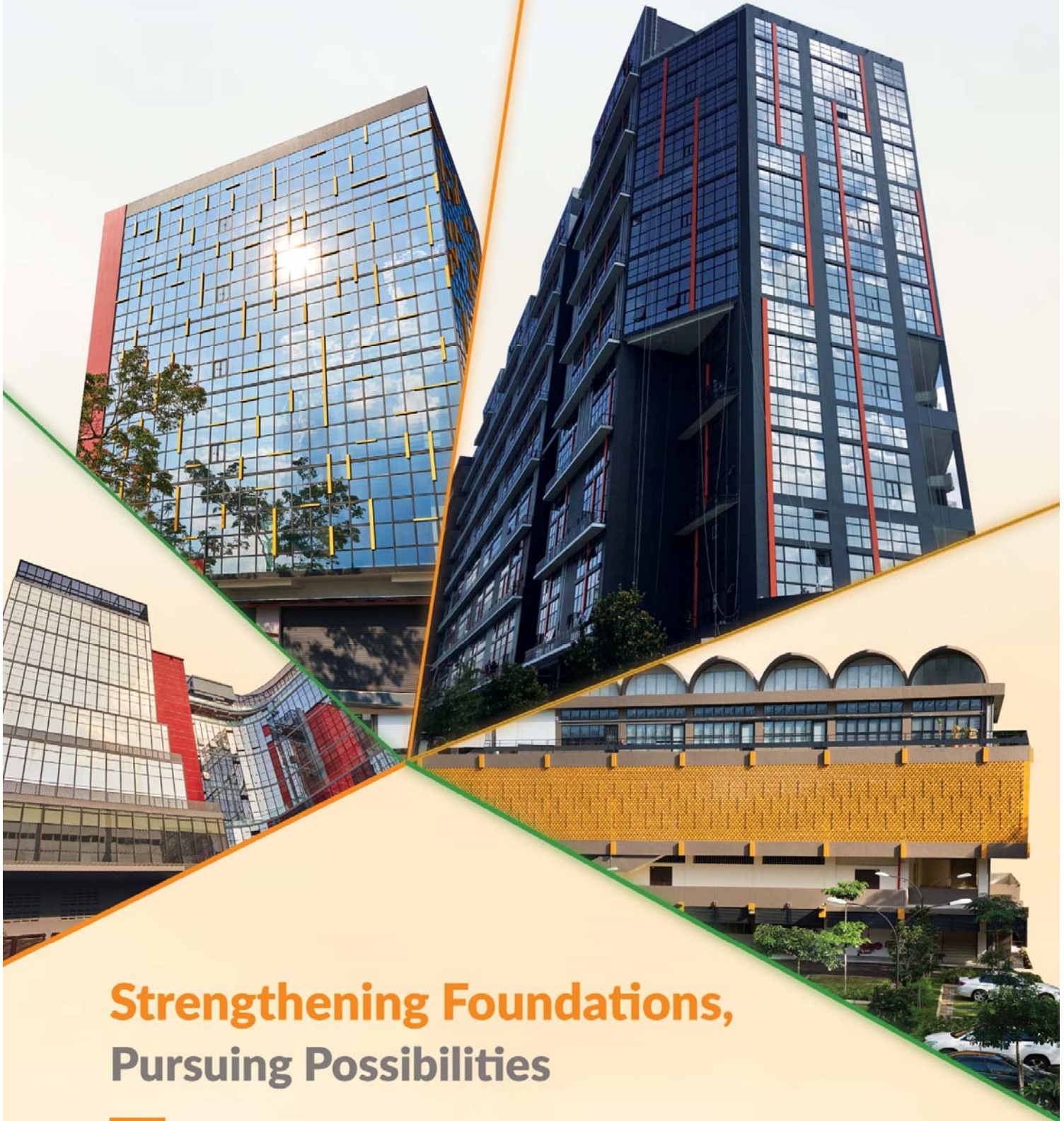




OKH GLOBAL LIMITED



Strengthening Foundations, Pursuing Possibilities

SUSTAINABILITY REPORT 2020

TABLE OF CONTENTS

	Page
1 ABOUT THIS REPORT	4
2 OKH APPROACH TO SUSTAINABILITY	6
3 STAKEHOLDERS AND MATERIALITY	7
4 ECONOMIC	9
5 ENVIRONMENTAL	11
6 SOCIAL	13
7 GOVERNANCE	18
8 GRI STANDARDS CONTENT INDEX	20

INTEGRATED PROPERTY DEVELOPER IN ASIA

Established in 1998 and headquartered in Singapore, OKH Global Ltd. (“OKH Global” or “the Company”) and its subsidiaries (collectively, the “Group”) is an integrated property developer with a strategic focus on logistics and industrial properties. Interlinking strategic investments with our capabilities in property development, the Group aims to further strengthen our business presence in Asia and beyond.



