



This sustainability report has been prepared by the Company and its contents have been reviewed by the Company's sponsor, SAC Capital Private Limited ("Sponsor"), for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited (the "SGX-ST"). The Sponsor has not independently verified the contents of this sustainability report.

This sustainability report has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this sustainability report, including the correctness of any of the statements or opinions made, or reports contained in this sustainability report.

The contact person for the Sponsor is Mr Ong Hwee Li (Tel: 6232 3210) at 1 Robinson Road #21-00 AIA Tower, Singapore 048542.

CONTENTS

MESSAGE FROM THE CEO / BOARD STATEMENT	2
ABOUT THE REPORT	4
Report Scope	4
Report Methodology	4
Report Structure	5
Report Contact and Feedback	5
CORPORATE PROFILE	6
Mission and Values	6
Governance	6
Ethics and Compliance	6
INTEGRATING SUSTAINABILITY INTO OUR BUSINESS	7
Sustainability Management Framework	7
Key Stakeholders and Material Issues	7
Awards and Achievements	7
STAKEHOLDER ENGAGEMENT	8
Protecting Our Environment for the Future Generations	9
Caring for Our Employees	10
Focusing on Our Customers' Needs	13
Partnering Our Suppliers	13
PERFORMANCE TABLE	14
Energy Usage and CO ₂ Emissions	14
Paper Consumption	15
Employment Profile	16
Employees Engagement and Training	16
Customer Feedback	16
GRI CONTENT INDEX	17

1 MESSAGE FROM THE CEO/ BOARD STATEMENT



“On behalf of the Board of Directors, we are pleased to introduce our FY2017 Sustainability Report, which highlights the progress and achievements of our organisation over the previous 12 months.”

NG LEOK CHENG
Chief Executive Officer

On behalf of the Board of Directors, we are pleased to introduce our inaugural Sustainability Report for the financial year ended 31 December 2017 (“FY2017”), which highlights the progress and achievements of our organisation over the financial year, with particular focus on our commitment to working alongside with our valued stakeholders to build a sustainable business based on our resilience, adaptability and innovation.

At Maxi-Cash Financial Services Corporation Ltd (“Maxi-Cash” or the “Company”, and together with our subsidiaries, the “Group”), we firmly believe that building a sustainable business is vital to our continued success and that we must be fully accountable for our impact on the environment, our customers, our people and our community as well as its financial performance.

The delivery of sustainable results is, however, a critical aspect of our ability to remain as a strong and financially stable company. Acknowledging this helps to put into focus our commitment to the principles laid out in our Corporate Sustainability Policy. Our responsibility to the society is to ensure that sustainable practices are incorporated into every link of our value chain. We must meet the needs not only of our customers, employees and the community we operate in, but also those of our environment and our future generations.

This report provides details about how we have fulfilled our responsibilities with our key stakeholders during FY2017.



2 ABOUT THE REPORT

2.1 REPORT SCOPE

The report covers the performance of our consolidated entities in FY2017, for the period from 1 January 2017 to 31 December 2017. The scope and all material topics disclosed in this report are applicable to activities in Singapore.

2.2 REPORT METHODOLOGY

We have chosen the Global Reporting Initiative's ("GRI") Standards: Core Option Sustainability Reporting Guidelines. Our data are reported in good faith and to the best of our knowledge.

We did not seek external assurance for this report.



2.3 REPORT STRUCTURE

This Sustainability Report is structured to reflect the interests of our key stakeholders. We have identified four key stakeholder groups, namely, future generations, employees, customers and suppliers.

The information regarding the basis for our reporting boundaries and our materiality assessment is provided in Section 4.

Together, this report has been prepared in accordance with the GRI standards: Core Option, as well as the SGX Guide to Sustainability Reporting for listed companies. Relevant sections in the report are referenced in the GRI Content Index provided in Section 7.

2.4 REPORT CONTACT AND FEEDBACK

Thank you for your interest in our Sustainability Report. We welcome and value your feedback on the content of this report and encourage you to contact us through the following channels:

- In writing to:
Corporate Social Responsibility Department
Maxi-Cash Financial Services Corporation Ltd
55 Ubi Avenue 1 #07-11
Ubi 55 Building
Singapore 408935
- Via our contact page at www.maxi-cash.com.sg/contact-us

This report is provided in PDF format only and is available for download on the following page of our website: www.maxi-cash.com.sg/corporate#investor-relations



3 CORPORATE PROFILE

3.1 MISSION AND VALUES

Our mission is to deliver quality lifestyle products and services through our leadership in:

- Learning and innovation
- Brand building
- Value added partnerships with customers, suppliers, business partners and employees

3.2 GOVERNANCE

Our Board of Directors (the “Board”) oversees all corporate governance and operational matters relating to our business. For corporate sustainability, the Board is supported by the Corporate Sustainability Committee (“CSC”) which is chaired by our Chief Executive Officer (“CEO”) and includes other designated senior executives.



