



ENGRO CORPORATION LIMITED
**SUSTAINABILITY
REPORT 2017**



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CHAIRMAN'S MESSAGE ON SUSTAINABILITY



On 12 December 2015, the 195 Parties to the UN Framework Convention on Climate Change (UNFCCC) adopted the Paris Agreement at the United Nations (UN) Climate Change Conference in Paris.

With the signing of the Paris Agreement, history was made as it embodied a successful new approach to global cooperation on climate change, with countries acknowledging that their national interest is best served by acting for the common good by transforming the global economy based on low-emission, climate-resilient growth.

EnGro, in its former self, under the auspices of SsangYong

Cement, began life as a company that ground clinker to produce Ordinary Portland Cement (OPC) in its plant located in Singapore.

But in the 1990s, EnGro took a path no others were willing to tread on in Singapore, that is, to grind granulated blast-furnace slag into Ground Granulated Blast-Furnace Slag, also known as GGBS, a type of Green Cement, which has a carbon footprint that is only 5% of Ordinary Portland Cement's carbon footprint. Back then, blast-furnace slag was treated as a waste product dumped in open yard landfills whilst still in molten form, an appalling sight and an environmental hazard that local municipalities



around the world faced a challenge to resolve in view of the growing steel and iron manufacturing capacities that were built globally and, especially so in China over the last 20 years.

As China entered the WTO at the turn of the 21st century, EnGro shifted its plants to China and concentrated its production activities solely on the grinding of granulated blast-furnace slag into GGBS powder. As at 2017, EnGro established 17 blast-furnace slag grinding plants which were set up in collaboration with top steel companies in China which benefited from the value-add and efficient handling of blast furnace slag, which was once an environmental hazard to them. These 17 blast-furnace grinding mills in China have a total production capacity of 10.2 million tonnes per annum.

The use of GGBS reduces the emissions by 90% as compared to use of OPC which emits between 0.8 to 1.0 tonne of CO₂-equivalent. On average, EnGro's GGBS helps the cement industry achieve approximately 6.5 million tonnes of CO₂ emission reduction per annum.

In 2007, EnGro coined the words "BUILDING

SUSTAINABILITY" to reflect a top-down approach that ensures the Group's business activities would care for the environment which it operates and benefits from.

Former United Nations Secretary General Mr Ban Kim-Moon once spoke about how "We don't have Plan B, because we don't have Planet B". And as there is no "Planet B", EnGro is committed to ensure that EnGro's business activities are in equilibrium with the well-being of our only planet Earth.

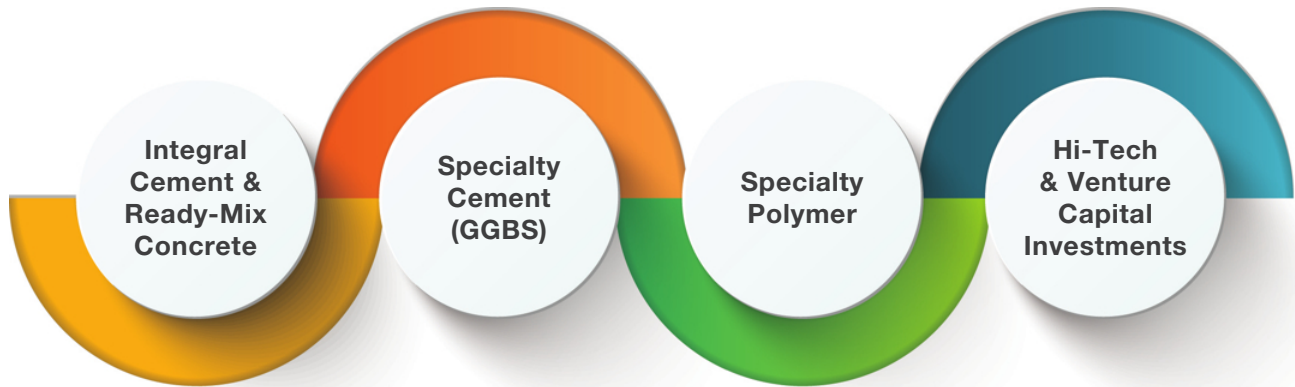
"BUILDING SUSTAINABILITY" is now the hallmark of our corporate philosophy and attitude in addressing the needs of preserving the environment, being fair to our stakeholders and employees, while striving to meet the need for returns by our shareholders alluding to the principles of "SUSTAINABLE INVESTING".

TAN CHENG GAY

Chairman & CEO

ABOUT ENGRO CORPORATION

EnGro Corporation Limited (“EnGro”) is a leading provider of superior building materials, with nearly 45 years of operational experience in shaping landscapes in Asia. We started in 1973 in Singapore as a tri-partite joint venture company among SsangYong Cement Industrial Co. Ltd. (South Korea), DBS Bank and Afro-Asia Shipping Co. Pte Ltd known as SsangYong Cement (Singapore) Pte. Ltd with building materials as its core offering. The Company listed on the Singapore Exchange (“SGX”) in 1983 and changed its name to EnGro Corporation Limited in 2005 to reflect a refreshed focus on growing our business in North Asia and with emphasis on Green. Main businesses include:



VISION AND MISSION

EnGro envisions itself to be the preferred integral partner of innovative and sustainable material solutions. In order to realize this vision, we strive to be at the forefront of product innovations through intensive research and development to develop our expertise and insights. Our recent innovations have been centralized around green and sustainable materials as denoted by our corporate tagline “*Building Sustainability*”. We believe in innovating in this field as a new urban lifestyle will be needed in our resource-scare future and we are confident that eco-friendly products would play a key role in shaping the future of construction industry.

To support this vision, EnGro established a mission to provide integrated material solutions that are value-adding, sustainable and cost-effective. We rely on our *knowledge-based and continuous learning* culture and spirit of innovation in developing environmentally-friendly products. Together with our research team and external partners, EnGro develops new environmentally-friendly solutions to create new applications that generate long-term benefits to our stakeholders.

