

Sustainability Report

2021



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This sustainability report has been prepared by the Company and reviewed by the Company's sponsor, Novus Corporate Finance Pte. Ltd. (the "Sponsor") in compliance with Rule 226(2)(b) of the Singapore Exchange Securities Trading Limited (the "SGX-ST") Listing Manual Section B: Rules of Catalyst ("Catalist Rules").

This sustainability report has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this sustainability report, including the correctness of any of the statements or opinions made, or reports contained in this sustainability report.

The contact person for the Sponsor is Mr Andrew Leo, Chief Executive Officer, at 7 Temasek Boulevard, #18-03B Suntec Tower 1, Singapore 038987, telephone (65) 6950 2188.

Message from Executive Chairman and CEO

Dear Stakeholders,

I am pleased to present the Sustainability Report (“**Report**”) of OneApex Limited and its subsidiaries (the “**Company**”, collectively the “**Group**”), which provides information on the sustainability of our business and practices during the financial year ended 30 September (“**FY**”) 2021.

We seek to expand and diversify our business while managing the environmental, social and governance (“**ESG**”) factors that are relevant to the internal and external stakeholders of the Group. We aim to comply with all applicable environmental and social laws and regulations.

We are also mindful of the risks that the 2019 Novel Coronavirus (“**COVID-19**”) poses to the business. During these unsettling times, we stay committed to prioritising the safety of our employees and enhancing the resilience of our supply chain. We have also implemented strict safety protocols and educated all staff on the safety measures.

On behalf of the Board of Directors (the “**Board**”), I would like to express my gratitude to our clients, business partners and shareholders for their unwavering support. We look forward to your continual support as we strive to develop a more sustainable environment for all.

Tan Pei Hong, Alex (Chen Peifeng)

Executive Chairman and Chief Executive Officer (“**CEO**”)

Organisation Profile

OneApex Limited was incorporated on 30 September 2010 and was listed on the Catalist board of the Singapore Exchange Securities Trading Limited (the “**SGX-ST**”) on 28 February 2011.

The Group is a Singapore-based real estate developer. Beginning with the acquisition of KC Industries Pte Ltd in 2020, the Group is focused on growing its property portfolio footprint in Singapore and is forging ahead to become a reputable developer in Singapore. In addition, the Group holds a capital markets services (“**CMS**”) licence and has set up its first Variable Capital Company in 2021 and will be looking to expand in the area of fund management going forward.

Property Business

With its wide network of business associates, the Company intends to focus its Property Business efforts initially in Singapore to leverage on seeking out profitable opportunities in Singapore’s property industry. The Company may subsequently venture overseas when suitable opportunities arise.

Through the Property Business, the Group may also be able to enhance its profitability, shareholder value and returns through the introduction of possible recurring rental income and/or management income, and capital gains from the Property Business.

Financial Investments Services

The Financial Investments Services Business consists of fund management, wealth management and family office advisory services. In respect of the financial investments services business division, the Company’s subsidiary, OneApex Capital Pte Ltd, had, on 12 March 2020, received approval from the Monetary Authority of Singapore (the “**MAS**”) for its CMS licence to conduct fund management activities as a licensed fund management company (“**LFMC**”).

The Financial Investments Services Business is expected to work synergistically with the Group’s Property Business by allowing the Group to leverage on and benefit from the access to additional avenues of both investment opportunities and capital for the Group to both invest and be invested in.

Sustainability Strategy Overview

Our ESG Focus and Strategy

Sustainable Property Business

The Group aspires to meet the current and upcoming expectations posed by sustainable development in the property industry. The evolution of the industry has brought about a strong emphasis on environmental and social considerations in property valuation, thereby requiring new ways of assessing property worth and value.

By incorporating key sustainability performance indicators, it creates a more robust assessment approach that will optimise our property business and provide more opportunities for synergies between sustainable design and property risk management.

Sustainable Property Development

- Develop, design and construct green, sustainable properties
- Minimise negative environmental impacts and maximise efficient use of resources in properties developed

Sustainable Property Investment

- Evaluate sustainability of properties during property appraisal
- Effectively assess the impact of sustainability on property worth to optimise value of property portfolio and property strategy

Sustainable Financial Investments Services Business

Our fund management business seeks to meet the investment goals of our investors while ensuring that we are a socially responsible business that complies with all relevant local laws and regulations.