3.3 ETHICS AND COMPLIANCE

Being a listed company on the Catalist board of the SGX-ST, we are managed to the highest standards of corporate governance as required in the Catalist Rules. Our corporate governance framework covers ethics and compliance through a code of conduct as well as action guidelines which are to be adhered by the officers and employees across the organisation. Every new employee is introduced to

our code of conduct and our policies on ethics and compliances, which includes areas such as anti-corruption. Communication channels are in place to enable all employees and individuals engaged in business activities to report complaints of unethical behaviour. We have a designated officer who maintains a register of incidences regarding ethics and compliance issues and escalates to the top management where appropriate.

4 INTEGRATING SUSTAINABILITY INTO OUR BUSINESS

We believe corporate social responsibility is a key driver towards long-term sustainability.





4.1 SUSTAINABILITY MANAGEMENT FRAMEWORK

In July 2017, we took the initiative to establish our sustainability reporting framework. We performed an analysis on our business and operation models as the basis for our stakeholder mapping and materiality

assessment. Through our analysis, we identified four key stakeholder groups and their respective material issues are presented in this report.

4.2 KEY STAKEHOLDERS AND MATERIAL ISSUES

We have a regular review, assessment and feedback process in relation to Environmental, Social and Governance (“ESG”) topics. We identify and review material issues that are most relevant and significant to us and our stakeholders.

STAKEHOLDERS	MATERIAL ISSUES	SIGNIFICANCE
FUTURE GENERATIONS 	<ul style="list-style-type: none"> Reduction of carbon emissions through minimisation of energy consumption 	Sustainability agenda relevant to our business is through curbing carbon emission.
EMPLOYEES 	<ul style="list-style-type: none"> Employee well-being through workplace health & safety and work life balance Regular training of employees on critical skillsets to sustain competitiveness 	An ethical and professional working environment is crucial in cultivating a corporate culture which motivates our employees.
CUSTOMERS 	<ul style="list-style-type: none"> Customer data privacy Customer satisfaction and customer-centric approach 	The quality and safety of our services and products to our customers are the core focuses of our commitments.
SUPPLIERS 	<ul style="list-style-type: none"> Environmental, labour and human rights impact in the supply chain 	To favour those suppliers who share our commitment to our sustainability.

4.3 AWARDS AND ACHIEVEMENTS

The Group’s retail and trading business (Gold N Gems) attained CaseTrust Accreditation from the Consumer Association of Singapore (“CASE”) since June 2014. The accreditation reaffirms the Group’s commitment to fair trading and transparency to consumers.

The Group’s pawnbroker business is a member of Singapore Pawnbrokers Association since 2016.

5 STAKEHOLDER ENGAGEMENT

We believe that good Corporate Social Responsibility (“CSR”) practice goes hand-in-hand with good corporate management practice.

STAKEHOLDERS	MANAGEMENT APPROACH	INITIATIVES	OUTCOME AND RESPONSES	BOUNDARIES
Future Generations	Prevailing laws & regulations on environment, Waste Recycling/Management	Our internal standard operating policies	Digital filing and document to reduce paper consumption, waste and chemicals disposed by recycling company	Singapore Operations
Employees	Code of conduct, Training and Career Development	Staff Communication Sessions, Staff Feedback Process, Staff Exit Interviews	Training Programmes	Singapore Operations
Customers	Customer Relationship Management System, Data Security for Customer Information	Customer Feedback Process, Competitive Benchmarking survey, Customer Data Protection Awareness and Education Program	Customer Complaints and Compliments Statistics / Trending, Create and Engage Brand Ambassadors	Singapore Operations
Suppliers	Supplier Selection and Regular Review Process	Feedback and Communication with Suppliers through Supplier Performance Review	A continuous communication process	Singapore Operations