WHAT SUSTAINABILITY MEANS TO ENGro

The global community's commitment to limit global warming to 2°C between now and 2100, requires global GHG emissions to decrease by 40% to 70% by 2050 and achieve net zero emissions by the end of the century. As such, many countries have committed towards reducing their GHG footprints. As part of the contribution to achieving this goal, the Singapore government has pledged to reduce its emissions intensity by 36% from 2005 levels by 2030. In addition, in early 2017, the Singapore government announced its intention to implement the carbon taxation scheme beginning 2019. Meanwhile, China has 8 pilot carbon market schemes and is expected to start its national carbon market in year 2020 to further curb its emissions level on a national scale.

These recent developments clearly justify EnGro's early focus and attention into sustainability. The building and construction sector is the second largest contributor of GHG emissions as building materials generate significant amount of embodied GHG emissions throughout their product life cycle due to the substantial amount of embodied GHG emissions contributed by the use of

steel and concrete as the core building elements of buildings. The building and construction industry is a labour-intensive industry while the sector is also one of the key GDP contributors to the country. Therefore, one of the ways to reduce emissions from the sector while maintaining growth of the industry is through the greater use of green or sustainable materials.

As we continue to be among the leading suppliers of building materials in Singapore and realize our vision to be the integral partner of innovative and sustainable material solutions, EnGro has the responsibility to promote the use of environmentally-friendly materials. In the long run, we aim to increase the use of recycled materials in our products and commit to doing more research and development of innovative sustainable building materials.

EnGro also continues to provide a safe working environment for its employees and contractors. Safety is paramount in EnGro's operations and we have put in place policies and initiatives to ensure minimal injuries occur in our operations. On these fronts, we are proud that we have achieved internal targets for 2017.



ABOUT THE REPORT


EnGro's inaugural Sustainability Report 2017 is prepared citing Global Reporting Initiative ("GRI") G4 Guidelines "Core" reporting framework. We will publish our Sustainability Report annually as per SGX sustainability reporting guidelines. Unless specified otherwise, this report covers our Environmental, Social and Governance (ESG) performance and initiatives for the period of 1 January 2017 to 31 December 2017. This report covers EnGro's operations in Singapore and our three primary building materials brands in Singapore:


1. *EnGro* and *Top-Mix* for our integral cement and ready-mix concrete (RMC) business and products, and
2. *VCEM* for our Ground Granulated Blast-Furnace Slag (GGBS) business and product



EnGro has not sought external assurance for the information disclosed in this Sustainability Report as it is our first year of disclosure. However, we will where necessary consider seeking external assurance for future reports.

If you have any comments or feedback on our inaugural Sustainability Report, please reach us at:

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#08-05/06 Acer Building Tower B,
Singapore 609923

 +65-65617978

 +65-65619770

COMPANY PROFILE

Company name	EnGro Corporation Limited
Total number of operations	<ul style="list-style-type: none"> ▶ 1 management office ▶ 2 operational offices
Nature of legal entity	Singapore Listed Company
Total sales amount in 2017	Cement and building material: SGD 107,977,000
Total number of employees	138

MEMBERSHIPS AND CERTIFICATIONS

EnGro has been a member of the following associations since the beginning of the associations.

1. Singapore Green Building Council (SGBC) – Member
2. Singapore Environment Council (SEC) – Member
3. Singapore Contractors Association (SCAL) – Member
4. Cement and Concrete Association of Singapore (CCAS) – Member
5. American Concrete Institute – Singapore Chapter (ACI-SC) – Member
6. China Concrete and Cement Products Association (CCPA) – Member
7. Singapore Business Federation (SBF) – Member
8. Singapore Chinese Chamber of Commerce & Industry (SCCCI) – Member
9. Singapore Manufacture Federation (SMF) – Member

Name & Address of Site	Certification	Certification Expiry Date
EnGro Corporation Limited 30 Pulau Damar Laut Singapore 618311	ISO 9001:2015	5/12/2020
	ISO 14001: 2004	10/22/2018
	SS 506 Part 1: 2009	9/9/2018
	OHSAS 18001: 2007	9/9/2018
	bizSAFE Star	9/9/2018
Top-Mix Concrete Pte. Ltd. 10 Changi East Close Rd Singapore 498785	ISO 9001: 2008	9/15/2018
	ISO 14001: 2004	11/6/2018
	SS 506 Part 1: 2009	9/9/2018
	OHSAS 18001: 2007	9/9/2018
	bizSAFE Star	9/9/2018

SUPPLY CHAIN

Supply chain forms an important aspect of EnGro’s operations. The company relies on logistics companies to ship raw materials from other countries into Singapore. In Singapore, raw materials are received at EnGro’s Pulau Damar Laut bulk terminal and blended into our blended cement products. These products are then transported to our concrete batching plants to produce *Top-Mix* concrete or sold to customers directly while a small volume is sold in bagged form through distributors.

In our facilities, EnGro primarily utilizes its own employees to run the operations. Logistics service providers are employed to transport our products to and from company sites. The latter’s workforce forms around 20% of our manpower in Singapore. In order to be selected as EnGro’s service providers or suppliers, potential suppliers must adhere to the requirements prescribed in EnGro’s Supplier Code of Conduct. The Code of Conduct governs suppliers’ compliance to various national rules and regulations including on fair labour practices. Suppliers of EnGro are also subjected to regular performance appraisal or supplier assessment to ensure compliance to the Code of Conduct. In the future, EnGro is considering to carry out supplier audit as the next step towards ensuring compliance to the Code of Conduct.



STAKEHOLDER ENGAGEMENT

EnGro engages its key stakeholders regularly through various means effective for each stakeholder group. The company believes this process is important for the company to identify new opportunities and to manage risks associated with each stakeholder group. Below is a summary of EnGro’s approach to each stakeholder group.

