

**Sustainability Report 2021**  
**SUNTAR ECO-CITY LIMITED**

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## ABOUT THIS REPORT

### Reporting Principles

This sustainability report (“Report”) has been prepared in accordance with the Global Reporting Initiative (“GRI”) Core option and published pursuant to the Singapore Exchange Securities Trading Limited (“SGX-ST”) listing rules 711A and 711B. We have chosen to report using the GRI standards: Core option as it is an internationally recognised reporting framework.

This Report provides insights into the way we integrate sustainability into our business operations, while highlighting our environmental, social and governance (“ESG”) factors and economic performance (collectively as “Sustainability Factors”).

### Reporting Period and Scope

This Report covers the sustainability performance of Suntar Eco-City Limited (the “Company”) and together with its subsidiaries (the “Group”) for the financial year ended 31 December 2021 (“FY2021” or “Reporting Period”), unless otherwise stated. The use of standard units of measurement and conversion factors are explained in its respective sections whenever necessary. The scope of this Report will cover the following key operating entities within our health and nutrition segment (“Health and Nutrition”) and property development segment (“Property Development”) which contributed to 95% of the Group’s revenue for FY2021 (FY2020: 100%):

Business Segment	Entity	Principal Activity (collectively as “Core Business”)	Revenue Contribution	
			RMB’000	%
Health and Nutrition	Xiamen DaLan Technology Co., Ltd (“Xiamen DaLan”)	Sales of health and nutrition products to distributors in the China domestic market	10,167	94%
Property Development	Wuping Lan County Real Estate Development Co., Ltd (“Wuping Lanjun”).	Sales of properties to individual buyers in the China domestic market	94	1%
<b>Total</b>			<b>10,261</b>	<b>95%</b>

While we have not sought external assurance for this Report, we relied on internal data monitoring and verification to ensure its accuracy. We will work towards external assurance for our future sustainability reports.

### Contact Us

All questions, comments and feedback related to this Report is highly appreciated. Please contact our Executive and Finance Director, Lan Yihong, at [lanyh@suntar.com](mailto:lanyh@suntar.com).

## OUR CORE BUSINESS

An overview of our Core Business is presented as follows:

### Health and Nutrition

The health and nutrition segment was established in 2020 following the execution of a capital increase agreement with North China Pharmaceutical Co., Ltd (“NCPC”) to subscribe 26% of equity interest in North China Pharmaceutical Hebei Huawei Health Industry Co., Ltd (“Huawei”). With this investment, we gained access to a wide range of health and nutrition products and built our business of distributing health and nutrition products through Xiamen DaLan, our subsidiary.



### Property Development

The property development segment is part of our investment in the eco-tourism real estate development and management business. Our main suppliers include construction and maintenance contractors who provide services in building and developing Wuping Lanjun's property projects. The development of the Lan County residential project was completed in 2016 and we are in the process of selling the remaining units of the development. During the fourth quarter of FY2021, Wuping Lanjun acquired 40% of the shareholding interest in Wuping Hailan Real Estate Development Co., Ltd. (“Wuping Hailan”).



# BOARD STATEMENT

Dear valued stakeholders,

We are on a journey to achieve long-term growth and create sustainable value for our stakeholders. To achieve this goal, we have considered Sustainability Factors as part of our strategic formulation, determined the material Sustainability Factors and overseen the management and monitoring of the material Sustainability Factors.

A sustainability policy (“SR Policy”) covering our sustainability strategies, reporting structure, materiality assessment and processes in identifying and monitoring material Sustainability Factors has been put in place and serves as a point of reference in the conduct of our sustainability reporting. Under this SR Policy, we will continue to monitor, review and update our material Sustainability Factors from time to time, taking into account the feedback that we receive from our engagement with our key stakeholders, organisational and external developments.

Our sustainability framework communicates our commitment towards supporting the United Nations’ Sustainable Development Goals (“SDGs” or “Global Goals”). We work closely with key stakeholders in our value chain and their inputs drive our sustainability focus on our material Sustainability Factors and the SDGs as follows:



Reporting priority

●●● High ●● Medium ● Low

A summary of our key sustainability performance in FY2021 is as follows:

Sustainability Factor	Performance Indicator	Sustainability Performance	
		FY2021	FY2020
Economic	Revenue	RMB 10.8 million	RMB 22.2 million
	Profit attributable to owners of the Company	RMB 0.08 million	RMB 0.12 million
Environmental	Indirect Greenhouse gas (“GHG”) emissions (Scope 2) <sup>1</sup> (tonnes CO <sub>2</sub> e)	0.68	0.68
	Water consumption (tonnes)	178	174
Social	Number of incidents of product return due to food safety reason	-	-
	Number of incidents of unlawful discrimination <sup>2</sup> against employees	-	-
	Turnover rate	80%	50%
	Number of fatalities	-	-
	Number of high-consequence work-related injuries <sup>3</sup>	-	-
	Number of recordable work-related injuries	-	-
	Number of recordable work-related ill health cases	-	-
	Average training hours per employee	32 hours	27 hours
Governance	Number of incidents of serious offence <sup>4</sup>	-	-

We face uncertainties as a result of the Coronavirus disease 2019 (“COVID-19” or “Pandemic”) which affected our operations. Given the uncertain outlook, we are monitoring the impact of the Pandemic and will remain vigilant during this challenging period. Our responses to the impact of the Pandemic are detailed in the relevant sections of this Report.

## STAKEHOLDER ENGAGEMENT

At Suntar Eco-City, we value the inputs and recognise the concerns of our key stakeholders. We affirm that for constructive engagement, accurate interpretation of key stakeholder needs into corporate strategic planning is necessary. Through an internal stakeholder mapping exercise, we have identified key stakeholder groups which we prioritise our engagements with. These include entities or individuals that can reasonably be expected to be significantly affected by our activities, products or services and whose actions can reasonably be expected to affect our ability to implement our strategies to achieve our objectives.

