

The logo for GKE Corporation Limited, featuring the letters 'GKE' in a bold, sans-serif font. The 'G' is red, and the 'KE' is blue.

CORPORATION LIMITED

The background image shows two small green seedlings with several leaves each, growing out of a mound of dark, rich soil in the foreground. In the background, a large, modern building with a blue and white facade and red accents is visible, slightly out of focus. The sky is bright blue with scattered white clouds.

Nurturing Sustainability

SUSTAINABILITY REPORT 2019

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

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

The contact person for the Sponsor is Mr. Lay Shi Wei (Telephone no.: +65 6381 6757) at 9 Raffles Place, #29-01 Republic Plaza Tower 1, Singapore 048619.



This is the second sustainability report ("Report") for GKE Corporation Limited ("GKE" or "Company", together with its subsidiaries, "Group") and the relevant topics covered in this Report for the financial year ended 31 May ("FY2019") are based on the results of the previous year's materiality process. Taking into account business developments, as well as our stakeholders' interests, we have continued to report on similar subjects in this year's report. The Board of Directors of the Company ("Board") believes this report is a reasonable and clear presentation of the Company's plans and of its environmental, social and governance performance. The Board has emphasised that management will continue to be evaluated by its success in executing the Company's strategic plan to meet stakeholders' and the Board's expectations, including being agile in responding to changing circumstances while respecting the commitments in this Report.

OUR STRATEGY

In times of climate change, growing competitive pressure in a globalised society, and competition to attract the best and most capable talents, sustainability has a special significance. At GKE, sustainability is approached holistically to create and continuously improve a sustainable company delivering long term value for all our stakeholders: customers, employees, suppliers, investors and the communities in which we operate.

We believe that sustainability is everyone's responsibility and that a sound corporate sustainability governance framework promotes strong leadership by all our management.

Maintaining cost competitiveness, productivity, service excellence and quality are some of the challenges that we face in our industry. Hence, we are constantly exploring new opportunities to grow our business and enter new markets. To maintain our strong and consistent focus, we are building on our existing framework and using new insights to deepen our approach. We also need to deliver our products and services in an innovative and sustainable way, which means listening to and collaborating with our stakeholders, and becoming more agile in innovating new solutions.

SUSTAINABILITY FRAMEWORK

This report has been prepared in accordance with the Sustainability Reporting Guide issued by the Singapore Exchange Securities Trading Limited ("SGX-ST") in 2016 and the Global Reporting Initiative ("GRI") Standards.

SUSTAINABILITY GOVERNANCE

The Board has assigned the responsibility for monitoring and overseeing the Company's sustainability efforts to the Sustainability Committee, which reports to the Board and which comprises a Sustainability Head and nine (9) members representing different business units in GKE. The Board reviewed and discussed the final text of this report before the adoption of a formal resolution approving the report.

MANAGING SUSTAINABILITY

The Board maintains oversight over the Sustainability Committee and manages sustainability risks and opportunities, while ensuring all Environment, Social and Governance ("ESG") matters significant to our business are addressed in our four (4) focus areas. We remain committed in our relentless pursuit to expand our business portfolio while driving synergies among the subsidiaries within our core warehousing and logistics division and providing seamless solutions and services in supply chain management.





ABOUT THIS REPORT

GKE is adopting a phased approach for our Sustainability Report and we will seek to provide additional disclosures on our material topics as our sustainability reporting matures over time.

This Report describes our sustainability performance for the period from 1 June 2018 to 31 May 2019. It covers GKE's activities in Singapore and China, including acquisitions completed by 31 May 2019 unless otherwise stated, and has been prepared taking reference from the SGX-ST Sustainability Reporting Guidelines (set out in Rule 711A and 711B of the Listing Manual of the SGX-ST Section B: Rules of Catalyst). This report has been prepared in accordance with GRI Standards: Core Option. The scope for the various material topics is reported for each material topic covered.

The Report is produced on a yearly basis and is available online at www.gke.com.sg and www.sgx.com.

It provides us with a valuable opportunity to engage our stakeholders and respond to issues that matter most to them and to our business, while at the same time, enhances company risk management, strategy development and stakeholder engagement activities as we work to further focus and prioritise our sustainability and corporate social responsibility initiatives.

