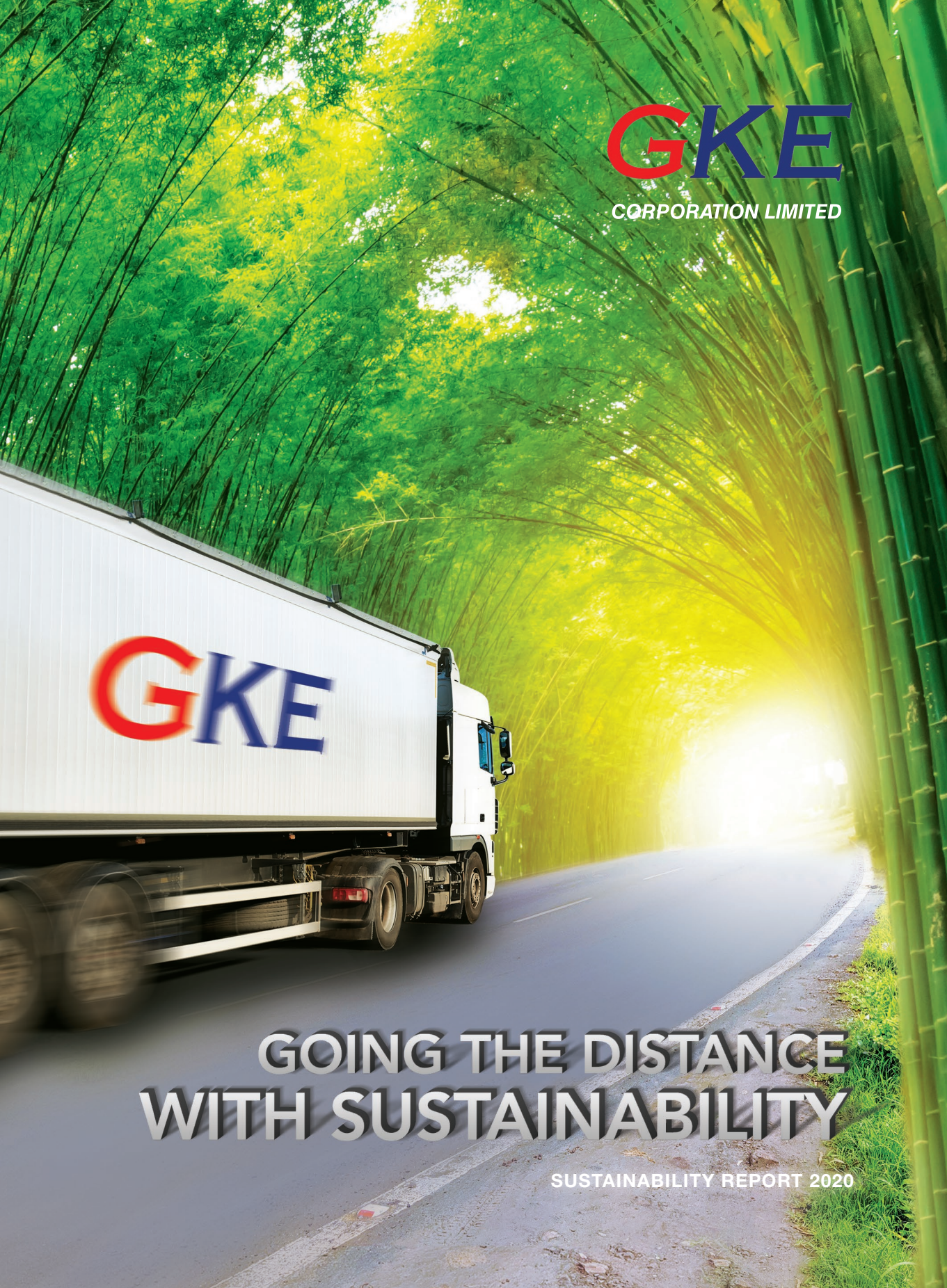


A white semi-truck with the GKE logo on its side is driving on a paved road that curves through a dense bamboo forest. The sun is shining brightly from the end of the road, creating a strong lens flare effect. The bamboo stalks are tall and green, lining both sides of the road.

GKE

CORPORATION LIMITED

GOING THE DISTANCE WITH SUSTAINABILITY

SUSTAINABILITY REPORT 2020

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This sustainability report has been prepared by GKE Corporation Limited (the "Company") and its contents have been reviewed by the Company's sponsor, RHT Capital Pte. Ltd. (the "Sponsor"), for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited ("SGX-ST"). The Sponsor has not independently verified the contents of this sustainability report.

This sustainability report has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this sustainability report, including the correctness of any of the statements or opinions made or reports contained in this sustainability report.

The contact person for the Sponsor is Mr. Lay Shi Wei (Telephone no.: +65 6381 6966) at 9 Raffles Place, #29-01 Republic Plaza Tower 1, Singapore 048619.

This is the third sustainability report (“**Report**”) for GKE Corporation Limited (“**GKE**” or “**Company**” and together with its subsidiaries, “**Group**”) and relevant topics covered in this Report for the financial year ended 31 May 2020 (“**FY2020**”) are based on the results of the FY2020’s materiality process. Taking into account business developments as well as our stakeholders’ interests, we have continued to report on similar subjects in this year’s report. The Board of Directors of the Company (“**Board**”) believes this report is a reasonable and clear presentation of the Company’s plans and of its environmental, social and governance performance. The Board has emphasised that management will continue to be evaluated by its success in executing the Company’s strategic plan to meet its stakeholders’ and the Board’s expectations, including being agile in responding to changing circumstances while respecting the commitments in this Report.

OUR STRATEGY

In times of climate change, growing competitive pressure in a globalised society, and competition to attract the best and most capable talents, sustainability has a special significance. At GKE, sustainability is approached holistically to create and continuously improve a sustainable company delivering long term value for all our stakeholders: customers, employees, suppliers, investors and the communities in which we operate. We believe that sustainability is everyone’s job and that a sound corporate sustainability governance framework promotes strong leadership by all our management.



