



SUSTAINABILITY  
REPORT 2021



STRIVING  
**UPWARDS**  
MOVING  
**ONWARDS**

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# 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.



## 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 2021 ("FY2021").

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 may seek external assurance in the future. We adopt the precautionary principle to minimize negative effects of conducting its business whenever feasible.

30 November 2021

## 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 2020 to 30 June 2021.

## REPORTING FRAMEWORK

This Sustainability Report has been prepared with reference to the Core Option of the GRI Standards. GRI Standards is an internationally-recognised sustainability reporting framework and covers a comprehensive range of sustainability disclosures to measure, understand and communicate their critical sustainability issues on environmental, economic and social impacts to stakeholders. We have chosen GRI reporting standards and principles to ensure stakeholder inclusiveness, accuracy, clarity, reliability and comparability of the information presented in this report.

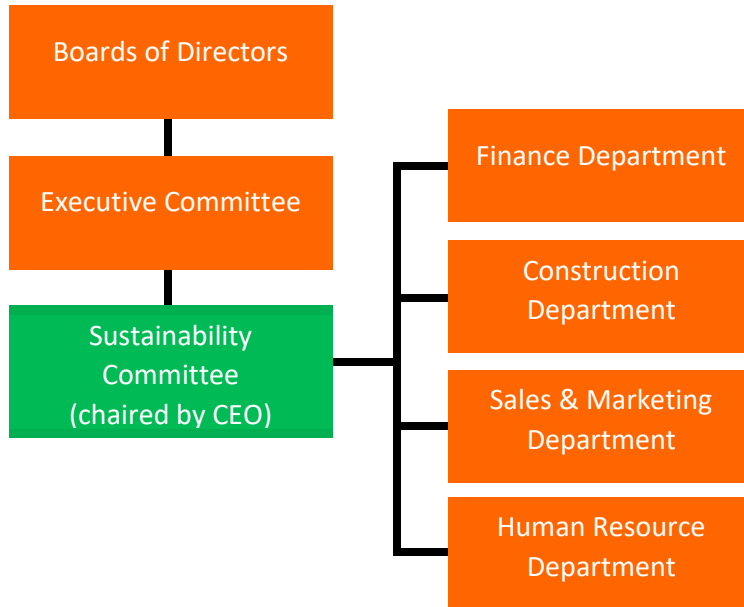
## FEEDBACK

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](mailto: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

