

## **CHARTERING A GREENER FUTURE**

SINGAPORE SHIPPING CORPORATION LIMITED  
**SUSTAINABILITY REPORT 2018**



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## BOARD STATEMENT

Dear Stakeholders,

This year marks the issuance of our inaugural sustainability report, which has been prepared in accordance with the Singapore Exchange Securities Trading Limited's ("**SGX-ST**") sustainability reporting guidelines. Our Sustainability Report is aligned to the SGX-ST Listing Rules 711A and 711B and the internationally recognised Global Reporting Initiative ("**GRI**") Standards (2016).

In this report, we present how the Group considers and practices sustainability across all aspects of our business strategy and operations, in recognition of the increasing importance that our stakeholders are attaching to environmental, social and governance ("**ESG**") issues in their decisions. The Group is committed to grow sustainably, especially since our ship management and shipping agency divisions operate in sectors with substantial environmental and social impact.

Based on a materiality assessment conducted in 2018, the management has identified nine ESG factors that are material to the business. They are: Anti-Corruption, Regulatory Compliance, Occupational Health and Safety, Quality of Assets and Services, Employee Wellbeing and Engagement, Training and Career Development, Data Security and Customer Privacy, Effluents and Waste Management, Energy Consumption and Associated Green House Gas Emissions.

The Board has validated these factors with the Sustainability Steering Committee's support, we oversee and monitor the management of sustainability-related risks and opportunities in these areas as well as the Group's performance and targets for the upcoming year.

The Group firmly believes in and upholds a high standard of corporate conduct and compliance. We are pleased to maintain our clean record for regulatory and environmental compliance in FY 2018, which allows us to deliver quality services to our customers. In recognition of our service quality standards, the Group was awarded numerous awards by our customers in FY 2018.

Ultimately, we believe that the proper measure of the Group's success should not only consider our financial profitability, but also how we can create a better place to benefit the future generations to come.

## **INTRODUCTION**

### **ABOUT THIS REPORT**

This inaugural sustainability report covers the various environmental, social and governance policies, impacts and initiatives of Singapore Shipping Corporation (“**SSC**” or “**the Company**”). SSC recognises the responsibility we have to our business and stakeholders and thus aims to be transparent about our efforts.

This report will cover our non-financial activities in Singapore for the period 1 April 2017 to 31 March 2018 (FY 2017/2018), unless stated otherwise in the report. Our report is prepared in accordance with the GRI Standards – “Core” option.

We have not sought external assurance for this inaugural report. Our reporting is done in good faith and to the best of our knowledge. For any queries and feedback related to this sustainability report, please contact:

#### **Investor Relations Committee**

Tel: 6280 4306

[investor.relations@singaporeshipping.com.sg](mailto:investor.relations@singaporeshipping.com.sg)



*Taurus Leader*

OUR HIGHLIGHTS

**US\$2.4 million**  
increase in cash  
and cash equivalents



Revenue growth of  
**6.4%**  
from FY2017 to FY2018

**2** vessels awarded  
"Vessels of the Month"  
by NYK in 2017



Awarded  
"Best Agency 2017"  
for EUKOR Car Carriers

Awarded  
**BizSafe Star**  
Certification in 2016



**Zero**  
Man-hours Loss to date



## ABOUT SINGAPORE SHIPPING CORPORATION LIMITED

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

SSC counts among its business partners and principals various distinguished international companies such as Nippon Yusen Kaisha (NYK), Mitsui OSK Lines (MOL), EUKOR Car Carriers Inc, Hyundai Glovis and Wallenius Wilhelmsen Ocean. Locally, SSC provides logistics services to established organisations including various governmental-linked businesses and enterprises. SSC's vision is to be a global leader in shipping and total logistics services.

SSC adheres to a variety of guidelines and regulations set by our clients and regulatory bodies. We are part of numerous maritime associations and guilds including the Ship's Owner's Association, the Singapore Logistics Association, the Singapore Shipping Association, the International Maritime Organisation and the Singapore Registry of Accredited Multimodal Transport Operators.

### *Ship Owning*

SSC owns a fleet of modern Pure Car Truck Carriers (PCTC) which traverse international waters and across numerous continents for and on behalf of their long-term charterers. The group owns and manages six such vessels chartered to Wallenius Wilhelmsen Logistics, NYK and MOL.

### *Ship Management*

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

### *Shipping Agency and Terminal Operations*

With over 40 years of experience, Singapore Shipping Agencies Pte Ltd ("**SSAPL**"), a wholly owned subsidiary of SSC, is a well-established presence in the local shipping industry. With a team of highly experienced shipping professionals, port captains and on-site managers, SSAPL provides a wide-spanning range of quality, value-added agency and terminal services that includes vessel husbandry, stevedoring and cargo management. SSAPL covers terminal operations at Pasir Panjang Automobile Terminal and Jurong Port as well as the shipment and handling of special cargoes.