5.1 PROTECTING OUR ENVIRONMENT FOR THE FUTURE GENERATIONS

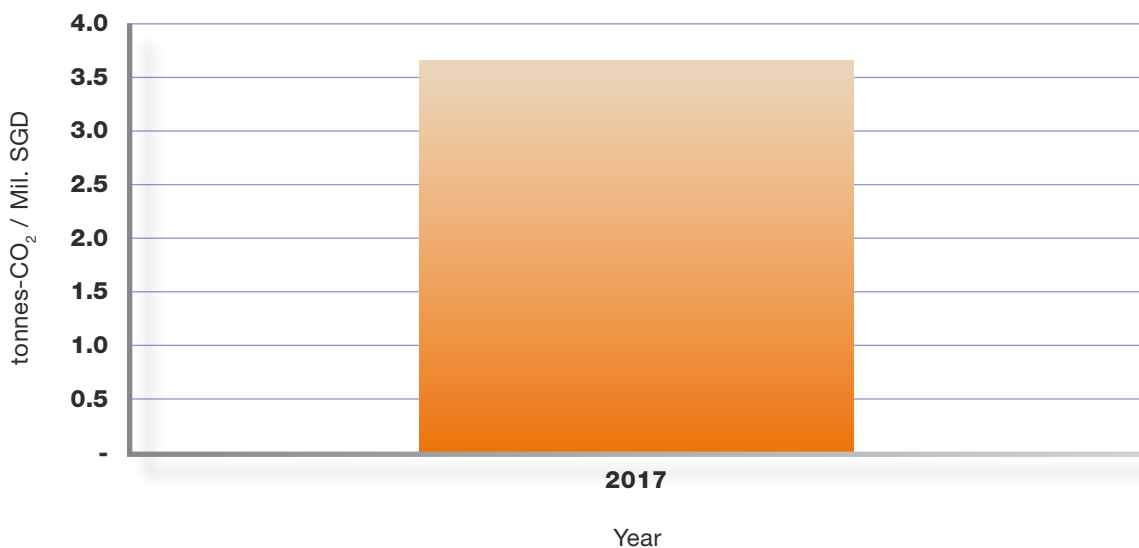
5.1.1 Reduction of Carbon Footprint

We recognise that the effective management and monitoring of our carbon footprint can reduce operating costs, raise brand profile, create a competitive edge and increase stakeholder value. Our carbon footprint is measured in terms of Greenhouse Gas (“GHG”) emission. However, GHG emission is an absolute measure of how much carbon dioxide equivalent (CO₂e) is emitted. Our GHG emission is predominantly indirect (Scope 2) emission. We have insignificant direct (Scope 1) emission, and we do not include the GHG emissions generated by our suppliers (Scope 3).

Considering the changes and dynamics of business and operations, we have established our GHG emission efficiency index for consistent tracking of carbon footprint over time. To this end, we have set a target for GHG emission efficiency improvement of 23% from our 2017 level by 2030. Our target for GHG emission improvement is about 2% per year. Although various business lines and operations account for different percentages of GHG emissions across the Group, they all support and have aligned their environmental objectives accordingly.

FY2017 is our first year of sustainability reporting. FY2017 will be used as reference against which the performance will be measured in subsequent years.

GHG Carbon Emission Index



5 STAKEHOLDER ENGAGEMENT

5.1.2 Reduction of Paper Consumption

All our employees are encouraged to minimize paper wastage at work by adhering to our paperless initiative.

We encourage all employees to adopt digital documents instead of paper documents with an aim to further reduce paper consumption.

Considering the changes and dynamics of business and operations, we have established our paper consumption index for consistent tracking of paper consumption over time. To this end, we have set a target for a paper consumption improvement of 23% from our 2017 level by 2030. Our target for paper consumption improvement is about 2% per year. Although various business lines and operations account for different percentages of paper consumption across the organisation, they have aligned their environmental objectives accordingly.

In FY2017, we consumed a total of 2,689 kg of paper, 100% of which are either Forest Stewardship Council (“FSC”) certified or made from KHAN-NA. Our paper consumption index stands at 14.3.

FY2017 is our first year of sustainability reporting. FY2017 will be used as reference against which the performance will be measured in subsequent years.

5.2 CARING FOR OUR EMPLOYEES

5.2.1 Our Approach

Our people are our most valuable resource and investing in their professional development is vital to our business sustainability. Our goal is to establish work ethics among our employees, which are in line with our core values and code of conduct. They are the foundation upon which we build all our business initiatives and conduct our day-to-day activities.

Our Human Resource (“HR”) management principles and policies have been developed and established based on fair employment practices with the goal of attracting, developing and retaining a motivated workforce.

