



NUTRYFARM INTERNATIONAL LIMITED

Sustainability Report 2019







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Board's Statement

Dear Stakeholders,

NutryFarm International Ltd (“NutryFarm” or the “Group”) is proud to present our Sustainability Report for the second year as we continue our efforts in creating meaningful and sustainable impacts for our stakeholders. Through this report, we also want to share with our stakeholders on the Group’s sustainability performance as well as goals for the future.

The outlook for the health food products manufacturers and distributor remains positive for the foreseeable future with heightened recognition of more sustainable lifestyle and dietary requirements in the People’s Republic of China (PRC) as well as the rest of the world. As a leading manufacturer and distributor of nutrition and health food products, we recognize that the corporate governance, environmental and social aspects contribute to the management of the Group’s operations, interactions with our suppliers and customers as well as engaging our people. We are armed with passion for innovation and work towards creating more products with the finest quality through our renowned research and development process. We have increased our patents to 15 and approved products to 34 types this year.

This Sustainability Report plays an imperative role in helping us increase transparency, accountability and progress towards sustainable growth. As we proceed to venture to create more products to cater to the local market demands, we remain vigilant in conducting our business and engaging with our stakeholders to meet their concerns and needs actively. The success of our sustainability journey requires continual effort and we are confident that together with our stakeholders, we are able to achieve greater sustainability in our operations.

ACKNOWLEDGEMENTS

We would like to also take this opportunity to express our gratitude to the directors and business partners for their unwavering commitment and dedication this past year. We look forward to crossing new challenges and scaling greater heights together in the year ahead.

Paul Gao Xiang Nong

Chief Executive Officer

On behalf of the board

NutryFarm International Limited

Our Sustainability Statement

VISION, MISSION AND CORE VALUES



Code of Conduct

Company and Individuals Mutually Benefit Each Other.

We advocate the spirit of ownership. We believe that doing the right thing will bring success to both the Group and individuals. Our common pursuit for success unites us.

We Respect and Trust Every Employee.

We truthfully reflect individual performance. We believe that every employee can and is willing to maximize their potential. We motivate and help employees to achieve higher expectations, standards and challenging goals.

We Focus Strategically on Our Work.

We have clear and common goals and strategies. We only do what will promote our business. We simplify, process and standardize existing work whenever possible to improve efficiency.

Innovation is The Cornerstone of Our Success.

We challenge stereotypes and develop new working methods to win greater success in the market. We attach great importance to product development and innovation, so as to meet consumer needs and guide consumer awareness. We constantly improve service awareness, and strive to provide better service for internal and external customers through various ways and means.

We Monitor Changes and Development of Our External Environment.

We strive to best understand consumers and their needs. To establish a successful brand image, we create and provide first-class products, advocate natural and healthy consumption. We develop close and mutually beneficial relationships with customers, suppliers and partners. Our products and operations have sustainability integrated in them.

We Value Personal Growth and Development.

We encourage and expect employees to have excellent professional knowledge and skills. We believe that every employee will strive to continually improve themselves, help and develop others.

We Strive to Do Our Best.

We are good at drawing lessons from past successes and failures. We carefully measure our performance against the highest standards both inside and outside the company, and constantly revise and improve our efficiency. We strive to achieve the best in all strategic priorities of the company, departments and even individuals.

A Mutually Dependent and Supportive Way of Working.

Our departments and regions trust and cooperate closely with each other. We are proud to offer good advice and methods to others. We are proud to share good ideas and suggestions with one another. We have established sincere and friendly relations with all parties contributing to the achievement of the company's mission, including customers, consumers, partners and the government.

About This Report

SCOPE OF THE REPORT

This is NutryFarm International Ltd's (the "Group") second year in publishing its sustainability report publicly, covering the Group's performance, initiatives and impact of its operations in the aspects of Environmental, Social and Governance (ESG). All data and activities reported were from 1 April 2018 to 31 March 2019 unless stated otherwise.

REPORTING FRAMEWORK

The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards – Core option, the international standard for sustainability reporting established by GRI in 2016. The content of this report was defined by the four reporting principles established by GRI Standards: (1) Stakeholder Inclusiveness; (2) Sustainability Context; (3) Materiality; (4) Completeness. The Stakeholder Inclusiveness principle was implemented in determining the report context through various stakeholder engagements and internal discussions led by the Sustainability Committee. The Sustainability Context principle was implemented in determining the report context which covered the ESG aspects. The Materiality principle was implemented in determining the report context through stakeholder engagements and internal discussions. After which, all relevant factors were weighed according to their respective importance to stakeholders, as well as their impact on NutryFarm's business. This combined assessment allows

NutryFarm to identify and agree upon the appropriate material ESG aspects for the business. This report is developed with reference to the primary components set in Singapore Exchange Securities Trading Limited's (SGX-ST) Listing Rule 711B on a 'comply or explain' basis. Unless otherwise stated, the report covers the ESG performance of the Group across its core operations in PRC.