### *Logistics Services*

Island Line Pte Ltd ("**ISPL**"), a member of the Singapore Logistics Association and a wholly owned subsidiary of SSC, has over 20 years of experience in Strategic Projects logistics and freight forwarding. Being a well-established entity in the logistics industry, ISPL provides services and solutions for niche markets and other industries/cargoes that entail special handling. This includes handling military shipments both locally and abroad. They are able to offer a one-stop solution for freight forwarding and logistics, with capabilities encompassing transportation, warehousing, customs clearance and transshipment.

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<sup>[1]</sup> International Management Code for the Safe Operation of Ships and for Pollution Prevention mandated by the International Maritime Organisation (IMO)

## OUR BELIEFS AND VALUES

### Our Mission

#### Our People

Our people are our greatest asset. We develop, reward and retain passionate and success-oriented professionals at all levels. We adhere to our values and keep our word, engendering trust and mutual respect.

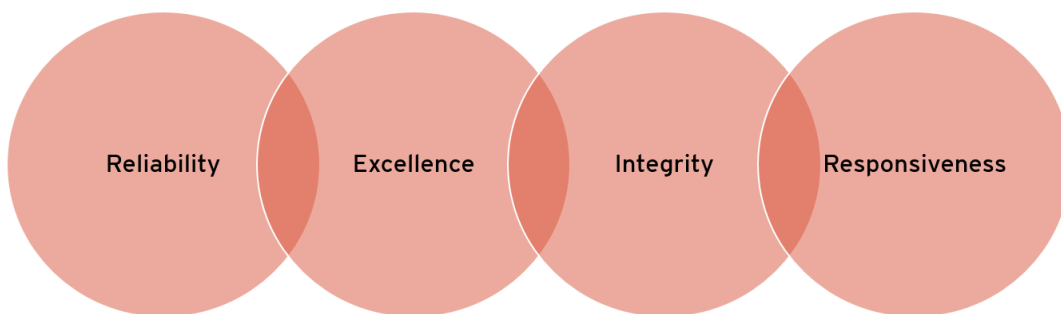
#### Our Customers

Our priority is our customers. We deliver reliable and responsive service on all fronts. We pursue excellence in our work and constantly endeavour to improve.

#### Our Shareholders

We are committed to maximising value of shareholder returns, enabling appropriate reinvestments to the Group and in our people.