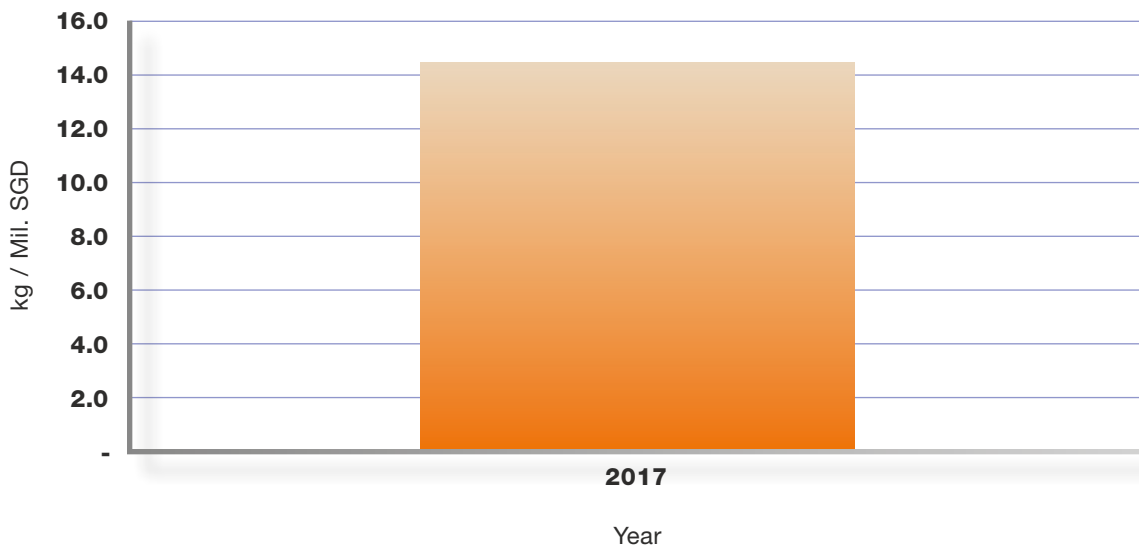
5.2.2 Employment Practices

Our employment practices focus on maximizing the strength of our employees by providing equal opportunities based on merits, and helping our employees to develop strength through our comprehensive training and development programme.

5.2.2.1 The Tripartite Guidelines on Fair Employment Practices

We have adopted the best practices in our HR management. Our HR practices are guided by the Singapore Tripartite Alliance for Fair

Paper Consumption Index



and Progressive Employment Practices. The Singapore Tripartite Alliance comprises the Ministry of Manpower, Singapore National Employers Federation and National Trades Union Congress.

5.2.2.2 Communications

As our Company grows, effective communications across the Group is crucial to ensure continuous alignment of objectives of the employees and the organisational objectives. We have achieved this through our various communication sessions customized based on the target employees. Communication sessions for our managers are held on a regular basis. Agendas covered at these sessions are customized appropriate to the target functional scope of the managers.

5.2.2.3 Employee Feedback

We value our employees’ expertise in their areas of responsibilities. Therefore, their feedback is important in the improvement of overall management and operation of the Group. Through various established processes of employees’ engagement, such as employee’s objective setting, performance review, as well

as exit interview in the case of resignations, we will be able to gather valuable feedback for the continuous improvement of the Group.

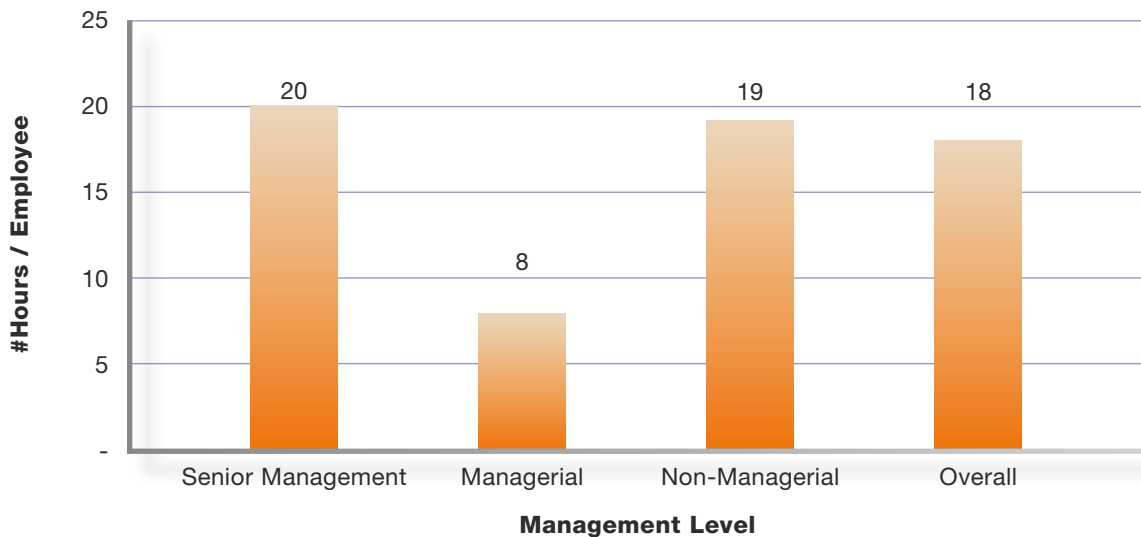
In addition, there are other feedback channels for areas specific to business and function, such as the whistle-blowing policy on control and compliance issues.

