福兴集团
FUXING GROUP

SGInvestors

SUSTAINABILITY REPORT FY2020

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ABOUT THE REPORT

Reporting Boundary

As a guide, this report covers operations and all subsidiaries for which Fuxing China Group Limited ("Fuxing" or together with its subsidiaries, the "Group") has management control, unless otherwise stated. It seeks to prove an overview of our approach, practices, commitment, and performance of the Group's material Environmental, Social and Governance ("ESG") topics. The report covers the sustainability performance of our substantial operations in the People's Republic of China ("PRC") from 1 January 2020 to 31 December 2020 ("FY2020").

Reporting Period & Standard

The reporting period is the same as that of the financial year of the Group (1 January 2020 to 31 December 2020) and will be published on an annual basis in accordance with Singapore Exchange Limited ("SGX") requirements.

This report was prepared in accordance with the Global Reporting Initiative ("GRI") Standards – "Core" reporting requirements. The GRI Standards is the most widely used and internationally accepted sustainability reporting framework. A GRI Index at the end of the report specifies the location of the relevant disclosures.

Independent Assurance

The ESG performance data presented in the report have mainly been extracted from internal information systems and original records to ensure accuracy. The Group has not sought external assurance for this sustainability report but have relied on internal verification to ensure the accuracy of data.

FEEDBACK

We are fully committed to our stakeholders and we welcome feedback on any aspect of our sustainability policies, processes and performance.

Kindly address all feedback to oilinfxcg@gmail.com. Your feedback is vital to us in achieving our goals to build a sustainable and thriving business. As an attempt to promote environmental conservation, there will be no hard copies of this report.

BOARD STATEMENT ON SUSTAINABILITY

Fuxing China Group Limited ("Fuxing" or together with its subsidiaries, the "Group") is pleased to issue its third sustainability report prepared in accordance with the GRI Standards and in compliance with the SGX-ST guidelines on sustainability reporting.

The Group endeavours and is committed to continually consider material environmental, social and governance topics as part of our core business strategy. The report seeks to present an accurate and even account of our practices and performance in our quest to be a sustainable, responsible corporate citizen.

The Board of Directors ("Board") and senior management ("Management") remains committed to establish and maintain an effective Sustainability Management framework, which is supported by underlying internal controls, risk management practices, clear accountability and reporting process. The Board evaluates and considers ESG risks and opportunities relevant to the Group during the formulation of overall business strategy, objectives and performance measurements.

The Sustainability Reporting ("SR") Committee supports the Management in identifying the type of relevant ESG topics caused by its day-to-day operations. Management then determines the materiality of the ESG topics based on the level of significance of impact, and influence on stakeholder values, and the achievement of the Group's strategic objectives. The Board supports and approves the identification and assessment parameters of material ESG topics.

The ESG topics in this report reviewed by the Board and Management is assessed to be material and relevant. The Board and Management shall continue to dedicate leadership and maintain a high standard of sustainability governance to drive continuous and long-term growth for all its stakeholders. The Group will continue to work towards a balanced disclosure on the management and monitoring of material ESG topics for continual improvement.

ABOUT THE GROUP

Corporate Profile

Since its establishment in 1993, Fuxing China has built up a credible track record and market reputation, having garnered over 20 awards in the past 15 years. Its proprietary "3F" brand has been named the "Symbolic Brand of China" by First Chinese Well Known brand Conference in 2006 and "PRC Top 10 Famous Zipper Brands" by the Hardware Association of the PRC in 2005.

In January 2007, Fuxing China's products were awarded the Intertek Eco-Certification, which allows the Group's products to be sold in the international markets. Today the Group's zipper products are exported to Australia, the EU, Russia, Turkey, Korea, Thailand, Vietnam, Indonesia and many other countries.