ESG Performance Highlights and Awards



Zero instances of environmental non-compliance



Zero cases of COVID-19 transmission



Complied fully with all Personal Data Protection Act ("PDPA") requirements



Screened 100% of new suppliers using environmental & social criteria

Contribution to the United Nations Sustainable Development Goals

The Group's business focuses are aligned with the United Nations Sustainable Development Goals ("UN SDGs"). The attainment of the UN SDGs is a continuing global effort and forms part of the Group's long-term focus on sustainability. The Group's contributions to the relevant goals are highlighted below.

UN SDGs	The Group's contribution	Read more in the following section(s)
6 CLEAN WATER AND SANITATION 	Management waste and effluents responsibly before discharging into water bodies	Focus 2: Our Environment
8 DECENT WORK AND ECONOMIC GROWTH 	Provide work opportunities and benefits to our employees. Create conducive and safe working environments.	Focus 3: Human Capital Focus 4: Health & Safety
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Increase efficiency in energy and water use, and reduce waste generation. Integrate sustainability reporting into the Group's annual reporting cycle.	Focus 2: Our Environment
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Comply fully with all applicable socioeconomic and environmental laws and regulations	Focus 1: Governance and Ethics

Reporting Practice

Reporting Principles & Statement of Use:

The Group's sustainability report has been produced in accordance with the Global Reporting Initiatives ("GRI") Standards: Core option covering our performance from 1 October 2020 to 30 September 2021. The GRI Standards were selected as they represent the global best practices for reporting on economic, environmental and social topics. The Board has reviewed and approved the reported information, including the material topics.

The following principles have been applied to determine relevant topics that define the report content and ensure quality of information: a) GRI principles for defining report content: Stakeholder Inclusiveness, Sustainability Context, Materiality and Completeness; b) GRI principles for defining report quality: Accuracy, Balance, Clarity, Comparability, Reliability and Timeliness. The Report also incorporates the primary components of report content as set out by the SGX-ST's "comply or explain" requirements on sustainability reporting under Rule 711B and Practice Note 7F of the Catalist Rules. Details of the primary components are outlined in the SGX-ST Five Primary Components Index Section.

Reporting Scope:

This report provides the sustainability performance of our Property Business and Financial Investment Services in Singapore. Investment in associated companies, Tuas Seatown Dormitory Pte Ltd and Ember Properties Pte Ltd, were excluded from the report as they are not material to the Group and the Group is also not involved in the operation of the dormitory.

Restatements:

There are no restatements of information made from previous reporting periods.

The Group has completed the disposal of 90% of the entire issued and paid-up share capital of Chew's Food International Limited on 5 June 2020 and has completely ceased its business of producing and selling generic and designer eggs, liquid eggs, trading of spent grains and food processing in Singapore and in Hong Kong. In this regard, the Food Trading business will no longer form a part of the sustainability report going forward.

Assurance:

We have not obtained external assurance for the sustainability information in this Report. However, an internal review and verification mechanism has been established to ensure quality and accuracy of the narratives and data. We have also engaged a third-party professional firm to assist the Group in identifying the sustainability information to report, as well as its compliance with the GRI Standards and Catalist Rules.

Availability & Feedback:

This report supplements the Company's annual report for the financial year ended 30 September 2021 ("**2021 Annual Report**") which is available online at SGXnet and <https://oneapex.wixsite.com/home/investor-relations>. Detailed section and page references in line with the GRI Standards can be found in the GRI Standards Content Index Section. Feedback on this report can be sent to: contactus@oneapex.com.sg.

Stakeholder Engagement and Materiality Assessment

The Group understands that stakeholder engagement is the key to sustainable growth. We determine the material topics based on their materiality to our business and our stakeholders. Our stakeholders are groups that have a material impact on or are materially impacted by our operations.

The following table summarises our key stakeholders, engagement platforms, their key concerns as well as how the Group has responded to the stakeholders' concerns.

