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SUNRISE

Sunrise Shares Holdings Ltd.
Sustainability Report 2018

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CEO Message

Dear Stakeholders,

I am pleased to present the Sustainability Report of Sunrise Shares Holdings Ltd. (“the Company”) and together with its subsidiaries (the “Group” or “Sunrise Shares”) for the financial year ended 31 December (“FY”) 2018.

As a company that takes pride in the electrical products we supply, ensuring product quality and safety has always been our top priority. We regularly review our quality assurance policies and electrical manufacturing practices, and strictly comply with industry regulations to ensure that our products are safe to use.

The Group also provides property consultancy and management services, and we always advise clients to develop their properties sustainably and prioritise occupant safety. We take extra precaution to ensure that our clients comply with relevant environmental and social laws and regulations.

On behalf of the board of directors of the Company (“Board” or “Directors”), I would like to express my gratitude to our customers, business partners and shareholders for their unwavering support over the years. We look forward to your continual support as we strive to build a more sustainable business for a better world.

Mr Zhang Zhi Liang
Executive Director and Chief Executive Officer

Our Sustainability Story

Our Vision

To expand and diversify our business, grow our customer base and increase our product offerings, be a well-known quality brand domestically and internationally.

Our Mission

To produce and develop quality products at a competitive price while building a sustainable Company culture, and serve our customer with utmost integrity.

Sustainability Philosophy

The Group has always strived to ensure the user safety of our products by implementing strict quality control and compliance with safety regulations. We also endeavour to operate our electrical manufacturing sustainably by increasing energy efficiency of our equipment.

We advise our property consultancy and management clients to develop their properties sustainably and incorporate sustainable designs and measures. We also advise them in the management of their contractors to ensure sustainable construction.

Sustainability Targets and Performance

We aim to achieve zero product health and safety incidents. We also endeavour to minimise our carbon footprint and achieve zero workplace safety incidents in our operations.

We endeavour to improve on the scope and range of our advice to clients, to help them develop greener buildings with advanced sustainability innovations and solutions.

Below is a summary table of the Group's sustainability performance in FY2018 and targets for FY2019.

Environmental Performance in FY2018	
FY2018 Target	Performance Update
Reduce energy consumption and carbon emissions	Energy consumption and carbon emissions increased by 12%
Zero incident of environmental non-compliance	Achieved zero environmental non-compliance

Environmental Targets for FY2019	
FY2019 Target	Action Plan
Reduce energy consumption and carbon emissions by 12%	To invest in machinery with higher energy efficiency and review energy conservation measures.
Zero incident of environmental non-compliance for our clients	Regularly monitor clients' portfolio and activities to ensure that their works are in strict compliance with environmental laws and regulations.
Zero incident of environmental non-compliance	To maintain strict compliance with environmental laws and regulations.
Social Performance in FY2018	
FY2018 Target	Performance Update
Zero product health and safety incident	Achieved zero product health and safety incident
Zero workplace health and safety incident	Achieved zero workplace safety incident
Social Targets for FY2019	
FY2019 Target	Action Plan
Zero product health and safety incident	To maintain strict compliance with product health and safety laws and regulations
Zero workplace health and safety incident	To maintain strict compliance with occupational health and safety laws and regulations

Organisation Profile

Listed on the Catalist board of the Singapore Exchange Securities Trading Limited (“SGX-ST”), Sunrise Shares is an investment holding company involved in the manufacturing and trading of electrical distribution and control equipment, as well as property consultancy and management. The Group operates mainly in three markets - Singapore, Malaysia and China.

Electrical Manufacturing and Trading

The Group is a registered supplier of electrical and electronic materials, products and components under Construction Industry Development Board (“CIDB”) Contractors Registration System in Singapore, an accreditation to facilitate the procurement of equipment by Singapore governmental bodies.

The Group offers a range of electrical distribution and control equipment, and lighting accessories under more than 10 internationally brand names and has trading activities throughout South East Asia. The Group is a major supplier of electrical distribution and control equipment to the construction industry in Singapore and Malaysia and has a network of more than 200 wholesalers and dealers. Its product categories include SPINNE, EMANN, ABB, theben, spelsberg, MK and HENLEY.

