

SINGAPORE SHIPPING CORPORATION LIMITED
SUSTAINABILITY REPORT 2024



Contents

BOARD STATEMENT	3
INTRODUCTION	4
ABOUT THIS REPORT	4
OUR HIGHLIGHTS.....	5
ABOUT SINGAPORE SHIPPING CORPORATION LIMITED.....	6
OUR BELIEFS AND VALUES	7
OUR SUSTAINABILITY APPROACH	8
SUSTAINABILITY GOVERNANCE STRUCTURE.....	8
STAKEHOLDER ENGAGEMENT	9
MATERIALITY ASSESSMENT	10
SUMMARY OF SUSTAINABILITY PERFORMANCE INDICATORS	11
GOVERNANCE	12
ANTI-CORRUPTION	12
COMPLIANCE WITH LAW AND REGULATIONS	13
ENVIRONMENTAL RESPONSIBILITIES.....	13
ENERGY	14
EFFLUENTS AND WASTE	16
EMISSION.....	18
SOCIAL AND COMMUNITY RESPONSIBILITIES	22
OCCUPATIONAL HEALTH AND SAFETY	22
EMPLOYMENT	23
DIVERSITY AND EQUALITY.....	25
TRAINING AND EDUCATION.....	26
LOCAL COMMUNITY INVESTMENT AND DEVELOPMENT	29
GRI Content Index	30

BOARD STATEMENT

Dear Stakeholders,

This year marks the issuance of our 7th sustainability report, which has been prepared in accordance with the Singapore Exchange Securities Trading Limited's ("SGX-ST") sustainability reporting principles. The report includes details on the framework in which the Group incorporates sustainability aspects in the core of its operational businesses, with reference to the Global Reporting Initiative (GRI) Standards (2021).

In this report, we set out Singapore Shipping Corporation Limited's ("**SSC**") continued commitment to responsible and sustainable business. We are committed to forge ahead with responsible and sustainable business strategy and create long-term value for stakeholders. Excellent management of the key risks and opportunities of Environmental, Social and Governance ("**ESG**") factors is crucial in steering SSC towards a sustainable future.

Based on a materiality assessment conducted in the financial year ended 31 March 2024 ("**FY2024**"), we have, collectively as a Board of Directors the ("**Board**") identified 9 environmental, social and governance factors that are important to our key stakeholders and/or significant to our business. The key ESG factors that were identified in previous years remain fully relevant in the present year and continue to maintain their critical position in the development of our businesses.

The Board is supported by the Sustainability Steering Committee in its oversight, monitoring and management of sustainability (including climate-related) and corporate governance related risks and opportunities in the identified areas, as well as the Group's financial performance and targets for FY2024.

Operational efficiency is at the heart of our sustainability strategy. We have implemented rigorous measures to optimise route planning, improve fuel consumption, and enhance the overall performance of our vessels. Our efforts not only contribute to environmental sustainability but also enhance our competitiveness and operational resilience.

Our commitment to sustainability extends beyond environmental stewardship. Ensuring the safety and well-being of our employees and the communities we serve is paramount. We adhere to the highest standards of safety, investing in continuous training and development programmes for our crew.

Although there are continuing challenges from the uncertain geopolitical and economic environment, we maintain a firm belief and commitment to ensuring long-term growth while balancing sustainability responsibilities within the shipping industry.

INTRODUCTION

ABOUT THIS REPORT

SSC presents its FY2024 sustainability report, prepared with reference to Global Reporting Initiatives (“GRI”) Standards and in line with SGX-ST Mainboard Listing Rule 711(B).

We have adopted the GRI standards as our selected reporting framework since it is an internationally recognised reporting framework containing internationally accepted guidelines and principles for companies and organisations to report on corporate responsibility and sustainability performance. The GRI Standards are also the most applicable to facilitate SSC’s sustainability reporting goals.

This report comprehensively covers SSC’s primary business components and revenue streams across its subsidiaries:

1. Island Line Pte. Ltd.
2. SSC Capricornus Leader Pte. Ltd.
3. SSC Sirius Leader Pte. Ltd.
4. SSC Boheme Pte. Ltd.
5. SSC Taurus 2015 (7000) Pte. Ltd.
6. Singapore Shipping Agencies Pte. Ltd
7. SSC Investments (Pte) Limited
8. SSC Ship Management Pte. Ltd.
9. SSC (International) Pte. Ltd.
10. SSC Centaurus Leader Pte. Ltd.
11. H.S.H. (Malaysia) Sdn. Bhd.

It provides a clear view of our non-financial activities in Singapore for the period from 1 April 2023 to 31 March 2024, unless stated otherwise in the report.

No restatements were made from the previous report except for Energy and Emission data on pages 15 and 22, due to the inclusion of Residual Fuel Oil (“RFO”), which is not consumed by SSC. Additionally, adjustments were made to the employment headcount for pages 24 and 25 in the prior year, which data was adjusted to include non-guaranteed staff.

We have not sought external assurance for this report. Our reporting is done in good faith and subject to an internal review in accordance with our risk-based internal audit plan. For any queries and feedback relating to this sustainability report, please contact:

Investor Relations Committee

Tel: 6220 4906

investor.relations@singaporeshipping.com.sg

OUR HIGHLIGHTS



**Increase in cash and bank balances by USD
7.2 million**



**BizSafe 3 certification and BizSafe Star
certification**



**Certificate of Appreciation Award for achieving
a low accident rate from Mitsui O.S.K Line's
Auto Carrier Express (MOL ACE)**



**Amongst the 7 Singapore Companies named in
Forbes Asia "Best Under a Billion" list.**

ABOUT SINGAPORE SHIPPING CORPORATION LIMITED

As a well-established shipping group in Asia, SSC has been listed on the Mainboard of the Singapore Exchange since 2000. SSC's core business revolves around shipping operations and is divided into 4 main businesses - ship owning, ship management, ship agency & terminal operations and logistics services.

SSC counts among its business partners and principals various distinguished international companies such as Nippon Yusen Kabushiki Kaisha (“**NYK**”), Mitsui OSK Lines, EUKOR Car Carriers Inc., Hyundai Glovis and Wallenius Wilhelmsen. Locally, SSC provides logistics services to established organisations including various government-linked businesses and enterprises. SSC's vision is to be a consistently efficient, profitable and responsible shipping company.

SSC adheres to a variety of guidelines and regulations set by our clients and regulatory bodies. We are part of numerous maritime associations and guilds, including the Singapore Shipping Association.

Ship Owning

SSC owns a fleet of modern Pure Car Truck Carriers (“**PCTC**”) which traverse international waters and across numerous continents for and on behalf of their long-term charterers. The Group owns and manages five such vessels chartered to Wallenius Wilhelmsen and NYK.

Ship Management

Established since 1984 with ISO and ISM^[1] accreditations, SSC Ship Management Pte Ltd (“**SMPL**”) is a wholly owned subsidiary of SSC and oversees our ship management business. With a team of qualified and experienced master mariners, marine and engineering superintendents, SMPL manages services such as technical management, procurement, crew procurement and management, ISO and ISM certifications and audits. SMPL also oversees other services such as ship inspection and new construction consultancy.