OUR VALUES

TEAMWORK Every employee plays an essential role in our company. We achieve success by promoting a collaborative work environment in which everyone is committed to achieve our corporate goals based on open and honest communications while showing care and support for each other.

PROFESSIONALISM Our professionalism is the foundation of our corporate performance. We apply both our extensive industry knowledge and technical competence to competitive advantage and conduct ourselves at all times in a manner which we strive for excellence in our work and add value to what we do.

INTEGRITY We remain accountable at all times to all our stakeholders, both internal and external. Through unquestionable honesty, openness and fairness, we take pride in conducting ourselves morally, legally and ethically while delivering excellence to our customers.

INNOVATION In every aspect of our business, we embrace innovation and creativity by challenging conventional practices and inspiring continuous improvement to stay at the forefront of sustainable solutions.

EFFICIENCY We incorporate effective use of technology, develop performance measures, communicate outcomes and results and implement necessary changes to provide fast and high quality services at low transactional costs.

RESPECT We take pride in the diversity of our workplace and address our disparities professionally. We view differences of opinion as opportunities that can be used to improve our businesses and acknowledge the contributions of each individual regardless of their background and treat people as we would like to be treated ourselves.

1 ABOUT THIS REPORT

BOARD STATEMENT

We are pleased to present OKH Global Ltd's annual Sustainability Report for our financial year ended 30 June 2020 ("FY2020").

The key material economic, environmental, social and governance ("**EESG**") factors for OKH have been identified and reviewed by the Chairman and the CEO. The board of directors of OKH ("**Board**") oversees the management and monitoring of these factors and takes them into consideration in the determination of the company's strategic direction and policies. Sustainability is a part of OKH's wider strategy to create long-term value for all our stakeholders.

With the availability of environment, social and governance data, sustainability reporting has gained greater significance to investors. Far from being just an image building exercise, today it is widely accepted that good EESG practices contribute to the overall long-term success of the company and play an important part in the competition for talent and investment.

Businesses must be quick to adapt to key stakeholders' concerns, closing any potential gaps and capitalizing on opportunities amid today's rapidly-changing business environment.

In defining our reporting content, we applied the Global Reporting Initiative ("**GRI**")'s principles by considering the Group's activities, impact and substantive expectations and interests of its stakeholders. We observed a total of four principles, namely materiality, stakeholder inclusiveness, sustainability index and completeness. For reporting quality, we observed the principles of balance, comparability, accuracy, timeliness, clarity and reliability. The EESG data and information provided have been derived from internal data monitoring and verification to ensure accuracy. We adopt the precautionary principle to minimize negative effects of conducting its business whenever feasible.

30 November 2020

REPORTING PERIOD AND SCOPE

This report is prepared in compliance with the requirements of Singapore Exchange Securities Trading Limited ("**SGX-ST**") Listing Rules 711A and 711B, and references the GRI Standards. Corresponding to GRI's emphasis on materiality, the report highlights the key environmental, social and governance related initiatives carried out throughout the 12-month period, from 1 July 2019 to 30 June 2020.

REPORTING FRAMEWORK

OKH has chosen the GRI framework as it is the most established international sustainability reporting standard and in respect of the extent to which such framework is applied, this report has been prepared in reference with the GRI Standards reporting guidelines, at Core level.

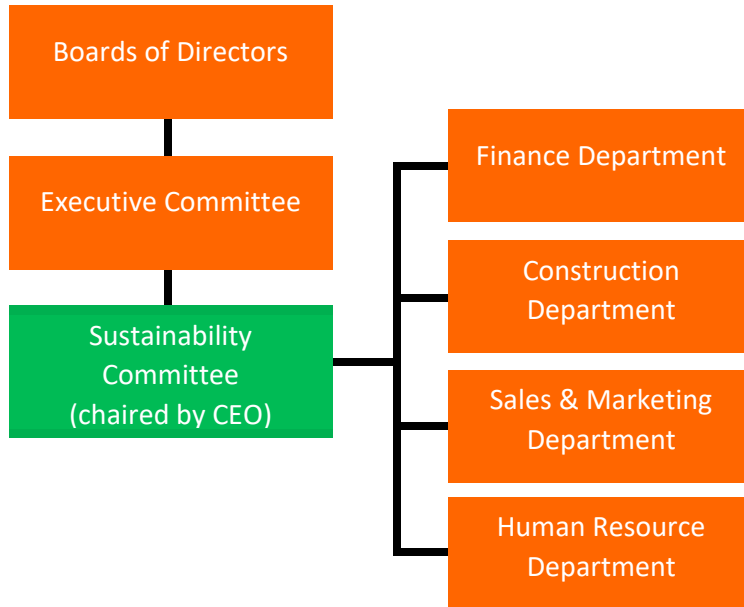
FEEDBACK

We welcome feedback from our stakeholders with regards to our sustainability efforts as this enables us to improve our policies, systems and results. Please send your comments and suggestions to admin@okh.com.sg.

