occupational health and safety

ENVIRONMENTAL STEWARDSHIP

The group is cautious about the environmental impact caused by our daily operation and implemented various mitigation measures to control and reduce these effects.

In accordance with environmental regulations and laws, we have prohibited the use of hazardous materials in all of our products, such as asbestos, cobalt dichloride, diarsenic pentoxide, etc. The Environmental and Chemical Substance Management Committee was established to oversee the management of environment-related risks, and to set up environment and chemical related targets and goals. The Committee, led directly by our general manager, is also in charge of assessing suppliers' environmental risks.

The group also takes a precautionary approach in our operation by reviewing environmental risks regularly in the production and sales meetings.


Water and Effluents

The Production Department consumes water for evaporative cooling and production of BOPP films. Water is withdrawn from the municipal water supply and used for three purposes: water used in the evaporative cooling which is recycled in the closed loop cooling system, potable water used by our employees, and for general cleaning purpose. Recognising the importance of conserving water resource, the group strives to achieve water efficiency in our operation. We tracked monthly usage of water and analysed causes of overuse of water during operation, and set target for reduction.

In terms of industrial water effluent, all industrial water is treated in the on-site tertiary wastewater treatment plant in accordance with ISO14001: 2015. In the treatment process, wastewater passes through four treatment tanks, i.e. treatment tank, anaerobic tank, storage tank and aerobic tank. The Quality Control Department is responsible for monitoring the quality of treated effluent to ensure compliance with the discharge limits of water pollutants. In addition, the Operation works with the local environmental protection authority to monitor and test the treated effluent every year.


Potable water and water used for general cleaning is directly discharged to the municipal sewage system. To reduce the solids of our discharged water and minimise pollution, the wastewater outlet in our canteen has a filtration screen and an oil trap to remove food debris and grease. The filtered effluent is then discharged to the municipal sewage system.

During the reporting year, we withdrew 2.3 ML of freshwater and discharged the same amount of water.



	FY2018	FY2019
Water withdrawn from third-party (ML)	5.3	2.3
Water intensity (ML / million RMB revenue)	0.017	0.015

Going forward, we will continue to improve our water efficiency by adopting initiatives like enhanced filtration in the closed loop cooling system.



	Target set in FY2018	Status	Progress in FY2019	Target for FY2020
Water and Effluents	<ul style="list-style-type: none"> To reduce total water consumption and total water discharge by 5% 	In good progress	Water intensity was reduced from 0.017 to 0.015	<ul style="list-style-type: none"> To maintain the current water usage To enhance pollutants filtration in the closed loop cooling system to reduce number of major cleaning due to excessive accumulation of pollutants

ETHICAL OPERATIONS

Customer Privacy


Customer data protection and customer privacy has always been part of our business strategy. In the wake of customer privacy concerns, the Group implemented several major customer privacy protection measures:

- Classify data into three levels in accordance to nature of the data across our operation, which gives basis to determine the level of protection requirements and types of access.
- Access to customer data is only granted on a “need-to-know” basis.
- All employees are required to protect company’s trade secrets and proprietary information, including customer data. A system for registering confidential information, storing such information at location with restricted access, and copying or borrowing such information with defined approval procedures is in place.

These protection measures have been documented in the Employee Handbook to raise awareness among all of our employees.

In the event of suspected or actual data leakage, our employees are required to report to the Human Resources Department or management immediately. We take data leakage seriously. Depending on the impact or economic loss to the Group, we reserve our rights to pursue disciplinary actions and request compensation from employees involved.

During this reporting year, we received no complaints regarding customer privacy breach and had zero incident of data breach in terms of identified leakages, thefts or losses of customer data.

