HPC HOLDINGS LIMITED

黃浦建設

HKEX 1742 (Incorporated in the Cayman Islands with limited liability)

Environmental, Social and Governance Report
環境、社會及管治報告 2021

Contents

Chairman and Chief Executive Officer's Message

Dear Stakeholders,

HPC Holdings Limited and its subsidiaries ("the Group" or "HPC") are proud to present our inaugural Environmental, Social and Governance ("ESG") Report. The report provides information about our economic, environmental and social topics and performance.

As a responsible corporate citizen, the Group is committed to uphold ethical standards and continue to introduce and implement sustainable innovations in our business operations. We adopt a comprehensive approach in managing the environmental impacts of our construction activities and we have adequate environmental policies in place to achieve sustainable operations.

We have been actively promoting and practising green and gracious policies to provide a pleasant environment for all residents in the vicinity of our works and members of the public. We have implemented social and community engagement policies to ensure that the social impacts of our construction activities are minimised.

The Group deeply values our employees. As an employer, we are committed to protect the health and safety of all our employees. We have comprehensive safety policies and measures to safeguard their well-being. We endeavour to develop our people to their fullest potential and nurture them to support our growth and steer the Group ahead.

Wang Yingde
Chairman of the Board & Chief Executive Officer

Our Sustainability Story and Performance

Our Mission
To be a leading reputable builder capable of delivering projects with High Quality Products, Reliable Follow-up Services and Cost-effective Pricing to our clients.

Our Vision
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We believe in working in a harmonious and team-building environment in ensuring constant progress towards achieving our corporate goal of delivering the Best Services to our Customers and Society.

Sustainability Targets
At HPC, we are committed to achieving environmental and social sustainability in our daily operations. Our sustainability targets for Financial Year 2021 ("FY2021") are as follows:

Environmental	Ensure zero fine for air pollution per project
	Ensure zero fine for muddy water discharge per project
	Observe zero spillage to ensure zero fine for land pollution per project
	Ensure zero fine for mosquito breeding per project
	Ensure for noise pollution: - No more than three fines for projects near residential area per project - No more than one fine for projects near commercial area per project - Zero fine for projects near industrial area per project
	Provide designated area for dumping to ensure zero fine per project
	Segregate waste disposal by licensed waste collector to ensure zero fine per project
	Reduce concrete waste: to ensure no more than 4% wastage for construction per project
	Reduce steel waste to ensure no more than 3% wastage per construction per project
Occupational Health and Safety	Zero occupational health and safety incidents Ensure active and proper implementation of control measures targeting safety risks

Sustainability Recognitions
The Group's competitive advantage lies in its ability to manage and execute construction projects on a timely and reliable basis, including larger scale and more complex projects. In Singapore, the Group was ranked 15th service provider for general building works by revenue receipts in 2017 and ranked first in warehouse construction works by revenue receipts in 2017.

We have won numerous accolades and awards in recognition of our excellence in construction practices.
- ISO 9001 Quality Management System
- ISO 14001 Environment Management System
- OHSAS18001 Occupational Health and Safety Management System
- BCA Green Mark (Gold) Award for Keppel Logistics Warehouse, 2014
- BCA Building Information Modelling (BIM) Award (Gold) for Jurong East Nursing Home, 2015
- BCA Building Information Modelling (BIM) Award (Gold) for Bishan Nursing Home, 2015
- BCA Green Mark (Platinum) Award for Supply Chain City, 2016

- BCA Green Mark (Platinum) Award for CWT Limited, 2017
- BizSAFE Level Star Certificate, 2017
- BCA Green and Gracious Builders Award (Excellent), 2017-2020
- BCA Green Mark (Platinum) Award for JTC Poultry Hub, 2018
- BCA Green Mark (Platinum) Award for Diamond Land, 2018
- The Singapore Contractors Association Ltd – Productivity & Innovation Award for JTC Poultry Hub, 2019
- BCA Green Mark (Gold Plus) Award for Grab HQ project, 2020
- BCA Green Mark (Platinum) Award for LOGOS, 2020
- BCA Green and Gracious Builder Award (Merit) 2021-2023

Ethics and Integrity

Corruption, Bribery and Extortion

HPC strictly prohibits all forms of corruption, bribery and extortion. We are fully committed to conducting business with integrity and consistent with the highest ethical standards, and in compliance with all applicable laws and regulatory requirements for the prevention of corruption, bribery and extortion.

Corrupt practices may subject the Group and individual employees to potential criminal and civil liabilities. Corrupt practices may also adversely affect the reputation of HPC as well as the confidence held by stakeholders, including our customers and business partners in our commitment to act professionally, fairly and with integrity in all our business dealings and relationships.

In line with our commitment to maintain high ethical standards which are integral to our corporate identity and our business, it is HPC's policy to adopt a 'zero-tolerance' approach against all forms of corruption, bribery and extortion.

In FY2021, there were zero legal cases brought against HPC or its employees regarding corrupt practices. In addition, 100% of our executive directors attended anti-corruption training during the reporting period.

Fraud

HPC endeavours to operate in compliance with local regulations regarding fraudulent activities. We have established a corporate fraud policy to facilitate the development of controls that will aid in the detection and prevention of fraud against HPC and its subsidiaries. Each member of the management team will be familiar with the types of improprieties that might occur within his or her area of responsibility, and be alert for any indication of irregularity.

Any irregularity that is detected or suspected must be reported immediately to the CEO, who will coordinate internal and external investigations with the Legal Department and other implicated departments.

The Fraud Investigation Unit is primarily responsible for the investigation of all suspected fraudulent acts as defined in the policy. If the investigation substantiates those fraudulent activities had occurred, the Fraud Investigation Unit will report to the designated personnel and, if appropriate, the Board of Directors through the Audit Committee.

Money laundering

We recognise the importance of anti-money laundering ("AML") and therefore comply with international and domestic laws and implement appropriate policies. HPC will stipulate the roles and internal controls within the company.

Given that directors are responsible for directing a company's business effectively, they are obligated to ensure compliance with all relevant AML laws. A director with reasonable care, skill and diligence would need to comply with AML laws by being able to understand and address the AML risks and appoint one of the directors or proper senior company personnel to be the central reference point for suspicious transaction reporting.

HPC implements and maintains appropriate measures to conduct customer due diligence. We train employees in matters related to AML so that employees can implement immediate and appropriate measures for customer due diligence.

We also implement and maintain measures for handling suspicious transactions, and we will report suspicious transactions to relevant authorities immediately.

HPC regularly reviews and improves the AML policy and internal controls based on the effectiveness of the measures.

Whistle-Blowing

The Group is committed to achieving and maintaining the highest standards of openness, integrity and accountability. Our whistle-blowing policy serves to increase the Group's awareness of maintaining

internal corporate justice and it encourages all employees to report serious concerns about any suspected misconduct, malpractice or irregularity. Employees with legitimate concerns can raise the matter directly with the Chairman of the Audit Committee. The Chairman of the Audit Committee will review the complaint and decide how the investigation should proceed.

The Audit Committee has the overall responsibility over implementation, monitoring and periodic review of the whistle-blowing policy.