Shipping Agency and Terminal Operations

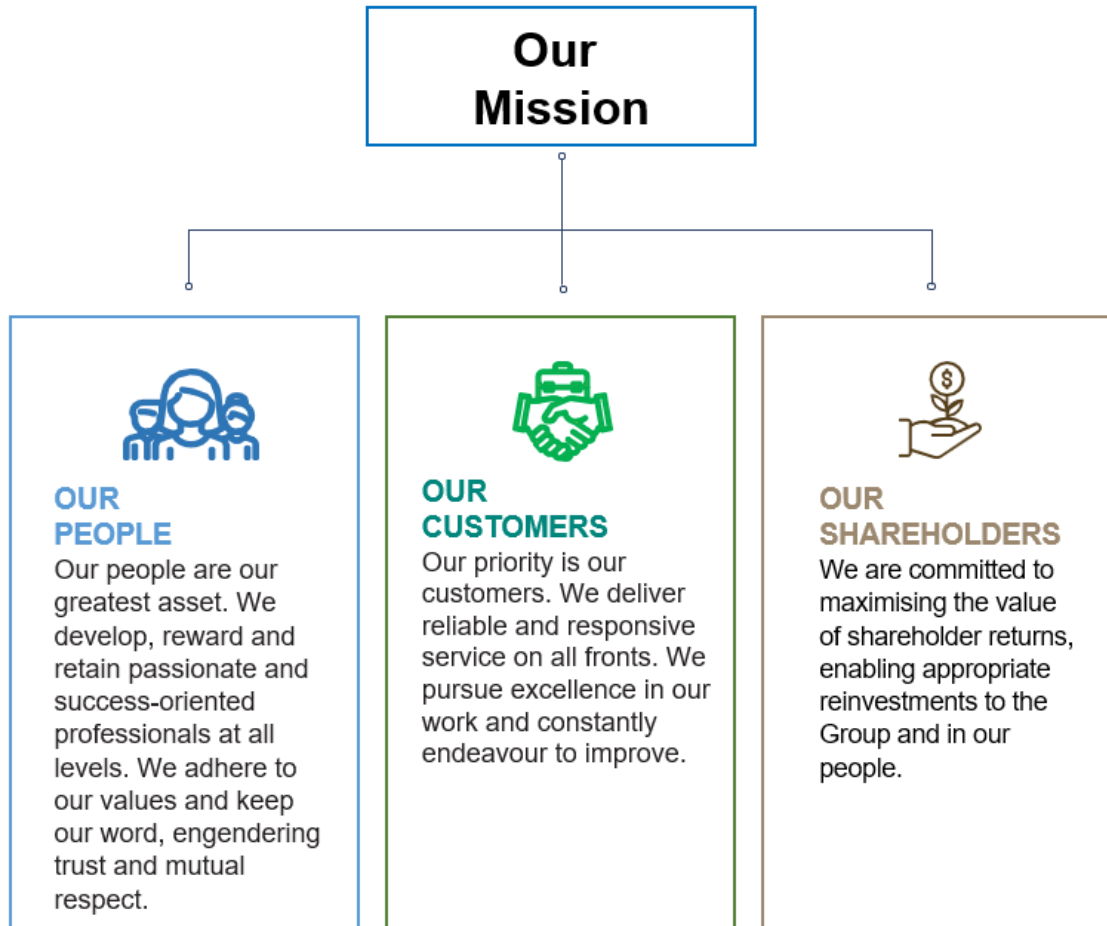
With over 50 years of experience, Singapore Shipping Agencies Pte Ltd (“**SSAPL**”), a wholly owned subsidiary of SSC, has a well-established presence in the local shipping industry. With a team of highly experienced shipping professionals, port captains and on-site managers, SSAPL provides a wide-spanning range of quality, value-added agency and terminal services that include vessel husbandry, stevedoring and cargo management. SSAPL covers terminal operations at Pasir Panjang Automobile Terminal and Jurong Port, as well as the shipment and handling of special cargoes.

Logistics Services

Island Line Pte Ltd (“**ISPL**”), a member of the Singapore Logistics Association and a wholly owned subsidiary of SSC, has over 20 years of experience in Strategic Projects logistics and freight forwarding. Being a well-established entity in the logistics industry, ISPL provides services and solutions for niche markets and other industries or cargoes that entail special handling. We offer a one-stop solution for freight forwarding and logistics, with capabilities encompassing transportation, warehousing, customs clearance and transshipment.

^[1] International Management Code for the Safe Operation of Ships and for Pollution Prevention mandated by the International Maritime Organisation (“IMO”)

OUR BELIEFS AND VALUES



Living our values *every day*

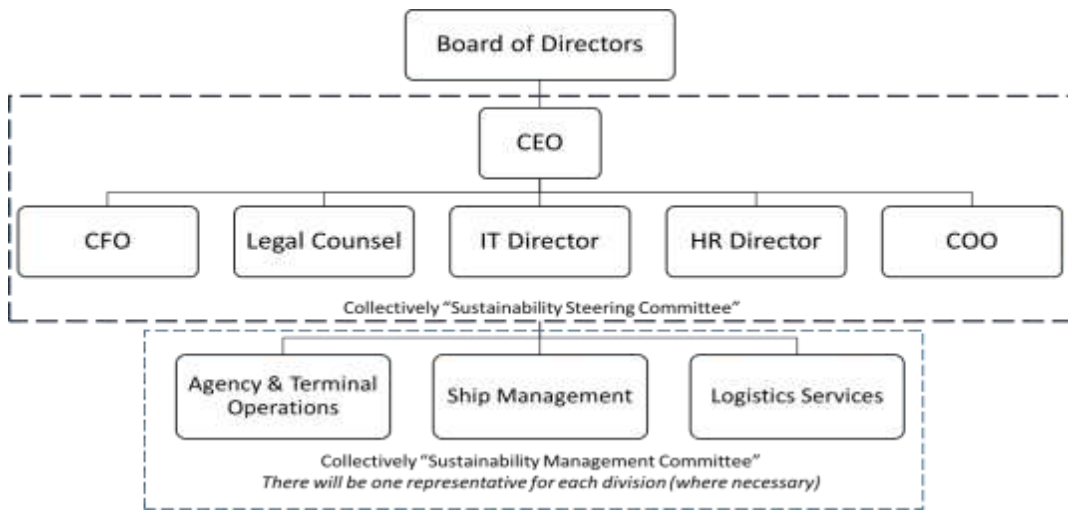


OUR SUSTAINABILITY APPROACH

SUSTAINABILITY GOVERNANCE STRUCTURE

The Board is ultimately responsible for the strategic direction of SSC’s sustainability approach. The Board is supported by the Sustainability Steering Committee which is chaired by the Group’s CEO and comprises SSC’s senior management. This permanent committee oversees various aspects of SSC’s operations and is responsible for formulating SSC’s sustainability approach and framework.

The Sustainability Management Committee comprises representatives from the three business divisions and is responsible for the daily implementation of sustainability initiatives and monitoring of SSC’s ongoing sustainability performance.



STAKEHOLDER ENGAGEMENT

Recognising and addressing the concerns of various stakeholders enables us to gauge the influence of our business operations more accurately on SSC's sustainability objectives.

SSC constantly engages its stakeholders through numerous methods, such as town-hall sessions held by the individual departments and regular communications between department heads and senior management to ensure that the relevant stakeholders are kept abreast of developments. By actively engaging our stakeholders, we are able to explore new opportunities, issues, and risks, all of which lean towards greater value creation for our business and stakeholders.