The Electrical Manufacturing activities of the Group is carried out by the Group’s subsidiary, Electech Manufacturing Sdn. Bhd. (“EMS”), which is primarily involved in the manufacturing and assembling of electrical products under licence for certain products under the proprietary brand name of the Group.

The Electrical Trading segment is responsible for sales of electrical products and systems, LED light fittings and luminaries, as well as other related products manufactured by the Group’s subsidiaries, ITE Electric Systems Co. Pte. Ltd. (“ITEES”) and ITE Lumens Pte. Ltd. (“ITEL”) in Singapore, and Electech Distribution Systems Sdn. Bhd. (“EDS”) in Malaysia.

Subsequent to FY2018, the Company entered into a conditional sale and purchase agreement on 10 May 2019 with Mr Soh Shen Pyng to dispose of the Company’s entire interest in ITEES, EDS, EMS and ITEL (collectively the “Sale Subsidiaries”) (the “Proposed Disposal”). Please refer to the circular to shareholders dated 27 May 2019 for details on the Proposed Disposal. The Company is convening an extraordinary general meeting on 12 June 2019 to seek the approval of its shareholders for the Proposed Disposal. Upon completion of the Proposed Disposal, the Company will cease to have any interest in the Sale Subsidiaries, and accordingly, cease its business in the Electrical Manufacturing and Trading segment.

Property Consultancy and Management

The Company ventured into property consultancy and management business in China in 2017. The Group's subsidiary, Shenzhen Zhongtong Consultancy Management Pte. Ltd. ("SZCM"), is engaged in the provision of property consultancy and management services to property management companies in China. In 2018, SZCM was awarded consultancy and management contracts by four property management companies based in China.

Please refer to our 2018 Annual Report for more detailed information on our organisational profile and financial performance.

Ethics and Integrity

Anti-corruption (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. No employee or officer is permitted to engage in price fixing, bid rigging, allocation of markets or customers, or similar illegal anti-competitive activities.

The purpose of business entertainment and gifts in a commercial setting is to create goodwill and sound working relationships, not to gain unfair advantages with customers. No gift or entertainment should ever be offered, given, provided or accepted by any Company employee or officer, family member of an employee or officer, or agent unless it: (1) is not a cash gift, (2) is consistent with customary business practices, (3) is reasonable in value, (4) cannot be construed as a bribe or payoff, and (5) does not violate any laws, regulations or applicable policies of the other party's organisation.

Employees are prohibited from directly or indirectly taking any action to coerce, manipulate, mislead or fraudulently influence the Company's independent auditors for the purpose of rendering the financial statements of the Company materially misleading.

These measures have effectively improved the Group's ability to resist corruption. There was no reported incident of corruption in FY2018, and we target to maintain zero incident of corruption in FY2019.

Whistle-blowing Policy

The Company has instituted a whistle-blowing policy to provide a channel for employees of the Group to report in good faith and in confidence, without fear of reprisals, concern about possible improprieties in financial reporting and other matters.

The objective of the policy is to ensure that there is independent investigation of such matters and that appropriate follow up actions will be taken. The Audit Committee of

the Company (“AC”) oversees the administration of the policy. Where a complaint has been made, a report will be submitted to the AC for investigation and follow-up.

Interested Persons Transactions

The Company has established internal control policies to ensure that transactions with interested persons are reviewed, approved, and are conducted at arm’s length basis.

The Company does not have a general shareholders’ mandate for recurrent interested person transactions. The Company confirms that in FY2018, there was no interested person transaction.