Governance and Statement of the Board

HPC's Board and senior management have assessed sustainability issues as part of the strategic formulation of the company. The Board has determined the material ESG factors and overseen the management and monitoring of the material ESG factors.

The Board of Directors acknowledges its responsibility for ensuring the integrity of the ESG report and to the best of its knowledge this report addresses all relevant material issues and fairly presents the ESG performance of the organisation and its impacts. The Board of Directors confirms that it has reviewed and approved the report.

Please refer to the Corporate Governance Report for more information on corporate governance practices, precautionary measures and risk management structure.

Stakeholder Engagement

We identify stakeholders as groups that have an impact, or have the potential to be impacted by our business, as well as external organisations that have expertise in topics that we consider material. We have a wide network of stakeholders, including customers (end users and developers), employees, communities, government organisations and shareholders. We engage with our stakeholders on an ongoing basis through channels and platforms such as surveys, regular dialogue and meetings.

Below is the table listing our stakeholder groups, engagement methods and material topics we address.

Customers	Employees	Suppliers	Government Organisations	Communities	Shareholders
Issues of Concern					
Building health and safety	Occupational health and safety, development, benefits and welfare	Raw material sourcing, environmental compliance	Regulatory requirements, environmental protection, safety	Social welfare, environmental protection	Economic performance, corporate governance
Engagement Approach					
Customer feedback	Appraisals	Supplier evaluation	Ongoing dialogues, annual reports	Community service	Annual reports

Reporting Practice

The report is prepared in compliance with Environmental, Social and Governance ("ESG") Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. It is also reported in accordance to the "**Core**" option of the Global Reporting Initiative ("GRI") Standards.

This report incorporates the general standard disclosures and Key Performance Indicators ("KPIs") as set out by the "Comply or Explain" provisions of the ESG Guide. The GRI Standards represent global best practices for reporting on economic, environmental and social topics.

The report discloses progress on environmental, social and governance issues from 1 November 2020 to 31 October 2021. For governance section, please refer the Corporate Governance report. The Group has assessed that external assurance is not required as the Group is developing the foundations for a sustainability reporting framework this year. Detailed section references with GRI Standards can be found on the GRI Index Page.

Material Topics	Boundaries (i.e. which segment, which country or even which subsidiary)
ECONOMIC	
Indirect Economic Impacts	Applicable to construction and other construction-related businesses
Anti-corruption	Group wide
ENVIRONMENTAL	
Materials	Applicable to construction and other construction-related businesses
Energy	
Water	
Emissions	
Effluents and Waste	
Environmental Compliance	
Supplier Environment Assessment	
SOCIAL	
Employment	Applicable to the Group's employees and workers in construction and other construction-related services segments
Occupational Health and Safety	
Training and Education	
Diversity and Equal Opportunity	
Non-discrimination	Group wide
Child Labour	
Forced or Compulsory Labour	
Local Community	Applicable to local communities impacted by construction segments
Supplier Social Assessment	Applicable to suppliers for construction segment
Customer Health and Safety	Applicable to construction and other construction-related businesses
Socio-economic compliance	Applicable across construction and other construction-related services segments

Sustainable Built Environment

HPC endeavours to design and construct sustainable buildings that focus on protecting user safety and reducing environmental impacts in the construction and operation of the building. We are committed to comply with all Quality, Environmental, Health and Safety ("QEHS") regulations and requirements.

Our QEHS policy is as follows:

Quality in works and services	Environmental friendliness and protection, and prevention of pollution	Safe and healthy workplace with commitment to prevent injury and illness	Green and gracious practices, endeavour to protect enviromental aspects and reduce impact of global warming

Furthermore, we endeavour to protect the environment and be gracious to our employees and occupants near our construction sites with the implementation of our Green and Gracious policies, which include:

- Reducing use of natural resources such as energy, diesel and water
- Preventing land, water and air pollution
- Reducing waste through promoting Reduce, Reuse and Recycle activities
- Reducing noise and vibrations on site
- Providing a safe workplace, ensuring public safety and easy accessibility
- Communicating proactively with nearby occupants to build good relations
- Cultivating an effective two-way communication channel between management and staff/workers on green and gracious issues

We organise annual Green and Gracious campaigns for each project which involves all relevant parties including staff and workers to raise awareness, educate and inculcate Green and Gracious practices on site.

We have onsite Environment, Health and Safety ("EHS") committees and Environmental Control Officers ("ECO") at all project sites to ensure monitoring and proper execution of our environmental policies. We regularly assess our suppliers and subcontractors to ensure that they operate in an environmentally sustainable manner. We ensure strict compliance with local environmental laws and regulations in our daily operations.

User Safety
GRI 416-1, 416-2

At HPC, we strictly uphold our QEHS policy to achieve quality in works and services. We dedicate our operations and services to achieving total satisfaction of our developers, buyers and end users, as well as government authorities and agencies. We continuously improve on our business operations and processes and regularly review our QEHS objectives and targets to properly implement, maintain and improve our QEHS management and performance. We strictly comply with all safety requirements of our customers and local safety regulations. In FY2021, there were zero incidents of non-compliance concerning the health and safety of our constructed buildings.

Sustainable Design
GRI 203-2

As a construction company that endeavours to incorporate sustainable designs in the buildings we construct, we aspire to achieve Building and Construction Authority ("BCA") Greenmark for the design and construction of our projects. We incorporate Singapore Green Building Council ("SGBC") and Singapore Green Labelling Scheme ("SGLS") certified products in our building designs to create more awareness about environmental sustainability of our buildings.

Sustainable Construction

The Group endeavours to operate our construction projects in a responsible and sustainable manner that is compliant with local environmental regulations and requirements. We strive to minimise our impact on the environment and natural resources by implementing adequate environmental and Green and Gracious policies to achieve sustainable construction. We also use products that are environmentally friendly, non-toxic and biodegradable on site to minimise the environmental impact of our operations.

Energy Conservation
GRI 302-1, 302-3, 302-4

We are aware that construction operations are energy intensive. As such, we have implemented measures and policies to minimise our impacts on natural resources.

At HPC, all projects are supplied by mains electricity and electric meters are installed to record and monitor on-site energy consumption. In addition, all construction site office equipment and appliances that we have procured are energy efficient, and all office computers, photocopying machine and printers are automated to shut down overnight.

These measures and conscientious procurement decisions are part of our energy conservation efforts that enable us to effectively control our energy consumption and reduce wastage.

The Group has implemented a Resource Conservation Program to minimise the impact of our operations on natural resources, specifically diesel, fuel and electricity consumption.

Increase energy efficiency

- Use of energy-saving LED lights for construction site
- Replace incandescent bulb fittings with energy-saving fluorescent fittings that are four times more efficient
- Replace mercury vapour lamp fittings with high pressure sodium vapour lamps that give the same lumens using less 150W less energy
- For floorlighting, replace tungsten halogen lamp fittings with metal halide or high pressure sodium lamps, which are one of the most efficient sources of light
- Replace fluorescent tube ballasts with low-loss ballasts which are more energy efficient, saving 50% of energy used
- Use of energy efficient electrical appliances and equipment with Singapore Green Label

Reduce energy usage

- Set electrical appliances and equipment on power saver mode to reduce electrical consumption
- Signage to remind users to switch off when not in use

Use sustainable energy

- Use of alternative energy sources such as solar cells in equipment
- Use of AC Grid power supply instead of diesel generators to

We monitor the energy consumption data to ensure that there is no energy wastage in our construction projects. During FY2021, the Group has constructed 12 ongoing projects which consumed a total of 10,707,012.2 kWh of energy and the energy intensity was 0.03 kWh/S$ revenue.