In 2008, the Group expanded its production facilities to Shanghai and Qingdao to develop new customer base and to be nearer to its existing customers there. More notably, in 2008, Fuxing China was named one of the 200 companies in Forbes Asia's Fourth Annual Best Under a Billion List, which focuses on Asia Pacific companies with under $1 billion in sales.

All our products are certified under the Intertek Eco-Certification, our manufacturing zipper products are produced in accordance with the PRC zipper industry standards. To ensure continuous innovation in product quality and improved efficiency, the Group places strong emphasis on product and technical Research and Development ("R&D").

The Group owns a research partnership with the Software Institute of Xiamen University, with the aim of enhancing production efficiencies and automation in the manufacturing of zipper products. As a testament of our strength in R&D, the Group's R&D facility was verified as a "Fujian Provincial Level Enterprise Technology Centre" back in December 2006. Towards the end of 2009, the Group was also awarded the "New and High Technology Enterprise" by the Fujian Provincial Government. We currently own 18 design patents, 12 utility patents and 2 invention patents.

Vision

The Group aims to continuously seek business opportunities in line with our strategic growth and to deliver value to our customers and stakeholders as we continue to explore and expand our business operations.

Within the industry, we have also upheld a reputation for quality and high standards in our operations, as well as excellence in our operations management. With a diversified customer base of over 1600 customers in the PRC, Fuxing China's end products are used by renowned brands such as Anta, Septwolves, CBA Leisu, LiNing, 361o, Samsonite, Fujian Peak and Northpole China, in a wide variety of end-products such as apparels, shoes, bags and camping equipment.

Awards & Certification

As a group and across our subsidiaries, we have attained and maintained various awards and certifications, such as the following:

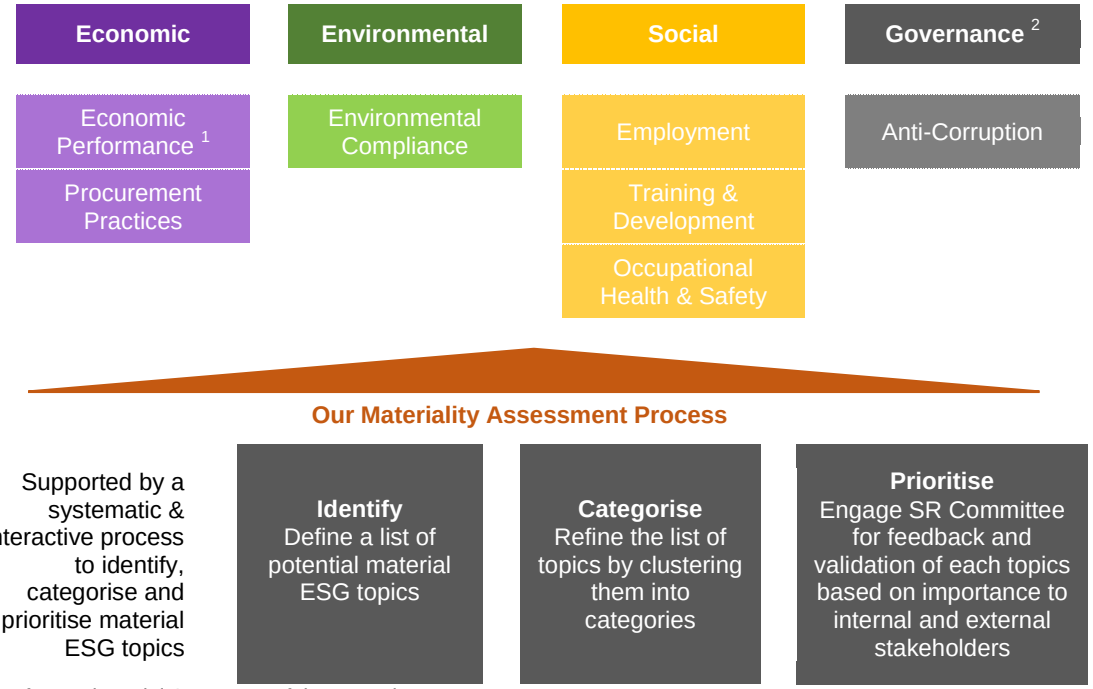
- Certification for ISO 9001: 2015 Quality Management Systems
- ISO 14001: 2015 Certification – Environmental Management Systems
- ISO 18001: 2007 Occupational Health & Safety