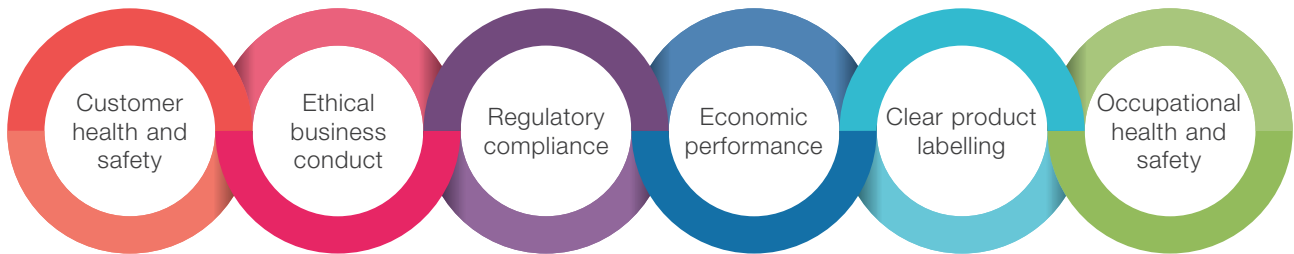
Stakeholder group	Purpose and goal	Mode of engagement	Frequency of engagement
Shareholders	Understand shareholders concerns	Annual General Meeting	Annual
Suppliers	Informing updates to EnGro’s expectations or changes in Code of Conduct	Periodic basis	Throughout the year
Customers (mostly building contractors)	Understanding product requirements	Periodic basis	Throughout the year
Employees	Understand employee concerns	Weekly meeting Periodic basis	Throughout the year
Industry Association	Understand industry requirement	Periodic basis	Throughout the year
Community	Understand social community needs and offer corporate social responsibility	Periodic basis	Throughout the year



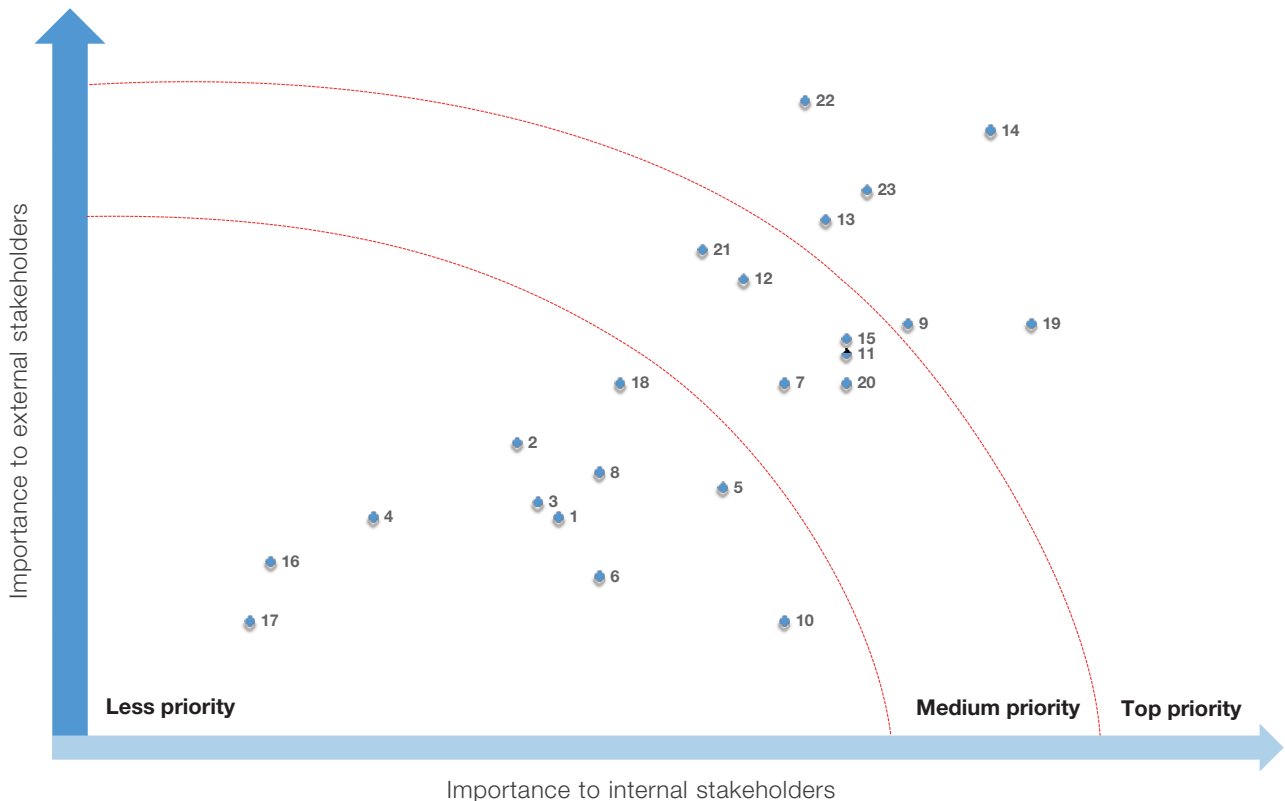
MATERIALITY ASSESSMENT

In January 2018, EnGro carried out a materiality assessment exercise under the guidance of independent sustainability consultants. The assessment involved members of EnGro’s senior management and key representatives from operations team, who interacted significantly with external stakeholders. The core group of EnGro’s representatives had a discussion to identify sustainability issues relevant to the company from both internal stakeholders’ and external stakeholders’ point of views covering ESG aspects. A result of this discussion is a long list of sustainability issues relevant to EnGro. The list can be found at the end of this section. Next, the core group voted anonymously on the list of sustainability issues to determine issues most material to them and the external stakeholders. After the assessment, the EnGro team finalized on 6 sustainability issues as its material issues.

The 6 material issues selected for reporting in this Sustainability Report are:



The result of the materiality assessment can be seen below.