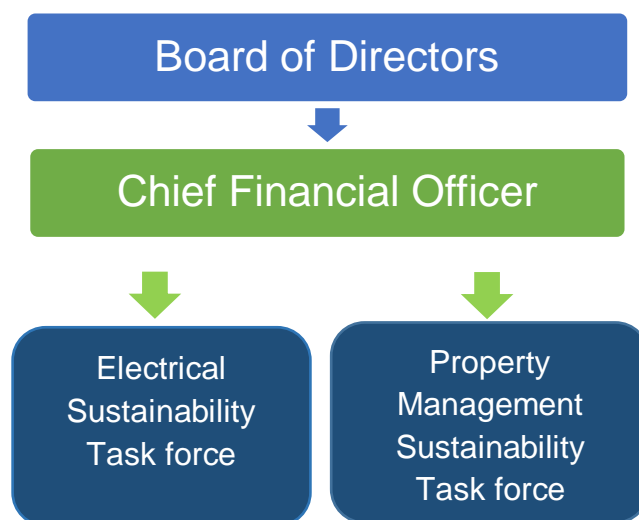
Dealing in Securities

In line with Rule 1204 (19) of the Catalist Rules, the Company has procedures in place on dealings in securities, whereby there should be no dealings in the Company’s shares by the Company, its Directors and officers during the period commencing one month prior to the announcement of the Company’s unaudited half year and full year financial results and ending on the date of announcement of the results.

Directors and executives are also expected to observe insider trading laws at all times even when dealing in securities within permitted trading periods or when they are in possession of unpublished price sensitive information they are not to deal in the Company’s securities on short-term considerations.

Governance and Statement of the Board

At Sunrise Shares, sustainability is prioritised at the board level. We have established an Electrical Sustainability Task Force and a Property Management Sustainability Task Force (collectively, the “Sustainability Task Force”) to implement and manage the Group’s sustainability measures. The Electrical Sustainability Task Force is chaired by the Finance Manager of ITEES, and the Property Management Sustainability Task Force is chaired by the Administrative Director of Shenzhen Zhongtong Consultancy Management. Both Sustainability Task Forces report to the Board of Directors through the Chief Financial Officer, Mr Chan Hing Yin.



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

The Group adopts a precautionary approach in strategic decision making and daily operations by implementing a comprehensive risk management framework.

Please refer to the Corporate Governance Report in our 2018 Annual Report for more information on precautionary measures, 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 determine our sustainability issues based on their materiality to stakeholders. We actively engage in meaningful and productive dialogues 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
Electrical Trading Customers	<ul style="list-style-type: none"> Annual reports Product quality feedback 	<ul style="list-style-type: none"> Quality and safety of products Electrical safety certification 	<ul style="list-style-type: none"> Product Health and Safety
Property Management Customers	<ul style="list-style-type: none"> Annual reports 	<ul style="list-style-type: none"> Property design for safety Sustainable property design Contractor assessment 	<ul style="list-style-type: none"> Design for Safety Design for Sustainability Contractor Management
Employees	<ul style="list-style-type: none"> Performance appraisal system 	<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 reporting Ongoing dialogues 	<ul style="list-style-type: none"> Compliance with Regulatory and Industrial requirements Environmental compliance 	<ul style="list-style-type: none"> Occupational Health and Safety Product Health and Safety Environmental Compliance Socioeconomic Compliance
Community	<ul style="list-style-type: none"> Community engagement 	<ul style="list-style-type: none"> Environmental impact Impact of built environment on community 	<ul style="list-style-type: none"> Energy and Emissions Management Impact Assessment of Properties

Stakeholders	Engagement platforms	Key concerns	Read more in the following sections
Shareholders and investors	<ul style="list-style-type: none"> Annual reports Investor relations management Annual general meetings 	<ul style="list-style-type: none"> Anti-corruption Economic value generated 	<ul style="list-style-type: none"> Anti-corruption Financial Highlights section in Annual Report 2018

Reporting Practice

This sustainability report is produced in accordance with the Global Reporting Initiative (“GRI”) standards’ “Core” option, covering our Group’s performance from 1 January 2018 to 31 December 2018. This sustainability report includes, among others, the Company’s targets and action plans for the Sale Subsidiaries (which operates in the Group’s Electrical Manufacturing and Trading segment) in FY2019, as the Proposed Disposal has yet to be completed as of the date of this report.