### Our Values

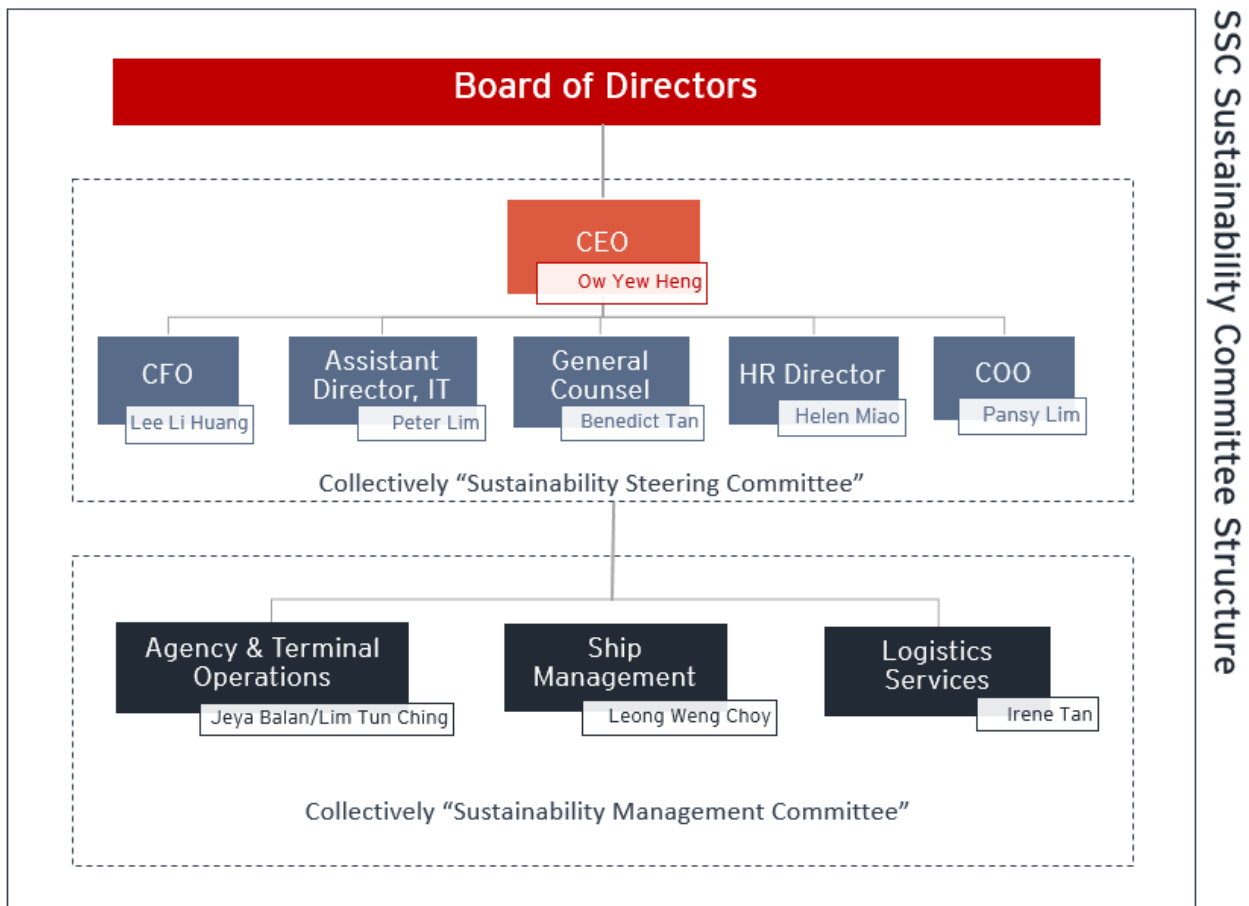


**OUR SUSTAINABILITY APPROACH**

**SUSTAINABILITY GOVERNANCE STRUCTURE**

Recognising the importance of corporate sustainability and the value of safeguarding the interests of our people and preserving the environment, SSC seeks to conduct its business in a responsible manner. To this end, SSC’s Sustainability Committee was established and is tasked with the responsibility of overseeing the Company’s sustainability agenda, performance and goals in its business operations.

In our first year of reporting, we have adopted primarily objective-based targets to allow us to incrementally progress on our sustainability journey.





## STAKEHOLDER ENGAGEMENT

Committed to establishing a mutually beneficial relationship with our stakeholders, SSC engages with our stakeholders via various channels and platforms to develop a deeper understanding of their concerns. 90% of our employees are engaged under collective bargaining agreements. By actively engaging our stakeholders, we can identify new opportunities, issues, and risks and provide different perspectives which all lend towards greater value creation for our business and stakeholders. Open engagement allows us to focus our efforts on addressing the key concerns of our stakeholders while ensuring transparency and accountability.

Key Stakeholders	Engagement Platforms	Frequency of Engagement	Key Topics of Interest	Our Approach
Shareholders	<ul style="list-style-type: none"> <li>SGXNet.</li> <li>Annual General Meetings</li> </ul>	<ul style="list-style-type: none"> <li>When required throughout the year</li> <li>Annual General Meetings are held on a yearly basis</li> </ul>	<ul style="list-style-type: none"> <li>Improve performance and higher profitability</li> <li>Clear lines of communication and feedback</li> </ul>	<ul style="list-style-type: none"> <li>Potential investors and shareholders receive regular updates of our financial results and other important business developments</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Orientation programme for new employees</li> <li>Employee training and skills development programmes</li> <li>Yearly performance appraisals</li> </ul>	<ul style="list-style-type: none"> <li>When required throughout the year</li> <li>Recreational activities are held on a yearly basis</li> </ul>	<ul style="list-style-type: none"> <li>Job security</li> <li>Clear career progression paths</li> <li>Safe working environment</li> </ul>	<ul style="list-style-type: none"> <li>Develop employees professionally</li> <li>Provide a variety of learning and development programmes</li> <li>Adequately reward and recognise contributions of employees</li> </ul>
Government and Regulators	<ul style="list-style-type: none"> <li>Meetings and dialogue sessions with governmental representatives</li> <li>Surveys and audits in collaboration with regulators</li> <li>Membership in industry associations</li> </ul>	<ul style="list-style-type: none"> <li>When required throughout the year</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with applicable laws and regulations</li> <li>Prompt payment of corporate taxes and levies</li> </ul>	<ul style="list-style-type: none"> <li>Proactively share feedback and data with regulators</li> <li>Actively participate in sessions with regulators</li> </ul>
Clients	<ul style="list-style-type: none"> <li>Formal and informal feedback through surveys, dialogue sessions and meetings</li> </ul>	<ul style="list-style-type: none"> <li>When required throughout the year</li> </ul>	<ul style="list-style-type: none"> <li>High standards of services and products</li> </ul>	<ul style="list-style-type: none"> <li>Engage customers through networking events and programmes</li> </ul>
Business Partners	<ul style="list-style-type: none"> <li>Operational meetings and dialogue sessions with service providers and suppliers</li> <li>Use of established procurement systems and practices to communicate with business partners</li> </ul>	<ul style="list-style-type: none"> <li>When required throughout the year</li> </ul>	<ul style="list-style-type: none"> <li>Continuity of business</li> <li>Prompt and regular payment</li> </ul>	<ul style="list-style-type: none"> <li>Maintain mutually respectful relationship through regular communication</li> <li>Ensure timely payments and a robust procurement system</li> </ul>
Trade Unions	<ul style="list-style-type: none"> <li>Discussions between SSC, respective trade unions and the employees</li> </ul>	<ul style="list-style-type: none"> <li>Bi-annually</li> </ul>	<ul style="list-style-type: none"> <li>To ensure employees' welfare and wage are met</li> </ul>	<ul style="list-style-type: none"> <li>Facilitate regular communication</li> </ul>

