



SUTL Enterprise Limited
Sustainability Report 2019

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CEO's Message

Dear Stakeholders,

I am pleased to present the 2019 Sustainability Report of SUTL Enterprise Limited ("the Company") and its subsidiaries ("the Group").

The Group aspires to manage world-class integrated marinas that feature top-notch, professionally-run facilities and amenities with minimal environmental footprint. We saw remarkable results in the launch of the ONE°15 Marina – Seakeepers Asia Coral Garden project, where we successfully developed our coral gardens and promoted awareness of this project. We were accredited Marina Industry Association ("MIA") International Clean Marina Level 4 Award (ISO 14001:2015) which is a clear testament of our efforts to protect our waterways. We have also commenced the reconfiguration of our pontoons to increase the overall efficiency of our operations and minimise resource wastage.

ONE°15 Marina Sentosa Cove Singapore, celebrated the launch of its new Customs, Immigration, Quarantine ("CIQ") facility in August 2019. The CIQ facility offers an alternative immigration point, which has helped to ease traffic at the facility at Sisters' Island especially during busy periods. The CIQ facility enables ONE°15 Marina Sentosa Cove Singapore to be the centre of all boating activities which gives our boaters more convenience and a better yachting experience.

The Group is expanding its business and brand internationally. We have begun selling memberships for our upcoming marina club at Puteri Harbour of Iskandar Puteri in Iskandar Malaysia, Johor. This allows members to enjoy exclusive membership privileges across the marina clubs worldwide under the prestigious ONE°15 brand, thereby creating more value for our members.

I would like to thank our members, customers, business partners and shareholders for your unwavering support over the years. We look forward to your continuing support as we strive to build sustainably luxurious integrated marinas around the region.

Arthur Tay

Executive Director and Chief Executive Officer

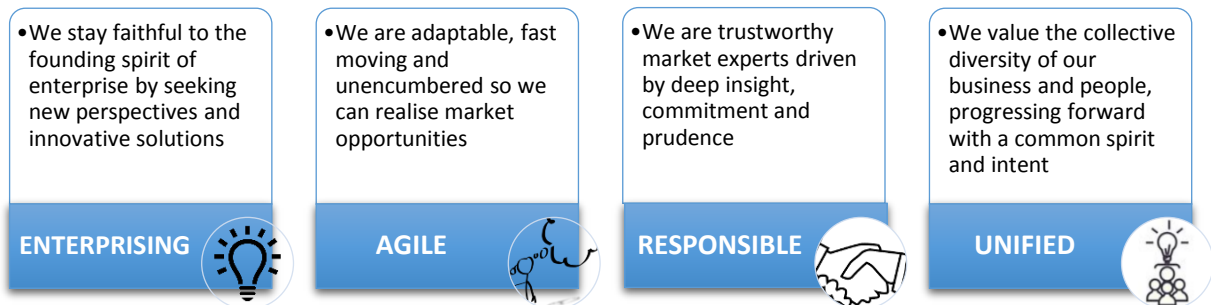
Our Sustainability Story

Our Vision

To be the Leading, Premier Integrated Marina Developer and Operator.

Our Values

Our values reflect the defining qualities that have contributed to the success of SUTL. These values form the foundation and ideals required to achieve greater heights for both the company and quality of life for people in Asia.



Sustainable Luxury

We advocate sustainable luxury and believe that luxury is not about being excessive and wasteful. Instead, we encourage our members and guests to make more informed consumer choices by providing quality services with sustainable values.

The Group fulfils the standards of a luxurious waterfront lifestyle while ensuring sustainable operations. We support a vibrant yachting community and promote the marina and yachting tourism lifestyle without compromising the wellbeing of the environment and society. We are fully committed to ensuring environmental protection and maintaining the safety and welfare of our customers, employees and the community in our operations.

Sustainability Performance and Targets

The Group aspires to adorn a string of pearls along the beautiful coastlines of Asia, each pearl representing a ONE°15 branded marina, where the international boating community can get together and explore the region.

We endeavour to tap into Asia's rising affluence and burgeoning demand for the waterfront lifestyle by establishing infrastructure and services that are exceptional yet sustainable.

The table below summarises our sustainability performance in FY2019 and targets for FY2020:

Environmental Performance in FY2019	
FY2019 Target	Performance Update
1.5% reduction in resource usage	Reduced energy consumption by 0.7%
Reduction in effluents and waste	<ul style="list-style-type: none"> - Reduced waste generation by 1.4% - 10% of dry waste reused and recycled
Zero spills	Achieved zero spills
Implement more biodiversity preservation programmes	<ul style="list-style-type: none"> - Launched the ONE°15 Marina – Seakeepers Asia Coral Garden project - Transferred over 70 coral fragments onto the new seawall and achieved coral transplant survivorship of 91.1% - Installed six (6) new nursery frames along the pontoons
Zero environmental non-compliance	Achieved zero incident of environmental non-compliance
Environmental Targets for FY2020	
FY2020 Target	Action Plan
1.5% reduction in resource usage	<ul style="list-style-type: none"> - Increase energy efficiency of equipment - Deploy more water saving measures
Reduce plastic usage	<ul style="list-style-type: none"> - Minimise use of plastic straws and takeaway containers - Use eco-friendly materials and refrain from using single-use plastic in daily operations on the pontoons
Reduction in effluents and waste	<ul style="list-style-type: none"> - Go paperless in our daily operations and services - Reuse and recycle
Zero spills	<ul style="list-style-type: none"> - Impose penalties for spillage - Check all facilities, piping and equipment regularly
Implement more biodiversity preservation programmes	<ul style="list-style-type: none"> - Educate and promote protection of surrounding environment and biodiversity - Organise annual marina clean-ups to remove ocean litter and preserve marine life - Develop coral gardens and promote coral planting
Zero environmental non-compliance	Strictly adhere to environmental laws and regulations where we operate