**Economic
Enhancement
& Compliance**



**Our
Customers**



**Environmental
Responsibility**



**Empowering
Employees**

Maintaining cost competitiveness, productivity, service excellence and quality are some of the challenges that we face in our industry. Hence, we are constantly exploring new opportunities to grow our business and enter new markets. To maintain our strong and consistent focus, we are building on our existing framework and using new insights to deepen our approach. We also need to deliver our products and services in an innovative and sustainable way, which means listening to and collaborating with our stakeholders, and becoming more agile in innovating new solutions.

SUSTAINABILITY FRAMEWORK

This report has been prepared in accordance with the Sustainability Reporting Guide issued by Singapore Exchange Securities Trading Limited (“**SGX-ST**”) in 2016 and the Global Reporting Initiative (“**GRI**”) Standards.

SUSTAINABILITY GOVERNANCE

The Board has assigned the responsibility for monitoring and overseeing the Company’s sustainability efforts to the Sustainability Committee, which is chaired by the Board and which comprises a Sustainability Head

and nine (9) members representing different business units in GKE. The Board reviewed and discussed the final text of this report before its adoption of a formal resolution approving the report.

MANAGING SUSTAINABILITY

The Board maintained oversight over the Sustainability Committee, managing sustainability risks and opportunities, while ensuring all Environment, Social and Governance (“**ESG**”) matters significant to our business are addressed in our four (4) focus areas. We remain committed in our relentless pursuit to expand our business portfolio while driving synergies among the subsidiaries within our core warehousing and logistics division and providing seamless solutions and services in supply chain management.



GKE IS ADOPTING A PHASED APPROACH FOR OUR SUSTAINABILITY REPORT AND WE WILL SEEK TO PROVIDE ADDITIONAL DISCLOSURES ON OUR MATERIAL TOPICS AS OUR SUSTAINABILITY REPORTING MATURES OVER TIME.

This Report describes our sustainability performance for the period from 1 June 2019 to 31 May 2020. It covers GKE's activities in Singapore and China, including acquisitions completed by 31 May 2020 unless otherwise stated, and has been prepared taking reference from the SGX-ST Sustainability Reporting Guidelines (set out in Rules 711A and 711B of the Listing Manual of the SGX-ST Section B: Rules of Catalist). This report has been prepared in accordance with GRI Standards: Core Option. The scope for the various material topics is reported for each material topic covered.

The Report is produced on a yearly basis and is available online at www.gke.com.sg and www.sgx.com.

It provides us with a valuable opportunity to engage our stakeholders and respond to issues that matter most to them and to our business, while at the same time, enhances company risk management, strategy development and stakeholder engagement activities as we work to further focus and prioritise our sustainability and corporate social responsibility initiatives.

Our Report is currently not externally assured but we may consider external assurance as our Report matures over time.

We welcome comments and feedback on our sustainability report at enquiry@gkegroup.com.sg.

Board of Directors

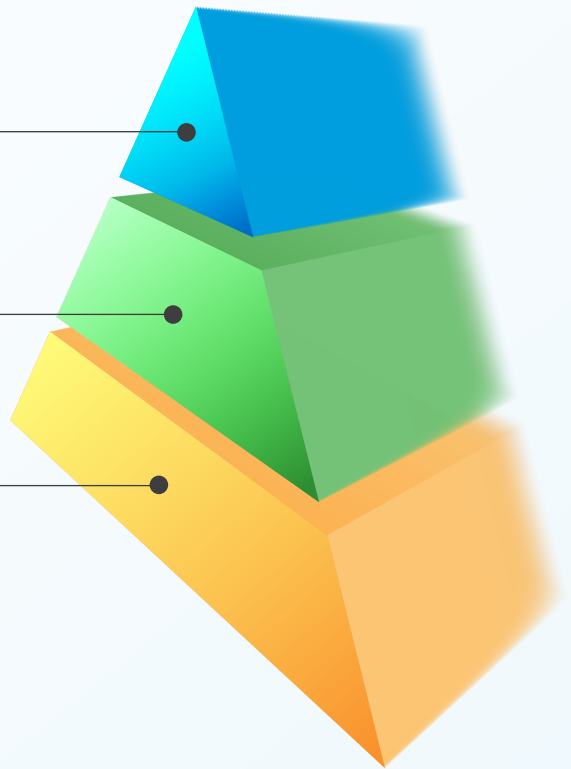
Board of Directors comprises three (3) Executive Directors and four (4) Independent Directors

Sustainability Committee (Head)

The Chief Executive Officer and Executive Director of GKE

Sustainability Members

Supported by nine (9) members from different business units of which one is the Sustainability Champion



GKE's Sustainability Committee comprises of our Head of Committee (our Chief Executive Officer), supported by nine (9) members representing various business units. Members are selected based on their duties, gender and age so as to provide different perspectives on sustainability topics. The Head of Committee reports to the Board and provides updates on GKE's sustainability performance and targets.

The purpose of the GKE Sustainability Committee is to manage the organisation's sustainability efforts and develop our institutional capacity around sustainability. The Sustainability Committee members assess the current state of GKE's sustainability initiatives, brainstorm possibilities for improvements and coordinate and support GKE's sustainability initiatives and efforts.

GKE'S SUSTAINABILITY APPROACH



The sustainability focus for GKE is delivering long-term value for all our stakeholders: customers, employees, investors and the communities in which we operate. Within this sustainability approach, we take the broader economic, governance and social aspects, such as labour practices, human rights, and societal responsibilities into account. This approach guarantees that our services and solutions are provided to our customers in a manner that is respectful to people and the environment and is economically smart.

Our services are often a critical part of the supply chains of other businesses. We help people receive the materials they need to create products and then

help deliver those products to their customers. When we operate more efficiently, we in turn help reduce the emissions intensity of supply chains worldwide.