## MATERIALITY ASSESSMENT

Our inaugural materiality assessment was conducted under the guidance of independent sustainability consultants, together with key personnel from the respective departments. 10 material matters were identified and prioritised from the perspective of both external and internal stakeholders according to their importance and relevance to our business and operations. Following an anonymous polling exercise involving key personnel from various departments and validation from our Board, the following 10 material matters have been selected:

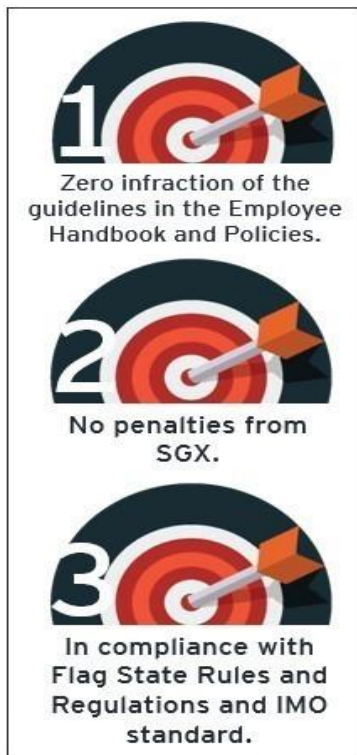
No.	Key Issues*	Corresponding GRI Framework Disclosures
1.	Regulatory Compliance	GRI 307: Environmental Compliance GRI 419: Socioeconomic Compliance
2.	Anti-Corruption	GRI 205: Anti-Corruption
3.	Effluents and Waste Management	GRI 306: Effluents and Waste
4.	Energy Consumption and Associated GHG Emissions	GRI 302: Energy
5.	Occupation Health and Safety (OHS)	GRI 403: Occupational Health and Safety
6.	Training and Career Development	GRI 404: Training and Education
7.	Employee Well-being and Engagement	GRI 401: Employment
8.	Data Security and Customer Privacy	GRI 418: Customer Privacy
9.	Quality of Assets and Services	GRI 416: Customer Health Safety
10.	Local Community Investment & Development	Non-GRI

*\*Key issues are not ranked in priority*

**GOVERNANCE**

**REGULATORY COMPLIANCE**

SSC prioritises regulatory compliance in its business as it serves as the cornerstone for the suite of services it provides. Adhering strictly to the relevant laws and regulations assists us in preserving the quality and standards of SSC's products and services. We set out the key policies and practices that allow us to maintain our high standards of our products and services below



**TARGETS**

**Policies and Practices**

The **Employee Handbook and Policies** provide a code of conduct for all employees to follow under employment. It provides a guiding framework for the various practices and regulations in SSC. This helps employees to make the best and sound decisions when faced with a certain situation.

SSC is also committed to ensuring the safety of our operations which is achieved through the **Quality and Safety Management System** under the **Company's Safety and Environmental Policy**. The Quality and Safety Management System is a comprehensive work-process manual that sets out the safety and quality processes that meets the requirements of the International Ship Management Code. It is designed to ensure that the Company's activities are sufficiently controlled to protect personnel, property and the environment from all risks and hazards that can be expected at sea.

Both internal and external audits (by, for example, Lloyd's Register) are carried out on a regular basis as part of the check and balance to guarantee strict compliance with the processes and practices that are put in place to achieve 100% regulatory compliance.

For FY 2018, SSC has maintained its zero-incident record with no breaches of safety or environmental regulations or any major safety incidents across our portfolio. SSC continues to ensure our adherence to international environmental laws such as the International Convention for the Prevention of Pollution from Ships Convention. To this end, our ships have been issued, among others, the International Oil Pollution Prevention Certificate, the International Air Pollution Prevention Certificate and the International Sewage Pollution Prevention Certificate.

## ANTI-CORRUPTION

Aside from the legal implications, corruption brings about many negative effects, the primary being the loss of trust with our stakeholders when corruption occurs. As a business, SSC has a strict zero tolerance policy when it comes to all form of corrupt activities, including and not limited to bribery and embezzlement.

We have in place policies, checks and balances, and practices to ensure that our business divisions are fully compliant with the prevailing laws and regulations relating to anti-corruption. As part of their orientation, our employees are given anti-corruption training and familiarisation with the practices the Company has in place to prevent corruption. The Company also has in place a whistle-blower policy which allows stakeholders to raise concerns about possible improprieties which may adversely affect our operations via post to our whistle-blower panel or by email to our designated whistle-blower officer. In FY 2018, we have no reported instances of corrupt activities across our different business divisions.



**ENVIRONMENTAL**

**EFFLUENTS AND WASTE MANAGEMENT**

The management of effluents and waste from our operations is of concern to SSC as mishandling could adversely affect our operations and damage our clients’ trust in us. We take every measure to do our part to minimise our operations’ impact on the environment. We believe that our business operations should not come at the expense of the environment and we are constantly seeking new ways to be more sustainable.



