



ENVICTUS INTERNATIONAL HOLDINGS LIMITED

SUSTAINABILITY REPORT 2018

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BOARD STATEMENT

The Board of Directors (the “Board”) is committed to build the sustainability of the Envictus International Holdings Limited and its subsidiaries (the “Group”). Sustainability considerations, including economic, environmental, social and governance (“EESG”) issues, are integral and essential matters which we take into account in our formulation of the overall strategy for the Group. We are fully supportive of all efforts by management team to make improvements in this area.

The Group’s long-term sustainability is a key priority for the Board and as efforts in this respect depend on the management team’s implementation and operational abilities. The Board has made it clear that our evaluation of their performance takes their effectiveness in delivering on the commitments made to sustainability initiatives and targets in this report into account.

The Board is committed to being transparent, clear and open about the businesses to its shareholders and other stakeholders. The disclosures made in this report and in the Group’s annual report are in line with this commitment. In this report, we have discussed the Group’s efforts to continue building on and strengthening the Group’s collaboration with business partners to drive positive economic, environmental, and social impact throughout its value chain with good governance.

The Board has assigned responsibility for overseeing the Group’s sustainability initiatives and the preparation of this sustainability report to the management team and head of department respectively. We will continue our efforts on this front so as to further enhance the Group’s sustainability.

Published date: 20 September 2019

ABOUT THIS REPORT

Our first sustainability report has been prepared in accordance with the SGX-ST Mainboard Listing Rule 711(B), and in reference to the Global Reporting Initiative (“GRI”) Standards, Core option, for the financial year ended 30 September 2018, which highlights the Group’s commitment to undertaking business in a responsible and sustainable manner. We have chosen to report using the GRI Standards, because it is an internationally recognised reporting framework that covers a comprehensive range of sustainability disclosures. Moreover, the structured framework promotes reporting a full and balanced picture of the Group’s material matters and the management of its impact. This report represent the industry practice for tracking performance on a range of economic, environmental, social and governance indicators.

The scope of the inaugural sustainability statement covers material issues arising from the daily business operations of Food Services (Texas Chicken and San Francisco Coffee), Trading and Frozen Food (Pok Brothers) and Food Processing (Gourmessa and De-luxe Food Services) Divisions in Malaysia. It does not include the subsidiaries in New Zealand, Indonesia and Dairies Division in Malaysia.

The statement offers an overview of the sustainability approach and initiatives made by the Group on how it creates economic value, protects the environment and pursues social development in the food and beverage sector.

Given that this is the Group’s first sustainability statement, the data collection remains limited to selected economic, environment, social and governance indicators that contribute to the sustainable development of the Group and are of interest to its internal and external stakeholders. The information and data disclosed in this statement were derived from internal reporting processes, systems and records. While the report has not undergone full external assurance, due care was taken into the disclosure of the information presented here.

The electric edition of this report is available at: www.envictus-intl.com

SUSTAINABILITY APPROACH

(A) SUSTAINABLE DEVELOPMENT STRATEGY

The Group strives to support economic growth that benefits every level of society, while minimising any adverse environmental and social impacts arising from its daily business operations guided by a long-term strategy comprising 3 main aspects:-

	<p>Environmental Sustainability</p> <p>Striving towards reducing the Company's environmental footprint by improving on efficiency of resources and supporting conservation efforts.</p>
	<p>Social Sustainability</p> <p>Dealing with customers and the public according to good market practices and regulatory requirements, conducive workplace practices and community engagement through a variety of initiatives involving the Company's monetary and non-monetary resources.</p>
	<p>Economic Sustainability</p> <p>Creation of long-term value for shareholders and added value for all the Company's stakeholders.</p>

SUSTAINABILITY APPROACH (CONT'D)

(B) SUSTAINABILITY GOVERNANCE

Sustainability governance is one of the core elements that governs the sustainable development of the Group's businesses. The Group strives to maintain a high standard of governance and firmly believes in accountability and transparency to maximise economic, environmental and social returns to all its stakeholders. The core responsibilities of the governance structure rest on the Board comprising professionals from a wide range of business experience and expertise. Through focused committees and commitment to adopting best practices, the Board is committed to maintaining sound internal controls and effective risks management to enhance transparency, accountability, integrity and honesty to earn the trust of its stakeholders. The Board views the commitment to promote sustainability strategies in the economic, environmental and social aspects as part of its broader responsibility to all its various stakeholders and the communities in which it operates.