No hard copies of this Sustainability Report have been printed as part of our efforts to promote environmental conservation. You may visit SGX website or our company website <http://www.okh.com.sg/> for our Sustainability Report.

2 OKH APPROACH TO SUSTAINABILITY

SUSTAINABILITY COMMITTEE



SUSTAINABILITY METHODOLOGY



3 STAKEHOLDERS AND MATERIALITY

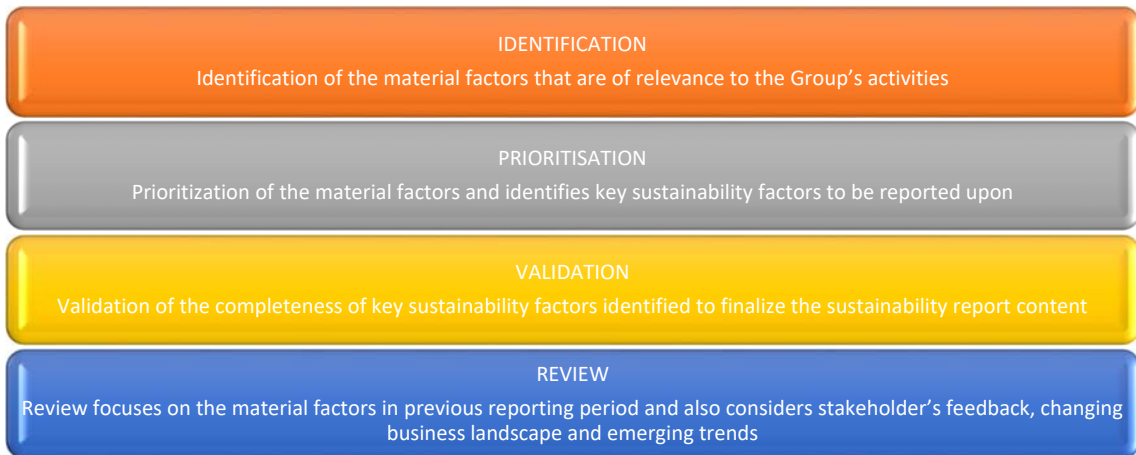
STAKEHOLDERS ENGAGEMENT

OKH believes that an important starting point in our sustainability journey is to identify our stakeholders and material ESG factors relevant to our business. The interests and requirements of key stakeholders are also taken into account when formulating corporate strategies on sustainability. These key stakeholders include, but are not limited to, customers, suppliers, employees, investors, and regulators. We adopt both formal and informal channels of communication to understand the needs of key stakeholders, and incorporate these into our corporate strategies to achieve mutually beneficial relationships.

Below table sets out our engagement with our stakeholders:

Stakeholders	Engagement Platforms	Frequency of Engagement	Key Concerns Raised
SUPPLIERS	<ul style="list-style-type: none"> • Face-to-face / Virtual meetings • Vendor Assessment 	As required	<ul style="list-style-type: none"> • Consistency and quality of supplies • Punctuality of delivery
SHAREHOLDERS	<ul style="list-style-type: none"> • Annual General Meeting/ Extraordinary General Meeting • Annual Report • Announcement 	Annually or when needed	<ul style="list-style-type: none"> • Financial performance and future direction of the company
CUSTOMERS	<ul style="list-style-type: none"> • Face-to-face (when necessary) / Virtual meetings • Open House • E-mail feedback • E-mail blast • Cold call • Marketing hotline 	Periodic	<ul style="list-style-type: none"> • Timely response • Quality of service
EMPLOYEES	<ul style="list-style-type: none"> • Staff Appraisal • Townhall Sessions • Monthly Birthday Celebration (on hold from Marh 2020) • Staff Bonding Sessions • Whistle-blowing policy 	Annually Monthly At least twice annually	<ul style="list-style-type: none"> • Training and development • Appropriate linkage between staff appraisal and remuneration
BOARD OF DIRECTORS	<ul style="list-style-type: none"> • Board meetings • Board papers • E-mails 	Quarterly or when needed	<ul style="list-style-type: none"> • Business units' performance update
REGULATORS	<ul style="list-style-type: none"> • Face-to-face / Virtual meetings • Inspections • E-mails / Circulars • Survey 	When needed	<ul style="list-style-type: none"> • Compliance with rules and regulations

MATERIALITY ASSESSMENT



Our sustainability process begins with the identification of the GRI relevant aspects. The GRI relevant aspects are then prioritised to identify material factors which are subject to validation. The end result of this process is a list of material factors disclosed in the sustainability report.