REPORT CONTENT AND QUALITY

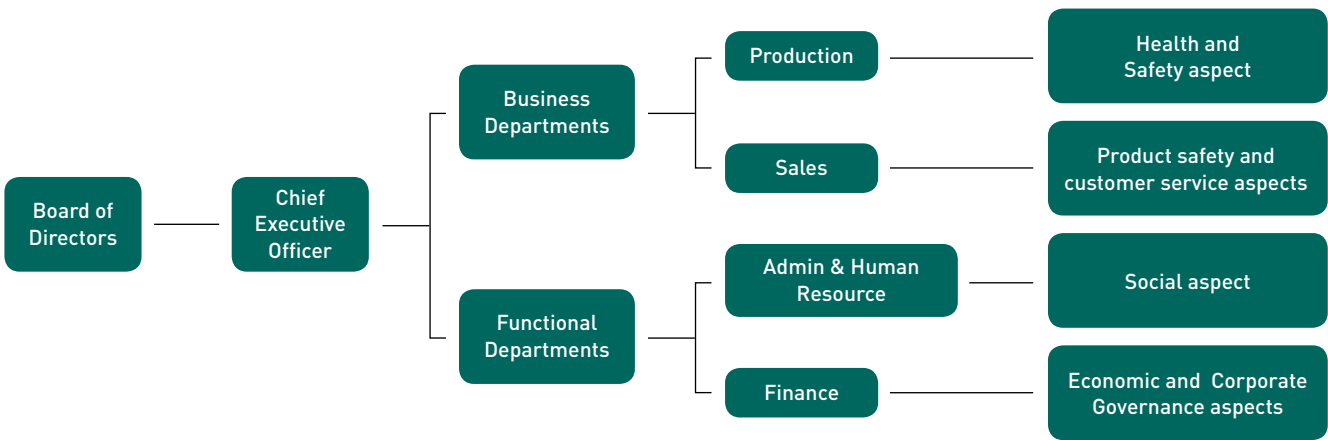
This report aims to provide you with an integrated overview of NutryFarm's initiatives and strategies related to sustainability and responsible business development. Through these actions, we aim to address the key concerns and issues that NutryFarm's stakeholders face. To ensure content quality, we have applied GRI's principles of accuracy, balance, clarity, comparability, reliability and timeliness. All the data presented in the report use internationally accepted measurement units. Financial figures are presented in Hong Kong dollar unless otherwise stated.

AVAILABILITY

This report is released in PDF format, and is available for download via the SGX official website. As part of our continual efforts on improving the coverage of our sustainability practices in the report, we welcome stakeholders to submit their questions or feedback on any aspect of our sustainability performance to info@nutryfarm.com.

Sustainability Management

The Sustainability Committee that was set up in 2017 continue to fulfill their role in driving the sustainability efforts across departments and levels within the Group and provides strategic direction for managing sustainability-related risks and opportunities.



Feedback Loop

We have set up a feedback loop system to facilitate effective communications of our sustainability goals and performances and the expectations of our stakeholders.



Engagement With Our Stakeholders

NutryFarm believes that sustainable growth of the Group is dependent on meeting and exceeding the expectations of our stakeholders.

We identify key stakeholders as groups which have material impact or could potentially be impacted by our operations and engage our stakeholders regularly through various communication platforms, constantly seeking to address their issues and concerns. The following table summarizes our key stakeholders, engagement platforms, frequency of communication and their key concerns.

Stakeholder	Engagement channels	Frequency	Key Feedback/Issue	Read more in the following sections
Employees	Performance appraisals	Annual	<ul style="list-style-type: none"> – Health and safety – Employee learning and development opportunities – Staff benefits 	Social Page 11 to 12
	Employee training and development	Ad-hoc		
	Communicate Group's policies and practices including code of conduct	Annually and when required		
Customers	Customer feedback from corporate hotline, inquiry form on official website and through our official sales agents over the counters	Ad-hoc	<ul style="list-style-type: none"> – Product safety and hygiene – Transparency in product labelling – Product quality 	Customers Page 15 to 16
Suppliers	Supplier meetings	Ad-hoc	<ul style="list-style-type: none"> – Fair and robust procurement system – Prompt payment cycles 	Governance Page 9 to 10
Investors	Annual extraordinary/ general meetings	Annual	<ul style="list-style-type: none"> – Business strategy and outlook – Corporate governance – Timely and transparent reporting 	Governance Page 9 to 10
	SGX announcements and media releases	Ad-hoc		
	Annual report and sustainability report	Annual		
	Group website	Ad-hoc		
Government	Correspondences through email and letters	Ad-hoc	<ul style="list-style-type: none"> – Compliance with laws and regulations – Corporate governance 	Governance Page 9 to 10 Environmental Page 13 to 14
	Meetings, briefings and regular reporting	Ad-hoc		
The Community	Sustainability report	Annual	<ul style="list-style-type: none"> – Safe and sustainable environment 	Social Page 11 to 12 Environmental Page 13 to 14 Customers Page 15 to 16