5.2.2.4 Career Development and Training

We recognise that consistent and ongoing education is critical to maintaining a competitive, skilled, productive and motivated workforce.

In FY2017, each employee received an average of 18 hours of training. We recognised that the training requirements vary depending on the levels of management responsibilities. Each senior manager recorded an average of 20 hours of training, while managerial and non-managerial staffs recorded an average of 8 hours and 19 hours of training respectively. In light of changing business requirements and opportunities and the variety of training methodologies, we will continue to revise our training curriculum and programme to align with the Group’s objectives and to strive for effectiveness and efficiency in our training approach.

Average Training Profile



5 STAKEHOLDER ENGAGEMENT

5.2.3 Work Force Diversity

In FY2017, 247 (66%) of our employees were females and 128 (34%) employees were males. In terms of management function, 10 females (45%) and 12 males (55%) held managerial positions, while 237 females (67%) and 116 males (33%) held non-managerial positions. The male to female ratio of managerial and non-managerial positions were 1:1 and 2:3 respectively.

5.2.4 Employee Benefits

All non-managerial employees in Singapore are covered by the Employment Act, which provides basic employment terms and working conditions including contract requirements, remuneration, working hours, overtime, rest days and annual leave entitlement.

5.2.4.1 Retirement and Healthcare

Our Company has presence in various geographic locations where there are various local laws and regulations on pension and healthcare for employees. Our HR management practices comply with applicable laws and regulations in those countries we operate. We provide medical coverage for employees.

5.2.5 Safety and Health in the Workplace

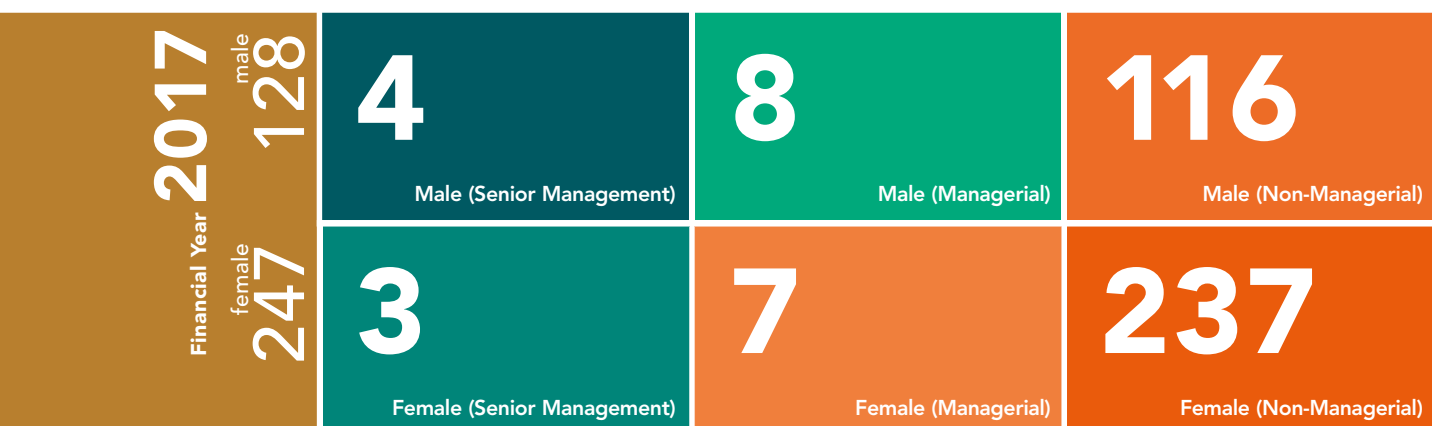
We are committed to workplace safety and health, and we take precautions to prevent occupational injuries among our employees. We believe that safe work conditions boost work morale.