See below for the total energy consumption and intensity of the 12 ongoing construction projects in FY2021.

Energy Consumption (kWh)
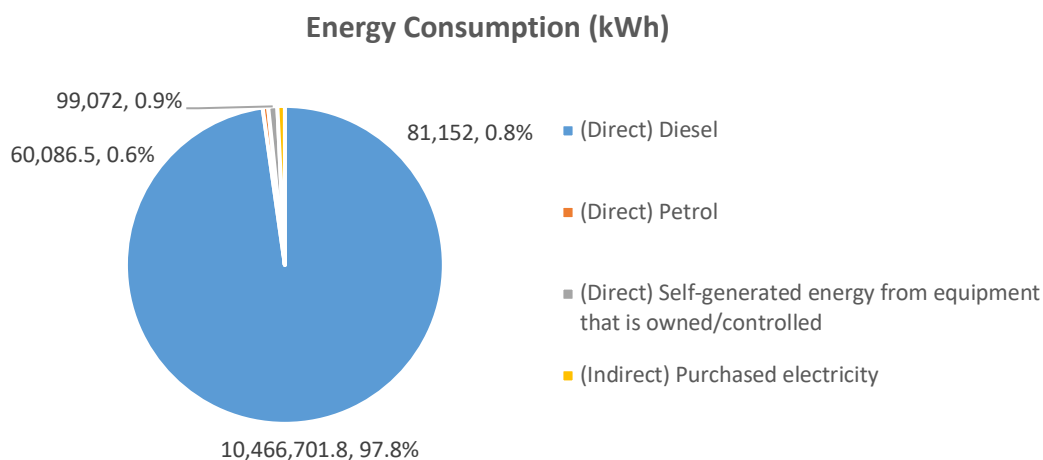
Total Energy Consumption	10,707,012.2
Total Energy Intensity	0.06 kWh/S$ revenue

Emissions Management

GRI 305-2, 305-4, 305-5, 305-7

Construction operations generate air pollutants such as dust and exhaust from machinery and mechanical plants. Use of chemical substances can also generate hazardous vapours if they are not handled with caution. In order to protect our workers and surrounding occupants from air pollution and air-borne diseases, we maintain dust, fumes and air pollutants generated at our construction sites at a sustainable level. Contractors and workers are adequately trained to understand the consequences of air pollution on human health and the environment, and they are given simple instructions on operation and maintenance of equipment to ensure the preservation of air quality on-site.

We strictly comply with local laws and regulations on air and greenhouse gas emissions in our daily operations.

Management of Hazardous Substances

Vapourisation of chemical substances beyond permissible levels can be fatal. As such, we have hazardous chemical management policies in place to ensure the safe use of chemicals and the protection of employees against chemical hazards. Chemical substances with low vapour pressures should be stored under tight lids and volatile vapour must be properly stored to prevent fire and explosion hazards.

Dust Management

All activities involving excavation or disturbance of soils must explore preventive controls and implement physical controls to minimize the generation of dust and reduce its release into the atmosphere.

Exhaust Management

All operations of plants and equipment must comply with local regulations, and maintenance and servicing must be performed regularly in accordance with manufacturing guidelines to ensure that any exhaust or other emissions generated are within standard specifications.

Maintenance of diesel-powered mechanical plants is critical as the exhaust fumes will pollute the environment. Concrete batching plants and cement silos on-site must be fitted with air pollution control equipment (which needs to be maintained regularly) to reduce emissions and abate air pollution.

Good Housekeeping

- Storage of chemical substances, fuels and other hydrocarbons
- Storage under tight lids, properly labelled and segregated from other combustible materials
- Storage facility should be well ventilated to prevent excessive accumulation

Good Storage

- During hot dry weather, sand heaps should be wetted regularly to keep dust down
- Store in proper enclosures to prevent accidental damage which will allow cement to be spilled onto the ground and under strong wind conditions, will be carried and suspended in air
- Disposal of cement bags, solvent, paint and fuel containers to prevent residual dust and fumes emanating from the sources
- Removal of refuse and construction debris on a daily basis to avoid sources for generation of dust

Good Maintenance

- Preventive maintenance program established to ensure that consturction equipment and generators do not emit excessive black smoke when burning fuel
- Equipment generating excessive black smoke shall be serviced before operating again

Regular monitoring discovers the defects and issues which have an impact on the environment. The ECO conducts toolbox meetings on the need to maintain equipment to prevent air pollution and its effects, as well as to display posters on the effects of exposure to harmful substances and the need to keep containers of chemical and oils closed. The ECO also conducts weekly inspections to ensure control and compliance with local environmental standards and regulations. Air monitoring is carried out if there is suspected air pollution or toxication.

In FY2021, we monitored the total air emissions from our company-owned vehicles and the emissions data are as follows:

NO_x (g)	SO_x (g)	PM (g)
388,371	540	35,478

In addition to managing emissions, the Group endeavours to mitigate emissions in our daily operations through technology adoption, such as converting diesel engines to run on electricity, methanol, liquid petroleum gas ("LPG") or pneumatic power to minimize air pollution.

See below for the total CO_2 equivalent emissions and intensity of the 12 ongoing construction projects in FY2021.

GHG Emissions (tonnes)

33, 1%

2,573 , 99%

- Direct (Scope 1) Emissions
- Indirect (Scope 2) Emissions
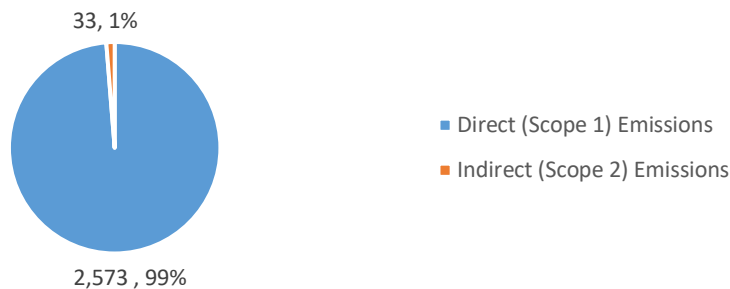
Total GHG Emission (tonnes)	2,606.5
Total GHG Emissions Intensity	0.01 tonnes/S$ revenue

Water and Effluents Management
GRI 303-1, 303-3, 303-4, 303-5

At HPC, we consume water that is supplied by the Singapore Public Utilities Board ("PUB") and there is no issue in sourcing water that is fit for purpose. Our Resource Conservation Program minimises water wastage with water conservation measures such as installing water-saving devises and recycling equipment, as well as implementing water conservation guidelines to ensure efficient water usage. We use recycled water and rainwater to wash equipment onsite, and we check that all taps are turned off tightly and all leakages are attended to immediately.