Key Stakeholders	Engagement Platforms	Frequency of Engagement	Key Topics of Interest	Our Approach
Shareholders	<ul style="list-style-type: none"> Annual General Meetings Corporate announcements Investor Relations Initiatives 	<ul style="list-style-type: none"> Annually When required throughout the year 	<ul style="list-style-type: none"> Improve performance and higher profitability. Clear lines of communication and feedback Anti-Corruption 	<ul style="list-style-type: none"> Established investor relations function to manage communications. Established board charters with adequate segregation of duties to manage financial and non-financial matters.
Employees	<ul style="list-style-type: none"> Orientation programme for new employees Employee training and skills development programmes Yearly performance appraisals 	<ul style="list-style-type: none"> When required throughout the year Recreational activities are held on a yearly basis 	<ul style="list-style-type: none"> Job security Clear career progression paths Safe working environment 	<ul style="list-style-type: none"> Develop employees professionally. Provide a variety of learning and development programmes Adequately reward and recognise contributions of employees
Government and Regulators	<ul style="list-style-type: none"> Meetings and dialogue sessions with governmental representatives Participating in surveys and audits in collaboration with regulators Membership in industry associations 	<ul style="list-style-type: none"> When required throughout the year 	<ul style="list-style-type: none"> Compliance with applicable laws and regulations Adherence to payment of corporate taxes and levies 	<ul style="list-style-type: none"> Proactively share feedback and data with regulators Maintain communication channels with regulatory representatives through regular participation in dialogue sessions and meetings
Clients	<ul style="list-style-type: none"> Company initiated feedback sessions and surveys 	<ul style="list-style-type: none"> When required throughout the year 	<ul style="list-style-type: none"> High standards of services and products 	<ul style="list-style-type: none"> Engage customers through networking events and programmes
Business Partners	<ul style="list-style-type: none"> Operational meetings and dialogue sessions with service providers and suppliers Use of established procurement systems and practices to communicate with business partners 	<ul style="list-style-type: none"> When required throughout the year 	<ul style="list-style-type: none"> Continuity of business Prompt and regular payment 	<ul style="list-style-type: none"> Maintain mutually respectful relationships through regular communication. Ensure timely payments and a robust procurement system
Trade Unions	<ul style="list-style-type: none"> Discussions between SSC, respective trade unions and the employees 	<ul style="list-style-type: none"> Bi-annually 	<ul style="list-style-type: none"> To ensure employees' welfare and wages are met 	<ul style="list-style-type: none"> Facilitate regular communication

MATERIALITY ASSESSMENT

We have an established process to determine and evaluate the material topics aligned with GRI Standards (GRI 3 Material Topics). Our process involves understanding our value chain, benchmarking ourselves with industry peers, stakeholder engagement and assessment by the Sustainability Committee. From the assessment, SSC's materiality topics from last year remain relevant with no changes or additions to 2024 topics.

No.	Key Issues*	GRI Reference
Sustainable Economic Growth		
1.	Improve and sustainable financial performance	GRI 201: Economic Performance
2.	Anti-Corruption	GRI 205: Anti-Corruption
Environmental Responsibilities		
3.	Energy Consumption	GRI 302: Energy
4.	Climate & Environment	GRI 305: Emission
5.	Effluents and Waste Management	GRI 306: Waste
Social and Community Responsibilities		
6.	Occupational Health and Safety ("OHS")	GRI 403: Occupational Health and Safety
7.	Training and Career Development	GRI 404: Training and Education
8.	Employee Well-being and Engagement	GRI 401: Employment
9.	Career Progression and Equal Opportunity	GRI 405: Diversity and Equal Opportunity

**Key issues are not ranked in priority*

SUMMARY OF SUSTAINABILITY PERFORMANCE INDICATORS

Material Topics and Indicators	Reporting Period (Financial year unless indicated)	
	FY 2024	FY 2023 (Restated) ¹
ENVIRONMENT		
Scope 1 Emission(s)		
• Mobile fuel combustion	54	84
Scope 2 Emission(s)		
• Purchased Electricity (Location Based)	40	40
GHG Emission Intensity (tCO ₂ / Revenue '000)	0.002	0.003
Energy		
• Fuel Consumption (litre)	20,139	31,132
• Total consumption of energy (i.e. electricity) (in kWh) in the organisation	96,927	99,269
• Energy Intensity (kWh/ revenue)	6.68	8.62
Effluents and Waste		
• Hazardous Waste Generated (kg)	432,970	374,200
• Non-Hazardous Waste Generated (kg)	560	2,000
GOVERNANCE		
• Total confirmed incidents of corruption and action taken	0	0
• Total non-compliance with law and regulations which resulted in fine	1	0
SOCIAL		
Total Employee(s)		
• Male	98	107
• Female	30	30
Total Turnover Rate	15%	17%
Number of Reportable Injuries	0	0
Average Training Hours Per Employee	11.1	9.5

¹ FY2023 employee's headcount has been revised to include data for non-guaranteed staff and RFO not consumed by SSC was included in FY2023's fuel consumption.

GOVERNANCE

As a public listed organisation and good corporate citizen, actions of fraudulent and corruption in the organisation will negatively impact the organisational performance and reputation to our stakeholders and global community.

ANTI-CORRUPTION

How do we manage this topic?

SSC takes a serious stance against corruption and fraudulent actions, which includes the focus on our reporting on the processes, initiatives and actions that SSC has put in place to combat corruption. This has been included in the employee handbook.

SSC has a whistleblowing policy which allows stakeholders to raise concerns about possible improprieties which may adversely affect our operations via post to our whistleblower panel or by email to our designated whistleblower officer.

Our policies expressly prohibit bribes and any form of facilitation payment. It is in the Group's core values that we have zero tolerance for corrupt acts in our working environments to allow our stakeholders to have absolute confidence in the way we manage our businesses. We achieve this through multi-stakeholder collaboration and having proper processes to act as checks and balances at all levels of our operations. This cuts across managerial decision-making personnel to our colleagues who work at the ports that we operate in. In line with this commitment, we regularly remind our stakeholders such as our clients, business partners and employees of our zero-tolerance for corruption and bribery. In FY2024, zero operations are assessed for risks related to corruption and there are no significant risks related to corruption identified through the risk assessment.

We provide regular training and highlight to the employees about the consequences of corruption and committing criminal offences which lead to fines and imprisonment. We also encourage the employees to report to the management if they suspect any form of corruption. Moreover, we promote a culture which encourages our employees to speak up if there are suspected fraudulent activities. We emphasize and regularly reiterate that there will be no retaliation for any employees who report wrongdoing. Our whistleblowing policy encourages good faith reporting of suspected reportable activities, breaches of company values, ethics or even the applicable laws (such as the Singapore Prevention of Corruption Act and other applicable anti-bribery laws).

Our Performance and Targets

We have been reporting on anti-corruption at SSC since the inception of our sustainability report in 2018. Our reporting has been stable since 2018, with no incidents. In FY2024, we had no incidents of corruption or action taken, resulting in reprimands nor any confirmed incidents of bribery, corruption or extortion involving SSC employees. SSC will continue to be responsible for assessing the adequacy and effectiveness of mitigating measures, and managing financial, operational, information technology, compliance and reputational related risks.

COMPLIANCE WITH LAW AND REGULATIONS

How do we manage this topic?

As an organisation listed on the Singapore Stock Exchange, SSC has in place a governance structure to manage non-compliance with law and regulations.

The Group maintains a zero tolerance for non-compliance and encourages our employees, customers, suppliers, and stakeholders to report any incidences via our established whistleblowing channels. More details of our risk management and internal control measures are reported in our Corporate Governance Section of the Annual Report.

