



**GOODLAND GROUP LIMITED**

良園集團

Incorporated in the Republic of Singapore  
Company Registration No. 200405522N

# SUSTAINABILITY REPORT FY2022

## LETTER FROM THE CHAIRMAN AND THE CHIEF EXECUTIVE OFFICER

### Dear Stakeholders,

The Board of Goodland Group Limited and its subsidiaries ("Goodland" or the "Group") is pleased to present Sustainability Report ("Report") for the financial year ended 30 September 2022 ("FY2022").

We continue integrating sustainability principles into the business in achieving the mission of "Goodland, Good Living". The Board believes sustainability is essential in business strategy to driving long term growth and prosperity for Goodland.

Our effort in taking care of the environment by constantly exploring green technologies and methods to reduce water and energy consumption in day-to day operation aim to conserve our natural resources. We are also committed to enhance public safety, reduce noise and vibration, and power management on site.

We believe in giving back to the society is part of our responsibility. A business is sustainable if we have support from the community. We continue to make our contribution by donating to help with the less fortunate. We continue to maintain high standards of corporate governance for the benefits of our shareholder.

In April 2022, two years after the outbreak of the COVID-19 pandemic, Singapore began to ease community and border measures, laying the ground for living with COVID-19. The Disease Outbreak Response System Condition (DORSCON) framework which described the disease current situation, was adjusted from Orange to Yellow indicating that life could on the whole go on as normal. Since then, the measures were further eased in phases as Singapore became more COVID-19 resilient, including making mask wearing optional in almost all settings, lifting of all vaccination-differentiated restrictions and group size limit. Necessary safety measurements have been implemented at our construction sites, commercial and industrial buildings to ensure the wellbeing of our employees, our tenants and visitors to our properties. The Group continues to monitor the impact of endemic.

The Group endeavours to continually improve our sustainability practices as we progress. We welcome feedback from our stakeholders. Please send your feedback to [goodland@goodlandgroup.com.sg](mailto:goodland@goodlandgroup.com.sg).

To conserve the environment, no hard copies of this Report is printed. We have uploaded a digital copy on our website at [www.goodlandgroup.com.sg](http://www.goodlandgroup.com.sg).

On behalf of the Board,

Ben Tan Chee Beng  
Executive Chairman

Dr. Alvin Tan Chee Tiong  
Chief Executive Officer

3 January 2022



GOODLAND GROUP LIMITED

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# SUSTAINABILITY REPORT

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## 1. ORGANISATIONAL PROFILE

Goodland Group Limited and together with its subsidiaries (“**Goodland**” or the “**Group**”) is a property developer specializing in residential, commercial and industrial developments. Goodland's segments include property development, construction and property investment. The property development segment is engaged in developing properties for sale. The construction segment is engaged in constructing residential, commercial and industrial properties. The property investment segment is engaged in investing in properties for leasing income and capital appreciation. Goodland's geographical segments include Singapore, Malaysia and Cambodia. We plan to increase its footprint in the residential, commercial and industrial property segments, and is strategically placed for sustained growth for years to come.

## 2. BOARD STATEMENT

The Board of Directors (the “Board”) of Goodland Group Limited and together with its subsidiaries (the “Group”) reaffirms our commitment to sustainability and recognises the important role that sustainability has played in helping achieve our mission of “Goodland, Good Living”. The Board considers sustainability issues in our long-term strategy formulation. Managing sustainability allows us to safeguard the well-being of and deliver long-term value to our stakeholders.

The Group's sustainability strategy is developed and directed by the senior management in consultation with the Board of Directors.

The Group's Sustainability Committee, formed by the senior management, led by the Group's Chief Executive Officer (“CEO”), is tasked to develop the sustainability strategy, and drive sustainability efforts across the whole Group via the following process:

1. Reviewing the ESG factors identified as material to our business;
2. Considering stakeholder priorities;
3. Setting goals and targets;
4. Measurement performance data; and
5. Monitoring and reviewing performance on a regular basis.

The Board of Directors maintains oversight the sustainability performance of the Group as well as finalised the ESG topics for sustainability report for FY2022.

## 3. ABOUT THE REPORT

This sustainability report describes the Goodland's commitment towards sustainability in its business practices. It is to be read in conjunction with its financial statements for the FY2022.

### Reporting Framework

The Group's continued to conduct our business affairs using our **environmental, social and governance** (“**ESG**”) reporting framework during the financial year. The ESG reporting framework provides a roadmap for employees to work towards a greener and sustainable future.