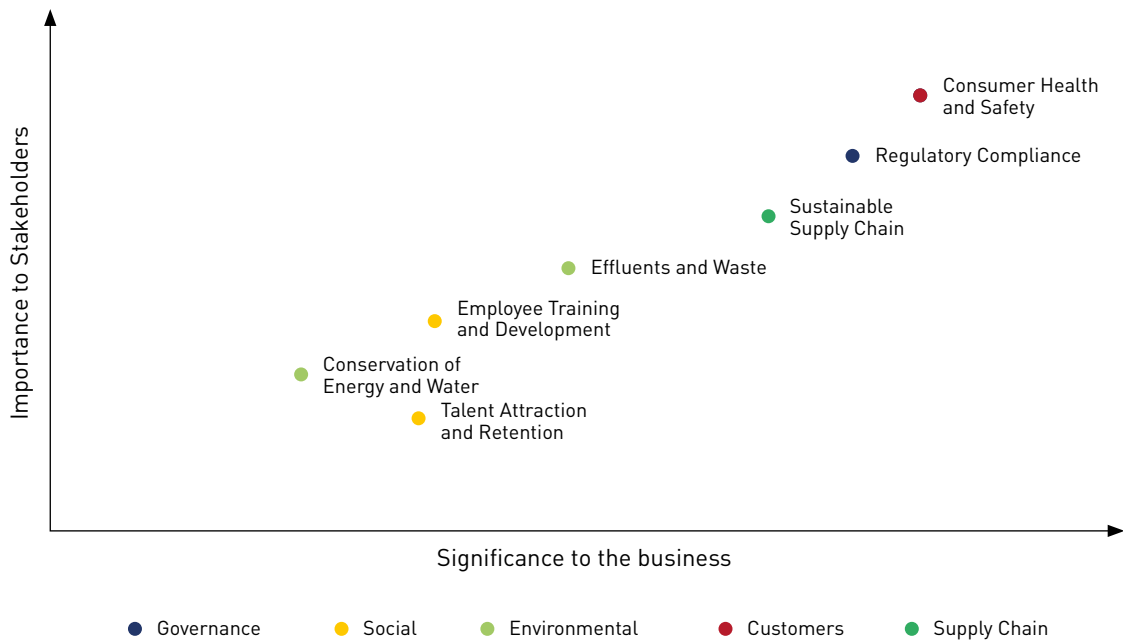
Materiality Assessment

Through the various channels of communications and feedback received, we carried out materiality analysis to identify sustainability issues that are important to our business and stakeholders. This assessment analyses and prioritizes stakeholder and market need to help us channel our resources more effectively as we make progress in achieving the long-term sustainability of our business.

The materiality review considered under the Global Reporting Initiative (GRI) guidelines and the topics are prioritized using a materiality matrix. The matrix considers the potential impact and relevance of each topic on our business and its importance to stakeholders.

Our review focuses on 5 key aspects with 7 identified material topics. For each material topic, we report on the relevance of it to our business and stakeholders, and the measures in place to address it. There is no newly added material topics as compared to materiality assessment carried out in 2018 given that there is no major change in our business and operations as well as the environment that we operate in.

2019 Sustainability Materiality Assessment



Governance



We uphold the belief that good corporate governance practices are essential in building a sound corporation with an ethical environment, thereby protecting the interests of all stakeholders. We strive to put in place a robust governance framework to maintain the integrity, transparency, accountability and discipline in all our practices. We have placed emphasis in maintaining good corporate governance practices throughout the year.

RISK MANAGEMENT

Enterprise Risk Management (“ERM”) is a process put in place by the Board of Directors and Management to identify and address key risks and events arising from the management and business operations, and to manage them within its risk appetite. Proper risk management is an important component to ensure the long-term sustainability of our business. On an annual basis, the Management will carry out an ERM exercise that identifies emerging risks, review existing risks and thereafter determine appropriate action plans. The Group’s ERM framework is aligned and integrated to its strategic objectives to maximize shareholder value. All significant risk developments and incidents are reported to the Board and Audit Committee on periodic basis.

Our risk committee and their roles and responsibilities:

The Board	Audit Committee	Management
<ul style="list-style-type: none"> – Exercises oversight of the key risk areas in the Group’s business – Set the overall strategic direction in the identification and assessment of risks – Ensuring that decisions and strategies adopted are in line with the risk management tolerances of the Group 	<ul style="list-style-type: none"> – Reviews the effectiveness of the Group’s system of internal controls in light of key business and financial risks affecting its businesses through discussion with Management and the auditor 	<ul style="list-style-type: none"> – Regularly reviews the Group’s business and operational activities to identify areas of significant business risk – Reviews all significant control policies and procedures and highlights all significant matters to the Directors and the Audit Committee

Some of the key risks that we identified are:

I) Operational Risk

The Group has an established risk management strategy towards its supply chain activities from sourcing of products to packaging, marketing and sales to end-consumers. This includes planning and control systems, our in-house standard operating procedures updated with current practices and management expectations, our information technology systems, reporting and monitoring procedures. Our risk management framework is such that appropriate measures and actions can be taken to mitigate risks that may arise during our business operations.

