



 **KIM HENG
OFFSHORE & MARINE HOLDINGS LIMITED**

STAYING STEADFAST

An Established Integrated Offshore & Marine Value Chain Services Provider

SUSTAINABILITY REPORT FY2018

We,
Think Better,
Do Better,
Be Better.

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*This Sustainability Report has been reviewed by the Company's Sponsor, SAC Capital Private Limited (the "**Sponsor**"). It has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "**Exchange**") and the Exchange 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 Ms Tay Sim Yee (Tel: (65) 6232 3210) at 1 Robinson Road, #21-00 AIA Tower, Singapore 048542.

Board Statement

The Board of Directors at Kim Heng Offshore and Marine Holdings Limited (“Kim Heng” and together with its subsidiaries, the “Group”) is pleased to present the sustainability report of the Group for the financial year ended 31 December 2018 (“FY2018”) (the “Sustainability Report”).

Last year, the Board commenced the organisation’s sustainability reporting journey by issuing our first sustainability report.

Sustainability reporting has allowed us to understand the expectations of different stakeholders and how these can impact our growth. This has helped the business to develop a more strategic outlook which also focuses on long-term objectives. Through measuring and monitoring the Group’s levels of energy, water and waste, the Group has been able to enjoy cost reductions by recognizing and addressing any potential areas of leakages. The Group also believes that emphasizing on the development and growth of our employees will allow the Group to achieve continued success in the long-run.

The first year of sustainability reporting had allowed the Group to make progress towards our mission and vision, positioning ourselves as an organisation that makes a positive impact towards a sustainable global economy.

With the publication of this year’s sustainability report, the Group will continue to work with the stakeholders to build a sustainable business.



About this Report

This Sustainability Report covers data and information from 1 January 2018 – 31 December 2018 for our Singapore operations. The Group reports on our sustainability performance on an annual basis.

The Sustainability Report is prepared in line with the sustainability reporting requirements of Rules 711(A) and 711(B) of the Listing Manual Section B: Rules of Catalist of the Singapore Exchange Securities Trading Limited (“SGX-ST”) (the “Catalist Rules”). This report has been prepared in accordance with the GRI Standards Core Option.

We have not obtained any independent assurance of the information being reported, but may consider doing so as our reporting processes mature in the future.

A soft copy of this report can be found on our website at www.kimheng.com.sg. Please reach out to our sustainability team at Sustainability@kimheng.com.sg with any comments or questions.

About Kim Heng Offshore and Marine Holdings Limited

Kim Heng Offshore & Marine Holdings Limited has over 50 years of experience in the marine and offshore industry. The Group offers a one-stop solution for a comprehensive range of products and services that cater to different stages of offshore oil and gas projects from oil exploration to field development and oil production.

The Group's operations are primarily located in Singapore with two shipyards. The shipyards, with a combined waterfront of 205 metres, enable Kim Heng to carry out a multitude of services comprising offshore marine services, supply chain management, shipbuilding, conversion, repairs and engineering works, vessels sales and charter, heavy equipment sales and rental, marine salvage and oil spill response.

Kim Heng has a subsidiary that provides sale and rental of cranes, which consists of crawler cranes, lorry cranes and mobile cranes. It also provides other services such as maintenance, trading and sale of heavy equipment.

The Group has built its brand over the years and has established relationships with world renowned customers. Today, we are an established integrated offshore and marine value chain services provider serving customers from over 25 countries in the regions of Southeast Asia, USA, Latin America, Australasia, Middle East and Europe.