We implement real time monitoring of the water consumption data to ensure that there is no water wastage in our construction projects. See below for the total water consumption and intensity of the 12 ongoing construction projects.

Total Water Consumption (m³)	Water Intensity (m³/S$ revenue)
28,008	0.00015

Singapore is a country with limited water resources, and it is essential for its water quality to be carefully regulated. To keep Singapore's water clean, soil pollution must also be controlled, as pollutants in the soil can enter the water system as run-off or groundwater.

Water pollutants from construction activities include solid waste, sand, hydrocarbon and solvents, termite control chemicals, acids and alkalis and lead-based paints. These pollutants can cause environmental impacts such as siltation of open drains preventing flow of rainwater to reservoirs, flooding and death of aquatic life.

In an effort to control water pollution, we practise good housekeeping, storage and maintenance measures, and we recycle treated water at all construction projects. Our drainage facilities are designed according to local regulations and regularly cleaned and maintained to ensure that effluents are properly treated before discharging into drains or canals. In addition, we provide training to workers on proper waste management during operations, including maintenance of machinery and equipment, storage of materials and spill control.

The ECO conducts daily visual inspections to check for any evidence of silt contents in the open drain. In compliance with local environmental protection and management regulations on trade effluents, we also monitor trade effluent discharge into watercourse to ensure that Total Suspended Solids ("TSS") does not exceed 50 mg per litre of trade effluent.

Effluents Management

- Silt traps and perimeter cut-off drains designed according to local regulations
- Build silt trap in drain to interrupt the passage of sand particles into public sewers
- Regular cleaning and maintenance of silt traps, concrete lined perimeter cut-off drains, silt fences and other facilities
- Wastewater from temporary structures such as canteen, workers' quarters and toilets should be connected by sewers to approved sewage treatment plants or public sewers
- Design of the sewers must cater for the appropriate number of occupants and duration of construction
- If permanent sewers within the development site is not available, portable toilets and holding tanks with pumping device should be used
- Silt-laden water and mud slurry flow through silt traps, sedimentation tanks or other facilities for removal of silt before discharging into drains and canals
- Runoff at construction sites are effectively drained
- Cement washwater must be treated before entering the drain

Good Housekeeping

- Proper storage of building materials, chemicals and fuels
- Proper maintenance of machinery, equipment and vehicles

- Secondary containment to prevent spillage or leakage from entering land water surgace drains
- Provision of spill control kit, collection sumps and facility for pumping out the spilled contents
- Properly constructed floor to prevent infiltration into the ground
- Provision of proper dust collection devices with water sprays for cement silo to prevent spread of entrained dust
- Sedimentation or filtration of waste waters used to contain cement dust by meanss of silt trap
- Storage on a raised platform to prevent leaching of cement from its packaging
- Fuels and other hydrocarbons such as greases and lubricants should be stored in appropriate containers such as drums, tins with close covers and bunded with kerbs to prevent spillages or leakages from entering the ground or drains
- Shelter/Cover sand heaps with plastic sheet to prevent sand and aggregates from being washed into the drain
- Build sumps for containment of spillage

Good Maintenance

- Carry out maintenance and repair works on machinery, equipment or vehicle at proper facilities such as
- On-site repair and maintenance is prohibited

Waste Management

GRI 306-2, 306-3

Under current construction conditions, our operations generate large amounts of hazardous and non-hazardous wastes, mainly construction debris such as timber, metal and industrial waste. Consequently, the Group has implemented adequate waste management policies and measures to ensure that reuse and recycling of construction wastes are maximised, and that wastes are properly segregated, stored and disposed at all project sites to reduce the risk of mishandling hazardous waste. Other than focusing on construction waste, we also go the extra mile to recycle site office waste at all construction sites.

Segregation and recycling of waste on site

Waste disposal methods are detailed for each type of waste, and the ECO conducts regular monitoring and inspections to ensure proper execution of waste management at all project sites. Refuse areas must be kept clean and all containers of toxic materials, such as solvent and paint, must be kept closed. Wastes must be segregated as general waste and industrial wastes. Where unacceptable wastes are identified, appropriate mitigation measures are implemented. We strictly comply with local laws and regulations on waste generation in our daily operations.

In order to minimise wastage and reduce load on landfill, we conserve timber, rebar and concrete to ensure effective use of resources. We also have procedures in place to minimise resource wastage in operations that involve excessive consumption. All onsite EHS committees monitor the reduction of waste generated.

Disposal centres and bin areas are effective waste management centres only if workers and contractors utilise them with care. As such, contractors and workers are adequately educated to understand the consequences of improper waste disposal on human health and the environment, and they are given simple instructions on proper disposal methods to ensure the preservation of environmental quality on-site.

Reuse

- Use general waste as the hardcore layer for temporary access road or base materials for backfilling
- Empty diesal containers, classified as toxic industrial wastes, are labelled with hazard warning sign and collected by supplier for re-use

Recycle

- Segregate and forward steel scrap to steel recyclers

Disposal

- Food wastes must be cleared everyday regardless of the quantity of waste
- Food wastes must be tightly bagged and placed in bunded areas with proper collection drains to capture leachate
- Engage licensed general waste collectors for general wastes
- Open burning is prohibited on-site
- Ensure that non-incinerable wastes are disposed at government approved sanitary landfills
- Ensure that incinerable wastes are disposed at government approved incineration plants
- Hazardous waste containers are labelled with hazard warning sign
- Toxic, non-incinerable industrial wastes e.g. paints containing organic solvents, heavy metals or biocides, waste solvents/thinners, waste epoxy, plastic films, PVC cables and pipes are collected by respective sub-contractors and toxic industrial waste contractor for proper disposal
- Toxic industrial wastes e.g. are collected by respective subcontractors
- Solvents, paint and fuel containers should be disposed with lid on and in separate refuse bins specifically provided for such wastes

Waste Management

- Monitoring of waste management at all project sites
- Segregation and proper storage of wastes in designated areas
- Storage of construction debris in bulk containers
- Storage of toxic industrial wastes within contained and concrete area
- Proper disposal of construction and food wastes to prevent leaching out during rainfall into the ground and water system
- All vehicles transporting refuse, earth, construction debris or any other load are covered completely and adequately before leaving construction site
- Cement bags once opened must be fully emptied
- Unfinished cement bag should be kept or stored in enclosed shelter or container or cement silos'
- Unwanted or left-over cement should be discarded promptly

We monitor the waste generated to ensure proper waste management in our construction projects. There is no hazardous waste produced in our operations. See below for the total non-hazardous waste produced and waste intensity of the 12 ongoing construction projects in FY2021.