Governance



II) Regulatory Risk

As a manufacturer and distributor of nutrition and health food products, it is essential for NutryFarm to adhere to all relevant regulatory requirements including China's National Food Safety Standard for Food Additive Use (GB2760-2014), National Food Safety Standard of General Hygiene Regulations for Food Production (GB14881-2013) and National Standard for Health Food (GB 16740-2014). We strive to improve our product quality standards, with quality management on the production and ensuring strict compliance to our quality assurance procedures and requirements under various certifications.

As a Singapore listed Group, we continue to ensure that we comply to rules.

III) Financial Risk

The Group has identified the various financial risks, details of which are found on pages 76 and 80 of the FY2019 Annual Report.

We continue to improve awareness of risks within the business and to communicate the behaviors expected from employees with the objective of minimizing such risks arising. For more information on the Group's corporate governance framework and policies, please refer to the Report on Corporate Governance included in the FY2019 Annual Report.

In the table below, we demonstrate how we have fared against our corporate governance targets in FY2018 as well as our target action plan for FY2019.

Corporate Governance Performance in FY2018	
FY2018 Target	Performance Update
Zero non-compliance breaches	Achieved zero non-compliance breaches.
Zero incidents of bribery or corruptions	Achieved zero incidents of bribery or corruptions.
Anti-money laundering policy and procedures	We are still in the progress of formalizing the policy.
Corporate Governance Target in FY2019	
FY2019 Target	Action Plan
Zero non-compliance breaches	<ul style="list-style-type: none"> - Ensure 100% compliance to all relevant and material regulatory requirements and applicable industrial standards in the jurisdictions that we operate in. - Strict implementation of the Group's product quality management system.
Zero incidents of bribery or corruptions	<ul style="list-style-type: none"> - Continue to seek to assess the nature and extent of Group's exposure to the risks of internal and external fraud, bribery and corruption. - Require all staff to immediately report any incidents or suspicions of fraud, bribery or corruption to an appropriate management personnel.
Anti-money laundering policy and procedures	<ul style="list-style-type: none"> - Submit proposed policy to Board for approval.

Social



Employee Training and Development

NutryFarm is committed to the development, safety and wellbeing of our employees. We value and fairly reward our employees for their contributions to the Group and treat all with equality and utmost respect.

Through our annual performance appraisal, we work together with our employees to identify knowledge gaps and address their personal and professional needs. Our employees' capabilities are further enhanced through mentoring and on-the-job exposure.

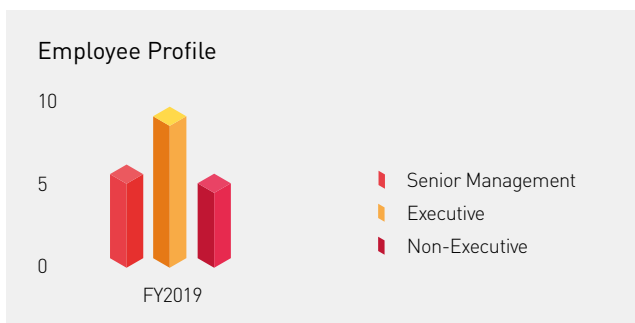
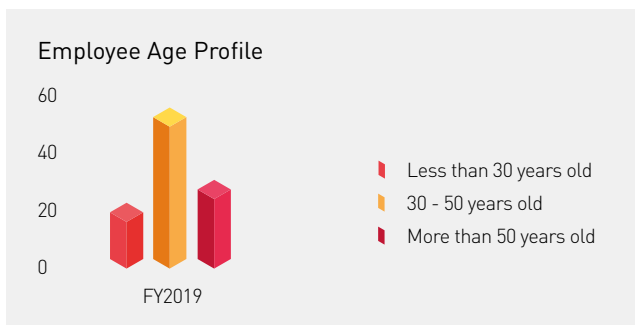
Talent Attraction and Retention

We recruit and select employees on the basis of merit, such as skills, experience and ability, regardless of age, race, gender, religion, family status or geographical location. We have introduced several strategies during the year to attract and retain our valuable employees, including ensuring salaries are matched to market, skills and job scope alignment and improved employee engagement.

Vibrant workforce

During the year, there were 3 new employees who were recruited and a turnover of 19 employees. As at 31 March 2019, NutryFarm has a total of 101 employees, with diversity in terms of age and gender. We have reduced our employees in the Over-the-Counter department due to changes in the Group's strategy on our marketing and sales. We are proud to have a diverse workforce with the male and female employees constituting 58% and 42% respectively.