5.2.6 Individual Rights

Respecting and protecting basic human rights is fundamental to all our Group's operations.

In FY2017, none of our workforce was covered by a collective bargaining agreement. There were no incidents of forced labour, child labour or young workers identified across the Group, and no human rights-related grievances have been reported.

Workforce Profile



5.3 FOCUSING ON OUR CUSTOMERS' NEEDS

5.3.1 Our Approach

Safety in our premises is always our priority.

5.3.2 Product Quality and Safety

Reliability and quality of our products are of paramount importance to us. Health and safety of our customers is always our priority. To ensure product safety to our customers, we have in place a set of key quality assurance processes to ensure compliance with regulations and international standards. We aim to totally eliminate product safety incidents so as to foster a 'Safety First' culture through employee training and quality control.

The Group's retail and trading business (Gold N Gems) attained CaseTrust accreditation from the CASE since June 2014. The accreditation reaffirms the Group's commitment to fair trading and transparency to consumers.

5.3.3 Data Safety and Privacy

Ensuring safety and privacy of our customers' data is of great priority to us. We have a well-established Personal Data Protection Act ("PDPA") Policy to protect the privacy of such sensitive data.

5.4 PARTNERING OUR SUPPLIERS

5.4.1 Our Approach

We strive to encourage our suppliers to adopt sustainability practices. Supplier selection requires our key suppliers to disclose their sustainability practices.

5.4.2 Supplier Selection

We select our key suppliers based on criteria such as quality of products and services, competitiveness of pricing and financial health. From 2019, we will require our suppliers to disclose their sustainable business practice. Sustainable business practice is one of the criteria in our supplier selection.

6 PERFORMANCE TABLE

6.1 ENERGY USAGE AND CO₂ EMISSIONS

Direct and indirect CO₂ emissions as measure in GHG emissions are measured in tonnes (t-CO₂) and kilowatt Hours (kWh), from electricity and fuel consumed. The electricity and fuel that we purchase are both from non-renewable sources.

As our business and function expand over time, our GHG emissions and electricity consumption will vary. To ensure consistency and comparability of the GHG emission and electricity consumption measures over time, we

created a GHG emission index and electricity consumption index for our performance monitoring. The index adjusts the GHG emissions and electricity consumption for the size of our activities. We normalize the amount of GHG emissions and electricity consumption by the size of our revenue which we use as a proxy of the size of our activities. The GHG emission index is measured in t-CO₂ per SGD million and the electricity consumption index is measured in kWh per SGD million.

	PERFORMANCE			TARGET
	FY2015	FY2016	FY2017	FY2018
GHG Emission Index (t-CO ₂ / million SGD)	--	--	3.7	--
Electricity Consumption Index (kWh /million SGD)	--	--	7,682	--

FY2017 Performance	<p>As FY2017 is our first year of reporting the performance, the Company does not have sufficient performance data to form a trend for the purpose of setting a target for the next year. For performance tracking purpose, we will use FY2017 data as our base for our performance tracking towards our 2030 goals.</p> <p>As of FY2017, the GHG emission index stands at 3.7 and the electricity consumption index stands at 7,682. In the subsequent years, we will track our performance with reference to this base year.</p>
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6.2 PAPER CONSUMPTION

We capture the data for paper consumption by the number of reams of paper used. One ream of paper is equivalent to 500 sheets of paper. To ensure consistency and comparability across various paper sizes, such as A3 and A4 papers, we measure the paper consumption by the weight of paper used which is adjusted for the various sizes and quality of papers.

As our business and function expand over time, the paper consumption patterns will vary. We

have devised a paper consumption index for our performance monitoring. The index adjusts the paper consumption for the size of our activities. We normalize the amount of weights of paper consumed by the size of our revenue which we use as a proxy of the size of our activities. The paper consumption index is measured in kilograms per SGD million.