We conducted a materiality assessment during the year incorporating inputs from the stakeholder engagements.

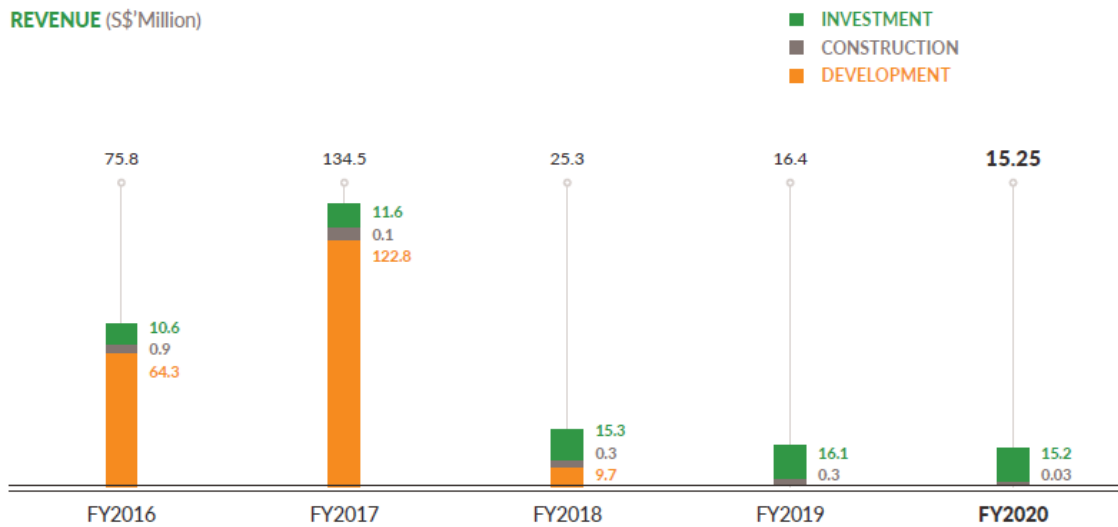
To determine if an aspect is material, we assessed its potential impact on the economy, environment and society and the influence on the stakeholders. Aspects were identified and prioritised through internal workshops, peer reviews and social impact assessments at site level. Applying the guidance from GRI, we have identified the following material aspects:



4 ECONOMIC

ECONOMIC PERFORMANCE

OKH is committed to grow our customers and exceed our customers' expectations and providing them with competitive edge products by enhancing operational efficiency by incorporating effective use of technology, develop performance measures, communicate outcomes and results and implement necessary changes to provide fast and high-quality services at low transactional costs.



In FY2020, the Group posted revenue of approximately S\$15.25 million as compared to S\$16.44 million in FY2019. The variance in revenue recorded in FY2020 was mainly due to the sale of an investment property, Seatown Dormitory, during the year, resulting in less rental income for the Group. The decrease was also due to rental rebates given to eligible tenants as mandated by the COVID-19 (Temporary Measures) (Amendment) Act ("Act").

For detailed financial results, please refer to the following sections in our Annual Report 2020:

- Financial and Operational Review, pages 7 - 8.
- Financial Highlights, page 9.
- Financial Statements, pages 36 – 111.

ANTI-CORRUPTION

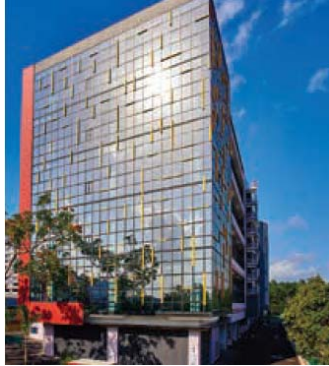
Here at OKH, we do not tolerate corruption in any form. This has been made clear to all of our employees, our suppliers and our business partners. Any report of corruption is escalated to the attention of the Audit Committee. We prohibit corruption in all forms, including extortion and bribery. In FY2020, we have achieved the target we set last year. There were no reported incidents of corruption throughout the year. It is OKH's goal to maintain zero incidents of corruption. We will regularly review policies on whistleblowing and anti-corruption.

WHISTLE BLOWING POLICY

The Group has in place a Whistle Blowing Policy to enable persons employed by the Group to report any suspicion or possible improprieties in matters of financial reporting, non-compliance with regulations, policies and fraud, etc., to the members of AC (via audit_committee@okh.com.sg) in writing for resolution, without any prejudicial implications for these employees. The AC will, depending on the nature of the concern, initiate inquiries to determine whether an investigation is appropriate and the form that it should take. The Whistle Blowing Policy also serves to ensure that any issues or complaints raised will be dealt with swiftly and effectively. The AC has been vested with the power and authority to receive, investigate and enforce appropriate action whenever any such non-compliance matter is brought to the AC's attention. To date, there have been no reports received through the whistle blowing mechanism.