Our Report is currently not externally assured but we may also consider external assurance as our Report matures over time.

We welcome comments and feedback on our sustainability report at enquiry@gkegroup.com.sg.



BOARD OF DIRECTORS

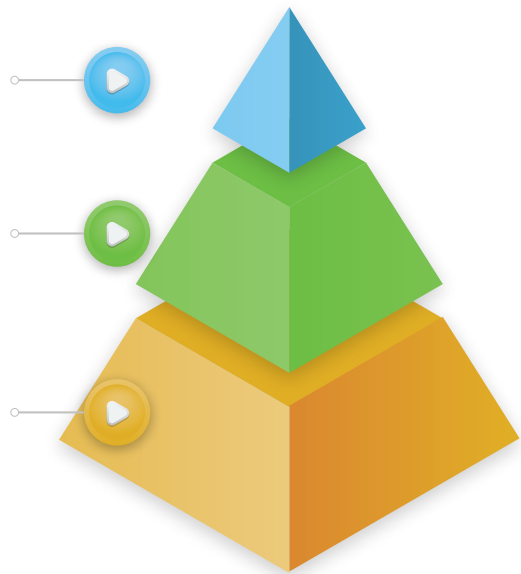
Board of Directors comprises of three (3) Executive Directors and four (4) Independent Directors

SUSTAINABILITY COMMITTEE (HEAD)

The Chief Executive Officer and Executive Director of GKE Corporation Limited

SUSTAINABILITY MEMBERS

Supported by nine (9) members of different business units of which one is the Sustainability Champion



GKE's Sustainability Committee comprises of our Head of Committee (CEO), supported by nine (9) members representing various business units. Members are selected based on their duties, gender and age so as to provide different perspectives on sustainability topics. The Head of Committee reports to the Board and provides updates on GKE's sustainability performance and targets.

The purpose of the GKE Sustainability Committee is to manage the organisation's sustainability efforts and develop our institutional capacity around sustainability. The Sustainability Committee members assess the current state of GKE's sustainability initiatives, brainstorm possibilities for improvements and coordinate and support GKE's sustainability initiatives and efforts.



GKE'S SUSTAINABILITY APPROACH



The sustainability focus for GKE is delivering long-term value for all our stakeholders: customers, employees, investors and the communities in which we operate. Within this sustainability approach, we take the broader economic, governance and social aspects, such as labour practices, human rights, and societal responsibility, into account. This approach guarantees that our services and solutions are provided to our customers in a manner that is respectful to people, the environment and is economically smart every time.

Our services are often a critical part of the supply chains of other businesses. We help people receive the materials they need to create products and then help deliver those products to their customers. When we operate more efficiently, we in turn help reduce the emissions intensity of supply chains worldwide.

This commitment to sustainability involves ensuring that strong ethical, social and environmental criteria are integrated in our Company's strategy and business model and in its internal policies and processes.

We are committed to deliver effective solutions and services to our customers and create greater value for our shareholders through our core values.

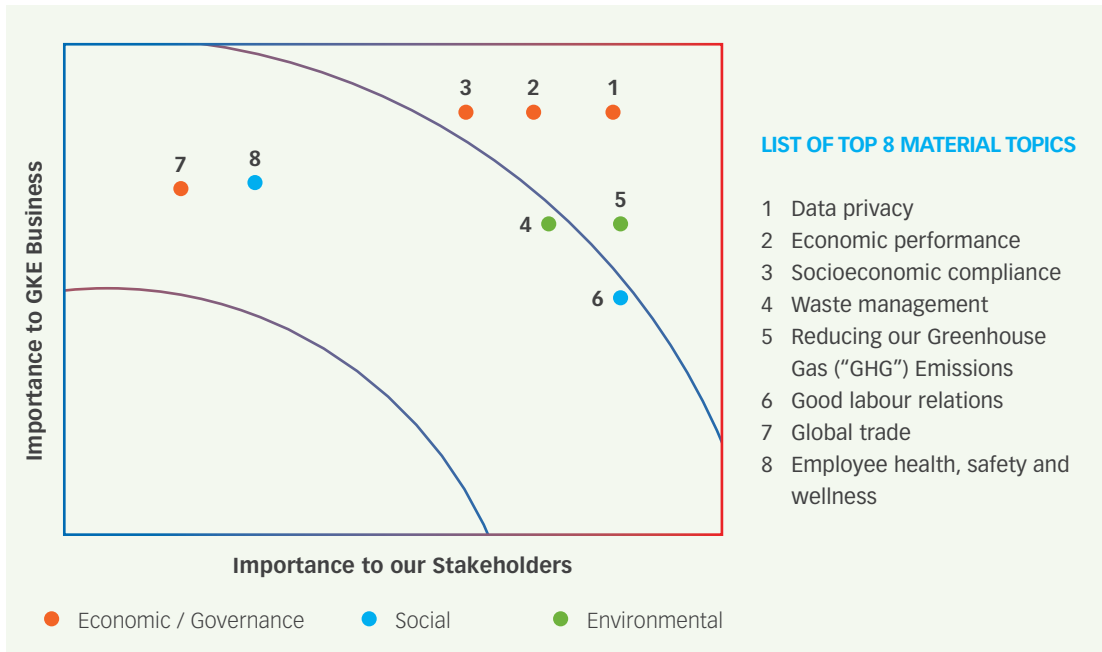
Our key stakeholder groups and the channels we use to maintain dialogue with them are shown in the table below. For each group, the engagement varies on a case-by-case basis, and includes formal and informal channels of communication.