### Reporting Scope

In this report, we have scoped in the development properties located in Singapore, which focuses on ongoing projects at an industrial building on 33 Kim Chuan Drive and on landed terrace housing development at 3 Hillside Terrace.

## Reporting Standard

This report complies with the SGX-ST Listing Rules 711A and 711B and is with reference to the Global Reporting Initiative (GRI) Standards.

## No Hard Copy

No hard copy of this report has been printed as part of our efforts to promote environmental conservation. The electronic copy is available on Singapore Exchange website.

## 4. FEEDBACK

We welcome your feedback to help us improve our performance in sustainability and meet stakeholder's expectations. Please send your feedback to the Sustainability Committee at [goodland@goodlandgroup.com.sg](mailto:goodland@goodlandgroup.com.sg).

## 5. STAKEHOLDER ENGAGEMENT

The Group's efforts on sustainability are focused on creating sustainable value for our key stakeholders, which comprise customers, community, employees, regulators, shareholders and suppliers. For each material factor identified, key stakeholders are determined based on the extent of which they can affect or are affected by operations of the Group. The relevance and significance of key stakeholders are reviewed from time to time.

We actively engage our key stakeholders through the following channels:

S/N	KEY STAKEHOLDER	ENGAGEMENT CHANNEL
1	Customers	Customers can send their feedback by contacting us at <a href="mailto:goodland@goodlandgroup.com.sg">goodland@goodlandgroup.com.sg</a> .
2	Community	We welcome feedback on minimising the social and environmental impacts to the communities in which we operate by contacting us at <a href="mailto:goodland@goodlandgroup.com.sg">goodland@goodlandgroup.com.sg</a> .  The Group participates in philanthropic activities through its Corporate Social Responsibility efforts, when opportunities arise.
3	Employees	Senior management regularly communicates with employees for effective flow of information and alignment of business goals, including emails, staff meetings, induction programmes and annual staff evaluation sessions, whereby employees can pose questions in person.
4	Regulators	Channels for information exchange between regulators and the Group on proposed regulatory changes that impact on the Group's business are widely available, including helpdesks, email and websites.
5	Investors	The Group conveys timely, full and credible information to shareholders through announcements on SGXNET, the Group's website <a href="http://goodlandgroup.listedcompany.com">goodlandgroup.listedcompany.com</a> , investor relations email account <a href="mailto:goodland@goodlandgroup.com.sg">goodland@goodlandgroup.com.sg</a> , annual general meetings, extraordinary general meetings (where necessary), annual reports and other channels such as business publications.
6	Consultants	Consultants, such as architects, structural engineers and mechanical and electrical engineers, help ensure that sound preparations are made for upcoming projects and that contractors complete the project within budget. They provide cost estimates, draw budgets, select contractors, administer construction contracts, and resolve differences between contractors and project owners.
7	Suppliers	The Group works closely with suppliers to ensure smooth delivery of products. In general, new suppliers are screened in accordance with the purchasing policies and existing suppliers are assessed by respective work teams based on specified criteria. Feedback is also provided by the procurement teams to suppliers to ensure standards of products or services delivered by suppliers.

Through the above channels, the Group seeks to understand the views of key stakeholders, communicate effectively with them and respond to their concerns.

## 6. STAKEHOLDER CONCERNS

S/N	KEY STAKEHOLDER	KEY CONCERN
1	Customers	<ul style="list-style-type: none"> <li>- Quality of the product</li> <li>- Workmanship and defect rectification</li> <li>- Pricing of the product</li> <li>- On time completion</li> </ul>
2	Community	<ul style="list-style-type: none"> <li>- Clean and safe construction area</li> <li>- Noise, vibration and air pollution management</li> <li>- Environment and waste management</li> </ul>
3	Employees	<ul style="list-style-type: none"> <li>- Safe working environment</li> <li>- Work life balance</li> <li>- Training opportunities</li> <li>- Job security</li> <li>- Career enhancement</li> </ul>
4	Regulators	<ul style="list-style-type: none"> <li>- Compliance to relevant law and regulation</li> <li>- Attention to concerns arise from authorities.</li> </ul>
5	Investors	<ul style="list-style-type: none"> <li>- Dividend distribution</li> <li>- Financial performance</li> <li>- Risk management</li> </ul>

## 7. MATERIALITY ASSESSMENT

The Sustainability Committee ("SC") conducted materiality assessment through meetings and discussions to identify, prioritise and validate ESG topics that are material to the Group. In prioritising the material ESG factors, the SC considered the likelihood and potential impact of issues affecting business continuity and development as well as environment and social impacts to internal and external key stakeholders.