Offshore Rig Services

- Construction and fabrication works on sections or components of drilling rigs and drill ships
- Installation of offshore production modules and systems
- Afloat repairs, maintenance and refurbishment of offshore rigs, platforms & vessels
- Supply of offshore drilling and production equipment
- 24/7 Oil spill response and salvage operations
- Owns and operates offshore support vessels such as AHTS



Supply Chain Management

- Provision of logistics, general shipping and crew management
- Provision of offshore supply vessels and heavy lift equipment



Vessel Sales & Newbuild

- Purchase and refurbishment of vessels for on-selling
- Newbuilding of vessels



Heavy Equipment Sale and Rental

- Leasing, sale, maintenance, import and export of heavy equipment
- Wide range of equipment and machineries including crawler, lorry and mobile cranes

Our Sustainability Approach

At Kim Heng, we aim to be the choice provider in the oil and gas industry and to be able to serve our customers with the finest integrated solutions and first-class customer service.

OUR CORE VALUES		
SAFETY FIRST	INNOVATION	CUSTOMER FOCUS
We take pride in offering our customers the highest standard, without compromising safety standards and operational effectiveness	We proactively seek to improve the performance and efficiency of our business so that we will always be one step ahead.	Our understanding of your business and mastery of the industry enable us to respond with better and faster decisions to meet your expectations.
Quality Assurance, Zero accident environment and Client Satisfaction		

Corporate Responsibility (“CR”) has been an important part of the Group’s business philosophy, and is thus a key consideration in the Group’s daily operations. When doing business, be it launching a new service or working with partners, the Group always considers the socioeconomic aspect, as well as the environmental impact that any of our actions may have on the broader community. It is the Group’s view that a socially responsible business is a business that is valued by the community and all its stakeholders.

Sustainability Governance

While sustainability matters were always considered a part of our business philosophy, the requirements of sustainability reporting ensure that the Group places emphasis and reports on this area.

The Board takes overall responsibility for driving the overall sustainability strategy of the Group, while the sustainability reporting is led by a sustainability committee which comprises of the members of senior management including the Chief Financial Officer and the Head of Corporate Services.

For day-to-day implementation of sustainability initiatives, responsibilities are handed over to managers in respective functions such as Human Resource, Operational Safety, Health and Environment, and Procurement departments.

Stakeholder Engagement

Stakeholder engagement forms a crucial part of our strategic and business planning, and it provides the Group with valuable insight to continuously improve our sustainability performance. Based on their dependence and influence to our business, we have identified the following as our key stakeholders:

- Customers
- Employees
- Shareholders & Investors
- Government & Regulators

Key stakeholders	Material concerns	Engagement mechanism
Customers	Product and Service Quality Timely supply of products and services QHSSE Excellence	<ul style="list-style-type: none"> • Regular dialogue with customers to understand their needs • On-the-job customer feedback • Post job completion feedback
Employees	Employee welfare Training and Development Health & Safety	<ul style="list-style-type: none"> • Safety and other needs based trainings • Orientation programmes and employee handbook for new employees
Shareholders & Investors	Financial Stability Corporate Governance	<ul style="list-style-type: none"> • Press releases, corporate website, announcements via SGX site and Annual Reports • Annual General Meetings
Government & Regulators	Environmental Compliance Regulatory and compliance risk	<ul style="list-style-type: none"> • Regular communications with government and regulators such as Ministry of Manpower, SGX-ST, National Environment Agency and Marine Port Authority

Materiality Assessment

Materiality is a critical input in our corporate sustainability strategy because it ensures we provide our stakeholders with the sustainability information most relevant to them and our business.

Based on our assessment process conducted for FY2017, which included interviews with internal stakeholders and a management workshop, we had identified 6 material topics and have strategised them across three key pillars; environmental, social and economic. For FY2018, the Group continues to report the following topics in our Sustainability Report as there has been no significant change to our business strategy and market environment.



Environmental

2018 saw the Singapore Government naming 2018 as the 'Year of Climate Action'. As a player in the maritime industry, the Group recognises our environmental impact as we strive towards minimising our footprint through conscious resource management efforts.

We currently operate under the Environmental Management System (EMS) of ISO 14001 and the Quality Management System of ISO 9001:2008 through which we exercise a precautionary approach towards environmental issues.