1 Reduce wastage and recycle usable material.

2 Proper disposal of used packing material.

3 Prevent oil, air, sewage, garbage and ballast contamination both on land and at sea.

**TARGETS**

**Policies and Practices**

SSC’s **Environmental Preservation Policy** aims to make sure that the Company’s operations and activities are carried out with preserving the environment in mind. We comply with all environmental rules and regulations, applicable codes, guidelines and standards required by the respective port states that our ships call at (such as Japan, the United States of America and South Americas), classification societies (such as Lloyd’s Register and Bureau Veritas) and maritime industry organisations (such as the Maritime and Port Authority of Singapore).

**SSC’s Recycling Policy** applies to all our land-based operations and, among other things, mandates the reuse of all wooden dunnages, tarpaulins, canvasses, lashing and packing materials which are still in workable condition. This allows us to reduce our waste while maintaining a high level of productivity.

We are constantly looking to improve our policies and practices to go over and beyond simply regulatory compliance to ensure that we minimise our environmental impact. For example, we recently introduced the practice of segregating waste into the different categories to improve the efficiency of waste removal and facilitate recycling.

The Company engages third party service providers which provide efficient removal of effluents and waste produced during our operations. Due to the nature of our industry, we do not handle hazardous materials.



Some of the key statistics of our effluent and waste management efforts are set out below.



**Reusing of Canvas**  
Canvases are used at port terminals to shelter cargo exposed to the weather. To reduce the consumption and wastage of such canvases, we regularly maintain and repair these canvases so that it can be reused.

**Water Distillation Plant**  
Each vessel is equipped with a water distillation plant to generate fresh water from sea water. All our vessels are self-sufficient in terms of water and we do not regularly purchase water to bring on board vessels. We generate 20-24 cubic meters per day per vessel.

**CASE STUDY** 



## ENERGY CONSUMPTION AND ASSOCIATED GREENHOUSE GAS EMISSIONS

Reducing energy consumption plays a pivotal role in reducing our GHG emissions, air pollution and impact on the environment. In recognition of our stake holders' increasing attention towards climate change and environmental conservation, it is important that SSC steps up its efforts to reduce our energy consumption. Being conscious of our energy consumption can help us achieve a greener business while reducing our operation costs. We are committed to move our business towards becoming more environmentally friendly.

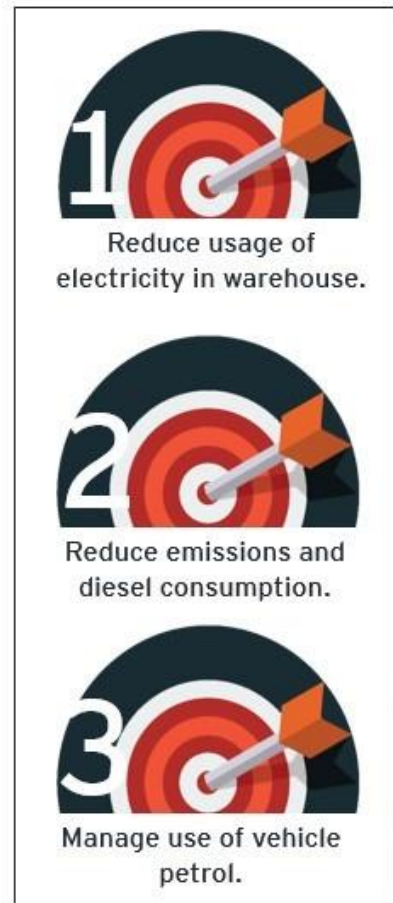
### Policies and Practices

SSC's **Energy Management Policy** requires our vessels and marine operations to be conducted as efficiently as possible sets out our processes. It contains the policies regarding the tracking and recording of the energy consumed by our vessels. This allows us to understand and innovate better practices to improve our energy efficiency and reduce GHG emissions.

The policy lays the foundation for SSC to create processes to optimise our operational processes and improve profitability through the efficient use of people and assets. It serves as a guide to increase energy efficiency in vessel systems and operational processes. This policy seeks to improve a ship's energy efficiency through a 4-step process as shown in the figure below. This process plays a crucial role in the continuous cycle to improve ship energy management.

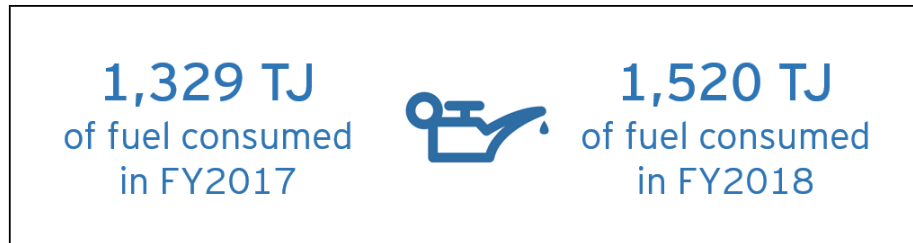


Recently, we have installed a data collection system onboard our ships to monitor our carbon dioxide emissions. Through monitoring our emission levels, we hope to be able to track our performance and improve the way our activities are carried out to minimise emissions.