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

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

GRI does not require external assurance and the Sustainability Task Forces assessed that external assurance is not required as the Group is laying the foundations for a sustainability reporting framework this year.

This report supplements the Group’s FY2018 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 impacts on our internal and external stakeholders, as outlined in the Stakeholder Engagement section of this report.

Material Topics	Boundaries (i.e. which segment, country or subsidiary, where applicable)
ECONOMIC	
GRI 205: Anti-corruption	The Group
ENVIRONMENTAL	
GRI 302: Energy	Electrical Manufacturing and Trading Property Consultancy and Management
GRI 305: Emissions	Electrical Manufacturing and Trading
GRI 307: Environmental Compliance	The Group
GRI 308: Supplier Environmental Assessment	Property Consultancy and Management

Material Topics	Boundaries (i.e. which segment, country or subsidiary, where applicable)
SOCIAL	
GRI 401: Employment	The Group
GRI 403: Occupational Health and Safety	Electrical Manufacturing and Trading Property Consultancy and Management
GRI 404: Training and Education	The Group
GRI 405: Diversity and Equal Opportunity	
GRI 413: Local Communities	Property Consultancy and Management
GRI 414: Supplier Social Assessment	
GRI 416: Customer Health and Safety	Electrical Manufacturing and Trading Property Consultancy and Management
GRI 419: Socioeconomic Compliance	The Group

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.

The key areas covered in FY2017 were as follows:

- Energy management
- Product health and safety
- Advise safe and sustainable property development

Our 2018 Sustainability Report focuses on the key sustainability challenges the Company faces for each business segment and explores the many ways that we are responding. We have structured the report by segments and identified the following key areas for FY2018:

- Energy management
- Product health and safety
- Advise safe and sustainable property development
- Occupational health and safety
- Employee development
- Contributions to our community

Electrical Manufacturing and Trading

As a reputable supplier of electrical and electronic products, ensuring high product quality and safety is our top priority. We have established stringent product quality policies, and we conduct rigorous testing and safety assessments on our products to ensure that our products are safe to use for customers.

Product Health and Safety

GRI 416-1, 416-2

The Group strictly complies with industry standards and consumer product safety regulations. We have established strict quality control measures based on each product standard to optimise the quality, safety and reliability of all products. Our quality assurance policies include conducting full-functioning tests on manufactured products during the assembly process to ensure product health and safety. Any product that failed the test is rectified immediately and re-tested, which is a testament of our commitment to quality assurance.

We endeavour to manufacture consistent and high-quality products with the health and safety of our customers as our top priority, and we achieved zero incident of product health and safety in FY2018. In FY2019, we aim to achieve zero incident of non-compliance concerning the health and safety impact of our products.

Managing our Suppliers

GRI 416-1

The Group prioritises the quality of all products that it distributes. This includes products that we manufacture, as well as products supplied to us by third party manufacturers. We go through rigorous and stringent checks when we assess our raw material suppliers and third party manufacturers to ensure quality assurance of the products we distribute under our name.

We perform stringent inspections on raw materials procured from our suppliers to ensure that they are safe to use. As for products supplied by third party manufacturers, we provide our materials for them to use in the manufacturing of our procured products. This allows us to control and ensure the quality and safety standards of our products supplied by third party manufacturers.

Occupational Health and Safety

GRI 403-2

The Group endeavours to prevent occupational hazards on a group-wide level. We have always been safety-oriented, and we strictly implement and comply with our safety policies and principles.

We practise adequate housekeeping by keeping our operation sites safe, clean and clutter-free, and our production supervisors conduct regular checks and inspection to

prevent workplace accidents and injuries. We also ensure that factory workers are provided with sufficient training, supervision and safety gear such as masks and gloves to safeguard their safety. The Group has implemented measures such as placing covers on machines to prevent injuries from occurring.

In FY2018, there were no incident of work-related injuries. We strive to maintain zero incidents of workplace injuries in the future by improving on our safety policies and developing a positive safety culture. In FY2019, we aim to achieve zero occupational injuries and work-related fatalities.