SR GOVERNANCE STRUCTURE

Sustainability is integrated into our business and embedded across various roles and functions. The SR Committee, chaired by Mr Hong Qing Liang, our Executive Chairman and Chief Executive Officer ("CEO"), comprises specific working groups with senior management and board level representatives from across our different businesses executes and reports on the material ESG aspects. Additionally, the committee focuses in areas of formulating, implementing and reviewing the Group's sustainable policies and practices, sustainability development programs and initiatives. The Board review and oversee the management and monitoring of the material ESG factors, as well as ensure that sustainability matters are considered as part of its business strategy, and in line with the Group's strategic development.

STRATEGIC APPROACH FOR SUSTAINABILITY

Fuxing firmly believes that while our businesses are driven by earnings, what we do must also have a positive impact on environment, employees and all other stakeholders in our value chain. In FY2020, the Group has with the help of an independent external consultants reviewed and defined our approach to sustainability management. We have reviewed our existing non-financial topics concluded that these topics below are material to the sustainability of our financial performance and business operations.



1. Please refer to Financial Statement of the annual report.
2. Please refer to the Corporate Governance section of the annual report for more details.

STAKEHOLDER ENGAGEMENT

The Group recognises that knowing and understanding the demands and concerns of stakeholders is key to sustainable growth and that regular engagement with stakeholders helps us to better determine material areas of focus. The Group operates and maintains diverse communication channels and platforms to listen to stakeholders' requirements and opinions. In FY2020, the SR Committee with the support of independent external consultant have reviewed and ascertained that employees, customers, shareholder and investors, and business partners are our key stakeholder groups (See Exhibit 2).

Exhibit 2. Our Key Stakeholder Groups



Employees

We recognise that our employees are fundamental to the Group's productivity and continuity. We aim to nurture them well to increase their engagement and contribution to the Group.

How We Engage	Main Concerns & Expectations	How We Respond
• Regular Meetings • Open feedback platform • Annual performance appraisals • Teambuilding activities	• Department updates • Training & career development opportunities • Health & Safety • Job security	By adopting sound HR policies and practices that promote fair treatment and safe working conditions, rewards and recognition.



Customers

We strive to maximise our customer satisfaction, to increase our sales and revenue. We ensure that we understand our customers' needs and expectations and we aim to build long lasting relationships with our customers to win their support and confidence.

How We Engage	Main Concerns & Expectations	How We Respond
• Product sales channel • Customer service feedback • Regular direct engagement and active partnership.	• Product and service quality • Group's reputation in the market • Competition	By establishing policies for quality control and assurance that ensure our goods are of excellent quality and to promptly address customer complaints.



Shareholders and Investors

We aim to maintain profitability and maximise shareholders' return, as well as uphold a high standard of corporate governance and transparency.

How We Engage	Main Concerns & Expectations	How We Respond
• Company website, phone and email channels • AGM / Analyst/ Investors meetings • SGX announcement and media release	• Group strategic development • Current financial performance • Future business outlook	By being transparent and proactive in engaging. The Group retains an investor relations firm to assist in the timely dissemination of material information.



Business Partners

We work closely with our suppliers, contractors and other partners to ensure that all our operations that were carried out are in line with our sustainability efforts and industry practices.

How We Engage	Main Concerns & Expectations	How We Respond
• Regular meetings and visits • Phone and email channels	• Integrity and effectiveness of tender process • Environmental, safety and health practices • Product and technology updates • Performance reviews	By establishing policies and guidelines that ensure a fair selection and procurement process, and ethical business practices.