Our Performance and Targets

We did not meet our targets for FY2024, as there was 1 incident where we were fined S\$2,000 by the Ministry of Manpower (“**MOM**”) for contravening the Workplace Safety and Health Act.

We continue to aim to achieve zero contraventions of laws, rules and regulations in FY2025 and onwards.

ENVIRONMENTAL RESPONSIBILITIES

The 2023 International Marine Organisation (“**IMO**”) Greenhouse Gas Strategy presents a framework for Member States, outlining visions for international shipping, ambitious targets for reducing greenhouse gas (“**GHG**”) emissions, and guiding principles. It includes mid- and long-term measures with potential timelines and their impacts, as well as identifies barriers and supportive measures such as capacity building, technical cooperation, and research and development (“**R&D**”).

The strategy aims to achieve a significant reduction in the carbon intensity of international shipping (measured as CO₂ emissions per transport work) by at least 40% by 2030 on average across the sector. It also sets targets for the adoption of zero or near-zero GHG emission technologies, fuels, and energy sources, aiming for these to constitute at least 5%, with a stretch goal of 10%, of the energy used in international shipping by 2030.

SSC, being a well-established shipping group in the region, recognises its responsibilities as a global corporate citizen. We have been managing our resources efficiently, especially the carbon footprint from our operations, which is one of the most important areas for our stakeholders. As our ships are chartered, we work very closely with our customers to improve the efficiency and performance of our ships and aligning those with the IMO target.

We are committed to reduce energy consumption and are always exploring ways to improve its energy efficiency. There are various policies in place and initiatives to improve environmental responsibilities from energy, emission, water and effluents perspectives.

ENERGY

How do we manage this topic?

The Group's primary energy consumption is attributable to our ship management, shipping agency & terminal operations and logistics services in Singapore and Malaysia. In FY2024, the Group consumed 96,927 kWh of electricity (which comprises a mix of renewable and non-renewable energy) and 20,139 litres of fuel oil. Our fuel energy consumption mainly comes from diesel and petrol used for vehicles on our vessels, at the port terminals and electricity used at our facilities and electric vehicles ("EV").

The bunker fuel consumed by the chartered-out vessels are the responsibility of the charterers and is not considered part of the SSC's direct operational fuel consumption.

The analysis of our energy consumption as follows:

	FY 2024	FY 2023 (Restated)
Fuel Consumption (litre)	20,139	31,132 ¹
Purchase Electricity (kWh)	96,927	99,269
Energy Intensity (kWh/revenue)	6.68	8.62 ²

¹ RFO was included in FY2023 which is not being consumed by SSC.

² Adjustment to FY2023 to include fuel consumption when calculating the energy intensity.

In addition, sulphur dioxide, a by-product of the combustion of crude oil in the ship's engine, is extremely harmful to human health and can lead to, amongst other ecological disasters, acid rain. The IMO has tightened regulations to limit sulphur content in fuel oil to a maximum of 0.5%. Limiting sulphur dioxide emissions in this way will improve the air quality and allow us to better protect our oceans and environment.

SSC's vessels are on long-term charters to Wallenius Wilhelmsen and Nippon Yusen Kabushiki Kaisha. In collaboration with our stakeholders, SSC has taken the required steps to ensure its vessels use very low sulphur fuel oil, which contains 0.5% mass by mass of sulphur, to comply with IMO 2020.

Further, in managing our energy, we have the following policies and initiatives to reduce energy consumption:

- Collaborating with our principals for our chartered vessels to ensure that there is optimal scheduling for the vessels, reducing port stay times to reduce costs and increase trip efficiencies.
- Collaborating with our principals for our chartered vessels for modification and upgrades to improve the overall operating efficiency of the vessels.
- We adopted the practice of slow streaming i.e. reducing the sailing speed of the vessel, thus reducing carbon dioxide emissions and saving fuel.
- We regularly inspect our hull and provide proper maintenance to reduce the friction caused by the accumulation of marine fouling. This allows us to optimise our vessels' performance and reduce fuel consumption.
- Main and auxiliary propellers are maintained in accordance with maker's recommended maintenance programme to ensure they can be operated in their optimum condition.
- Select the best sea route with the aid of weather charts and Artificial Intelligence ("AI") to reduce voyage distance and fuel consumption.

We continue to monitor the vessel condition, certification, and regulation to ensure that the requirements are met. For example:

1. Our fleet is in the transition to using biofuel, as recommended by charters which will reduce the carbon footprint and it is a sustainable fuel.
2. Change in fuel additives to reduce the generation of sludge and improve combustion.
3. Change to a lower speed during the voyage to reduce fuel consumption.
4. Exploring options to implement electrical forklift over diesel powered forklift.

Additionally, staff are trained to ensure (1) lights and air conditioning are turned off when there is no operation being conducted or no staff in the warehouse office and (2) forklift is switched off while waiting for loading or during idling. All fuel and electrical consumptions are monitored closely through monthly bills.

Our Performance and Targets

In FY2024, there was a decrease in fuel consumption of 10,993 litres, mainly due to reduced business volume within the Shipping Agency and Logistics segments. For electricity consumption, there was a decrease of 2,342 kWh, primarily attributed to efforts by SSC to reduce office electricity usage. Hence, our energy intensity decreased from 8.62 to 6.68 (22.5%).

Similar to FY2024, the vessel managers set targets and monitor the progress and be result oriented, flexible and adaptable when the situation varies. The warehouse staff attend daily Toolbox briefings to raise awareness about energy saving and receive feedback from operational ground staff on the difference after energy saving measures are taken.

In FY2025, our short to medium term target is to maintain our energy intensity in alignment with business operations, ensuring our energy intensity ratio remains consistent whilst continuing to evaluate our long-term goals for improving our overall energy efficiency.

EFFLUENTS AND WASTE

How do we manage this topic?

We recognised that garbage from ships can be just as deadly to marine life as oil or other chemicals. Plastic, especially is a great danger since it can float for years, be trapped, or be ingested by marine mammals. Our business generates non-hazardous waste such as packaging materials and wooden dunnage. Although SSC does not produce hazardous waste as part of its operations, we assist ship charterers in disposing of RFO generated during voyages. During these voyages, vessels incinerate some RFO onboard, and the remaining RFO is collected by specialised waste collectors at the terminals where the ships dock.

Our vessels provide seamen with, amongst others, technical information on shipboard garbage management methods such as minimisation, recovery, recycling, reuse, incineration, compaction, separation, sorting and sanitation systems. We have implemented an environmental policy that strictly follows the Prevention of Pollution policy and deals with oil pollution prevention, garbage disposal and separation. The shipboard operation strictly followed the company directives and did not violate any of the IMO regulations.

SSC also provides uncrate services for clients. Wooden debris will usually be returned to the warehouse for disposal. Debris are disposed of in designated National Environment Agency (“NEA”) disposal bins provided by the main contractor. SSC reuses the dunnage wool and lashing belts for export containers or use onsite. SSC targets to reuse 100% of the materials unless they are damaged.