Energy and Emissions Management

GRI 302-1, 302-3, 305-2, 305-4

The Group prioritises the sustainability of our factory operations, and has implemented measures and installed structures such as LED lights and inverter air-conditioners at our premises to increase energy efficiency of our factory equipment.

Factory	Size (m ²)	Energy Consumption (kWh)			Intensity ratio (kwh/m ²)		
		2018	2017	2016	2018	2017	2016
Electech Manufacturing Sdn Bhd	740m ²	116,500	103,800	122,040	157.43	140.27	164.92

Currently, we are reviewing the cost and feasibility of investing in new energy conserving machinery for our factories. We will continue with our energy conservation efforts and endeavour to reduce our energy consumption in FY2019.

Environmental Targets and Compliance

GRI 307-1

In order to maintain strict environmental compliance and achieve our environmental targets in FY2019, we have reviewed our environmental performance in FY2018 and developed an action plan for FY2019.

Environmental Performance in FY2018	
FY2018 Target	Performance Update
Reduce energy consumption and carbon emissions	Energy consumption and carbon emissions increased by 12%
Zero incident of environmental non-compliance	Achieved zero environmental non-compliance

Environmental Targets for FY2019	
FY2019 Target	Action Plan
Reduce energy consumption and carbon emissions by 12%	To invest in machinery with higher energy efficiency and review energy conservation measures
Zero incident of environmental non-compliance	To maintain strict compliance with environmental laws and regulations

Property Consultancy and Management

The Group is committed to integrating sustainability into our property consultancy services. Our role is to add value to our property management clients and improve the social and environmental sustainability as well as safety standards of their building design, construction and building management.

Impact Assessment of Properties

GRI 413-1

We recognise the importance of impact assessment in property development. We will assist clients in hiring qualified Environmental Impact Assessment (“EIA”) companies to conduct on-site survey of the project and prepare environmental assessment reports according to the planning and design of the project. The EIA report needs to be organised for expert review and reported to the China’s Environmental Protection Agency for final approval.

We also conduct comprehensive environmental and social impact assessments on clients’ properties to ensure that construction and development of the property is in compliance with environmental and social legislations, and do not have significantly negative impacts on the biological and socio-economic environment.

We aspire to conduct annual EIA to ensure that our environmental measures and policies are adequate and up-to-date to mitigate environmental impacts and risks in a timely manner.

Design for Safety

GRI 416-1

We advise our clients to incorporate high safety standards into their building design and construction to ensure the user safety of their properties. We review the safety aspects of our clients’ property and project construction designs comprehensively, including but not limited to the materials used and structural design of the building. We conduct thorough reviews of the construction drawings and specifications before commencement of construction and regularly collaborate with the design unit to identify potential safety hazards in the construction process to rectify safety risks in the construction design.

Notably, we prioritise the safety review of the height of parapets, indoor window sills, balconies, as well as the design, style, material and width of stair railings and balcony railings, as these structures pose significant safety risks. We will provide recommendations on how to improve on the safety features, such as suggesting the use of imitation stone or texture paint for the exterior wall of the building instead of marble stone bricks to increase structural safety and mitigate the risk of marble stone tiles crumbling and injuring people over time.

Another essential safety feature that we review is the design of the building's fire-protection system, as it is paramount to providing the building and its occupants with protection in the event of a fire. All fire safety designs must be reviewed and approved by the fire department, and we strictly supervise the construction of the fire system, including the fire protection materials used and their respective measurements. We will put forward our suggestions for the brands and models for clients subcontracting fire protection materials.

All construction drawings must be assessed by professional drawing examining companies to ensure compliance with national architectural design regulations, as well as to ensure that the basic requirements of building structures such as heating, ventilation, lighting, water supply and drainage, fire-protection system, elevators and power are met.

Other than engaging external professionals to assess regulatory compliance of our clients' buildings, we go the extra mile and engage consultants to design high-grade security systems for our clients. The security system designs include systems for video surveillance in buildings, anti-theft surveillance, access control, visual intercom, patrol and parking management. This is to safeguard residential security and ensure occupant safety at our clients' buildings.