List of Memberships of Association

Aspiring to widen our exposure to industry standards and collaborate within and beyond the industry to improve on current sustainable practices. The Group participate as members of organisations that include:

- China National Hardware Association ("中国五金协会")
- China Zipper Industry Association ("中国拉链协会")

MATERIALITY ASSESSMENT

Materiality with respect to sustainability reporting, as defined by GRI Standards, includes topics and indicators that reflect the organisation's significant economic, environmental, and social impacts; and would substantively influence the assessments and decisions of stakeholders. Guided by an external independent consultant and having considered the topics of concerns and expectation of identified key stakeholders, the SR Committee together with the Management have assessed and prioritised the material topics to focus on for the Group.

Material ESG Topics	Targets and Commitments	Key Highlights	
		FY2020	FY2019
ECONOMIC			
Economic Performance	Please refer to Financial Statement of the annual report.		
Procurement Practice	❖ Create positive economic impact within our business eco-system.	88% of materials purchased were from local suppliers.	90% of materials purchased were from local suppliers.
ENVIRONMENTAL			
Environmental Compliance	❖ Zero incidents of non-compliance ❖ No significant fines or non-monetary sanctions for non-compliance with environmental laws and regulations	Zero incident of regulatory non-compliance maintained. No significant fines/non-monetary sanctions for non-compliance with environmental laws and regulations.	
SOCIAL			
Fair Employment	❖ Continue to promote diversity and equal opportunity in the workplace. ❖ Comply with local labour regulations across our operations.	The Group continues to embrace diversity and equal opportunity in the workplace. The Group also remained compliant with respective local regulations across our operations. There was no incident of complaints of discrimination against the Group. Please refer to Employment for employee gender and age breakdown.	
Training and Education	❖ Maintain an average of 2 hours of training per employee annually. ❖ Ensure learning and development roadmap account for future skills required to improve the efficiency of the business.	Maintained an average of 2.6 hours of training per employee.	Maintained an average of 2 hours of training per employee. 100% of employee received performance and career development review.
Occupational Health and Safety	❖ Zero fatalities and/or workplace injuries.	Zero workplace fatalities, total permanent injuries and occupational health and diseases. No loss days due to injuries. 2 fire drills and safety talks conducted.	
GOVERNANCE			
Anti-Corruption	❖ Zero tolerance to bribery and corruption, including facilitation payment.	No confirmed cases of corruption and/or substantiated whistle-blowing cases.	

The material ESG topics were also reviewed by the Board and determined as being relevant. Moving forward, to keep abreast of critical issues, the SR Committee, supporting the Board in its oversight, will continue to review annually material ESG topics against the changing business environment, stakeholder opinions, and emerging global and local trends.

PROCUREMENT PRACTICE

The Group firmly believes that its suppliers and subcontractors as key business partners that are capable to create positive economic impact, thus enhancing stakeholder's return. In this respect, the Group maintains a rigorous selection process in vendors selection, which are based on the past track records and adherence to occupational health and safety standards.

We have also developed procurement policies and guidelines to guide our process, such as:

- Guidelines and procedures in selecting and evaluating vendors
- Code of conduct when dealing with vendors

As part of supplier onboarding, suppliers are assessed under stringent criteria. These include track records, financial strength as well as commitments towards high quality, health and safety standards and sustainability. As we consider sustainability as one of the key factors in selecting a supplier, for that reason, we evaluate the potential candidates based on their sustainability performance and practices. Often, there would be a collaboration with partners and supplier to redesign our product offerings to reduce the negative impact on the environment in this area.

All of our suppliers are required to submit relevant environment certifications to prove they are licensed or certified according to the law and regulations. Additionally, we conduct random periodic checks to ensure they are following the relevant laws and regulations. The Group carries out the necessary due diligence, so as not to compromise on quality or allow our suppliers to have any detrimental effects on the environment.