Resource Management

Why it is material

Our operations consume electricity and marine gas oil. Our shipyards and vessels generate waste through the fabrication of offshore platforms and the building and repairing of vessels. The ballast water that is discharged by our vessels may also impact the biodiversity of the waters. As our operations are highly dependent on natural resources, we recognize our impact on the environment, and accordingly deem resource management to be a material factor in our sustainability strategy.

Our industry is subject to a number of environmental regulations relating to air pollution, ballast water discharge and waste. After we started our sustainability journey for FY2017, we no longer see these environmental regulations as compliance requirements, but as opportunities to minimise leakages in our business. Overtime, the Group understands the benefits of sustainability efforts as it will directly impact both our bottom line and our environmental footprint.



Management Approach

Our approach to resource management encompasses a number of areas.

Energy and emissions

With regards to energy conservation, our vessels follow the Ship Energy Efficiency Management Plan (SEEMP), introduced by the International Maritime Organisation, which aims to provide a practical approach in managing our operations and fleet efficiency performance using the Energy Efficiency Operational Indicator (EEOI). As a result of our efforts, we have obtained the International Energy Efficiency Certificate and our vessels have also been accredited with the International Air Pollution Prevention (IAPP) certificate during the year. This is awarded to vessels that demonstrate strict control of diesel engine nitrogen oxides emissions by meeting certain survey, certification and compliance requirement in accordance with MARPOL Annex VI regulation¹.

In 2020, our industry will be subject to the global sulphur cap, limiting sulphur content of bunker fuel to a maximum of 0.5%. We are already prepared for this change and have been using fuel that has been in the range of 0.37% to 0.5% sulphur levels.

Besides efforts dedicated to environmental regulatory requirements, we continue to instil a green culture within the organisation and are striving to seek Eco-Office labelling certificate at our work place in the near future.

We also see sustainability as an opportunity to innovate. Going forward, the Group is looking into exploring business opportunities to serve the offshore wind energy business.

The Group has a risk management committee which comprises the Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, Commercial and Operation Director and Head of Corporate Services, that monitors any risks of non-compliance in our operations and ensure that we adhere to environmental laws and regulations pertaining to our industry. In this regard, third party advisors will be considered and used where the Audit & Risk Committee ("ARC") deems it necessary.

¹ MARPOL regulations relates to the Regulations for the Prevention of Air Pollution from Ships

Water discharge and conservation

The Group has in place a ballast water management plan since September 2017. This plan is a requirement to help prevent the spread of potentially harmful aquatic organisms and pathogens in ships' ballast water. This requires all ships to implement a ballast water management plan, maintaining a ballast water record book and obtaining the International Ballast Water Management Certificate for all ships in operation.

All our existing ships built prior to September 2017 are in compliance with D1 standard which specifies requirements for ships to exchange ballast water in open seas, away from coastal areas. Our new ships built after September 2017 are in compliance with D2 standard which requires ships to conform to the maximum amount of viable organisms allowed to be discharged, including specified indicator microbes harmful to human health. Our vessels are accredited with the International Ballast Water Management Certificate.

Besides that, our vessels are also in compliance with MARPOL Annex 1 regulation on prevention of oil pollution and accredited with the International Oil Pollution Prevention (IOPP) certificate.

At our office and shipyard, the Group continues to harvest and reuse rainwater for our operations.

Waste management

Kim Heng has strict waste management procedures and guidelines that have been developed with reference to local and international standards. Our vessels continue to follow the MARPOL Annex V regulations for prevention of pollution by garbage plan.



Expanding Our Horizons

We are now owner and
operator of offshore vessels.



Performance

Energy and emissions

Commencing this year, in addition to the electricity consumption of the Group's shipyard operations, the Group has reported our fuel consumption by our vessels as well as our carbon emission as tabulated below. Our electricity consumption records are also presented below in comparative to last year's reported figures. The increase in electricity consumption was due to an increase in internal reactivation of vessels that the Group had acquired during the year.