Stakeholders	Engagement platforms	Issues of concern	Our Responses	Refer to Section(s)
Employees	<ul style="list-style-type: none"> • Performance appraisal system • Safety training and dialogue sessions 	<ul style="list-style-type: none"> • Remuneration and benefits • COVID-19 safety 	<ul style="list-style-type: none"> • Conduct meaningful performance appraisals and provide fair remuneration in line with performance • Comply with COVID-19 best practices and government guidance 	<ul style="list-style-type: none"> • Focus 3: Human Capital • Focus 4: Health & Safety
Suppliers and contractors	<ul style="list-style-type: none"> • Suppliers and contractor evaluation and contract negotiations 	<ul style="list-style-type: none"> • Environmental compliance • Social compliance • Occupational health and safety 	<ul style="list-style-type: none"> • Engage and evaluate suppliers and contractors regularly and provide meaningful feedback 	<ul style="list-style-type: none"> • Focus 1: Governance and Ethics
Government and regulators	<ul style="list-style-type: none"> • SGX-ST half yearly announcements • Annual reports • Ongoing dialogues 	<ul style="list-style-type: none"> • Compliance with government agencies as well as the laws and regulations 	<ul style="list-style-type: none"> • Ensure full compliance with all applicable local laws and regulations including COVID-19 safety regulations 	<ul style="list-style-type: none"> • Focus 1: Governance and Ethics
Shareholders and investors	<ul style="list-style-type: none"> • Annual reports • Investor relations management 	<ul style="list-style-type: none"> • Economic performance • Anti-corruption • Environmental impacts 	<ul style="list-style-type: none"> • Provide informative corporate communication and reports 	<ul style="list-style-type: none"> • Focus 1: Governance and Ethics • Focus 2: Our Environment

Our material topics are identified through our engagement with stakeholders via various engagement platforms and are based on the significance of their impact in

relation to the key issues of concerns raised by our internal and external stakeholders, as outlined in the Stakeholder Engagement and Materiality Assessment Section of this Report. We have also considered the recommendations of an ESG consultant when selecting the Groups' material ESG factors.

We also take reference from our enterprise risk management (“**ERM**”) framework to identify and assess ESG risks. This approach ensures that material ESG risks are considered in the context of the Group's overall risk environment. Given our new business direction, we will consider the changes in business model and strategy when we assess the materiality of our ESG factors.

Focus Areas	Material Topics	Applicable Segment
Focus 1: Governance and Ethics	GRI 205: Anti-corruption	Applicable across the Group
	GRI 307: Environmental Compliance	
	GRI 308: Supplier Environmental Assessment	
	GRI 414: Supplier Social Assessment	
	GRI 418: Customer Privacy	Property Business & Financial Investment Service
	GRI 419: Socio-economic Compliance	Applicable across the Group
Focus 2: Our Environment	GRI 302: Energy	Property Business
	GRI 303: Water	
	GRI 305: Emissions	
Focus 3: Our People, Our Assets	GRI 401: Employment	Applicable across the Group
	GRI 404: Training and Education	
	GRI 405: Diversity and Equal Opportunity	
Focus 4: Health & Safety	GRI 403: Occupational Health and Safety	

Focus 1: Governance and Ethics

Corporate Compliance

GRI 307-1, 419-1

There are several laws and regulations which are applicable to the Group. These include the Code of Corporate Governance 2018, regulations by the MAS, Catalist Rules, the Accounting and Corporate Regulatory Authority (“**ACRA**”) and the Securities and Futures Act, amongst others.

Review of new regulations and updates to existing regulations are regularly conducted by our employees, our secretarial firm and our financial auditors. Updates are disseminated to the relevant staff and processes are in place to monitor the activities and associated performance on a regular basis.

Additionally, updates on relevant legal, accounting and regulatory developments are typically provided to the Board in written hand-outs, or by way of briefings and presentations. The Company Secretary also circulates articles, reports and press releases issued by the SGX-ST and the ACRA which are relevant to the Board.

The Group’s financial investment services segment will comply strictly with all applicable licensing requirements of MAS. We will perform customer due diligence and stringent anti-money laundering (“**AML**”) checks to ensure its strict compliance with AML regulations.

For our financial investment services business and the Group, there were no instances of non-compliance with laws and regulations in the environmental and socioeconomic areas in FY2021.

Ethics and Integrity

Anti-corruption

GRI 205-1, 205-2, 205-3

The Group takes a strong stance against any form of misconduct, corruption and malpractice. All employees should not be involved in offering, paying, requesting or receiving bribes or participate in any fraudulent activities. Our stand against corruption and bribery is also clearly communicated to all our business partners before they commence dealings with our Group.

There was no reported incident of corruption in FY2021.

Whistle-blowing Policy

The Company’s staff and any other persons may, in confidence, raise concerns about possible improprieties in matters of financial reporting or other matters by submitting a whistle blowing report to whistle_blowing@OneApex.com.sg.

There were no whistleblowing reports received in FY2021.