The SC identified 9 factors which are material to the Group listed in the table 7.1 below. These factors will be the focus of this inaugural sustainability report.

The material topics are identified as follows:

**Table 7.1 – Material ESG Topics**

ESG FACTOR	MATERIAL TOPIC
Environmental	Energy and water consumption efficiency
	Waste Management {Reduce, Reuse, Recycle}
	Implement green practices
Social	Noise, vibration and air pollution management
	Prevention / Reduction of accidents / incidents
	Site workforce management
	Supply chain
	Talent retention
	Corporate social responsibility ("CSR")
Governance	Performance of services and products
	Anti-corruption
	Compliance with legal and other requirements

## 8. SUSTAINABILITY FACTORS, RISKS, OPPORTUNITIES, GOALS AND TARGETS

In today's multi-faceted business climate, effective risk management is required to achieve continuous profitable growth. As such, ESG factors are thoughtfully considered before being integrated into the Group's organisational decision-making processes.

### 8.1 Environmental Factors

The Group is committed to minimising its environmental impact as a real estate owner, developer and manager. It believes that lowering the environmental footprint of its buildings through innovation creates value for its stakeholders.

The Group incorporates environmental sustainability in our projects, from feasibility, design, procurement, construction, operation to redevelopment. Monitoring environmental impacts is integral to its business operations, as efficient use of environmental resources such as energy and water contributes to the operational efficiency and long-term sustainability of the company.

We strive to improve our environmental performance over time and to initiate additional projects and activities that will further reduce the impact of the Group's activities on the environment and the public.

Our commitment to the environment extends to our customers, staff and the community in which we operate. We are committed to:

- minimise or prevent pollution and ensure that working environment are kept clean and in good order at all times whenever possible
- train all staff on our environmental management program and empower them to contribute and participate
- continually improve over time by measuring and monitoring environmental impacts
- communicate our green and gracious builder commitment and efforts to our customers, staff and our community
- minimise the social impact of our activities and avoid damage to the environment through regular audits
- care and consideration for the safety of site personnel, visitors and the general public
- understand, implement and comply with all applicable environmental regulations

#### Energy

The Group's efforts on mitigating energy consumption include:

- use of energy saving equipment such as the use of solar panel to power equipment such as the noise monitoring equipment
- efficient design of site office/work
- use of alternating current grid power supply and diesel-powered generators
- continuously monitoring electricity and diesel consumption with allocated budget
- planting of green vegetables on roof top to provide cooling effect and reduce electricity consumption of the Goodland Group Building and also promote recycling of food waste to as a useful fertiliser for growing the plants and vegetables

#### Water

The Group's efforts on mitigating water consumption include:

- use of treated re-cycled water for cleaning purposes on site
- provision of perimeter drains, silt traps, and sealing up of gaps at the base of hoardings to help contain surface run-off within the site

#### Waste

The Group's efforts on managing waste include:

- continuously monitoring building materials requirement throughout the project
- consolidation and re-use of used building materials for future projects
- reuse of recycled galvanized iron pipe and scaffolding as formwork support which reduces the use of timber plank

### **Construction Technology – Post Tensioning**

Post tensioning technology is used for reinforcing concrete. Post tensioning has significantly reduced concrete volume and steel mass by approximately 35% in a post tensioned slab structure in compared with a conventional reinforced slab system. Similar results were observed when comparing reductions in embodied energy and global warming potential. These results highlight the improvements possible by the incorporation of improved sustainable design methods.



Using post tensioning technology during construction of our project

## **8.2 Social Factors**

### **Occupational Health and Safety**

Occupational health and safety (OHS) of our staff, tenants, contractors, suppliers and the communities who use its properties, is of utmost importance to the Group. Effective OHS management is part of risk management and deemed to enhance staff productivity and morale. The Group's efforts on public safety include the use of proper full-height hoarding of the construction site, provision of site safety information and sufficient signages to visitors and the use of traffic cones or barriers to raise awareness of construction activities

### **Noise and Vibrations**

The Group's efforts on reducing noise and vibrations includes:

- installation of instruments to manage noise and vibration levels
- use newer equipment/machinery to achieve lower noise emissions

### **Supply Chain**

Building materials are purchased by contractors. As such, the Group has limited control over the type and quantity of materials purchased for the development projects. Instead, the scope of disclosure for materials is confined to areas it has operational control: the promoting of responsible sourcing practices along the supply chain, and to encourage the use of eco-friendly and recycled materials. For example, we used green products that are certified by PSB Singapore for construction, such as Davco Eco-friendly waterproofing and plastering, tile adhesive & etc.