List of sustainability issues assessed in materiality assessment exercise

Issue Number	Priority	Sustainability Issues
14	Top	Customer health and safety
22	Top	Ethical business conduct
23	Top	Regulatory compliance
19	Top	Economic performance
13	Top	Clear product labelling
9	Top	Occupational health and safety
15	Medium	Customer satisfaction
11	Medium	Product/service quality
12	Medium	Security of information
21	Medium	Responsible supply chain management
20	Medium	Enterprise risk management
7	Medium	Employment practices
18	Less	Stakeholder engagement
5	Less	Use of sustainable materials
8	Less	Human rights
10	Less	Career advancement
2	Less	Environmental compliance
1	Less	Waste management and recycling
3	Less	Energy and carbon footprint
6	Less	Water management
4	Less	Other atmospheric emissions
16	Less	Community investment
17	Less	Driving economic development (Indirect economic impact)



MAPPING OF MATERIAL ISSUES TO GRI

Following materiality assessment, the material issues identified was subsequently mapped to the GRI G4 aspects. The mapping of the material issues to GRI Aspects are based on the definition of each issue as agreed among EnGro team members participating in the materiality assessment.

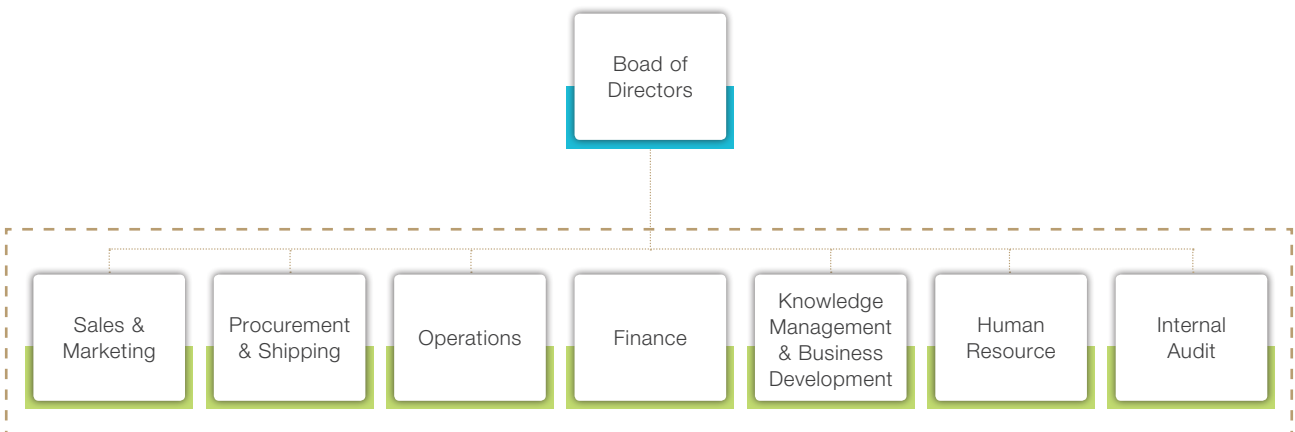
Material Sustainability Issues	GRI Aspects	Aspect Boundary
Customer health and safety	Product Responsibility	Within organization
Ethical business conduct	Ethics and Integrity	Within organization
Regulatory compliance	Compliance	Within organization
Economic performance	Economic Performance	Within organization
Clear product labelling	Product and Service Labelling	Within organization
Occupational health and safety	Occupational Health and Safety	Within organization

Following the identification of material issues and mapping to the GRI aspects, EnGro started to put in place processes to gather information required by the GRI G4 reporting framework. As this is our first Sustainability Report, we may not have a complete set of information required for full disclosure in accordance to the GRI G4 reporting framework. Nevertheless, we are committed to providing complete and accurate disclosures and we working towards collecting and disclosing more information, including on supply chain partners, in subsequent Sustainability Reports.

GOVERNANCE AND RESPONSIBILITY TO SUSTAINABILITY

EnGro upholds the highest standard in governance and ethical conduct. We comply with the Code of Corporate Governance 2012 as required by the listing rules of the Singapore Exchange. Please refer to page 23 of the Annual Report 2017 for the details of EnGro’s Corporate Governance.

In addition, in light of the SGX listing rule 711(B) on sustainability reporting, EnGro has established a sustainability reporting team, which reports directly to the Sustainability Committee. The Sustainability Committee consists of representatives from various departments. Under the guidance of the Board, the Sustainability Committee is responsible to integrate sustainability principles and policies throughout the business in the coming years.



■ ■ ■ This box is denotes the Sustainability Committee
 ■ ■ ■ made up of representatives from each department.

ECONOMIC

Healthy economic or financial performance is paramount for EnGro’s foundation to support the company’s efforts in other aspects of sustainability. The company recorded a profit before tax of SGD 4.2 million in FY2017.

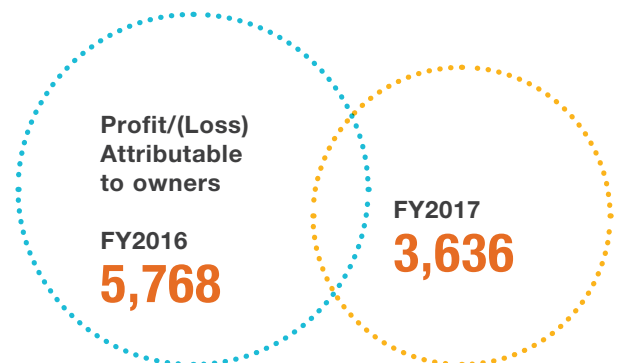
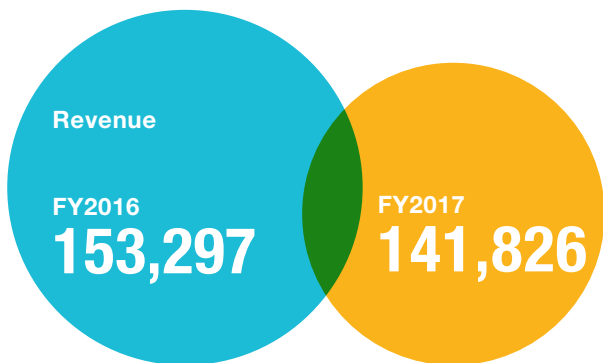
EnGro recorded a revenue of S\$141.8 million for the year ended 31 December 2017 (“FY2017”), a 7.5 per cent decline compared to the S\$153.3 million in FY2016, due in part to softer demand and intense competition for our Integral Cement and Ready-Mix Concrete (“Integral Cement & RMC”) in Singapore.