Social Performance in FY2019	
FY2019 Target	Performance Update
Zero guest and employee safety incidents	<ul style="list-style-type: none"> - Achieved zero incident of non-compliance with customer health and safety regulations - One incident of occupational injury that led to seven (7) man-days lost - Achieved zero incident of work-related fatality
Implement more programmes for upgrading employee skills	Staff attended training programmes including first aid and emergency trainings
Social Targets for FY2020	
FY2020 Target	Action Plan
Zero guest and employee safety incidents	<ul style="list-style-type: none"> - Achieve sanitary and safety standards in accordance to SG Clean and achieve SG Clean certification - Strictly implement safe distancing measures to mitigate risk of transmission of COVID-19 - Promote safety awareness - Proper implementation of safety policies - Strict implementation of food safety measures - Expand pool of first aid trained staff beyond security
Zero incident of non-compliance with COVID-19 laws and measures	<ul style="list-style-type: none"> - Strictly comply with work from home policy - Safe distancing clearly marked for seating and queues - Daily temperature taking of staff and guests
Achieve 4 membership events per month to engage members	<ul style="list-style-type: none"> - Continuous engagement with partners to ensure quality of events - Strictly comply with COVID-19 safety measures during membership activities
Implement more programmes for upgrading employee skills	Work with Department Heads to identify training needs for staff
Zero complaints concerning breaches of customer privacy and losses of customer data	Strictly adhere to customer privacy laws and regulations where we operate
Zero incident of socioeconomic non-compliance	Strictly adhere to social and economic laws and regulations where we operate

Noteworthy Awards

The Group has won numerous accolades and awards in recognition of its excellence in the marina and yacht charter industry:

- Marina Industry Association (“MIA”) International Clean Marina Level 4 Award (ISO 14001:2015) (2019)

- Asian Boating Awards – Best Asian Marina (2009, 2012 – 2014, 2016 – 2019)
- Luxury Travel Awards – Unique Luxury Hotel of the Year 2019
- Best Contribution to the Asian Marina Industry – Arthur Tay (2019)
- Corporate Insider – Winner of Business Excellence Awards (2019)
- 14th South West ECo Awards – Commendation Award (Corporate Category) (2018)
- Agoda Gold Circle Award 2015
- Influential Brands: Lifestyle & Yachting Hub – Winner 2015
- Asian Boating Awards – Green Maritime Company of the Year 2015
- The Yacht Harbour Association (“TYHA”) Gold Anchor Award Scheme (5 Gold Anchor)
- ISO 9001:2008 –Quality Management System (2009)

Organisation Profile



SUTL Enterprise Limited was incorporated in 1993 and listed on SGX Mainboard (SGX: BHU) in 2000. Headquartered in Singapore, it is currently the only marina business listed on the SGX. The Group is a leading developer, operator and consultant of integrated marinas, and has three business segments namely Marina Ownership, Consultancy & Management Services, and Luxury Yacht Chartering.

Marina Ownership

The Group builds integrated marinas and operates them under its proprietary ONE°15 brand as lifestyle marina clubs with retails, F&B options, recreational facilities and accommodation. Currently, it owns ONE°15 Sentosa and ONE°15 Puteri Harbour is under construction.

Consultancy & Management Services



Photo illustration: Indonesia Navy Club by ONE°15 Marina

The Group offers consultancy and management services to developers and owners of waterfront real estate under its wholly-owned subsidiary, ONE15 Management & Technical Services Pte. Ltd. (“MTS”). MTS offers a range of comprehensive pre-construction advisory services including marina master planning, feasibility studies and market research, marina design and project management. Its goal is to assist developers and owners in building quality infrastructure that will ensure a success for the marina. It currently manages ONE°15 Brooklyn Marina operations.

Post-construction, MTS provides consultancy services in the form of business planning and optimisation. Under its management services, MTS offers day-to-day running of the marina's operations hospitality management.

Its pipeline of soon-to-be completed marinas includes the Indonesian Navy Club managed by ONE°15 and ONE°15 Marina Nirup island in Indonesia; Taihu International Marina managed by ONE°15 Marina and ONE°15 Logan Cove Zhongshan in China.

Luxury Yacht Chartering



The Group through its wholly-owned subsidiary, ONE15 Luxury Yachting Pte. Ltd. ("LY"), operates a complementary yacht chartering business with more than 40 luxury yachts ranging from 11 metres to 40 metres registered with LY's yacht chartering programme.

Yachting has become increasingly popular as a recreational activity for city dwellers, who yearn to get away from the crowds by going out to the open sea. Our customers include companies that book the vessels for corporate events and also individuals who want an alternative venue for birthdays, weddings, anniversaries and other special occasions. LY enables our customers to enjoy the boating lifestyle without the financial burden of owning a yacht.

The yachts are owned by the respective yacht owners who are also berthing customers of the Group. It provides them a way to monetise the yacht when unused. The Group does not own or operate the yachts. As such, we do not foresee sustainability implications for this business segment.