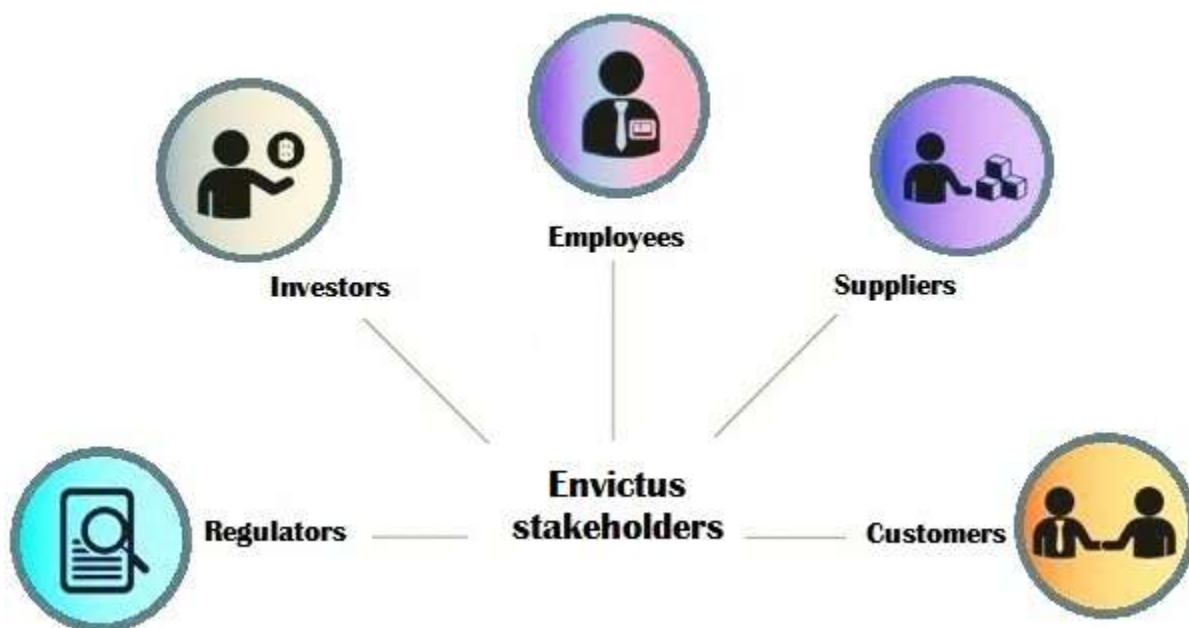
Sustainability Governance Structure






STAKEHOLDER ENGAGEMENT

The Group operates under the framework of sustainable development, taking into account the importance of the rights to be respected and fairness to be upheld for all stakeholders. As a code of practice for all units and for employees of all levels, the Group has established guidelines for appropriate stakeholder engagement, with an emphasis on continuously promoting creative engagement with all stakeholders through various activities and communication channels where various demands, opinions, concerns, and suggestions may be voiced.



For each group of stakeholders, the frequency of communication varies according to the Group's operation plans. Therefore, the information received is useful in helping determine the strategy, direction, planning, and guidelines for business sustainability development.



STAKEHOLDER ENGAGEMENT (CONT'D)

STAKEHOLDERS GROUPS	ISSUES OF STAKEHOLDER INTEREST AND CONCERN	METHODS OF ENGAGEMENT	FREQUENCY OF ENGAGEMENT
 Customers	<ul style="list-style-type: none"> Food safety and hygiene at all outlets Customer service and product quality Transparency in business operations Sustaining growing customer brand loyalty 	<ul style="list-style-type: none"> Timely response to feedback received across all channels Dedicated Customer Services Team to effectively manage customer relations and feedback In-house training for staff 	<ul style="list-style-type: none"> Daily Daily On going
 Investors	<ul style="list-style-type: none"> Transparency in information disclosure Business performance Disclosure of relevant business information to shareholders and investors Product management and development 	<ul style="list-style-type: none"> Results announcement Annual General Meeting (AGM) Annual reports Website at www.envictus-intl.com 	<ul style="list-style-type: none"> Quarterly Annually Annually On going
 Employees	<ul style="list-style-type: none"> Consistent engagement in area such as remuneration, training, development and career advancement opportunities Adequate training on food hygiene and workplace safety 	<ul style="list-style-type: none"> Comprehensive trainings including on the job training Offering incentives and recognition for sustainability achievement Induction and orientation programmes Yearly appraisal for increment and promotion 	<ul style="list-style-type: none"> On going On going As required Yearly

STAKEHOLDER ENGAGEMENT (CONT'D)

STAKEHOLDERS GROUPS	ISSUES OF STAKEHOLDER INTEREST AND CONCERN	METHODS OF ENGAGEMENT	FREQUENCY OF ENGAGEMENT
 Suppliers	<ul style="list-style-type: none"> • Receipt of timely payments • Social and environmental responsibility 	<ul style="list-style-type: none"> • Robust procurement system • Correspondence through calls and emails 	<ul style="list-style-type: none"> • On going • On going
 Regulators	<ul style="list-style-type: none"> • Comply with applicable regulations, laws and food safety standards set by the authorities • Compliance to the customer requirement and the export regulation especially for the export market. 	<ul style="list-style-type: none"> • Site visits • Implementation of daily inspection through checklists by admin staff • Mandatory training to raise awareness of requirements and to ensure compliance • Renew the certificate prior to expired • Audit checks 	<ul style="list-style-type: none"> • As required • On going • Yearly • Yearly • On required