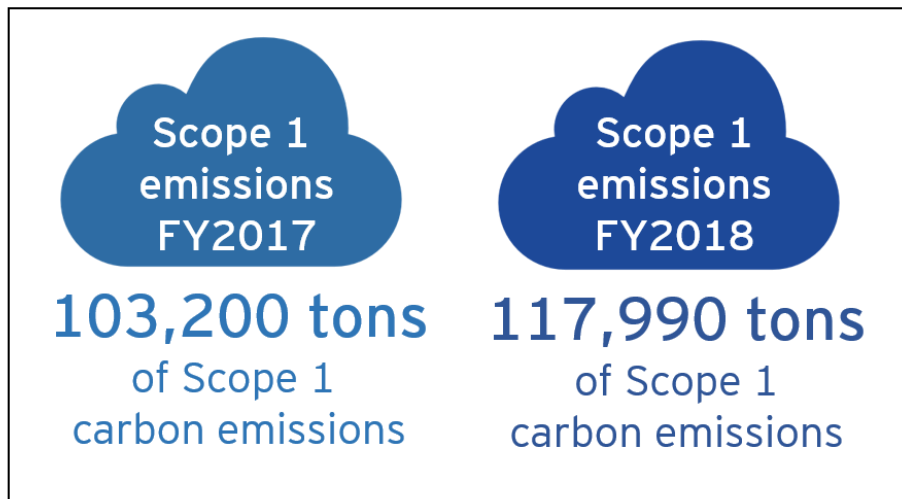


Save for our ship management arm, SSC's main form of fuel consumption is gasoline or diesel oil. We disclose below some of the key statistics relating to our Company's overall energy consumption.

Scope 1 covers all direct GHG emissions of tonnes of CO<sub>2</sub> equivalent by the Group from fuel consumption of our ship and calculated using the emission factor approach<sup>1</sup>.



**SSC's Fuel Consumption**



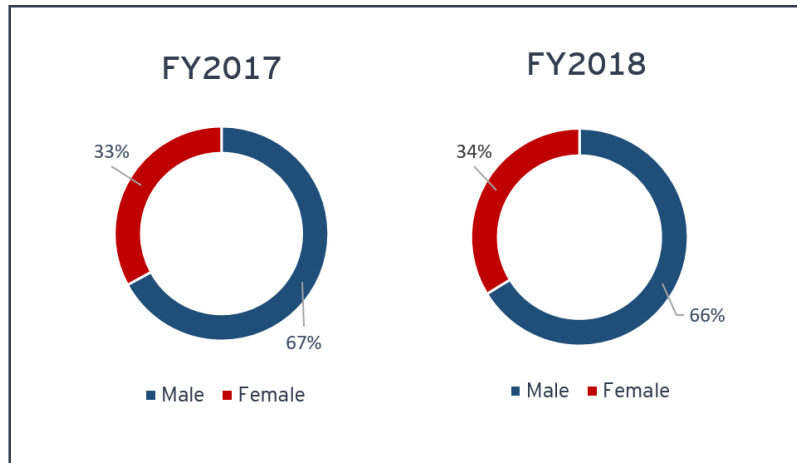
**SSC's Scope 1 Emissions**

<sup>1</sup> Scope 1 fuel emission factors are sourced from IPCC 2006.

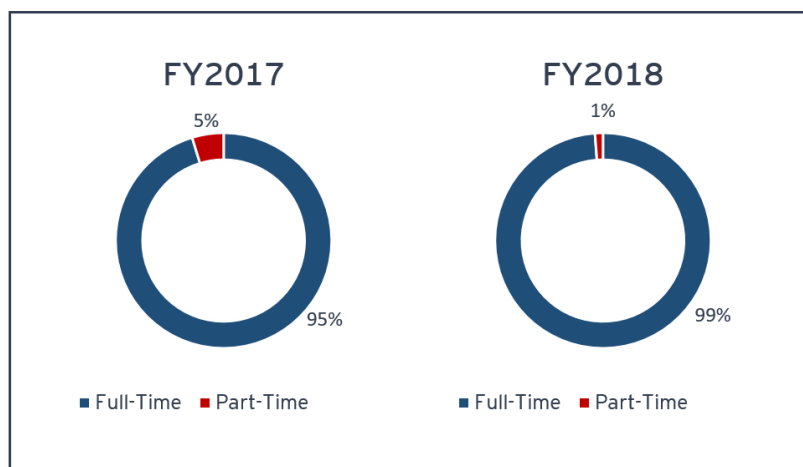
**SOCIAL**

SSC values our employees and workers as they are the backbone of our organisation. We believe employment should be fair and everyone should be given equal opportunities. Our talent management approach is firmly based on meritocracy, and we believe that no one should be discriminated against because of their gender, race or religion.

We are proud to announce that SSC’s permanent employee demographics are closely aligned with industry standards, having an employee strength of 83 in FY2018. Due to the nature of our industry, we are supported by a significant proportion of temporary workers. In FY2017, our employee: worker was 1.16 and 1.26 in FY2018. We set out our employee statistics below.



