



# GRP LIMITED

Registration No.: 197701449C



## SUSTAINABILITY REPORT

2020

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## ABOUT THIS REPORT

We are pleased to present our annual sustainability report for GRP Limited and its subsidiaries (“GRP” or the “Group”). This report outlines the Group’s performance for the financial year ended 30 June 2020 (“FY2020”).

Description	Notes and Reference
Reporting Period	1 July 2019 to 30 June 2020
Reporting cycle	Annual
Reporting framework and source of reference	This report is prepared with reference to the Global Reporting Initiative (“GRI”) Standards and includes the “Core” reporting requirements. The report covers all primary components as stipulated on SGX-ST Listing Rules 711A and 711B.
Reporting boundary	Unless otherwise stated, the information provided in this Report focuses on the sustainability performance of the Company and our subsidiaries in FY2020.
Contact point for questions regarding this report	Mr Kwan Chee Seng/Ms Kwan Yu Wen, Executive Directors of GRP. Please send your comments and suggestions to <a href="mailto:investor@grp.com.sg">investor@grp.com.sg</a>
External assurance	We have not sought external assurance for this sustainability report. We will consider doing so in the future, when the need arises or when deemed appropriate.

## ABOUT THE GROUP

GRP Limited was incorporated in Singapore in 1977. GRP Limited (“GRP” or the “Company”) (together with its subsidiaries, the “Group”) are aware of our environmental and social duties as an ethical and responsible corporation operating in the properties, trading and financial industries. GRP is committed to reduce environmental footprints and to safeguard every individual employee’s well-being to build a sustainable future. Through our thorough and continuous assessment with our valued stakeholders, we strive to integrate sustainability into our business model and keep our business model relevant at all times.

The Group is diversified in its business activities. In 1977, it started with Hose and Marine business. In 1993, it acquired Region Suppliers, an international supplier of precision measuring instruments. In 2016, the Group acquired Starland Holdings Limited (“Starland”), a property group listed on Catalist board of the SGX-ST. As at 30 June 2020, GRP owns 83.17% interest in Starland. In February 2020, Starland acquired 51% interest in Luminor Capital (Malaysia) Sdn Bhd (“Luminor”), a financial solutions business group.

As at the date of this sustainability report, the Group carries on business in the following business sectors:

### (i) Property Development

The Group is a regional property company with operations in the geographical markets of China, Malaysia and Singapore. The Group’s focus is on building residential developments and is committed to delivering good quality homes to all buyers. Going forward, the Group will continue to expand its property business with a focus on becoming a premium developer for affordable homes in Malaysia.

### (ii) Hose and Marine

The Group’s Hose and Marine business operates in Singapore and it has been serving the onshore, offshore, marine, pharmaceutical and petrochemical markets for over 30 years.

### (iii) Measuring Instruments/Metrology

The Measuring Instruments and Metrology division has an established track record in the trading and distribution of precision measuring instruments and equipment. This business division has operations in Singapore and four cities in Malaysia.

**(iv) Financial Solutions Business**

The Financial Solutions division operates in Malaysia through Luminor (together with its subsidiaries, the “Luminor Group”) and currently, the Luminor Group has the following licenses and rights:

- 1) License issued under MoneyLenders Act 1951 by the Malaysia Ministry of Housing and Local Government; and
- 2) License issued under the Malaysia Capital Markets and Services Act 2007 by the Securities Commission Malaysia; and
- 3) Rights granted under the Banking and Financial Institutions Act 1989 by Bank Negara Malaysia; and
- 4) Approval to operate factoring business granted by Ministry of Finance Malaysia.

## BOARD STATEMENT

The Board is pleased to present the Sustainability Report (“**Report**”) for our Group for FY2020 which has been prepared in accordance with the GRI Standards, and includes the “Core” reporting requirements.