5 ENVIRONMENTAL

FEATURED PROJECTS



Loyang Enterprise Building

It is a 6-storey B2 ramp up general industrial building comprising 101 factory unit which include an ancillary staff canteen, each with a mezzanine floor. The official address is No. 56 Loyang Way, Singapore 508775. Commenced sale in April 2014 to current. 56 units have already been sold thus far. Currently, there are 12 vacant units and 34 leased units available for sale.

Green Initiatives

- Sensor lights for common toilets
- Managing waste by separating the waste and providing recycle bins
- Using NEA-recommended water taps for water savings



Ace@Buroh

It is a 9-storey B2 ramp-up general industrial building comprising 102 units which include an ancillary staff canteen. There is a mezzanine floor within each unit except for those units located on the 7th & 8th storey. The official address is No. 2 Buroh Crescent Singapore 627546. Sale was commenced in December 2013. So far 88 units have been sold and 4 units have been leased out. 9 units including a canteen are currently available for sale.

Green Initiatives

- Sensor lights for handicapped toilets
- Using NEA-recommended water taps for water savings



12 Tai Seng Link

It is a 10-storey B2 (light and clean) industrial building with a basement carpark. It is located within the Paya Lebar iPark having an official address of No 12 Tai Seng Link Singapore 534233. The premises is currently 65% occupied.

Green Initiatives

- Sensor for escalator for energy savings
- Sensor lights for common toilets
- Timer for lightings at basement carpark for energy saving
- Switch off 1 cargo lift for energy savings



The Herencia

It is a commercial office and school located at 46 and 58 Kam Yam Road Singapore 239351 and 239359 respectively. Currently, all the units are fully occupied, including one ancillary staff canteen located at the ground floor of the development.

Green Initiatives

- Timers for lightings at all corridors for energy savings

ENVIRONMENTAL COMPLIANCE

OKH has demonstrated its commitment to environmentally-responsible operations by reducing its impact on the environment in multiple areas of its businesses through the adoption of ISO 14001 certification since 2006. The Group strives to align its policies and practices to international and national standards such as ISO 9001, ISO 14001 and ISO 45001.

Current Certification		Date of issue	Expiry date
ISO 9001:2015	Compliance to quality management principles including a strong customer focus, the motivation and implication of top management, the process approach and continual improvement.	1-Jul-19	8-Apr-21
ISO 14001:2004	Compliance to standards relating to environmental management that exists to help organizations minimize how their operations negatively affect the environment; comply with applicable laws, regulations, and other environmentally oriented requirements; and continually improve in the above. These are applicable to the environmental aspects of the activities, products and services that the organization determines it can either control or influence, considering a life cycle perspective.	1-Jul-19	9-Apr-21
ISO 45001:2018	Compliance to occupational health and safety (OH&S) management system, to enable organization to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its OH&S performance. These serve to improve occupational health and safety, eliminate hazards and minimize OH&S risks (including system deficiencies).	25-Mar-20	8-Apr-21
bizSAFE Level Star	Obtained SS 506 Part 1 or ISO 45001 Certification issued by Singapore Accreditation Council (SAC) accredited Certification Bodies	22-Apr-18	8-Apr-21

The Group's Safety, Health and Environment (SHE) Rules reflects its pledge towards a safe, green and sustainable culture. The SHE Rules includes objectives and procedures at various phases of our work to drive SHE performance and implementation.

In FY2020, there were no incidence of non-compliance with laws and regulations resulting in significant fines or sanctions. We have achieved the target we set last year. We target to maintain this record in FY2021.

6 SOCIAL

Every employee plays an essential role in our company. We achieve success by promoting a collaborative work environment in which everyone is committed to achieve our corporate goals based on open and honest communications while showing care and support for each other.

Here at OKH, our employees are the drivers of our business and we believe in creating a respectful, rewarding and safe working environment for our people. We support and respect the protection of internationally proclaimed human rights.

We respect human rights, support the elimination of all forms of forced and compulsory labour, especially child labour, and do not tolerate any discrimination in respect of employment and occupation.

The company provides competitive remuneration based on merit to all our employees. Our employees are not covered by collective bargaining agreements, but are given the right to exercise freedom of association. Employees are given a minimum of one month's notice prior to any implementation of significant operational changes that could substantially affect them.

OCCUPATIONAL HEALTH AND SAFETY

We are also committed to safeguarding our employees' health and safety against any potential workplace hazards.

The focus on health and safety is important for OKH. It is not only a fundamental right for our workers to be able to work in a safe environment, but when our employees' wellness is attained, our productivity increases, and our best is given to our customers. By implementing job safety guidelines, we are committed to provide a hazard-free workplace to ensure the wellbeing of both our employees and the environment.