Non-hazardous Waste Produced by Management Type (tonnes)

645 , 22%

2,300 , 78%

- Reuse
- Recycle
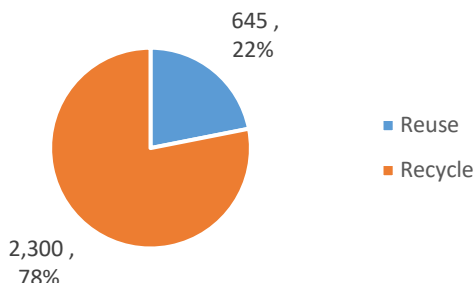
Non-hazardous Waste Produced by Waste Streams (tonnes)

20 , 1%

2,925 , 99%

- Reuse
- Recycle
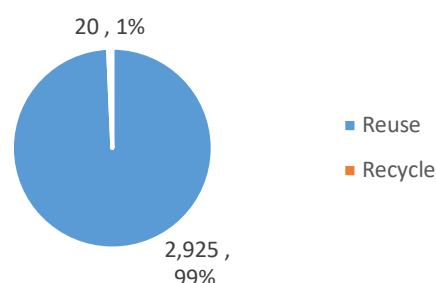
Total Non-hazardous Waste Produced (tonnes)	2,945
Total GHG Emissions Intensity	0.00002 tonnes/S$ revenue

Innovation in Construction

GRI 203-2

In an effort to minimise resource wastage and time delay and maximize the productivity of our projects, we have implemented principles of lean construction through research and development in design and construction. We have adopted various innovations over the years, including having rebar cut-and-bent offsite and a significant increase in the amount of construction that use framework, precast and prefabrication system on site. This effectively saves time and cost, reduces waste, conserves raw materials, improves labour productivity and ensures on-site productivity and quality control.

Save cost

- Use of mast climbing platforms and mobile elevating work platforms ("MEWP") for heavy works which saves cost in erection and mobilisation
- Use of concrete pumps which saves time and labour in our construction projects
- Use of unitised curtain wall to reduce cleaning bills of building facad

Ensure workplace safety

- Use of mast climbing platforms and mobile elevating work platforms ("MEWP") for heavy works which reduce the risk of fall from height for our workers due to their sturdiness
- Use of Statnamic loat test to reduce the amount of working at height

Improve productivity

- Use of panel wall system and dry wall system instead of brick walls to reduce masonry work
- Use of siphonic roof drainage for better performance
- Use of Statnamic load test to improve productivity
- Use of Building Information Modelling ("BIM")to reduce abortive works
- Use of Biometric Attendance System ("BAS") for attendance taking
- Use of light weight glass fibre reinforcement concrete for building facade for easy transport, assembly and installation

Reduce waste

- Use of precast system to reduce concrete waste

Sustainable Materials
GRI 301-2

In an effort to conserve the amount of raw materials used in our construction projects, we use recycled and sustainable materials for site applications during construction stage, such as reusing concrete waste to repair drain damage and make curbs.

In addition, our Resource Conservation Program requires proper estimation and planning of the amount of materials needed for each project before ordering. We ensure that raw materials are reused and recycled wherever possible, and we store our raw materials properly to ensure durability and avoid damage. We monitor the use of raw materials and analyse the data to establish trends and any abnormalities so as to mitigate the risk of resource wastage by implementing corrective measures in a timely manner.

Conservation of timber

- Estimate timber use (e.g. size, length and quantity) for the project
- Estimate number of cycles that the timber planks can be used
- Ensure that timber from one process is forwarded to another process for reuse
- Store timber in area where it is not exposed to extreme weather to ensure durability
- Segregate reusable timber from waste timber
- Educate employees on the use and recycling of timber
- Reuse timber to construct tables and benches for workers at resting area and dormitory

Conservation of reinforcement bar

- Fabricate re-bar according to planned bar schedule
- Reuse re-bar for other purposes at project site e.g. barricades, formwork support
- Usage of re-bar shall not exceed estimated quantity, thus enforcing the need for efficient use of re-bar

Conservation of tiles

- Provide proper storage and handling to avoice breakage

Conservation of concrete

- Usage of concrete shall not exceed the estimated quantity, thus enforcing the need for efficient use of concrete
- Reuse concrete wastes as the hardcore layer in road formation
- Any excess concrete shall be used to construct other facilities e.g. to improve temporary access, to make concrete stump for hoarding support

Sustainable Supply Chain
GRI 308-1, 308-2, 414-1, 414-2

We have implemented supplier selection measures to ensure that our suppliers are committed to implementing environmental control and meeting environmental regulations. In order to select suppliers who operate in an environmentally responsible manner, we screen new suppliers based on environmental criteria, such as green certificates for their products and services and their green practices.

HPC received green certificates for green product and materials

In addition, we evaluate suppliers based on their gracious practices to ensure that they implement best practices in mitigating possible inconveniences to the public caused by construction work.

We evaluate our existing suppliers every year, and we conduct physical inspections at the supplier's office to ensure the brand and quality of the products and services.

In FY2021, the COVID-19 pandemic continued to affect the global supply chain. However, the Singapore government has implemented business friendly policies to ensure the sustainability of the supply chain. During the reporting period, we had a total of 180 suppliers and all are based in Singapore; as a result, the Group did not encounter any disruption in our supply chain. However, given the evolving uncertainty of the global pandemic situation, we foresee future challenges of prices increasing along the supply chain in the next financial year.

Climate Change Management

At HPC, our business and value chain operate in geographies that are susceptible to physical risks arising from climate change. We also face significant transition risks through an influx of climate related regulations. These include increasing carbon prices, low carbon building materials and changing customer needs. Despite the climate-related risks, the Group endeavours to explore climate-related opportunities to ready our business for the transition towards low-carbon economy.

We are in the midst of developing a group-wide climate risk management policy in alignment with the Recommendations of the Task Force on Climate-Related Financial Disclosures ("TCFD"). We also aim to conduct climate risk assessments to evaluate the physical and transition risks in our operations. We endeavour to strengthen our climate risk management to ready us for future risks and opportunities.

Governance	Strategy	Risk Management	Metrics and Targets
We aim to strengthen our environmental policies and practices to manage our climate-related risks.	We aim to identify and assess the actual and potential impacts of climate-related risks on our business, strategy and financial planning.	We aim to incorporate climate-related risks into our risk assessment. Physical and transition risks will be considered for materiality.	Refer to Sustainable Construction section.

Caring for Our People

At HPC, we take responsibility for the health and wellbeing of our employees, and we endeavour to develop their careers and skillsets as much as possible. We implement adequate safety policies and measures to ensure the safety of our staff and workers on site, and we endeavour to achieve zero safety incidents in our operations. Our policies and operations are in strict compliance with local labour regulations.

Occupational Health and Safety
GRI 403-1, 403-9

HPC is committed to protect the health and safety of our employees and workers. Our safety practices include:

- Conducting risk assessments to identify hazards and implement effective risk control measures, including halting work to ensure that risks identified are minimized or mitigated
- Ensuring a safe work environment
- Adequate implementation of safety measures in the use of any machinery, equipment, plant, article or process at the workplace
- Developing and implementing emergency response plans
- Ensuring workers are provided with sufficient instructions, training and supervision so that they can work safely

Green and Gracious campaign – safety trainings for workers

The Group also encourages employees to engage in safe practices by presenting safety awards to employees who diligently observe safety measures.

There were zero work-related fatalities and our rate of work-related fatalities was zero in FY2021. There were 144 man-days lost within the Group as a result of work-related injuries during the reporting period, and 231 man-days lost among other workers.