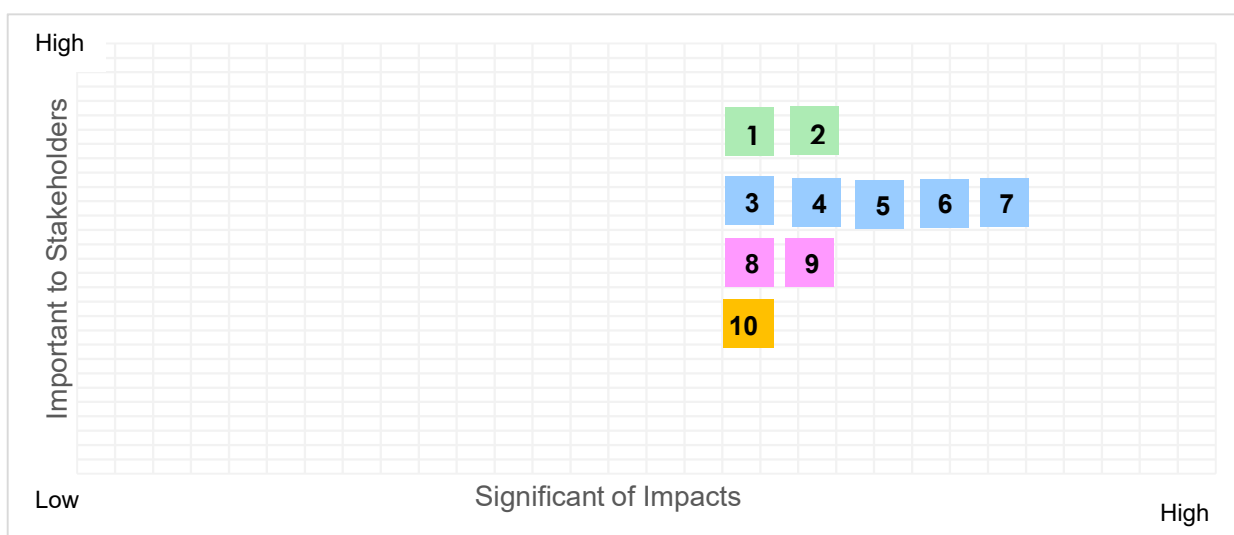
MATERIALITY ASSESSMENT

The Group is committed to create long-term value for the stakeholders. The sustainability strategy is to assess and manage the most material economic, environmental, social and governance impacts, risk and opportunities arising from the business operations with an aim to support sustainable growth of the business.

Materiality assessment is essential to the sustainability strategy. We performed a peer benchmarking assessment of sustainability-related disclosures to generate a list of potential material matters. Subsequently, each business and department head, deliberated and prioritised on the most material sustainability matters.

The sustainability focus areas identified as integral to our business are outlined in the table on the next page.

The Group's Materiality Matrix



Environment

1. Electricity Conservation
2. Waste Management

Social

3. Our People
4. Training and Education
5. Occupational Health and Safety
6. Product Quality and Reliability
7. Corporate Social Responsibility

Economic

8. Economic Performance
9. Anti-corruption

Governance

10. Governance

SUSTAINABILITY FOCUS AREAS

SUSTAINABILITY FOCUS AREA	MATERIAL FACTORS	MAPPED GRI TOPICS
Environment	Electricity Conservation	Energy
	Waste Management	Effluents and Waste
Social	Our People	Employment
	Training and Education	Training and Education
	Occupational Health and Safety	Occupational Health and Safety
	Product Quality and Reliability	Customer Health and Safety
	Corporate Social Responsibility	Local Communities
Economic	Economic Performance	Economic performance
	Anti-corruption	Anti-corruption
Governance	Governance	Governance

ENVIRONMENT

(i) ELECTRICITY CONSERVATION

Energy conservation plays an important role to the environment, the ways of utilisation of non-renewable resources would also impact the environment. Conservation of electrical energy can help to lessen pollution hence the Group has taken necessary steps to reduce it.

Pok Brothers

Perpetual Target	Performance for Financial Year ("FY") 2018
To replace current lights to LED lights completely by 2021	First phase completed - Cold room lights have been replaced with LED lights.
Communication and education on energy saving	Sharing on energy saving during meetings

Our Electricity Conservation Management Initiative:

- Communication and education: Provides clear definition of energy efficiency to educate employees on their energy behaviours and start internal initiatives to encourage lower energy consumption.
- Lighting: Encouraging employees to switch off lights when it is not in use, to maximise daylight and reduce unnecessary lighting.



- 1) Manager's room lights and other application turn off during their absent.
- 2) A position of office lights has been turn off during the day light.

- Electrical inverters: Management has invested in installing electrical inverters instead of auto transformer starters in the new warehouse base on West Port. The electrical inverters would be able to reduce electrical consumption by 30%.

By reducing the amount of energy consumed in facilities can cut the power costs significantly. The costs saving from these efficiency projects can then be used for other purposes.

- Equipment: Utilise smart plugs or power management functions on electronic equipment, such as computers, monitors and printers.