	FY2017	FY2018
Electricity Consumption (kWh) – shipyard	967,160	1,008,328
Fuel Consumption (tonne) – vessels	Not reported	8,543,059
Direct Scope 1 Emissions (tonne) ¹	Not reported	27,389,048
Indirect Scope 2 Emissions (tonne) ²	Not reported	422,691

Water Consumption

The increase in total water consumption was due to increase in water supply to customers operating the vessels and internal reactivation of vessels that the Group had acquired during the year.

	FY2017 (m3)	FY2018 (m3)
Total Water Consumption	15,256	21,328

Waste³

As part of our effort in improving the sustainability report this year, the Group has enhanced the overall data collection process during the year and waste is reported in quantity as opposed to cost of disposal.

In FY2018, the Group generated 117.49 cubic metre of garbage waste from 4 vessels.

We are also proud to have zero reported incidents on environmental non-compliance in FY2018.

Future Outlook and Performance Indicators

1. Increase cleaner energy use by exploring the possibility of installing solar panels and LED lights instalment for our operations.
2. Reduce our energy, water and waste by 2% within five years.
3. Achieve Green Office Label certification in 2019
4. Develop and organise an environmental awareness campaign in future.
5. Maintain compliance with environmental regulations and requirements.

1. We use the emission factors 3.206, for calculation of CO2 [Source:<http://www.imo.org/en/OurWork/Environment/PollutionPrevention/AirPollution/Documents/Third%20Greenhouse%20Gas%20Study/GHG3%20Executive%20Summary%20and%20Report.pdf>]

2. We use the emission factors 0.4192, for calculation of CO2 [Source:https://www.ema.gov.sg/cmsmedia/Publications_and_Statistics/Publications/SES18/Publication_Singapore_Energy_Statistics_2018.pdf]

3. This indicator is reported in reference of GRI Standards instead of in accordance with the GRI Standards Core Option for the following reasons:

- Information on waste type (i.e. hazardous or non-hazardous) is currently not available
- Information on waste disposal method is currently not available

Social

Health and Safety

Why it is material

Our ambition is to make Kim Heng yards and worksites a much safer place to work at. We recognise that the health and safety of our on-site workers and vessel crew can be at risk given the nature of their work and ensuring their safety at work is our top most priority.

Management Approach

The Group adheres to best-in-class health & safety standards to ensure that the necessary safety measures are implemented across the organisation. We have in place a health, safety and environment (“HSE”) policy outlining the key requirements for all employees. There are also designated HSE personnel to carry out and monitor HSE-related issues for both the shipyards and the vessels as well as the attainment of relevant certifications.

On top of our own stringent risk mitigation measures, comprehensive risk assessments continue to be carried out by external bodies on a regular basis to ensure that all areas of safety are in check.

The Group recognizes that everybody has a responsibility to ensure a safe working environment for all employees. Where the working procedure is wrong or where employees encounter unsafe equipment or working conditions, they are encouraged to highlight such incidences to the relevant HSE personnel.

Having the above procedures in place allow us to remain confident in reducing the risks of accidents, injuries or illnesses to our employees and the local community.

Additionally, we have achieved the following certifications:

- BIZSAFE level 3
- BIZSAFE STAR
- ISO 22:000
- ISPS AND ISM certified shipyard - International Ship and Port Security and International ship management safety code
- Our vessels carry medical supplies and equipment as per International Maritime Organisation (IMO) and World Health Organisation (WHO) conventions



During the year, we participated in two events with government agencies to enhance the Group's emergency preparedness:

- In March 2018, the Group provided oil spill management/expertise, skilled manpower, logistics, and oil spill equipment handling for the National Environment Agency (NEA) Ground Deployment Exercise – Shoreline Oil Spill (KHMO teamed with ST Logistics) Response deployment at East Coast Park.
- In April 2018, the Group hosted a regiment from the Singapore Civil Defence Force (SCDF), Singapore Police Force - Police Coast Guard (SPF - PCG) and Clementi Police Headquarter to carry out counter-terrorism and firefighting exercises held at our waterfront shipyard. In the process, Kim Heng demonstrated safety drills on board a vessel, showcased firefighting capabilities and even exchanged information on internal safety management processes.