Communities 	<ul style="list-style-type: none"> • Community Relations Committees • Interactions with authorities / governments • Membership of associations • Dialogue with non-governmental organisations
Customers 	<ul style="list-style-type: none"> • Company website: gke.com.sg • Networking sessions • Feedback channel
Employees 	<ul style="list-style-type: none"> • Q&A sessions with senior management • Employee surveys • Company human resource initiatives
Investors 	<ul style="list-style-type: none"> • Quarterly earnings communications • Annual shareholders' meeting • Annual report • Announcements through SGXnet
Suppliers 	<ul style="list-style-type: none"> • Networking sessions • Visits / interactions with supplier

ENGAGEMENT ON THIS REPORT

The specific reviewers of our report are the Board and the key management of GKE. This year, we have also conducted an external stakeholder engagement with more of our key customers, giving us a wider stakeholder perspective on sustainability topics.

In structure and topic range, our Report for FY2019 takes reference from the previous year's Report. A thorough analysis conducted in FY2018 identified what topics and areas of activity we consider relevant for GKE's Report. We identified not only GRI topics, but also key areas of GKE sustainability management as important potential reporting content. Through ongoing consultation with related departments, we have reviewed our material topics internally and taken into account new businesses and the relevance of our material topics. There have been no changes to our material topics for FY2019.



The top eight (8) material topics have been grouped according to the focus areas listed below. Where applicable, the GRI Standards have been used as a reference for data collection and reporting our performance on the material topics.

Focus Areas	Material Topics	GRI Standards
Economic enhancement and compliance	<ul style="list-style-type: none"> Economic performance Socioeconomic compliance 	201-1 419-1
Environmental responsibility	<ul style="list-style-type: none"> Waste management Reducing our GHG emissions 	306-2 302-1 [^] , 305-1, 305-2
Our customers	<ul style="list-style-type: none"> Data privacy Global trade 	418-1
Empowering employees	<ul style="list-style-type: none"> Good labour relations Employee health, safety and wellness 	403-2


[^]Additional GRI Standard reported for FY2019



ECONOMIC PERFORMANCE (GRI 201-1)


Figures are for the financial year ended 31 May 2019 and 31 May 2018

DIRECT VALUE GENERATED

	FY	S\$ Million
	2018	71.5
	2019	88.2

These include revenue and other income - net

ECONOMIC VALUE DISTRIBUTED

	FY	S\$ Million
	2018	74.2
	2019	90.2

OPERATING COSTS

	FY	S\$ Million
	2018	45.6
	2019	56.4

These include cost of goods, administrative expenses excluding employee compensation

EMPLOYEE WAGES AND BENEFITS

	FY	S\$ Million
	2018	25.7
	2019	29.1

These include wages, salaries and benefits

GOVERNMENT

	FY	S\$ Million
	2018	1.0
	2019	2.1

These include income tax expense

CAPITAL PROVIDERS

	FY	S\$ Million
	2018	2.0
	2019	2.6

These include dividends and interest expenses on borrowings and other finance cost

TOTAL ECONOMIC VALUE RETAINED

	FY	S\$ Million
	2018	(-2.7)
	2019	(-2.0)

These include revenue and other income - net



In FY2019, GKE had distributed around 37.5% of our revenues to key stakeholders – 32.3% to employees, 2.3% to government in countries where we operate, namely Singapore and China, and 2.8% to capital providers.