(i) ELECTRICITY CONSERVATION (CONT'D)

Our Electricity Conservation Management Initiative (Cont'd):

- Replaced with LED lights: Part of the factory is using energy saving light such as LED to lower the heating and cooling costs.
- Operations and maintenance: Conduct routine maintenance on facility systems, identifying any potential issues and correct them to ensure they are functioning efficiently.
- Heating and cooling: Monitor and adjust thermostat with seasonal changes, use shades/blinds to control direct sun heating and seal exterior doors and window when utilising air conditioning.

Gourmessa

Perpetual Target	Performance for FY2018
The hot water system is switched off daily at 5:30pm before the end of production and switch on the next day at 7:30am before starting production	Amount of energy saved in FY2018 is RM58,410

Gourmessa started energy conservation on hot water system in January 2018. Total amount of energy saved in FY2018 is RM58,410. Prior to implementation, the hot water system is operating 24 hours a day. The hot water system is scheduled to switch off for 14 hours daily from 5:30pm to the next day 7:30am to reduce the electricity cost.

Texas Chicken (Malaysia)

Perpetual Target	Performance for FY2018
Continue to use LED lighting for the new opening outlets	Amount of cost saving of 48 stores is RM144,000

Restaurants are energy-intensive and operates in long hours, to minimise the impact of our restaurants on the environment, all our Texas Chicken restaurants in Malaysia are equipped with LED lighting to reduce power consumption by approximately 50%.

(ii) WASTE MANAGEMENT

Waste prevention is the best way to manage waste. The Group strives to embrace environmental sustainability by managing environmental conservation through adopting “Reduce”, “Reuse” and “Recycle” (“3R”) practices.

Pok Brothers

In an effort to become more sustainable, we are taking appropriate measures to make our warehouse more eco-friendly.



REDUCE the use of single-use Plastic Bags.

We will replace current carrier bags used in our retail market with biodegradable carrier bags once our current stock depletes.



REUSE packaging materials and plastic pallets in our warehouse.

By reusing, we can reduce solid waste disposal and cost of purchasing packing materials.



RECYCLE wooden pallets, broken pallets and other packaging materials to minimize solid waste.

For continuous effort to reduce waste disposal, we will provide training and guidelines for all employees to better understand the principles of 3R and put it in practice. Recycle bins will be placed at accessible area within the facility. A 3R team will be appointed to ensure proper execution of 3R in our warehouse and workplace.

We have recorded approximately 12 tons of solid waste disposed from our warehouse operations annually. Through this program, we target to recycle 25% of waste to compensate the negative environmental impacts resulting from the landfilling of solid waste. With reduction in waste, we expect a reduction in garbage disposal expenses.

The success of 3R program could be used to convince stakeholders involved in waste management about the overall benefits of recycling and its influences on social and environment sustainability for promoting and strengthening recycling activities within the organisation.

During the financial year, there are 5,724 units of wooden pallets being recycled. In addition, there are a total of RM18,421 was collected from recycling wooden pallets received from incoming shipments.

(ii) WASTE MANAGEMENT (CONT'D)

De-luxe Food Services

Perpetual Target	Performance for FY2018
To reduce food wastage to an average of 4% of total actual output	128 tons waste out of 2,568 tons finished goods, 5% of total output
To reduce cartons waste cycle to 0.35% of finished goods output	0.4% of finished goods output being recycle in FY2018

Our Waste Management Initiatives

- Food waste recycle: the food waste is recycle into animal feed instead of sending directly to the landfill. The objective is to reduce the overall waste generation per ton such that it does not exceed 2% of the metric tons produced.
- Carton waste recycle: originated from finished goods packaging from various sources, eg: damage carton from the line or from warehouse. We will continue to minimise the carton waste by putting our efforts on operational control and quality of carton. 0.4% of finished goods output were recycled in FY2018.
- Plastic waste recycle: originated from production line processes. There is 0.7% finished goods output being recycle in financial year 2018 resulted a satisfactory development. We are expected to maintain the current result for FY2019.

Texas Chicken (Malaysia)

Perpetual Target	Performance for FY2018
To extend the usage of biodegradable plastic bags to other states in financial year 2022	Given out biodegradable plastic bags at our restaurants in the Federal Territories

Our Waste Management Initiatives

- Forest Stewardship Council ("FSC") - certified paper packaging: Our boxes and paper cups are made from FSC. This means that the paper has been sources in an environmentally-friendly, socially responsible and economically viable manner. FSC-certified products go through a "chain of custody" from the forest to the manufacturer to the merchant and finally to the printer. During the financial year, we have purchased 22.3 million pieces of FSC - certified packaging for our restaurants nationwide.

It also requires a "management plan" that outlines the scale and intensity of logging and renewal operations, in addition to long-term objectives for maintaining the health of the forest.