Performance¹

As a result of our commitment to our employees' health and safety within our organization and processes, we obtained OHSAS 18001:2007 certification in 2014 and have since maintained the certification.

	For Employees	For non-employees whose work and/or workplace is controlled by our organization
Number of Fatalities as a result of Work-Related Injury	0	0
Number of High-Consequence Work-Related Injury (excluding fatalities)	5	0
Number of Recordable Work-Related Injury	5	0
Number of Hours Worked	897,684	0
Rate of Fatalities as a result of work-related injuries (%)	Nil	Nil
Rate of High-Consequence Work Related Injury (%) ²	1.11	Nil
Rate of Recordable Work Related Injury (%) ²	1.11	Nil

Future Outlook and Performance Indicators

1. Maintain zero workplace fatalities
2. Maintain the rate of high-consequence work related injury below 2%

1. Presentation is different from prior year as this year was reported based on GRI 2018 standard whereas last year was reported based on GRI 2016 standard for this indicator.
2. Injury rate = (Number of injury x 200,000)/Number of hours worked.

Human Capital Development

Our employee profile

There is a significant increase in the total number of employees in FY2018 as the Group increased its recruitment efforts due to the manpower required for a large new project.

	FY2018		FY2017	
	Male	Female	Male	Female
Total number of employees				
Permanent contract	243	29	230	25
Temporary contract	79	1	47	0
Total	322	30	277	25
	Male	Female	Male	Female
Full time	322	30	230	24
Part time	0	0	47	1

Why it is Material

Our employees are the greatest asset at Kim Heng and because of them we are able to continuously achieve success. It is crucial for us to retain our staff by caring for their development, providing competitive employee benefits and ensuring fair and safe working conditions.

Management Approach

Fair working conditions

We continue to provide diverse and equal opportunities to all our employees at Kim Heng. We do not judge our potential employee candidates based on their race, religion or nationality. Instead we assess shortlisted candidates based on qualification, relevant experience, skills and knowledge. Our staff are encouraged to speak to their immediate superior should they have any grievances. Depending on the gravity of the issue, it will be solved by the superior or escalated to HR or senior management wherever necessary.

Training and development

We are aware of the importance of continuous advancement of skills in our operations. In order to continuously serve our customers with the finest integrated solutions and first-class service, we have provided specific training for specific job scopes such as Construction Safety Orientation Course (CSOC) for crane operators, Shipyard Safety Instruction Course (SSIC) for shipyard workers, and Basic Offshore and Emergency Induction Training (BOISIET) for workers involved in offshore projects.

New trainings undertaken by our staff in FY2018 included:

- Shipyard Safety Instruction Course
- Skill development course for our workers on skills such as welding

Employee benefits

We continue to comply with Ministry of Manpower's (MOM) mandatory requirements for employee benefits and also provide competitive compensation compared to internal salary equity and external sources of the industry standards.

We seek to consent with our employees' specific requests where reasonable and in cases where positions are now redundant, the Company considers retaining the staff by transferring them to other departments or another entity of the Group. This is based on the relevance of their knowledge and skill sets.



Performance

New Employee Hires	FY2018	FY2017	Employee Turnover	FY2018	FY2017
Total # of Employee Hires	190	108	Total # of Employee Turnovers	140	82
# of new employee hires by age group			# of employee turnovers by age group		
<30 years old	45	17	<30 years old	19	15
30-50 years old	129	78	30-50 years old	111	51
>50 years old	16	13	>50 years old	10	16
# of new employee hires by gender			# of employee turnovers by gender		
Men	173	102	Men	128	75
Women	17	6	Women	12	7

The high turnover rate was contributed by the increase in number of short-term employment contracts of the vessels crews who were employed on a short-term basis based on operational needs.