At SSC, we conscientiously monitor our effluents and waste discharge into the environment and seek to reduce any environmental or ecological impact. Our total waste generated, and disposal methods are as follows:

	FY 2024	FY 2023
Total Waste Generated (kg)		
<ul style="list-style-type: none"> Hazardous² Non-Hazardous 	432,970 560	374,200 ¹ 2,000
Hazardous Waste (kg) % of Waste Directed to Disposal by Landfill & Water Treatment		
<ul style="list-style-type: none"> Incineration without Energy Recovery 	38% 162,680	18% 67,700 ³
Non-Hazardous Waste (kg) % of Waste Diverted from Disposal		
<ul style="list-style-type: none"> Preparation for Reuse Recycling 	<0.1% - 560	1% 1,914 86
Hazardous Waste (kg) % of Waste Diverted from Disposal		
<ul style="list-style-type: none"> Other Recovery Operations 	62% 270,290	81% 306,500 ³

¹ Changes in the classification of non-hazardous waste in FY2023.

² Refers to RFO generated by the charterers during the voyages and SSC assists the charterers in disposing of the RFO when the ships are docked.

³ Data in FY2023 were restated to enhance accuracy and comparability of reporting for prior year².

Our Performance and Targets

In FY2024, total waste increased by 57,330 kg, primarily due to RFO generated by the vessels due to increased sailing time compared to prior year.

We have reviewed and refined our procedures and waste management plans for both ocean and shoreside activities. In addition, together with our charterers, we are proud to announce that our fleet has maintained our clean record of having no significant oil spills in FY2024. Audits and inspections are carried out regularly to ensure compliance. Lastly, daily toolbox briefings will be conducted with warehouse staff to raise awareness about staying green and managing waste, as well as to receive feedback from ground operation employees to ensure the measures are taken.

In FY2025, we aim to maintain our record of having no significant oil spills. We continue to evaluate our long-term goals in terms of our overall effluent discharge and waste management methods.

EMISSION

How do we manage this topic?

In line with IMO's objective to reduce carbon intensity and address global concerns and risks associated with climate change, SSC recognises the importance of integrating environmental considerations into the Group's overall strategy formulation and business decisions. We are committed to managing and minimising our environmental footprint across our value chain, including working with our principles and charterers on the emissions produced by our vessels and our business operations.

For our vessels, we are working closely with principals for the chartered vessels to ensure there is optimal scheduling, the practice of slow streaming and optimising the maintenance of our hull and propellers which are described in the Energy Section.

Compliance with the Energy Efficiency Index of Existing Vessels ("EEXI") is based on their technical design such as vessel type, date of creation, size and according to the baseline. This will result in upgrades to their engines. Any changes to EEXI requirements may result in additional investments which are necessary for the vessels to operate.

Since 2023, all vessels are required to establish a Carbon Intensity Indicator ("CII") and receive a grade from A to E. Vessels that maintain a D grade for three consecutive years or receive an E grade for one year will need to implement a corrective action plan to achieve a grade of A, B, or C. There were no vessels with an E grade in FY2024.

In line with an increasing call for green shipping, where people or goods are transported through ships using minimal resources and energy as possible to reduce their environmental footprint, SSC has risen to the challenge by refining our vessels, policies, practices, and technology to achieve greater cost efficiencies. This includes upgrades such as transitioning to better paint grades to minimise speed loss. For instance, vessels undergo complete stripping of old paint, propeller blade trimming and application of new full coats to optimise performance. Given that our vessels traverse global routes, they must meet stringent requirements set by international regulatory bodies like the IMO, as well as comply with regulations from local shipping ports, coastal authorities, and flag-state administrations.

To allow our vessels free and uninterrupted access to every corner of the globe, SSC strongly prioritises regulatory compliance and adheres strictly to the relevant laws and regulations of the states in which we operate. We set out below developments in our key policies and practices that allow us to maintain our high standards of regulatory compliance.

We provide training and education on aspects set out in the 2017 guidelines for the implementation of the International Convention for the Prevention of Pollution from Ships ("MARPOL"). We are mindful that our policies and processes only go as far as our seamen and employees are willing to adhere to and put these policies and processes into practice, and this requires proper training and education. Aside from governmental efforts to develop and undertake compulsory training suited for the seafaring communities under their jurisdiction, shipowners and ship operators equally have a responsibility to communicate such education as and when appropriate for them to do so.

We provide our seamen with, amongst others, technical information on shipboard garbage management methods such as minimisation, recovery, recycling, reuse, incineration, compaction, separation, sorting and sanitation systems. We also provide them with education material designed to raise the level of compliance, which includes reports on the nature and extent of garbage from shipping found along beaches and in coastal waters in jurisdictions they travel extensively in.

In accordance with the guidelines, we have placed informational sheets in prominent places where the crews work and live as well as in areas where bins are placed for the collection of garbage. It contains information regarding the prohibitions and restrictions for discharging garbage from ships and the potential penalties for failure to comply.

We recognise that there is more to be done and will continue to strengthen our efforts and build strategic initiatives that will yield a greater positive impact in the future. In FY2024, the Group will continue to adopt the recommendations of the Task Force on Climate-Related Financial Disclosures (“TCFD”) in managing climate-related risks and opportunities to further strengthen the Group’s awareness and understanding of the impact of climate change.

Governance	Risk Management
<ul style="list-style-type: none"> Climate risks & opportunities and associated metrics have been presented to the Board of Directors. Climate related risks & opportunities are evaluated by the Board of Directors in the Group’s business and strategy as part of its overall oversight of sustainability topics of the Group. Climate risks & opportunities are managed by the sustainability committee on a day-to-day basis, involving the development and execution of policies and processes to manage risks. 	<ul style="list-style-type: none"> Climate risks & opportunities have been integrated into the overall risk management process. Climate, physical and transition risks have been assessed in accordance with the Group’s risk parameters and action plans identified to mitigate risks. The Group’s risks, impacts and action plans are reviewed at least annually.
Strategy	Metrics
<ul style="list-style-type: none"> The Group continues to assess its climate-related risks annually to identify relevant physical and transition risks and their financial impact on the business from short, medium and long-term perspectives. Climate-related risks and opportunities are reviewed by the Sustainability Committee and the Board of Directors on a regular basis. 	<ul style="list-style-type: none"> As this is a 2nd year disclosure, GHG Scope 1 & 2 intensity targets are established to evaluate climate-related risks & opportunities in the short to medium term. Selected Scope 3¹ emission analysis are being performed to provide insights on the indirect emissions of the Group.

¹ Scope 3 emissions analysis for FY2024 encompasses only category 6 and 7

The relevant physical and transition risks and associated financial impact are described below. The risk ratings are aligned with the Group's risk parameters and definition of risk ratings:

Description		Financial Impact	Time Period ¹
Physical (Acute)	Sudden or unexpected severe or extreme bad weather may adversely impact shipping operations, resulting in the closure of port and infrastructure.	Reduction in revenue	Medium – Long Term
Physical (Chronic)	Rising sea level and an increase in temperature may result in: <ul style="list-style-type: none"> • Acidification of the ocean may potentially accelerate corrosion on ship hulls or shorten asset life. • Disruption to operations (stress in the workforce affected by changes in weather conditions). 	Reduction in revenue Increase in asset replacement costs	Medium – Long Term
Transition (Reputation)	Shift in customer perceptions – demand for green logistics solutions continues to grow or decrease in overall demand for services.	Reduction in revenue	Long Term
Transition (Policy & Legal)	Non-compliant of vessels to IMO requirements.	Reduction in revenue	Medium – Long Term
Transition (Policy & Legal)	Tightening of regulations on local Greenhouse Gas Emission – carbon pricing, energy standards and disclosure reporting.	Increase in cost of operations	Medium – Long Term
Transition (Technology)	Costs to transition to lower emission technology - engine and vessel modifications required to support the transition to meet the requirement of the use of alternative fuels set by the IMO.	Increase in asset replacement costs and cost of operations	Medium – Long Term

¹ Short Term (< 1 year), Medium Term (1 – 3 years), Long Term (> 3 years).