(ii) WASTE MANAGEMENT (CONT'D)

Texas Chicken (Malaysia) (Cont'd)

- Roundtable on Sustainable Palm Oil ("RSPO") - certified palm oil: The palm oil that we use for frying at restaurants is RSPO – certified. This means that the palm oil producer complies with good agricultural, social and environmental practice, as dictated by the RSPO. During the financial year, our restaurants nationwide used 583,000 kg of RSPO certified palm oil.
- Biodegradable plastic bags: We give out biodegradable plastic bags instead of regular plastic bags at our restaurants in the Federal Territories. Biodegradable plastics are proven to be more environmentally-friendly, as they are able to breakdown more quickly when exposed to the elements. During the financial year, we have given out 752,000 pieces of biodegradable plastic bags at our restaurants in Federal Territories. The management aims to extend the usage of biodegradable plastic bags to our stores in other states in year 2022.

San Francisco Coffee

- Bring your own tumbler: RM2 discounts for customers who bring their own tumbler to encourage customers to cut down the usage of paper cup and plastic cups.
- Grounds for gardening: Every store to separate and put aside coffee grounds daily. The grounds are packed in 2kg bags and given to interested customers for recycle used purposes.
- No straw campaign: No straw are given out in store unless requested by customers.

SOCIAL

(i) OUR PEOPLE

Our people are the key driving force behind our successes and achievements. The Group's total staff count was approximately 2,100 in Malaysia, New Zealand and Indonesia. To attract and retain our employees, we provide an equitable and market competitive salary with the inclusion of attractive benefits package.

It also complies with the local statutory requirements on salary and benefits such as minimum wages order, employees' provident fund, employees' social security and leave provision. Employees are also provided personal accident insurance coverage, hospitalization and surgical insurance coverage and medical benefits for outpatient treatment.

Employee engagement is the emotional commitment of the employee toward an organization and its goals. Hence we are actively engages with employees through various channels. Regular communication sessions are held by senior management to encourage an effective flow of information and also to strike a balance with the business goals and objective through all level in the organisation.

(ii) TRAINING AND EDUCATION

We offer various career development programs that enables our employees to enhance their skills and capabilities to meet the changing needs of the business.

Gourmessa

We strive to be progressive with our quality assurance standards, employees receive ongoing training to encourage innovation and help to further improve our systems.

A series of in-house training modules and food handler training modules are provided to equip staff with basic knowledge in food handling, preparation, storage of food, food hygiene and workplace safety before commencement of work. It is important for staff to understand how their behavior and activities contribute to the safety of food and how they can decrease the risk of foodborne illness to prevent harm to consumers.

Perpetual Target	Performance for FY2018
To ensure employees are aware of food safety and hygiene when prepare and handling of food.	Each section of workplace is clean and the food is safe to consume.
Boost skills and knowledge to achieve the company's food safety and quality goals.	We have undergone few external audits such as HALAL, AVA of Singapore, HACCP, VHM, MESTI and manufacturing license. All passed successfully.

(ii) TRAINING AND EDUCATION (CONT'D)

Gourmessa (Cont'd)

Perpetual Target	Performance for FY2018
Increase employee's motivation, productivity and reduce turnover rates.	<p>The turnover of staff in FY 2017 was 40.8% and it was reduced to 29% in FY 2018. This is most probably due to the training and development opportunity given to them.</p> <p>Average individual staff 2018 "Break Late In" record showed that the result is reduced to 2.83 hours per year instead of 4 hours per year in 2017. "Break Late In" means the staffs late to work after break time.</p>

Employees are trained and committed to maintain a high standard of cleanliness and hygiene throughout the workplace. We perform three sections of inspection a day which are "Morning pre-operation inspection", "Clean before lunch" and "Clean after end of production". There is 100% satisfactory level at both low risk and high risk area on the cleaning, sanitation and housekeeping throughout the workplace during FY 2018.

Texas Chicken (Malaysia)

Texas Chicken (Malaysia)'s employee development programmes "Manager-In-Training" ("MIT") provide learning opportunities which is design to equip them with the relevant operational knowledge and management skills to run the restaurant. As estimated 4,000 training hours were spent on this program and there are 87 trainees graduated during FY 2018.

Among the training and development courses conducted are the Shift Leader Program, Customer Service and Hospitality Class, Station Training and Food Safety Training. There were 8 new staffs that have been promoted to shift leaders during FY 2018.



We continuously invest in the training and development needs of our people to enable them to achieve their full potential and hone their leadership skills in order to grow in their careers.

(iii) OCCUPATIONAL HEALTH AND SAFETY

Our employees' health and safety ("H&S") are of paramount importance. We recognize that a workplace free of occupational health and safety hazards is essential in enhancing the quality of our products.

Pok Brothers

Perpetual Target	Performance for FY2018
Number of serious harm injuries - Zero harm	No serious harm in FY 2018
Work-related fatalities (staff, contractors, on-site public) - Zero harm	No fatalities in FY 2018
Total Recordable Injury Frequency Rate ("TRIFR") - less than 2	Total of 3 TRIFR being reported in FY 2018

Pok Brothers started the health and safety awareness programme in January 2018. This is part of milestone to success as a company to initiate health and safety to all peoples. We are committed to a safe and healthy work environment for our employees, vendors and contractors, visitors and communities. We maintain a Zero Harm vision for our health and safety programs.