By providing the following engagement channels, we hope to strengthen and improve relations with our key stakeholders:

S/N	Stakeholder	Engagement Channel	Frequency of Engagement	Key Concern Raised
1	Customers	<ul style="list-style-type: none"> <li>▪ Customer meetings</li> <li>▪ Customer feedback</li> </ul>	Regularly	<ul style="list-style-type: none"> <li>▪ Product diversity</li> <li>▪ Market presence</li> <li>▪ Customer service</li> </ul>
2	Employees	<ul style="list-style-type: none"> <li>▪ Employee and management meetings</li> <li>▪ Internal memos</li> <li>▪ Training</li> </ul>	Regularly	<ul style="list-style-type: none"> <li>▪ Equal employment</li> <li>▪ Job security</li> <li>▪ Career development and training opportunities</li> <li>▪ Remuneration and employee benefits</li> </ul>
		Performance assessments	Annually	

<sup>1</sup> GHG emissions from electricity purchased by the Company (Scope 2) are calculated based on the latest national emissions factor for Mainland China published by the Ministry of Ecology and Environment of the People’s Republic of China.

<sup>2</sup> Unlawful discrimination refers to an incident whereby the relevant authority has commenced investigation and resulted in a penalty to the Company.

<sup>3</sup> High-consequence work-related injuries refer to injuries from which the worker cannot recover or cannot recover fully to pre-injury health status within 6 months.

<sup>4</sup> Refers to an incident whereby the relevant authority has commenced investigation and resulted in a penalty to the Company.

S/N	Stakeholder	Engagement Channel	Frequency of Engagement	Key Concern Raised
3	Government and regulatory bodies ("Regulators")	<ul style="list-style-type: none"> <li>Government meetings</li> <li>On-site visits</li> <li>Letters</li> </ul>	When needed	Corporate governance
4	Shareholders and investors ("Shareholders")	<ul style="list-style-type: none"> <li>Annual reports</li> <li>Annual general meeting</li> </ul>	Annually	<ul style="list-style-type: none"> <li>Sustainable business performance</li> <li>Market valuation</li> <li>Corporate governance</li> </ul>
		Result release	Half-yearly	
		<ul style="list-style-type: none"> <li>Investor relations email</li> <li>Public announcements</li> </ul>	When needed	
5	Suppliers	<ul style="list-style-type: none"> <li>Supplier feedback</li> <li>On-site visits</li> </ul>	Regularly	<ul style="list-style-type: none"> <li>Ability to distribute products</li> <li>Maintain and expand brand presence</li> </ul>

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

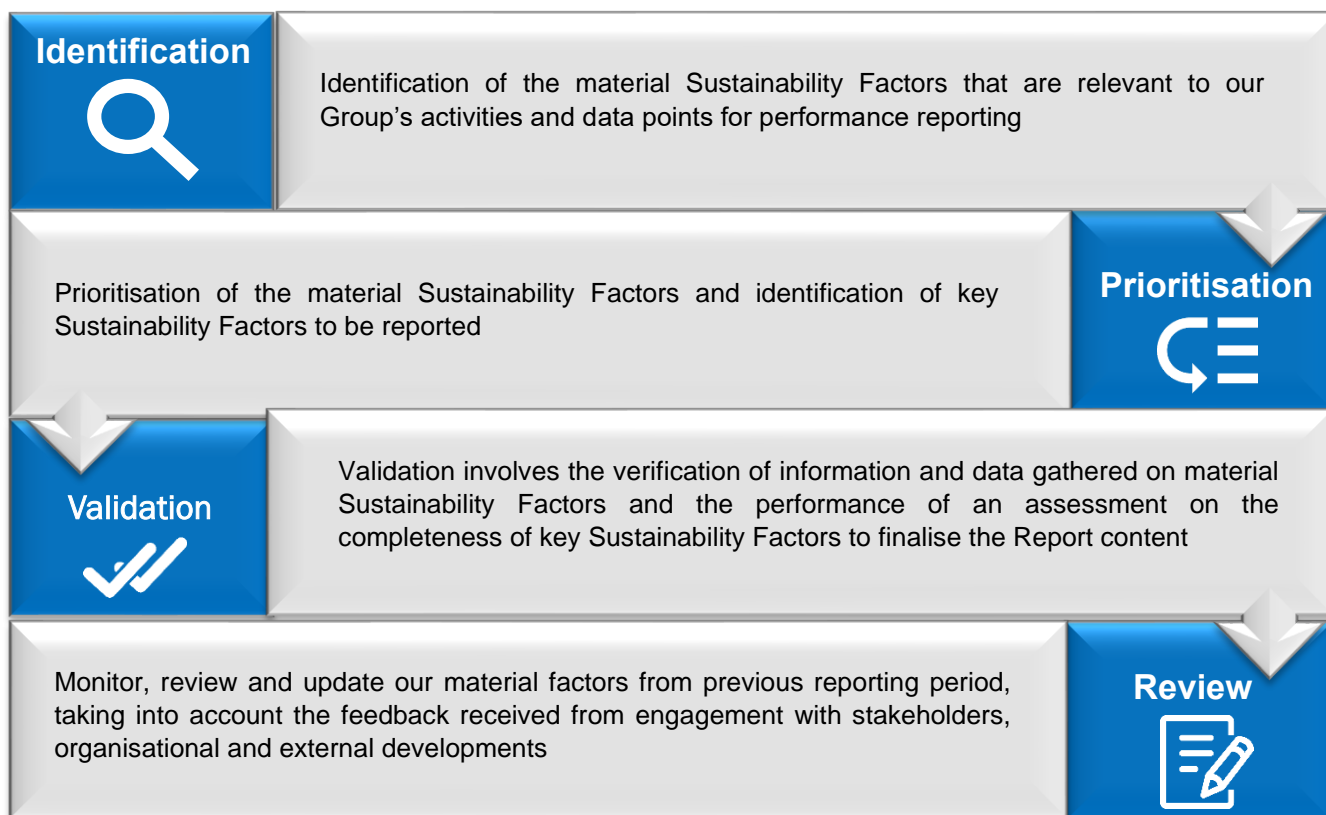
## POLICY, PRACTICE AND PERFORMANCE REPORTING

### Reporting Structure

The Board of Directors ("Board"), the highest governing body of Suntar Eco-City, oversees the development of our sustainability strategy and performance targets.