Sustainability Governance and Statement of the Board

The Board and senior management provide strategic direction and consider sustainability issues as part of our strategic formulation. To implement our sustainability efforts, a sustainability task force (the “**Task Force**”) comprising key management personnel and chaired by the Chief Financial Officer has been established to oversee the sustainability performance of the Group.

The Board approves the material economic, environmental, social and governance factors identified by the Task Force, and ensures that the factors identified are well managed and monitored.

Please refer to the Corporate Governance Report in our Annual Report 2021 for more information on the Group’s corporate governance practices, precautionary measures and risk management structure.

Risk Management

The Group adopts a precautionary approach in strategic decision making and daily operations by implementing a comprehensive ERM framework. An annual group-wide risk assessment exercise is conducted to update the Group’s risk profile in the ERM framework and reflects the applicable business risk exposures and addresses the significant and relevant risks to the Group.

Customer Data Privacy

GRI 418-1

Across the Group and particularly in our hotel operations, we practice proper data management practices to safeguard customers’ data.

There were no instances of non-compliance with the Singapore PDPA requirements and no substantiated complaints regarding cases of data breaches were reported in FY2021.

Supply Chain Management

GRI 308-1, 308-2, 414-1, 414-2

The Group recognises that our environmental and social impacts extends across our value chain. We prefer property development suppliers & contractors which have implemented a quality and environmental management system and are preferably ISO 45001:2018 Occupational Health and Safety Management System and ISO 14001:2015 Environmental Management System (“**EMS**”) certified.

The Group remains judicious in our selection and management of suppliers for property development. Besides assessing our suppliers on factors such as quality, we

also consider assessments of health and safety and EMS. There were no negative social or environmental impacts reported along our supply chain.

Targets

Segment	Targets and Performance		
	FY2021 Governance Targets	Status	Performance
Group-level	Zero incidents of breach of corporate compliance	✓ Met	Achieved zero incidents of AML non-compliance
	Zero corruption incidents	✓ Met	Achieved zero incidents of corruption
	Zero incidents of PDPA non-compliance	✓ Met	Achieved zero incidents of PDPA non-compliance
	Screen 100% of major new suppliers using environmental & social criteria	✓ Met	Screened 100% of new suppliers using environmental & social criteria
	FY2022 Governance Targets		
Group-level	Zero incidents of breach of corporate compliance		
	Zero corruption incidents		
	Zero incidents of PDPA non-compliance		
	To perform assessment on 100% of major contractors and service providers on environment and social compliance		

Focus 2: Our Environment

GRI 302-1, 302-5, 303-1, 303-2, 305-2

As a responsible organisation, we recognise that we have a role to play in mitigating negative environmental impacts. Sustainability is an integral part of our property development business. The Group seeks to capture opportunities in sustainable buildings presented by the Singapore Green Plan 2030 which will see increased demand for sustainable features and practices in the property sector. We are constantly on the lookout for opportunities to incorporate sustainable practices into our business advantage.

Property Development

Our property at Kim Chuan will be Building and Construction Authority (“**BCA**”) Green Mark certified. We aim for continual improvement in our building sustainability performance and will strive to implement energy and water saving practices whenever possible.

Targets

Segment	Target & Performance		
FY2021 Environmental Target & Performance	Status	Performance	
Property Development	Zero incidents of environmental non-compliance	✓ Met	Achieved zero incidents of environmental non-compliance
FY2022 Environmental Targets			
Property Development	Zero incidents of environmental non-compliance		
	To obtain BCA Green Mark certifications for all the buildings that the Group has operational control of		
	To implement energy and water saving features in all new developments		

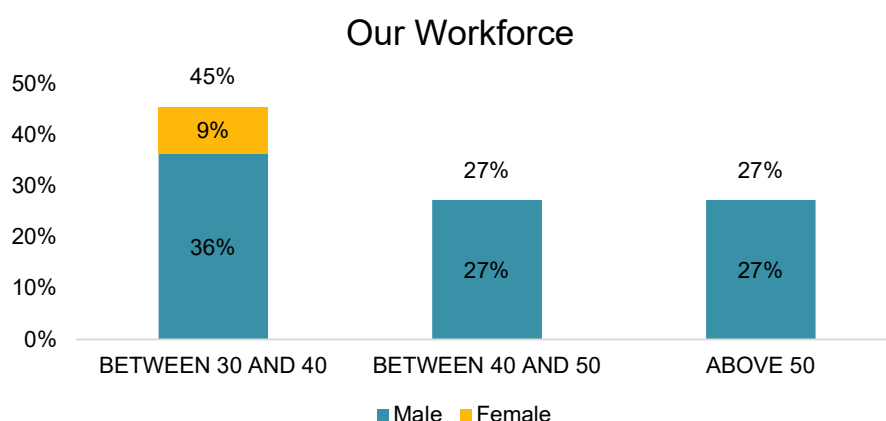
Focus 3: Human Capital

The Group endeavours to create an inclusive workplace environment, committed to mutual respect, fairness and equality for all our staff and workers.