The Group purchases a range of raw materials from its suppliers, with polyester and zinc alloy being our main raw materials. Purchases from local material suppliers accounted for 88% of the total purchases in FY2020 compared to 90% in FY2019. During the reporting period, the Group's raw material purchases amounted to RMB 303.4 million/ approximate SGD 61.6 million *(FY2019: RMB 313.0 million/ approximate SGD 60.4 million)*.

We will continue to remain fully committed to continue procuring responsibly while generating positive economic and social benefits for the local community we operate in.

ENVIRONMENTAL

To address global issues of resource scarcity and a changing climate, we recognise the importance of integrating environmental considerations into the Group's business decisions. We are committed to understanding, managing and minimizing our environmental footprint across our value chain, including our business operations, suppliers and customers. Our environment efforts are largely focused on maximizing material utilisation and optimising energy consumption. We will continue to strengthen our expertise in the areas of environmental programs and be selective about the strategic initiatives that will yield a greater positive impact in the future.

ENVIRONMENTAL COMPLIANCE

Environmental compliance forms an integral part of the Group's sustainability philosophy. With increased pressure on corporations to be accountable for their environmental footprint and rising cost of natural resources, we endeavour to not just comply but also integrate the best sustainability practices across business operations to reduce adverse environmental impact on the ecosystem.

Over the years, the Group's operations continue to conform to local environmental laws and regulations. The Group maintains a zero tolerance for non-compliance and encourage our stakeholders to report any incidences via our established whistle blowing channels. All employees of Fuxing are encouraged to be proactive and forthcoming in managing and reporting environmental related issues and complaints.

In FY2020, there were no incidents of non-compliance and penalties pertaining to environmental-related issues. The Board and Management continues to review and improve current environmental management system and practices and ensure that all our activities and operations comply with regulatory and customers' requirements. It is of utmost importance to the Group that we maintain this unblemished record.

Moving Forward

To maintain the highest standard of environmental compliance, our commitment and target, the Management will continue to review and improve current environmental management system and practices and ensure that all our activities and operations comply with existing regulatory requirements.

SOCIAL

EMPLOYMENT

Our employees are one of our most valuable assets and the Group believes in and is committed to fair employment practices, upholding human rights principles and investing in developing and training our people.

As of 31 December 2020, we have a total of 733 fulltime employees. In general, the Group has maintained a strong and healthy workforce in spite of the relatively high turnover rate which is inherent in the manufacturing industries. Employment numbers for high-skilled positions remains consistent, with our key management personnel unchanged in FY2020.

	FY2020	FY2019
Total No. of Employees	733	715

Distribution by Gender (%)



New Hire Distribution

	FY2020			FY2019		
	158			51		
	Male: 49%		Female: 51%	Male: 39%		Female: 61%
	< 30	30 - 50	> 50	< 30	30 - 50	> 50
Total No. of New Hire by Age Group	52	90	16	15	27	9
% of New Hire by Age Group	33%	57%	10%	30%	53%	17%

Turnover Distribution

	FY2020			FY2019		
	140			235		
	Male: 49%		Female: 51%	Male: 52%		Female: 48%
	< 30	30 - 50	> 50	< 30	30 - 50	> 50
Total No. of Turnover by Age Group	58	50	32	99	110	26
% of Turnover by Age Group	41%	36%	23%	42%	47%	7%

We strive to foster an inclusive and performance driven work environment to attract, retain and develop our talents. As an equal opportunity employer, the Group has instituted a fair system to ensure equal opportunities and non-preferential treatment for all employees. There is no preference or prejudice towards religion, age, ethnicity, any physical disability or gender. Employees are required to observe and adhere to all relevant policies and practices. The Group makes a conscious effort to maintain diversity in the middle management, to generate creativity and innovation and improve the organization's culture. There were no reported incidences of discrimination raised by our employees in FY2020.