This commitment to sustainability involves ensuring that strong ESG criteria are integrated in our Company's strategy and business model and in its internal policies and processes. We are committed to deliver effective solutions and services to our customers and create greater value for our shareholders through our core values.

Our key stakeholder groups and the channels we use to maintain dialogue with them are shown in the table below. For each group, the engagement varies on a case-by-case basis, and includes formal and informal channels of communication.



ENGAGEMENT ON THIS REPORT

The specific reviewers of our report are the Board and the key management of GKE.

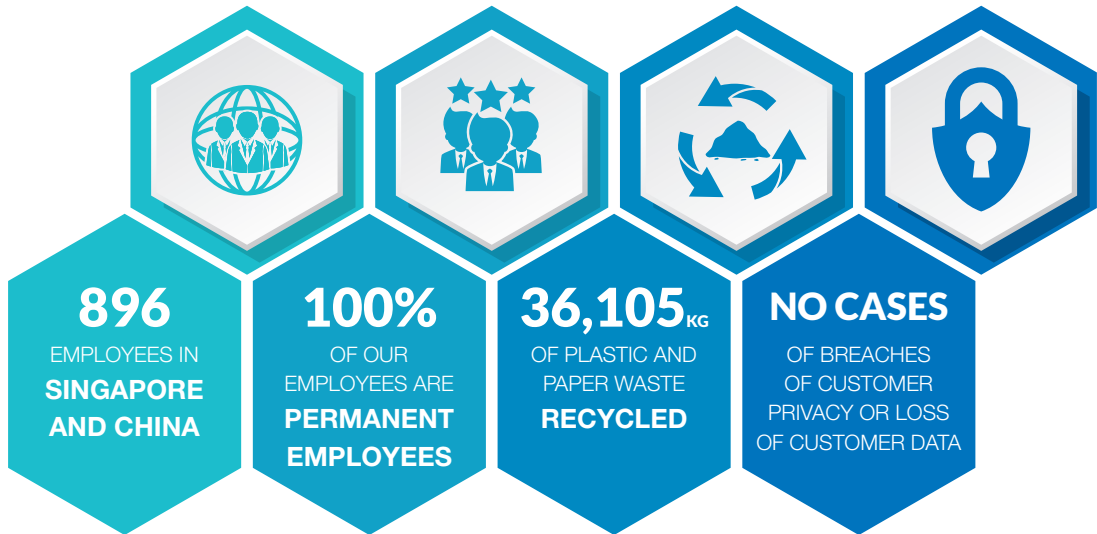
MATERIALITY ASSESSMENT

In structure and topic range, our Report for FY2020 takes reference from the previous financial year's Report. A thorough analysis conducted in FY2018 identified what topics and areas of activity we consider relevant for GKE's Report. We identified not only GRI topics, but also key areas of GKE sustainability management as important potential reporting content. Through ongoing consultation with related departments, the most recent one conducted in January 2020 with key representatives from the various business units, we have reviewed our material topics internally and taken into account new businesses and the relevance of our material topics. There have been no changes to our material topics for FY2020.



Focus Areas	Material Topics	GRI Standards
Economic enhancement and compliance	- Economic performance - Socioeconomic compliance	201-1 419-1
Environmental responsibility	- Waste management - Reducing our greenhouse gas emissions	306-2 302-1, 305-1, 305-2
Our customers	- Data privacy - Global trade	418-1
Empowering employees	- Good labour relations - Employee health, safety and wellness	401-1 [#] 403-2

[#]Additional GRI Standard reported for FY2020



ECONOMIC PERFORMANCE (GRI 201-1)

Figures are for the financial year ended 31 May 2020 and 31 May 2019

DIRECT VALUE GENERATED



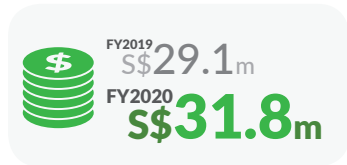
ECONOMIC VALUE DISTRIBUTED



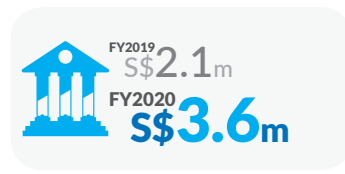
OPERATING COSTS



EMPLOYEE WAGES AND BENEFITS



GOVERNMENT



CAPITAL PROVIDERS



TOTAL ECONOMIC VALUE RETAINED





In FY2020, GKE had distributed around 36.2% of our revenues to key stakeholders – 29.6% to employees, 3.4% to government in countries where we operate, namely Singapore and China, and 3.2% to capital providers. Compared to FY2019, GKE has improved on our economic value retained this FY2020 with an overall value of \$S4.8 million. The increase was mainly attributed to higher revenue contribution from higher utilisation of warehouse space, increase in trucking volume, and higher revenue from our ready-mix concrete plant. More details of our economic performance can be found in our Annual Report for FY2020.

SOCIOECONOMIC COMPLIANCE (GRI 419-1)

Regulatory compliance is critically important to GKE, serving to protect our integrity and reputation and foster trust among stakeholders. Observance of all regulatory requirements forms the basis of good corporate governance within the Group. We also ensure our compliance to all relevant local and international laws and regulations, including the principles and guidelines set out in the Singapore Code of Corporate Governance 2018. More details can be found in our Annual Report for FY2020.

In FY2020, GKE had one case of socioeconomic non-compliance. GKE Express Logistics Pte. Ltd. was fined S\$5,000 by Ministry of Manpower (MOM) for failing to ensure adequate safety measures were implemented resulting in an injury of an employee during unloading of goods from the shipping container. We recognise the safety and well-being of our employees is of utmost priority to us and are committed to ensure adequate safety practices continue to be strictly monitored and enforced. We strive to have zero non-compliance cases in the financial year ending 31 May 2021.