### Sustainability Reporting Processes

Under our SR policy, our sustainability process begins with the identification of relevant factors. Relevant factors are then prioritised as material Sustainability Factors which are then validated. The end result of this process is a list of material Sustainability factors disclosed in this Report. Processes involved are as shown in the figure below:



## Materiality Assessment

Under our SR Policy, each Sustainability Factor is assigned a reporting priority that determines the actions required as illustrated in the table below:

Reporting Priority	Description	Criteria
●●●	High	Factors with high reporting priority are reported on in detail.
●●	Medium	Factors with medium reporting priority are considered for inclusion in the Report. They may not be included in this Report if not material.
●	Low	Factors with low reporting priority may be reported to fulfil regulatory or other reporting requirements. They are not included in this Report if not material.

The reporting priority is supported by a material factor matrix which considers the level of concern to stakeholders (“Stakeholders’ Concern”) and significance of our impacts on the economy, environment and society (“Business Impact”).

## Performance Tracking and Reporting

We track the progress of our material Sustainability Factors by identifying the relevant data points, monitoring and measuring them. In addition, we set performance targets that are aligned with our strategy to ensure that we remain focused in our sustainability journey. We consistently seek to enhance our performance-monitoring processes and improve our data capturing systems.

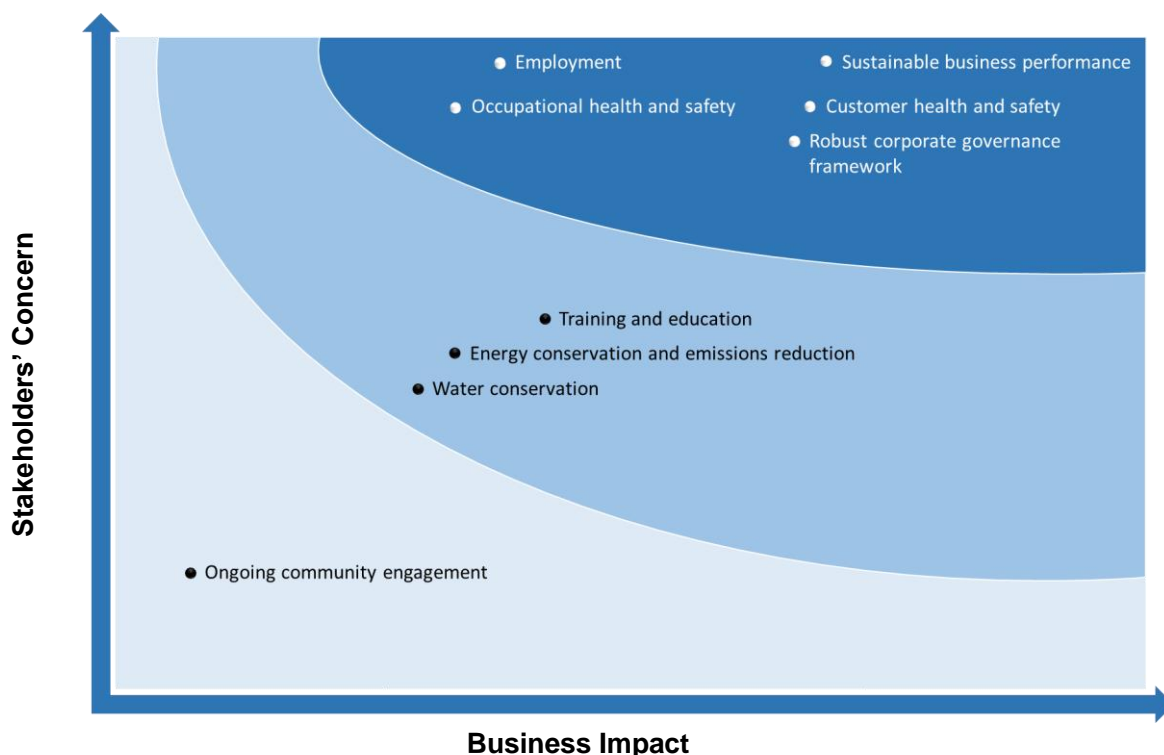
## MATERIAL SUSTAINABILITY FACTORS

In identifying the material Sustainability Factors, we performed an analysis applying the GRI principles to identify top materiality trends and issues significant to the business and key stakeholders. We conducted a materiality review to reassess the existing material Sustainability Factors for disclosure. Presented below is a list of material Sustainability Factors and material factor matrix applicable to the Group:

S/N	Material Sustainability Factor	SDG	Reporting priority	Stakeholder
<b>Economic</b>				
1	Sustainable business performance	Decent work and economic growth	●●●	<ul style="list-style-type: none"> <li>▪ Shareholders</li> <li>▪ Customers</li> <li>▪ Suppliers</li> </ul>
<b>Environmental</b>				
2	Energy conservation and emissions reduction	Affordable and clean energy	●●	<ul style="list-style-type: none"> <li>▪ Shareholders</li> <li>▪ Regulators</li> </ul>
3	Water conservation	Clean water and sanitation	●●	Shareholders
<b>Social</b>				
4	Customer health and safety	Decent work and economic growth	●●●	<ul style="list-style-type: none"> <li>▪ Customers</li> <li>▪ Suppliers</li> </ul>
5	Employment	Reduced inequalities	●●●	Employees
6	Occupational health and safety	Good health and well-being	●●●	Employees
7	Training and education	Quality education	●●	Employees
8	Ongoing community engagement	Reduced inequalities	●	Communities
<b>Governance</b>				
9	Robust corporate governance framework	Peace, justice and strong institutions	●●●	Shareholders, regulators