GRP has four businesses, and involved in the Property, Hoses and Marine, Measuring Instruments as well as Financial Solutions Business. Our emphasis and priority are to deliver quality product to our customers at all times, and on a timely basis. Whilst being mindful of our profit-oriented objective, we are committed to ensure an appropriate balance between growth, profit, governance, environment, the development of our people and well-being of our communities so as to secure a long-term future of our Group.

GRP upholds high standards of corporate governance to safeguard shareholders’ interests, and adopts a proactive approach towards environmental, health and safety (“**EHS**”) management. Policies and guidelines have been established to ensure our Group adopts safety measures and procedures at all times, respect and care for the well-being of the people in our Group and in the community, and have efficient usage of energy, water and all other resources.

GRP’s integrated human capital strategy aims to recruit, develop and motivate employees so that the employees can grow together with the Group. We believe that our employees are one of the core factors for success in our businesses. The Company is committed to develop a motivated and competent workforce through its human resource strategy. The Company places emphasis on career development, employee welfare and employee engagement.

With the recent COVID-19 outbreak, GRP has activated its business continuity plan and has established appropriate measures, to comply with government social distancing requirements and requirements so as to minimise impact within the Group. This includes measures to have staff to work from home. Where work in office is essential the staff are organised into 2 teams so as to have minimal staff contact between the 2 teams. In addition, meetings between staff, customers or service providers, are conducted via conference calls.

In the sourcing of external service providers, the Group ensures that we deal with establishments that are identified with the competence and capabilities, and are authorised and/or regulated, where required.

GRP has not sought external assurance for this report but the Group will do so, when the need arises or when deemed appropriate.

Board of Directors

27 November 2020

## OUR APPROACH AND STRATEGY

### Sustainability Commitment

This Report encapsulates our commitment to grow sustainably as a forward-looking corporate entity. Our Report adheres to the SGX-ST Listing Rules – Sustainability Reporting Guide and it reflects the Company’s efforts in gearing towards the SGX mandated requirement for listed entities to report their sustainability performance.

Commencing from 2017, steps were taken towards our formal sustainability reporting. The Senior Management of the Company has established a Sustainability Committee (the “Committee”), and they have the responsibility of overseeing the Company’s sustainability agenda and performance. The Board oversees and assesses the conduct and efforts on Sustainability Management, which includes identifying areas that have significant impact on our business strategy. In addition, we also assess our performance and identify for any improvements, if applicable.

We invite you to learn more about our sustainability management, and the measures we have taken to make the Group resilient and responsive to fulfil the international GRI Standards sustainability reporting framework, and to create value for the Group and our stakeholders.

This report covers data and information from 1 July 2019 to 30 June 2020 (“FY2020” or “Reporting Period”) and discusses the Group’s achievements and performance towards environmental, social and governance (“ESG”) issues.

### Management and Staff Involvement

GRP adheres to the Code of Corporate Governance 2018 (the “Code”) The Code provides the framework for controls, checks and accountability and requires the Board of directors to consider sustainability issues in its business decisions.

GRP’s sustainability management comprises members of the Company’s top management.



The Committee comprises of the Executive Directors, Chief Financial Officer, General Managers and the Financial Controller. The Committee leads the Company's sustainability efforts, and is responsible for on-going communication with the Board in considering sustainability issues in its business decisions. Accordingly, sustainability and risk management are emphasised in the evaluation of any project or investment opportunities.

The members of the Committee have an on-going and regular review, to assess on inputs and feedback on ESG relevant matters in the various business and operations activities. The review is a continual process. Key to this is the annual Group-wide Risk and Control Self-Assessment exercise which entails the identification, assessment and documentation of material risks and corresponding internal controls. Such material risks include EHS and human capital risks, which are ESG relevant.