**Employees by Gender**



**Employees by Employment Type**

## OCCUPATIONAL HEALTH AND SAFETY

The safety and well-being of our employees is of utmost priority to SSC and should never be compromised. As most of our work requires the handling of heavy plant and machinery, it is paramount that adequate measures are put in place to prevent accidents from taking place. SSC believes it is our responsibility to look after the welfare of our employees.



TARGETS

### Our Policies and Practices

**Island Line Pte Ltd Company's OHS Policy** is committed to achieving high standards in workplace health and safety. All employees are trained and well-informed to take adequate measures to prevent accidents. This policy was last reviewed in June 2018 to ensure its effectiveness and relevance. Furthermore, briefings on safety procedures are conducted daily before the work day commences.

The Company's **OHS Policy for Ship Management** seeks to reduce the risk of all work activities that have the potential to cause injury through our strict compliance with the International Safety Management Code (ISM) and Maritime Labour Convention 2006 Standards on board all vessels.

ISM training is provided to all of our ship staff to improve our employees' understanding of workplace hazards and emergency procedures. All Masters and Managers on board our vessels supervise every aspect of our shipping operations and they are personally responsible for the safety of their workers and are to make sure there is 100% compliance to all rules and regulations with regards to workplace safety.

Our safety policies dictate that personal protective equipment such as safety vests, helmets and safety boots are to be worn by workers at all times on operational sites. Operations above two meters of height also require the use of a safety harness. All safety helmets are inscribed with an expiry date which would require replacement according to the stipulated date.

We are pleased to report that there were no work health safety incidents reported for FY2018, allowing us to accomplish our target of zero workplace accidents for the year. In addition, SSC has maintained a clean record of zero man-hour loss to date and has obtained the BizSafe Star certificate in 2016.

## TRAINING AND CAREER DEVELOPMENT

Given the service-driven nature of the industries we operate in, we understand that our business is only as successful as each of our employees. As such, we place a heavy emphasis on developing reliable and skilled employees. This focus is reflected in our company mission and values.

We have developed human resource policies that promote planned and comprehensive training for all employees so that they can meet and exceed performance standards. Singapore Shipping Corporation Limited also encourages its employees to take ownership of their skills development and learning. We set aside a fund for our employees to attend courses and seminars to improve their personal and work skills. Our employees also undergo regular performance feedback and guidance during the course of their employment to allow their supervisors to highlight areas for improvement and to commend employees where they have excelled.

For example, in order to uphold our target of maintaining a risk-free work environment, all of our employees are required to attend the Risk Management, Safety Supervision and Safety Orientation courses prior to the commencement of operational deployment.

In FY2018, the permanent employee turnover rate was 1.32%. During the year, approximately 79% of the workforce attended training sessions and our employees received at least 40 service training hours per employee, including on-site and vocational training.

## EMPLOYEE WELLBEING AND ENGAGEMENT

Singapore Shipping Corporation Limited believes that our employees must be healthy and happily engaged at work for them to maximise their potential and productivity. Our employees enjoy a comprehensive work benefits package which includes health screenings and medical insurance coverage.

Our staff are also encouraged to actively participate in activities organised by our recreational committee, such as movie screenings and charity runs. Other than our annual performance appraisal, we adopt an open-door policy where employees are encouraged to approach any management personnel to ensure that any concerns are raised to and addressed by the appropriate channels.

100% of our full-time employees that have served a full year participated in at least one performance or work appraisal during FY2018.

## DATA SECURITY AND CUSTOMER PRIVACY

We receive the personal information of our clients and their staff regularly. It is important for us to protect such vital information that has been entrusted to us. The manner we handle our clients' personal data is a facet of the suite of services we provide to our clients and we take great pride in ensuring that such private information is kept secure and safe.

Singapore Shipping Corporation Limited's data security and customer privacy policies and procedures clearly define the scope of personal and general information to our employees, in accordance with prevailing laws and regulations. We provide full disclosure to our clients as to when and how we collect and handle their personal data and the purposes for which such data is collected. The company has also appointed data protection officers to respond to and address any queries that the public or clients may have regarding the collection and management of their personal data.

We also have in place a strict email and internet usage policy, which contains the Company's guidelines with regard to internet access and electronic mail messages sent or received by an employee of the company via the company's computer systems.

We are proud to announce that for FY 2018, we have not received any complaints or suffered any breaches of our clients' personal data.



*2017 Christmas Celebration Party*



## QUALITY OF ASSETS AND SERVICES

The quality of our assets and services is key to our business. We value our customers' experiences with us and are constantly on the move to improve the quality of our services and products. With good quality comes customer satisfaction, which is an assurance to our shareholders and investors as they place their faith in us.

### Policies and Practices

The **Company's Quality Policy** aims to uphold SSC's reputation in the industry by maintaining and improving on its services. The policy mandates the active participation and contribution of ideas from all employees through feedback and brainstorming sessions. Our employees are expected to follow the **Standard Operating Procedures** regarding the dissemination and circulation of instructions prior to the commencement of any operations or activities. Random on-site audits for operations would also be carried out by the management to ensure all rules and guidelines are followed.