### **Talent Retention**

Goodland advocates and invests in the development of employees to fulfil their potential and contribute towards the progress of the Group, including the sponsorship of degree and diploma programmes. Our employees are encouraged to attend conferences and seminars to acquire knowledge to meet their relevant work requirements. Goodland conducts In-house training regularly to enhance employee's understanding of the Group's products and operations and to align staff with the Group's objectives.

During this Covid-19 pandemic, the Group's business is adversely affected by the Government's restriction orders put in place to control the transmission of the disease. The Group has maintained salary pay-out to employees to support them through the difficult time. In addition, the Group also supports our employees to apply for government subsidy for temporary accommodation for staff living across the border, who were affected by the closure of the border implemented by both Singapore and Malaysia.

### **Goodwill Jobs Done for the Community**

Goodland is committed to perform jobs to community out of goodwill to encourage a good relationship with our neighbourhood, which include:

- protecting trees and extension of site boundary and canvas to minimize the pollution
- daily housekeeping works to prevent from mosquito breeding
- select optimum delivery timing (less traffic flow) for construction materials to be delivered to construction site to minimize public inconvenience
- provision of repairs and repainting work to affected neighbours

### **Corporate Social Responsibility**

The Group's social responsibility can be built up through community investments. In the longer term, this strengthens the Group's social licence to operate and ability to deliver sustainable value. As a responsible corporate citizen, the Group will continue to be active in the community and contribute to worthy causes that are aligned with our values and that can improve lives and uplift the disadvantaged.

In FY2022, we supported The Social Kitchen ("TSK"), a social enterprise that partners community organisations to operate their kitchen and cafe to optimally benefit the disadvantaged communities by creating employment. We contributed to TSK's train and place programme under which the disadvantaged are trained in certain skills and placed for employment with partner companies.

## **8.3 Corporate Governance**

Goodland is committed to ensuring and maintaining a high standard of corporate governance and business conduct to safeguard the interests of its stakeholders. We are dedicated to uphold integrity and honesty in our operations. The Board acknowledges that it is responsible for the governance of risks and the overall internal control framework, but recognises that no cost effective internal control system will preclude all errors and irregularities, as the system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against the occurrence of material errors, poor judgment in decision-making, human errors, losses, fraud or other irregularities. The Board will, on a continuing basis, endeavour to further enhance and improve the Group's system of internal controls and risk management policies.

### **Anti-Corruption**

The Group has incorporated “whistle blowing” procedures as part of the Group’s system of internal controls. This is to provide a channel for employees of the Group to report in good faith and in confidence, without fear of reprisals, concerns 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. For FY2022, there were no reports received.

In addition, the Group sets out expectations of employees in relation to issues such as fraud, conflicts of interest and anti-competitive conduct in the employees’ handbook. For FY2022, the Group achieved the target of zero confirmed incidents of concerning employees or business partners.

### **Compliance With Laws & Regulations**

The Group adheres to the Code of Corporate Governance 2018, listing rules and regulations set out by SGX, the MAS Securities and Futures Act, the Singapore Code of Advertising Practice, the Personal Data Protection Act, as well as all other applicable laws and regulations.

For our developments, the Group is subject to regulations administered by Urban Redevelopment Authority (URA), Building and Construction Authority (BCA), National Environment Agency (NEA), Public Utilities Board (PUB), Land Transport Authority (LTA) and others.

There were no incidents of non-compliance with laws and regulations, including environmental regulations and marketing guidelines, resulting in significant fines or sanctions in FY2022.

## **8.4 Performance Measurement**

The factors identified and the corresponding performance measurement during the financial year ended 30 September 2022 are shown in Table 8.1 below.

We have set the same qualitative and quantitative sustainability targets for FY2022, as shown in Table 8.1 below.

