



**SUTL Enterprise Limited**  
**Sustainability Report 2021**

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## Executive Director and CEO's Message

Dear Stakeholders,

I am pleased to present the Sustainability Report (the "Report") of SUTL Enterprise Limited (hereafter referred to as "SUTL" or the "Company", and collectively with its subsidiaries, "the Group") for the period of 1 January 2021 to 31 December 2021 ("FY2021" or "the reporting period").

The Group is dedicated to incorporate sustainable practices in our operations and strives to be a sustainability leader in the hospitality industry. We have been taking measurable steps to reduce energy, water and waste consumption. Recognising that environmentally conscious members are shifting to lower carbon lifestyles, we have installed electric vehicle ("EV") charging stations to support the transition. In line with the national agenda to improve recycling rates, we have also taken efforts to make recycling convenient in our facilities, and we have also been actively cutting down on the use of disposables in our operations. The Group also participates in the waste recycling initiative organised by Sentosa Cove, providing food waste generated by customers to be digested into compost for use in landscaping.

The Group is a firm supporter of marine biodiversity protection. Our coral garden project has contributed to biodiversity growth in the waters around the marina, and continue to pave the way for coral research in academic institutions. At the same time, we remain passionate advocates for raising awareness on marine conservation efforts. Our Eco Day is an event on our annual calendar where we engage members to raise awareness about the importance of marine and coral biodiversity and its significance to the entire ocean ecosystem. The Group is also aware of the potential impacts that climate change can have on our financial performance and are taking steps to enhance climate resilience across the organisation.

With the ongoing COVID-19 pandemic, health and safety remains an ongoing challenge. During these unsettling times, the Group has remained vigilant in ensuring the health and safety of all our customers and employees by implementing safety measures that comply with local COVID-19 safety regulations.

I would like to thank our members, customers, business partners and shareholders for your unwavering support over the years. We look forward to your continuing support as we strive to build sustainably luxurious integrated marinas around the region.

Arthur Tay

Executive Director and Chief Executive Officer

## Organisation Profile



SUTL Enterprise Limited was incorporated in 1993 and listed on Singapore Exchange Securities Trading Limited (“SGX-ST”) Mainboard (SGX: BHU) in 2000. Headquartered in Singapore, it is currently the only marina business listed on the SGX-ST. The Group is a leading developer, operator and consultant of integrated marinas, and has three business segments namely Marina Ownership, Consultancy & Management Services, and Luxury Yacht Chartering.

### Marina Ownership

The Group builds integrated marinas and operates them under its proprietary ONE°15 brand as lifestyle marina clubs with retails, F&B options, recreational facilities and accommodation. Currently, its owned marina is ONE°15 Sentosa in Singapore.

### Consultancy & Management Services



*Photo illustration: Indonesia Navy Club by ONE°15 Marina*

The Group offers consultancy and management services to developers and owners of waterfront real estate under its wholly-owned subsidiary, ONE°15 Management & Technical Services Pte. Ltd. (“MTS”). MTS offers a range of comprehensive pre-construction advisory services including marina master planning, feasibility studies and market research, marina design and project management. Its goal is to assist developers and owners in building quality infrastructure that will ensure a success for the marina.

Post-construction, MTS provides consultancy services in the form of business planning and optimisation. Under its management services, MTS offers day-to-day management of the marina's hospitality operations.

Its pipeline of soon-to-be completed marinas includes the Indonesian Navy Club managed by ONE°15 and ONE°15 Marina Nirup Island in Indonesia; Taihu International Marina managed by ONE°15 Marina and ONE°15 Logan Cove Zhongshan in China.

### **Luxury Yacht Chartering**

The Group, through its wholly-owned subsidiary, ONE15 Luxury Yachting Pte. Ltd. (“LY”), operates a complementary yacht chartering business with more than 40 luxury yachts ranging from 11 metres to 40 metres registered with LY's yacht chartering programme.

Yachting has become increasingly popular as a recreational activity for city dwellers, who yearn to get away from the crowds by going out to the open sea. Our customers include companies that book the vessels for corporate events and also individuals who want an alternative venue for birthdays, weddings, anniversaries and other special occasions. LY enables our customers to enjoy the boating lifestyle without the financial burden of owning a yacht.

The yachts are owned by the respective yacht owners who are also berthing customers of the Group. It provides them a way to monetise the yacht when unused. The Group does not own or operate the yachts.

## About this Report

The Report provides information about SUTL's key sustainability topics, management policies and sustainability performance.

### Reporting Principles & Statement of Use

This Report is produced in accordance with the Global Reporting Initiative ("GRI") Standards "Core" option, covering our Group's performance during the reporting period. The GRI standards were selected as it is a globally recognized sustainability reporting standard that is recommended by the SGX-ST and represents the global best practices for reporting on economic, environmental and social topics. The following principles were applied to determine relevant topics that define the report content and ensure quality of information: a) GRI principles for defining report content: Stakeholder Inclusiveness, Sustainability Context, Materiality and Completeness; b) GRI principles for defining report quality: Accuracy, Balance, Clarity, Comparability, Reliability and Timeliness.

The Report also incorporates the primary components as set out by the SGX-ST's "Comply or Explain" requirements on sustainability reporting under Listing Rule 711B.

The United Nations Sustainable Development Goals ("UN SDGs") have also been incorporated into the Report, which highlights the Group's contributions to sustainable development.

The Board of Directors has reviewed and approved the reported information, including the material topics.

### Reporting Scope

This Report covers the Group's operations in Singapore, in particular, the operations at ONE°15 Marina Sentosa Cove (the "Marina"). The luxury yacht chartering operations business segment under LY is not included in this Report, as the yachts are not under the Group's control.

### Restatements

There are no restatements of information made from previous reporting periods.

### Assurance

Internal controls and verification mechanisms have been established by management to ensure the accuracy and reliability of narratives and data. We have also considered the recommendations of an external Environmental, Social and Governance ("ESG") consultant for the selection of material topics as well as compliance with GRI Standards and SGX-ST Listing Rules. The Board of Directors has therefore assessed that external assurance is not required for the Report. The Group will continue to assess the need to further enhance the credibility of our sustainability report through internal review or external assurance.

## Availability & Feedback

This Report supplements the Group's Annual Report 2021 and is available online at SGXNet and <https://sutlenterprise.com/annual-reports>. A detailed section reference with GRI Standards is documented in the GRI Standards Content Index section of this report.

We welcome feedback from our stakeholders to assist us in improving our sustainability practices. Questions or feedback on this Report can be sent to: [investor\\_relations@sutl.com.sg](mailto:investor_relations@sutl.com.sg).

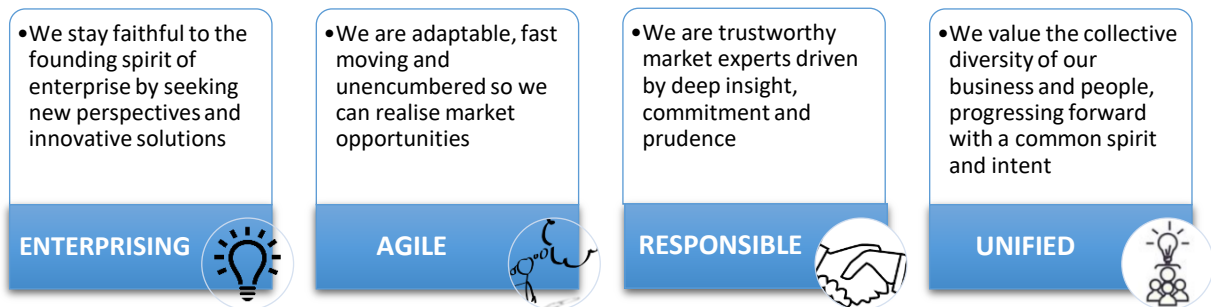
## Sustainability Strategy Overview

### Our Vision

To be Asia's leading premier integrated marina developer and operator.