Governance and Statement of the Board

The Group prioritises sustainability at the Board level. Assisted by the Group Financial Controller and the respective properties' General Managers, the CEO is responsible in leading and guiding the different business units in the implementation and management of sustainability measures.

The Board incorporates sustainability issues into the strategic formulation of the Group. The Board approves the material environmental, social and economic factors identified and ensures that the factors identified are well-managed and monitored.

The Group adopts a precautionary approach in strategic decision and day-to-day operations by implementing a comprehensive risk management framework.

Please refer to the Corporate Governance Report in our 2019 Annual Report for more information on corporate governance practices and risk management structure.

Stakeholder Engagement

The Group believes that stakeholder engagement is integral to the building of a sustainable business. We review sustainability issues based on their materiality to stakeholders. We actively engage in meaningful and productive dialogue with our stakeholders and participate in various industry and government forums to keep abreast of any material stakeholder issues.

We identify key stakeholders as groups which have material impact or could potentially be impacted by our operations. The following table summarises our key stakeholders, engagement platforms and their key concerns.

Stakeholders	Engagement platforms	Key concerns	Read more in the following sections
Members and Customers	<ul style="list-style-type: none"> • Club website • Monthly magazines, Latitude & Electronic Direct Mailer • Customer feedback 	<ul style="list-style-type: none"> • Safety • Engagement with members and quality of services 	<ul style="list-style-type: none"> • Our Members
Employees	<ul style="list-style-type: none"> • Performance appraisal system • Weekly HOD meetings • Internal communications, memos, reporting lines and functions 	<ul style="list-style-type: none"> • Employee health and safety • Remuneration • Staff benefits • Ethics and conduct • Compliance with local labour laws 	<ul style="list-style-type: none"> • Our People, Our Assets
Governments and Regulators	<ul style="list-style-type: none"> • Annual reports • Sustainability reports • Ongoing dialogues 	<ul style="list-style-type: none"> • Compliance with regulatory and industry requirements • Environmental compliance 	<ul style="list-style-type: none"> • Occupational Health and Safety • Customer Health and Safety • Environmental Compliance
Community	<ul style="list-style-type: none"> • Engagement in community services 	<ul style="list-style-type: none"> • Environmental impact • Social development 	<ul style="list-style-type: none"> • Environment • Contributions to Our Community
Shareholders and investors	<ul style="list-style-type: none"> • Annual reports • Quarterly reports • Investor relations management • Annual general meetings 	<ul style="list-style-type: none"> • Anti-corruption • Compliance with government regulations • Profitability • Sustainability 	<ul style="list-style-type: none"> • Environmental Compliance • Socioeconomic Compliance • Ethics and Integrity

Reporting Practice

This sustainability report is produced in accordance with the GRI Standards “Core” option, covering our Group’s performance from 1 January 2019 to 31 December 2019.

The GRI standards represent the global best practices for reporting on economic, environmental and social topics.

The report also incorporates the report’s primary components as set out by the SGX’s “Comply or Explain” requirements on sustainability reporting under Listing Rule 711B.

The Group has assessed that external assurance is not required. This report supplements the Group’s 2019 Annual Report. Detailed section reference with GRI Standards is found at the GRI Standards Content Index section of this report.

The Group’s material topics are identified based on its impact on our internal and external stakeholders, as outlined in the Stakeholders Engagement section.

Each year, we use a structured process to select the report’s content and confirm its relevance and prominence, particularly in relation to the environment and society. Our 2019 Sustainability Report focuses on key sustainability challenges of the Group and the respective action plans. We have maintained our sustainability management from FY2018 to include the protection of employee safety and welfare, the ecosystem, as well as community engagement.

Environment

The Group has established a sustainable business model where we fulfil Asia's demand for an all integrated marina lifestyle Club which includes F&B outlets, accommodation and facilities.

As a reputable developer of integrated marinas, ensuring high infrastructural and service quality and safety is our top priority. We incorporate sustainability in the design and construction of our marinas where feasible.

We endeavour to reduce our carbon footprint, as well as effluents and waste in our operations, and we strictly comply with industry and local environmental laws and regulations.

Climate and Hurricane Risk Management

GRI 201-2

We have implemented adequate environmental and safety measures at the marinas we own or manage ("Group marinas") to achieve sustainable marina operations.

Due to the nature and locality of our marina operations, we are aware of the disaster risks that we are exposed to as a result of climate change, such as more frequent and intense hurricanes, storms and tsunamis. As a result, we diligently review and update our due diligence checklist to manage climate and disaster risk. We conduct careful site selection and implement strict safety measures, such as dredging, building breakwaters and wave fences to provide wave protection for assets in our marina and the marine life.

Other than climate risk, we face regulatory risks which arise from increasingly stringent government regulations on business activities that contribute to climate change. We believe that our environmental policies are steering us in the right direction to mitigate this risk as we work towards the development of a sustainable luxury business.

Environmental Protection

GRI 304-2, 304-3

Environmental protection and preservation is inherent in our marina designs, and we strive to develop marinas that can operate sustainably, specifically in the areas of marine preservation and reduction of environmental impact.

With more than 27% of the world's coral reefs being destroyed, ONE°15 Marina is on a mission to go green and safeguard our beautiful marine biodiversity through the launch of the **ONE°15 Marina – Seakeepers Asia Coral Garden** project.