There was an overall loss from our continuing operations in FY2019 and the overall economic value retained is a negative \$S2.0 million. More details of our economic performance can be found in our Annual Report for FY2019.

Regulatory compliance is critically important to GKE, serving to protect our integrity and reputation and foster trust among stakeholders. Observance of all regulatory requirements forms the basis of good corporate governance within the Group. We also ensure our compliance to all relevant local and international laws and regulations, including the principles and guidelines set out in the Singapore Code of Corporate Governance 2012. More details can be found in our Annual Report for FY2019.

SOCIOECONOMIC COMPLIANCE (GRI 419-1)

We had no cases of socioeconomic non-compliance in FY2019. We strive to continue to maintain zero non-compliance cases in FY2020.

We are sensitive to the environmental impact across our business operations, and are committed to taking steps to reduce our impact, especially the waste generated and GHG emissions. Fuel and energy consumption is managed and monitored by the various business units.

GKE Corporation is committed to reducing our environmental footprint through two (2) key approaches:



WASTE MANAGEMENT (GRI 306-2)

We have identified three (3) waste streams in our businesses. Where possible, we send our waste for recycling and reduce the amount of waste produced by re-using other items, such as wooden pallets. The general waste is incinerated in Singapore (according to local

environmental regulations), after which the incinerated ash is sent to landfill. We are exploring ways to improve our waste segregation to improve on the volume of recyclables in the coming years.

Since 2018, iPads have been used for Board meetings to reduce the amount of paper used for printing minutes of meetings, agendas and other attachments. For other meeting, projectors are used to present meeting materials. As far as possible, we are moving towards a paperless environment in all our business units. We aim to recycle our used carton boxes and shrink wrap and in FY2019, 15,950kg of carton boxes and 17,978kg of plastic shrink wrap generated mostly from our warehousing operations was recycled. We have also incinerated 142,100kg of general waste. There was no hazardous waste disposed in the reporting year.

REDUCING OUR GHG EMISSIONS (GRI 305-1, 305-2)

As a leading warehousing and logistics solutions provider, we have a dedicated and modern fleet for our operational needs. We operate our own fleet of vehicles including prime movers and trailers. Our

vehicles from the logistics business accounts for approximately 50.0% of total fuel consumption while the remaining 50.0% is attributed to our readymix cement business. In FY2019, our total greenhouse gas emissions for our Singapore and China operations amounted to 3,935 tonnes CO₂ comprising largely of Scope 1 emissions from the use of diesel for logistics and from the readymix cement business in China. The overall increase in GHG emissions was due to an increase in business as well as an increase in our boundary of reporting which now includes our operations in China.

Our emissions for the last two years are shown in the table in page 10. With more data collected from our various business units, we intend to use these values to compare with values for the next year so that we can determine our targets and areas for improvements in FY2020.

We have also replaced our older trucks with Euro 6 model in our logistics business, which are in compliance with local National Environmental Agency regulations, and will also help to reduce nitrogen oxides pollutants and fine particulate matter.

		FY2018	FY2019
Non-Hazardous Waste	Disposal Method	Weight (kg)	Weight (kg)
General Waste	Incinerated	84,300	142,100
Carton Boxes	Recycled	10,703	15,950
Plastic Shrink Wrap	Recycled	9,027	17,978

ENERGY CONSUMPTION WITHIN THE ORGANISATION (GRI 302-1)

Energy consumed from non-renewable sources (MJ)		
Business unit	FY2018	FY2019
GKE Express Logistics Pte Ltd	15,689,434	17,213,305
GKE Pte Ltd	334,458	547,646
GKE Freight Pte Ltd	69,347	Data consolidated with GKE Warehousing & Logistics Pte Ltd
TNS Ocean Lines (S) Pte Ltd	2,158,481	2,438,862
GKE Warehousing & Logistics Pte Ltd	4,165,182	3,933,923
Wuzhou Xing Jian Readymix	Data not available	23,771,666
Total	22,416,902	47,905,402