Future Outlook

1. The Company has adopted a share option scheme known as the Kim Heng Employee Share Option Scheme ("Kim Heng ESOS") and a performance share plan known as the Kim Heng Performance Share Plan ("Kim Heng PSP"), which are administered by the Company's Remuneration Committee. In accordance to the terms of the Kim Heng ESOS and Kim Heng PSP, the Company may consider utilizing the Kim Heng ESOS and Kim Heng PSP to reward and retain employees in future.
2. We also plan to enhance our employees' benefits plan in the future, such as flexible benefits plans and increase employee welfare practices across the Group.

Economic

Ethics and Anti-corruption

Why it is material

We continue to recognise that our industry is sensitive in the area of ethics and corruption. Any such issues can lead to significant reputational damage, legal consequences and loss of customers to our business.

Management Approach

Kim Heng has zero tolerance for bribery and corruption in its business. We strive to achieve the highest levels of corporate ethics and transparency through sound corporate governance and appropriate internal controls.

We have developed an anti-bribery and corruption (“ABC”) policy to provide guidance to all management and staff in the mitigation of the risk consistently with regulatory requirements and marketplace expectations.

The Company has a whistle-blowing policy where staff of the Group may, in confidence, raise concerns on any suspicion of wrongdoings which covers improprieties in matters of financial reporting, fraudulent acts and other matters within the Group. The whistle-blowing policy is also set out in the Company’s Corporate Governance Report of the Annual Report for FY2018.

Performance

Our employees are briefed and have received communication and training on Kim Heng’s ABC policy.

There have been no cases of anti-bribery and corruption reported or any whistle-blowing reports received in FY2018.

Future Outlook

1. We are in the process of including in our hiring policy that all new hires will be provided with an orientation handbook on anti-bribery and corruption, targeted to be completed by 2019.
2. We are in the midst of providing all our employees with refresher courses on anti-bribery and corruption and we target to complete the process by end of 2019 and to continue this on an annual basis.





Regulatory Compliance

Why it is material

Kim Heng is governed by a number of laws and regulations in the social and economic area and any breach can result in significant legal fines as well as reputational damage.

Management Approach

Our employees continue to be briefed with the management's policy of compliance with social and environmental laws. Our code of ethics clearly states Kim Heng adheres to all legal standards on dealing in securities, contracts and any other provisions and abide by all governing laws and regulations, both domestic and international.

Performance

We have not received any monetary fines, non-monetary sanctions, or have any open cases on social and economic non-compliance in FY2018.

Future Outlook

We aim to maintain zero cases of social and economic non-compliance in our operations.

Financial Stability

Why it is material

Our industry is going through a cyclical downturn and maintaining financial stability is crucial to stay in business and serve our stakeholders.

Management Approach

We strive to maintain our financial performance, particularly by improving our cash flows and lowering our credit risk.

Performance

In FY2018, the oil price recovered to a high of US\$85 at one point driven by geo-political factors. This helped to lift demand for our services and vessel chartering that support the rig business. With this slight recovery of our industry, the Group's revenue increased by 38.7% year-on-year ("y-o-y") to S\$38.1 million in FY2018. This was a result of an increase in vessel trading sales, higher equipment rental & sales, and greater demand for chartering of vessels. Despite this revenue growth, gross profit margins decreased from 20% to 14% as a consequence of decreased contribution from the Group's higher margin businesses. Cost of sales also rose in-line with our revenue.

This resulted in a net loss of S\$13.5 million in FY2018 compared to net loss of S\$15.3 million in FY2017. The improvement in Kim Heng's net loss position was due to a decrease in impairment losses from plant and equipment as the Group recorded a one-off non-cash impairment on plant and equipment of S\$3.6 million in FY2017.