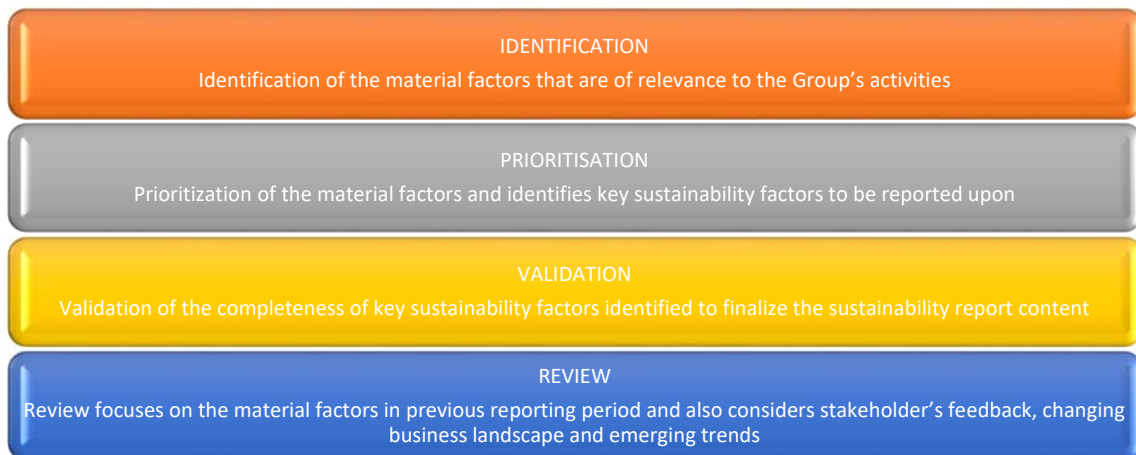
OKH believes that an important starting point in our sustainability journey is to identify our stakeholders and material ESG factors relevant to our business. The interests and requirements of key stakeholders are also taken into account when formulating corporate strategies on sustainability. These 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"> <li>• Face-to-face / Virtual meetings</li> <li>• Vendor Assessment</li> </ul>	As required	<ul style="list-style-type: none"> <li>• Consistency and quality of supplies</li> <li>• Punctuality of delivery</li> </ul>
SHAREHOLDERS	<ul style="list-style-type: none"> <li>• Annual General Meeting/ Extraordinary General Meeting</li> <li>• Annual Report</li> <li>• Announcement</li> </ul>	Annually or when needed	<ul style="list-style-type: none"> <li>• Financial performance and future direction of the company</li> </ul>
CUSTOMERS	<ul style="list-style-type: none"> <li>• Face-to-face (when necessary) / Virtual meetings</li> <li>• Viewings at units to be leased</li> <li>• E-mail feedback</li> <li>• E-mail blast</li> <li>• Cold call</li> <li>• Marketing hotline</li> </ul>	Periodic	<ul style="list-style-type: none"> <li>• Timely response</li> <li>• Quality of service</li> <li>• Pricing and discount in the current economic climate</li> </ul>
EMPLOYEES	<ul style="list-style-type: none"> <li>• Staff Appraisal</li> <li>• Townhall Sessions</li> <li>• Monthly Birthday Celebration (social gathering on hold due to Covid-19)</li> <li>• Staff Bonding Sessions (social gathering on hold due to Covid-19)</li> <li>• Whistle-blowing policy</li> </ul>	Annually  Monthly  At least twice annually	<ul style="list-style-type: none"> <li>• Training and development</li> <li>• Appropriate linkage between staff appraisal and remuneration</li> </ul>
BOARD OF DIRECTORS	<ul style="list-style-type: none"> <li>• Board meetings</li> <li>• Board papers</li> <li>• E-mails</li> </ul>	Quarterly or when needed	<ul style="list-style-type: none"> <li>• Business units' performance update</li> </ul>
REGULATORS	<ul style="list-style-type: none"> <li>• Virtual meetings</li> <li>• Inspections</li> <li>• E-mails / Circulars</li> <li>• Survey</li> </ul>	When needed	<ul style="list-style-type: none"> <li>• Compliance with rules and regulations</li> </ul>



## 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

The current state of the industrial real estate market in Singapore continues to remain challenging amidst the COVID-19 pandemic. This has impacted global economies and many businesses. There is no certainty on when the global economy will recover to pre-COVID-19 levels and when each country will fully resume normal business operations and/or normal daily social activities. This has resulted in a depressed rental market for the Group and slower repayments by tenants. Additional operating cost were also incurred due to government mandated rebates to be given to tenants and also cost incurred to maintain a higher standard of cleanliness and hygiene at our properties.

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 FY2021, the Group posted revenue of approximately S\$16.13 million as compared to S\$15.25 million in FY2020. The variance in revenue recorded in FY2021 was mainly due to the increased leasing activities in FY2021. The higher revenue was also attributed to rental rebates given to eligible tenants as mandated by the COVID-19 (Temporary Measures) (Amendment) Act ("Act") in FY2020 but not in FY2021.

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 –104.

### ANTI-CORRUPTION

Here at OKH, we do not tolerate corruption in any form. We have established an anti-corruption policy and this has been made clear and disseminated 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. We 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.

### **Our 2-year Performance**

For FY2021, our Group had accomplished and met the target set in FY2020 to have zero (FY2020: zero) reported incidents of corruption cases. There were also no whistleblowing reports in FY2020.

The following table shows the actual reported incidents of corruption cases for FY2021 and FY2020.

FY2021	FY2020
0 (Target met)	0 (Target met)

FY2022 TARGET: We aim to maintain zero reported incidents of corruption in FY2022.

# 5 ENVIRONMENTAL

## FEATURED PROJECTS



### Loyang Enterprise Building

It is a 6-storey B2 ramp up general industrial building comprising 102 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. 59 units have already been sold thus far. Currently, there are 2 vacant units and 41 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 101 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 commenced in December 2013. So far 89 units have been sold and the remaining 12 units have been leased out.