Material factor matrix



Legend for reporting priority



We will update the material Sustainability Factors on an annual basis to reflect changes in business operations, environment, stakeholders' feedback and sustainability trends. The details of each material Sustainability Factor are presented as follows:

## MATERIAL SUSTAINABILITY FACTORS: ECONOMIC

### Sustainable Business Performance

We are committed to review and manage the concerning and disruptive challenges from the Pandemic and to formulate plans and strategies to mitigate the financial impact to the Group.

During FY2021, the Group recorded a revenue of RMB 10.8 million (FY2020: RMB 22.2 million) and a profit attributable to owners of the Company of RMB 0.08 million (FY2020: RMB 0.12 million).

Details of our economic performance can be found in the audited financial statements of the Annual Report.

Target for FY2021	Performance for FY2021	Target for FY2022
Maintain or improve our financial performance subject to market conditions	<ul style="list-style-type: none"> <li>Revenue decreased by RMB 11.4 million to RMB 10.8 million</li> <li>Profit attributable to owners of the Company decreased by RMB 0.04 million to RMB 0.08 million</li> </ul>	Improve our financial performance subject to market conditions

## MATERIAL SUSTAINABILITY FACTORS: ENVIRONMENTAL

### Energy Conservation and Emissions Reduction

As the adverse impacts of climate change are surfacing, we focus on adopting measures such as improving energy-saving initiatives in our part to secure our future and the environment. We aim to ensure that our business operations maximise energy use efficiency and reduce our contribution to GHG emissions.

To achieve this goal, our sustainable efforts include the provision of training and staff manuals to educate our employees on energy conservation practices as well as attaching reminder posters around the office.

The comparison of year-to-year electricity consumption and GHG emissions is shown in the table below:

Performance indicator	Unit of measurement	FY2021	FY2020
Electricity	kWh	1,108	1,111
Indirect GHG emissions (Scope 2)	tonnes CO <sub>2</sub> e	0.68	0.68

Target for FY2021	Performance for FY2021	Target for FY2022
Maintain or reduce energy consumption	No material changes in energy consumption	Maintain or reduce GHG emissions intensity

### Water Conservation

We recognise the importance to manage our water consumption efficiently and avoid the depletion of valuable water resources. Our initiatives in this area include performing regular tracking of water consumption and taking corrective actions when there are unusual consumption patterns.

A year-to-year comparison of water consumption is shown in the table below:

Water Source	FY2021	FY2020
Municipal Water (tonnes)	178	174

Target for FY2021	Performance for FY2021	Target for FY2022
Maintain or reduce water consumption	No material changes in water consumption	Maintain or reduce water consumption

## MATERIAL SUSTAINABILITY FACTORS: SOCIAL

### Customer Health and Safety

As a distributor of health and nutrition products, we believe that it is key to improve and diversify our product range while considering customer health and safety impacts. Rising health consciousness, ageing population and growing prevalence of diseases due to unhealthy eating are factors leading to an increase in customers' demands for health and nutrition products.

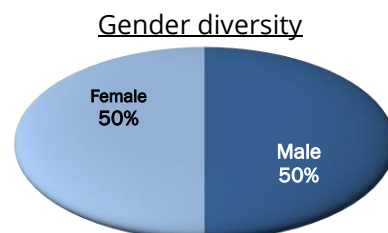
Market standards and best practices are adopted by our supplier to ensure quality and safety of our products. Market standards adopted by our supplier include Hazard Analysis and Critical Control Point (HACCP) System - General Requirements for Food Processing Plant (GB/T 27341-2009), National Food Safety Standard General Hygienic Regulation for Food Production (GB 14881-2013), HACCP certification, Halal certification and food production license.

During the Reporting Period, there is zero incident of product return due to food safety reason (FY2020: zero).

Target for FY2021	Performance for FY2021	Target for FY2022
- <sup>5</sup>	Zero incident of product return due to food safety reason	Maintain zero incident of product return due to food safety reason

### Employment

We recognise that our employees are our greatest asset. We are committed to the goals of diversity and equal opportunity in employment by implementing fair employment practices during the hiring process and ensuring non-discrimination against employees. We have zero (FY2020: zero) reported incident of unlawful discrimination against employees during the Reporting Period. As at 31 December 2021, we have a total number of 4 (FY2020: 6) full-time employees. On gender diversity, the percentage of female to total full-time employees is 50% (FY2020: 67%).



### New Hires and Turnover

Employee turnover affects our productivity and performance. We believe that a low turnover ratio translates to job and employee satisfaction, successful retention of our talents and improves the Group's performance. We also believe that new hires bring new ideas and fresh perspectives to the business.

A year-to-year comparison of employment data is shown in the table below:

Employment	2021	2020
<b>Total employee</b>	4	6
<b>New hire rate</b>	50%	50%
<b>Turnover rate</b>	80%	50%

Given our lean workforce during the transitional period, a small fluctuation in hiring and turnover in staff will have a significant impact on the above data points. We will constantly work towards improving talent retention.

<sup>5</sup> Not applicable as this is a newly disclosed Sustainability Factor.