### Our Values

Our values reflect the defining qualities that have contributed to the success of SUTL. These values form the foundation and ideals required to achieve greater heights for both the company and quality of life for people in Asia and around the world.



### Sustainable Luxury

The Group aims to support a vibrant yachting community and promote the marina and yachting tourism lifestyle without compromising the wellbeing of the environment and society. With climate change being a rising challenge, ESG considerations have become a key concern for society and businesses today. The pursuit of sustainable and environmentally friendly practices are aligned with the Group's business strategy to adapt to risks and capture opportunities arising with changing consumer preferences and trends relating to climate change.

Strong corporate governance practices and oversight enable us to address concerns of stakeholders and incorporate ESG considerations during decision making and transactions. The Group strives for strong economic performance to generate wealth for our employees and shareholders as well as support sustainability initiatives. We also recognise that ESG-related matters have an impact on our financial performance.

The environment is a key focus area for the Group as it has a significant impact on our marina and luxury yachting operations. Environmentally friendly practices are actively encouraged in our operations and amongst our members.

While providing enriching experiences for our members, we also focus on ensuring their safety. Safety equipment are installed at key amenities and facilities and safety procedures to prevent COVID-19 transmission are adhered with. The safety and wellbeing of our employees are prioritised by providing them with opportunities to develop and grow in their careers. We value diversity among our employees and ensure that adequate training and competitive employment benefits are provided.





The Group also strives to make a positive impact on local communities. We collaborate with the community to drive positive impacts to the economy, environment and society.



## Contribution to the Sustainable Development Goals

The Group's business focus is aligned with the UN SDGs. The attainment of the UN SDGs is a continuing global effort and forms part of the Group's long-term focus on sustainability. The Group's contributions to the attainment of the relevant UN SDGs are highlighted below.



UN SDG	The Group's Contribution	Read more in the following sections
	<p><b>Ensure availability and sustainable management of water and sanitation for all</b></p> <p>Our approach to ensure clean water and sanitation for all includes upgrading our marina to increase water-use efficiency and mitigating water wastage and leakages through real-time monitoring of water consumption. We prevent seawater pollution and oil spills by monitoring vessel discharges and educating vessel owners.</p>	<p><b>Focus 3: Environment</b></p>
	<p><b>Ensure access to affordable, reliable, sustainable and modern energy for all</b></p> <p>The Group is committed to minimising energy consumption by utilising energy efficient LED lighting and encouraging responsible energy saving best practices amongst our guests. Lighting for some areas are fitted with motion sensors to conserve energy use when they are not in use.</p>	
	<p><b>Responsible management of chemicals and waste and reduction of food waste</b></p> <p>The Group encourages our customers to lead sustainable lifestyles and reduce their food wastage. We have a robust waste management process and ensure that all waste generated are discharged via proper channels. Waste is reused and recycled where possible whereas non-reusable and non-recyclable waste is discharged into the sewage system.</p>	
	<p><b>Take urgent action to combat climate change and its impacts</b></p> <p>The Group recognises the potential of climate-related risks to impact our operations negatively and are integrating climate resilience into our strategy formulation and decision making. To this end, we have taken the first step in disclosing and tracking our greenhouse gas ("GHG") emissions.</p>	<p><b>Focus 2: Economic Performance</b></p>
	<p><b>Conserve and sustainably use the oceans, seas and marine resources for sustainable development</b></p> <p>The Group continues to collaborate with National University of Singapore to protect the marine ecosystem that surrounds our marina at Sentosa and to provide a natural habitat for sea life. We restore corals and contribute to coral research through the ONE<sup>o</sup>15 Marina – Coral Garden project and organised annual marina clean-ups to further protect the surrounding ecosystem of our marina.</p>	<p><b>Focus 3: Environment</b></p>

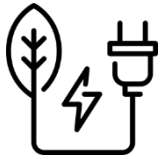
## ESG Performance Highlights

The Group has made notable strides in our sustainability journey in FY2021. We have been focused on promoting sustainability-related features in our operations and public education on coral restoration and protection through our Eco Day.

Our FY2021 achievements are highlighted below:



Maintained the coral garden project and transplanted over 130 corals to our sea wall and coral nursery



Supported low carbon lifestyles and environmentally friendly decisions amongst members by providing electric vehicle charging stations at the Marina



Promoted recycling by installing designated recycling bins in areas available to the public



Zero incidents of non-compliance with socioeconomic rules and regulations, including customer privacy and tax-related laws

## Noteworthy Awards

The Group has won numerous accolades and awards in recognition of its commitment to environmental protection and excellence in the marina and yacht charter industry. ONE°15 Marina Sentosa Cove is accredited with the internationally recognised ISO 14001:2015 environmental management certification, making it the first marina in the region to receive this certification. The Marina was also the first marina in Southeast Asia to be re-accredited as a Level 4 International Clean Marina in 2021, achieving a score of 97.5% for re-accreditation.

The Group's notable awards and achievements include:

- ISO 9001:2015 – Quality Management System (2021)
- ISO 14001:2015 Environmental Management Systems
- Level 4 International Clean Marina 2021
- Excellent Service Award by SHA (2020)
- National Kindness Awards by SKA/SKM (2020)
- Quarterly Service Star Award by Sentosa (2020)
- CEO Star Award by Sentosa (2020)
- Tripadvisor Travellers' Choice Winner 2020
- Best Marina Award by Robb Report Singapore – Best of the Best 2020
- Asian Boating Awards – Best Asian Marina (2009, 2012 – 2014, 2016 – 2019)

- Luxury Travel Awards – Unique Luxury Hotel of the Year 2019
- Best Contribution to the Asian Marina Industry – Arthur Tay (2019)
- Corporate Insider – Winner of Business Excellence Awards (2019)
- 14th South West Eco Awards – Commendation Award (Corporate Category) (2018)
- Agoda Gold Circle Award 2015
- Influential Brands: Lifestyle & Yachting Hub – Winner 2015
- Asian Boating Awards – Green Maritime Company of the Year 2015
- The Yacht Harbour Association (“TYHA”) Gold Anchor Award Scheme (5 Gold Anchor)

## Stakeholder Engagement and Materiality Assessment

The Group believes that stakeholder engagement is integral to the building of a sustainable business. We actively engage in meaningful and productive dialogue with our stakeholders and participate in various industry and government forums to keep abreast of any material stakeholder issues. Stakeholders are identified as groups that have an impact, or have the potential to be impacted by the Group's business. The following table summarises our key stakeholders, engagement platforms and their key concerns.

Stakeholders	Key concerns	Engagement platforms	Our responses	Section reference
<b>Customers and members</b>	<ul style="list-style-type: none"> <li>• Safety against COVID-19</li> <li>• Engagement with members and quality of services</li> <li>• Personal data privacy</li> <li>• Environmental conservation</li> </ul>	<ul style="list-style-type: none"> <li>• Customer feedback</li> <li>• Club website</li> <li>• Monthly magazines, longitude &amp; electronic direct mailer</li> </ul>	<ul style="list-style-type: none"> <li>• Keep customers and members informed on COVID-19 measures via club websites, monthly magazines and newsletters</li> <li>• Conduct market research by analysing customer feedback to identify areas for improvement</li> <li>• Maintain coral ecosystems and preserve the marine environment around the marine</li> </ul>	<p>Focus 3: Environment</p> <p>Focus 4: Our Customers</p>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Employee health and safety</li> <li>• Safety against COVID-19</li> <li>• Remuneration</li> <li>• Staff benefits</li> <li>• Ethics and conduct</li> <li>• Compliance with local labour laws</li> </ul>	<ul style="list-style-type: none"> <li>• Performance appraisal system</li> <li>• Weekly HOD meetings</li> <li>• Internal communications, memos, reporting lines and functions</li> </ul>	<ul style="list-style-type: none"> <li>• Provide fair remuneration and benefits</li> <li>• Provide constructive feedback through performance appraisals</li> <li>• Ensure employees are briefed on health and safety measures through regular meetings</li> <li>• Encourage open and ongoing communication with all employees</li> </ul>	<p>Focus 5: Our People, Our Assets</p>
<b>Governments and regulators</b>	<ul style="list-style-type: none"> <li>• Compliance with regulatory and industry requirements</li> <li>• Environmental compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Annual reports</li> <li>• Sustainability reports</li> <li>• Ongoing dialogues</li> </ul>	<ul style="list-style-type: none"> <li>• Comply with relevant laws and regulations</li> <li>• Engage in open dialogues with government and regulatory bodies</li> </ul>	<p>Focus 1: Governance and Ethics</p>