The Group operates in strict compliance with workplace safety laws and regulations and we take careful measures to ensure that all employees are protected from occupational hazards.

Taking measures during COVID-19 outbreak

Throughout the pandemic, the Group implemented safety management measures to ensure that we are in strict compliance with the regulations of BCA and MOM. All office employees were given the choice of flexible working arrangements such as choosing different shifts and dividing the office staff into Team A and Team B so as to reduce close contact between all staff. We also developed a contingency plan in the event where our staff is tested positive during this challenging period.

In addition, all high risk employees that are either sick or pregnant, are given the choice of flexible working hours or to work from home until they are fit to return to the workforce.

All staff and visitors on site are subject to government regulatory tests such as PCR or ART tests, they are required to scan the Safe entry at the entrance, measure their temperature and record their entry whenever they visit the site or the HQ office. We are also actively following to the government's suggestion to reduce the close contact of people through staggering work and working from home.
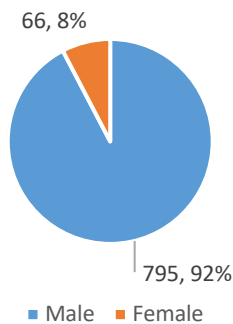
Our Workforce

GRI 405-1

At HPC, we believe in working in a diverse and harmonious environment in ensuring constant progress towards achieving our corporate goal of delivering the best services in terms of cost, quality and products to our customers. At present, the construction industry is still largely male-dominated; we will continue to strive for gender diversity and increase the female-to-male ratio in our workforce. In FY2021, we continued to include female representation at the Board level to ensure that diversity is incorporated in the leadership of the Group.
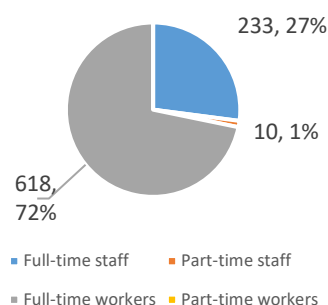
Board Diversity

1, 20%

4, 80%

■ Male ■ Female
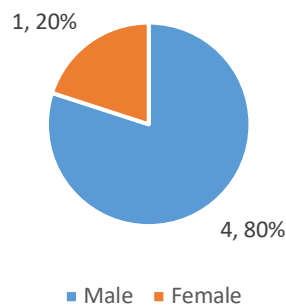
As at 31 October 2021, we had a total of 861 employees and our workforce diversity was as follows:

Our Workforce by Gender

66, 8%

795, 92%

■ Male ■ Female

Our Workforce by Employment Type

233, 27%

10, 1%

618, 72%

■ Full-time staff ■ Part-time staff
■ Full-time workers ■ Part-time workers

Our Workforce by Age Group

114, 13%

324, 38%

423, 49%

■ Under 30 years old ■ 30-50 years old
■ Over 50 years old
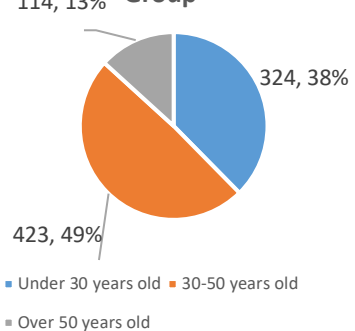
As at 31 October 2021, 100% of our employees were based in Singapore.

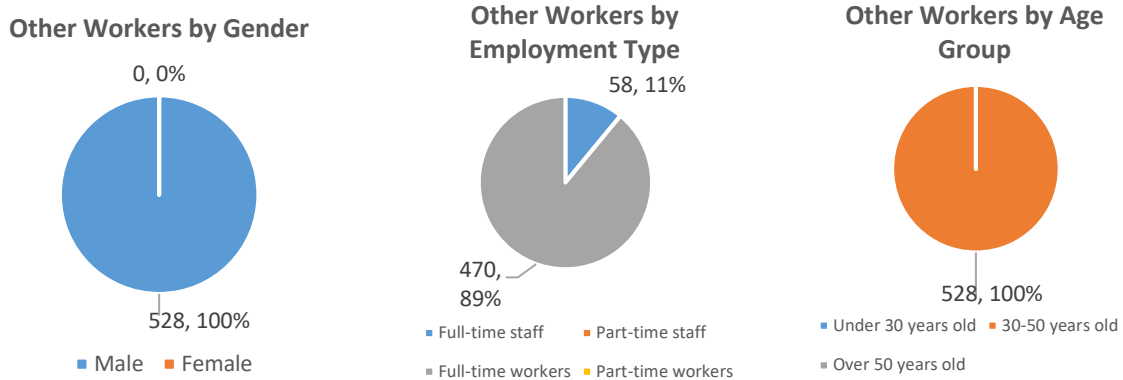In addition, we engaged contractors whose workers performed work at our controlled sites. As at 31 October 2021, there were 528 other workers and their employee breakdown is as follows:

Other Workers by Gender

0, 0%

528, 100%

- Male - Female

Other Workers by Employment Type

58, 11%

470, 89%

- Full-time staff - Part-time staff
- Full-time workers - Part-time workers

Other Workers by Age Group

528, 100%

- Under 30 years old - 30-50 years old
- Over 50 years old

Employee Retention

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

HPC's philosophy is to develop a stable working environment where employees can develop and diversify their skillsets to improve their job performance and productivity. We implement adequate staff welfare policies and trainings to ensure the well-being and development of our workforce.

At HPC, we embrace diversity and give everyone equal opportunities to excel and develop their careers. We recruit employees based on their qualifications and whether they satisfy our requirements for the position, and we do not discriminate.

In order to promote a strong performance culture in the Group, we conduct regular performance appraisals for our employees on a regular basis and all employees are given equal opportunities for promotions depending on their job performance.

The Group is committed to be an employer of choice. We strive to help our employees reach their fullest potential and achieve excellence in their development. We aim to create a culture of continuous learning where employees take personal responsibility for their own development. We recognise the need to develop our people so that they are fully equipped to deliver our business objectives. All employees are given equal opportunities and we provide them with financial support and guidance for career development.

Regular employee development review enables us to align the career interests of employees with the Group's performance and to retain talent. We ensure that employees are equipped with the technical skills required to do their jobs proficiently and achieve their work objectives. We also prepare our staff to be equipped to manage any role or organisational changes in the Group.

Employee training on site

Our training and development curriculum comprises any activity that is designed to help individuals improve and refine their knowledge and skills to become more effective at their jobs. This includes active involvement in various projects, attending training courses, conferences and seminars, work shadowing, formal study, coaching and mentoring. We also conduct competitions at sites to motivate site workers by encouraging them to perform their best by giving them awards and monetary prize.
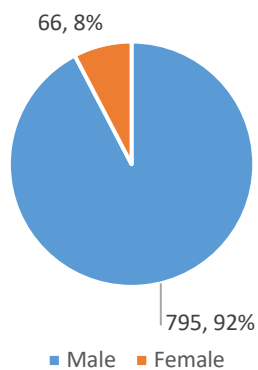
The benefits that we endeavour to achieve through effective training and development include:

- Higher standards of work performance
- Exchange of ideas and disseminate good practice
- Effective management and implementation of change
- Encouragement of team spirit
- Increase motivation and job satisfaction
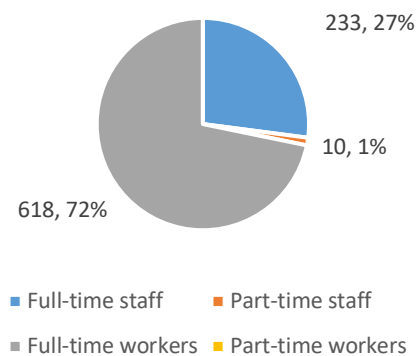- Greater understanding of the Group's business.