Workforce Diversity

GRI 401-1, 405-1

We advocate fair employment and endeavour to achieve a balanced and diversified workforce. As at 30 September 2021, the Group had a total strength of 11 employees, of which 1 of them was a new hire during the reporting period.



Employee Retention

GRI 401-2, 401-3, 404-3, 405-2

The Group recognises the valuable contribution of all employees. All of our employees are assessed regularly and remunerated fairly based on their experience, qualifications and performance, regardless of age or gender.

We prioritise the welfare of our employees by granting a range of employee benefits that safeguard employees' health such as medical insurance, healthcare and parental leave. In FY2021, 4 employees took parental leave.

Targets

Segment	Targets and Performance		
FY2021 Human Capital Targets & Performance		Status	Performance
Group-level	Zero incidents of non-compliance with relevant labour laws & regulations	✓ Met	Achieved zero incidents of non-compliance
FY2022 Human Capital Targets			
Group-level	To achieve zero incidents of non-compliance with relevant labour laws & regulations		

Focus 4: Health & Safety

The wellbeing of our employees remains our focus in these uncertain times. Our employees are well managed by our robust occupational health and safety management system. The Group adheres to relevant local regulations, which are guided by the advisories from the Ministry of Health (“**MOH**”), the Ministry of Manpower (“**MOM**”) and the BCA. We will continue to take all necessary measures to ensure full compliance with safety regulations.

COVID-19 Safety Measures for Employees

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-10

In FY2021, the COVID-19 global pandemic remains a health and safety risk to our staff. During these unsettling times, we stay committed to prioritising their safety and providing them with a safe working environment. We have implemented safety measures which include safety distancing and work-from-home arrangements. All employees have undergone training for the safety measures.

We also strive to keep abreast with the latest health advisories issued by the BCA, MOH, MOM and other government agencies as the situation evolves; and take all necessary precautions to protect our staff and keep them updated on the latest advisory.

As at 30 September 2021, there was no reported incident of COVID-19 transmission among staff. In addition, there was no reported incident of non-compliance with local COVID-19 laws and regulations.

Targets

Segment	Targets and Performance		
FY2021 Health & Safety Targets & Performance		Status	Performance
Group-level	Zero incidents of COVID-19 transmission among staff	✓ Met	There were zero incidents of COVID-19 transmission amongst staff.
FY 2022 Health & Safety Targets			
Group-level	To achieve zero incidents of non-compliance with local COVID-19 laws and regulations.		

SGX Five Primary Components Index

S/N	Primary Component	Section Reference
1	Material ESG factors	Stakeholder Engagement and Materiality Assessment
2	Policies, Practices and Performance	<ul style="list-style-type: none"> Message from Executive Director and CEO Our Sustainability Story Focus 1 to 4
3	Board Statement	Sustainability Governance & Statement of the Board
4	Targets	Focus 1 to 4
5	Sustainability Reporting Framework	Reporting Practice

GRI Standards Content Index

GRI Standard	Disclosure	Section Reference	Page Number
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	102-1 Name of the organisation	Sustainability Report 2021 - Message from Executive Chairman and CEO, Organisation Profile	4, 5
	102-2 Activities, brands, products, and services	Sustainability Report 2021 - Organisation Profile	5
	102-3 Location of headquarters	Annual Report 2021	11
	102-4 Location of operations	Annual Report 2021	11
	102-5 Ownership and legal form	Annual Report 2021	5
	102-6 Markets served	Annual Report 2021	5
	102-7 Scale of the organisation	Annual Report 2021	3, 4
	102-8 Information on employees and other workers	Sustainability Report 2021 – Focus 3: Human Capital	16
	102-9 Supply chain	Sustainability Report 2021 – Supply Chain Management	13, 14
	102-10 Significant changes to the organisation and its supply chain	Annual Report 2021	3, 4
	102-11 Precautionary Principle or approach	Annual Report 2021	13
	102-14 Statement from senior decision-maker	Sustainability Report 2021 – Sustainability Governance and Statement of the Board	13