Stakeholders	Key concerns	Engagement platforms	Our responses	Section reference
<b>Community</b>	<ul style="list-style-type: none"> <li>Environmental impact</li> <li>Social development</li> </ul>	<ul style="list-style-type: none"> <li>Engagement in community services</li> </ul>	<ul style="list-style-type: none"> <li>Conduct corporate social responsibility programs to encourage community service engagement</li> </ul>	Focus 3: Environment  Focus 6: Contributions to Our Community
<b>Shareholders and investors</b>	<ul style="list-style-type: none"> <li>Anti-corruption</li> <li>Compliance with government regulations</li> <li>Profitability</li> <li>Sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Annual reports</li> <li>Mid-year reports</li> <li>Investor relations management</li> <li>Annual general meetings</li> </ul>	<ul style="list-style-type: none"> <li>Keep shareholders and investors well informed through informative quarterly reports, annual reports and annual general meetings</li> <li>Incorporate good investor relations management</li> </ul>	Annual Report  Focus 1: Governance and Ethics  Focus 2: Economic Performance  Focus 3: Environment

To identify material ESG topics and focus areas, our approach begins with gaining an understanding of the Group’s overall risk environment and subsequently identifying the actual and potential impacts to our stakeholders. The significance of these impacts are assessed in relation to the key concerns raised by our internal and external stakeholders gathered during the stakeholder engagement. With the assistance of our ESG consultant, we have taken the following steps to identify and present the relevant material topics in this Report:

1. Identification: Initial selection of material topics based on the risks and opportunities to the sector.
2. Prioritisation: Material topics are prioritised in order of descending importance based on their alignment with the concerns of internal and external stakeholders including whether they are aligned with key organisational values, policies, operational management systems, goals and targets.
3. Review: Review the relevance of previously identified material topics.
4. Validation: Validate the order of disclosure for the selected material topics in the Sustainability Report with the Board.

The table below illustrates the material topics selected and their relevance to each of the Group’s operating segments. The table indicates the respective focus areas where further information on the material topics can be found in the Report.

Focus area	Material topics	Applicable segments
Focus 1: Governance & Ethics	GRI 205: Anti-corruption	The Group
	GRI 207: Tax	
	GRI 418: Customer Privacy	
Focus 2: Economic Performance	GRI 201: Economic Performance	The Group

Focus area	Material topics	Applicable segments
Focus 3: Environment	GRI 302: Energy	Marina Ownership
	GRI 303: Water and Effluents	
	GRI 304: Biodiversity	
	GRI 305: Emissions	
	GRI 306: Waste	
	GRI 307: Environmental Compliance	The Group
Focus 4: Our Customers	GRI 203: Indirect Economic Impacts	Marina Ownership
	GRI 416: Customer Health & Safety	
	GRI 419: Socioeconomic Compliance	
Focus 5: Our People, Our Assets	GRI 401: Employment	The Group
	GRI 403: Occupational Health and Safety	
	GRI 404: Training and Education	
	GRI 405: Diversity and Equal Opportunity	
Focus 6: Contributions to Our Community	GRI 204: Procurement Practices	The Group
	GRI 413: Local communities	

## Focus 1: Governance and Ethics

Strong corporate governance has enabled the Group to navigate and manage key sustainability issues and ensure that the interests of all relevant stakeholders are considered when making business decisions.

### Corporate Compliance

*GRI 419-1*

The laws and regulations that are applicable to the Group include the Code of Corporate Governance 2018, Listing Rules of the SGX-ST and the Securities and Futures Act, amongst others.

Review of new regulations and updates to existing regulations are regularly conducted by our employees, our secretarial firm and our auditors. Updates are disseminated to relevant staff and processes are in place to monitor the activities and associated performance on a regular basis.

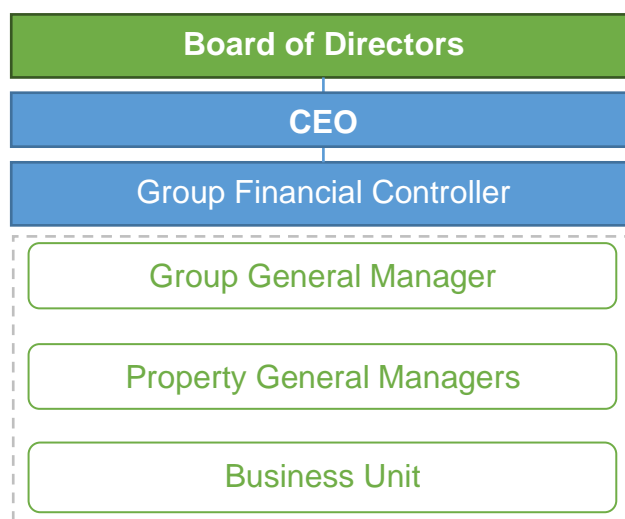
Additionally, updates on relevant legal, accounting and regulatory developments are typically provided to Directors by email, or by way of briefings and presentations. The Company Secretary also circulates articles, reports and press releases issued by the SGX-ST and the Accounting and Corporate Regulatory Authority (“ACRA”) which are relevant to the Directors.

There were no incidents of non-compliance with social and economic laws and regulations in FY2021.

### Governance and Statement of the Board

The Group prioritises sustainability at the Board level. The Board has incorporated sustainability issues into the formulation of the Group’s strategies, and ESG management and risk assessments form part of the Group’s comprehensive risk management framework. The Board has determined that the environmental, social and economic factors identified are material to the Group and ensures they are well-managed and monitored.

The CEO leads the implementation and management of sustainability measures and is assisted by the Group Financial Controller, Group General Manager and the respective properties’ General Managers and Head of Departments.



Please refer to the Corporate Governance section in our Annual Report 2021 for more information on corporate governance practices and risk management structure.

## Ethics and Integrity

### Anti-Corruption

*GRI 205-1, 205-2, 205-3*

The Group forbids any form of corruption in the course of business. All employees and associates are informed and educated on the Group's anti-corruption policies and zero tolerance against corruption.

The Group recognises that the exchange of business courtesies, such as modest gifts, and entertainment (including meals and invitations to attend promotional events or parties) particularly during festive periods is customary and legitimate to create goodwill, and/or strengthen business and commercial relationships. Such courtesies are allowed if they are not lavish in light of accepted business practices of the relevant businesses that the Group operates in and is not intended to improperly influence the decisions of the person(s) involved. All gifts and benefits received from vendors are required to be reported and handed over to HR. There were no reported incidents of corruption in FY2021.

### Whistle-blowing

Any of the Group's employees who observes or suspects that another employee or anyone else may be acting in contravention of this policy has an obligation to report it. All such concerns may be reported to [whistleblow@sutl.com](mailto:whistleblow@sutl.com), which will be received by the Chairman of the Audit Committee. Investigations will be carried out by the General Manager of Group Risk Management.

### Customer Privacy and Data Protection

*GRI 418-1*

The Group takes utmost care in protecting our customers' privacy and data and we comply with data protection laws and regulations in all countries where we operate,



including Singapore's Personal Data Protection Act (2012) ("PDPA"). Reminders to employees about the importance of customer data protection are mentioned in staff newsletters, and we conduct PDPA training for new hires and refresher training course for employees. This ensures that the customer data protection policy is properly implemented across the Group.

There were no substantiated complaints concerning breaches of customer privacy and loss of customer data in FY2021.