In conjunction with the Tropical Marine Science Institute ("TMSI") of National University of Singapore ("NUS") and sponsors, namely The International SeaKeepers Society Asia, Audi Singapore and SC Global Developments, this project aims to

protect the marine ecosystem that surrounds our marina at Sentosa and to provide a natural habitat for existing sea life. This enables us to nurture an aquatic treasure trove for all to explore.

As at April 2019, the TMSI team has effectively enhanced the coral gardens by transferring over 70 coral fragments onto the new seawall with an overall transplant survivorship of 91.1%. We actively monitor their growth and health, and most coral transplant recovered from the transplantation process with visible growth of up to twice their initial area.

In August 2019, the team installed six (6) new nursery frames along the pontoons and transferred corals of opportunity (“COPs”) onto the new frames to improve the health and survivorship of the coral fragments. As of January 2020, 95 live coral fragments remained on the nursery frames and most had recovered from the fragmentation process and appeared healthy.

Here are some photos of our coral garden:



To further cultivate the ONE°15 Marina – Seakeepers Asia Coral Garden project and its community outreach, the Club invited members and partners to become Sponsors in the Plant-A-Coral-Today (“PACT”) initiative. The Group has achieved positive results in our biodiversity preservation programme and will continue to reduce the ecological impact of our operations on the surrounding ecosystem.

Committed to doing our part for the environment, ONE°15 Marina organises annual marina clean-ups to remove marine trash which threatens maritime safety, degrades water quality, imperils marine life and people’s health, and has adverse effects on tourism and fishing. The marina clean-up in FY2019 saw over 100 land volunteers and divers who helped to remove 60kg of metal rubbish and 8kg of plastic trash.

In FY2019, we were accredited Marina Industry Association (“MIA”) International Clean Marina Level 4 Award (ISO 14001:2015) which is a clear testament of our efforts to protect our waterways.

In addition to coral planting and marina clean-ups, the Group also encourages all staff to reduce the use of single-use plastic disposables and unnecessary packaging where possible. As a result, we replaced bottled water with glass jugs in our hotel rooms and switched from disposable toiletries to dispensers to save plastic. Our F&B retailers have also switched to paper straws, takeaway containers and bags that are mostly biodegradable and eco-friendly.

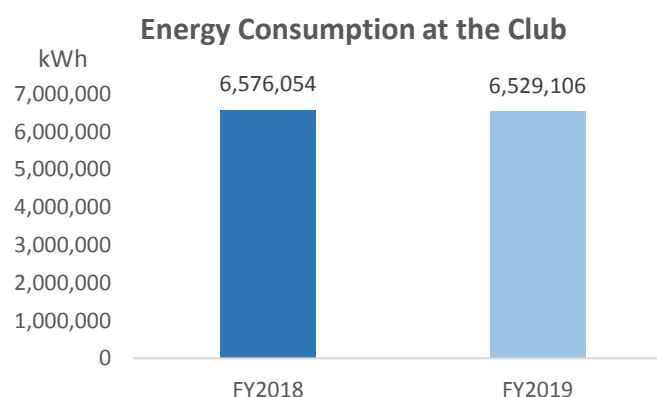
We will continue to be proactive in making a positive impact on the environment.

Energy Management

GRI 302-1, 302-4

We are committed to managing energy usage in our operations at the Club. We constantly review and improve on our environmental conservation policies and values, and ensure that we operate in accordance to local environmental laws and regulations. We upgrade our equipment and facilities to increase energy efficiency in our daily operations, such as upgrading the air-conditioning system at hotel rooms and bistro restaurants and switched to light-emitting diode (“LED”) lights to increase energy efficiency. To reduce energy consumption, air-conditioning is kept at 24 degrees Celsius and all staff and guests are encouraged to switch off the lights and air-conditioning when not in use. We also replaced the lights at the lift lobby and carpark with motion sensor lights to minimise energy wastage.

In addition, we commenced the reconfiguration of pontoons in FY2019 to upgrade the energy efficiency of the power system and support real-time monitoring of energy consumption. As at the end of FY2019, 30% of the marina reconfiguration was completed and the remaining works are targeted to complete at the end of 2020.



The Group regularly monitors the energy consumption at the Club and implements measures to effectively reduce energy usage, such as reviewing our operating hours to close one hour earlier on weekdays due to fewer customers to reduce resource

usage. The reduction in energy consumption from 6,576,054 kWh in FY2018 to 6,529,106 kWh in FY2019 is a clear testament of our efforts to reduce our carbon footprint, and we endeavour to achieve a lower carbon footprint in FY2020.

Water Management

GRI 303-1

Currently, all water consumed is sourced from Public Utilities Board (“PUB”) and our water consumption level is measured and monitored through two main water meters at the Club. Our managers are responsible for the proper implementation of these measures to minimise water wastage in our daily operations. Water pipes at the marina are regularly checked for water leakages into the seal, and we replaced old water pipes with new pipes to prevent leakages.

To further reduce water consumption, we have increased the water efficiency of our facilities, such as changing the taps at most public areas to self-closing taps and fitting hoses with nozzles to prevent water from running.

The reconfiguration of pontoons mentioned previously also included the installation of meters at important sections of the Marina to allow effective real-time monitoring of water consumption. The system will promptly alert our manager of any leak or water wastage and allow the water supply to be cut off remotely to stop water wastage immediately and to facilitate repair work. We also actively track the variance between water used and water sold to pontoons to detect possible leaks and water wastage.