**Table 8.1 - Performance Measurement of ESG Topics**

ESG FACTOR	POLICY - RISKS AND OPPORTUNITIES	TARGET FOR FY2021	ASSESSMENT OF ACTUAL PERFORMANCE IN FY2021	TARGET FOR FY2022
Environmental	Energy and water consumption efficiency	Reduce utilities consumption by 3%	The actual overall consumption for electricity and water for the projects listed on Paragraph 3, against the target usage, were less than projected consumption by approximately 56% and 54% respectively.	Reduce utilities consumption against target usage by 3%
	Waste management (Reduce, Reuse, Recycle)	Reduce concrete, re-bars wastage by 3%	The actual overall wastage of concrete and re-bars for the projects listed on Paragraph 3 were less than projected wastage by 35% or more with the using of post tensioning construction technology.	Reduce concrete, re-bars wastage by 3%
	Implement green practices	Use of green products in all our development projects	We prioritized the use of green products certified by PSB Singapore. We carried out pesticides control and waste water treatment using environmental friendly chemical to reduce possible contamination on the environment. We also reused treated water for cleaning purpose.	Use of green products in all our development projects
Social	Noise, vibration and air pollution management	Zero complaints on noise, vibration and dust from interested parties	Noise monitoring device was implemented on site to monitor the level of noise in public. No complaints received from the public on noise, vibration and dust.	Maintain zero complaints on noise, vibration and dust from interested parties
	Prevention / Reduction of accidents / incidents	Zero fatality / major accidents	No fatality nor major accidents during the period.	Maintain zero fatality / major accidents
	Site workforce management	Provision of welfare facilities on all project sites	Provision of refreshment, proper work wear and foot wear and portable toilets at construction sites.	Provision of welfare facilities on all project sites
	Supply chain	Actively source for suppliers and contractors who provide green products	Davco's eco-friendly waterproofing and plastering, certified by PSB Singapore, were used by some of our contractors.	Actively source for suppliers and contractors who provide green products
	Talent retention	Arrange for at least 1 staff from each department for training every year	Training target was achieved.	Arrange for at least 1 staff from each department for training every year
	Corporate social responsibility ("CSR")	Participate in 1 or more CSR activity with company-wide staff participation each year	See Paragraph 8.2. Understandably, due to the COVID-19 pandemic, we are unable to hold company-wide staff participation physically.	Participate in 1 or more CSR activity with company-wide staff participation each year, subject to foreseeable or unforeseen circumstance(s)
	Performance of services and products	100% completion of the construction stages on time for each respective project	All construction projects have been completed up to their respective stages on time. Notably, due to the COVID-19 pandemic, there is increased health and safety measures, social distancing, limits on the number of people allowed on site and the impact on the supply chain.	100% completion of the construction stages on time for each respective project
Governance	Anti-Corruption	No major confirmed incidents	No major confirmed incidents reported.	Maintain zero incidents
	Compliance with legal and other requirements	No major confirmed incidents	No major confirmed incidents reported.	Maintain zero incidents

## 9. RESPONSE TO COVID-19

In April 2022, two years after the outbreak of the COVID-19 pandemic, Singapore began to ease community and border measures, laying the ground for living with COVID-19. The Disease Outbreak Response System Condition (DORSCON) framework which described the disease current situation, was adjusted from Orange to Yellow indicating that life could on the whole go on as normal. Since then, the measures were further eased in phases as Singapore became more COVID-19 resilient, including making mask wearing optional in almost all settings, lifting of all vaccination-differentiated restrictions and group size limit.

The Group is keeping abreast of its development and its impact on the Group's business.

## 10. INDEPENDENT ASSURANCE

Goodland strived, where applicable, to align its policies and practices to international standards. In reporting on sustainability, care is taken to give an accurate and balanced view. For this purpose, the Group has obtained independent assessment by external professionals to obtain the following certifications:

<u>Certification</u>	<u>Description</u>
• ISO 9001:2015	Quality Management Systems
• ISO 14001:2015	Environmental Management Systems
• ISO 45001:2018	Occupational Health and Safety Management

## 11. SUMMARY

We are actively integrating sustainability principles into the business in achieving the mission of "Goodland, Good Living". The Board believes sustainability is essential in business strategy to driving long term growth and prosperity for Goodland. The Group endeavours to continually improve our sustainability practices as we progress. We strive to safeguard the well-being of and deliver long-term value to our stakeholders.