### **Risk Management**

ESG risk assessments and management form part of the Group's Risk Management Framework. We have integrated the process for identifying, assessing and managing material ESG related risks into our organization's overall risk management framework. Please refer to the Corporate Governance section in our Annual Report 2021 for more information on the Group's risk management practices.

### **Tax Compliance**

*GRI 207-1, 207-2, 207-3*

The Group's strategy and approach to tax is to fully comply with relevant tax laws and regulations in all jurisdictions we operate in, which indirectly support the local governments and authorities in their economic, environmental and social development and objectives. The Group has zero tolerance for any intentional breach of tax laws and regulations.

The Group identifies tax related risks as part of its risk management framework which is reported regularly to the Company's Audit Committee. Implementation of tax compliance related policies and procedures are delegated to the respective business units and are monitored by the Group's Chief Financial Officer.

Relevant staff attend tax related trainings to keep updated on key changes. The Group also engages qualified professional tax advisors in all jurisdictions to ensure compliance at the transaction levels as well as fulfilling required tax filings. The Audit Committee may also from time to time engage the Group's internal auditor to monitor compliance with the tax governance and control framework. Any instances of non-compliance are reported to the Audit Committee and resolved promptly.

## Governance and Ethics Targets

Segment	FY2021 Targets	Status	Performance Update
Group	Zero complaints concerning breaches of customer privacy and losses of customer data	✓ Met	Achieved zero complaints concerning breaches of customer privacy and losses of customer data
	Zero incidents of socioeconomic non-compliance	✓ Met	Achieved zero incidents of socioeconomic non-compliance
Governance and Ethics FY2022 Targets			
Group	Zero incidents of non-compliance with SGX-ST listing rules or the Code of Corporate Governance		
	Zero reported corruption/significant whistle blowing reports		
	Zero complaints concerning breaches of customer privacy and losses of customer data		
	Zero incidents of significant tax related non-compliance		

## Focus 2: Economic Performance

### Financial Performance

*GRI 201-1*

The Group strives to achieve strong financial performance to create wealth for our stakeholders and support sustainability initiatives and practices. The financial performance of the Group is reviewed by the Audit Committee and the Board on a regular basis.

Details of our financial performance can be found in the audited financial statements, which have been prepared in accordance with Singapore Financial Reporting Standards (International) and the provisions of the Singapore Companies Act, Chapter 50. The audited financial statements can be found in the Group's Annual Report 2021 available online at SGXNet and <https://www.sutlenterprise.com/>.

### Climate and Hurricane Risk Management

*GRI 201-2*

Due to the nature and locality of our marina operations, we are aware of potential risks that we are exposed to as a result of climate change.

Physical climate risks, which are risks related to abnormal or extreme weather conditions such as hurricanes and tropical storms, may potentially damage our vessels and properties. The Group has implemented environmental and safety measures at the marinas we own and manage to mitigate such risks. We conduct careful site selection and implement adequate safety measures, such as dredging, building breakwaters and wave fences to provide coastal protection for our marina assets and the marine life. A due diligence checklist is reviewed regularly and updated to manage climate and disaster risk.

Transition climate risks, which are risks resulting from the transition to a lower-carbon economy, can also arise from increasingly stringent government regulations on business activities that contribute to climate change. To mitigate such risks, the Group ensures that our operations comply with local laws and regulations in all countries we operate in. Our ISO14001 certified environmental management system ensures that the Group can address environmental issues adequately and measures to improve energy efficiency have been adopted and applied to reduce our carbon footprint.

We believe that our environmental policies are steering us in the right direction to mitigate climate-related risks as we work towards the development of a sustainable luxury business.

### Focus 3: Environment

Ocean biodiversity is important to marina users and vessel owners who enjoy yachting activities in the open sea. As such, the Group is cognizant of the threat of climate change and its potential impacts on the marina industry. Observable impacts of climate change such as higher ocean temperatures and ocean acidification have led to decreased ocean biodiversity in coastal regions around the world. Fragile marine ecosystems such as coral reefs are especially vulnerable to such impacts. Hence, the Group has been contributing to coral preservation and monitoring our environmental footprint to contribute to global efforts in tackling climate change.

#### Protecting Marine Biodiversity

GRI 304-2, 304-3

The Group has been working with research institutions to further our understanding of corals as well as raising public awareness on the importance of coral conservation. Coral reefs play an important role in providing habitats and food sources for marine life as well as protecting coastlines from erosion and storms.

As part of our efforts to safeguard marine biodiversity, ONE°15 Marina Sentosa Cove launched the **ONE°15 Marina – Seakeepers Asia Coral Garden** project in 2018 in collaboration with the Tropical Marine Science Institute (“TMSI”) of National University of Singapore (“NUS”) and sponsored by The International SeaKeepers Society Asia, Audi Singapore and SC Global Developments.

The project advances coral reef restoration research and enables the study of conditions that improve outcomes in coral transplantation. The project enables members to appreciate coral flora and fauna as well as provide us with opportunities to educate the public about oceanic research and the importance of coral systems in supporting marine life.

In 2021, the project has increased in coral area and diversity. 130 corals were transplanted to our seawall, contributing to around 1.5 m<sup>2</sup> of coral area. The corals appeared healthy and have exhibited tissue growth. Nursery frames at the pontoon area support the growth of coral fragments. Since 2019, 106 corals from 14 genera have been transplanted to the nursery frames.



*Corals growing in our coral garden*

Our collaboration with NUS and our efforts to preserve marine biodiversity, and contribution to research on coral restoration in our Coral Garden was featured on LianHeZaoBao, a Singapore Chinese-language newspaper publication.

### 塑料积木让珊瑚碎片“抱团生长”

新华社北京12日电 新加坡的海洋生物多样性面临挑战。因为经济发展，我国海域中的珊瑚礁不断被破坏。为了保护和恢复珊瑚礁生态，新加坡国立大学（NUS）和海洋公园合作，在滨海湾花园（Marina Bay Sands）的珊瑚花园（Coral Triangle）项目，采用一种创新的珊瑚修复方法——塑料积木。

这种创新的修复方法，是将海洋塑料垃圾，改造成为新的海洋生物栖息地。研究人员通过让珊瑚碎片在塑料积木上“抱团生长”，提高了珊瑚的存活率。

海洋公园生物多样性和海洋生态部门负责人表示，海洋生物多样性正在下降。海洋公园正在采取一系列措施，保护和恢复海洋生物多样性。其中，珊瑚礁的修复是重要的一环。传统的珊瑚修复方法，是将珊瑚碎片直接放回海底。但这种方法存在很多问题。首先，珊瑚碎片在海底容易沉入沙层，难以存活。其次，珊瑚碎片在海底容易受到人为破坏。最后，珊瑚碎片在海底容易受到疾病感染。

塑料积木修复珊瑚的方法，是将海洋塑料垃圾，改造成为新的海洋生物栖息地。研究人员通过让珊瑚碎片在塑料积木上“抱团生长”，提高了珊瑚的存活率。这种创新的修复方法，不仅解决了珊瑚碎片在海底难以存活的问题，还解决了珊瑚碎片在海底容易受到人为破坏和疾病感染的问题。

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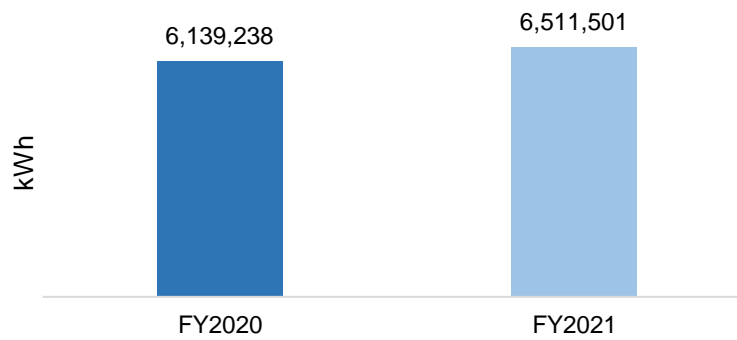
Newspaper article on coral preservation at the Marina