Conversion factors based on Emission Factors for Cross Sector Tools March 2017

DIRECT (SCOPE 1) EMISSIONS & ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS (GRI 305-1, GRI 305-2)

Business unit	FY2018		FY2019	
	Scope 1 (kg CO ₂)	Scope 2 (kg CO ₂)	Scope 1 (kg CO ₂)	Scope 2 (kg CO ₂)
GKE Express Logistics Pte Ltd	1,151,435	17,395	1,263,816	19,087
GKE Pte Ltd	0	38,946	0	63,771
GKE Freight Pte Ltd	0	8,075	0	Not applicable*
TNS Ocean Lines (S) Pte Ltd	140,179	31,042	150,672	47,204
GKE Warehousing & Logistics Pte Ltd	130,876	279,331	93,646	310,917**
Wuzhou Xing Jian Readymix	Data not available	Data not available	1,604,826	381,481
Total GHG emissions	1,422,490	374,789	3,112,960	822,460
kg CO₂	1,797,279		3,935,420	
tCO₂	1,797		3,935	

Conversion factors based on Emission Factors for Cross Sector Tools March 2017

*Data for GKE Freight Pte Ltd is consolidated with GKE Warehousing & Logistics Pte Ltd from FY2019 onwards as they are both in the same building and have a common electricity billing

**Scope 2 Emissions figures for GKE Warehousing & Logistics Pte Ltd in FY2019 includes GKE Freight Pte Ltd

One of our new business initiatives currently underway is the construction of a new recycling plant – Cenxi Haoyi Recycling, which will recycle material waste arising from mining, construction, manufacturing and other related processes into reusable construction raw materials. Every year a large part of

recyclable materials is disposed of in landfills or arbitrarily discharged to the environment. To ensure the sustainability of building construction materials, it is essential to utilise production waste. By recycling waste products arising from mining, manufacturing and construction activities into reusable

raw materials for manufacturing of ready-mix concrete, it can help to reduce the environmental impact associated with the transport of materials and mining of new materials. This recycling plant is being built in Longmu village, in Cenxi city in the People's Republic of China.



As the world becomes increasingly digital, our opportunities continue to expand. But with these opportunities come ever-more complex challenges, such as how to keep personal data private and secure, even when it moves across borders. We recognise the risks and negative impact that our business and stakeholders may encounter if confidential/sensitive information such as corporate data, personal data of customers, employees and stakeholders, is not adequately protected. As we harness technology in our business and operations, the risks have also further increased. Data security and privacy is a top priority for us.

DATA PRIVACY (GRI 418-1)

Personal data in Singapore is protected under the Personal Data Protection Act 2012. We aim for complete transparency in the

way we process and manage the data that our clients entrust to us. Employees of GKE are required to sign a Non-Disclosure Agreement for the work that they conduct at GKE. The company's networks, database and websites are also secured to prevent loss of data. CCTV cameras are installed at strategic locations in our facilities for physical security, certain offices are also biometric controlled for greater control and access. Training and ongoing engagement are the primary ways we build awareness among our employees.

For this reporting period, there were no substantiated complaints concerning breaches of customer privacy or losses of customer data across the various GKE subsidiaries. We shall strive to continue to maintain zero cases of breaches of customer privacy or loss of customer data in FY2020.

GLOBAL TRADE

GKE's end-to-end logistics services covers warehousing, freight, transportation, marine logistics and port management. By working with our agents / partners in 37 different countries, we add value to our client's supply chain through integration of land, sea and air transportation from country of origin to point of sale, avoiding the hassle of having to deal with dozens, or even hundreds, of different companies. With 35.0% more revenue coming from our import business as compared to the export business, we are also constantly exploring new ways to improve our supply chain management and to innovate our business.

GOOD LABOUR RELATIONS

At GKE, we operate on the basis of continuous improvement – constantly looking for ways that we can be more efficient, more responsive, less wasteful, more profitable and safer.