### **Materiality Consideration**

Based on a Group-wide materiality assessment, we have identified and outlined our strategic sustainability priorities through the following steps:

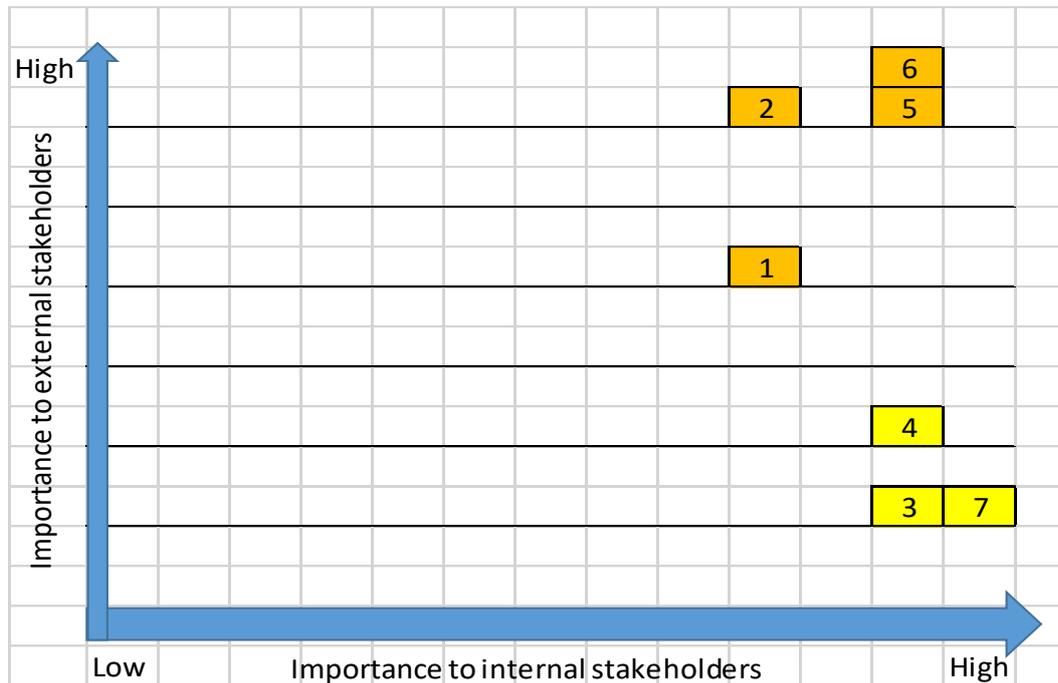
1. Define key issues which have impact on the execution of our business strategy.
2. Identify critical areas that affect our businesses and stakeholders.
3. Prioritise these critical factors and validate their importance internally.
4. Embed these validated critical factors within our business operation processes, where applicable.

The Committee identified the specific ESG factors which are material to the Group based on their knowledge of their respective business areas, the challenges faced by the industry we are involved with, and the corresponding implications for our business and operations.

The Committee members also considered the insights they gain from their day-to-day engagement with various stakeholders to establish the direction for sustainability reporting. The Committee members also engaged in regular dialogue and feedback sessions with the management and employees. In addition, the key members of the Committee have regular management and board meetings where relevant business, operational and financial issues and performance are discussed.

The Committee has examined, identified the various ESG factors, and ranked their priority towards fulfilling the interest of the internal and external stakeholders.

The following materiality matrix presents the identified material ESG factors. Our sustainability efforts and reporting are focused on these factors. The materiality assessment is endorsed by the board of directors and these priorities are reviewed on a yearly basis.



Material ESG Matters		Corresponding GRI Topic-specific Standards
1	Customer Satisfaction	GRI 102: General Disclosure
2	Economic Performance	GRI 201: Economic Performance
3	Human Capital	GRI 401: Employment
4	Legal Compliance	GRI 102: General Disclosure
5	Anti-corruption and anti-fraud	GRI 205: Anti-corruption
6	Product quality and responsibility	No relevant GRI topic-specific standard on this
7	Market presence	GRI 202: Market Presence

The above ranking and assessment are based on the information collected for FY2020.