## Energy Management

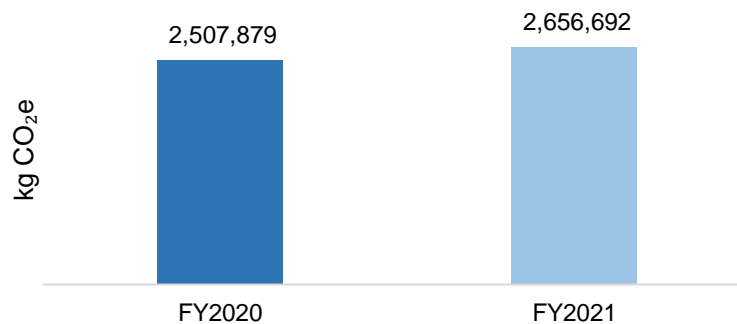
GRI 302-1, 302-4, 305-2

As the usage of energy is directly related to the carbon footprint of the organisation, the Group recognises that achieving energy efficiency will tackle the global challenge of climate change. By striving to be more energy-efficient, the Group can also achieve operational cost savings. The Group regularly reviews and improves our environmental conservation policies and practices, and the Marina was accredited with ISO 14001:2015 environmental management systems certification as a testament to our robust environmental policies.

### Energy Consumption at the Marina



### Scope 2 GHG Emissions



The Group has begun to track our GHG emissions in kilograms CO<sub>2</sub> equivalent (“kg CO<sub>2</sub>e”) to obtain a clearer idea of our environmental impact. Energy consumption at the ONE°15 Marina Sentosa Cove clubhouse increased by 6%, from 6,139,238 kWh in FY2020 to 6,511,501 kWh in FY2021. Energy usage increased due to the resumption of activities from the easing of COVID-19 restrictions. Reducing energy usage and managing our emissions remains an important target for the Group and we will continue to regularly monitor energy consumption at the Marina and implement measures to effectively reduce energy usage.

Our equipment and facilities have been upgraded to improve energy efficiency in our daily operations. Light-emitting diode (“LED”) lights have been installed to improve energy efficiency and lights at the lift lobby and carpark are equipped with motion sensors to minimise energy wastage. Our management personnel and engineers inspect equipment which can be switched off to reduce power wastage.

Air-conditioning systems at hotel rooms and bistro restaurants have been upgraded to more energy efficient units. To reduce energy consumption, air-conditioning is kept at 24 degrees Celsius and all staff and guests are encouraged to switch off the lights and air-conditioning when not in use. The cooling capacity inner cove air-conditioning system was reduced from 177,880 British thermal units (“BTU”) to 144,000 BTU, reducing the energy required to power the cooling system. Our air-conditioning systems are time controlled to reduce power consumption and are replaced within 13 years to maintain the system’s energy efficiency.



*Electric vehicle charging stations at the Marina*

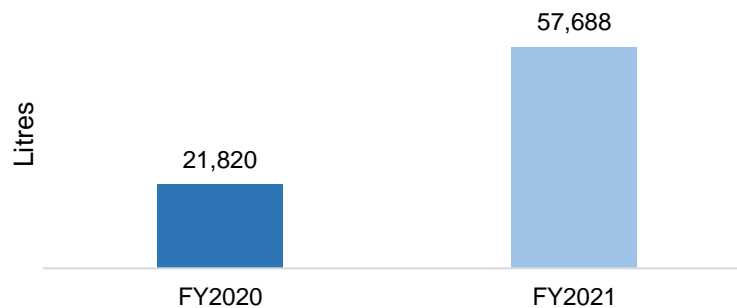
In FY2021, ONE°15 Marina Sentosa Cove, in collaboration with SP Mobility and Porsche Asia Pacific, implemented EV charging stations in the member’s car park as part of the Marina’s eco-efforts to reduce GHG emissions and support low carbon lifestyles amongst its members.

### Water and Effluents Management

GRI 303-1, 303-2, 303-3, 303-4, 303-5

Given the locality of the Marina, we are aware of the potential risk of seawater contamination. The Group strives to develop clean and green marina operations, promote active stewardship of our waterways and seeks to maintain high standards in waste management, as inadequate control measures can result in water pollution and negative impacts on the surrounding ecosystem.

#### Water Consumption at the Marina



Total water consumption increased by 164% in FY2021 compared to FY2020 due to resumption of activities from the easing of COVID-19 restrictions, increased demand for berthing of yachts as well as the reconfiguration of the Marina.

In 2021, ONE°15 Marina Sentosa Cove was reconfigured to improve the utilisation of space in the Marina. The reconfiguration has resulted in an increase of 18% in berth linear footage and doubled the number of superyacht berths available in the Marina. The largest berth increased by 37.5% from 160ft to 220ft, while the channel depth also increased by 28.6% from 3.5m to 4.5m. These reconfigurations have increased the capacity of the Marina and enhanced our ability to serve vessels of various sizes.



All water used in the Group's operations originates from a municipal source, the Public Utilities Board ("PUB"). Our water consumption levels are measured and monitored through two main water meters at the Marina. Hence, we do not expect to have significant water-related impacts on the surrounding natural environment related to water withdrawal. To reduce water consumption, we have increased the water efficiency of our facilities, such as changing the taps at most public areas to self-closing taps and fitting hoses with nozzles to prevent water from running.

Measures to prevent unauthorised water discharge into the sea are adhered with. In compliance with environmental laws, yacht berthed at our marinas are not allowed to discharge any used water into the sea. Instead, vessel discharges are pumped into our sewage treatment equipment to remove contaminants and produce treated wastewater before they are safely released into the environment. All vessel discharges are monitored to effectively manage effluents and detect possible oil spills into the sea. We are well-equipped with oil spill kits that are specially designed to contain oil or fuel spills. Oil dispersant sprays and oil absorbent pads are used for small oil spills and oil booms are used for more severe cases. Penalties are levied on offenders who cause significant spills and provide wastewater pump discharge service to yacht owners to maintain water quality surrounding the yachts. There were no major oil spills recorded in FY2021.

Although the water consumption aboard the vessels are not directly under the Marina's control, any water leakages are promptly investigated. Water pipes at the marina are regularly checked for water leakages into the sea, and old water pipes are replaced with new pipes to prevent leakages. The reconfiguration of pontoons included the installation of meters at certain sections of the marina to allow effective real-time monitoring of water consumption. The variance between water used and water sold to pontoons are actively monitored to detect possible leakages. The system promptly alerts our manager of any leak or water wastage and allows the water supply to be cut off remotely to stop water wastage immediately to facilitate repair work.

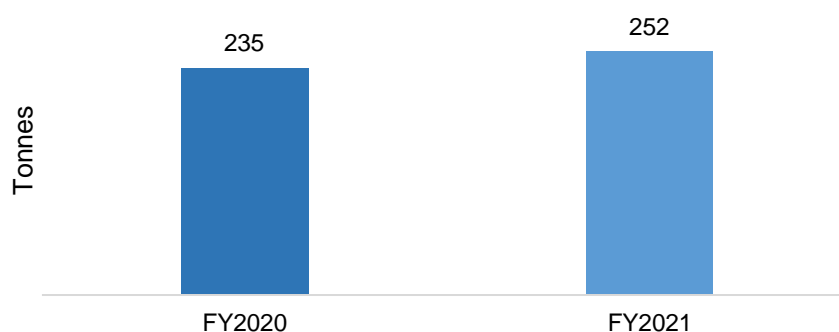
## **Waste Management**

*GRI 306-1, 306-2, 306-3*

The Group recognises that proper waste disposal and recycling can lead to positive outcomes for the environment. We are committed to working alongside our stakeholders to improve the Group's waste management practices.