Effluents and Waste Management

GRI 306-2, 306-5

Given the nature and locality of the Club, we are aware of the potential risk of seawater contamination, and we endeavour to develop clean and green marina operations. We maintain high standards in the effluents and waste management at the marina, F&B outlets and hotel, as inadequate control measures can result in water pollution and negative impacts on the surrounding ecosystem.

We uphold stringent environmental standards to achieve ecological preservation and protection. All wastes and effluents are discharged into the sewage system and on-site waste compacting equipment is used to optimise waste management. We also implement waste management measures such as reusing and recycling to reduce the overall amount of waste generated in our operations. We regularly evaluate our effluents and waste management standards and operating practices to ensure that there is an efficient management system in place, and that it strictly complies with local environmental laws and regulations. For instance, we collect engine oil disposed by yacht owners and filter the oil for recycling. In FY2019, 366 tonnes of non-hazardous waste was generated from our marina operations, 10% of the dry waste was reused and recycled, and we recycled an estimated amount of 2,000 litres of engine oil. The reduction in waste generation from 371.03 tonnes in FY2018 to 366 tonnes in FY2019 is a clear testament of our waste management efforts.

Furthermore, we implement strict measures to mitigate the risk of spills and seawater pollution. In compliance with environmental laws, yacht owners who park at our berths are not allowed to discharge any dirty water into the sea. Instead, vessel discharges are pumped into our sewage treatment equipment to remove contaminants and produce treated wastewater that is safe for release into the environment. We monitor all vessel discharges to effectively manage effluents and detect possible spills or vessel discharge into the sea. We impose strict penalties on offenders who cause significant spills and provide wastewater pump discharge service to yacht owners to maintain water quality surrounding the yachts. There were zero spills recorded in FY2019.

We will continue to improve on our waste and effluents management to ensure that there are no spills or waste disposed into the surrounding ecosystem.

Environmental Compliance

GRI 307-1

In FY2019, there was no incident of environmental non-compliance at the Club.

Our Members

ONE°15 Sentosa is replete with a comprehensive range of luxurious private club facilities and amenities catering to both members and non-members.

The Group's membership programme offers members and their family an enjoyable lifestyle with a level of exclusivity allowing interaction with like-minded people. Our members are entitled to access to club fitness and leisure programmes, exclusive member-only events as well as special privileges with a network of lifestyle and retail partners.

We strive for zero food and physical safety incidents, which is achieved by the implementation of stringent safety standards.

Customer Health and Safety

GRI 203-2, 416-1, 416-2

The Group prioritises the health and safety of our Club guests and patrons. To safeguard the physical safety of our guests, we have adequate safety policies and equipment in place to mitigate safety hazards.

For instance, we installed locks at the back of house so guests can only enter from the front of house, thus safeguarding guests from unwanted entry. We also promote pool safety awareness by posting "No Diving" signs and closing the pool at 9pm to prevent pool accidents. We added reflective tapes on the pool steps to mitigate trip hazards.

In addition, we have stepped up on our camera and surveillance system to ensure a safe and secure environment for guests. Presently, we are utilising higher-definition CCTV cameras at the Club and have achieved 100% closed-circuit television cameras ("CCTV cameras") coverage at the marina to enhance marina safety and prevent acts of vandalism or potential crimes to the marina property or boats we house. We have introduced CCTV cameras that cover all the blind spots at the Club, such as the rooftop, staircase landings and back of house. The Club's Security Officers constantly undergo Security training to upgrade their skills and knowledge. For instance, they attended the "Recognise Terrorist Threats" ("RTT") course to keep abreast of the skills and knowledge to recognise terrorist risks and threats. With the advancement of our surveillance and security systems, we can readily respond to any safety and security issue at the Club.

The Group invested in a comprehensive management system to improve security management and efficiency of our marina management. We will continue to implement innovative measures and solutions to further optimise our marina management and improve our marina services for our clients.

To ensure that our marina safety is in line with industry regulations, the Group's policies strictly comply with the standards of MIA, a trade association of the marina

industry in Australia for managers and operators of marinas. We have implemented adequate safety control measures to provide our customers with the necessary health and safety precautions, including rescue ladders, life boats, slippery signs, first-aid and “no swimming” signs. We provide safety boats in all sea activities and conduct safety briefings before all events.

We will continue to uphold our safety practices and regularly maintain our safety equipment to ensure that we are well prepared for any health and safety risk that our customers may be exposed to.

Other than preventing physical hazards, we implement stringent food hygiene and safety standards. Our F&B outlets are required to strictly comply with our food hygiene standards to ensure the quality and safety of food served. Our food hygiene policies include proper food storage, food handling and preparation practices, and all staff must be certified with Food Handlers’ License under Singapore Food Agency (“SFA”).

Other than managing the food hygiene practices of our employees, we also implement proper procurement practices and we evaluate our food suppliers based on the freshness and quality of their products, as well as the timeliness of their delivery. This is to ensure the freshness and quality of the food we serve, so as to safeguard the food safety for our patrons and hotel guests.

In light of the recent step up in enforcement actions and inspections on food service operators, we are pleased to report that all F&B outlets in ONE°15 Sentosa Cove have maintained a SFA grading of “A” in FY2019. Furthermore, in compliance with new SFA requirements, ONE°15 Sentosa Cove has implemented the Food Safety Management System (“FSMS”), which is a preventative approach towards identifying, preventing and reducing food-borne hazards to ensure that food is safe for consumption. Our Executive Chef has achieved the FSMS training course certification, which required us to ensure that spoilage and cross contamination are prevented at all stages from food handling to food storage.