We used a mixture of primary Indicators to assess the health and safety performance. These indicators include of Occupational Safety and Health Administration ("OSHA") TRIFR and the Lost Time Injury ("LTI") based upon the number of incidents per 120 employees (or number of incidents per 285,120 work hours). The key areas of focus and goals for Pok Brother's health and safety programme are:

- People - Create the culture where our people believe and demonstrate that zero harm is possible. Pok Brothers will support our people and develop an environment where they are healthy, well and safe.
- Process - Develop policies, processes and procedures and work to eliminate harm through proactive management of events and exposure to risk.
- Plant and Equipment - Ensure a healthy and safe working environment, through attaining, design, management, maintenance and process safety, and critical risk.

The accountability for performance extends from the management team to individual managers, workers and contractors, working on target to reduce our TRIFR to below 285,120 hours worked. We shall use TRIFR of FY2018 as benchmark for reduction in FY2019. While we are pleased with this progress, we continue to seek further improvement by analysing events and sharing corrective actions.

(iii) OCCUPATIONAL HEALTH AND SAFETY (CONT'D)

Gourmessa

Perpetual Target	Performance for FY2018
Serious injury in production area less than 3	Achieved - No serious injury reported for FY 2018
Zero accident	Achieved - No accident occurs within FY 2018

We strive to provide and maintain a healthy and safe working environment for all by conducting a thorough risk assessment and investing in control measures which will minimise the likelihood and impacts of hazards occurring.

The formation of a Safety and Health Committee in Gourmessa supervises and ensures that all workplace health and safety regulations are strictly adhered to. The General Manager is responsible for overseeing operations within the facility and to ensure that all safety standards are met. Any new hazards or near misses will be reported to and promptly investigated by Safety and Health committee to safeguard the safety of our employees. The Committee ensures that Health and Safety-related trainings are planned and executed for all levels of employees to raise their awareness and emergency preparedness. Regular emergency evacuation exercises are also organised to familiarise our employees with emergency procedures.

Safety and Health Policy in Gourmessa

<p>OCCUPATIONAL SAFETY, HEALTH & ENVIRONMENT</p> <ul style="list-style-type: none"> ➤ Comply with applicable National and International Safety and Environmental Laws and Regulations. ➤ Create and maintain a safe and secure work environment by instilling awareness and responsibility in our employees, contractors and visitors to safeguard their health and to prevent incidental injuries. ➤ Maintain systems and procedures to minimise the impact of operations on the environment and prevent pollution. <p>Encourage our business partners to adopt a food safety, occupational safety, health and environmental policy of equivalent standard.</p> <p>This policy shall be kept at strategic locations and communicated to all employees and interested parties.</p>
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In addition, various audits are conducted across departments to ensure that are not only compliant with legal requirements but also match up to industry best practices to produce best quality of products for our customer satisfaction. Safety and health standard operating procedures have been created in order to ensure all employee are responsible to follow requirement of safety rules and safety policy are met all times.

(iii) OCCUPATIONAL HEALTH AND SAFETY (CONT'D)

Gourmessa (Cont'd)

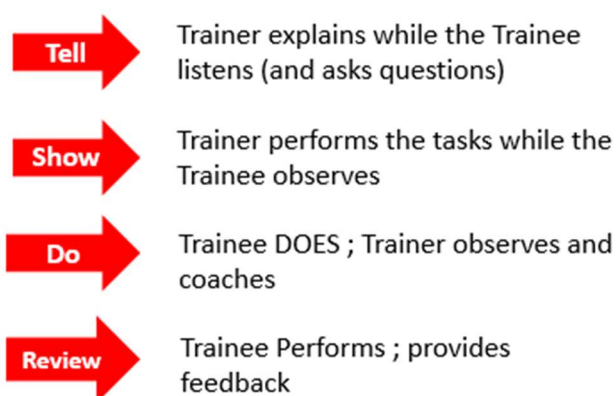
We have achieved performance for FY 2018. Zero accidents have been recorded in all departments and also zero serious injury was reported our production. Moving forward, we will continue to achieve the best performance for safety and health.

Texas Chicken (Malaysia)

Under Texas Chicken (Malaysia)'s 'Pathway To Excellence' program, all employees are required to be fully trained in the following mandatory categories:

- Orientation - Typhoid Jab, Uniform, Hygiene, etc
- Food Safety - Handwashing, Temperatures, Storage, Cooking, etc
- Cleaning and Sanitation - Cleaning equipment and detergents, correct cleaning procedures, etc
- Safety and Security - Personal Security, Robbery Procedures, Restaurant opening and closing procedures, etc

Employees are trained by certified trainers using the Four Step Learning Process:








(iv) PRODUCT QUALITY AND RELIABILITY

Gourmessa

We work to rigorous standards to ensure nothing but the best reaches our clientele. Gourmessa is guided by a quality assurance manual which incorporates HALAL, HACCP and we are audited annually to ensure that we meet regulatory requirements. We also maintain a quality assurance process in which products are inspected to ensure only the highest standard of meats are produced. Detailed monitoring and documentation are carried out for goods received, process monitoring, dispatch, product traceability, and hygiene.