## Employee Benefits

We assure to take care of our employees' wellness and achieve greater employee engagement by offering incentives and benefits. Setting the right incentive culture that meets their needs encourages and motivates them to strive for better performance. Figure below lists our employee benefits in place, including healthcare plans, disability and invalidity coverage, parental leave, and additional benefits:



Target for FY2021	Performance for FY2021	Target for FY2022
Maintain zero incident of unlawful discrimination against employees	Zero incident of unlawful discrimination against employees	Maintain zero incident of unlawful discrimination against employees

## Occupational Health and Safety

We prioritise the well-being of our employees and maintain an organisational culture of safety in the workplace. Nevertheless, we constantly make efforts to enhance workplace safety and health, focus on raising awareness using the best practices such as educating and promoting safe behaviours.

To stress the importance of compliance with workplace safety standards, we implemented initiatives such as mandating requirements for all new and existing employees to attend pre-employment safety training. Through such an initiative, employees are trained to proactively identify and raise existing and potential hazards that are present in the workplace.

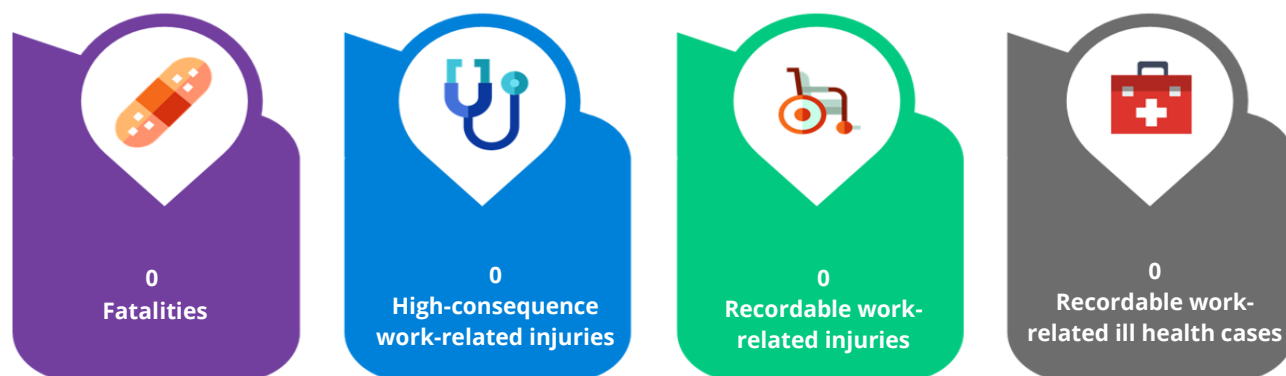
We abide by the PRC's Labour Law and use it as a guidance to ensure that our employees work under high health and safety standards, thus creating a safe and comfortable working environment for them to perform at their best.

As employees are key to the Group's sustainable development, the following measures are in place to protect the health and safety of our employees during the Pandemic:

- A COVID-19 Emergency Response Plan and COVID-19 announcements are circulated to guide employees about the actions to be taken during the Pandemic and raise awareness about COVID-19;
- Maintain Emergency Response Team as the key contact point for COVID-19 related matters;
- Maintain ample supply of personal protective equipment (such as masks, gloves and hand sanitisers), disinfectant and thermometers;

- Provide emergency vehicles to evacuate employees in the event of a reported incident;
- Disinfect our workplace regularly
- Require employees and visitors to show security officers their health code, travel card and latest COVID-19 test reports; and
- Staggered lunch breaks for employees.

We encountered zero fatalities, zero high-consequence work-related injuries, zero recordable work-related injuries and zero recordable work-related ill health cases in FY2021 (FY2020: zero fatalities, zero high-consequence work-related injuries, zero recordable work-related injuries and zero recordable work-related ill health cases). We have strengthened the relevant policies and procedures to reinforce workplace safety measures.

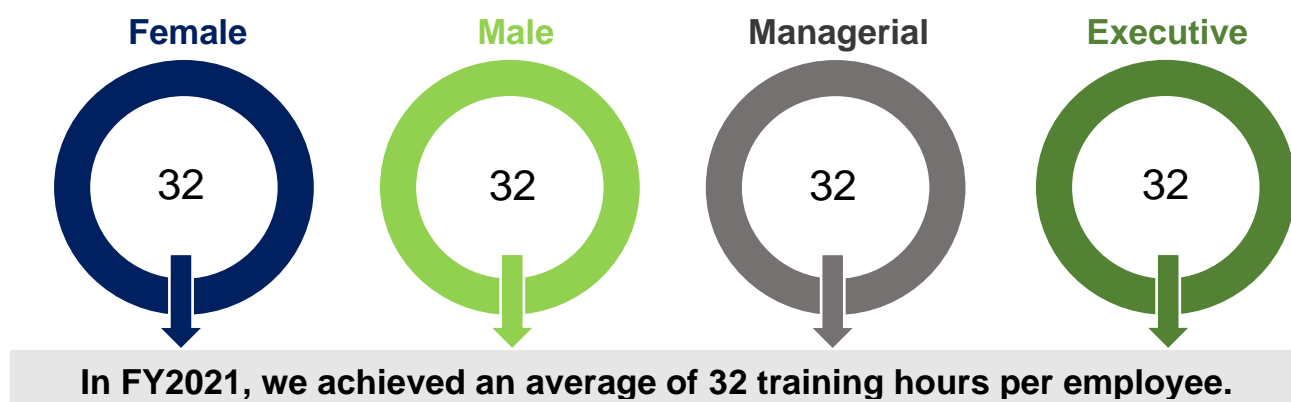


Target for FY2021	Performance for FY2021	Target for FY2022
Maintain zero incident of workplace injuries	Zero incident of workplace injuries	Maintain zero incident of workplace injuries

## Training and Education

We believe that the future growth and success of the Group are interrelated with employees' growth and development. For us to reach optimum levels of success, we believe that strategic investments in employee development to improve employee competencies are essential.