OUR RESPONSE TO COVID-19

Business continuity

Before the COVID-19 Circuit Breaker ("CB") was implemented in Singapore in March 2020, GKE already had in place a Business Continuity Plan ("BCP") for recovery from a disaster. However, due to the unpredictable nature of COVID-19, our management appointed a Business Continuity Manager to form a BCP committee to provide guidance and lead the employees in dealing with a pandemic after the first imported case of COVID-19 was declared in Singapore. This allowed us to continue our business with minimal disruptions during the CB period.

Respective department representatives were tasked to establish procedures to ensure social distancing of at least 1 metre between persons at all times. Safe Management Measures were integrated into our BCP and various types of work arrangement including work from home, split team, team rotation, staggered working hours and breaks etc. Since the CB, employees have been encouraged to conduct online meetings so as to reduce physical contact and to minimise physical visits from external parties.

Our customers and vendors

For our customers, in addition to passing on rebates from the property tax relief, GKE has worked together with our customers in various cost saving exercises, while still delivering our services with quality and satisfactory standards, meeting customers' expectations without compromise. For our vendors, as far as possible, we have been using contactless payments and postponing non-essential on site job to avoid commingling of personnel.

Our employees

For our employees, in particular the Malaysians, who were affected by the Movement Control Order ("MCO") and the CB, GKE has assisted them by helping to subsidise their accommodation in Singapore so that they are able to work and live in Singapore with minimum disruption.

At the same time, GKE has taken the necessary procedures in line with the local government policies and procedures to enable employees to work from home. All office-based staff are required to work from home by default unless they needed access to specialised systems / equipment at company premises which could not be accessed from home, or they had to be present in office to fulfil certain legal requirements. For job roles or functions where employees were unable to work from home, staggered working times and break times were imposed so as to reduce congregation of employees at common spaces, and also to avoid commingling of staff working in different teams.

In addition to ensuring an adequate supply of appropriate Personal Protection Equipment ("PPE"), surgical masks and hand sanitisers in our offices, all our employees have also been trained and briefed on the correct use of the PPE.

During the COVID-19 circuit breaker period in Singapore, the Company encouraged staff to attend online courses which were relevant to their work. The objective was to equip employees at all levels with the knowledge, skills, attitudes and safety related information related to their operations, work processes and maintenance of facilities and equipment to enable them to carry

their jobs safely and efficiently. For example, trailer truck drivers working inside the port were required to take the "Perform Safe Prime Mover Driving and Haulage Operation in the Port Course" before starting work in the port.

With the Singapore Government's implementation of SafeEntry in April 2020, GKE has put in place SafeEntry QR code at the entry of our guardhouse. The security guards ensure that all visitors and contractors have a SafeEntry Pass prior to entering and performing work at our premises. Contractors are also required to declare their health history by filling up our in-house Health Screening Form. Twice daily temperature checks are imposed on all contractors and those with unacceptable temperature ranges would not be allowed to work at our premises. We have also appointed a Safe Management Officer to conduct Safe Management Measures inspection and checks to ensure compliance at all times.

ENVIRONMENTAL RESPONSIBILITY

We are sensitive to the environmental impact across our business operations, and are committed to taking steps to reduce our impact, especially the waste generated and GHG emissions. Fuel and energy consumption is managed and monitored by the various business units.

GKE is committed to reducing our environmental footprint through two (2) key approaches:



**Managing
our waste
responsibly**



**Reducing our
GHG emissions**

WASTE MANAGEMENT (GRI 306-2)

We have identified three (3) main waste streams in our businesses. Where possible, we send our waste for recycling and reduce the amount of waste produced by re-using other items, such as wooden pallets. The general waste is incinerated in Singapore, after which the incinerated

ash is sent to landfill. We are exploring ways to improve our waste segregation to improve on the volume of recyclables. Since 2018, iPads have been used for Board meetings to reduce the amount of paper used for printing minutes of meetings, agendas and other attachments. For other meetings, projectors are used to present meeting materials. As far as possible, we are moving towards a paperless environment in all our business units. We aim to recycle as much as possible of our used carton boxes and shrink wrap. In FY2020, 17,860kg of carton boxes and 18,245kg of plastic shrink wrap generated mostly from our warehousing operations was recycled. We have also incinerated 189,940kg of general waste this FY2020. No hazardous waste was disposed this reporting year.

REDUCING OUR GHG EMISSIONS (GRI 305-1, 305-2)

As one of the leaders in providing warehousing and logistics solutions, we have a dedicated and modern fleet for our operational needs. We operate our own fleet of vehicles, including prime movers and trailers, and have replaced our older trucks with Euro 6 model in our logistics business, which

are in compliance with Singapore National Environmental Agency regulations, and which will also help to reduce nitrogen oxides pollutants and fine particulate matter.

In FY2020, we embarked on a digitalisation project in our warehousing operations to move away from traditional paper-based operations for job order handling. With digitalisation, the need for printing of hard copy documents is eliminated as job order instructions can now be sent directly from the customer service team to operations team. With more efficient storing and sharing of information, administrative tasks are reduced, hence increasing productivity.

The Group is also embracing technology to improve its overall processes - an Enterprise Resource Planning ("ERP") system is currently being implemented in one of our subsidiaries which helps to cut down the printing of purchase orders and invoices. With a connected digital network and data stored in the Cloud, it has allowed us to move away from disparate systems, enabling us to better streamline our business processes.