(iv) PRODUCT QUALITY AND RELIABILITY (CONT'D)

Gourmessa (Cont'd)**Summary of Certification/License/Approval**

LOCATION/ APPROVED PLANT	CERTIFICATE/LICENCE/APPROVAL	AUTHORIZED BODY
PLANT AT GLENMARIE	HACCP  (Hazard Analysis and Critical Control Point)	FOOD SAFETY & QUALITY DIVISION, MINISTRY OF HEALTH (MOH)
	MeSTI  (Makanan Sihat Tanggungjawab Industry)	FOOD SAFETY & QUALITY DIVISION, MINISTRY OF HEALTH (MOH)
	HALAL 	JABATAN AGAMA ISLAM SELANGOR(JAIS)/JABATAN KEMAJUAN ISLAM MALAYSIA (JAKIM)
	VHM  (Veterinary Health Mark)	DEPARTMENT OF VETERINARY SERVICES (DVS)
	AVA approval Agri-Food and Veterinary of Singapore	AGRI-FOOD and VETERINARY OF SINGAPORE (AVA)
	ISO 22000:2005 (Food Safety Management Systems)	INTERNATIONAL ORGANIZATION FOR STANDARDIZATION (ISO)
	FSSC 22000 (Food Safety System Certification)	GLOBAL FOOD SAFETY INITIATIVES (GFSI)
PLANT AT PULAU INDAH	MANUFACTURING LICENCE	MINISTRY OF INTERNATIONAL TRADE AND INDUSTRY OF MALAYSIA (MITI)
	HALAL 	JABATAN AGAMA ISLAM SELANGOR(JAIS)/JABATAN KEMAJUAN ISLAM MALAYSIA (JAKIM)

(iv) PRODUCT QUALITY AND RELIABILITY (CONT'D)

De-luxe Food Services

In addition to continuously improving product quality, De-luxe Food Services is endeavour to supply the products from our doorstep to their doorstep by providing necessary advice for suitable equipment to be used and to help boost the business to their customers. The equipment includes oven, freezer, trolley and warmer.

To enhance customer satisfactions, we conducts surveys to further assess on our products and services in order to sustain our business.

(v) CORPORATE SOCIAL RESPONSIBILITY – SUPPORTING LOCAL ARTS

San Francisco Coffee

The group believes that independent artists and photographers produce quality artworks and photos. Unfortunately, these artists/photographers do not receive the deserved recognition for their work. San Francisco Coffee reaffirms their commitment in supporting the local art scene by providing avenues for these artists/photographers to showcase their artwork. These ranges from murals to doodles to installation and everything in between. Preference is given to an artist that is local to the outlet with a budget of up to RM10,000 per outlet.

San Francisco Coffee strives to align our brand with creativity and innovation. Collaboration with these promising artist provides an excellent avenue for San Francisco Coffee to unify with the community.



Melawati Mall by A Aleff



Seremban Gateway by Afik Akudesign

(v) CORPORATE SOCIAL RESPONSIBILITY – SUPPORTING LOCAL ARTS (CONT'D)

San Francisco Coffee (Cont'd)



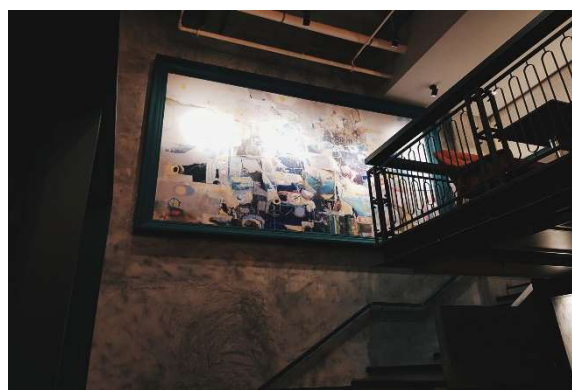
Publika by Ajim Juxta



The Envictus by Dudu De Doodle



Nu Sentral by Bono Stellar



The Arcoris by Titikmerah



Menara Dayabumi by Orkibal



Menara UOA

ECONOMIC

(i) ECONOMIC PERFORMANCE

The Group believes that focus on financial sustainability is critical and we are fully committed to the highest standards of corporate governance. The Group's basic principle is that long-term profitability and shareholders' value is ensured by taking into account the interests of all stakeholders, such as shareholders, employees, suppliers and society as a whole. For detailed financial results, please refer to pages 24 and 25 for our Financial Highlights and pages 61 to 140 for our Financial Statements in our Annual Report 2018.