## Waste Generated



In FY2021, 252 tonnes of non-hazardous waste was generated from our Marina operations, an increase of 7% compared to 235 tonnes in FY2020. 9.8 tonnes of dry waste was reused and recycled. The amount of waste generated increased as a larger number of vessels could be accommodated after the marina reconfiguration.

All waste are discharged into the sewage system and on-site waste compacting equipment is used to optimise waste management storage. We regularly evaluate our waste management standards and operating practices to ensure that there is an efficient management system in place, and that it complies with local environmental laws and regulations.

We have implemented various waste management measures to reduce the overall amount of waste generated in our operations. For instance, we collect engine oil disposed by yacht owners and filter the oil for reuse or recycling – in FY2021, an estimated amount of 2,400 litres of engine oil was recycled. In our hotel rooms, we provide water in reusable glass jugs for our guests' consumption, rather than disposable bottles. We also placed small recycling bins in each room to encourage our guests to recycle their waste. In our offices, we have switched to using electronic copy forms for our reporting systems to minimise the usage of paper documents. To avoid polluting the ocean, non-biodegradable waste such as balloons and confetti which often fall into waterways were banned from use in the Marina.

To reduce the use of non-biodegradable materials, our F&B retailers have switched to eco-friendly paper straws, takeaway containers and bags that are mostly biodegradable. The Group encourages all staff to reduce the use of single-use plastic disposables and unnecessary packaging where possible. The usage of non-biodegradable materials, disposable toiletries have been switched to dispensers. In 2021, ONE°15 Marina Sentosa Cove has signed the pledge to remove single-use plastics by 2025 as part of a global marina initiative launched by the Marina Industries Association ("MIA").

As a testament to our robust waste management practices, the Marina was awarded the first Level 4 Clean Marina in Southeast Asia and re-accredited as a Level 4 Clean Marina in 2019, achieving a score of 97.5%.

## Environmental Compliance

GRI 307-1

The Group complies with local environmental laws and regulations where we operate and there were no incidents of environmental non-compliance at the Marina in FY2021. We will strive to maintain zero environmental non-compliance going forward.

## Environmental Targets and Performance

Segment	FY2021 Target	Status	Performance Update
Group	1.5% reduction in energy consumption	Not Met	Total energy consumption increased by 6% compared to FY2020 due to increase in business activities following the easing of COVID-19 restrictions.
	1.5% reduction in water consumption	Not Met	Water consumption increased from 21,820 litres in FY2020 to 57,688 litres in FY2021. This was also attributable to the increase in business activities following the easing of COVID-19 restrictions.
	1% reduction in waste and effluents	Not Met	Waste generated increased by 7% compared to FY2020, due to increased marina occupancy and capacity.
	Zero spills	✓ Met	No major oil spills occurred in FY2021.
	Implement more biodiversity preservation programmes	✓ Met	Conducted educational programs for coral conservation through Eco Day and maintain a robust coral conservation program.
	Zero environmental non-compliance	✓ Met	Achieved <b>zero</b> incidents of environmental non-compliance
Environmental FY2022 Targets			
Group	Maintain our ISO 14001 certification and Level 4 Clean Marina certification		
	Continue to collaborate with academic institutions to advance coral research		
	Zero incidents of environmental non-compliance		
	Maintain zero major oil spills		

## Focus 4: Our Customers

The Group seeks to provide customers with the best of marine luxury by offering a comprehensive range of luxurious club facilities and amenities. To guarantee an enjoyable experience for all, the Group is dedicated to ensuring the safety and privacy of our customers while simultaneously innovating new ways to improve and enhance the marina experience.

### Safe Management against COVID-19

*GRI 419-1*

In FY2021, the COVID-19 outbreak continued to pose a challenge for the leisure and hospitality industry. The Group has complied with local COVID-19 regulations and measures to ensure the safety of all our customers.

We continue to implement Safe Management Measures (“SMM”) in accordance with the mandated guidelines, such as barricading the premises to limit to one entry point, using automated SafeEntry check-in gates, requiring visitors to submit health declaration forms upon entry to the Marina, regular cleaning and disinfection of common spaces multiple times a day with disinfectant and a complete wipe-down at the end of the day. We also have adequate physical security in place to ensure compliance with mandated guidelines, such as appointing Safe Management Officers (“SMO”) to monitor the implementation of SMM, ensuring that all visitors are wearing masks and that they do not congregate in groups exceeding the latest group size limitations. Our security officers assist the SMO to implement SMM and identify any safety breach in the premises.

We have taken precautionary steps to keep our hotel rooms safe for guests by applying self-disinfecting coatings that contain antimicrobial ingredients with industry-leading efficacy and durability lasting up to 180 days per application. We were the first hotel operator in Singapore to use self-disinfecting coatings in the disinfection of hotel rooms, in addition to the use of chemical cleansing agents and fogging machines after every guest checkout.

In the event that there are confirmed COVID-19 cases among customers, we have policies in place to reduce the risk of further transmission. Immediate disinfection of premises, contact tracing and quarantine will be implemented, and we will inform all customers of the details. We have enhanced our communication with boaters and customers through dedicated WhatsApp channels via memo and Electronic Direct Mail (“eDM”) to keep them updated on the latest regulations and happenings in the Marina.

In FY2021, there were no incidents of non-compliance with local COVID-19 regulations.

## Customer Health and Safety

GRI 416-1, 416-2

### Clubhouse and Amenities

The Group prioritises the health and safety of customers. We keep abreast of safety regulations and guidelines, and communicate them to users of our facilities.

To ensure that our marina safety is in line with industry regulations, the Group's policies comply with the standards of MIA, a trade association of the marina industry in Australia for managers and operators of marinas. We have implemented safety control measures to provide our customers with the necessary health and safety precautions, including rescue ladders, life boats, slippery signs, first-aid and "no swimming" signs. We provide safety boats in all sea activities and conduct safety briefings before all events.

To ensure that our customers are able to enjoy our amenities with complete peace of mind, locks are installed at the back of house so that customers can only enter from the front of house, safeguarding customers from unauthorised entry. We also promote pool safety awareness by posting "No Diving" signs and closing the pool at 9pm to prevent pool accidents. Reflective tapes are added on the pool steps to mitigate trip hazards. We have also installed Automated External Defibrillators ("AED") at key points of the Marina which can help persons suffering from sudden cardiac arrest.

The Group has invested in a management system to improve security management and efficiency of our marina management. We will continue to uphold our safety practices and regularly maintain our safety equipment to ensure that we are well prepared for any health and safety risk that our customers may be exposed to.

### F&B Outlets

Other than preventing physical hazards, we also ensured that our F&B outlets comply with established food hygiene standards to ensure the quality and safety of food served. Our food hygiene policies include proper food storage, food handling and preparation practices, and all staff must be certified with Food Handlers' License under Singapore Food Agency ("SFA").

Other than managing food hygiene practices of our employees, we also evaluate and select our food suppliers based on the freshness and quality of their products, as well as the timeliness of their delivery. This is to ensure the freshness and quality of the food we serve, so as to safeguard the food safety for our customers and hotel guests.

All F&B outlets in ONE°15 Sentosa Cove have maintained a Singapore Food Agency ("SFA") grading of "A" in FY2021. Furthermore, ONE°15 Sentosa Cove has implemented the Food Safety Management System ("FSMS"), which is a preventive approach towards identifying, preventing and reducing food-borne hazards to ensure that food is safe for consumption. Our Executive Chef has achieved the FSMS training

course certification, which requires us to ensure that spoilage and cross contamination are prevented at all stages from food handling to food storage.

In addition, the Group periodically communicates to our F&B and hotel staff the importance of safety measures, and we routinely review the safety polices and maintain the safety equipment to safeguard the physical safety of our customers. We have implemented an Emergency Response Plan (“ERP”) in case of emergencies to establish a systematic and orderly evacuation plan and ensure everyone’s safety in the event of fire. In compliance with evacuation guidelines under Singapore Civil Defence Force (“SCDF”), we conduct biannual fire evacuation drills and regular security patrols to prepare ourselves for any possible safety and security incidents.