The Group regularly monitors the training and development activities, and we review our support framework to continually improve our training and development policies. We are pleased to report that in FY2021, 100% of our employees received training to develop their skills and expertise, and we achieved an average of 13.6 training hours per employee. Employees are also entitled to examination leave to encourage them to upgrade their knowledge and skillsets.

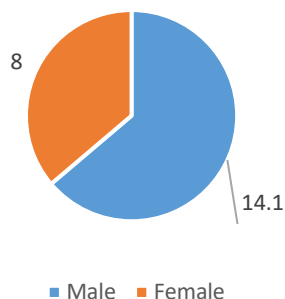The breakdown of our employees trained is as follows:

Employees Trained by Gender

66, 8%

795, 92%

- Male - Female

Employees Trained by Employment Type

233, 27%

10, 1%

618, 72%

- Full-time staff - Part-time staff
- Full-time workers - Part-time workers

Average Training Hours per Employee by Gender

8

14.1

- Male - Female

Average Training Hours per Employee by Employee Type

8

16

- Full-time staff - Part-time staff
- Full-time workers - Part-time workers
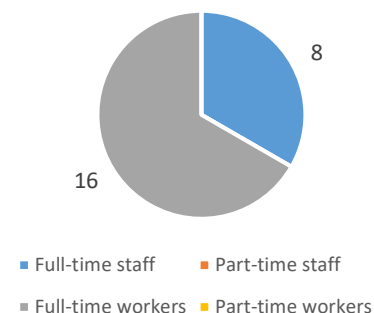
HPC is also committed to our employees' physical and mental health and well-being. All full-time employees are entitled to medical benefits as well as employee wellness programs that promote teamwork, interactions and good health among employees. In compliance with local labour regulations,

parents of children who are Singapore citizens are entitled to 16 weeks of parental leave under the Child Development Co-Savings Act ("CDCS Act").

Employees' regular working hours and rest periods are set out in their respective employment letter, and we reserve the right to revise or extend the stipulated working hours, which are arranged to ensure maximum efficiency of operations and work-life balance among employees. In return for their contributions, we offer employees competitive and fair remuneration packages that commensurate with their experience, performance and job responsibilities. All employees are remunerated fairly, regardless of gender, age or nationality, and we continue to endeavour equal remuneration for women and men.
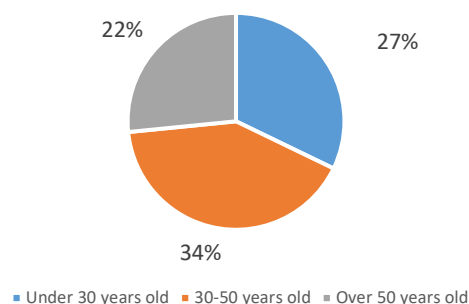
We do not dismiss our employees unnecessarily or unfairly, unless an employee fails to comply with our company policies and has committed an act of misconduct where, after serious consideration, termination is the disciplinary action. In compliance with local labour regulations, employees who have worked for three years and above are entitled to three months' salary in the event of retrenchment.

As at 31 October 2021, the breakdown of our employee turnover rate is as follows:

Employee Turnover Rate by Gender

20%
30%

■ Male ■ Female
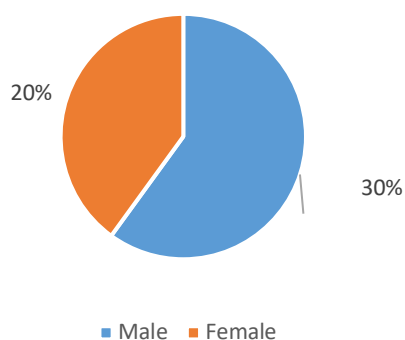
Employee Turnover Rate by Age Group

22%
27%
34%

■ Under 30 years old ■ 30-50 years old ■ Over 50 years old

Social Compliance
GRI 406-1, 408-1, 409-1

At HPC, we strictly comply with all labour and socioeconomic regulations. We do not discriminate on the basis of gender, ethnicity, nationality, age, religious belief, disability or marital status. In FY2021, there was no incident of discrimination at HPC.

To ensure strict compliance with local employment laws, we implement access controls at our sites and offices to prevent illegal workers from entering or working at our sites and offices. We also monitor the presence of illegal workers on sites by conducting random checks. The Group ensures that all employees have the necessary visas, work permits, specific registrations, licenses and qualifications before they perform the duties assigned to them.

In compliance with labour laws and regulations, the Group does not employ minors or offer apprenticeship. There was no incident of child and forced labour in FY2021.

Caring for Our Community

At HPC, we are committed to doing our part for the community. Given the nature of our business, we are aware of the social impacts of our operations, and we strive to minimise any inconvenience or negative impacts on the community. We strictly comply with local regulations on noise and vector control, and we actively engage with the community and make regular contributions to improve the wellbeing of our local community.

Community Engagement

GRI 413-1

The objective of HPC Social Responsibility is to demonstrate commitment to shared social values.

Areas of responsibilities associated with CSR include:

- Philanthropy (charitable and workplace giving programs)
- Sustainability (impact on the environment), and
- Governance (regulatory, legal, ethical operations).

The Group endeavours to give back to the community whenever opportunity arises, and we integrate community service into our corporate social responsibility. Unfortunately, due to COVID-19 restrictions, we did not engage in community service during the reporting period.

Noise Management

GRI 413-2

The Group implements proper noise pollution control measures to ensure that workers and residents living in the vicinity of the construction sites are not unduly affected by noise pollution. All noise and vibration related impacts on surrounding occupants must be assessed and have mitigation measures put in place where required. In addition, we ensure that all plants and equipment strictly comply with regulatory requirements and are serviced regularly to ensure that the noise generated is within standard.

The ECO ensures that noise generated during construction activities are within the permissible limits specified in the Environmental Pollution Control (Control of Noise at Construction Sites) Regulations, and the frequency of noise monitoring complies with local legal requirements. In the event that local authorities require us to monitor the noise level at any point source, we will strictly comply, monitor closely and maintain proper records.