² Mainly passed through to operators

Our Performance and Targets

GRI 305 Emission was identified as the metrics used to assess climate-related risks & opportunities. The operational control approach is used for the consolidation of data based on the GHG protocol. The Group's Scope 1 and 2 CO₂ Emissions are detailed below:

	FY 2024	FY 2023 (Restated) ⁴
Total Carbon Emission (tonnes CO₂ equivalent)¹	94	124
Scope 1 Emission(s)		
• Mobile fuel combustion ²	54	84
Scope 2 Emission(s)		
• Purchased Electricity (Location Based) ³	40	40
GHG Emission Intensity (tCO₂/ Revenue '000)	0.002	0.003

¹ GHG emissions are derived in accordance with the requirements of the "GHG Protocol Corporate Accounting and Reporting Standard". The Global Warming Potential dataset is based on the 2014 IPCC Fifth Assessment Report. The equivalent CO₂ emission for electricity is based on the operating margin factors from the Energy Market Authority of Singapore.

² Mobile fuel combustion primarily involves diesel and petrol used by forklifts, light-duty trucks, and non-road vehicles.

³ Purchased Electricity is primarily location-based with data derived from the national grids of Singapore and Malaysia.

⁴ Stationary combustions from the data as RFO was included in FY2023, despite not being consumed by SSC.

The total carbon emissions in FY2024 decreased by 30 tCO₂ due to a reduction in mobile fuel combustion, which was a result of lower business volume during the year.

In FY2024, SSC assigned a third party ("ClassNK") to monitor each vessel's emission value. CII ensures all vessels are in compliance with the IMO and EU emission regulations. We have constant communication (by emails, visits, and dialogue) with the client and shipboard crew, which allows us to understand the progress and results for further elevation and feedback to clients.

In addition, SSC conducts a daily toolbox briefing with the warehouse staff to raise awareness about energy saving and will receive feedback from operational ground staff during the Toolbox meeting on the difference after energy saving measures are taken.

In FY2025, our short to medium term target is to maintain our GHG intensity targets in alignment with business operations, ensuring our GHG emission intensity ratio remains consistent. Meanwhile, we continue to evaluate our long-term goals for our overall GHG emissions, in tandem with our strategy to further improve our emission levels in accordance with the goals of the IMO.

SOCIAL AND COMMUNITY RESPONSIBILITIES

The Group aims to provide an environment that is safe and supports the well-being of its employees and our stakeholders. We are committed to being a socially responsible organisation that promotes health and safety at work, equal opportunity and diversity in the workforce and community.

OCCUPATIONAL HEALTH AND SAFETY

How do we manage this topic?

We value the safety and well-being of our employees and are committed to preventing work-related illness, injury, or fatality amongst workers. The Group has in place an Occupational Health and Safety (“OHS”) policy to ensure high standards in workplace health and safety at our facilities in compliance with International Safety Management (“ISM”) and Maritime Labour Convention (“MLC”) working requirements. SSC is awarded or certified by BizSAFE Star.

Specifically:

- Strictly follow health, safety and environmental policies.
- Conduct meetings and assessments for review, and feedback is given to the management regularly.
- SSC conducts stevedore training regularly.
- Toolbox meetings are held before each operation to remind workers on safety.
- Constantly revising the safety standard operating procedures (“SOP”) for cargo operations.
- Send staff for certified accreditation or attend monthly Port of Singapore Authority (“PSA”) meetings.
- A regular update of our Risk Assessment and Safe Work Procedures which include lifting plan, fire safety, working at heights, workman compensation and company insurance.
- Employees are trained and briefed to take sufficient measures to prevent accidents.
- Training is provided to employees to improve their understanding of workplace hazards and emergency procedures.
- Our safety policies and processes enforce personal protective equipment to be worn by workers at all times, and the use of a safety harness is required for operations carried out above two metres in height.
- Visitors, including third party contractors, must receive appropriate training and be aware of the risks before visiting our premises.
- The Group’s OHS Policy for Ship Management seeks to reduce the risks of all work activities by adhering to the ISM Code and MLC 2006 Standards.
- Risk Assessment is done on a yearly basis, and revision is done on monthly basis during the Workplace Safety and Health (“WSH”) Committee meeting.
- Briefing on safety for port-based staff.
- Formation of a WSH Committee and Safety Officer to identify, eliminate and mitigate risks.
- A daily tool work briefing is conducted for jobsite delivery and warehouse operations.
- Sharing of hazard related information within the WSH Committee.

Our workplace health and safety performance are as follows:

	2024	2023
No. of fatalities incident	0	0
No. of reportable injuries	0	0
No. of occupational disease	0	0
No. of loss days due to injuries	0	0

Our Performance and Targets

As part of continued performance improvement, SSC has updated its risk assessment procedures and increased safety briefings and meetings for all lashing and stevedoring employees to enhance safety awareness and practices. Audits and inspections are also carried out to ensure the operations are functioning. We received feedback from staff, noting their suggestions for improvement and reducing the exposure to risks while working on site.

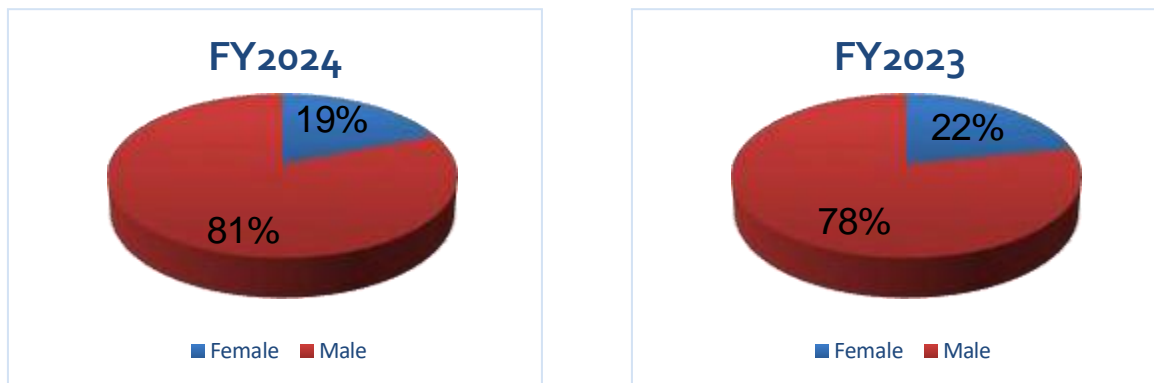
It is our perpetual target to provide a risk-free working environment for our employees, customers and suppliers and we strive to have zero major safety incidents. In FY2025, we aim to achieve zero incidents of non-compliance with safety laws, requirements and standards.

EMPLOYMENT

How do we manage this topic?

We recognise that our people are our greatest assets and SSC believes in fair employment practices, human rights and providing equal opportunities to all employees without discrimination. We are proud to announce that SSC's employee demographics have continued to be closely aligned with industry standards, having an employee strength of 158 at the end of the reporting period in FY2024. We set out our employee statistics below.