Our Specialty Cement business and China property investments performed well but were insufficient to offset the lower returns from the Integral Cement & RMC business and lower returns from our investment portfolio. As a result, the Group’s profit after tax and minority interest (PATMI) fell from S\$5.8 million in FY2016 to S\$3.6 million in FY2017.

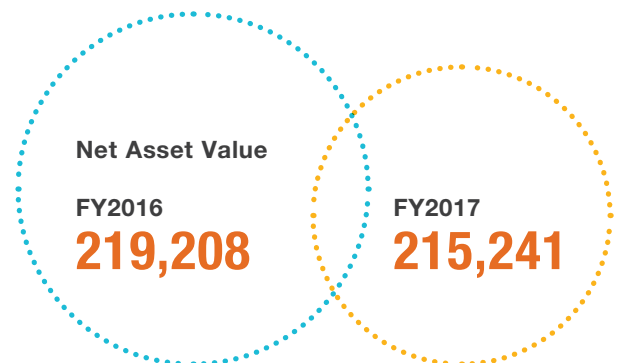
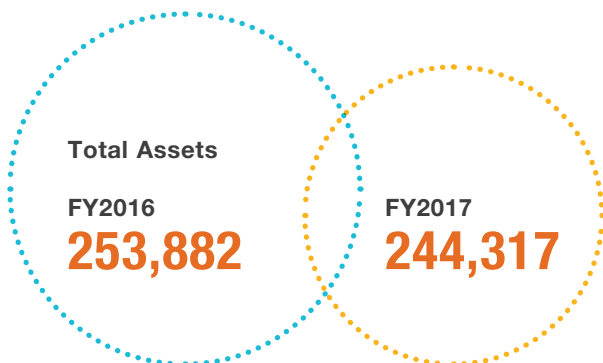
Details of EnGro’s business units’ performance in FY2017 can be referenced to our Annual Report for FY2017. ([link: http://engro-global.com/wp-content/uploads/2018/04/EnGroAR2017.pdf](http://engro-global.com/wp-content/uploads/2018/04/EnGroAR2017.pdf))

HIGHLIGHTS

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME (S\$'000)



STATEMENT OF FINANCIAL POSITION (S\$'000)



SOCIAL

EMPLOYMENT PRACTICES

The majority of EnGro's workforce is full-time employees under our payroll. We rely on logistics service providers to transport our products to and from our facilities, which make up approximately 20% of our total workforce in Singapore. Ensuring that each employee and worker are treated fairly is important to EnGro to promote welfare and talent retention.

EnGro is fully compliant with the Singapore government's employee practices listed under the Ministry of Manpower. The Human Resources team at EnGro formulated the HR Policies and Procedures which are applied to EnGro's business units in Singapore. This ensures consistency of internal practices among business units so that EnGro can remain competitive by being aligned with industry norms. The document communicates grievance procedures, dictates employee benefits, reminders on work-life balance, and freedom to collective bargaining, and governs our hiring and promotion policies, which are reliant on merits.

Employees have access to anonymous whistle blowing avenues if they find our practices, including remuneration to be suspect according to legal and industry standards. EnGro's whistle blowing policy is designed to make employees confident in raising concerns to an internal authority (Chairman of Audit Committee, CEO and the Internal Auditor). Employees can choose to voice their grievance to their supervisors or anonymously through an electronic mail box of the company. The policy makes a commitment to protect the reporter, address issues raised and keep the reporter updated on the progress of

the resolution. The policy is reviewed annually to ensure effectiveness and relevance to the changing business environment.

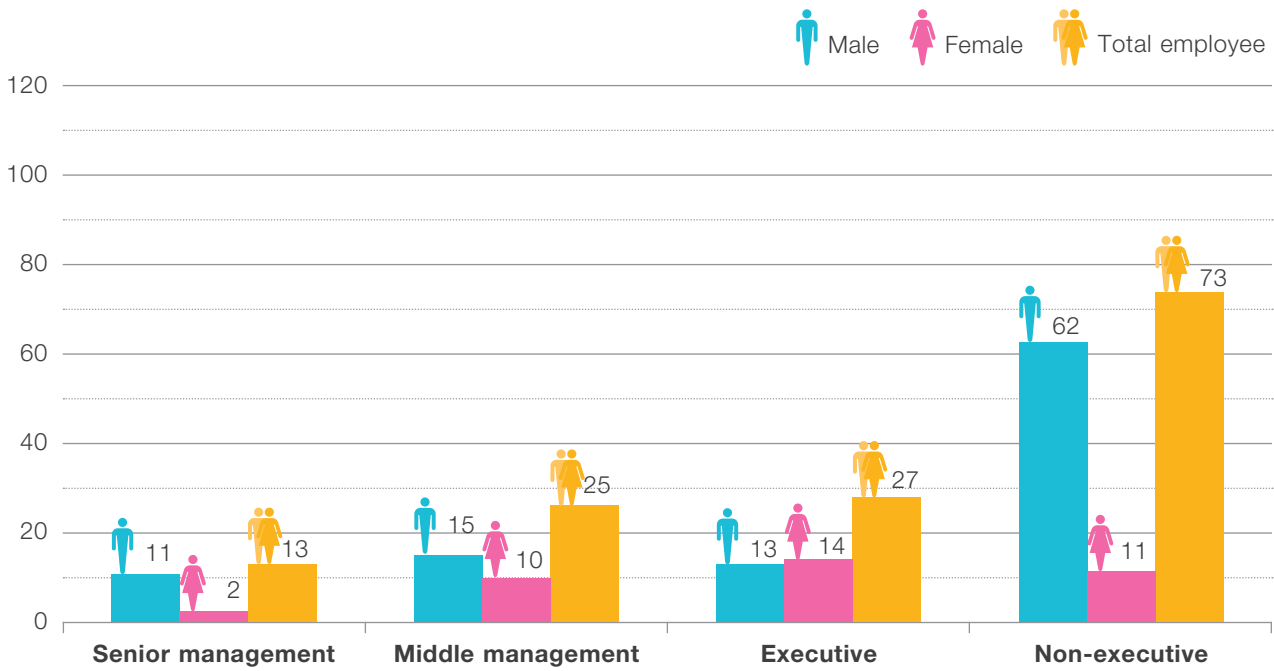
As demonstration of our commitment towards providing transparent and merit-based compensation package, we disclose the remunerations of our directors and our top 5 key management personnel in page 44 of our Annual Report 2017. In addition, we have also provided information on general remunerations for employees at each level, further broken down by gender below.