Employee Demographics



Our colleagues at work (Source: NutryFarm)

Social



Staff benefits

Our compensation system reflects performance and responsibility of the employees, ensuring that there is transparency about the overall structure of their compensation. We attach great importance to equal pay for both genders as well, providing fair and competitive compensation regardless of race, gender and nationality.

The Group strictly abides by the provisions of relevant regulatory requirements of the “Labour Law of the PRC (the “Labour Law”) and the “Law on Labour contract of PRC” (“Law on Labour Contract”) to safeguard the legitimate rights and benefits of the employees.

Apart from our basic compensations, the Group also provides welfare and benefits such as medical benefits and claims as well as annual leaves to all employees. Additional types of leaves that the employees are entitled to includes urgent leave, marriage leave, compassionate leave, maternity leave as well as breastfeeding time off for female employees with children below one year old. We also offer annual health checkups to our full-time employees. The Group has in place training policies and procedures to manage both in-house trainings as well as external trainings requests and requirements to demonstrate our passion in growing our employees with NutryFarm. We have also put in place mechanisms for our employees to channel their feedback and grievances appropriately as we believe our employees being happy and satisfied at work will help them in managing challenges and carry out work tasks diligently.



Our colleagues at a training session (Source: NutryFarm)

Below is a review of our social targets and performance in FY2018 as well as our targeted action plan for FY2019.

Social Performance in FY2018	
FY2018 Target	Performance Update
Zero employee incidents and fatalities	Zero occurrence
Zero cases of non-compliance with health and safety	Zero occurrence
Official Tracking of training hours	Commenced tracking of training hours
Social Target in FY2019	
FY2019 Target	Action Plan
To achieve at least 13 average man hours of training for our employees	To consolidate the feedback on personal and professional development needs from all Head of Departments after performance appraisals are carried out.

Environmental



NutryFarm is fully aware of our stakeholders’ high expectations in regards to our products and processes. NutryFarm also considers the environmental protection and the responsible use of natural resources.

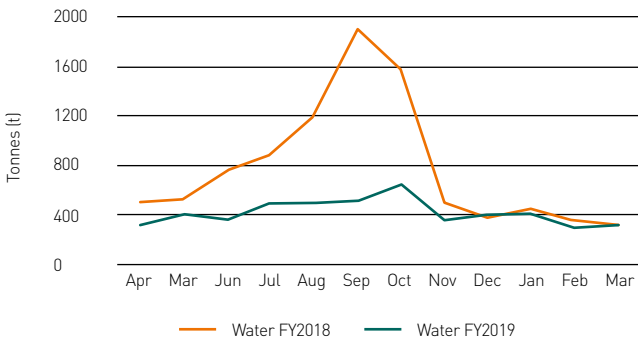
Conservation of Energy and Water

NutryFarm carries out environmentally friendly practices to contribute to sustainability and employees are encouraged to report any incidences of non-compliance with environmental laws and regulations or measures to conserve water and electricity which also translates to some cost-savings for the Group.

NutryFarm continuously raise and promote environmental awareness within the Group to become an environmental steward and participate in creating a sustainable future. Examples include reminding employees to switch off the lights when they are no longer in use, as well as minimizing the wastage of precious water during the cleaning of equipment and machineries.

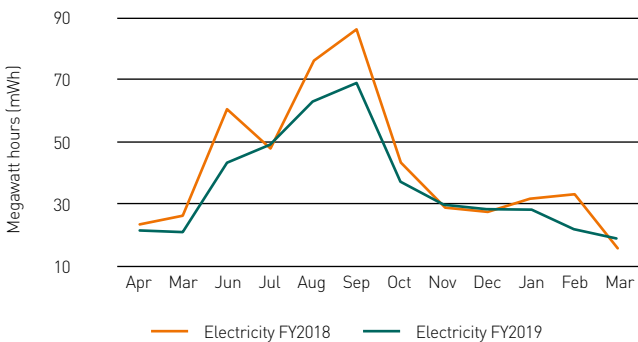
The water consumption of our business operations at our manufacturing plant and offices during our period of review as compared to the prior reporting period is as depicted in the following graph:

Water Consumption FY2018 and FY2019



Our summer season in PRC occurred from July 2018 and September 2018, which are the hottest months of the year, hence more water was used as compared to other months in the year. We have explained in FY2018 Sustainability Report that the sudden surge in water usage was due to water pipe leaks and bursting in July 2017 which Management has taken immediate actions to have it repaired to prevent further unnecessary loss of our precious natural resources. We will continue to work to reduce water use and increase water efficiency in our operations.

Electricity Consumption FY2018 and FY2019



NutryFarm endeavors to improve our energy conservation measures and implementation by choosing energy-efficient equipment. Our electricity usage tends to be higher during our summer months from July to September. In FY2019, we have reduced our total energy consumption by 13.9% (29,190 mWh) during these months from July to September and 13.3% (67,740 mWh) during the full year, partly due to reduction in production and total employee headcount. We will continue to monitor our energy use regularly to track and manage our energy consumption.