#### 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 93% 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. The premises is currently 81% occupied.

#### 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.	05-Apr-21	08-Apr-24
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.	05-Apr-21	09-Apr-24
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).	29-Mar-21	08-Apr-24
bizSAFE Level Star Obtained SS 506 Part 1 or ISO 45001 Certification issued by Singapore Accreditation Council (SAC) accredited Certification Bodies	01-Apr-21	08-Apr-24

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 FY2021, there was zero incidence of non-compliance with environmental laws and regulations resulting in significant fines or sanctions. Though we have been fined by National Environment Agency (NEA) due to our premises were found with mosquito breeding, the total amount of \$400 was deemed to be insignificant.

### **Our 2-year Performance**

For FY2021, our Group had met the target set in FY2020 to have zero (FY2020: zero) incidence of non-compliance with environmental laws and regulations resulting in significant fines or sanctions.

The following table shows the actual non-compliance with environmental laws and regulations cases resulting in significant fines or sanctions reported for FY2021 and FY2020.

FY2021	FY2020
0 non-compliance with significant fines or sanctions (Target met)	0 non-compliance with significant fines or sanctions (Target met)

FY2022 TARGET: We aim to maintain zero reported incidents of non-compliance with environmental laws and regulations resulting in significant fines or sanctions in FY2022.

## 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 conduct risk assessment prior to the work commencement and establish the control measures to mitigate the risk identified

through the hierarchy of control. Workplace audit and inspection are also carried periodically to identify potential hazards

We also provide safety induction training for our new staff. A toolbox meeting has been conducted for workers prior to work and this can promote knowledge sharing and a strong awareness of health and safety at the workplace. Apart from that, occupational health and safety posters were been display at worksite and office to provide information on mitigating various workplace hazards and safety concerns.

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

### **Our 2-year Performance**

In FY2021 we are proud to report that we have achieved the target we set last year and there have been zero (FY2020: zero) workplace incidents.

The following table shows the actual workplace accidents reported for FY2021 and FY2020.

FY2021	FY2020
0 (Target met)	0 (Target met)

FY2022 TARGET: No workplace incident record in FY2022.

### ***Covid-19 Control Measure***

In FY2021, the COVID-19 pandemic prompted the introduction of additional safety measures to ensure a safe working environment for our staffs. Employees' safety is our utmost concern, we have implemented work from home arrangement for staff whom are able to work from home in accordance to the MOM advisories. We also required our staff to report their body temperature at least twice a day. For any staff whose temperature above 37.2 Celsius will be required to stay at home and seek for general practitioner. We enforce safe distancing at our workplace and require every worker to wear mask all the time.

Our workers are staying in a MOM-approved designated workers' dormitory. We are proud to announce that there were no staff contracted Covid-19 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. OKH's staff recruitment and annual appraisals are conducted based on performance, work attitude, cooperation with other staff and workers and efficiency and effectiveness of work. We do not discriminate against one's race, age,



gender, religion, ethnicity, disability or nationality and we aim to have zero records of discrimination throughout the years. We are committed to provide equal opportunities for existing employees and new candidates to maintain a diverse and robust workforce.

**Our 2-year Performance**

In FY2021, there were no (FY2020: nil) reported incidents of complaints on discrimination.

The following table shows the actual complaints on discrimination reported for FY2021 and FY2020.

FY2021	FY2020
0 (Target met)	0 (Target met)

FY2022 TARGET: No discrimination record in FY2022.

To foster team building, our group hold a range of activities such as monthly birthday cake-cutting celebrations, Christmas celebration and Chinese New Year celebration. Due to COVID-19 Safe Management Measures, all the activities were cancelled due to the restrictions imposed by the government and for the well-being of our employees, therefore we did not achieve the target we set last year.