SSC has also implemented a new Electronic Chart Display and Information System navigational system on board our ships to replace paper nautical charts. We also implemented satellite Wi-Fi technology on board our vessels as a quality of life improvement for our crewmen and also to increase the accuracy and safety of our vessels.

Committed to achieving the best standards in our business, SSC Ship Management Pte Ltd has designated a Quality Assurance representative, who is responsible for ensuring compliance with the Company's policies and practices. Quantitative targets for our services are also discussed and set in our periodical Management Review meetings, where all the relevant heads of departments meet to contribute to discussions surrounding, among other things, the quality of our services and products. We expect all of our employees to comply with this policy as at SSC, we believe that quality is the responsibility of everyone working for and on behalf of SSC.

In recognition of SSC's efforts in providing quality services, we were awarded the coveted EUKOR Best Agency Award for 2017. EUKOR assesses all of its international agents based on stringent performance benchmarks. Two of our vessels were also awarded "Vessel of the Month" by one of our major customers, NYK, in 2017, reflecting the quality of our vessels and services provided therein.



**1**  
To promptly respond to customer needs and resolve their concerns in a timely manner.



**2**  
Promptly respond to principal queries, update them on the market situation, send cargo enquiries in a timely manner.



**3**  
Handle vessels for our principals in a timely manner and provide a high service standard for customer jobs



**4**  
Ensure the reliability of machinery and equipment, safe cargo operation, safety of navigation at sea and safe environment.

**TARGETS**

## LOCAL COMMUNITY INVESTMENT AND DEVELOPMENT

At SSC, we believe that it is our responsibility to give back to society in the little ways we can. We strive to give back to the community and drive improvement. As part of our CSR, we continually make donations to respective organisations in hopes of improving the lives of others and spurring innovations as follows:

- Support to the Stroke Support Station Limited in support of their fund-raising event, S3 Charity Gala Dinner 2018. This enables S3 stroke survivors and caregivers to continue to participate in programmes at subsidised rates or even for free for those with public assistance.
- Donations to the Advance Paediatric Allergy and Immunology Research at the NUS Yong Loo Lin School of Medicine to enable further clinical research targeted at combating allergies and primary immunodeficiency disorders.
- Contribution to the 59 beneficiary organisations for the President's Challenge 2018.
- Funding for the upgrading / redevelopment of Bishan / Toa Payoh GRC Community Centres.



## GRI Content Index

GRI Standard Disclosure Reference	Description	Section of Report	Page
<b>GRI 102: General Disclosures</b>			
<b>Organisational profile</b>			
102-1	Name of the organisation	Cover Page	1
102-2	Activities, brands, products, and services	Introduction: About SSC	6
102-3	Location of headquarters	Introduction: About SSC	6
102-4	Location of operations	Introduction: About SSC	6
102-5	Ownership and legal form	Introduction: About SSC	6
102-6	Markets served	Introduction: About SSC	6
102-7	Scale of the organisation	Introduction: About SSC	6
102-8	Information on employees and other workers	Our People, Our Assets	17
102-9	Supply chain	Introduction: About SSC	6
102-10	Significant changes to the organisation and its supply chain	No significant changes	N.A.
102-11	Precautionary Principle or approach	In Annual Report	N.A.
102-12	External initiatives	Introduction: About SSC	6
102-13	Membership of associations	Introduction: About SSC	6
<b>Strategy</b>			
102-14	Statement from senior decision-maker	Board Statement	3
<b>Ethics and integrity</b>			
102-16	Values, principles, standards, and norms of behaviour	Introduction: Our Beliefs and Values	7
<b>Governance</b>			
102-18	Governance structure	Introduction: Our Sustainability Approach	8
<b>Stakeholder engagement</b>			
102-40	List of stakeholder groups	Stakeholder Engagement	9
102-41	Collective bargaining agreements	Stakeholder Engagement	9
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	9
102-43	Approach to stakeholder engagement	Stakeholder Engagement	9
102-44	Key topics and concerns raised	Stakeholder Engagement	9
<b>Reporting practice</b>			
102-45	Entities included in the consolidated financial statements	In Annual Report	N.A.
102-46	Defining report content and topic Boundaries	Introduction: About the Report	4
102-47	List of material topics	Materiality Assessment	10
102-48	Restatements of information	No restatements as it is the first year of reporting	N.A.

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102-51	Date of most recent report	2017 Annual Report	N.A.
102-52	Reporting cycle	Introduction: About the Report	4
102-53	Contact point for questions regarding the report	Introduction: About the Report	4
102-54	Claims of reporting in accordance with the GRI Standards	Introduction: About the Report	4
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102-56	External assurance	Introduction: About the Report	4
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103-3	Evaluation of the management approach	Governance: Regulatory Compliance	11
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419-1	Non-compliance with laws and regulations in the social and economic area	Governance: Regulatory Compliance	11
<b>Anti-Corruption</b>			
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305-1	Direct (Scope 1) GHG emissions	Environment: Energy Consumption and Associated GHG Emissions	15-16
<b>Category: Social</b>			
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103-3	Evaluation of the management approach	Our People, Our Assets: Occupational Health and Safety	18
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