		FY2019	FY2020
Non-Hazardous Waste	Disposal Method	Weight (kg)	Weight (kg)
General Waste	Incinerated	142,100	189,940
Carton Boxes	Recycled	15,950	17,860
Plastic Shrink Wrap	Recycled	17,978	18,245

DIRECT (SCOPE 1) EMISSIONS & ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS (GRI 305-1, GRI 305-2)

Business unit	FY2019		FY2020	
	Scope 1 (kg CO ₂)	Scope 2 (kg CO ₂)	Scope 1 (kg CO ₂)	Scope 2 (kg CO ₂)
GKE Express Logistics Pte Ltd	1,263,816	19,087	1,270,954	17,932
GKE Pte Ltd	0	63,771	0	49,113
GKE Services Pte Ltd	150,672 [^]	47,204 [^]	174,743	48,167
GKE Warehousing & Logistics Pte Ltd**	93,646	310,917	73,545	365,707
Wuzhou Xing Jian Readymix Co.,Ltd	1,604,826	242,482 [@]	1,881,488	491,413
Total GHG emissions	3,112,960	683,461	3,400,730	972,332
kg CO₂	3,796,421		4,373,062	
tCO₂	3,796		4,373	

ENERGY CONSUMPTION WITHIN THE ORGANISATION (GRI 302-1)

Energy consumed from non-renewable sources (MJ)		
Business unit	FY2019 [@]	FY2020
GKE Express Logistics Pte Ltd	17,213,305	17,305,875
GKE Pte Ltd	547,646	421,769
GKE Services Pte Ltd	2,438,862 [^]	2,358,208
GKE Warehousing & Logistics Pte Ltd*	3,933,923	4,133,126
Wuzhou Xing Jian Readymix Co.,Ltd	23,771,666	28,103,614
Total	47,905,402	52,322,592

Conversion factors for the above tables are based on Emission Factors for Cross Sector Tools March 2017

[@] FY2019 data has been recalculated due to different emission factors used for electricity

[^] Data was previously reported under TNS Ocean Lines (S) Pte Ltd. Change of entity name as of January 2020.

* Data includes GKE Freight Pte Ltd as they are both in the same building and have a common electricity billing

** Scope 2 Emissions figures for GKE Warehousing & Logistics Pte Ltd in FY2019 & FY2020 includes GKE Freight Pte Ltd as they are both in the same building and have a common electricity billing

Our overall energy consumption in FY2020 for Singapore and China operations was 52,322,592 MJ, which is approximately a 9% increase from FY2019. This increase in energy consumption was mostly due to an increase in the energy consumption from the readymix business, which is in tandem with the increase in revenue.

One of our new business initiatives currently underway is the construction of a new recycling

plant – Cenxi Haoyi Recycling, to recycle material waste arising from mining, construction, manufacturing and other related processes into reusable construction raw materials. Every year, a large part of recyclable materials is disposed of in landfills or arbitrarily discharged to the environment. To ensure the sustainability of building construction materials, it is essential to utilise production waste. By recycling waste products arising

from mining, manufacturing and construction activities into reusable raw materials for manufacturing of ready-mix concrete, it can help to reduce the environmental impact associated with the transport of materials and manufacture of new materials. This recycling plant is being built in Longmu village, Cenxi city in the People's Republic of China.



As the world becomes increasingly digital, our opportunities continue to expand. But with these opportunities come ever-more complex challenges – such as how to keep personal data private and secure, even when it moves across borders. We recognise the risks and negative impacts that our business and stakeholders may encounter if information such as confidential/sensitive corporate data, personal data of customers, employees and stakeholders, is not adequately protected. As we harness technology in our business and operations, the risks have also further increased. Data security and privacy is a top priority for us.

DATA PRIVACY (GRI 418-1)

Personal data in Singapore is protected under the Personal Data Protection Act 2012. We aim for complete transparency in the way we process and manage the data that our clients entrust to us. Employees of GKE are required to sign a Non-Disclosure Agreement for the work that they conduct at GKE. The company's networks, database and websites are also secured to prevent loss of data. CCTV cameras are installed at strategic locations in our facilities for physical security, certain offices are also biometric controlled for greater control and access. Training and ongoing engagement are the primary ways we build awareness among our employees.

In FY2020, there were no substantiated complaints concerning breaches of customer privacy and losses of customer data across the various GKE subsidiaries. We shall strive to continue to maintain zero case of breaches of customer privacy or loss of customer data in FY2021.

GLOBAL TRADE

GKE's end-to-end logistics services covers warehousing, freight, transportation, marine logistics and port management. By working with our agents / partners in different countries, we add value to our client's supply chain through integration of land, sea and air transportation from country of origin to point of sale, avoiding the hassle of having to deal with dozens, or even hundreds, of different companies. With 11% more revenue coming from our import business as compared to the export business, we are also constantly exploring new ways to improve our supply chain management and to innovate our business.

GOOD LABOUR RELATIONS (GRI 401-1)

At GKE, we operate on the basis of continuous improvement – constantly looking for ways that we can be more efficient, more responsive, less wasteful, more profitable and safer.

GKE aims to foster an excellence culture. Our employees are passionate, committed, and excel in what they do. In return, we recognise their efforts and encourage a culture of collaboration. The talent and motivation of our 896 employees in FY2020 across our various business units are the foundations for our success. Implementing a strong, common culture and purpose across the Group remains the main priority of our management team. As part of our restructuring exercise that began in FY2018, we started to integrate similar functions across the different business units in FY2019 with the aim of having common corporate

functions, such as human resource, sales and marketing. By having common corporate functions, we plan to create closer links and drive synergy when implementing new initiatives across the various business units.

In FY2020, we had a turnover rate of 11.6% and a hiring rate of 9.3%. The decline in overall headcount was due primarily to GKE Services Pte Ltd which had to streamline its workforce due to reduced business. GKE Services Pte Ltd provides services to the aviation industry which has been impacted severely by COVID-19.

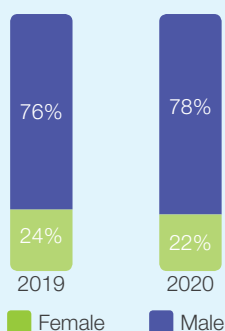
Wuzhou XingJian, which is based in Guangxi, hires employees from the surrounding community near the factory. As part of the employees' benefits, the company provides free dormitory accommodation and daily meals at the staff canteen for all employees.