### **Engaging Stakeholders**

While we pursue and progress on our sustainability efforts, we also strive to have our business and operation activities to align to the interests of our stakeholders, both internal and external. The care and consideration for their interests are important as they are the people who will be impacted by our actions in the businesses and operational environment.

Having identified the various stakeholders, and assessing the relationship between our business operational activity and how this will impact the interest of the stakeholders, we

have to align to the interests of six (6) key stakeholder groups. We believe that regular communication is the key to healthy stakeholder relations. Over the years, we have been engaging our stakeholders regularly to ensure that we identify and address the key material issues, and provide continual information updates through various engagement platforms. They are summarised as follows:

<b>Stakeholders</b>	<b>Key Issues</b>	<b>Engagement Platforms</b>
Suppliers	<ul style="list-style-type: none"> <li>- Product quality assurance</li> <li>- On time completion of project or delivery of products</li> <li>- Supply chain management</li> </ul>	<ul style="list-style-type: none"> <li>- Supplier's Code of Conduct</li> <li>- Regular supplier visits and meetings</li> </ul>
Customers	<ul style="list-style-type: none"> <li>- Customer satisfaction</li> <li>- Quality products and services</li> <li>- Available feedback platforms</li> </ul>	<ul style="list-style-type: none"> <li>- Regular dialogue and feedback with customers</li> </ul>
Employees	<ul style="list-style-type: none"> <li>- Employee engagement</li> <li>- Talent retention and attraction</li> <li>- Employee safety and well-being</li> </ul>	<ul style="list-style-type: none"> <li>- Regular dialogue with staff</li> <li>- Whistle-blowing policy</li> <li>- Employee Code of Conduct</li> </ul>
Community	<ul style="list-style-type: none"> <li>- Doing our part as a corporate citizen</li> </ul>	<ul style="list-style-type: none"> <li>- Organise work and feedback sessions to ensure proper disposal of all waste arising from business activities.</li> </ul>
Investors	<ul style="list-style-type: none"> <li>- Financial stability</li> <li>- Risk management &amp; Compliance</li> <li>- Corporate governance</li> <li>- Sustainability efforts</li> </ul>	<ul style="list-style-type: none"> <li>- Investor relations website</li> <li>- Half-yearly financial results, announcements &amp; disclosures</li> <li>- Annual General Meeting</li> </ul>
Regulators	<ul style="list-style-type: none"> <li>- Compliance</li> </ul>	<ul style="list-style-type: none"> <li>- Maintain relationships and communication channels with the relevant government agencies and regulators</li> </ul>

Through the above platforms, we seek to understand the views of the key stakeholders, communicate effectively with them and respond to their concerns.

## OUR FOCUS, COMMITMENTS AND TARGETS

For the material factors identified, we have set targets for subsequent year and details as follows:

Focus	Impact on Stakeholders	2020 Performance	Commitments and targets
<p>Supply Chain Management</p> <ul style="list-style-type: none"> <li>• Engaging our suppliers</li> <li>• Customer satisfaction</li> </ul>	<p>Property purchase is a significant investment for most individuals. Being a significant investment, quality of the property is of ultimate importance for our customers.</p> <p>Our hoses are supplied to the onshore, offshore, marine, pharmaceutical and petrochemical companies, where quality and safety of products is of vital importance.</p> <p>As for our measuring instruments segment, precision in the measuring instruments is of ultimate importance.</p> <p>For financial solutions business, able to deliver products suited for the</p>	<p>Hold regular dialogue and feedback sessions with customers and potential customers so as to address their concerns and areas for improvement.</p> <p>Organise regular dialogue and feedback sessions with key suppliers and principals to address customers and potential customers' concerns and areas for improvement.</p> <p>Meet up with financial solutions customers on a regular basis so as to be assured of the financial position and performance of the customers.</p>	<p>Continue to enhance customer satisfaction level with improved product quality and service.</p>