During FY2021, there was no major incidents of non-compliance with customer health and safety regulations.

### Enhancing the Customer Experience

GRI 203-2

The Group is committed to providing high quality of service to our customers and our quality management systems for the provision of marina operations are certified to ISO 9001: 2015 standards. In accordance with the requirements of the certification, we adopt robust quality management principles including emphasising a strong customer focus throughout the organisation and seeking continual improvement in the services provided to our customers.

In our efforts to digitalise operations, we have developed and installed a mobile application at the Marina to streamline the fuel purchasing and payment process. COVID-19 has created new opportunities for us to provide novel service offerings. In particular, the Marina team started offering services such as frequent buggy delivery services for groceries and deliveries and laundry services, improving on-site services.

The Group has explored blog articles as a new mode of communication to ensure our customers stay updated on events and they can access our e-commerce site where ONE°15 club merchandise and food products are sold. We will continue to explore avenues for communication through digital mediums to expand our customer base.

### Customers Targets and Performance

Segment	FY2021 Target	Status	Performance Update
Group	Zero customer safety incidents	✓ Met	There were no safety incidents involving customers.
	Achieve 4 membership events per month to engage members	Not Met	Although the monthly target was not met, we conducted membership events such as 7 Wonders series which were well received by members.
Customers FY2022 Targets			
Group	Maintain zero health and safety incidents and zero incidents of non-compliance with health and safety regulations		

## Focus 5: Our People, Our Assets

Our employees are fundamental to the success of the Group. We are committed to their development and wellbeing by ensuring recognition of good performance, fair compensation and equal treatment regardless of gender, age or race.

### Safe Management against COVID-19

GRI 403-1

Amidst the COVID-19 pandemic, the Group stays committed to prioritising the safety of all employees. Employees are kept updated on the latest SMM through internal memos to ensure that they are adequately informed of the latest COVID-19 safety measures and mandated guidelines.

The Group ensures that all employees comply with the SMM, such as implementing alternative work from home arrangements and teleconferencing to minimise physical contact, mandating the use of SafeEntry visitor management and daily temperature taking, and requiring the submission of health declaration forms upon entry of premises. We have implemented a detailed monitoring plan to ensure compliance and timely resolution of any outstanding issues regarding safety against COVID-19. In addition, we have a robust set of procedures in place for managing confirmed cases among staff and crew members.

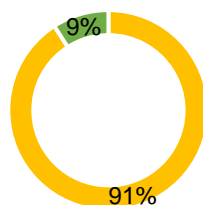
We have appointed our Senior HR Manager and Head of Operations as SMO to assist in the implementation, coordination and monitoring of the Safe Management system at the workplace.

### Our Workforce

GRI 401-1, 405-1

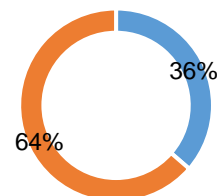
The Group possesses inclusive recruitment policies that do not discriminate against gender or age in employment. As at 31 December 2021, our total employee strength stood at 149.

Percentage of Management by Age



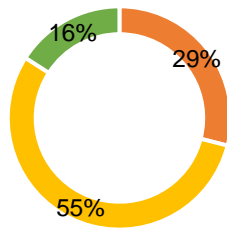
■ 30-50 years old ■ >50 years old

Percentage of Management by Gender



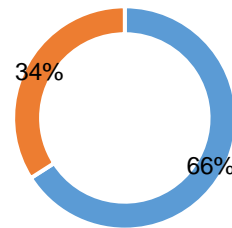
■ Male ■ Female

Breakdown of Staff by Age



■ <30 years old ■ 30-50 years old ■ >50 years old

Breakdown of Staff by Gender



■ Male ■ Female

A total of 72 employees were hired, equivalent to a new hire rate of 48%, an increase from the new hire rate of 27% in FY2020. During the year, the Group had 70 total staff turnover in FY2021.

Our diverse and vibrant workforce optimises the use of talent in our countries of operation and has given us a competitive edge. The Group's female staff is well-represented at the management level, with a male to female ratio of 4:7.

### Occupational Health and Safety

*GRI 403-1, 403-2, 403-4, 403-5, 403-7, 403-9*

The Group has always been safety-oriented, and we ensure that our safety policies and principles are adequate. We comply with local labour laws and regulations and strive to develop a positive safety culture. Our F&B and hotel staff are required to undergo proper safety training on safety policies and wear proper protective equipment, and we periodically review safety risks and implement corresponding safety measures to ensure workplace health and safety.

The Group has staff who are first-aid trained and has placed first-aid boxes at every outlet in the Marina. We also have adequate fire safety measures in place, such as ensuring the sufficiency of fire extinguishers in the premises.

In addition, we have appointed a Health and Safety Officer to perform checks on health and safety controls to ensure that our Marinas are always a safe working environment for our employees. In the event of works being performed on the Marina, risk assessments are in place to identify potential health and safety hazards, and necessary measures are implemented to control the hazards and mitigate the risks.

In FY2021, excluding minor first-aid level injuries, there was 1 incident of minor occupational injury that led to 57 man-days lost. The incident occurred when an employee slipped and fell after exiting a kitchen chiller. The employee has received prompt medical attention and recovered. To prevent the reoccurrence of similar incidents, Group has made sure that all areas in the kitchen are covered by anti-slip mats and floors are frequently cleaned to prevent oil and water from collecting. There were no incidents of work-related fatality.





## Employee Benefits and Training

GRI 401-2, 401-3, 403-3, 403-6, 404-1, 404-2, 404-3, 405-2

The Group ensures that our employees are rewarded with competitive benefits and wages in line with industry standards. We implement a merit-based remuneration system and strongly believe in equal work for equal pay. Annual performance appraisals are conducted for all staff to ensure that they are compensated fairly, based on their performance and contributions.

We believe that upgrading the knowledge and skills of our employees is key to the development of our business and their ability to better service our valued customers. We regularly send our staff for training programmes that are relevant to their roles, including Personal Data Protection Act training, Occupational First Aid and AED courses, Halal Foundation Programme, Digital Marketing in Hospitality course, respond to Fire and Hazardous Materials (“Hazmat”) Emergency Training and Operate Forklift courses. We also go the extra mile and send our staff for corporate dressing and personal grooming courses to create the appropriate professional image. In FY2021, 138 employees have attended various training amounting to a total of 2,079 training hours of learning and development for continuous improvement. This was equivalent to 15 training hours per employee.

In addition, all employees are entitled to a range of benefits that are illustrated in the tables below:

<ul style="list-style-type: none"><li>•Group Hospital and Surgical Insurance</li><li>•Group Major Medical insurance</li><li>•Group Clinical Outpatient insurance</li><li>•Group Term Life insurance</li><li>•Workmen Compensation insurance</li></ul> <p>Group Insurance</p> 	<ul style="list-style-type: none"><li>•Specialist Claim</li><li>•Dental Claim</li></ul> <p>Medical Claims</p> 
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Eligible staff are entitled to parental leave where applicable. In FY2021, a total of 3 employees took parental leave.



## Our People Targets and Performance

Segment	FY2021 Target	Status	Performance Update
Group	<b>Zero</b> employee safety incidents	Not Met	1 employee safety incident occurred
	Implement more than <b>3000</b> hours of training for employee upskilling	Not Met	Achieved a total of 2079 training hours for employees, equivalent to 15 training hours per employee
	<b>Zero</b> incidents of non-compliance with COVID-19 laws and measures	✓ Met	Achieved <b>zero</b> incidents of non-compliance with COVID-19 laws and measures
Our People FY2022 Targets			
Group	Continue to achieve at least <b>15</b> training hours per employee for employee upskilling		
	Maintain zero workplace fatalities or significant injuries and zero incidents of non-compliance with health and safety regulations		
	Zero incidents of non-compliance with local COVID-19 regulations		
	Zero incidents of socioeconomic non-compliance		

## Focus 6: Contributions to Our Community

The Group believes that contributing to the society and communities where we operate in is one of our top priorities. We endeavour to enhance the lives of people, provide economic opportunities for the local populace and do our best to give back to the community.