In order to ensure employees and contractors receive proper labour and social protection as entitled by the law, before confirming employment of individuals, EnGro conducts verification of workers' legal status. The company also carries out verification of work pass and daily roll-call during Toolbox Meeting to ensure workers on site are legally employed by the respective companies, including contractors. If there is a breach in contractual agreement, EnGro will conduct due investigation of the breach and, if found guilty, the work contract could be terminated.

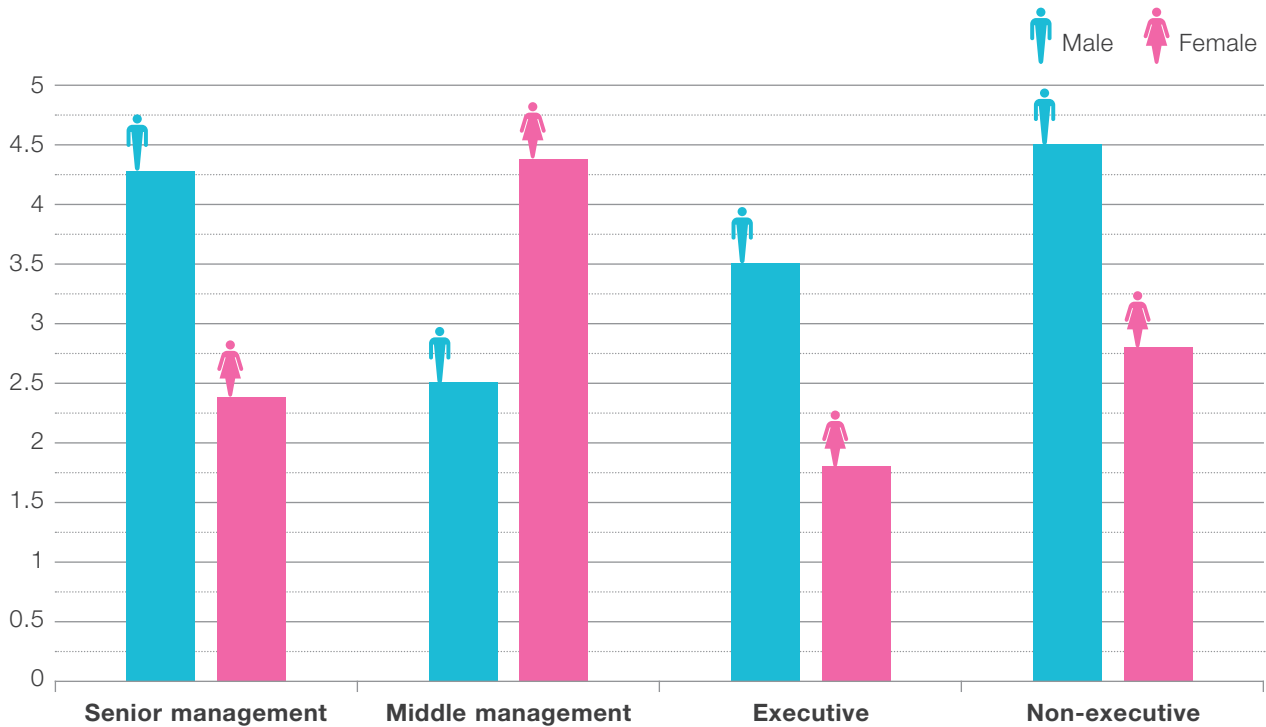
Similarly, employees or contractors have the ability to air their grievances on unfair labour practices. EnGro communicates its grievance procedures policy to its employees and contractors. The procedure involves reporting to the Supervisor, Department Head, Branch Union and Ministry of Manpower. The grievance case will be escalated to a higher level if the issue is not resolved within 3 working days at each reporting level.

Year 2016	Year 2017 onwards
• Life Insurance	• Life Insurance
• Healthcare	• Healthcare
• Disability and Invalidity Coverage	• Disability and Invalidity Coverage
• Provision for Retirement	• Provision for Retirement
• Parental Leave	• Parental Leave
• Maternity Leave	• Maternity Leave
• Marriage Leave	• Marriage Leave
• Family Care Leave	• Family Care Leave
• Childcare Leave	• Childcare Leave
• Compassionate Leave	• Compassionate Leave
• Dental Benefits	• Dental Benefits

TOTAL NUMBER OF EMPLOYEE IN SINGAPORE AS AT 31 DECEMBER 2017



RATIO OF BASIC SALARY AND REMUNERATION BY GENDER



OCCUPATIONAL HEALTH AND SAFETY

EnGro places significant emphasis on the health and safety of its employees. Management ensures that the company complies with legal requirements for all safety and health matters and educate our employees to observe safety requirements at all times. Since 2012, EnGro's operations in Singapore have obtained OHSAS 18001 certification for Occupational Health and Safety Management Systems.

At EnGro's production facility, employees attend toolbox meeting on a daily basis, where safety advisories and reminders are communicated to employees. Before commencing any work, supervisors or project managers must complete a hazard analysis/risk assessment of the work activities and submit to the appropriate EnGro management for approval. This requirement is applicable to both EnGro's employees as well as its contractors.