GRI 401-1 NEW EMPLOYEES HIRE AND EMPLOYEES TURNOVER (SINGAPORE & CHINA)

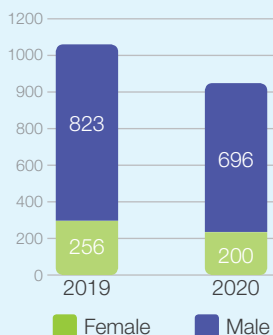
		No. of New Hires	Hiring Rate (%)	No. of Employee Turnover	Rate of Employee Turnover (%)
By Age Group	Under 30 years old	28	3.1%	19	2.1%
	30-50 years old	47	5.2%	67	7.5%
	Over 50 years old	9	1.0%	18	2.0%
By Gender	Male	70	7.8%	79	8.8%
	Female	14	1.6%	25	2.8%

GRI 102-8

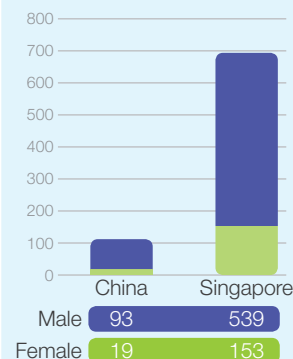
Gender Profile of our Employees in Singapore and China (FY2019 and FY2020)



Permanent Employees in Singapore and China (FY2019 and FY2020)

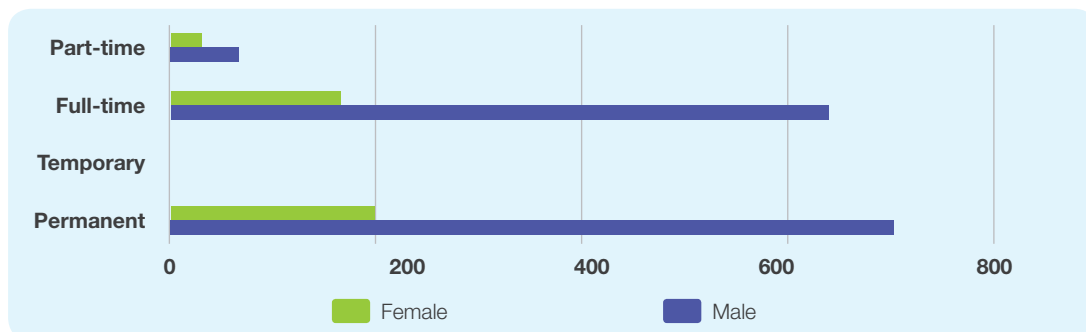


Full Time Employees by Gender in Singapore and China (FY2020)

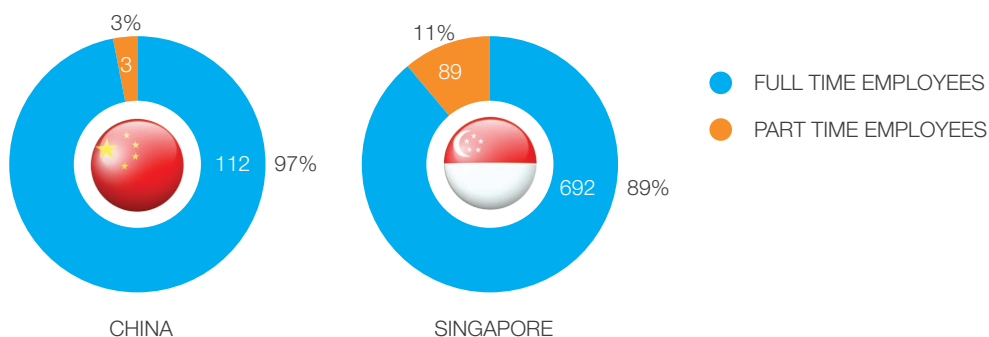


EMPOWERING EMPLOYEES

TOTAL EMPLOYEES BY EMPLOYMENT CONTRACT AND GENDER IN FY2020



TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE (FULL-TIME AND PART-TIME)



Total employees by gender	FY2019		FY2020	
	Singapore	China	Singapore	China
Male	749	74	600	96
Female	238	18	181	19
Total employees	987	92	781	115

Total employees by employment contract and gender	FY2019		FY2020	
	Male	Female	Male	Female
Full time employees (Singapore)	710	192	539	153
Full time employees (China)	74	18	93	19
Part time employees (Singapore)	39	46	61	28
Part time employees (China)	0	0	3	0
Permanent contract (Singapore)	11	17	600	181
Permanent contract (China)	74	18	96	19
Temporary contract (Singapore)	0	0	0	0
Temporary contract (China)	0	0	0	0

EMPLOYEE HEALTH, SAFETY AND WELLNESS

Our people are our most important asset. Neglecting their health and safety would not only be irresponsible and unethical but would also endanger our business performance. GKE strives to work in a healthy and safe manner that complies with all applicable occupational safety and health laws and standards, and are committed to providing our employees with a healthy and safe working environment. Our employees are encouraged to take ownership when it comes to health and safety. Our health and safety approach applies at all levels of the organisation, from a trip hazard in a corridor at head office, to a partially closed truck door, or pallets stacked too high in a warehouse – all GKE employees should see a potential danger and take immediate action to resolve.

Our health and safety representatives from the various business units help to integrate health and safety into the daily strategic and operational planning for the organisation. GKE Corporation Ltd. will provide guidance and lead our other entities, GKE Express Logistics Pte Ltd, GKE Warehousing & Logistics Pte Ltd and GKE Pte Ltd, in achieving ISO 45001:2018 Occupational Health and Safety Management System, together with ISO 14001:2015 Environmental Management System and Workplace Safety and Health (WSH) bizSAFE Star certification in year 2021.

GKE Express Logistics Pte. Ltd. and GKE Warehousing & Logistics Pte. Ltd. have both achieved ISO 9001:2015 Quality Management System certification and WSH bizSAFE Level 3 since 2017. GKE has in place a health, safety and environment system with defined safe work procedures, risk assessments and other relevant work instructions for our staff and contractors.