## GRI INDEX CHECKLIST

GRI Standards (2016)		Notes/Page number(s)
<b>General Disclosures</b>		
<b>Organisational Profile</b>		
102-1	Name of the organisation	Goodland Group Limited
102-2	Activities, brands, products, and services	Corporate Profile Projects in FY2022, page 96 - 97
102-3	Location of headquarter	Corporate Information, page 16 Financial Statements, page 47
102-4	Location of operations	Corporate Information, page 16 Financial Statements, pages 85-86,88
102-5	Ownership and legal form	Financial Statements, page 52 Financial Statements, pages 85-86,88
102-6	Markets served	Financial Statements, pages 85-86,88,108-112
102-7	Scale of the organisation	Financial & Operational Review, pages 2-6 Financial Statements, pages 46-51
102-8	Information on employees and other workers	Sustainability Report (Talent Retention), Page 9 The Group did not have any significant variation in employment numbers.
102-9	Supply chain	Sustainability Report, page 8
102-10	Significant changes to organisation and its supply chain	No significant changes during FY2022
102-11	Precautionary principle or approach	The Group does not specifically address the principles of the Precautionary approach.
102-12	External initiatives	Sustainability report, page 12
102-13	Membership of associations	Real Estate Developers' Association of Singapore (REDAS) Singapore Business Federation (SBF)
<b>Strategy</b>		
102-14	Statement from senior decision-maker	Board Statement, page 3 - 6
<b>Ethics and Integrity</b>		
102-16	Values, principles, standards, and norms of behaviour	Board Statement, page 3 - 6 Corporate Governance Report, page 18 - 32
<b>Governance</b>		
102-18	Governance structure	Corporate Governance Report, page 18 - 32
<b>Stakeholder Engagement</b>		
102-40	List of stakeholder groups	Sustainability Report, page 5 - 6
102-41	Collective bargaining agreements	There are no collective bargaining agreements in place at the Group
102-42	Identifying and selecting stakeholders	Sustainability Report, page 5 - 6
102-43	Approach to stakeholder engagement	Sustainability Report, page 5 - 6
102-44	Key topics and concerns raised	Sustainability Report, page 6 - 10

**Reporting Practice**

102-45	Entities included in the consolidated financial statements	Financial Statements, pages 85-86,88
102-46	Defining report content and topic boundaries	Sustainability Report, page 4 - 10 All ESG factors are relevant within our organisation only
102-47	List of material topics	Sustainability Report, page 6 - 10
102-48	Restatements of information	NIL
102-49	Changes in reporting	Financial Statements, page 52 - 54
102-50	Reporting period	1 October 2021 – 30 September 2022
102-51	Date of most recent report	30 September 2022
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Sustainability Report, page 5
102-54	Claims of reporting in accordance with GRI Standards	Sustainability Report, page 4 - 5
102-55	GRI content index	Sustainability Report, page 13 - 15
102-56	External assurance	Sustainability Report, page 12

**Management Approach**

103-1	Explanation of the material topic and its Boundary	Sustainability Report, page 6 - 12 Materiality and management initiatives are discussed within the section for each material factor
103-2	The management approach and its components	
103-3	Evaluation of the management approach	

**Material Topics****Anti-corruption**

205-1	Direct economic value generated and distributed	Sustainability Report, page 9 - 10
205-2	Communication and training on anti-corruption policies and procedures	Sustainability Report, page 9 - 10
205-3	Confirmed incidents of corruption and actions taken	Sustainability Report, page 9 - 10

**Energy**

302-1	Energy consumption within the organisation	Sustainability Report, page 6 - 8
302-3	Energy intensity	Sustainability Report, page 6 - 8 Energy disclosed in this report refers to purchased electricity only

**Water**

303-1	Water withdrawal by source	Sustainability Report, page 6 - 8 The only water used by the Group is public utilities water
303-3	Water intensity	Sustainability Report, page 6 - 8

**Supplier Environmental Assessment**

308-1 New suppliers that were screened using environmental criteria Sustainability Report, page 7

**Environmental Compliance**

307-1 Non-compliance with environmental laws and regulations Sustainability Report, page 11

**Occupational Health and Safety**

403-2 Types of injury and rates of injury, absenteeism, and number of work-related fatalities Sustainability Report, page 8

**Training and Education**

404-2 Programs for upgrading employee skills Sustainability Report, page 9

**Supplier Social Assessment**

414-1 New suppliers that were screened using Sustainability Report, page 8

**Customer Health and Safety**

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services Sustainability Report, page 9

**Marketing and Labelling**

417-3 Incidents of non-compliance concerning marketing communications Sustainability Report, page 11

**Socioeconomic Compliance**

419-1 Non-compliance with laws and regulations in the social and economic area Sustainability Report, page 11