All accidents, would have to go through the process of reporting and follow-up until proper closure of each accident case. All accident cases have to be reported to the supervisors and plant manager and investigations are carried out to ensure corrective actions have been identified and implemented.

We aim to maintain a "Zero Accident" record at all sites. In order to achieve this target, EnGro has taken the following initiatives:

1. Employ a full-time Safety Officer to educate and identify safety gaps and work towards closing all occupational health and safety gaps.
2. Develop standard operation procedure (SOP) manual and display the SOP explicitly at all sites with safety rules embedded in all the work processes to ensure that safety rules are strictly and consistently observed.
3. Organize regular in-house safety training and have safety instruction diagrams available visibly near or on starting equipment in both English and Mandarin.
4. Provide external safety training to supervisors to upgrade their skills and to keep abreast latest safety rules and procedures.

EnGro recorded zero case of injuries, lost-time injuries and fatality during the reporting year of 2017.

PRODUCT AND SERVICE QUALITY

EnGro is a leading player with more than 40 years of experience providing innovative, eco-friendly, and high performance building materials to key projects in the region. Mindful of a competitive business landscape, EnGro aims to be a trusted, knowledgeable and reliable supplier of eco-friendly high performance building materials.

In order to achieve this goal, EnGro has a stringent quality assurance systems in place. All our products are manufactured according to industry standards and regular compliance review is conducted to ensure proper certification of compliance for the Group's wide range of products.



EnGro also adopts a transparent approach to its product labelling. EnGro discloses the following information in its product labelling.

1. Content, particularly on substances that produce environmental or social impact
2. Safe use of product
3. Disposal of product packaging and its environmental or social impacts

In 2017, the company did not receive any formal complaints about its product or service quality.

Product Category	Product Name	Compliance Standard
Portland Cement, CEM-I	CEM-I	SS EN 197-1: 2014
Portland-slag Cement, CEM-II/A-S	P197A	SS EN 197-1: 2014
Portland-slag Cement, CEM-II/B-S	P197B	SS EN 197-1: 2014
Blast Furnace Cement, CEM-III/A	P4246	SS EN 197-1: 2014
Blast Furnace Cement, CEM-III/B	P4246S	SS EN 197-1: 2014
Blast Furnace Cement, CEM-III/C	P197-4S	SS EN 197-1: 2014
Ground Granulated Blast Furnace Slag, GGBS	GGBS	SS EN 15167:2008
Ground Granulated Blast Furnace Slag, GGBS	P8000	SS EN 15167:2008
Microfine Cement	PreFine 60	Singapore Land Transport Authority
Microfine Cement	PreFine 80	NA
Normal Grade Concrete	G15-50	SS EN 206-2014, SS 544 PART1&2: 2014
High Strength Concrete	G60-85	SS EN 206-2014, BC2: 2008 (Design Guide of High Strength Concrete to Singapore Standard CP 65)
High Density Concrete	2,600 – 5,000 kg/m ³	SS EN 206-1
Light Weight Concrete	800 – 2,000 kg/m ³	SS EN 206-1

COMPLIANCE

EnGro upholds a relentless commitment towards corporate governance which is in accordance with our continuing obligation as a company listed on the SGX. We are committed to go beyond the basics in regulatory compliance and have established a robust internal system, governed by the board and senior management, that diligently cross-checks our compliance to regulations in various countries we operate in.

EnGro's goal is to ensure that Management maintains a sound system of risk management and internal controls to safeguard shareholders' interests and the company's assets. We have set up a risk assessment structure in the form of an Enterprise Risk Management (ERM) Committee comprising of the Heads of Departments. The ERM Committee convenes every three (3) months to discuss the key risk areas that affects the Group's business. The

ERM committee submits its findings to the AC Chairman and Board every quarter for review and comments on a quarterly basis.

By adhering to laws, regulations, guidelines and specifications relevant to EnGro's businesses, it ensures that the Group's long-standing reputation is intact and continues to be preserved. In our view, a strong and ethical reputation forms an integral element of our core business philosophy of "Harmony, Trust, Excellence, and Win-Win", affecting our ability to attract strong partners to expand our various businesses and attract relevant personnel to join our ever-growing capable workforce.

EnGro recorded zero non-compliance case against the company in 2017.

ENVIRONMENTAL

Staying true to our vision, EnGro has run its business with responsibility to the environment. We first started our green initiatives more than 10 years ago and today we are reaping the benefits of these initiatives. In 2010, EnGro contributed to the establishment of *Friends of Building Sustainability*, an independent cross-industry platform for peers to exchange information on green practices. We are also an ISO14001 certified company. EnGro and its subsidiary company have invariably sought to obtain international certifications, such as the ISO, to demonstrate our environmental commitment. The company has been certified ISO14001 since 2012 and we are in the process of renewing our certification this year.

The company has carried out various carbon footprint assessments to understand the GHG contribution of our operations and products. In 2011, EnGro engaged

the services of a professional GHG assessor to analyze the product life cycle assessment of its products in accordance to international standards ISO14040/44 and PAS2050. In 2012, we became one of the early adopters of the ISO14064 to assess the GHG emissions relating to organizational emissions. EnGro is also proud to have achieved carbon neutrality for China joint venture laboratory building project in 2013 as per PAS2060 certification by offsetting our FY2010 emissions.

These assessments have enabled EnGro to better understand the true emission sources of our products and our operations, which have helped us to manage our resources more efficiently. The management truly believes in the benefits of monitoring EnGro’s GHG footprint and continues to assess its emissions.

USE OF SUSTAINABLE MATERIALS

All of EnGro’s products utilize recycled materials as raw materials. Moreover, *EnGro* cement and *Top-Mix Concrete* use EnGro’s low-carbon *VCEM* GGBS to their mixtures. This results in products of lower carbon-content than typical Ordinary Portland Cement, while maintaining the strength and functionality of the products. Since 2007, our products have received accreditation from the Singapore Green

Labelling Scheme for its sustainability qualities. In addition, since 2011, our products have also been acknowledged to have met the highest industry standards for a green product. Our products have received “4 ticks” or “Leader” rating from the Singapore Green Building Product (SGBP) accreditation body. This rating is given to eco-friendly products with low-carbon content.