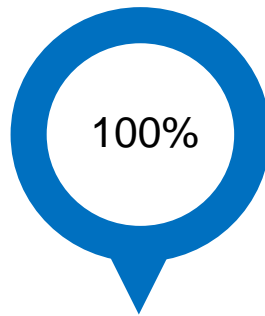
To support employees' personal growth and professional advancement, we provide the necessary resources required to hone their skills. We aim to grow our employees through setting up a learning culture. Over the years, we conducted extensive hours of training and during the Reporting Period, we achieved an average of 32 (FY2020: 27) hours per employee. The figure below provides a breakdown of the number of employee training hours by gender and employee category:



Training programs offered to our employees include an in-house orientation for new hires and employees undergoing a transfer. For existing employees, training programs are in place to upgrade their professional skills in areas such as functional skills and product knowledge.

### *Performance Management*

We aim to maintain a transparent work environment where the management can deliver organisational goals and recognise employees for their achievements. To fulfil these objectives, a performance management system is implemented to assist the management in tracking employee performance and rewarding employees with compensation. We conduct quarterly performance check-ins and annual performance reviews and career development sessions for all employees. During the Reporting Period, 100% of our employees received regular performance and career development reviews (FY2020: 100%).



**100% of our employees received regular performance and career development reviews**

In assessing employees' performance, reviews are conducted monthly by two appointed supervisors. The key performance indicators, evaluation criteria and benchmark are communicated in advance to our employees to facilitate achievements. The average of assessment scores by the two appointed supervisors determines the bonus amount for the month which is distributed following the review. To motivate employees and build a high-performance culture, appraisal results are shared with the employees and constructive feedback are shared for improvements.

Employees are also awarded based on an annual performance review. At the end of the year, a comprehensive review is conducted and submitted to the Human Resource department, which is responsible for bonus calculation set by the management.

Target for FY2021	Performance for FY2021	Target for FY2022
<ul style="list-style-type: none"> <li>▪ Maintain or improve training hours per employee</li> <li>▪ Maintain the percentage of employees who received regular performance and career development review</li> </ul>	<ul style="list-style-type: none"> <li>▪ Improvement in training hours per employee from 27 to 32 hours</li> <li>▪ All our employees received regular performance and career development review</li> </ul>	<ul style="list-style-type: none"> <li>▪ Maintain or improve training hours per employee</li> <li>▪ Maintain the percentage of employees who received regular performance and career development review</li> </ul>

## Ongoing Community Engagement

We strive not only to set a good example but also to encourage individuals and other corporations to embrace the spirit of giving. We recognise that long-term success of the business is closely related to the health and prosperity of the communities.

During the Reporting Period, we distributed mineral water to students undertaking the college entrance examinations to motivate students to stay hydrated and healthy while striving to achieve success in their examinations.



Target for FY2021	Performance for FY2021	Target for FY2022
- <sup>6</sup>	Initiate community engagement campaign	Continue with existing community engagement campaign

## MATERIAL SUSTAINABILITY FACTORS: GOVERNANCE

### Robust Corporate Governance Framework

A robust corporate governance framework with effective internal policies and practices is crucial to support a progressive corporate culture. The 2018 Code of Corporate Governance is used as a guide to support our effort to uphold high standards of governance in our business operations. The Board has delegated and entrusted responsibilities to three subcommittees, namely the Audit Committee, Nominating Committee and Remuneration Committee.

We are committed to uphold ethical business practices and maintain a strong reputation as an ethical company by complying with the Criminal and Anti-Money Laundering laws of the PRC. This approach ensures adherence with relevant laws and regulations related to insider trading, fraud, bribery and extortion. To reinforce anti-corruption practices, we provided employees with relevant handbooks and training on the consequences of such unethical practices.

We also implemented a whistle-blowing policy to encourage unethical conduct reporting in the workplace. Reporting channels are available and provided through confidential emails sent out to all employees on the procedures for reporting violation of laws and misconduct. Internal audit on accounting and finance, management and third-party services are conducted periodically to check compliance with internal policies and external regulations.

In dealing with interested persons transactions, the Board oversees the review and approval procedures of this process. To prevent insider trading when dealing in securities, the directors and employees are all required to follow the insider trading laws.

During the Reporting Period, we have zero (FY2020: zero) reported incident of serious offence. Our overall Singapore Governance and Transparency Index (“SGTI”) score assessed by National University of Singapore Business School is 70 for the year 2021 (Year 2020: 35).








Target for FY2021	Performance for FY2021	Target for FY2022
Maintain zero incident of serious offence	Zero incident of serious offence	Maintain zero incident of serious offence

<sup>6</sup> Not applicable as this is a newly disclosed Sustainability Factor.



## SUPPORTING THE UN SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 SDGs, which form an urgent call for action by all countries – developed and developing – in a global partnership. We believe that everyone plays an important role in advancing sustainable development and in order to align our business objectives with the SDGs, we have identified and incorporated the SDGs, where appropriate, as a supporting framework to shape and guide our sustainability strategy. The SDGs that we focus on and the related Sustainability Factors are as follows:

SDG	Our effort
 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	<p>Ensure healthy lives and promote well-being for all at all ages.</p> <p><u>Occupational Health and Safety</u> We create a safe working environment by implementing initiatives such as mandating employees to attend pre-employment safety training.</p>
 <p><b>4</b> QUALITY EDUCATION</p>	<p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p> <p><u>Training and Education</u> We offer employee incentives and benefits that are rewarding and motivates them to strive for better performance.</p>
 <p><b>6</b> CLEAN WATER AND SANITATION</p>	<p>Ensure availability and sustainable management of water and sanitation for all</p> <p><u>Water Conservation</u> We implement checks and measures to reduce water wastage, which in turn help us to work towards achieving sustainable management and efficient use of natural resources.</p>
 <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p>	<p>Ensure access to affordable, reliable, sustainable and modern energy for all</p> <p><u>Energy Conservation and Emissions Reduction</u> We employ measures to reduce our energy consumption and to maximise energy use efficiency, while reducing GHG emissions.</p>
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> <p><u>Sustainable Business Performance</u> We contribute to economic growth through creating long-term economic value for our shareholders.</p> <p><u>Customer Health and Safety</u> We review and work closely with our suppliers to ensure they can meet our quality requirements.</p>
 <p><b>10</b> REDUCED INEQUALITIES</p>	<p>Reduced inequality within and among countries</p> <p><u>Employment</u> We are committed to having a diverse workforce with equal employment opportunities through fair employment and hiring practices.</p> <p><u>Ongoing community engagement</u> We embrace the spirit of giving and encourage individuals and other corporations to volunteer in community activities.</p>
 <p><b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p> <p><u>Robust Corporate Governance Framework</u> We maintain a high standard of corporate governance to safeguard our shareholders' interest and maximise long-term shareholder value.</p>



## GRI CONTENT INDEX

GRI Standard & Disclosure Title		Section Reference	Page
<b>Organisational Profile</b>			
102-1	Name of the organisation	Sustainability Report 2021 (“SR 21”) > Cover page	-
102-2	Activities, brands, products and services	SR 21 > Our Core Business	4 of SR 21
102-3	Location of headquarters	<ul style="list-style-type: none"> <li>▪ Annual Report 2021 (“AR 21”) &gt; Corporate Information</li> <li>▪ AR 21 &gt; Notes to Financial Statements &gt; General Information</li> </ul>	3 of AR 21 47 of AR 21
102-4	Location of operations	<ul style="list-style-type: none"> <li>▪ SR 21 &gt; About This Report</li> <li>▪ SR 21 &gt; Our Core Business</li> <li>▪ AR 21 &gt; Notes to Financial Statements &gt; Operating Segments</li> </ul>	3 of SR 21 4 of SR 21 75 - 77 of AR 21
102-5	Ownership and legal form	<ul style="list-style-type: none"> <li>▪ SR 21 &gt; Our Core Business</li> <li>▪ AR 21 &gt; Notes to Financial Statements &gt; General Information</li> <li>▪ AR 21 &gt; Notes to Financial Statements &gt; Subsidiaries</li> <li>▪ AR 21 &gt; Notes to Financial Statements &gt; Associate</li> <li>▪ AR 21 &gt; Statistics of Shareholdings</li> </ul>	4 of SR 21 47 of AR 21  66 - 67 of AR 21 68 - 69 of AR 21 83 - 84 of AR 21
102-6	Markets served	<ul style="list-style-type: none"> <li>▪ SR 21 &gt; About This Report</li> <li>▪ SR 21 &gt; Our Core Business</li> <li>▪ AR 21 &gt; Notes to Financial Statements &gt; Operating Segments</li> </ul>	3 of SR 21 4 of SR 21 75 - 77 of AR 21
102-7	Scale of the organisation	<ul style="list-style-type: none"> <li>▪ SR 21 &gt; About This Report &gt; Reporting Period and Scope</li> <li>▪ SR 21 &gt; Material Sustainability Factors: Economic &gt; Sustainable Business Performance</li> <li>▪ SR 21 &gt; Material Sustainability Factors: Social &gt; Employment</li> <li>▪ AR 21 &gt; Financial Highlights</li> <li>▪ AR 21 &gt; Statements of Financial Position</li> <li>▪ AR 21 &gt; Consolidated Statement of Profit or Loss and Other Comprehensive Income</li> </ul>	3 of SR 21  9 of SR 21  11 - 12 of SR 21  8 of AR 21 42 of AR 21 43 of AR 21
102-8	Information on employees and other workers	SR 21 > Material Sustainability Factors: Social > Employment	11 - 12 of SR 21
102-9	Supply chain	SR 21 > Our Core Business	4 of SR 21
102-10	Significant changes to the organisation and its supply chain	None	-
102-11	Precautionary Principle or approach	None	-
102-12	External Initiatives	SR 21 > Supporting the UN Sustainable Development Goals	16 of SR 21
102-13	Membership of associations	None	-
<b>Strategy</b>			
102-14	Statement from senior decision-maker	SR 21 > Board Statement	5 - 6 of SR 21
<b>Ethics And Integrity</b>			
102-16	Values, principles, standards and norms of behaviour	<ul style="list-style-type: none"> <li>▪ SR 21 &gt; Material Sustainability Factors: Governance &gt; Robust Corporate Governance Framework</li> <li>▪ AR 21 &gt; Corporate Governance Report</li> </ul>	15 of SR 21  9 - 34 of AR 21