In addition, we constantly highlight to our F&B and hotel staff the importance of practising safety measures such as fire safety, and we periodically review the safety policies and maintain the safety equipment to safeguard the physical safety of our hotel guests and patrons. We have implemented an adequate Emergency Response Plan (“ERP”) in case of emergencies to establish a systematic and orderly evacuation plan and ensure everyone’s safety in the event of fire. In compliance with evacuation guidelines under Singapore Civil Defence Force (“SCDF”), we conduct biannual fire evacuation drills and regular security patrols to prepare ourselves for any possible safety and security incidents.

During FY2019, there was no major incident of non-compliance with customer health and safety regulations.

Sustainable Membership

GRI 203-2

Under the membership programme, our members have the privilege to access an extensive network of affiliate and associate clubs spanning 23 cities worldwide.

Our membership programme also allows members to enjoy access to all ONE°15 Marinas worldwide, including ONE°15 Marina Brooklyn, USA, the upcoming ONE°15 Marina Puteri Harbour, Malaysia, Indonesia Navy Club Operated by ONE°15 Marina and ONE°15 Marina Suzhou, China, subjected to terms and conditions.

Our new Customs, Immigration & Quarantine (“CIQ”) facility commenced operations on 15 June 2019, making us Singapore’s first private marina with a CIQ facility. The CIQ facility offers an alternative immigration point, which has helped to ease traffic at the facility at Sisters’ Island especially during busy periods. We also offer CIQ online booking for boaters’ convenience. The CIQ facility enables ONE°15 Marina Sentosa Cove Singapore to be the centre of all boating activities. As such, it gives us a competitive advantage and gives our boaters more convenience and a better yachting experience. We have engaged an armed Auxiliary Police Officer (“APO”) from Certis Cisco at the Club for CIQP duties to further ensure safety and security at the marina. We will work closely with all relevant government agencies and strictly comply with all known CIQP, security and related requirements to make this a smooth sailing ride for all.

Our members are of utmost importance to us, and the Group strives to add value to our members and keep them satisfied and engaged. We organise monthly events to engage members and encourage them to visit the club. We held 36 events in FY2019, which was a significant increase from the 14 events held in FY2018. These events, organised exclusively for members, included networking events, salsa lessons and sailing trips to nearby islands and countries to engage and benefit our members. We achieved an average of 80% participation rate for our membership activities in FY2019. We will continue to actively engage with our members to further improve the quality of our activities, so as to make their membership journey enjoyable and fruitful.



In September 2019, the Group has begun selling memberships for its upcoming marina club at Puteri Harbour of Iskandar Puteri in Iskandar Malaysia, Johor. This will improve the sustainability of our global membership programme, as members will get to enjoy exclusive membership privileges across the marina clubs worldwide under the prestigious ONE°15 brand, including special member rates for hotels and meeting rooms, preferential berthing rates, club amenities and signature member events.

In addition to membership activities and initiatives, the Group actively organises and participates in interesting events to engage with the public and increase our brand awareness and recognition. In FY2019, ONE°15 Marina Sentosa Cove was the venue host for the finale of Super League Triathlon 2019. The event was telecasted live on international sports channels and consisted of 50 professional triathletes from 18 different countries competing for a prize purse of \$1.5million. We also organised the Singapore Yacht Show (9th edition) in April 2019, which was a spectacular maritime showcase at ONE°15 Marina Sentosa Cove that attracted more than 15,000 attendees and over 100 exhibitors. The event featured 60 luxury lifestyle programs and a dazzling line-up of 90 yachts on water from superyachts to other nautical marvels. In November 2019, we held the ONE15 Christmas Boat Light Parade, which was Singapore's only and largest parade of decorated boats, featuring captivating boat displays, carnival tree light-up, members' cruise, roving entertainment, games and rides, lucky draw and the first ever Sentosa Island Lights.



Singapore Yacht Show



Super League Triathlon 2019



ONE15 Christmas Boat Light Parade

We will continue to organise more enriching and interesting events for the benefit of our members and the public.

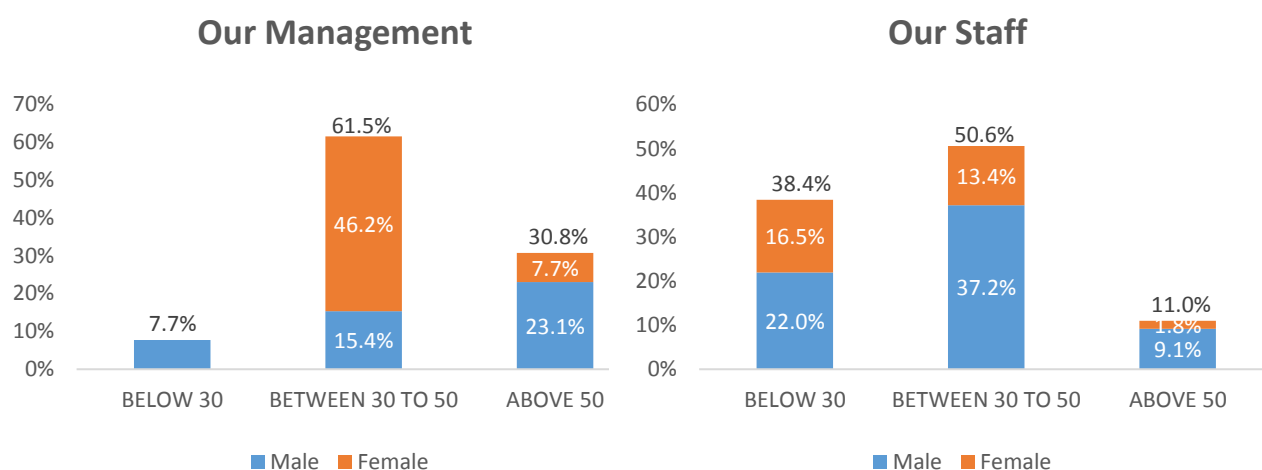
Our People, Our Assets

The Group is committed to the development, safety and wellbeing of our staff. We value and compensate fairly based on the contributions of all our staff, and treat everyone equally with respect.