**Our 2-year Performance**

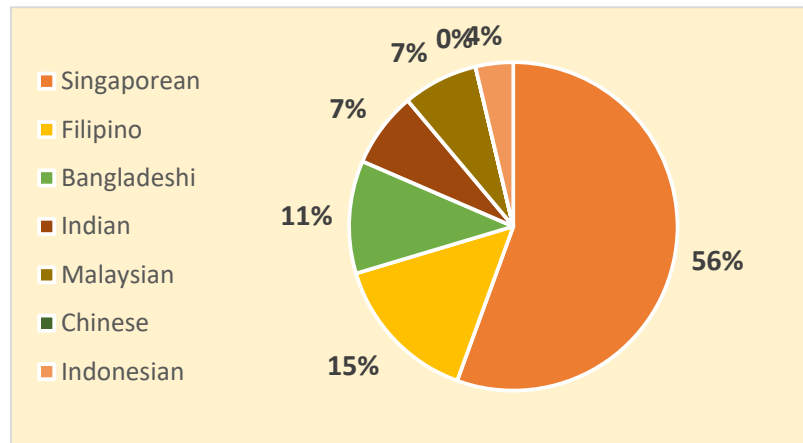
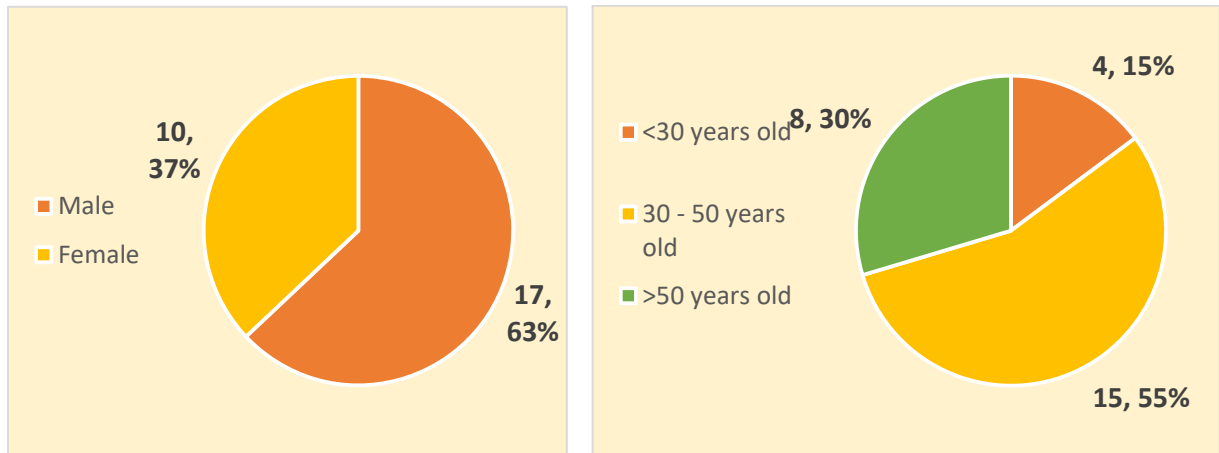
In FY2021, there were no activities conducted due to Covid-19 Safe Management Measures imposed by the government.

The following table shows our targets and performance for FY2021 and FY2020.

FY2021	FY2020
No activities conducted due to Covid-19 restrictions (Target not met)	Activities Conducted (Target met)

FY2022 TARGET: We aim to continue organising activities for our employees while complying with the prevailing Safe Management Measures to ensure everyone’s safety in FY2022.

As of 30 June 2021, the Group has a workforce of 27 (FY2019: 30) 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 FY2021, there were no social activities and charitable events carried out by the group due to Covid-19.

### Our 2-year Performance

In FY2021, we did not achieve the target we set last year due to Covid-19 restrictions and to minimise our employees potential exposure to the virus.

The following table shows our targets and performance for FY2021 and FY2020.

FY2021	FY2020
No charitable events/activities conducted due to Covid-19 restrictions (Target not met)	Activities Conducted (Target met)

FY2022 TARGET: We aim to carry at least one Corporate Social Responsibility activity in FY2022 if prevailing safe distancing measures permit, to ensure the safety of our staff and the 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 (PDPA) Policy. This 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. Our HR Executive has been appointed as Data Protection Officer (DPO) to monitor, safeguard and ensure that organization processes sensitive personal data of its staff in compliance with PDPA.