(ii) ANTI-CORRUPTION

We do not tolerate corruption in any form. This has been made clear to all of the Group's directors, officers, employees and external suppliers and business partners. Dedicated whistleblowing hotline using email was set up so that anyone wanting to report any business ethics issue can do so confidentially. Any report of corruption will be escalated to the attention of the Audit Committee ("AC"). There have also been no reported incidents of corruption during the reporting period.

GOVERNANCE

The Board and the Management commit to the best practices of the corporate governance to ensure sustainability of the Group's operations. We believe that the constant drive to upkeep corporate excellence will allow us to establish a more transparent, accountable and equitable system, thereby increasing the value of the Company and the value to our shareholders. Throughout FY2018, we continue to adhere to the principles and guidelines set out in the Code of Corporate Governance 2012. Please refer to the Annual Report 2018 pages 38 to 51 for the details of the Group's Corporate Governance Report.

GRI CONTENT INDEX "IN ACCORDANCE" - CORE		
GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)
GRI 101: Foundation 2016 (GRI 101 does not include any standards)		
General Disclosures		
GRI 102: General Disclosures 2016	Organisational Profile	
	102-1 Name of the organisation	Envictus International Holdings Limited
	102-2 Activities, brands, products, and services	Annual Report (AR) 2-6
	102-3 Location of headquarters	Singapore
	102-4 Location of operations	AR 20
	102-5 Ownership and legal form	AR 2-6
	102-6 Markets served	AR 16-22
	102-7 Scale of the organisation	AR 2-6, SR 16
	102-8 Information on employees and other workers	AR 22, SR 16
	102-9 Supply chain	None
	102-10 Significant changes to the organisation and its supply chain	None
	102-11 Precautionary principle or approach	Envictus supports the intent of the Precautionary Principle, but has not expressed a specific commitment.
	102-12 External initiatives	None
	102-13 Membership of associations	None
	Strategy	
	102-14 Statement from senior decision-maker	SR 2
	Ethics and Integrity	
	102-17 Mechanisms for advice and concerns about ethics	AR 38-51
	Governance	
	102-18 Governance structure	AR 38-51
	Stakeholder Engagement	
	102-40 List of stakeholder groups	SR 6-8
	102-41 Collective bargaining agreements	None
	102-42 Identifying and selecting stakeholder engagement	SR 6-8
	102-43 Approach to stakeholder engagement	SR 6-8
	102-44 Key topics and concerns raised	SR 6-8
	Reporting Practice	
	102-45 Entities included in the consolidated financial statements	AR 30
	102-46 Defining report content and topic boundaries	SR 3
	102-47 List of material topics	SR 9-10
	102-48 Restatements of information	None
	102-49 Changes in reporting	None
	102-50 Reporting period	SR 3
	102-51 Date of most recent report	None
	102-52 Reporting cycle	Annual
	102-53 Contact point for questions regarding the report	SR 3
	102-54 Claims of reporting in accordance with the GRI Standards	SR 3
	102-55 GRI content index	SR 26-28
	102-56 External assurance	SR 3

GRI CONTENT INDEX "IN ACCORDANCE" - CORE		
GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)
	Economic performance	
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundaries	SR 9-10
	103-2 The management approach and its components	SR 9-10, SR 24
	103-3 Evaluation of the management approach	SR 24
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	AR 24-25
	Anti-corruption	
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundaries	SR 9-10
	103-2 The management approach and its components	SR 9-10, SR 24
	103-3 Evaluation of the management approach	SR 24
	Energy	
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundaries	SR 9-10
	103-2 The management approach and its components	SR 9-10, SR 11-12
	103-3 Evaluation of the management approach	SR 11-12
GRI 302: Energy 2016	302-4 Reduction of energy consumption	SR 11-12
	Effluents and Waste	
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundaries	SR 9-10
	103-2 The management approach and its components	SR 9-10, SR 13-15
	103-3 Evaluation of the management approach	SR 13-15
GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method	SR 13-15
	Employment	
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundaries	SR 9-10
	103-2 The management approach and its components	SR 9-10, SR 16
	103-3 Evaluation of the management approach	SR 16
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR 16
	Training and Education	
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundaries	SR 9-10
	103-2 The management approach and its components	SR 9-10, SR 16-17
	103-3 Evaluation of the management approach	SR 16-17
GRI 404: Training and Educations 2016	404-2 Programs for upgrading employee skills and transition assistance programs	SR 16-17
	Customer Health and Safety	
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundaries	SR 9-10
	103-2 The management approach and its components	SR 9-10, SR 20-21
	103-3 Evaluation of the management approach	SR 20-21

GRI CONTENT INDEX "IN ACCORDANCE" - CORE		
GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)
	Occupational Health and Safety	
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundaries	SR 9-10
	103-2 The management approach and its components	SR 9-10, SR 18-20
	103-3 Evaluation of the management approach	SR 18-20
GRI 403: Occupational Health and Safety 2016	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	SR 18-19
	Local Communities	
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundaries	SR 9-10
	103-2 The management approach and its components	SR 9-10, SR 22-23
	103-3 Evaluation of the management approach	SR 22-23
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	SR 22-23