The Group also has an open-door policy where employees are encouraged to speak-up or report grievances directly to their superior, head of department, human resource department, chief executive officer and/or independent directors. This is to reinforce our commitment to our employees to provide them with a workplace that is healthy, safe and secure. Across our business segments, there were no workplace grievance cases reported in FY2020.

Employee Remuneration and Benefit

The Group recognises the valuable contribution of all employees. We strongly believe in fair remuneration and sets packages which are competitive and sufficient to attract, retain and motivate personnel with adequate experience and expertise to manage the business and operations of the Group. In setting remuneration packages, the Group takes into account the regulatory requirements, salary, and employment conditions within the same industry and in comparable companies. In FY2020, in addition to the competitive remuneration offered, we extended our employees a set of benefits including but not limited to:

Employment Benefits	Descriptions
Life insurance	In the event that our employee becomes critically ill or permanently disabled, their loved ones will receive a sum of money to provide them with financial protection and coverage against risks.
Medical insurance	Employees are reimbursed for visits to the General Practitioners ("GPs") and dentist, and covered under medical insurance.
Disability insurance	All our employees are covered under personal accident insurance and work-related injury. For instance, the organization will reimburse any rehabilitation costs or monthly pay-outs for each case of disability.
Maternity leave	Eligible female employees are entitled to maternity leave when applicable.
Retirement provision	For employees qualified for pension approaching the retirement age, government will provide them with monthly support during their retirement.

The Group is in full compliance with local labour regulations across our operations, as well as minimum wage laws, where such laws exist. Being in an industry that is largely labour-intensive, we are dedicated to constantly reviewing our employment policies, benefits and remuneration practices to ensure compliance with the updated employment laws, to keep up with the best industry practices to provide the optimal working conditions for our people. In FY2020, the Group had a return-to-work rate of 50% for employees who have taken parental leave. The Group will continually work towards building a pro-parent workplace through enhancing our Group welfare practices and culture.

The Group continually cultivates a transparent and inclusive environment for all employees, as well as ensures a top-down approach to promote fair and ethical business dealings. Fuxing maintains zero tolerance towards unethical labour practices such as child labour, forced labour, slavery and human trafficking across all our operations.

TRAINING & DEVELOPMENTS

The Group recognises that employees need to stay informed and be updated in their skill sets in the ever-changing work environment.

To encourage and support our employees to develop their fullest potential and have a fulfilling career, both on-the-job and ad-hoc trainings are made available to our employees. Employees are encouraged to attend courses which are relevant to their work nature.

	FY2020	FY 2019
Average Hours of Training Per Employee	**~ 2.6 hours**	**~ 2 hours**

Programmes for Upgrading Employee Skills and Transition Assistance

The Group is committed to allocate budget and plan skills upgrading to equip employees to meet strategic targets of the Group. We believe that more skilled employees enhance Fuxing's human capital and contribute to employees' satisfaction, which will then enhance overall performance.

Performance and Career Development Review

Performance and career development review of employees should be performed during the annual performance appraisal process. This process allows two-way communication and engagement between supervisors and subordinates to assess the performance of the employee. Upon completion of the appraisal process, consideration of career advancement such as promotion; quantum of salary increments, and annual variable bonus will be determined based on the performance appraisal results. However, due to operation loss *(Loss from Operations for FY2020 : RMB 130.8 million/ approximate SGD 26.4 million)* impacted by Covid-19 pandemic, there is no promotion and increment for all employees during FY2020. Thus, formal annual performance appraisal process is not conducted. Nevertheless, the Group encourages engagement between supervisors and subordinates and informal feedbacks were given to subordinates during daily operations.

In FY2020, all employees were assessed and remunerated fairly based on their experience, qualifications and performance.

The Group shall continue to provide training and education opportunities through development programmes wherever applicable and promote a conducive corporate environment where everyone could achieve their potential.

OCCUPATIONAL HEALTH & SAFETY

Safety is an integral part of our business, and a key focus area for our board of directors and senior management. Whilst keeping our strength of superior technical ability close at heart, we take pride in building a safe, conducive and healthy workplace as our commitment to developing our people.