The group has also taken several initiatives to protect personal data. For instance, all the staff personal files are stored in locked cupboards, with access limited to HR Executive who is handling the files. In addition, confidential data such as payroll information being hosted on cloud platform for better security. All the client information is kept in our restricted server and locked cabinets and only authorised personnel can access the file. We also provide training to our staff to prevent data breach.

### Our 2-year Performance

In FY2021, we have achieved the target we set last year. There were no reports of breaches of customer privacy and losses of customer data.

The following table shows actual reported incidents of breaches of customer privacy and losses of customer data for FY2021 and FY2020.

FY2021	FY2020
0 (Target met)	0 (Target met)

FY2022 TARGET: No reports of breaches of customer privacy and losses of customer data in FY2022.

## 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 FY2021, 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.

The Singapore Governance and Transparency Index (SGTI) is the leading index for assessing corporate governance practices of Singapore-listed companies. Sustainable governance is an integral component in a modern business landscape where proactive stakeholders demand greater transparency and accountability for the integrity of companies. We are proud to report that we have improved our SGTI ranking from rank #357 in 2020 to rank #121 in 2021.

### **Our 2-year Performance**

In FY2021, we have achieved our target of having zero (FY2020: zero) reported incidents of non-compliance.

The following table shows the actual reported incidents of non-compliance reported for FY2021 and FY2020.

FY2021	FY2020
0 (Target met)	0 (Target met)

FY2022 TARGET: 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.

### Our 2-year Performance

In FY2021, we reviewed the ERM policies to ensure all relevant risks are identified, communicated and addressed timely and accomplished our target last year.

The following table shows our targets and performance for FY2021 and FY2020.

FY2021	FY2020
Review of ERM policies performed (Target met)	Review of ERM policies performed (Target met)

FY2022 TARGET: To review the ERM policies to ensure all relevant risks are identified, communicated and addressed timely.

## 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.

### Our 2-year Performance

For FY2021, 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.

The following table shows the actual non-compliance with laws and regulations cases reported for FY2021 and FY2020.

FY2021	FY2020
0 (Target met)	0 (Target met)

FY2022 TARGET: 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		
<b>GRI 101: Foundation 2016</b>				
<b>GENERAL DISCLOSURE</b>				
<b>GRI 102: General Disclosures</b>	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 90 - 91	
	102-5	Ownership and legal form	AR Pages 12, 105 - 106	
	102-6	Markets served	AR Pages 90 - 91	
	102-7	Scale of the organisation	AR Pages 90 - 91, SR Page 17	
	102-8	Information on employees and other workers	SR Pages 14 – 17	
	102-9	Supply chain	SR Page 7	
	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 17 to 18	
	102-13	Membership of associations	SBF	
	102-14	Statement from senior decision maker	SR Page 4	
	102-16	Values, principles, standards and norms of behaviour	SR Pages 3, 20 - 21	
	102-18	Governance structure	AR Pages 14 – 35, SR Pages 20 - 21	
	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 105 - 106	
	102-46	Defining report content and topic boundaries	SR Page 4	
	102-47	List of material topics	SR Page 8	
	<b>GRI 102: General Disclosures</b>	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	30 November 2020	
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 23 - 24	
102-56		External Assurance	OKH may consider seeking external assurance in the future.	
<b>MATERIAL TOPICS</b>				
<b>GRI 201: Economic performance 2016</b>	201-1	Direct economic value generated and distributed	SR Page 9	
<b>GRI 205: Anti-corruption 2016</b>	205-2	Communication and training about anti-corruption policies and procedures	SR Pages 9 - 10	
<b>GRI 307: Environmental compliance 2016</b>	307-1	Non-compliance with environmental laws and regulations	SR Pages 11 – 13	

<b>GRI 403: Occupational health and safety 2018</b>	403-1	Occupational health and safety management system	SR Pages 14 – 15
	403-5	Worker training on occupational health and safety	SR Pages 14 – 15
<b>GRI 405: Diversity and equal opportunity 2016</b>	405-1	Diversity of governance bodies and employees	SR Pages 15 – 17
<b>GRI 413: Local Communities 2016</b>	413-2	Operations with local community engagement, impact assessments, and development programs	SR Pages 17 – 18
<b>GRI 418: Customer Privacy 2016</b>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR Page 18