	PERFORMANCE			TARGET
	FY2015	FY2016	FY2017	FY2018
Reams of Paper Used for Office Printing				
Total Weight of Paper Consumed (kg)	--	--	2,689	--
Total Weight of Paper from KHAN-NA or Forest Stewardship Council (FSC) Paper Consumed (kg)	--	--	2,689 100%	--
Paper Consumption Index (kg / million SGD)	--	--	14.3	--

FY2017 Performance	<p>As FY2017 is our first year of reporting the performance, the Company does not have sufficient performance data to form a trend for the purpose of setting a target for the next year. For performance tracking purpose, we will use FY2017 data as our base for our performance tracking towards our 2030 goals.</p> <p>As of FY2017, the Paper Consumption Index stands at 14.3. In the subsequent years, we will track our performance with reference to this base year.</p>
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6 PERFORMANCE TABLE

6.3 EMPLOYMENT PROFILE

	PERFORMANCE			TARGET
	FY2015	FY2016	FY2017	FY2018
Total Employees	--	--	375	--
Men : Women ratio in non managerial positions	--	--	1:2 (Total = 375)	--
Men : Women ratio in managerial positions	--	--	1:1 (Total = 375)	--

FY2017 Performance	<p>As FY2017 is our first year of reporting the performance, the Company does not have sufficient performance data to form a trend for the purpose of setting a target for the next year. For performance tracking purpose, we will use FY2017 data as our performance tracking.</p> <p>As of FY2017, the Men: Women ratio in non-managerial and managerial positions stand at 1:2 and 1:1 respectively.</p>
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6.4 EMPLOYEES ENGAGEMENT AND TRAINING

	PERFORMANCE			TARGET
	FY2015	FY2016	FY2017	FY2018
Average Training Hours per Employee	--	--	18.0	--

FY2017 Performance	<p>As FY2017 is our first year of reporting the performance, the Company does not have sufficient performance data to form a trend for the purpose of setting a target for the next year. For performance tracking purpose, we will use FY2017 data as our performance tracking.</p> <p>As of FY2017, the average training hours per employee stands at 18 hours. In subsequent year, we will track our performance reference to this base year.</p>
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6.5 CUSTOMER FEEDBACK

	PERFORMANCE			TARGET
	FY2015	FY2016	FY2017	FY2018
Customer Compliments	--	--	1	--
Customer Complaints	--	--	8	--
Compliments vs. complaints ratio	--	--	1:8	--

FY2017 Performance	<p>As FY2017 is our first year of reporting the performance, the Company does not have sufficient performance data to form a trend for the purpose of setting a target for the next year. For performance tracking purpose, we will use FY2017 data as our base for our performance tracking towards our 2030 goals.</p> <p>As of FY2017, the Compliment vs. Complaints ratio stands at 1:8. In the subsequent years, we will track our performance with reference to this base year.</p>
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7 GRI CONTENT INDEX

This report is prepared in accordance with the Global Reporting Initiative (GRI) Standards Core option. We did not seek external assurance for this report.

N.B.: AR = Annual Report, SR = Sustainability Report (i.e. this report)

GRI REFERENCE	DISCLOSURE	RESPONSE	
GENERAL STANDARD DISCLOSURE			
ORGANISATION PROFILE	102-1	Name of the organisation	SR Cover page
	102-2	Activities, brands, products, and services	AR Page 4-6
	102-3	Location of headquarters	SR Section 2.4
	102-4	Location of operations	AR Page 42, 61-62
	102-5	Ownership and legal form	AR Page 42, 61-62, 86-87
	102-6	Markets served	AR Page 4-6
	102-7	Scale of the organisation	AR Page 42
	102-8	Information on employees and other workers	SR Section 5.2.2
	102-9	Supply chain	SR Section 5.4, 5.4.1, 5.4.2
	102-10	Significant changes to the organisation and its supply chain	No significant changes
	102-11	Precautionary Principle or approach	SR Section 3.2, 3.3, 4, 4.1, 5, 5.2.1, 5.3.1, 5.4.1
	102-12	External initiatives	SR Section 4.3
	102-13	Membership of associations	SR Section 4.3
STRATEGY	102-14	Statement from senior decision-maker	SR Section 1
ETHICS AND INTEGRITY	102-16	Values, principles, standards, and norms of behaviour	AR Page 14-28 (Code of Governance), SR Section 3.1, 3.3
GOVERNANCE	102-18	Governance structure	AR Page 14-28 (Code of Governance),
STAKEHOLDER ENGAGEMENT	102-40	List of stakeholder groups	SR Section 5, 5.1, 5.2, 5.3, 5.4
	102-41	Collective bargaining agreements	None of our workforce was covered by collective bargaining agreements
	102-42	Identifying and selecting stakeholders	SR Section 5
	102-43	Approach to stakeholder engagement	SR Section 5
	102-44	Key topics and concerns raised	SR Section 4.2, 5