Being a largely labour-intensive Group, we regard workplace safety with utmost importance and recognise our duty of care to account for the safety and health of each of our employees. We are constantly striving to build a safe and conducive workplace by ensuring that our Group complies with all relevant safety and environmental legislation, with the aim of minimizing the likelihood and impact of any possible hazardous occurrence. The Group have developed a list of protocols and precautions for workers, to ensure that their safety is fully covered in all areas of work.

Occupational Health & Safety Management Framework

Health & Safety System Aligned to That of OHSAS 18001:2007



Safety Committee Oversight

To facilitate the physical supervision of the workplace safety, and the relaying of workplace safety and health ("WSH") related messages; we have established a Safety Committee. Collectively as a Group, the Safety Committee is headed by the General Manager, and comprises 3 Production Supervisors and 17 Head of Departments ("HODs").

The Safety Committee oversees the subsidiaries' operations to ensure that safety standards are upheld at all times and also up to industry leading practices. In addition, the role and responsibilities of the Safety Committee includes reviewing, effectively implementing and reinforcing safety standards and regulations to ensure all areas of safety are adequately covered. The Committee members meet on a regular basis to review safety inspection results, infrastructures and incidents, as well as to coordinate and organise safety-related activities.

The Group seeks to learn from past mistakes and strive to prevent similar incidents from reoccurring. All near-miss incidents and accidents would be promptly reported to the Safety Committee, which will further provide timely incident analysis briefings to the employees. These safety briefings aim to strengthen the safety awareness of employees, and to remind them of established safety measures and precautions, as well as safety protocols in the event of similar incidents.

Workplace Health & Safety Performance

Category	FY2020	FY2019
Death or Total Permanent Disabilities	0	0
Occupational Injury and Disease	0	0

In FY2020, there were no incidents of fatalities across Fuxing's business operations. The Group strives to continue to maintain its health & safety standards and continuous improvement in its Operational Health and Safety processes and performance. Moving forward, in order to facilitate the effectiveness of the supervision of workplace safety, the Group plans to have more ordinary workers join the safety committee. We advocate our employees to take responsibility for their own safety and health, thus the gradual proactive approach.

In addition, Fuxing adheres to the safety measures issued by various advisories and guidance issued by the authorities pertaining to Covid-19 to safeguard the health and safety of our employees, customers and stakeholders.

ANTI-CORRUPTION

Fuxing is committed to uphold the highest standards of corporate governance and business integrity across its business activities, which are essential for the long-term viability of the Group's businesses and the enhancement of shareholder value. The Board undertakes to investigate complaints of suspected fraud in an objective manner and has put in place a whistle-blowing policy and procedures which provide employees with well-defined and accessible channels within the Group, including a direct channel to the Audit Committee, for reporting suspected bribery, corruption, dishonest practices or other similar matters.

The policy aims to encourage the reporting of such matters in good faith, with the confidence that employees making such reports will be treated fairly and, to the extent possible, be protected from reprisal. The policy and its effectiveness will be reviewed by the Audit Committee periodically, with recommendations regarding updates or amendments, if any, to be made to the Board as required. In FY2020, there were no incidents of regulatory non-compliance across Fuxing's group of businesses. There were also no reported incidents pertaining to whistleblowing for this reporting period under review. The Group continues to work towards reinforcing a full compliance culture.

Moving Forward

The Audit Committee continues to support the Board in its oversight of anti-corruption and is responsible for driving Fuxing's focus on implementing effective compliance and governance systems. At an operational level, the respective department within the Group continues to be responsible to identify, self-assess the adequacy and effectiveness of mitigating measures, and manage their financial, operational, information technology, compliance and reputational related risks.

Please refer to the Corporate Governance section of the annual report for more information.