	needs of our customers, commitment for a prompt response for their needs and on a timely basis is of ultimate importance to the customers.		
<p>Corporate Governance</p> <ul style="list-style-type: none"> <li>• Corporate governance</li> <li>• Risk management</li> </ul>	Compliance with legislation as well as corporate governance, anti-corruption, risk management, environmental, safety, product and social responsibility.	Results released on 13 February 2020 (First Half FY2020) and 23 October 2020 (Full Year FY2020).	Ensure compliance of all legislation and corporate governance requirement at all times. The Group has submitted request to SGX-ST for extension of time to release the full year FY2020 results.

## **SUPPLY CHAIN MANAGEMENT**

GRP proactively engages customers, suppliers and contractors on areas relating to quality of our work, products and our commitment to EHS.

GRP also adopts a zero-tolerance approach towards corrupt business practices and regulatory non-compliance. We are steadfast in our commitment to maintain high standards of corporate governance – comprising anti-corruption, fraud prevention and for compliance with rules and regulations that safeguard the interests of our stakeholders. This commitment also hinges on establishing channels for monitoring and receiving feedback on non-compliance. Accordingly, we have established channels for all stakeholders, including third-party service providers and contractors to provide feedback via a dedicated whistle-blower email address, in addition to the regular feedback channels.

### **Product quality and responsibility**

GRP has 4 main activities, (a) Property development, (b) Hose and Marine, (c) Measuring Instruments and (d) Financial Solutions Business. We are committed to ensuring that quality products and services are delivered and that in the process we also comply with all regulatory, safety and quality requirement.

Customer satisfaction is an indication of our success as an organisation. Our future depends on having strong customer relationship, which we strive to reinforce by providing reliable services, possessing adequate product knowledge and supplying a good variety of quality products. All our customers have easy access to feedback platforms or make direct inquiries through our sales and marketing personnel and senior management.

We hold regular dialogue and feedback sessions with customers and potential customers. We continuously engage our customers to ensure that we receive their feedback, in order that we can at all times, continue to address their concerns and fulfil their requirements, and provide them with a high level of satisfaction when we supply our products and services to them.

The Financial Solutions Business division holds regular meetings with the customers so as to continue to monitor the financial position and performance of the customers as well as to understand the challenges faced by them, if any.

Our suppliers are carefully selected based on their track record. In addition, our suppliers are also assessed on their ability to complement our commitment to deliver high quality products and services to our customers, and adhere to high standards of environmental and social practices, which are in line with the Company's governing principles.

We hold regular meetings with key suppliers and principals so as to understand their needs and challenges. We take on their feedback and formulate action plans where possible to enhance the sustainability of our partnership.

**Our Business and our Market presence**

In the property development business, we recognise that a property purchase is a significant investment decision for most individuals, and accordingly quality of the property is of ultimate importance to our customers. We are committed to be a responsible developer, and focused towards delivering a quality product so that our customers enjoy the use of their property, and this also hinges on the after-sales services and maintenance of the development. The Company's intent will also be reflected in the affordable homes that we will build and deliver in Malaysia. Among the matters in consideration are to reduce energy consumption such as for air-conditioning, by improving natural ventilation and using materials to reflect heat, increase vegetation in the surroundings and provide facility to encourage community living. The Company recognises that the failure to responsibly meet customers' demand on product quality will have significant impact on our reputation and future property sales.

GRP has been in the Hose and Marine as well as Measuring Instruments businesses for more than 30 years. We enjoy a good reputation and we are committed to continue to grow these 2 businesses, and we are committed to ensure that we meet the expectations of our customers at all times by delivering to them quality products and services, and on a timely basis.

The newly acquired Financial Solutions Business aims to provide financial solutions to the small and medium enterprises, being the underserved clients in this sector.