Our Workforce

GRI 401-1, 405-1

The Group does not discriminate against gender or age in staff employment. In FY2019, our total staff strength stood at 177 employees. A total of 47 employees were hired, equivalent to a new hire rate of 26.5%.



Our diversified and vibrant workforce has given us a competitive edge. The Group's female staff are well-represented at the management level, with an almost equal proportion of males and females at a ratio of 1:1.

Occupational Health and Safety

GRI 403-2

The Group has always been safety-oriented, and we ensure that our safety policies and principles are strictly implemented. We fully comply with local labour laws and regulations and strive to develop a positive safety culture. Our F&B and hotel staff are required to go through proper safety training on safety policies and wear proper protective equipment, and we periodically review safety risks and implement corresponding safety measures to ensure workplace health and safety.

There are staff who are first-aid trained and first-aid boxes present at every outlet. We also have adequate fire safety measures in place, such as ensuring the sufficiency of fire extinguishers in the premises.

In addition, we have appointed a Health and Safety Officer to perform checks on health and safety controls to ensure that our marinas are always a safe working environment for our employees. In the event of works being performed on the marina, risk assessments are in place to identify potential health and safety hazards, and necessary measures are implemented to control the hazards and mitigate the risks.

In FY2019, excluding minor first-aid level injuries, there was one incident of minor occupational injury that led to seven (7) man-days lost. There was no incident of work-related fatality.

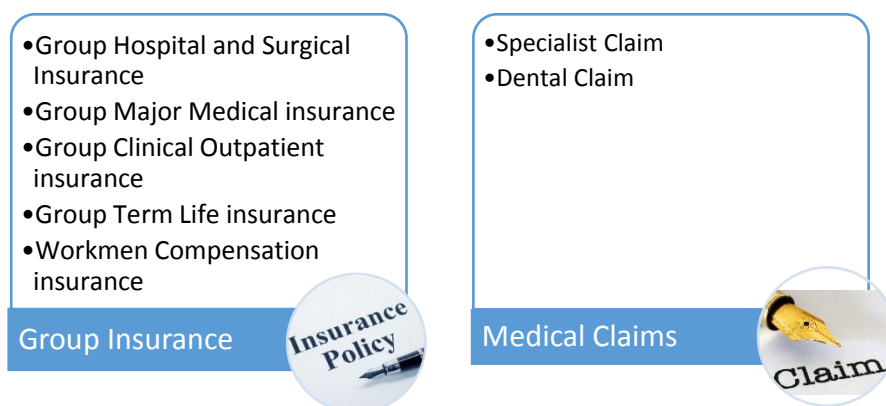
Employee Benefits

GRI 401-2, 401-3, 404-1, 404-2, 404-3, 405-2

The Group ensures that our employees are rewarded with competitive benefits and wages in line with industry standards. We implement a merit-based remuneration system and strongly believe in equal work for equal pay. Annual performance appraisals are conducted for all staff to ensure that they are compensated fairly, based on their performance and contributions.

We believe that upgrading the knowledge and skills of our employees is key to the development of our business. We regularly send our staff for training programmes that are relevant to their roles, including Personal Data Protection Act Training, Occupational First Aid and Automated External Defibrillators (“AED”) courses, Halal Foundation Programme, Digital Marketing in Hospitality course, Respond to Fire and Hazardous Materials (“Hazmat”) Emergency Training and Operate Forklift course. We also go the extra mile and send our staff for corporate dressing and personal grooming courses to create the appropriate professional image. In FY2019, our employees have attended various training amounting to a total of 1,140 training hours of learning and development for continuous improvement.

In addition, all employees are entitled to a range of benefits that is illustrated in the tables below:



Eligible staff is entitled to Maternity and Paternity Leave where applicable. In FY2019, a total of 5 employees took Parental Leave.

Contributions to Our Community

The Group believes that contributing to the society and communities where we operate in is one of our top priorities. We endeavour to enhance the lives of people and do our best to give back to the community.

Ethics and Integrity

GRI 205-1, 205-2, 205-3

The Group strictly forbids any form of corruption in the course of business. All employees and associates are informed and educated on the Group's anti-corruption policies and zero tolerance against corruption.

The Group recognises that the exchange of business courtesies, such as modest gifts, and entertainment (including meals and invitations to attend promotional events or parties) particularly during festive periods is customary and legitimate to create goodwill, and/or strengthen business and commercial relationships. Such courtesies are allowed if they are not lavish in light of accepted business practices of the relevant businesses that the Group operates in and is not intended to improperly influence the decisions of the person(s) involved.

Any of the Group's employees who observes or suspects that another employee or anyone else may be acting in contravention of this policy has an obligation to report it. All such concerns may be reported to the Human Resource ("HR") department or the management if required.