Environmental



Effluents and Waste

NutryFarm strives to meet our responsibility to protect the environment to the best of our ability. Due to the inherent nature of our manufacturing line, it is inevitable that waste will be generated from our production activities. Nonetheless, we are continuously working to reduce and minimize the impact that our business activities bring to the environment.

Systematic waste management minimizes disposal volumes and costs. Safe disposal channels with separation according to the type of waste has been put in place to serve this purpose. All of NutryFarm's waste products will be identified and categorized under recyclable and non-recyclable and disposed in accordance to the standard operating procedure set out by the Group.

To ensure that the by-products of our manufacturing activities are properly disposed of, NutryFarm continues to engage a reputable waste management and disposal company to properly treat and dispose all of the waste products, preventing any leakage of hazardous waste that are harmful to the environment and community at large. A total of 4,965 m³ of by-product waste material of our production was handled by the waste management company during in FY2019.

There was no incident of non-compliance with environmental laws and regulations in FY2019. no spills of any effluents and waste were recorded during its disposal and our day-to-day business activities. NutryFarm strives to continue to maintain our healthy record of zero non-compliance with all relevant environmental regulations.

Environment Performance in FY2018	
FY2018 Target	Performance Update
Reduction of 2% in water and electricity usage	We have achieved reduction in 13.3% for electricity usage. We exclude our water usage performance for FY2019 as the high-water usage in FY2018 was due to an unforeseen incident.
Environment Target in FY2019	
FY2019 Target	Action Plan
Zero leaks of waste and effluents	<ul style="list-style-type: none"> - Ensure proper and timely maintenance of all equipment and facilities. - Continue to engage external vendor to properly treat and dispose by-product waste and effluents. - Assess external vendors to ensure that the waste is disposed according to local government environmental requirements.
Zero incidents of environmental non-compliance	- Employees are to enforce stringent checks on the manufacturing processes and to inform the health and safety team of any leakages or non-compliance incidents.

Customers



Our consumers have trusted the NutryFarm brand for safe, high quality products to supplement their lifestyle and dietary requirements. We are committed to implement comprehensive quality controls and processes at every stage of our supply chain

Consumer Health and Safety

All NutryFarm’s products, including their raw materials and ingredients are fully compliant with local regulations, including the standards defined by PRC’s National Food Safety Standard for Food Additive Use, National Food Safety Standard on Food Labelling of Pre-packaged Special Diet and General Hygiene Regulation for Food Production.

During FY2019, we have renewed our Food Production License as required under the Food Safety Law in PRC. Our license is valid until 13 December 2021.

We are committed to conducting responsible, safe and sustainable research and development that respects the concerns of our consumers and community. Prior to the purchase of our raw materials and imported products, NutryFarm will perform product tests to ensure that these materials and products meets all food safety and regulatory requirements.

NutryFarm also makes it a point to visit suppliers’ manufacturing plants and perform inspection on the environment and manufacturing processes, ensuring that the suppliers meet the Group’s requirements as well as all relevant regulatory requirements. For our internal manufacturing processes, product safety and hygiene are also very stringent and highly scrutinized.



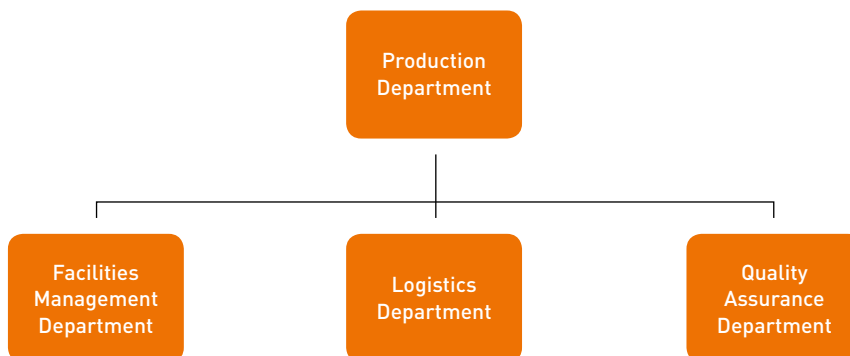
Intellectual Property Management

NutryFarm works to implement intellectual property strategies and enhancement of our research and development capabilities. As at March 2019, NutryFarm holds a total of 15 patents in PRC for our product formulas, ingredients extraction method, packaging and design, an increase of 3 patents from the prior year. We strictly enforce the monitoring system of patent application in compliance with the requirements of the “Patent Law of the PRC”, the “Rules for the implementation of the Patent law of the PRC” and the “Enterprise Intellectual Property Management”.

Quality Assurance and Supply Chain Management

NutryFarm strives to improve our product quality standards, with quality management on the production and ensuring strict compliances to our quality assurance procedures and to requirements under various certifications. Our quality assurance team consisted of the following departments.