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<b>Governance</b>			
102-18	Governance structure	<ul style="list-style-type: none"> <li>▪ SR 21 &gt; Policy, Practice and Performance Reporting &gt; Reporting Structure</li> <li>▪ SR 21 &gt; Material Sustainability Factors: Governance &gt; Robust Corporate Governance Framework</li> <li>▪ AR 21 &gt; Corporate Governance Report</li> </ul>	7 of SR 21 15 of SR 21 9 - 34 of AR 21
<b>Stakeholder Engagement</b>			
102-40	List of stakeholder groups	SR 21 > Stakeholder Engagement	6 - 7 of SR 21
102-41	Collective bargaining agreements	None of our employees are covered by collective bargaining agreements	-
102-42	Identifying and selecting stakeholders	SR 21 > Stakeholder Engagement	6 - 7 of SR 21
102-43	Approach to stakeholder engagement	SR 21 > Stakeholder Engagement	6 - 7 of SR 21
102-44	Key topics and concerns raised	SR 21 > Stakeholder Engagement	6 - 7 of SR 21
<b>Reporting Practice</b>			
102-45	Entities included in the consolidated financial statements	AR 21 > Notes to Financial Statements > Subsidiaries	66 - 67 of AR 21
102-46	Defining report content and topic Boundaries	<ul style="list-style-type: none"> <li>▪ SR 21 &gt; About This Report &gt; Reporting Principles</li> <li>▪ SR 21 &gt; Policy, Practice and Performance Reporting &gt; Sustainability Reporting Processes</li> </ul>	3 of SR 21 7 of SR 21
102-47	List of material topics	SR 21 > Material Sustainability Factors	8 - 15 of SR 21
102-48	Restatements of information	None	-
102-49	Changes in reporting	Sustainability Factor added: <ul style="list-style-type: none"> <li>▪ SR 21 &gt; Material Sustainability Factors: Social &gt; Customer Health and Safety</li> </ul>	11 of SR 21
102-50	Reporting period	SR 21 > About This Report > Reporting Period and Scope	3 of SR 21
102-51	Date of most recent report	Sustainability Report 2020	-
102-52	Reporting cycle	SR 21 > About This Report > Reporting Period and Scope	3 of SR 21
102-53	Contact point for questions regarding the report	SR 21 > About This Report > Contact Us	3 of SR 21
102-54	Claims of reporting in accordance with the GRI Standards	<ul style="list-style-type: none"> <li>▪ SR 21 &gt; About This Report &gt; Reporting Principles</li> <li>▪ SR 21 &gt; GRI Content Index</li> </ul>	3 of SR 21 17 - 19 of SR 21
102-55	GRI content index	SR 21 > GRI Content Index	17 – 19 of SR 21
102-56	External assurance	SR 21 > About This Report > Reporting Period and Scope	3 of SR 21
<b>Management Approach</b>			
103-1	Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> <li>▪ SR 21 &gt; Material Sustainability Factors</li> <li>▪ SR 21 &gt; Material Sustainability Factors: Economic</li> <li>▪ SR 21 &gt; Material Sustainability Factors: Environmental</li> <li>▪ SR 21 &gt; Material Sustainability Factors: Social</li> <li>▪ SR 21 &gt; Material Sustainability Factors: Governance</li> </ul>	8 - 9 of SR 21 9 of SR 21 10 of SR 21 11 - 15 of SR 21 15 of SR 21

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<b>Management Approach</b>			
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>▪ SR 21 &gt; Board Statement</li> <li>▪ SR 21 &gt; Policy, Practice and Performance Reporting</li> <li>▪ SR 21 &gt; Material Sustainability Factors</li> <li>▪ SR 21 &gt; Material Sustainability Factors: Economic</li> <li>▪ SR 21 &gt; Material Sustainability Factors: Environmental</li> <li>▪ SR 21 &gt; Material Sustainability Factors: Social</li> <li>▪ SR 21 &gt; Material Sustainability Factors: Governance</li> </ul>	5 - 6 of SR 21 7 - 8 of SR 21 8 - 9 of SR 21 9 of SR 21 10 of SR 21 11 - 15 of SR 21 15 of SR 21
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>▪ SR 21 &gt; Material Sustainability Factors</li> <li>▪ SR 21 &gt; Material Sustainability Factors: Economic</li> <li>▪ SR 21 &gt; Material Sustainability Factors: Environmental</li> <li>▪ SR 21 &gt; Material Sustainability Factors: Social</li> <li>▪ SR 21 &gt; Material Sustainability Factors: Governance</li> </ul>	8 - 9 of SR 21 9 of SR 21 10 of SR 21 11 - 15 of SR 21 15 of SR 21
<b>Category: Economic</b>			
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> <li>▪ SR 21 &gt; About This Report &gt; Reporting Period and Scope</li> <li>▪ SR 20 &gt; Material Sustainability Factors: Economic &gt; Sustainable Business Performance</li> <li>▪ AR 21 &gt; Financial Highlights</li> <li>▪ AR 21 &gt; Statements of Financial Position</li> <li>▪ AR 21 &gt; Consolidated Statement of Profit or Loss and Other Comprehensive Income</li> </ul>	3 of SR 21 9 of SR 21 8 of AR 21 42 of AR 21 43 of AR 21
<b>Category: Environmental</b>			
302-1	Energy consumption within the organisation	SR 21 > Material Sustainability Factors: Environmental > Energy Conservation and Emissions Reduction	10 of SR 21
303-5	Water consumption	SR 21 > Material Sustainability Factors: Environmental > Water Conservation	10 of SR 21
305-2	Energy indirect (Scope 2) GHG emissions	SR 21 > Material Sustainability Factors: Environmental > Energy Conservation and Emissions Reduction	10 of SR 21
<b>Category: Social</b>			
401-1	New employee hires and employee turnover	SR 21 > Material Sustainability Factors: Social > Employment > New Hires and Turnover	11 of SR 21
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR 21 > Material Sustainability Factors: Social > Employment > Employee Benefits	12 of SR 21
403-9	Work-related injuries	SR 21 > Material Sustainability Factors: Social > Occupational Health and Safety	12 - 13 of SR 21
403-10	Work-related ill health	SR 21 > Material Sustainability Factors: Social > Occupational Health and Safety	12 - 13 of SR 21
404-1	Average hours of training per year per employee	SR 21 > Material Sustainability Factors: Social > Training and Education	13 - 14 of SR 21
404-3	Percentage of employees receiving regular performance and career development reviews	SR 21 > Material Sustainability Factors: Social > Training and Education > Performance Management	13 - 14 of SR 21
405-1	Diversity of governance bodies and employees	SR 21 > Material Sustainability Factors: Social > Employment	11 - 12 of SR 21
406-1	Incidents of discrimination and corrective actions taken	SR 21 > Material Sustainability Factors: Social > Employment	11 - 12 of SR 21