OKH employs a variety of measures to ensure the health and safety of all our staff. Safety officer are always on site when there is ongoing project. Supervisors are tasked to report to Safety Officer if there is any accident happened together with incident / accident report for investigation and records. We have established a Safety, Health and Environment (SHE) Rules which includes objectives and procedures at various phases of our work to drive SHE performance and implementation. We provide incentives for best safety performance.

We are ISO 9001:2015, ISO 14001:2004, SS506 Part 1:2009, ISO 45001:2018 and bizSAFE Level Star certified, with the current certification expiring on April 2021.

Our workers are staying in a MOM-approved designated workers' dormitory. Unfortunately, 4 of our 6 workers were tested positive for Covid-19 after being infected by other workers in the dormitory despite stringer measures being put in place in the dormitory. The Group was in touch with them daily, delivered fruits and snacks to the workers when it was under lockdown. The workers' salaries were also given in full even though they were unable to work during the entire period. The workers had all made full recovery.

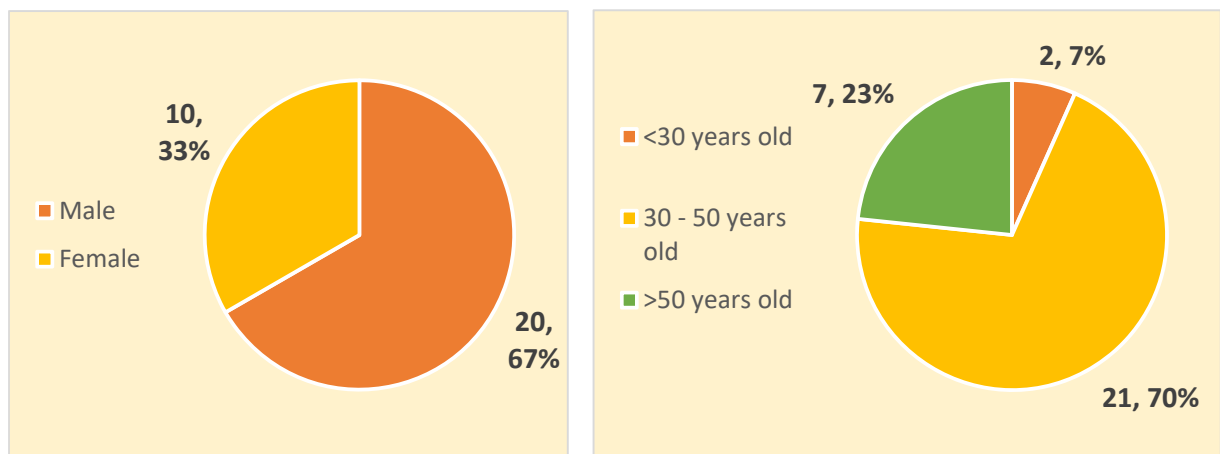
Other than the above, we are proud to report that we have achieved the target we set last year and there have been no workplace incidents in FY2020. We will aim for the same record in FY2021.

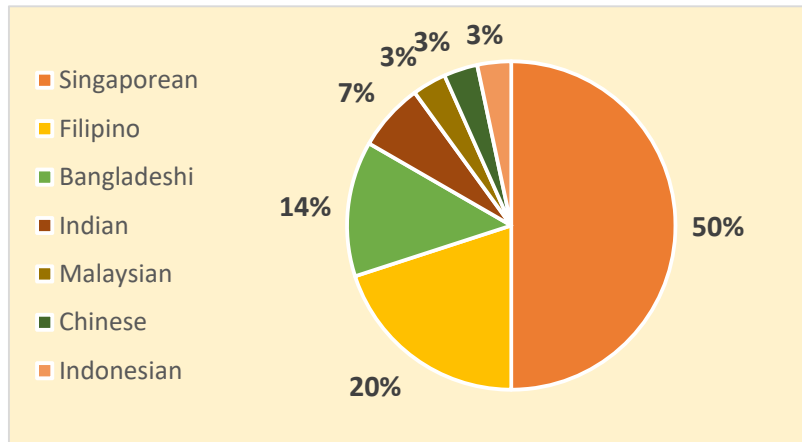
NON-DISCRIMINATION, DIVERSITY AND EQUAL OPPORTUNITY

A diverse workforce is an asset in today's ever-changing global marketplace. We cultivate an inclusive culture where employees with wide-ranging backgrounds and qualities are highly motivated, engaged and connected. We do not discriminate against one's race, age, gender, religion, ethnicity, disability or nationality and we aim to have zero records of discrimination. We are committed to provide equal opportunities for existing employees and new candidates to maintain a diverse and robust workforce.

Throughout the year, we have achieved our goal we set last year to hold a range of activities to foster team-building such as monthly birthday cake-cutting celebrations, Christmas celebration and Chinese New Year celebration. We also aim to continue organising activities for our employees while complying with the prevailing safe distancing measures to ensure everyone's safety in FY2021.