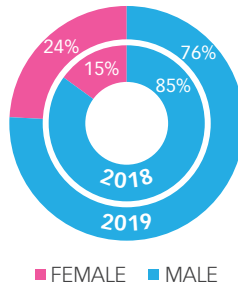
GKE aims to foster an excellence culture. Our employees are passionate, committed, and excel in what they do. In return, we recognise their efforts and encourage a culture of collaboration. The talent and motivation of our 1,079 employees across our various business units are the foundations for our success. Implementing a strong, common culture and purpose across the Group remains the main priority of our management team.

As part of our restructuring exercise that began in FY2018, we started to integrate similar functions across the different business units in FY2019 with the aim of having common corporate functions, such as human resource, sales and marketing. By having common corporate functions, we plan to create closer links and drive synergy when implementing new initiatives across the various business units.

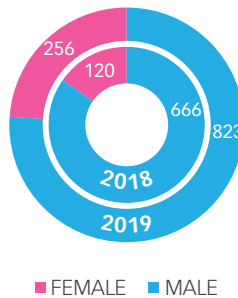
GKE strives to work in a healthy and safe manner that complies with all applicable occupational safety and health laws and standards, and are committed to providing our employees with a healthy and safe working environment. Medical and dental benefits are also provided to our full-time employees.

GRI 102-8

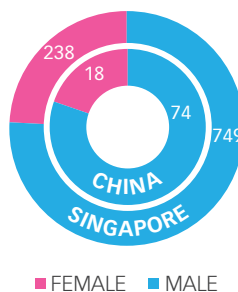
Gender Profile of our Employees in Singapore and China (FY2018 and FY2019)



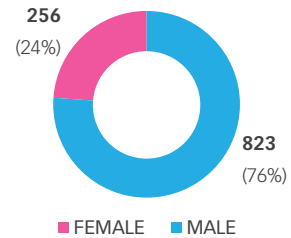
Permanent Employees – Singapore and China (FY2018 and FY2019)



Full Time Employees by Gender – Singapore and China (FY2019)



OUR EMPLOYEES



100%

of our **1,079** employees in **SINGAPORE** and **CHINA** are on **PERMANENT EMPLOYMENT** contracts

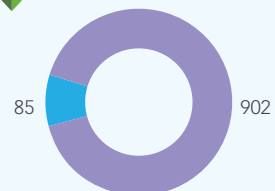


TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE (FULL-TIME AND PART-TIME)

■ FULL TIME EMPLOYEES
■ PART TIME EMPLOYEES



SINGAPORE



CHINA



	FY2018		FY2019	
Total employees by gender	Singapore	China	Singapore	China
Male	591	75	749	74
Female	101	19	238	18
Total employees	692	94	987	92

	FY2018		FY2019	
Total employees by employment contract and gender	Male	Female	Male	Female
Full time employees (Singapore)	580	99	710	192
Full time employees (China)	75	19	74	18
Part time employees (Singapore)	11	2	39	46
Part time employees (China)	0	0	0	0
Permanent contract (Singapore)	591	101	11	17
Permanent contract (China)	75	19	74	18
Temporary contract (Singapore)	0	0	0	0
Temporary contract (China)	0	0	0	0

EMPLOYEE HEALTH, SAFETY AND WELLNESS

Our people are our most important asset. Neglecting their health and safety would not only be irresponsible and unethical but would also endanger our business performance. Our employees are encouraged to take ownership when it comes to health and safety. Our health and safety approach applies at all levels of the organisation, from a trip hazard in a corridor at head office, to a partially closed truck door, or pallets stacked too high in a warehouse – all GKE employees should identify a potential danger and take immediate action to resolve.

Our health and safety representatives from the various business units help to integrate health and safety into the daily strategic and operational planning for the organisation. GKE Express Logistics Pte Ltd is certified for ISO 9001 and has achieved Workplace Safety and Health (WSH) bizSAFE Level 3 since 2017. GKE has in place a health, safety and environment system with defined safe work procedures, risk assessments and other relevant work instructions for our staff and contractors.

GKE has also conducted health and safety days regularly to promote awareness to the employee.

Last year, we had two (2) cases of reportable accidents which resulted in a total of 26 days lost. We have since made improvements to our equipment and work procedures to address the root cause of these accidents, and communicated these to our employees to raise their awareness on lessons that can be learnt, with an aim to minimise the number of lost days in FY2020.