7 GRI CONTENT INDEX

GRI REFERENCE		DISCLOSURE	RESPONSE
GENERAL STANDARD DISCLOSURE			
REPORTING PRACTICE	102-45	Entities included in the consolidated financial statements	<i>AR Page 61-62</i>
	102-46	Defining report content and topic boundaries	<i>SR Section 2.1, 2.2, 2.3</i>
	102-47	List of material topics	<i>SR Section 4.2</i>
	102-48	Restatements of information	<i>No Significant Changes</i>
	102-49	Changes in reporting	<i>No Significant Changes</i>
	102-50	Reporting period	<i>SR Section 2.1</i>
	102-51	Date of most recent report	<i>This is our first SR</i>
	102-52	Reporting cycle	<i>SR Section 2.1</i>
	102-53	Contact point for questions regarding the report	<i>SR Section 2.4</i>
	102-54	Claims of reporting in accordance with the GRI Standards	<i>SR Section 2.2</i>
	102-55	GRI content index	<i>SR Section 7</i>
	102-56	External assurance	<i>SR Section 2.2</i>
ECONOMIC			
ECONOMIC PERFORMANCE	201-1	Direct economic value generated and distributed	<i>AR Page 2</i>
	201-2	Financial implications and other risks and opportunities due to climate change	<i>SR Section 5.1</i>
	201-4	Financial assistance received from government	<i>AR Page 56</i>
ANTI-CORRUPTION	205-1	Operations assessed for risks related to corruption	<i>SR Section 4.2</i>
	205-2	Communication and training about anti-corruption policies and procedures	<i>SR Section 3.3</i>
	205-3	Confirmed incidents of corruption and actions taken	<i>There is no confirmed incident noted</i>
ANTI-COMPETITIVE BEHAVIOUR	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	<i>There is no incident noted.</i>
ENVIRONMENT			
ENERGY	302-1	Energy consumption within the organization	<i>SR Section 5.1</i>
	302-4	Reduction of energy consumption	<i>SR Section 5.1, 6.1</i>

GRI REFERENCE	DISCLOSURE	RESPONSE	
ENVIRONMENT			
EMISSIONS	305-1	Direct (Scope 1) GHG emissions	<i>SR Section 5.1, 6.1</i>
	305-2	Energy indirect (Scope 2) GHG emissions	<i>SR Section 5.1, 6.1</i>
	305-3	Other indirect (Scope 3) GHG emissions	<i>SR Section 5.1, 6.1</i>
	305-5	Reduction of GHG emissions	<i>SR Section 5.1, 6.1</i>
ENVIRONMENTAL COMPLIANCE	307-1	Non-compliance with environmental laws and regulations	<i>There is no incident noted</i>
SOCIAL			
LABOR/MANAGEMENT RELATIONS	402-1	Minimum notice periods regarding operational changes	<i>SR Section 5.2.2.2</i>
TRAINING AND EDUCATION	404-1	Average hours of training per year per employee	<i>SR Section 5.2.2.4, 6.4</i>
	404-2	Programs for upgrading employee skills and transition assistance programs	<i>SR Section 5.2.2.4, 6.4</i>
DIVERSITY AND EQUAL OPPORTUNITY	405-1	Diversity of governance bodies and employees	<i>SR Section 5.2.3</i>
NON-DISCRIMINATION	406-1	Incidents of discrimination and corrective actions taken	<i>There is no incident noted</i>
HUMAN RIGHTS ASSESSMENT	412-2	Employee training on human rights policies or procedures	<i>SR Section 5.2.2.1, 5.2.6</i>
PUBLIC POLICY	415-1	Political contributions	<i>There is no political contribution noted</i>
CUSTOMER HEALTH AND SAFETY	416-1	Assessment of the health and safety impacts of product and service categories	<i>SR Section 5.3.2</i>
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<i>There is no incident noted</i>
MARKETING AND LABELLING	417-2	Incidents of non-compliance concerning product and service information and labelling	<i>There is no incident noted</i>
	417-3	Incidents of non-compliance concerning marketing communications	<i>There is no incident noted</i>
CUSTOMER PRIVACY	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<i>There is no incident noted</i>
SOCIOECONOMIC COMPLIANCE	419-1	Non-compliance with laws and regulations in the social and economic area	<i>There is no incident noted</i>