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

This report has been prepared in accordance with the GRI Standards: Core option

Category	Disclosure	Description	Page Reference and Remarks
GRI 102: General Disclosures	102-1 *	Name of the organization	Cover Page
	102-2 *	Activities, brands, products, and services	Page 4, Refer to AR FY2020 – Notes to The Finance Statement – Note 1
	102-3 *	Location of headquarters	Hangbian Industrial Area, Longhu Town, Jinjiang City, Fujian Province, The PRC
	102-4 *	Location of operations	Refer to AR FY2020 – Notes to The Finance Statement – Note 17 Investment in Subsidiaries
	102-5 *	Ownership and legal form	Refer to AR FY2020 – Notes to The Finance Statement – Note 17 Investment in Subsidiaries
	102-6 *	Markets served	Page 4, Refer to AR FY2020 – Note 4 Revenue by Geographical Segment
	102-7 *	Scale of the organization	Page 10
	102-8 *	Information on employees and other workers	Page 10
	102-9 *	Supply chain	Page 8
	102-10 *	Significant changes to the organization and its supply chain	No significant changes
	102-11 *	Precautionary principle or approach	Page 5
	102-12 *	External initiatives	Page 4
	102-13 *	Membership of associations	Page 6
GRI 102: Strategy	102-14 *	Statement from senior decision-maker	Refer to AR FY2020 Chairman's Message
GRI 102: Ethics and Integrity	102-16 *	Values, principles, standards, and norms of behaviour	Page 4
GRI 102: Governance	102-18 *	Governance structure	Page 5 Refer to AR FY2020 Corporate Governance Corporate Structure

Category	Disclosure	Description	Page Reference and Remarks
GRI 102: Stakeholder Engagement	102-40 *	List of stakeholder groups	Page 5-6
	102-41 *	Collective bargaining agreements	None
	102-42 *	Identifying and selecting stakeholders	Page 5-6
	102-43 *	Approach to stakeholder engagement	Page 6
	102-44 *	Key topics and concerns raised	Page 6
GRI 102: Reporting Practice	102-45 *	Entities included in the consolidated financial statements	Refer to AR FY2020 – Notes to The Finance Statement – Note 2.2
	102-46 *	Defining report content and topic Boundaries	Page 2
	102-47 *	List of material topics	Page 7
	102-48 *	Restatements of information	No restatement
	102-49 *	Changes in reporting	No significant changes from previous reporting periods in the list of material topics and topic boundaries.
	102-50 *	Reporting period	Page 2
	102-51 *	Date of most recent report	FY2019 Sustainability Report
	102-52 *	Reporting cycle	1 January 2020 to 31 December 2020
	102-53 *	Contact point for questions regarding the report	Page 2
	102-54 *	Claims of reporting in accordance with the GRI Standards	Core option
	102-55 *	GRI content index	Page 15 - 17
	102-56 *	External assurance	The Group has not sought external assurance for this sustainability report.
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	Page 8
GRI 307: Environmental Compliance	DMA	Management approach disclosures	Page 9
	307-1	Non-compliance with environmental laws and regulations	Page 9

Category	Disclosure	Description	Page Reference and Remarks
GRI 401: Employment	DMA	Management approach disclosures	Page 10
	401-1	New employee hires and employee turnover	Page 10
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 11
	401-3	Parental leave	Page 11
GRI 403: Occupational Health and Safety	DMA	Management approach disclosures	Page 12-13
	403-1	Occupational Health and Safety Management System	Page 12-13
	403-9	Work-related injuries	Page 13
GRI 404: Training and Education	DMA	Management approach disclosures	Page 12
	404-1	Average hours of training per year per employee	Page 12
	404-2	Programs for upgrading employee skills and transition assistance programmes	Page 12
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 12
GRI 205: Anti-corruption	DMA	Management approach disclosures	Page 14, Refer to AR FY2020 – Corporate Governance
	205-3	Confirmed incidents of corruption and actions taken	Page 14, Refer to AR FY2020 – Corporate Governance