Future Outlook

After years of tough market conditions and long period of uncertainty in the Oil and Gas sector since 2014, we have turned to alternative sectors in search of other marine contract works for repairs and maintenance of vessels and rigs that support the offshore drilling and production. The Group has developed its value chain and strengthened its engineering capability into marine civil works in horizontal directional drilling (HDD), subsea cable installations. Further, the Group has plans to embark on business ventures in the defense and renewable wind energy sectors.

Importantly, a continued recovery of drilling activity in 2019 and the return of previously sanctioned projects hopefully will support a return to robust growth in 2020. Recovery is thus expected in established areas like Malaysia, India, Vietnam, Thailand, Indonesia, and the Middle East despite current uncertainty.

Other strategic developments made in 2018 and the first quarter of 2019 include the incorporation of multiple subsidiaries in Malaysia such as wholly-owned subsidiary, Kim Heng Marine Labuan Limited and the 49%-owned Ruhm Mazu Sdn. Bhd. with its three wholly-owned subsidiaries. These subsidiaries extend our offshore capabilities through a near market, near customer strategy, to comply with the local regulations, ensuring quick accessibility to the Group's customers.

Despite the challenging economic conditions and the uncertainty faced by the business, the Group is cognizant of the importance to solidify our business and to develop new capabilities in order to stay competitive. The Group will also endeavour to capture new opportunities in order to sustain growth in the long term. Looking towards 2019, we are happy to announce that we have secured various fabrication jobs valued at an aggregate of S\$7 million from a well-established customer. The projects are scheduled to take place over 6 months, commencing in the first quarter of 2019.

We are confident that these developments position us better for the eventual upturn of the industry. Moving forward, Kim Heng will focus on the expansion of its operational capabilities to take on higher-margin and more diverse engineering and fabrication projects such as in the renewable wind energy sector, HDD and defense sectors. The Group will also remain committed to the implementation of its cost cutting initiatives to effectively control costs, and to prudently identify strategic investment opportunities in the industry.



Memberships / External charters

CONVENTIONS/REGULATIONS

- STCW Convention
- IMO Convention
- SOLAS
- MARPOL
- MLC

CERTIFICATIONS

- BizSafe level 3
- ISO 22:000
- ISO 9:001
- ISO 14:001
- OHSAS 18:001
- TRACE ANTI BRIBERY
- BIZSAFE STAR
- ISPS AND ISM certified shipyard - International Ship and Port Security AND International ship management safety code
- Oil Spill IMO Level 3
- International Maritime Organisation Convention
- World Health Organisation Convention

MEMBERSHIPS

1. Singapore Shipping Association
2. ASMI - Association of Singapore Marine Industries
3. Singapore Chinese Chamber
4. Singapore Business Federation



GRI Standards Content Index

GRI Content Index			
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General Disclosures			
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Abbreviations:

- BOISIET: Basic Offshore and Emergency Induction Training
- BWM: Ballast Water Management
- CSOC: Construction Safety Orientation Course (CSOC)
- ESOS: Employee Share Option Scheme
- GRI: Global Reporting Index
- IMO: International Monetary Organization
- ISM: International Ship Management
- ISO: International Organization for Standardization
- ISPS: International Ship and Port Facility Security Convention
- MARPOL: International Convention for the Prevention of Pollution from Ships
- MLC: Maritime Labour Convention
- MOM: Ministry of Manpower
- OHSAS: Occupational Health and Safety Assessment Series
- SEEMP: Ship Energy Efficiency Management Plan
- SSIC: Shipyard Safety Instruction Course
- STCW: International Convention on Standards of Training, Certification and Watchkeeping for Seafarers
- WHO – World Health Organisation



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Company Registration Number: 201311482K

9 Pandan Crescent, Singapore 128465
Tel : (65) 6777 9990
Fax : (65) 6778 9990
Website: www.kimheng.com.sg