As of 30 June 2020, the Group has a workforce of 30 (FY2019: 32) employees in Singapore. We do not have contractual staff.





LOCAL COMMUNITIES

OKH has been active in its contribution towards the local communities. Over the years, the company has held events and activities to return to the society. In FY2020, we have accomplished the goal we set last year by participating in a volunteer engagement with Temasek Foundation.



We aim to continue supporting the local society and charity activities in FY2021 while complying with the prevailing safe distancing measures to ensure the safety of our staff.

BYOBclean initiative by Temasek Foundation to provide household residents with 500ml free zero-alcohol hand sanitizer at designated distribution centres around Singapore

Date : 23 March 2020 to 27 March 2020 (Monday to Friday)
Time : 2.30pm to 6.00pm
Venue : Geylang West Community Centre 1205 Upper Boon Keng Road Singapore(387311)
Purpose of Event : To assist in the collection process of BYOBclean hand sanitizer
No. of OKH Volunteers : 25
Community Centre
Contact Persons: District Constituency Director Mr Zan Seow and
Senior Constituency Manager Miss Lee Bee Hong

To participate in this volunteering engagement, we were given time off during office hours over 5 weekdays. Team of volunteers divided into 5 groups of 5 volunteers in each group for each day, involved in the following tasks:

- ✓ Support the set-up/clearing-up of distribution points at venue
- ✓ Registration and labelling of bottles
- ✓ Queue/crowd management
- ✓ Refilling and dispensing of hand sanitizers

Prior to the event, notes and training materials including Geylang West Community Centre floor plan (showing location of registration, labelling and filling stations) and BYOB free T-Shirt were distributed in advance to our volunteers. On the day of reporting, an on-site briefing was conducted by the community centre Organizer-In Charge (OIC) to orient volunteers with collection process as well as safety measures in place such as temperature taking, and queue floor markers to facilitate social distancing. For easy identification purposes, volunteers were provided with BYOBclean lanyards and T-shirts. Before the beginning of each shift, volunteers were checked for temperature and had to complete Travel & Health Declarations for submission to the community centre OIC.

Household residents brought along their redemption pamphlets (colour-coded by collection date and day of the week, which they received via postal mail prior to event), and a 500ml empty clean and dry recycled bottle (so that hand sanitizer solution would not be contaminated), or smaller bottles adding up to 500ml for filling of water-based zero-alcohol hand sanitizer that's gentle on hands, safe for children and non-flammable. Volunteers verified if the pamphlets presented were of the correct colour for allocated collection day, temperature recording and assisted with completion of Travel & Health Declaration (where necessary). Residents were then directed to the next station for pasting of BYOBclean sticker labels with instructions/warnings as safety measure. At bottle filling station, volunteers transferred hand sanitizer solution from the barrel to measuring beakers so that the right amount was poured via funnel into each bottle.

We were glad to be part of this community effort to support people during the COVID-19 outbreak and to encourage them to keep up with their personal hygiene so as to enhance their defences against the infection. Together, we work to limit the spread of the virus within our community.

CUSTOMER PRIVACY

Cybersecurity and data privacy are important not just for compliance, but in safeguarding both our data and that of our customers. OKH takes measures to guard against cyber risks for both our internal and external stakeholders by complying with the Personal Data Protection Act Policy. This policy also applies to our employment process where the privacy of all applicants is safeguarded and access to personal data is restricted to authorised persons and senior management on a need-to-know basis. OKH's customer database and details are kept in the restricted folder which only the Sales and Leasing personnel have access to.

In FY2020, we have achieved the target we set last year. There were no reports of breaches of customer privacy and losses of customer data. We will ensure the same result in FY2021.

MARKETING AND LABELLING

The Sales & Leasing team upkeeps and provides market information on different property types within the vicinity of our development through research and analysis from worldwide reliable sources. We are also supported by our Solicitors on all legal matters including preparation of sales & purchase agreements, leasing documents and tenancy agreements.

OKH uses reputable real estate agencies to assist with the marketing of its development. We work with property agencies and our leasing team on the market segmentation and carry out analysis to understand the target market better. All the costs of the marketing expenses are borne by the appointed real estate agencies. Currently, there is no direct marketing.

7 GOVERNANCE

At OKH, we believe that strong governance is the key to a sustainable business. Throughout FY2020, we continued to comply with the Code of Corporate Governance and achieved the target we set last year. Please refer to the Annual Report pages 14 to 35 on the details of the SGX Code of Corporate Governance.

It is a continual challenge to successfully manage environmental and social issues. OKH has incorporated this into our business model and implemented sustainable and responsible practices throughout including certification under ISO 9001:2015, ISO 14001:2004, ISO 45001:2018 and bizSAFE Level Star. Our products and services meet all the requirements demanded by our customers and the regulatory bodies. We meet all environmental and safety standards that are expected of us.