## ENVIRONMENTAL INITIATIVES

### **Environment, Health and Safety (EHS)**

GRP is committed to protecting the environment and upholding the occupational health and safety of its employees. Our Hose and Marine business are Bizsafe certified. This certification shows that our management is committed to achieving workplace safety and health.

The management of our Property segment in China and Malaysia is focused on ensuring that renovation waste materials are properly disposed in designated areas.

The management has also taken the initiative to stop serving plastic bottle drinks since September 2019 in support of green movement so as to reduce the use of plastics.

## LABOUR PRACTICES & CONDUCIVE WORKPLACE

### **Human Capital**

GRP has a human capital strategy to recruit, develop and motivate employees. We treat all employees with respect and dignity and give fair treatment, irrespective of nationality, race or religion. We are committed to abide by labour laws and appropriate guidelines that embrace the principles of fair employment and promote fair employment practices. The Company's remuneration policy consists of both fixed and variable portions which seeks to attract, retain and motivate employees to achieve the Company's long-term growth and prosperity on a sustainable basis. We also believe in the benefits of re-employing older workers to retain and tap into their wealth of experience.

### **Anti-corruption and anti-fraud**

The Group takes corruption and fraud very seriously. Management has put in place effective monitoring and management control processes to detect bribery or fraud directly at the source. The Company has strict policies on Ethics and Business Conduct and implemented the policies in order to promote ethical conduct in all our business and operation activities. We have also issued a Whistleblowing Policy, and have established a whistleblowing channel for reporting of complaints and grievances via email directly to the Audit Committee ("AC") Chairman. Complaints and grievances can be lodged to our AC Chairman, by any employee, and including any other concerned stakeholders such as customers, suppliers, competitors and contractors.

By establishing this direct email channel, our stakeholders are assured that all reports or suspicions of potential breaches of our Code of Ethics are taken seriously by the Group. Our stakeholders can reach our AC Chairman, Mr Goh Lik Kok via his email at [whistleblow@grp.com.sg](mailto:whistleblow@grp.com.sg).

## COMPLIANCE WITH LAWS AND REGULATIONS

GRP takes pride in having established good corporate governance practices, and abiding by the Code. We also diligently comply with the listing rules and regulations of the SGX-ST, the Securities and Futures Act, as well as all other applicable laws and regulations of the countries we operate in. This commitment has been established by the issue of various policies and codes of ethical conduct.

The Group has always ensured that we only deal with authorised/regulated agents, suppliers, customers and other service providers. In line with this policy, the Group has engaged a remittance agent in Singapore, who is licensed by Monetary Authority of Singapore, to manage any transfer of funds from China subsidiaries to Singapore subsidiaries.

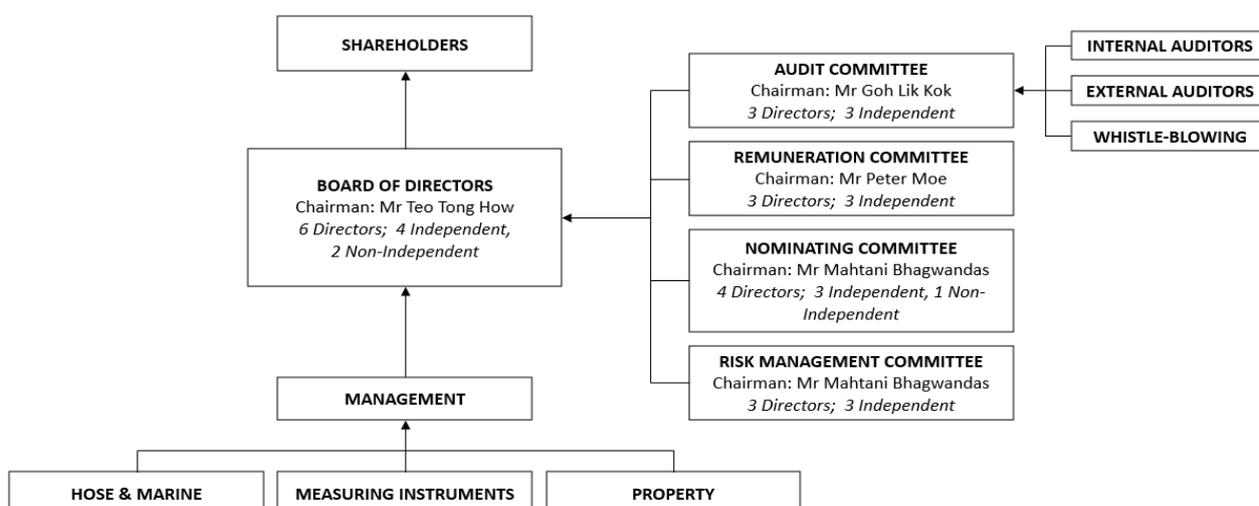
To further strengthen and ensure our compliance processes, we ensure that our employees are kept abreast of the dynamic regulatory landscape. We regularly receive or request updates or clarifications from our professional service providers, being our corporate secretaries, our external auditors and our lawyers. In September 2020, we have also established a legal services retainer agreement, to facilitate and enhance our corporate governance and compliance.