In FY2020, we had four cases of reportable accidents which resulted in a total of 214 man days lost. By identifying, recording, investigating and analysing the incidents, we have informed and formally addressed safety accidents in our monthly Safety Committee meetings and implemented corrective actions to prevent recurrence. We have also made improvements to our equipment and work procedures to address the root cause of these accidents, and communicated these to our employees to raise their awareness on lessons that can be learnt, with an aim to minimise the number of lost days in FY2021.

GKE Express Logistics Pte. Ltd. rolled out the internal training program, HSE-02-07 Traffic Safety Management for all our drivers, which imparts best practices on transportation safety and reinforces the importance of the role of each individual. Each morning, every team leader reminds the drivers to pay attention to important issues such as the condition of the vehicle and the health of the drivers. Alternative vehicles will be used in the event any is found to have issues,

and replacement drivers are also on standby if any drivers are unwell. Our prime mover drivers operating within the PSA Container Terminal also attend a haulier's defensive driving course to attain knowledge on defensive driving techniques to enable them to avoid accidents while operating a haulier prime mover within PSA Container Terminal.

At Wuzhou XingJian, we regularly engage environmental, health and safety consultancy firms to monitor our EHS performance and to ensure that our working environment meets the requirements of the local laws and regulations. Standard operating procedures have also been developed for the various activities carried out on site and training provided to all employees before they start their work as well as on-the-job. In accordance with China's Workplace Safety Law, the Group also ensures all employees are provided with personal protective equipment and undergo regular health checks.

There were no work-related injuries or fatalities attributable to non-employees or contractors working at our premises in Singapore and China in FY2020.

KEY WORKPLACE SAFETY AND HEALTH STATISTICS FOR SINGAPORE AND CHINA OPERATIONS IN FY2019 AND FY2020

Description	FY2019		FY2020	
	Male	Female	Male	Female
Workplace injury rate (number of injuries per 100,000 employed persons)	648.7	0	446.4	0
Accident frequency rate (reportable accidents per million man-hours)	3.4	0	2.3	0
Accident severity rate (man-days lost per million man-hours)	12.6	0	124.4	0
Occupational disease rate	0	0	0	0
Work related fatalities	0	0	0	0

For FY2019, no. of man hours worked is assumed to be 8 hours a day, 20 days a month, for 12 months, for the total headcount in Singapore and China (1079 employees) = 2,071,680 man hours

For FY2020, no. of man hours worked is assumed to be 8 hours a day, 20 days a month, for 12 months, for the total headcount in Singapore and China (896 employees) = 1,720,320 man hours

DEFINITIONS ON TYPES OF INJURIES

Major Injuries refer to non-fatal injuries which are more severe in nature. These include: amputation, blindness, deafness, paralysis, crushing, fractures and dislocations: head, back, chest and abdomen, neck, hip and pelvis, exposure to electric current, acute illness requiring medical treatment or loss of consciousness from exposure to chemical and/or biological agents, concussions with more than 20 days of medical leave.

Minor injuries include all other reportable injuries that did not result in death or major injuries.

Workplace Injury Rate =

$$\frac{\text{No. of Fatal and Non-Fatal Workplace Injuries}}{\text{No. of Employed Persons}} \times 100,000$$

Accident Frequency Rate (AFR) =

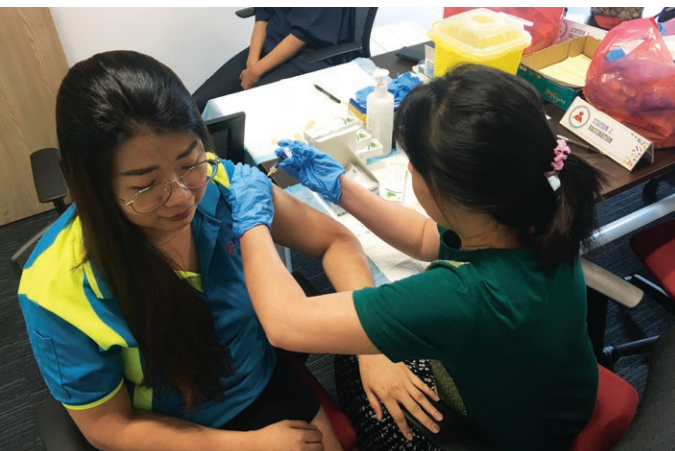
$$\frac{\text{No. of Workplace Accidents Reported}}{\text{No. of Man-hours Worked}} \times 1,000,000$$

Accident Severity Rate (ASR) =

$$\frac{\text{No. of Man Days Lost To Workplace Accidents}}{\text{No. of Man-hours Worked}} \times 1,000,000$$

Occupational Disease Incidence =

$$\frac{\text{No. of Occupational Diseases (i.e. chronic confirmed cases)}}{\text{No. of Employed Persons}} \times 100,000$$



Flu Vaccination & GKE Roadshow



National Steps Challenges Season 5
6 January 2020 to 19 April 2020



In support of the SGSecure movement, staff from various functions have also attended the: SCDF CEPP programme "Response Ready" 新加坡民防部队进行“响应就绪”计划 - GKE GROUP in Oct 2019.



The Group also linked up with Family 365 in Dec 2019 to run an in-house lunch time talk on Personal Work Life Programme titled "Don't Worry, Be Happy"

We use sponsorships and donations to support the implementation of our strategy and to strengthen our corporate brand and recognition.

In FY2020, GKE contributed S\$8,500 for various corporate social responsibility programs. S\$3,000 was donated to the West Coast Community Centre in support of the constituency's National Day Dinner, Lunar New Year Dinner and for the community activities under the Grassroots. We have also donated \$5,000 to UOB for the UOB Chinese New Year Charity, which was used to benefit the arts, children and education programs and to promote greater partnership, philanthropy and participation to help strengthen community bonds. Other activities we have participated in include a food donation drive to Food Bank Singapore in February 2020 during the COVID-19 period to donate staple items like rice, sugar and milo packs.