OKH pays strict attention to enforcing good labour practices in all our operations. The company provides many training opportunities for continued employee development and this is reflected in the quality and delivery of our products and solutions. We value our relationships with our clients and the wider community in which we operate and these relationships have helped us through challenging times in the past. OKH strongly believes that in the long run, these efforts will have a positive impact on our economic performance.

Going forward, we will continue to comply with the Code of Corporate Governance and meet all requirements that are expected of us by our stakeholders.

RISK MANAGEMENT

Risk Management is an integral part of good corporate governance as well as resource management. OKH has thorough and comprehensive ERM framework to identify, communicate and manage its risks and exposures in an integrated, systematic and consistent manner. For disclosure on risk management policy and process, please refer to our Annual Report, pages 29 to 30.

In FY2020, we reviewed the ERM policies to ensure all relevant risks are identified, communicated and addressed timely and accomplished our target last year. We will perform the same review in FY2021.

BUSINESS ETHICS AND COMPLIANCE

When it comes to hiring, OKH takes seriously any possibility of conflict of interest. Our code of conduct clearly spells out OKH's expectations from our staff and the consequences if any of the rules are violated or standards not met. We also have in place clear and fair grievance procedures.

Business ethics are communicated to all our heads of business units regularly and they must fully understand that compliance with rules and regulations is a key part of running a responsible business. The company regularly updates key staff with development in international and local regulations. OKH fully complies with all environmental rules and regulations, anti-competitive behaviour laws and all requirements on health and safety.

For FY2020, we have achieved the target we set last year. There were no significant fines or non-monetary sanctions for non-compliance with laws and regulations. Our target in FY2021 is to ensure that all allegations received are promptly addressed and to maintain zero incidents of non-compliance.

8 GRI CONTENT INDEX

GRI Standard	Disclosure	Reference / Description		
GRI 101: Foundation 2016				
GENERAL DISCLOSURE				
GRI 102: General Disclosures	102-1	Name of organisation	OKH Global Limited	
	102-2	Activities, brands, products and services	Sustainability Report (SR) Page 3	
	102-3	Location of headquarters	Singapore	
	102-4	Location of operations	Annual Report (AR) Pages 94 – 96	
	102-5	Ownership and legal form	AR Pages 112 – 113	
	102-6	Markets served	AR Pages 94 – 96	
	102-7	Scale of the organisation	AR Pages 94 – 96, SR Pages 14 – 15	
	102-8	Information on employees and other workers	SR Pages 13 – 17	
	102-9	Supply chain	Not Applicable.	
	102-10	Significant changes to the organisation and its supply chain	None.	
	102-11	Precautionary Principle or approach	SR Page 4	
	102-12	External initiatives	SR pages 15 to 16	
	102-13	Membership of associations	SBF, SCCI, SCBA	
	102-14	Statement from senior decision maker	SR Page 4	
	102-16	Values, principles, standards and norms of behaviour	SR Pages 3, 18 - 19	
	102-18	Governance structure	AR Pages 14 – 35, SR Pages 18 – 19	
	102-40	List of stakeholder groups	SR Page 7	
	102-41	Collective bargaining agreements	None	
	102-42	Identifying and selecting stakeholders	SR Page 7	
	102-43	Approach to stakeholder engagement	SR Page 7	
	102-44	Key topics and concerns raised	SR Page 7	
	102-45	Entities included in the consolidated financial statements	AR Pages 112 – 113	
	102-46	Defining report content and topic boundaries	SR Page 4	
	102-47	List of material topics	SR Page 8	
	GRI 102: General Disclosures	102-48	Restatement of information	None
		102-49	Changes in reporting	None
		102-50	Reporting period	SR Page 4
102-51		Date of most recent previous report	29 November 2019	
102-52		Reporting cycle	Annually	
102-53		Contact point for questions about the report	SR Page 5	
102-54		Claims of reporting in accordance with the GRI Standards	SR Page 5	
102-55		GRI content index	SR Pages 20 – 21	
102-56		External Assurance	OKH may consider seeking external assurance in the future.	
MATERIAL TOPICS				
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed	SR Page 9	
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	SR Page 10	
GRI 307: Environmental compliance 2016	307-1	Non-compliance with environmental laws and regulations	SR Pages 11 – 12	

GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system	SR Pages 13 – 14
	403-5	Worker training on occupational health and safety	SR Pages 13 – 14
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	SR Pages 14 – 15
GRI 413: Local Communities 2016	413-2	Operations with local community engagement, impact assessments, and development programs	SR Pages 15 – 16
GRI 417: Marketing and Labeling 2016	417-1	Incidents of non-compliance concerning marketing communications	SR Page 17
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR Page 17