All gifts and benefits received from vendors are required to be reported and handed over to HR.

There was no reported incident of corruption in FY2019.

Corporate Social Responsibility

GRI 413-1

In FY2019, the Group organised and participated in various community engagement programmes and sponsorships.

The Johor Bahru International Women's Association ("IWA") hosted a silent auction during its Charity Gala Dinner on 12 October 2019. ONE°15 Marina Puteri Harbour sponsored a two-hour yacht experience for 10 people for the auction, which is a worthy cause as the proceeds go to local charities and the community.

On 28 September 2019, ONE°15 Brooklyn Marina hosted the annual "Rocking the Boat" Manhattan charity event, which raised a total of \$441,545 to benefit youths in the South Bronx. "Rocking the Boat" empowers young people from the South Bronx to develop self-confidence, set ambitious goals, and gain the skills necessary to achieve them. Students work together to build wooden boats, learn to row and sail, and restore local urban waterways, revitalising their community while creating better lives for themselves.

Committed to doing our part for the environment and engaging the community, we celebrated our 12th anniversary with a meaningful Eco Day Carnival and Marina Clean-up on 8 September 2019. The Eco Day Carnival featured upcycling workshops, booths selling eco-friendly items ranging from daily necessities to apparel, and food stalls offering vegan Impossible™ Meat that result in a lower carbon footprint than normal meat. Through this eco-themed family carnival, we helped to raise environmental awareness among the participants who learned how to reduce, reuse and recycle with upcycling workshops and engaging activities.



ONE°15 Marina Clean Up



Eco Day Carnival



Johor Bahru International Women's Association Charity Gala Dinner

Protecting Customer Privacy and Data

GRI 418-1

The Group takes utmost care in protecting our customers' privacy and data and we act in strict compliance with the Personal Data Protection Act (2012). There were no reported breaches in FY2019.

Socioeconomic Compliance

GRI 419-1

We strictly comply with social and economic regulations where we operate. There was no incident of serious non-compliance with social and economic laws and regulations in FY2019.

SGX Five Primary Components Index

S/N	Primary Component	Section Reference
1	Material Topics	Stakeholder Engagement
2	Policies, Practices and Performance	<ul style="list-style-type: none"> ▪ CEO's Message ▪ Our Sustainability Story
3	Board Statement	Governance and Statement of the Board
4	Targets	Our Sustainability Story
5	Framework	Reporting Practice

GRI Standards Content Index

GRI Standards	Disclosure Content	Section Reference
102-1	Name of the organisation	Organisation Profile
102-2	Activities, brands, products, and services	Organisation Profile
102-3	Location of headquarters	Organisation Profile
102-4	Location of operations	Organisation Profile
102-6	Markets served	Organisation Profile
102-7	Scale of the organisation	Organisation Profile
102-8	Information on employees and other workers	Our Workforce
102-11	Precautionary Principle or approach	Governance and Statement of the Board
102-14	Statement from senior decision-maker	CEO's Message
102-15	Key impacts, risks, and opportunities	CEO's Message, Our Sustainability Story
102-16	Values, principles, standards, and norms of behaviour	Ethics and Integrity
102-17	Mechanisms for advice and concerns about ethics	Ethics and Integrity
102-18	Governance structure	Governance and Statement of the Board
102-40	List of stakeholder groups	Stakeholder Engagement
102-42	Identifying and selecting stakeholders	Stakeholder Engagement
102-43	Approach to stakeholder engagement	Stakeholder Engagement
102-44	Key topics and concerns raised	Stakeholder Engagement
102-46	Defining report content and topic boundaries	Reporting Practice
201-2	Financial implications and other risks and opportunities due to climate change	Climate and Hurricane Risk Management
203-2	Significant indirect economic impacts	Customer Health and Safety Sustainable Membership
205-1	Operations assessed for risks related to corruption	Ethics and Integrity
205-2	Communication and training on anti-corruption policies and procedures	Ethics and Integrity

GRI Standards	Disclosure Content	Section Reference
205-3	Confirmed incidents of corruption and actions taken	Ethics and Integrity
302-1	Energy consumption within the organisation	Energy Management
302-4	Reduction of energy consumption	Energy Management
303-1	Water withdrawal by source	Water Management
304-2	Significant impacts of activities, products, and services on biodiversity	Environmental Protection
304-3	Habitats protected or restored	Environmental Protection
306-2	Waste by type and disposal method	Effluents and Waste Management
306-5	Water bodies affected by water discharges and/or runoff	Effluents and Waste Management
307-1	Non-compliance with environmental laws and regulations	Environmental Compliance
401-1	New employee hires and employee turnover	Our Workforce
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits
401-3	Parental Leave	Employee Benefits
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Occupational Health and Safety
404-1	Average hours of training per year per employee	Employee Benefits
404-2	Programmes for upgrading employee skills and transition assistance programmes	Employee Benefits
404-3	Regular Performance and Career Development Review	Employee Benefits
405-1	Diversity of governance bodies and employees	Our Workforce
405-2	Ratio of basic salary and remuneration of women to men	Employee Benefits
413-1	Operations with local community engagement, impact assessments, and development programmes	Corporate Social Responsibility
416-1	Assessment of the health and safety impacts of product and service categories	Customer Health and Safety
416-2	Incidents of non-compliance concerning the health and safety impact of products and services	Customer Health and Safety
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Protecting Customer Privacy and Data
419-1	Non-compliance with laws and regulations in the social and economic area	Socioeconomic Compliance