KEY WORKPLACE SAFETY AND HEALTH STATISTICS FOR SINGAPORE AND CHINA¹ OPERATIONS IN FY2018 AND FY2019

Description	FY2018		FY2019	
	Males	Females	Males	Females
Workplace injury rate (number of injuries per 100,000 employed persons)	433	144	649	0
Accident frequency rate (reportable accidents per million man-hours)	0.15	0.15	3.40	0
Accident severity rate (man-days lost per million man-hours)	10.39	10.24	12.60	0
Occupational disease rate	0	0	0	0
Work related fatalities	0	0	0	0

¹Data for FY2019 includes the Group's operations in China.

For FY2018, no. of man hours worked is assumed to be 8 hours a day, 20 days a month, for 12 months, for the total headcount in Singapore (692 employees) = 1,328,640 man hours

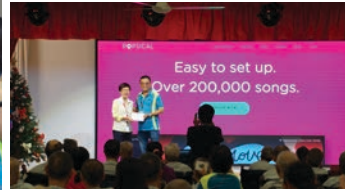
For FY2019, no. of man hours worked is assumed to be 8 hours a day, 20 days a month, for 12 months, for the total headcount in Singapore and China (1,079 employees) = 2,071,680 man hours

DEFINITIONS ON TYPES OF INJURIES

Major Injuries refer to non-fatal injuries which are more severe in nature. These include: amputation, blindness, deafness, paralysis, crushing, fractures and dislocations: head, back, chest and abdomen, neck, hip and pelvis, exposure to electric current, acute illness requiring medical treatment or loss of consciousness from exposure to chemical and/or biological agents, concussions with more than 20 days of medical leave.

Minor injuries include all other reportable injuries that did not result in death or major injuries.

$$\begin{aligned}
 \text{Workplace Injury Rate} &= \frac{\text{No. of Fatal and Non-Fatal Workplace Injuries}}{\text{No. of Employed Persons}} \times 100,000 \\
 \text{Accident Frequency Rate (AFR)} &= \frac{\text{No. of Workplace Accidents Reported}}{\text{No. of Man-hours Worked}} \times 1,000,000 \\
 \text{Accident Severity Rate (ASR)} &= \frac{\text{No. of Man Days Lost To Workplace Accidents}}{\text{No. of Man-hours Worked}} \times 1,000,000 \\
 \text{Occupational Disease Incidence} &= \frac{\text{No. of Occupational Diseases (i.e. chronic confirmed cases)}}{\text{No. of Employed Persons}} \times 100,000
 \end{aligned}$$



We use sponsorships and donations to support the implementation of our strategy and to strengthen our corporate brand and recognition.

In FY2019, GKE contributed \$34,320 for various corporate social responsibility programs. \$17,000 was donated to the West Coast Community Centre in support of the constituency's National Day Dinner, Lunar New Year Dinner and Buka Puasa Events. In Singapore,

we have also donated S\$13,000 to UOB for the UOB Heartbeat Run Walk, Chinese New Year Charity and Golf Challenge, which in turn is used to benefit the arts, children and education programs and to promote greater partnership, philanthropy and participation to help strengthen community bonds.

The staff of GKE had volunteered at Kwong Wai Shiu Hospital in Singapore and contributed \$3,320

in FY2019 which assisted in the running of the hospital facilities and provision of affordable healthcare for the patients.

They have also volunteered at willing heart doing basic cleaning and food preparation.