Design for Sustainability

GRI 302-5

Green building is the upcoming trend in the property development industry. We assess the environmental impacts of our clients' property designs and advise them on the sustainability of their properties, such as the materials used and management of the property after construction. This is to ensure minimal impact on the environment and resources.

We recommend clients to implement the Leadership in Energy and Environmental Design (LEED) green building certification program to help them be environmentally responsible and use resources efficiently in the design, construction, operation and maintenance of their properties. We assess the suitability of the layout and orientation of buildings to enhance indoor environmental quality for occupants in aspects such as space planning for privacy, ventilation and lighting.

Feature Story: Shijiazhuang

We adopted technical innovations in the Shijiazhuang development project, such as implementing reclaimed water system, outdoor solar street lamp, rooftop garden design and indoor fresh air system to build green and sustainable buildings.

Contractor Management

GRI 308-1, 414-1

We are aware of the importance of engaging reliable and quality contractors for our clients to guarantee the property quality. We add value to our client's property management by reducing contractor risk and improving their contractor management.

We assess all contractors based on their environmental protection and sustainable construction practices in the prevention of water, air and noise pollution. Below are some sustainable measures implemented during the construction stage:

Water Pollution Control	Air Pollution Control	Noise Pollution Control
<ul style="list-style-type: none"> • Complete construction of site drainage and wastewater treatment facilities before commencement of construction and ensure their effectiveness so as to mitigate water on site, drainage overflow, blockage and ensure water quality standards • Foundation pit dewatering to drain and discharge effluent discharges into the municipal pipeline after 3 levels of precipitation • Waste slurry transported out of construction site and treated in compliance with relevant environmental regulations • Implement emergency drainage systems in rainy and flood season • Water supply and drainage facilities to prevent water accumulation and water pipes from running, dripping and leaking 	<ul style="list-style-type: none"> • Implement sprinkler and dust-control system to prevent dust from rising • Strictly forbid incineration of waste and substances that produce toxic gases, smoke and odor at the construction site • Vehicles and stoves in canteens use clean energy sources such as natural gas and electricity, strictly forbid use of fuels such as coal, wood and sawdust • Ensure smoke emissions from on-site use of stoves meet emission regulations, monitor emissions weekly and document emissions data 	<ul style="list-style-type: none"> • Implement noise reduction measures and monthly noise monitoring to ensure noise emissions during construction meets national and municipal noise emission standards • No construction that produce noise at night. Any emergency operations at night shall be submitted to the Municipal Bureau of Environmental Protection for approval

Property Consultancy Targets and Compliance

GRI 307-1

The Group has reviewed the progress and development of its clients' properties in FY2018 to ensure that they are well-managed, on schedule and in strict compliance with local legislations. We have developed an action plan for FY2019 to further improve our property consultancy service.

Property Consultancy Performance in FY2018	
FY2018 Target	Performance Update
Zero incident of environmental non-compliance for our clients	Achieved zero environmental non-compliance for our clients

Property Consultancy Targets for FY2019

FY2019 Target	Action Plan
Zero incident of environmental non-compliance for our clients	Regularly monitor clients' portfolio and activities to ensure that their works are in strict compliance with environmental laws and regulations
Clients encounter zero contractor incidents	Regularly monitor clients' portfolio and activities to ensure that their works are in strict compliance with occupational health and safety laws and regulations