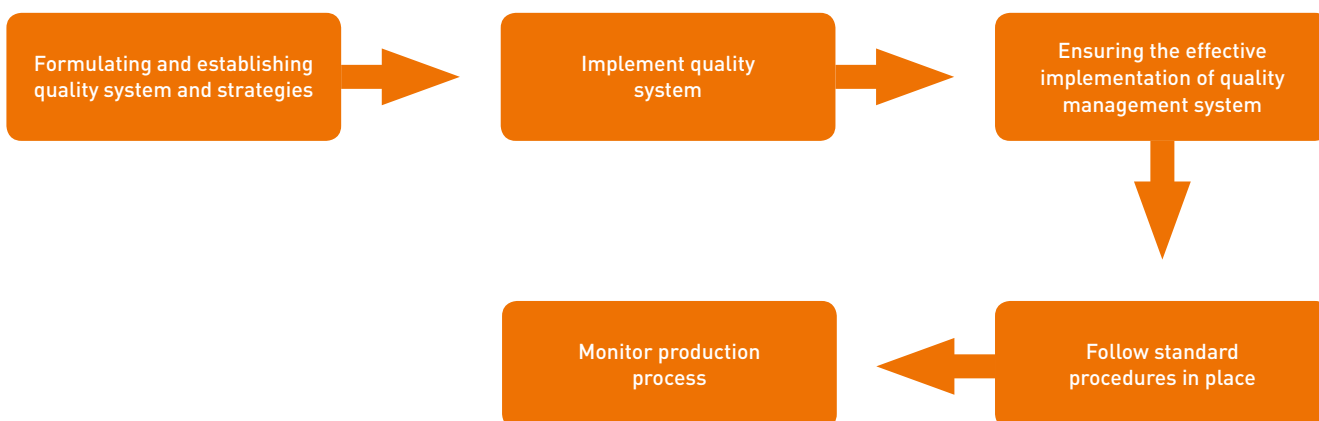
Customers



Production department is the overall in charge, overseeing the quality assurance system throughout the production process while the remaining departments are overseeing the following:

- Facilities Management department ensures that the facilities are calibrated and maintained to ensure smooth production process and quality products.
- Logistics department conducts inspections based on our quality standards for ingredients and finished goods.
- Quality assurance department exercises quality supervision on the production process.

The Group has also set up a quality assurance system as follows:



In light of more stringent requirements in product marketing in the PRC, the Group has looked into formalizing compliant marketing to comply with the Advertising Law of the PRC, the Provisions on the Administration of Pharmaceutical Directions and Labels as well as other laws and regulations related to advertising and label administrations. We have zero incident of non-compliance relating to advertising and labelling administrations in FY2019 as we have since enforced more stringent checks on our representations and products details during our marketing activities and designing of our products packages. Please refer to our annual report for more details on our marketing and distribution channels on page 6 to page 7.

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GRI Standard	Disclosure Title	Page Reference & Remarks
GENERAL DISCLOSURE		
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Disclosure 102-1	Name of the Organization	Annual report cover page
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Disclosure 102-3	Location of headquarters	Corporate Information, Annual Report Page 5
Disclosure 102-4	Location of operations	Corporate Profile, Annual Report Page 1
Disclosure 102-5	Ownership and legal form	About NutryFarm, Annual Report Page 4
Disclosure 102-6	Markets served	Corporate Profile, Annual Report Page 1
Disclosure 102-7	Scale of the Organization	About NutryFarm, Annual Report Page 4
Disclosure 102-8	Information on employees and other workers	Social- Vibrant workforce, Page 11
Disclosure 102-9	Supply Chain	Quality Assurance and Supply Chain Management, Page15
Disclosure 102-10	Significant changes to the organization and its supply chain	Quality Assurance and Supply Chain Management, Page15
Disclosure 102-11	Precautionary Principle or approach	Quality Assurance and Supply Chain Management Page 16
Disclosure 102-12	External initiatives	None
Disclosure 102-13	Membership of associations	None
STRATEGY		
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Disclosure 102-15	Key impacts, risks, and opportunities	Risk Assessment, Annual Report, Page 87 to 97
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Disclosure 102-17	Mechanisms for advice and concerns about ethics	Corporate Governance Report, Annual Report Page 28- Whistle-blowing policy
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Disclosure 102-19	Delegating authority	Sustainability Management- Page 6
Disclosure 102-20	Executive-level responsibility for economic, environmental, and social topics	Stakeholder Engagement, Page 7
Disclosure 102-21	Consulting stakeholders on economic, environmental and social topics	Risk Assessment, Annual Report, Page 10
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Disclosure 102-25	Conflicts of interest	Corporate Governance Report, Annual Report Page 18 to 26
Disclosure 102-26	Role of highest governance body in setting purposes, values, and strategy	Sustainability Management- Page 6
Disclosure 102-27	Collective knowledge of highest governance body	Sustainability Management- Page 6
Disclosure 102-28	Evaluating the highest governance body's performance	Sustainability Management- Page 6
Disclosure 102-29	Identifying and managing economic, environmental, and social impacts	Sustainability Management- Page 6
Disclosure 102-30	Effectiveness of risk management process	Risk Management, Page 9 to 10
Disclosure 102-31	Review of economic, environmental, and social topics	Materiality Assessment, Page 8
Disclosure 102-32	Highest governance body's role in sustainability reporting	Sustainability Management- Page 6
Disclosure 102-33	Communicating critical concerns	Engagement with our Stakeholders- Page 7
Disclosure 102-34	Nature and total number of critical concerns	Engagement with our Stakeholders- Page 7
Disclosure 102-35	Remuneration policies	Annual Report- Corporate Government Report- Procedures for Developing Remuneration Policies, Annual Report Page 24 to 26
Disclosure 102-36	Process for determining remuneration	Level and Mix of Remuneration, Annual Report Page 24
Disclosure 102-37	Stakeholders' involvement in remuneration	Annual Report- Corporate Government Report- Procedures for Developing Remuneration Policies Page 24
Disclosure 102-38	Annual total compensation ratio	We choose not to disclose as we reward based on meritocracy.
Disclosure 102-39	Percentage increase in annual total compensation ratio	We choose not to disclose as we reward based on meritocracy.
STAKEHOLDER ENGAGEMENT		
Disclosure 102-40	List of stakeholder groups	Stakeholder Engagement, Page 7
Disclosure 102-41	Collective bargaining agreements	None of our employees have joined trade union
Disclosure 102-42	Identifying and selecting stakeholders	Stakeholder Engagement, Page 7
Disclosure 102-43	Approach to stakeholder engagement	Stakeholder Engagement, Page 7
Disclosure 102-44	Key topics and concerns raised	Stakeholder Engagement, Page 7
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Disclosure 102-46	Defining report content and topic boundaries	Materiality Assessment, Page 8
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Disclosure 102-48	Restatements of information	None