DISCLOSURE	COMMENTS	REFERENCE	OMISSION
GRI 102: GENERAL DISCLOSURES 2016			
102-1	Name of the organization	AR 2019, pg. 1(Corporate Profile)	
102-2	Activities, brands, products, and services	AR 2019, pg. 1 (Corporate Profile)	
102-3	Location of headquarters	AR 2019, pg. 1 (Corporate Profile)	
102-4	Location of operations	AR 2019, pg. 1 (Corporate Profile)	
102-5	Ownership and legal form	AR 2019, pg. 1, 6 (Corporate Structure)	
102-6	Markets served	AR 2019, pg. 7 (Business Segments)	
102-7	Scale of the organization	AR 2019, pg. 1, 6 (Corporate Structure) SR 2019, pg. 12-14 (Empowering Employees)	
102-8	Information on employees and other workers	SR 2019, pg. 12-14 (Empowering Employees)	
102-9	Supply chain	We have approximately 567 suppliers, most of them are based in Singapore and provide materials for our warehousing and logistics business.	
102-10	Significant changes to the organization and its supply chain	Divestment of G-Chem Logistics Pte Ltd Performance Review AR 2019, pg. 11-13	
102-11	Precautionary Principle or approach	Risk Management AR 2019, pg. 31, 38	
102-12	External initiatives	None	
102-13	Membership of associations	Singapore Logistics Association, Singapore Transport Association, Singapore Business Federation	
102-14	Statement from senior decision-maker	SR 2019, Pg. 1 (Board Statement)	
102-16	Values, principles, standards, and norms of behaviour	AR 2019, Pg. i, ii (Core Values, Vision, Mission)	
102-18	Governance structure	AR 2019, Pg. 14-18 (Board of Directors)	
102-40	List of stakeholder groups	SR 2019, Pg. 5 (Stakeholder Engagement)	
102-41	Collective bargaining agreements		Not Applicable. There is no collective bargaining agreement.

DISCLOSURE		COMMENTS	REFERENCE	OMISSION
102-42	Identifying and selecting stakeholders		SR 2019, Pg. 5 (Stakeholder Engagement)	
102-43	Approach to stakeholder engagement		SR 2019, Pg. 5 (Stakeholder Engagement)	
102-44	Key topics and concerns raised		SR 2019, Pg. 6 (Materiality Assessment)	
102-45	Entities included in the consolidated financial statements		AR 2019, pg. 1, 6 (Corporate Structure)	
102-46	Defining report content and topic Boundaries		SR 2019, Pg. 2 (About the Report)	
102-47	List of material topics		SR 2019, Pg. 6 (Materiality Assessment)	
102-48	Restatements of information		None	
102-49	Changes in reporting		None	
102-50	Reporting period		SR 2019, Pg. 2 (About the Report)	
102-51	Date of most recent report		This is our first report	
102-52	Reporting cycle		Annual	
102-53	Contact point for questions regarding the report	enquiry@gkegroup.com.sg	SR 2019, Pg. 2 (About The Report)	
102-54	Claims of reporting in accordance with the GRI Standards		This report has been prepared in accordance with the GRI Standards: Core Option	
102-55	GRI content index		SR 2019, Pg. 16-18 (GRI Content Index)	
102-56	External assurance		None	
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary		SR 2019, Pg. 6 (Materiality Assessment)	
103-2	The management approach and its components		SR 2019, Pg. 8 (Economic Enhancement and Compliance) SR 2019, Pg. 9-10 (Environmental Responsibility) SR 2019, Pg. 11 (Our Customers) SR 2019, Pg. 12-14 (Empowering our Employees)	



DISCLOSURE		COMMENTS	REFERENCE	OMISSION
103-3	Evaluation of the management approach		SR 2019, Pg. 8 (Economic Enhancement and Compliance) SR 2019, Pg. 9-10 (Environmental Responsibility) SR 2019, Pg. 11 (Our Customers) SR 2019, Pg. 12-14 (Empowering our Employees)	
GRI 201: Economic Performance 2016				
201-1	Direct economic value generated and distributed		SR 2019, Pg. 7 (Performance Overview)	
GRI 302: ENERGY 2016				
302-1	Energy consumption within the organization		SR 2019, Pg. 9-10 (Environmental Responsibility)	
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG Emissions		SR 2019, Pg. 9-10 (Environmental Responsibility)	
305-2	Energy indirect (Scope 2) GHG Emissions		SR 2019, Pg. 9-10 (Environmental Responsibility)	
GRI 306: Effluents and Waste 2016				
306-2	Waste by type and disposal method		SR 2019, Pg. 9-10 (Environmental Responsibility)	
GRI 403: Occupational Health and Safety 2016				
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities		SR 2019, Pg. 13-14 (Employee Health, Safety and Wellness)	Absentee rate is not available for employees. Safety statistics for all workers (excluding employees) is currently not available.
GRI 418: Customer Privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		SR 2019, Pg. 11 (Our Customers)	
GRI 419: Socioeconomic Compliance 2016				
419-1	Non-compliance with laws and regulations in the social and economic area		SR 2019, Pg. 8 (Economic Enhancement & Compliance)	

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