Our People, Our Assets

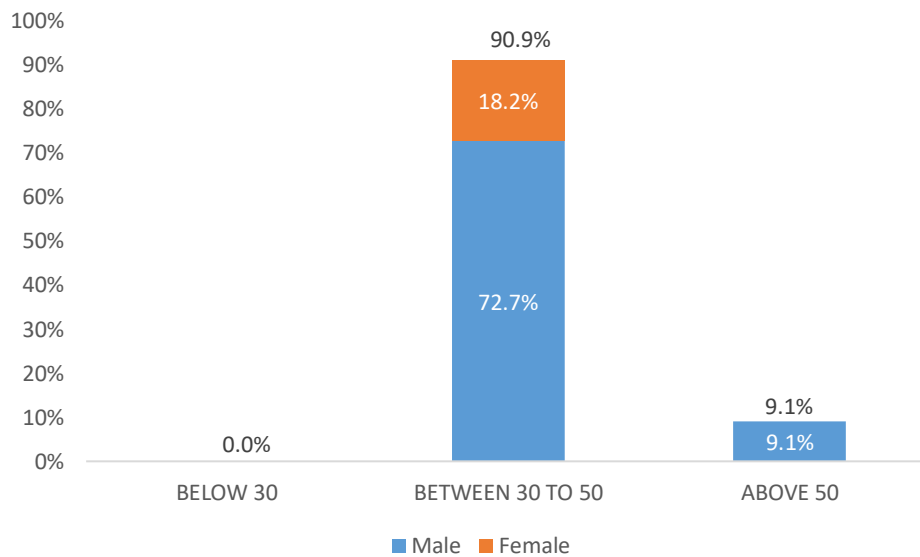
The Group is committed to the development, safety and wellbeing of its staff. We value and compensate fairly the contributions of all our staff, and treat everyone equally and with respect.

Our Workforce

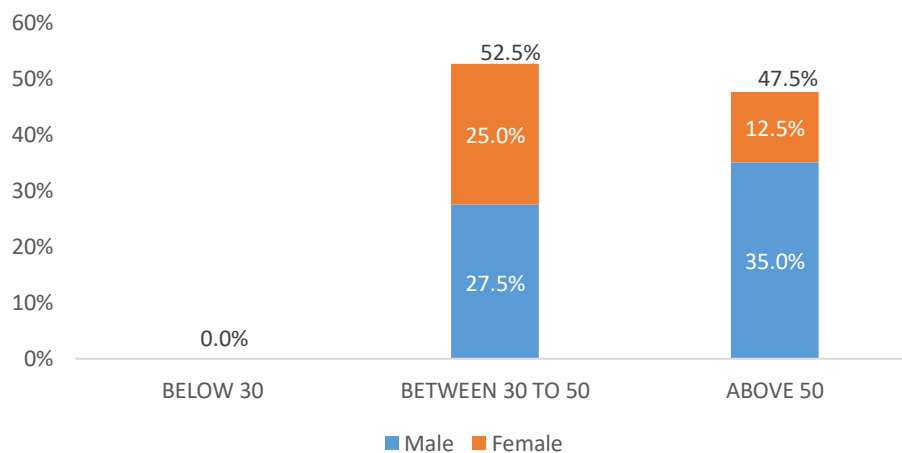
GRI 401-1, 405-1

The Group does not discriminate against gender or age in staff employment. In FY2018, our total staff strength stood at 51 employees, with a new hire rate of 10% and a low turnover rate.

Our Workforce - Management



Our Workforce - Staff



Employee Remuneration and Benefits

GRI 401-2, 401-3, 404-3

At Sunrise Shares, we ensure that our employees are rewarded with competitive benefits and wages in line with industry standards. In China and Malaysia, the wages for our staff are well above the local legislated minimum wages. We implement a merit-based remuneration system and strongly believe in equal work for equal pay regardless of gender. Annual performance appraisals are conducted for all staff to ensure they are compensated fairly, based on their performance and contributions.

The Group implements comprehensive employee welfare policies for the benefit and wellbeing of its employees. All employees may seek outpatient medical consultation at any government polyclinic or private clinic and claim reimbursement from the Company. In addition, to provide financial assistance to employees in the event of hospitalization, permanent disability or death, all full-time employees are automatically entitled to the following group insurance plans from the commencement of their employment:



Group Hospital and Surgical Insurance

- Covers medical expenses incurred by employees for hospitalization and/or surgical treatment as a result of illness or injury.