## ECONOMIC PERFORMANCE

Details of our Group’s economic performance can be found in the financial results announcements and annual report of the Group for FY2020 which will be issued by the Company by 30 December 2020.

## BOARD OF DIRECTORS (“BOD”)

The Board of Directors comprise six Directors of which four are Independent Directors and two are Executive Directors. Below is GRP’s governance framework:



## INVESTORS AND MEDIA

GRP being an SGX-listed company, has various policies and guidelines to ensure compliance and to disclose all material and/or price sensitive information and transaction. Such information is available on the SGX website, and on a dedicated investor relations webpage where we publish materials related to our financial results and announcements. We are committed to ensuring that our stakeholders are informed fully and promptly and fulfilling the requirements stipulated by the SGX-ST.

## GRI CONTENT INDEX

General Standard Disclosure		Page, Reference and reasons for omission, if applicable
<b>Organisation Profile</b>		
102-1	Name of Organisation	GRP Limited
102-2	Activities, brands, products, and services	Page 3-4
102-3	Location of headquarters	GRP Limited 8 Marina Boulevard #13-02 Marina Bay Financial Centre, Tower 1 Singapore 018981
102-4	Location of operations	Singapore, Malaysia, and China
102-5	Ownership and legal form	Page 3-4
102-6	Markets served	Page 3-4
102-7	Scale of the organisation	Page 3-4
102-8	Information on employees and other workers	Page 9 & 15
102-9	Supply chain	Page 12-13
102-10	Significant changes to the organisation and its supply chain	N.A.
102-11	Precautionary principle or approach	N.A.
102-12	External initiatives	Page 2 & 5, GRP has not adopted any external initiatives.
102-13	Membership of associations	N.A.
<b>Strategy</b>		
102-14	Statement from senior decision-maker	Page 5
102-15	Key impacts, risks, and opportunities	Page 7-11
<b>Ethics and Integrity</b>		
102-16	Values, principle Values, principles, standards and norms of behaviour	Page 6-11
102-17	Mechanisms for advice and concerns about ethics	Page 15-16
<b>Governance</b>		
102-18	Governance structure	Page 17
102-19	Delegating authority	Page 6-7

102-20	Executive-level responsibility for economic, environmental	Page 6-7
102-21	Consulting stakeholders on economic, environmental, and social topics	Page 8-11
102-22	Composition of the highest governance body and its committees	Page 17
102-23	Chair of the highest governance body	Page 17
102-24	Nominating and selecting the highest governance body	Page 17
102-25	Conflicts of interest	Board members who have a potential conflict of interest are required to abstain from participating in the relevant discussion and decision making.
102-26	Role of highest governance body in setting purpose, values, and strategy	Page 17
102-27	Collective knowledge of highest governance body	Page 17
102-28	Evaluating the highest governance body's performance	Page 17
102-29	Identifying and managing economic, environmental, and social impacts	Page 7-17
102-30	Effectiveness of risk management processes	Page 17. The Risk Management Committee oversee the formulation, update and maintenance of an adequate and effective risk management system.
102-31	Review of economic, environmental, and social topics	Page 7-17
102-32	Highest governance body's role in sustainability reporting	Page 5-7
102-33	Communicating critical concerns	N.A.
102-34	Nature and total number of critical concerns	N.A.