Employees by Gender



Employees Breakdown by Position, Region & Gender

FY2024	Full Time	Part Time	Non-Guaranteed hours ¹	Total
Singapore	101	1	23	125
Malaysia	2	1	0	3
Total	103	2	23	128

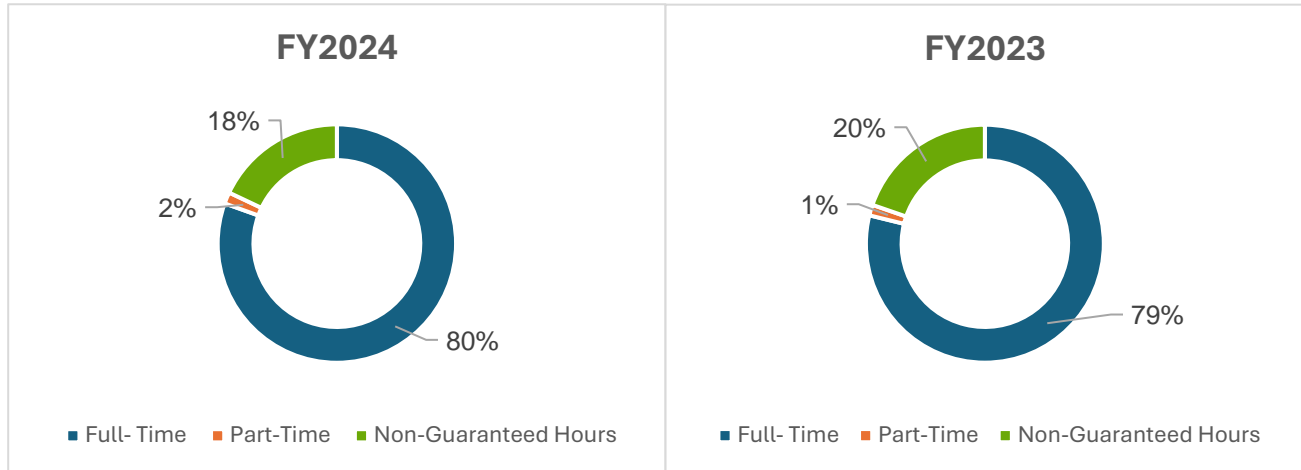
FY2023 (Restated) ²	Full Time	Part Time	Non-Guaranteed hours ¹	Total
Singapore	106	1	27	134
Malaysia	2	1	0	3
Total	108	2	27	137

Note: Temporary and permanent positions can be classified as full-time, part-time and non-guaranteed staff.

¹ Non-guaranteed hours refer to manual labourers paid by SSC.

² FY2023 employee's headcount has been revised to include data for non-guaranteed staff.

Employees by Employment Type



	New Hire		
	FY 2024		
	Male	Female	Total
Total No. of New Hire	23	8	31
Total No. of New Hire by Age Group	<30	30 – 50	>50
	8	18	5
	% of New Hire by Age Group	26	58
	Turnover		
	FY 2024		
	Male	Female	Total
Total No. of Resignations	15	8	23
Total No. of Resignations by Age Group	<30	30 – 50	>50
	8	11	4
	% of Resignations by Age Group	28	40

SSC is an inclusive and performance driven organisation dedicated to attracting and retaining top talents. We have established a fair merit-based system that ensures equal opportunities for all employees regardless of age, gender, ethnicity or physical disability.

Additionally, we believe in fair remuneration, with packages benchmarked against industry standards in order for us to attract, retain and motivate our employees. As such, we offer comprehensive benefit packages to all employees.

SSC provides benefits to full-time employees (not provided to temporary or part-time employees) e.g., life insurance, health care, personal accident coverage, parental leave, retirement provision, compassionate leave, dental benefits, professional membership subscriptions, sports & recreation club benefits and parking entitlements.

All employees are entitled to maternity leave and paternity leave. In FY2024, there are 21 employees (19 males and 2 females) who took parental leave and returned to work in the reporting period after parental leave ended. Hence, SSC can maintain its return-to-work rate of 100% for more than a year.

Our Performance and Targets

It is our perpetual target to maintain a diverse and inclusive workforce and maintain a 100% return-to-work rate for all employees who have taken parental leave.

DIVERSITY AND EQUALITY

How do we manage this topic?

Our business thrives on diversity as it leverages a host of strengths and skills from a diverse workforce consisting of employees from various ethnic groups, religions, ages and genders. We promote equity by ensuring access to opportunities for all through fair and respectful policies and actions. Additionally, we aspire to cultivate an inclusive culture that fosters innovation and progress where everyone feels they belong. In this environment, our employees share a common purpose and can succeed as their best, authentic selves.

As of 31 March 2024, the Company has the following employment statistics:

Total employees count		
	FY2024	
Male	98	77%
Female	30	23%
<30 years old	22	17%
Between 30 and 50 years old	63	49%
>50 years old	43	34%

Employees within the organisation's governance bodies		
	FY2024	
Male	5	83%
Female	1	17%
<30 years old	0	0%
Between 30 and 50 years old	2	33%
>50 years old	4	67%

Our Performance and Targets

The gender gap noted above is primarily due to the nature and demands of the job, which typically necessitates more males than females.

We are endeavoring to ensure a workforce with diversity in various aspects, including gender, age, professional experience, background, skills, core competencies and knowledge.

TRAINING AND EDUCATION

We place a strong emphasis on developing reliable and skilled employees, supporting their motivation to embrace lifelong learning. Our human resource policies promote training for all employees, ensuring they are equipped with relevant knowledge to meet or exceed performance standards. We encourage our employees to sign up for external training programmes in areas or skillsets relevant to their work and interests.

Programme for upgrading employee skills and transition

A fund has been set aside for our employees to attend training courses and seminars. Additionally, our employees undergo regular performance reviews to receive feedback and guidance from their supervisors. These reviews highlight the area for improvement, and employees who excel are recognised and commended.

Other than our annual performance appraisal, we have employees' engagement surveys to ensure that our employees feel supported and committed to contributing continuously to SSC's success.

In FY2024, our employees participated in a range of training topics to ensure they could perform their work safely and improve their skill sets.

- 1) Incident Reporting Process
- 2) Workplace Bullying and Harassment
- 3) Ship Maintenance and Docking
- 4) Terminal Operation, Risk Management and Safety
- 5) Stevedore Operation, Risk Management and Safety
- 6) Management System Familiarisation

In FY2024, our full-time employee staff headcount decreased by 5%. During the year, 100% of the workforce attended training sessions and our employees received at least 11.1 service training hours per employee, including on-site and vocational training.

	FY 2024	FY 2023
Average hours of training per year per employee	11.1	9.5

Note: Trainings are not applicable for non-guaranteed staff.

Employees are always encouraged to join our recreational club and participate in activities organised by our recreational committee. SSC is also building a culture of checking in on our employees, where our managers regularly reach out to employees to assist them in their daily lives, not just their working environments.

Performance and Career Developments Review

Performance appraisals and career development reviews are conducted at least annually between the employees and supervisors or managers. The reviews are used as a platform to assist employees in identifying strengths, improvement opportunities, career development and advancement plans. It is also used as a metric to consider employees for promotions and remuneration adjustments depending on the performance and merits of the employee. Training and career development enable us to achieve positive outcomes for the Company in the following aspects:

1. Employer

- Build employee value proposition.
- Retain valuable skills and knowledge.
- Lower staff turnover rate and retain talent.
- Increase overall efficiency when employees are equipped with the right skills.
- Add value to the business as well as develop talent.