Workmen's Compensation

- Covers injuries in the workplace or in the course of employment. the coverage of this policy is in accordance with the Workmen's Compensation Act of Singapore



Group Personal Accident Insurance

- Covers employees who suffered an accidental physical injury which results in death or permanent disability

In Malaysia, confirmed female employees with at least 6 month of services is entitled to maternity leave for a period of sixty consecutive days for each confinement, and confirmed male employees are eligible for paternity leave of 5 working days for the birth of his legal child.

In Singapore, confirmed female employees with at least 3 continuous months of services is entitled to 16 weeks of maternity leave, and confirmed male employees are eligible for paternity leave of 2 weeks for the birth of his legal child.

In China, confirmed female employees with at least 3 continuous months of services is entitled to 98 days of maternity leave, and confirmed male employees are eligible for paternity leave of 15 days for the birth of his legal child.

In FY2018, no staff has taken paternity leave or maternity leave.

Workforce Targets and Compliance

GRI 419-1

In order to maintain strict compliance with labour laws and regulations and achieve our employee development targets in FY2019, we have reviewed the effectiveness of our employee retention strategies in FY2018 and developed an action plan for FY2019.

Staff Development Performance in FY2018	
FY2018 Target	Performance Update
Labour compliance	Achieved zero incidents of non-compliance with labour regulations
Staff Development Targets for FY2019	
FY2019 Target	Action Plan
Achieve 40 training hours per employee	Employee development programmes to be implemented

SGX-ST Five Primary Components Index

S/N	Primary Component	Section Reference
1	Material Topics	<ul style="list-style-type: none"> ▪ Reporting Practice
2	Policies, Practices and Performance	<ul style="list-style-type: none"> ▪ CEO Message ▪ Our Sustainability Story ▪ Electrical Manufacturing and Trading ▪ Property Consultancy and Management
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
102-5	Ownership and legal form	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
102-9	Supply chain	Organisation Profile
102-11	Precautionary principle or approach	Governance and Statement of the Board
102-13	Membership of associations	Organisation Profile
102-14	Statement from senior decision-maker	CEO Message
102-15	Key impacts, risks, and opportunities	Stakeholder Engagement
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
201-1	Direct economic value generated and distributed	Financial Highlights section in Annual Report 2018

GRI Standards	Disclosure Content	Section Reference
205-1	Operations assessed for risks related to corruption	Anti-corruption
205-2	Communication and training on anti-corruption policies and procedures	Anti-corruption
205-3	Confirmed incidents of corruption and actions taken	Anti-corruption
302-1	Energy consumption within the organisation	Energy and Emissions Management
302-3	Energy Intensity	Energy and Emissions Management
302-5	Reductions in energy requirements of products and services	Design for Sustainability
305-2	Energy Indirect Greenhouse Gas Emissions (Scope 2)	Energy and Emissions Management
305-4	Greenhouse Gas Emissions Intensity	Energy and Emissions Management
307-1	Environmental Compliance	Environmental Targets and Compliance, Property Consultancy Targets and Compliance
308-1	Percentage of new suppliers that were screened using environmental criteria	Contractor Management
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 Remuneration and Benefits
401-3	Parental Leave	Employee Remuneration and 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
404-3	Regular Performance and Career Development Review	Employee Remuneration and Benefits
405-1	Diversity of governance bodies and employees	Our Workforce
413-1	Operations with local community engagement, impact assessments, and development programs	Impact Assessment of Properties
414-1	New suppliers that were screened using social criteria	Contractor Management
416-1	Assessment of the health and safety impacts of product and service categories	Product Health and Safety, Design for Safety, Managing Our Suppliers
416-2	Incidents of non-compliance concerning the health and safety impact of products and services	Product Safety Targets and Compliance

GRI Standards	Disclosure Content	Section Reference
419-1	Non-compliance with laws and regulations in the social and economic area	Workforce Targets and Compliance

This sustainability report has been prepared by the Company and its contents have been reviewed by the Company's sponsor, ZICO Capital Pte. Ltd. (the "Sponsor"), in accordance with Rule 226(2)(b) of the Singapore Exchange Securities Trading Limited (the "SGX-ST") Listing Manual Section B: Rules of Catalist.

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.

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