102-35	Remuneration policies	Page 17
102-36	Process for determining remuneration	Page 15 & 17
102-37	Stakeholders' involvement in remuneration	N.A.
102-38	Annual total compensation ratio	Page 15 & 17
102-39	Percentage increase in annual total compensation ratio	Not disclosed due to commercial sensitivity given the highly competitive human resource environment.
<b>Stakeholder Engagement</b>		
102-40	List of stakeholder groups	Page 8-9
102-41	Collective bargaining agreements	GRP has not adopted any collective bargaining agreement
102-42	Identifying and selecting stakeholders	Page 8-9
102-43	Approach to stakeholder engagement	Page 8-11
102-44	Key topics and concerns raised	Page 9-11
102-45	Entities included in the consolidated financial statements	Please refer to the FY2020 Annual Report which will be issued by the Company by 30 December 2020
102-46	Defining report content and topic boundaries	Page 2-11
102-47	List of material topics	Page 7-11
102-48	Restatements of information	N.A.
102-49	Changes in reporting	N.A.
102-50	Reporting period	Page 2
102-51	Date of most recent report	Page 2
102-52	Reporting cycle	Page 2
102-53	Contact point for questions	Mr Kwan Chee Seng/Ms Kwan Yu Wen, the Executive Directors of GRP Limited
102-54	Claims for reporting in accordance with the GRI standards	Page 2
102-55	GRI content index	Page 18-22

102-56	External assurance	N.A.
<b>Management approach</b>		
103-1	Explanation of the material topic and its boundary	Page 7-11
103-2	The management approach and its components	Page 6-11
103-3	Evaluation of the management approach	N.A.
<b>Specific Standard Disclosures</b>		
<b>Category: Economic</b>		
<b>Topic: Economic Performance</b>		
201-1	Direct economic value generated and distributed	N.A.
201-2	Financial implications and other risks and opportunities due to climate change	N.A.
201-3	Defined benefit plan obligations and other retirement plans	Page 15 & 17
201-4	Financial assistance received from government	N.A.
<b>Topic: Market Presence</b>		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	N.A.
202-2	Proportion of senior management hired from the local community	Most senior managers are hired from the local community
<b>Topic: Indirect Economic Impacts</b>		
203-1	Infrastructure investments and services supported	N.A.
203-2	Significant indirect economic impacts	N.A.
<b>Topic: Procurement Practices</b>		
204-1	Proportion of spending on local suppliers	N.A.
<b>Topic: Anti-corruption</b>		
205-1	Operations assessed for risks related to corruption	Page 15
205-2	Communication and training about anti-corruption policies and procedures.	Page 15
205-3	Confirmed incidents of corruption and actions taken	N.A.
<b>Topic: Anti-competitive Behaviour</b>		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	N.A.

<b>Topic: Effluents and Waste</b>		
306-2	Waste by type and disposal method	Page 14
<b>Topic: Supplier Environmental Assessment</b>		
308-1	New suppliers that were screened using environmental criteria	Page 12-14
<b>Topic: Employment and Labour Practices</b>		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	N.A.
<b>Aspect: Customer Privacy</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There are no known incidents of complaints from our customers concerning breaches of privacy and lose of data.

**Note:**

GRP takes a phased approach to the adoption of the GRI indicators and will review annually for their relevance/applicability indicators marked “NA”.