### Corporate Social Responsibility

*GRI 413-1*

As part of our social responsibility efforts, the Group has funded charitable organisations and organised conservation awareness activities and programmes to bring the local community together.

Over the years, the Group has contributed to the National Kidney Foundation (“NKF”), Share-A-Meal fundraising campaign and many others. The Tay Choon Hye - NKF Dialysis Centre, founded by our late Founder Mr Tay Choon Hye with the vision to help fellow kidney failure sufferers, stands as a testament to our principle of giving back to society.

The Group participated in the Singapore Cancer Society (“SCS”) Charity Golf 2021-Chip In for Cancer event. Mr Arthur Tay, SUTL Group Chairman & CEO hosted a golf flight with business partners and friends. We sponsored the exclusive ONE°15 Marina Sentosa Cove membership as a Hole-In-One prize. The event successfully raised over \$400,000 from sponsors, donors and the general public.

In FY2021, ONE°15 Marina Sentosa Cove held ONE°15 Eco Day, a day dedicated to raising awareness for ocean conservation and coral restoration, in conjunction with the Marina’s 14<sup>th</sup> Anniversary celebration. The program was designed to be informative and engaging for people of all ages, where activities held included a coral crafting workshop for children, an educational talk on ocean conservation and coral reef preservation by the National University of Singapore (“NUS”), a tour of the ONE°15 Coral Garden and a seafood dinner which featured sustainable seafood. The event was successful in introducing Members to the beauty of Sentosa’s marine biodiversity while simultaneously educating them on the importance of ocean conservation efforts.



*Members at the Eco Day educational talk*



*Coral crafting workshop*

The Group will continue to contribute to the community and fulfil our duty as a socially responsible corporation.

### **Local Sourcing**

*GRI 204-1*

The Group contributes to the local economy by procuring from local suppliers where possible. In FY2021, 100% of our food such as vegetables, seafood and eggs were procured from local suppliers, and 95% of our goods such as gym and kitchen equipment, mattresses, bath towels and linen, marina trolleys, disposal masks and hand sanitisers were procured from local suppliers.

## SGX-ST Five Primary Components Index

S/N	Primary Component	Section Reference
1	Material Topics	<ul style="list-style-type: none"> <li>Stakeholder Engagement and Materiality Assessment</li> </ul>
2	Policies, Practices and Performance	<ul style="list-style-type: none"> <li>Executive Director and CEO's Message</li> <li>Sustainability Strategy Overview</li> <li>Focus 1 to 6</li> </ul>
3	Board Statement	Governance and Statement of the Board
4	Targets	<ul style="list-style-type: none"> <li>Governance and Ethics Targets</li> <li>Environmental Targets and Performance</li> <li>Customer Targets and Performance</li> <li>Our People Targets and Performance</li> </ul>
5	Framework	About this Report

## GRI Standards Content Index

GRI Standards	Disclosure Content	Section Reference
102-1	Name of the organisation	Organisation Profile
102-2	Activities, brands, products, and services	Organisation Profile
102-3	Location of headquarters	Organisation Profile
102-4	Location of operations	Organisation Profile
102-5	Ownership and legal form	Organisation Profile
102-6	Markets served	Organisation Profile
102-7	Scale of the organisation	Organisation Profile
102-8	Information on employees and other workers	Focus 5: Our People, Our Assets
102-9	Supply chain	Organisation Profile, Local Sourcing
102-10	Significant changes to the organization and its supply chain	Organisation Profile
102-11	Precautionary Principle or approach	Governance and Statement of the Board
102-12	External initiatives	Sustainability Strategy Overview
102-13	Membership of associations	Sustainability Strategy Overview
102-14	Statement from senior decision-maker	Executive Director and CEO's Message
102-15	Key impacts, risks, and opportunities	Executive Director and CEO's Message, Sustainability Strategy Overview
102-16	Values, principles, standards, and norms of behaviour	Ethics and Integrity
102-18	Governance structure	Governance and Statement of the Board
102-40	List of stakeholder groups	Stakeholder Engagement and Materiality Assessment
102-41	Collective bargaining agreements	Not applicable. No reportable collective bargaining agreements.

GRI Standards	Disclosure Content	Section Reference
102-42	Identifying and selecting stakeholders	Stakeholder Engagement and Materiality Assessment
102-43	Approach to stakeholder engagement	Stakeholder Engagement and Materiality Assessment
102-44	Key topics and concerns raised	Stakeholder Engagement and Materiality Assessment
102-45	Entities included in the consolidated financial statements	Annual Report 2021
102-46	Defining report content and topic boundaries	About this Report
102-47	List of material topics	Stakeholder Engagement and Materiality Assessment
102-48	Restatements of information	About this Report
102-49	Changes in reporting	About this Report
102-50	Reporting period	About this Report
102-51	Date of most recent report	25 May 2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	About this Report
102-54	Claims of reporting in accordance with the GRI Standards	About this Report
102-55	GRI content index	GRI Standards Content Index
102-56	External assurance	About This Report
201-2	Financial implications and other risks and opportunities due to climate change	Climate and Hurricane Risk Management
203-2	Significant indirect economic impacts	Enhancing the Customer Experience
204-1	Proportion of spending on local suppliers	Local Sourcing
205-1	Operations assessed for risks related to corruption	Ethics and Integrity
205-2	Communication and training on anti-corruption policies and procedures	Ethics and Integrity
205-3	Confirmed incidents of corruption and actions taken	Ethics and Integrity
207-1	Approach to tax	Tax Compliance
207-2	Tax governance, control and risk management	Tax Compliance
207-3	Stakeholder engagement and management of concerns related to tax	Tax Compliance
302-1	Energy consumption within the organisation	Energy Management

GRI Standards	Disclosure Content	Section Reference
302-4	Reduction of energy consumption	Energy Management
303-1	Interactions with water as a shared resource	Water and Effluents Management
303-2	Management of water discharge-related impacts	Water and Effluents Management
303-3	Water withdrawal	Water and Effluents Management
303-4	Water discharge	Water and Effluents Management
303-5	Water consumption	Water and Effluents Management
304-2	Significant impacts of activities, products, and services on biodiversity	Protecting Marine Biodiversity
304-3	Habitats protected or restored	Protecting Marine Biodiversity
305-2	Energy indirect (Scope 2) GHG emissions	Energy Management
306-1	Waste generation and significant waste-related impacts	Waste Management
306-2	Management of significant waste-related impacts	Waste Management
306-3	Waste generated	Waste Management
307-1	Non-compliance with environmental laws and regulations	Environmental Compliance
401-1	New employee hires and employee turnover	Our Workforce
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits and Training
401-3	Parental Leave	Employee Benefits and Training
403-1	Occupational health and safety management system	Safe Management Against COVID-19, Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
403-3	Occupational health services	Employee Benefits and Training
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
403-5	Worker training on occupational health and safety	Occupational Health and Safety
403-6	Promotion of worker health	Employee Benefits and Training
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety

GRI Standards	Disclosure Content	Section Reference
403-9	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Occupational Health and Safety
404-1	Average hours of training per year per employee	Employee Benefits and Training
404-2	Programmes for upgrading employee skills and transition assistance programmes	Employee Benefits and Training
404-3	Regular Performance and Career Development Review	Employee Benefits and Training
405-1	Diversity of governance bodies and employees	Our Workforce
405-2	Ratio of basic salary and remuneration of women to men	Employee Benefits and Training
413-1	Operations with local community engagement and development programs	Corporate Social Responsibility
416-1	Assessment of the health and safety impacts of product and service categories	Customer Health and Safety
416-2	Incidents of non-compliance concerning the health and safety impact of products and services	Customer Health and Safety
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Privacy and Data Protection
419-1	Non-compliance with laws and regulations in the social and economic area	Corporate Compliance