2. Employee

- Benefit from obtaining new skills and work experience which enable them to meet job expectations and deliverables.
- Drive job satisfaction.
- Boost job confidence.
- Succession planning for potential high performers.
- Empower your employees to perform their roles.

3. Customers

- Able to meet customers' needs in a prompt and efficient manner.
- Maintain a consistent level of customer service.

SSC strives to provide appropriate learning and development opportunities to upskill employees and enrich their career progression within the Company and the Group. The employees may apply for or be recommended by their immediate supervisor to attend job-related training, workshops, conferences or seminars.

The table below shows the percentage of employees who have gone through their annual performance and career development review. The remaining percentage of employees are (1) still under probation and not due for performance review, and (2) employees whose performance evaluation has yet to be completed during the publication of this report. SSC is committed to ensuring that the performance of all employees is periodically evaluated and feedback is received.

Category	FY 2024		FY 2023	
	Male	Female	Male	Female
Staff Employees	94%	100%	86%	75%
Supervisor Employees	100%	100%	94%	100%
Middle Management Employees	100%	88%	94%	100%
Senior Management Employees and above	100%	67%	100%	100%

Note: non-guaranteed staff are not eligible for performance reviews

Our Performance and Targets

Overall, the percentage of employees who underwent their annual performance and career development review increased from 92% in FY2023 to 96% in FY2024. The remaining 4% in FY2024 are still under probation and therefore not yet due for review. We aim to ensure that 100% of all eligible full-time employees participate in at least one performance or work appraisal.

LOCAL COMMUNITY INVESTMENT AND DEVELOPMENT

SSC remains committed to enrich the local community through our Corporate Social Responsibilities (“CSR”) initiatives. Last year, we continued to actively volunteer and extend our support to FaithActs, a nonprofit community care service that aims to impact, change and transform lives of children with learning difficulties, youths-at-risk, disadvantaged families and seniors with challenging needs in Queenstown.

Building on the Chinese New Year Celebration we had jointly organised with FaithActs on 28 January 2023 for the seniors, we threw a Christmas Party for them on 8 December 2023. Our staff was there to spread Christmas cheer among them through interactive games, performances, and indulgent buffet spreads.

At the FaithActs Honours Night on 17 November 2023, we were conferred the CSR Partner Award in recognition of our contributions for FaithActs’ Chinese New Year Celebration. The Guest of Honour that evening was Mr Eric Chua, Senior Parliamentary Secretary, Ministry of Culture, Community and Youth & Ministry of Social and Family Development, who presented the award to our senior management.



As part of on-going staff development programme, we conducted our annual Safety Seminar on 28 February 2024, to raise awareness about safe vessel operations among our various stakeholders. The workshop drew over 80 attendees, including our driver gangs, terminal staff, our key customers, port captains, and PSA managers. Hosted at the Keppel Canteen Briefing Area, the event featured light refreshments prepared by our terminal staff, Bahrain, and his wife.

We continued to promote green practices among our staff at the office. This included our policy to recycle and donate pre-loved stationeries to underprivileged students in Singapore and the region. We also strengthened our culture of recycling in the office where recycling bins are installed for daily usage of aluminium, plastic and paper products.



01



04



03



05



01. Mr Eric Chua (Senior Parliamentary Secretary, Ministry of Culture, Community and Youth & Ministry of Social and Family Development), the Guest of Honour for FaithActs Honours Night, presented our COO Ms Pansy Lim and our CEO Mr Ow Yew Heng with a CSR Partner Award for the Group’s voluntary efforts.

02. A Christmas party for the seniors, organised by FaithActs, together with staff from Singapore Shipping Corporation Limited and Stamford Land Corporation Limited on 8 December 2023.

03. Encouraging seniors to stay active, healthy and socially engaged through Active Ageing exercises.

04. Serving a scrumptious Christmas buffet lunch to those who have worked up an appetite.

05. Over 80 attendees turned up for our annual Safety Seminar at Keppel Canteen Briefing Area.

GRI Content Index

Statement of use	Singapore Shipping Corporation has reported the information cited in this GRI content index for the period 1 st April 2023 to 31 st March 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organisational details	Page 6 & 7
	2-2 Entities included in the organisation's sustainability reporting	Annual Report for the Financial Year ended 31 March 2024 ("AR") Page 19
	2-3 Reporting period, frequency and contact point	Page 4
	2-4 Restatements of information	Page 4
	2-5 External assurance	Page 4
	2-6 Activities, value chain and other business relationships	Page 6 - 7
	2-7 Employees	Page 23 - 28
	2-8 Workers who are not employees	N.A.
	2-9 Governance structure and composition	AR 27 - 29
	2-10 Nomination and selection of the highest governance body	AR 37 - 41
	2-11 Chair of the highest governance body	AR 36 - 37
	2-12 Role of the highest governance body in overseeing the management of impacts	AR 27 - 33
	2-13 Delegation of responsibility for managing impacts	AR 29
	2-14 Role of the highest governance body in sustainability reporting	Page 8
	2-15 Conflicts of interest	AR 35, 38, 137 - 165
	2-16 Communication of critical concerns	AR 54 - 55
	2-17 Collective knowledge of the highest governance body	AR 30- 35
	2-18 Evaluation of the performance of the highest governance body	AR 41
	2-19 Remuneration policies	AR 42 - 47
	2-20 Process to determine remuneration	AR 42 - 45
	2-21 Annual total compensation ratio	N.A.
	2-22 Statement on sustainable development strategy	Page 3
	2-23 Policy commitments	Page 7
	2-24 Embedding policy commitments	Page 3 - 29
	2-25 Processes to remediate negative impacts	AR 54, 55, 57
	2-26 Mechanisms for seeking advice and raising concerns	AR 31 - 32
	2-27 Compliance with laws and regulations	Page 13

	2-28 Membership associations	Page 6
	2-29 Approach to stakeholder engagement	Page 9 - 10
	2-30 Collective bargaining agreements	N.A.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 9 - 11
	3-2 List of material topics	Page 11
	3-3 Management of material topics	Refer to respective material topics within this report
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	AR 14
	201-2 Financial implications and other risks and opportunities due to climate change	Page 20 - 21
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Page 13
	205-3 Confirmed incidents of corruption and actions taken	Page 13
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 14 -16
	302-3 Energy intensity	Page 14 -16
	302-4 Reduction of energy consumption	Page 14 -16
	302-5 Reductions in energy requirements of products and services	Page 14 -16
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 19 - 22
	305-2 Energy indirect (Scope 2) GHG emissions	Page 19 - 22
	305-4 GHG emissions intensity	Page 19 - 22
	305-5 Reduction of GHG emissions	Page 19 - 22
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Page 16 - 17
	306-3 Waste generated	Page 16 - 17
	306-4 Waste diverted from disposal	Page 16 - 17
	306-5 Waste directed to disposal	Page 16 - 17
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 24 - 26
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 24 - 26
	401-3 Parental leave	Page 25
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 22 - 23
	403-2 Hazard identification, risk assessment, and incident investigation	Page 22 - 23
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 22 - 23
	403-5 Worker training on occupational health and safety	Page 22 - 23
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 22 - 23
	403-8 Workers covered by an occupational health and safety management system	Page 22 - 23
	403-9 Work-related injuries	Page 22
	403-10 Work-related ill health	Page 22 - 23

GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 26
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 26
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 28
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 24 - 26