	Target set in FY2018	Status	Progress in FY2019	Target for FY2020
 Customer Privacy	<ul style="list-style-type: none"> • To actively monitor the system of data management to prevent any breach of customer privacy 	Achieved	No data leakage reported during the reporting year	<ul style="list-style-type: none"> • To prevent incidents and complaints of customer data breach



GRI-SGX CONTENT INDEX

Disclosure	Description	SGX	Page	Remarks
GRI 102: General Disclosures 2016				
Organisational Profile				
102-1	Name of the organization		2	
102-2	Activities, brands, products, and services		2	
102-3	Location of headquarters		2	
102-4	Location of operations		2	
102-5	Ownership and legal form		2	
102-6	Markets served		2	
102-7	Scale of the organization		2	
102-8	Information on employees and other workers		2, 10-11	
102-9	Supply chain		2	
102-10	Significant changes to the organization and its supply chain		3	
102-11	Precautionary Principle or approach		14	
102-12	External initiatives		2	
Strategy				
102-14	Statement from senior decision-maker	LR711B-1e	5	
102-15	Key impacts, risks, and opportunities	PN7.6-3.3	8-9	
Ethics and integrity				
102-16	Values, principles, standards, and norms of behaviour		2	
Governance				
102-18	Governance structure	PN7.6-3.1	5	
102-21	Consulting stakeholders on economic, environmental, and social topics	PN7.6-3.7	6	
102-29	Identifying and managing economic, environmental, and social impacts	PN7.6-3.3	7	
Stakeholder Engagement		PN7.6-3.7		
102-40	List of stakeholder groups		6	
102-42	Identifying and selecting stakeholders		6	
102-43	Approach to stakeholder engagement		6	
102-44	Key topics and concerns raised		7	

GRI-SGX CONTENT INDEX

Disclosure	Description	SGX	Page	Remarks
GRI 102: General Disclosures 2016				
Reporting practice				
102-45	Entities included in the consolidated financial statements		3-4	
102-48	Restatements of information		-	Not applicable
102-49	Changes in reporting		-	Not applicable
102-50	Reporting period		4	
102-51	Date of most recent report		4	
102-52	Reporting cycle		4	
102-53	Contact point for questions regarding the report		4	
102-54	Claims of reporting in accordance with the GRI Standards		4	GRI-referenced claim
102-55	GRI content index		16-18	
102-56	External assurance	PN7.6-3.8	-	Not applicable
Material Topics				
GRI 303: Water and Effluents				
103	Management approach disclosures	LR711B-1	14	
303-1	Interactions with water as a shared resource		14	
303-2	Management of water discharge-related impacts		14	
303-3	Water withdrawal		14	
GRI 401: Employment				
103	Management approach disclosures	LR711B-1	10	
401-1	New employee hires and employee turnover		10	
GRI 403: Occupational Health and Safety 2018				
103	Management approach disclosures	LR711B-1	12	
403-1	Occupational health and safety management system		12	
403-2	Hazard identification, risk assessment, and incident investigation		12	
403-3	Occupational health services		12	
403-4	Worker participation, consultation, and communication on occupational health and safety		12	
403-5	Worker training on occupational health and safety		12	
403-9	Work-related injuries		12	
403-10	Work-related ill health		12	

GRI-SGX CONTENT INDEX

Disclosure	Description	SGX	Page	Remarks
GRI 404: Training and Education 2016				
103	Management approach disclosures	LR711B-1	11	
404-1	Average hours of training per year per employee		11	
404-2a	Type and scope of programs implemented and assistance provided to upgrade employee skills.		11	
404-3	Percentage of employees receiving regular performance and career development reviews		11	
GRI 408: Child Labour 2016				
103	Management approach disclosures	LR711B-1	10	
408-1c	Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labour.		10	
GRI 409: Forced or Compulsory Labour 2016				
103	Management approach disclosures	LR711B-1	10	
409-1b	Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour		10	
GRI 418: Customer Privacy 2016				
103	Management approach disclosures	LR711B-1	15	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		15	



LUXKING GROUP HOLDINGS LIMITED

Lianfeng Road, Jiu Zhouji, Xiaolan Town
Zhongshan City, Guangdong Province, the People's Republic of China
Tel: (86) 760 2212 6315
Fax: (86) 760 2212 6267
Website: www.newasiatapes.com
Email: office@luxkinggroup.com