DISCLOSURE		COMMENTS	REFERENCE	OMISSION
GRI 102: GENERAL DISCLOSURES 2016				
102-1	Name of the organization		AR 2020, pg. 1 (Corporate Profile)	
102-2	Activities, brands, products, and services		AR 2020, pg. 1-2 (Corporate Profile)	
102-3	Location of headquarters		AR 2020, pg. 1 (Corporate Profile)	
102-4	Location of operations		AR 2020 pg. 1-2 (Corporate Profile)	
102-5	Ownership and legal form		AR 2020, pg. 1-2 (Corporate Structure)	
102-6	Markets served		AR 2020, pg. 7 (Business Segments)	
102-7	Scale of the organization		AR 2020, pg. 8 (Corporate Structure) SR 2019, pg. 13-16 (Empowering Employees)	
102-8	Information on employees and other workers		SR 2020, pg. 13-16 (Empowering Employees)	
102-9	Supply chain		We have approximately 367 suppliers, most of them are based in Singapore and provide materials for our warehousing and logistics business.	
102-10	Significant changes to the organization and its supply chain	Divestment of GKE Metal Logistics	Performance Review AR 2020, pg. 12-14	
102-11	Precautionary Principle or approach		Risk Management AR 2020, pg. 31-33	
102-12	External initiatives		None	
102-13	Membership of associations		Singapore Logistics Association, Singapore Transport Association, Singapore Business Federation	
102-14	Statement from senior decision-maker		SR 2020, Pg. 1 (Board Statement)	
102-16	Values, principles, standards, and norms of behaviour		AR 2020, Pg. i, ii (Core Values, Vision, Mission)	
102-18	Governance structure		AR 2020, Pg. 16-18 (Board of Directors)	
102-40	List of stakeholder groups		SR 2020, Pg. 5 (Stakeholder Engagement)	
102-41	Collective bargaining agreements			Not applicable. There is no collective bargaining agreement.

DISCLOSURE		COMMENTS	REFERENCE	OMISSION
102-42	Identifying and selecting stakeholders		SR 2020, Pg. 5 (Stakeholder Engagement)	
102-43	Approach to stakeholder engagement		SR 2020, Pg. 5 (Stakeholder Engagement)	
102-44	Key topics and concerns raised		SR 2020, Pg. 6 (Materiality Assessment)	
102-45	Entities included in the consolidated financial statements		AR 2020, pg. 1-2 (Corporate Structure)	
102-46	Defining report content and topic Boundaries		SR 2020, Pg. 2 (About the Report)	
102-47	List of material topics		SR 2020, Pg. 6 (Materiality Assessment)	
102-48	Restatements of information		SR 2020, Pg. 10-11 (Environmental Responsibility)	
102-49	Changes in reporting		None	
102-50	Reporting period		SR 2020, Pg. 2 (About the Report)	
102-51	Date of most recent report		The most recent previous report was published in Oct 2019	
102-52	Reporting cycle		Annual	
102-53	Contact point for questions regarding the report	enquiry@gkegroup.com.sg	SR 2020, Pg. 2 (About The Report)	
102-54	Claims of reporting in accordance with the GRI Standards		This report has been prepared in accordance with the GRI Standards: Core Option	
102-55	GRI content index		SR 2020 Pg. 18-20 (GRI Content Index)	
102-56	External assurance		None	
GRI 103: MANAGEMENT APPROACH 2016				
103-1	Explanation of the material topic and its Boundary		SR 2020, Pg. 6 (Materiality Assessment)	
103-2	The management approach and its components		SR 2020, Pg. 8-9 (Economic Enhancement and Compliance) SR 2020, Pg. 10-11 (Environmental Responsibility) SR 2020, Pg.12 (Our Customers) SR 2020, Pg. 13-16 (Empowering our Employees)	

GRI CONTENT INDEX

DISCLOSURE		COMMENTS	REFERENCE	OMISSION
103-3	Evaluation of the management approach		SR 2020, Pg. 8-9 (Economic Enhancement and Compliance) SR 2020, Pg. 10-11 (Environmental Responsibility) SR 2020, Pg. 12 (Our Customers) SR 2020, Pg. 13-16 (Empowering our Employees)	
GRI 201: ECONOMIC PERFORMANCE 2016				
201-1	Direct economic value generated and distributed		SR 2020, Pg. 7 (Performance Overview)	
GRI 302-1: ENERGY 2016				
302-1	Energy consumption within the organization		SR 2020, Pg. 10-11 (Environmental Responsibility)	
GRI 305: EMISSIONS 2016				
305-1	Direct (Scope 1) GHG Emissions		SR 2020, Pg. 10-11 (Environmental Responsibility)	
305-2	Energy indirect (Scope 2) GHG Emissions		SR 2020, Pg. 10-11 (Environmental Responsibility)	
GRI 306: EFFLUENTS AND WASTE 2016				
306-2	Waste by type and disposal method		SR 2020, Pg. 10-11 (Environmental Responsibility)	
GRI 401: EMPLOYMENT 2016				
401-1	New employees hires and employee turnover		SR 2020, Pg. 13-16 (Empowering Employees)	
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 2020, Pg. 15-16 (Employee Health, Safety and Wellness)	Absentee Rate is not available for employees.
GRI 418: CUSTOMER PRIVACY 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		SR 2020, Pg. 12 (Our Customers)	
GRI 419: SOCIOECONOMIC COMPLIANCE 2016				
419-1	Non-compliance with laws and regulations in the social and economic area		SR 2020, Pg. 8-9 (Economic Enhancement & Compliance)	



(Company Registration No.: 200001941G)

39 Benoi Road
Singapore 627725
T: (65) 6261 7770 | F: (65) 6266 2557
Visit us at www.gke.com.sg