Quieter Equipment or Mechanical Plant

- Select equipment, mechanical plants or machineries that emit less noise
- Use of generator should be minimised
- Use mufflers or exhause silencers to reduce exhaust noise

Regular maintenance of Mechanical Plant and Vehicles

- Carry out periodic preventive maintenance and service of construction equipment, mechanical plant and vehicles
- Take machines/equipment for servicing whenever there is abnormal noise emitting from the machine/equipment

Noise Barriers

- Where possible, enclose noisy machines in acoustical enclosures lined with sound absorbent materials
- Erect barriers around the site to prevent noise transmission
- Where possible, place site facilities such as vehicular wash-bays, concrete vatching plants away from residential buildings

Scheduling of Noisy Activities

- Schedule noissy activities sequentially to avoid excessive noise
- Ensure that noisy activities such as piling, demolition or concreting are carried out in the day as much as possible

Other Measures

- Use precast concrete elements as it minimsies both in-situ concreting and noise generation
- Educate employees of the consequences of noise generation and methods for noise reduction
- Keep residents informed of any operations generating excessive noise levels

If noise levels exceed compliance levels, the ECO will recommend remedial measures for immediate implementation to keep the noise level under control.

Vector Management

GRI 413-2

We implement vector control plans at every project site to prevent breeding of disease-bearing insects so as to protect workers and residents in the vicinity from harmful diseases. The ECO conducts weekly inspections to monitor the vector situation and ensure that our vector control procedures are complied with at all project sites. Our vector control measures and implementation are in compliance with local environmental regulations.

Where to control	When to control	What to control	How to control
• Potential breeding grounds and habitats are high vector density areas such as worker quarters, site offices, washing area, storage area, buildings under construction	• Frequency of vector control has to be established based on site observations and peak desntiy periods	• Potential breeding grounds and habitats for mosquitoes, flies and rodents	• Deploy oiling team and housekeep team for site maintenance • Implement environmental control, chemical control and rodent control

The ECO also oversees the work of the pest control operator ("PCO") and verifies that the PCO is certified and licensed. This strengthens the degree of compliance and accountability in the vector management at our project sites.

HKEX ESG Reporting Guide Content Index

This Content Index includes references to Key Performance Indicators of the HKEX ESG Reporting Guide.

Subject Areas, Aspects, General Disclosures and KPIs		Section Reference
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	Sustainable Built Environment
A1.1	The types of emissions and respective emissions data.	Emissions Management
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions Management
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Not available to the Group's business
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management
A1.5	Description of emission target(s) set and steps taken to achieve them	Emissions Management
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Waste Management
Aspect A2: Use of Resources		
General disclosure	Policies on efficient use of resources including energy, water and other raw materials	Sustainable Built Environment
A2.1	Direct and/ or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Energy Conservation
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Water and Effluents Management
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	Energy Conservation
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Water and Effluents Management
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not available to the Group's business
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources	Sustainable Construction, Sustainable Materials
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	Sustainable Construction, Sustainable Materials
Aspect A4: Climate Change		

General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	Climate Change Management
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them	Climate Change Management

B. Social

Aspect B1: Employment

General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	Employee Retention
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Our Workforce
B1.2	Employee turnover rate by gender, age group and geographical region	Employee Retention

Aspect B2: Health and Safety

General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	Occupational Health and Safety
B2.1	Number and rate of work-related fatalities occurred in each of the past three years, including the reporting year	Occupational Health and Safety
B2.2	Lost days due to work injury	Occupational Health and Safety
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	Occupational Health and Safety

Aspect B3: Development and Testing

General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	Employee Retention
B3.1	The percentage of employees trained by gender and employee category	Employee Retention
B3.2	The average training hours completed per employee by gender and employee category	Employee Retention

Aspect B4: Labour Standards

General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	Social Compliance
B4.1	Description of measures to review employment practices to avoid child and forced labour	Social Compliance
B4.2	Description of steps taken to eliminate such practices when discovered.	Social Compliance

Aspect B5: Supply Chain Management

General Disclosure	Policies on managing environmental and social risks of the supply chain	Sustainable Supply Chain
B5.1	Number of suppliers by geographical region	Sustainable Supply Chain

B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	Sustainable Supply Chain
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Sustainable Supply Chain
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Sustainable Supply Chain
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	User Safety
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Not available to the Group's business
B6.2	Number of products and service related complaints received and how they are dealt with	User Safety
B6.3	Description of practices relating to observing and protecting intellectual property rights	Not available to the Group's business
B6.4	Description of quality assurance process and recall procedures	Not available to the Group's business
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	Not available to the Group's business
B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering	Ethics and Integrity
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-Corruption
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Whistle-Blowing
B7.3	Description of anti-corruption training provided to directors and staff.	Anti-Corruption
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities takes into consideration communities' interests	Community Engagement
B8.1	Focus areas of contribution	Community Engagement
B8.2	Resources contributed to the focus areas	Community Engagement

GRI Content Index

GRI Standards	Disclosure Content	Section Reference
2-1	Organizational details	Chairman and Chief Executive Officer's Message
2-3	Reporting period, frequency and contact point	Reporting Practice
2-7	Employees	Our Workforce
2-8	Workers who are not employees	Our Workforce
2-12	Role of the highest governance body in overseeing the management of impacts	Governance and Statement of the Board
2-26	Mechanisms for seeking advice and raising concerns	Whistle-Blowing
2-29	Approach to stakeholder engagement	Stakeholder Engagement
201-1	Direct economic value generated and distributed	FY2021 Annual Report
203-2	Significant indirect economic impacts	Innovation in Construction
205-1	Operations assessed for risks related to corruption	Anti-corruption
205-2	Communication and training on anti-corruption policies and procedures	Anti-corruption
205-3	Confirmed incidents of corruption and actions taken	Anti-corruption
301-2	Recycled input materials used	Sustainable Materials
302-1	Energy consumption within the organization	Energy Conservation
302-3	Energy intensity	Energy Conservation
302-4	Reduction of energy consumption	Energy Conservation
303-1	Interactions with water as a shared resource	Water and Effluents Management
303-3	Water withdrawal	Water and Effluents Management
303-4	Water discharge	Water and Effluents Management
303-5	Water consumption	Water and Effluents Management
305-2	Energy indirect (Scope 2) GHG emissions	Emissions Management
305-4	GHG emissions intensity	Emissions Management
305-5	Reduction of GHG emissions	Emissions Management
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Emissions Management
306-2	Management of significant waste related impacts	Waste Management
306-3	Waste generated	Waste Management
308-1	New suppliers that were screened using environmental criteria	Sustainable Supply Chain
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Retention
401-3	Parental leave	Employee Retention
403-2	Occupational health and safety management system	Occupational Health and Safety
403-9	Work-related injuries	Occupational Health and Safety

GRI Standards	Disclosure Content	Section Reference
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Retention
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Retention
405-1	Diversity of governance bodies and employees	Our Workforce
405-2	Ratio of basic salary and remuneration of women to men	Employee Retention
406-1	Incidents of discrimination and corrective actions taken	Social Compliance
408-1	Operations and suppliers at significant risk for incidents of child labor	Social Compliance
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Social Compliance
413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement
413-2	Operations with significant actual and potential negative impacts on local communities	Noise Management, Vector Management
414-1	New suppliers that were screened using social criteria	Sustainable Supply Chain
414-2	Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain
416-1	Assessment of the health and safety impacts of product and service categories	User Safety
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	User Safety