GRI Standard	Disclosure	Section Reference	Page Number
	102-15 Key impacts, risks, and opportunities	Sustainability Report 2021 – Sustainability Governance and Statement of the Board	13
	102-16 Values, principles, standards, and norms of behaviour	Sustainability Report 2021- Message from Executive Director and CEO, Sustainability Governance and Statement of the Board	4, 13
	102-17 Mechanisms for advice and concerns about ethics	Sustainability Report 2021 - Ethics and Integrity	12
	102-18 Governance structure	Sustainability Report 2021- Ethics and Integrity	12
	102-40 List of stakeholder groups	Sustainability Report 2021 - Stakeholder Engagement	10
	102-42 Identifying and selecting stakeholders	Sustainability Report 2021 - Stakeholder Engagement	10
	102-43 Approach to stakeholder engagement	Sustainability Report 2021 - Stakeholder Engagement	10
	102-44 Key topics and concerns raised	Sustainability Report 2021 - Stakeholder Engagement	10
	102-45 Entities included in the consolidated financial statements	Annual Report 2021	75
	102-46 Defining report content and topic boundaries	Sustainability Report 2021 - Reporting Practice	8
	102-47 List of material topics	Sustainability Report 2021 – Stakeholder Engagement and Materiality Assessment	11
	102-50 Reporting period	Sustainability Report 2021 - Reporting Practice	8
	102-52 Reporting cycle	Sustainability Report 2021 - Reporting Practice	8
	102-53 Contact point for questions regarding the report	Sustainability Report 2021 - Reporting Practice	9
	102-54 Claims of reporting in accordance with the GRI standards	Sustainability Report 2021- Ethics and Integrity	12

GRI Standard	Disclosure	Section Reference	Page Number
	102-55 GRI content index	Sustainability Report 2021 – GRI Standards Content Index	18
GRI 103: Material Topics 2016	103-1 Explanation of the material topic and its Boundary	Sustainability Report 2021- Stakeholder Engagement and Materiality Assessment	10
	103-2 The management approach and its components	Sustainability Report 2021 – Stakeholder Engagement and Materiality Assessment	10
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Sustainability Report 2021- Ethics and Integrity	12
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report 2021- Ethics and Integrity	12
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report 2021- Ethics and Integrity	12
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report 2021- Focus 2: Our Environment	15
	302-5 Reductions in energy requirements of products and services	Sustainability Report 2021 - Focus 2: Our Environment	15
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainability Report 2021 - Focus 2: Our Environment	15
	302-2 Management of water discharge-related impacts	Sustainability Report 2021 - Focus 2: Our Environment	15
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report 2021 - Focus 2: Our Environment	15
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Sustainability Report 2021 – Corporate Compliance	12
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainability Report 2021 - Supply Chain Management	13
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Report 2021 – Supply Chain Management	13
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Report 2021 - Workplace Diversity	16

GRI Standard	Disclosure	Section Reference	Page Number
	401-2 Benefits provided to full time employees that are not provided to temporary or part-time employees	Sustainability Report 2021 - Employee Retention	16
	401-3 Parental leave	Sustainability Report 2021 - Employee Retention	16
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report 2021 – Focus 4: Health & Safety	17
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report 2021 - Focus 4: Health & Safety	17
	403-3 Occupational health services	Sustainability Report 2021 - Focus 4: Health & Safety	17
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report 2021 - Focus 4: Health & Safety	17
	403-5 Worker training on occupational health and safety	Sustainability Report 2021 - Focus 4: Health & Safety	17
	403-6 Promotion of worker health	Sustainability Report 2021 - Focus 4: Health & Safety	17
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report 2021 - Focus 4: Health & Safety	17
	403-10 Work-related ill health	Sustainability Report 2021 - Focus 4: Health & Safety	17
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report 2021 - Employee Retention	16
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report 2021- Workforce Diversity	16
	405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report 2021 - Workforce Diversity	16
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainability Report 2021 - Supply Chain Management	13
	414-2 Negative social impacts in the supply chain and actions taken	Sustainability Report 2021 - Supply Chain Management	13

GRI Standard	Disclosure	Section Reference	Page Number
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report 2021 - Customer Data Privacy	13
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	Sustainability Report 2021 - Corporate Compliance	12