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GRI Standard	Disclosure Title	Page Reference & Remarks
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Disclosure 102-52	Reporting cycle	Annual
Disclosure 102-53	Contact point for questions regarding the report	About This Report, Page 5
Disclosure 102-54	Claims of reporting in accordance with the GRI Standards	About This Report, Page 5
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Disclosure 102-56	External assurance	Not sought
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Disclosure 103-2	The management approach and its components	- Talent Attraction and Retention, Page 11
Disclosure 103-3	Evaluation of the management approach	- Conservation of Energy and Water, Page 13 - Effluents and Waste, Page 14 - Consumer Health and Safety, Page 15 - Sustainable Supply Chain, Page 15 to 16
MATERIAL TOPICS		
ECONOMIC PERFORMANCE		
Disclosure 201-1	Direct economic value generated and distributed	Not applicable
Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	Not applicable
Disclosure 201-3	Defined benefit plan obligations and other retirement plans	Not applicable
Disclosure 201-4	Financial assistance received from government	Not applicable
ENVIRONMENTAL COMPLIANCE		
Disclosure 307-1	Non-compliance with environmental laws and regulations	Effluents and Waste, Page 14
ENERGY		
Disclosure 302-1	Energy consumption within the organization	Conservation of Energy and Water, Page 13
Disclosure 302-2	Energy consumption outside of the organization	Not applicable
Disclosure 302-3	Energy intensity	Not applicable
Disclosure 302-4	Reduction of energy consumption	Not applicable
Disclosure 302-5	Reductions in energy requirements of products and services	Not applicable
WATER		
Disclosure 303-1	Water withdrawal by source	Not applicable
Disclosure 303-2	Water sources significantly affected by withdrawal of water	Not applicable
Disclosure 303-3	Water recycled and reused	Not applicable

GRI

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GRI Standard	Disclosure Title	Page Reference & Remarks
EMPLOYMENT		
Disclosure 401-1	New employee hires and employee turnover	Talent Attraction and Retention, Page 11
Disclosure 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Attraction and Retention, Page 11
Disclosure 401-3	Parental leave	Talent Attraction and Retention, Page 11
TRAINING AND EDUCATION		
Disclosure 404-1	Average hours of training per year per employee	Staff benefits, Page 12
Disclosure 404-2	Programs for upgrading employee skills and transition assistance programs	Staff benefits, Page 12
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews	100%
DIVERSITY AND EQUAL OPPORTUNITY		
Disclosure 405-1	Diversity of governance bodies and employees	We choose not to disclose as we reward based on meritocracy.
Disclosure 405-2	Ratio of basic salary and remuneration of women to men	We choose not to disclose as we reward based on meritocracy.
LOCAL COMMUNITIES		
Disclosure 413-1	Operations with local community engagement, impact assessments and development programs	Not Applicable
Disclosure 413-2	Operations with significant actual and potential negative impacts on local communities	Not Applicable