The infographic displays the EnGro logo (Building Sustainability) and the Top-Mix logo (Durable Concrete) combined with a plus sign. Below this, it lists 11 products categorized by their Singapore Green Building Product (SGBC) accreditation ratings:

- 1 PRODUCT** with a **GOOD** rating (1 tick).
- 2 PRODUCTS** with a **VERY GOOD** rating (2 ticks).
- 4 PRODUCTS** with a **LEADER** rating (4 ticks).
- 8 PRODUCTS** with a **LEADER** rating (4 ticks).

EnGro’s Eco-Friendly Building Materials are awarded with SEC’s Green label Accreditation as well as the SGBC’s Singapore Green Product Label Accreditation

GGBS	GREEN CONCRETE	BLENDED CEMENT	BLENDED CEMENT
		P4246S P4246	P197A P197B P197-4S
			P8000 PreFine 60/80

Details about EnGro’s environmental initiatives can be found on our website, <http://engro-global.com/green-initiatives/>

GRI CONTENT INDEX

GENERAL STANDARD DISCLOSURES

Profile disclosure	Description	Cross-reference/direct answer
STRATEGY AND ANALYSIS		
G4-1	Statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability	CHAIRMAN'S MESSAGE ON SUSTAINABILITY
ORGANISATION PROFILE		
G4-3	Name of the organisation	EnGro Corporation Limited
G4-4	Primary brands, products, and/or services	About the Report
G4-5	Location of organisation's headquarters	29 International Business Park #08-05/06 Acer Building Tower B, Singapore 609923
G4-6	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	About the Report
G4-7	Nature of ownership and legal form	Listed company
G4-8	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries)	Annual Report 2017 (page 7)
G4-9	Scale of the reporting organisation	ECONOMIC
G4-10	Total workforce by employment type, gender, employment contract and region	Employment practices
G4-11	Percentage of employees covered by collective bargaining agreements	Employment practices
G4-12	Description of the organisation's supply chain	Supply chain
G4-13	Significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain	There were no significant changes during the reporting year.
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	Annual Report 2017 (Page 23)
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses	<ul style="list-style-type: none"> • Memberships and certifications • Employment practices
G4-16	Memberships in associations (such as industry associations)	Memberships and certifications

Profile disclosure	Description	Cross-reference/direct answer
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures (list all entities in the consolidated financial statements)	Annual Report 2017 (page 6)
G4-18	Process for defining report content and the aspect boundaries and explain how the reporting principles has been implemented	Materiality Assessment
G4-19	List all material aspects identified	Mapping of Material Issues to GRI
G4-20	The aspect boundary within the organisation: whether the aspect is material within the organisation; the list of entities included in g4-17 for which the aspect is or is not material; specific limitation regarding the aspect boundary within the organisation	Mapping of Material Issues to GRI
G4-21	The aspect boundary outside the organisation: whether the aspect is material outside the organisation; the list of entities for which the aspect is material, relate to geographical location; specific limitation regarding the aspect boundary outside the organisation	Mapping of Material Issues to GRI
G4-22	Explanation of the effect of any restatements	Not applicable as this is the first year of reporting
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	Not applicable as this is the first year of reporting
STAKEHOLDER ENGAGEMENT		
G4-24	List of stakeholder groups engaged by the organisation	Stakeholder Engagement
G4-25	Basis for identification and selection of stakeholders with whom to engage	Stakeholder Engagement
G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Stakeholder Engagement
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting; report the stakeholder groups that raised each of the key topics and concerns	Employment practices <ul style="list-style-type: none"> • Stakeholder Engagement • Employment practices
REPORT PROFILE		
G4-28	Reporting period	1 January – 31 December 2017
G4-29	Date of most recent previous report	Not applicable as this is the first year of reporting
G4-30	Reporting cycle	Annual

Profile disclosure	Description	Cross-reference/direct answer
G4-31	Contact point for questions regarding the report or its contents	29 International Business Park #08-05/06 Acer Building Tower B, Singapore 609923 Tel: +65-65617978 Fax: +65-65619770
G4-32	A. Report the 'in accordance' option the organisation has chosen B. Report the GRI content index for the chosen option	About the Report GRI content index
G4-33	Policy and current practice with regard to seeking external assurance for the report	About the Report
GOVERNANCE		
* G4-34	Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts	<ul style="list-style-type: none"> • Annual Report 2017 (Page 23) • Governance and Responsibility to Sustainability
ETHICS AND INTEGRITY		
G4-56	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	Annual Report 2017 (Page 23)



SPECIFIC STANDARD DISCLOSURES

Profile disclosure	Description	Cross-reference/direct answer
ECONOMIC		
ECONOMIC PERFORMANCE		
EC1	Direct economic value generated and distributed	ECONOMIC
ENVIRONMENTAL		
MATERIALS		
EN1	Materials used by weight or volume	Use of sustainable materials
EN2	Percentage of materials used that are recycled input materials	Use of sustainable materials
WATER		
EN8	Total water withdrawal by source	ENVIRONMENTAL
SOCIAL		
EMPLOYMENT		
LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations	Employment practices
OCCUPATIONAL HEALTH AND SAFETY		
LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities, by region and by gender	Occupational health and safety
DIVERSITY AND EQUAL OPPORTUNITY		
LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	<ul style="list-style-type: none"> • Annual Report 2017 (page 4) • Employment practices
EQUAL REMUNERATION FOR MEN AND WOMEN		
LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Employment practices
LABOUR PRACTICES GRIEVANCE MECHANISMS		
LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	Employment practices

Profile disclosure	Description	Cross-reference/direct answer
SOCIETY		
COMPLIANCE		
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Compliance
PRODUCT AND SERVICE LABELLING		
PR3	Type of product and service information required by the organization's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	Product and service quality

