OMNI REMOTES

HOME CONTROL INTERNATIONAL LIMITED

(incorporated in the Cayman Islands with limited liability)
Stock Code: 1747

SUSTAINABILITY REPORT 2019

Contents

About this Report

This is the inaugural Sustainability Report of Home Control International Limited ("Home Control") since its listing on the Main Board of The Stock Exchange of Hong Kong Limited (the "Stock Exchange") on 14 November 2019.

The board (the "Board") of directors (the "Directors") of Home Control accepts responsibility for this report. It has considered sustainability issues as part of its strategic formulation, and has fulfilled its responsibilities in evaluating and determining Home Control's material Environmental, Social and Governance ("ESG") matters, and in ensuring that appropriate and effective ESG risk management and internal control systems are in place to address them.

REPORTING SCOPE

This report covers Home Control's business operations for the year ended 31 December 2019 ("FY2019"). Where available, prior year data has been included for comparison.

Unless otherwise stated, the following operations are covered in scope for each material sustainability matter.

Material ESG matters	Scope	Rationale
1. Good corporate governance	All of Home Control's operations	N.A.
2. Innovation	All of Home Control's operations	N.A.
3. Occupational Health and Safety	All of Home Control's employees and workers in Singapore and China only	Majority of Home Control's employees (FY2019: 89%) are located in Singapore and China. Home Control's main manufacturing partner is situated in China.
4. Employment and Labour Standards	All of Home Control's employees in Singapore and China only	Majority of Home Control's employees (FY2019: 89%) are located in Singapore and China.
5. Emissions (Air, Land, Water)	All company-owned assets or leased assets in Singapore and China, where Home Control has operational control	Home Control's assets (FY2019: 96.5%) are mainly concentrated in Singapore and China.

REPORTING STANDARDS

This report complies with the ESG Reporting obligations and guidelines under Appendix 27 to the Rules Governing the Listing of Securities of the Stock Exchange (the "Listing Rules") and the Global Reporting Initiative (GRI) Standards: Core option.

FEEDBACK

We are committed to continually improving our sustainability practices and disclosures. If you have any feedback or queries, please send them to **info@omniremotes.com**.

About Us

Home Control is the world's second-largest home control solution provider by market share, according to the Frost and Sullivan Report. We design, develop, and sell remote controls mainly for and to multi-service operators ("MSOs"), television ("TV") and over-the-top ("OTT") device brands, and their suppliers. Most of our revenue is generated through sales of remote controls for the set-top boxes of MSOs devices, OTT devices, and smart TVs. With rising disposable incomes, rapid growth in the subscription broadcasting and TV streaming markets, and increased selling prices of remote controls due to improving technical and user functionalities, our industry is expected to reach US$3,728.8 million by 2023, representing a compounded annual growth rate of 15.1% from 2019 to 2023.

We are headquartered in Singapore, with regional sales and liaison offices in the United States, Belgium, the People's Republic of China ("China" or "PRC"), Brazil, India and Taiwan. We keep our supply chain asset-light by outsourcing our product assembly process to 10 manufacturing partners across China and Cambodia. This has allowed us to concentrate our resources on research and development ("R&D"), quality control, and sales management for our customers. Our R&D centres are located in Singapore and Suzhou, China. Currently, the Group has over 200 invention patents, maintains one of the two most comprehensive infra-red and code databases in the world, and has been awarded the Technologically Advanced Service Enterprise Certificate from the People's Government of Suzhou Municipality in China. Additionally, our production management systems have been accredited with ISO 9001:2015, ISO 14001:2015 and TL9000 certifications.

In FY2019, our total revenues were US$179,973K (FY2018: US$173,852K), with 40% attributable to customers in North America. Our products are shipped to over 40 countries in North America, Asia, Europe and Latin America, and our largest customers include AT&T Services Inc., Sky CP Limited, Liberty Global Services B.V. and Beijing Xiaomi Electronic Products Co., Ltd.. We were listed on the Main Board of the Stock Exchange on 14 November 2019. For more information, please refer to our 2019 Annual Report published on 29 April 2020 ("2019 Annual Report").

Scale of our operations

172
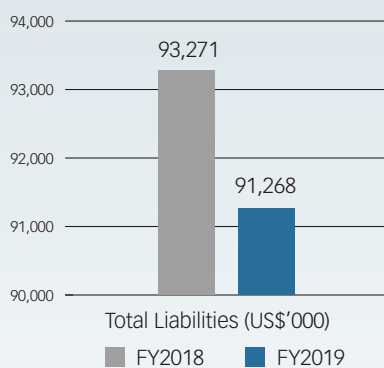### No. of Employees
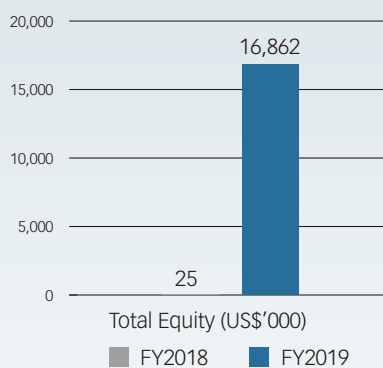*in Singapore and China*

8
No. of Operations
Sales and Liaison Offices – 6
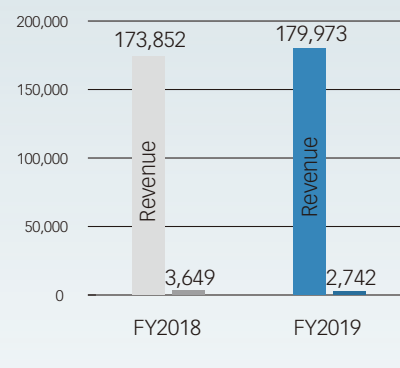*R&D centres – 2*

>80
New types of innovative remote control offerings yearly

Total Liabilities (US$'000)
Per Audited Financial Statements

Total Equity (US$'000)
Per Audited Financial Statements

Total Revenue and Profit (US$'000)
Per Audited Financial Statements

Statement from Chairman

Dear Stakeholders,

2019 was an eventful year for Home Control and the home control solution industry. For Home Control, we successfully listed on the Main Board of the Stock Exchange on 14 November 2019. For the industry, consumers across the globe continued to migrate to streaming services such as Netflix and Disney+, which led to demand for remote control offerings shifting away from the traditional cable and satellite TV services segment, to the OTT segment. Thankfully, our increased focus on the OTT and consumer electronics segment has helped to mitigate the impact of this transition on our revenues, which has grown 3.5% in FY2019. One example of efforts which have proved fruitful is our new Vino series, which we had designed to be the quintessential remote for the streaming market. We expect increased sales volumes of this product line in the coming months.

Amidst these changes in our company and the industry, we remain committed to our mission of being the leading company in providing control systems that enhance people's lives. To this end, product innovation in response to changing consumer preferences and technological advancements is key, and our seasoned innovation and R&D teams will continue to relentlessly research into and improve the ergonomics, connectivity, user engagement and intuitive control in our products, so as to bring to our end-users the best products for their devices.

While pursuing our business objectives, Home Control aims to be a responsible partner in society, acting with integrity towards our employees, customers, business partners, shareholders, and the wider community. This is a commitment we have made as a company to all our stakeholders, and we are constantly working on improving our performance in these areas.

In FY2019, we have been fully compliant with all laws and regulations in Singapore and China, and will continue to monitor our performance and that of our manufacturing partner factories to ensure that this is sustained. We have also had no incidents of work injuries in our offices and our manufacturing partner factories, helped in part by the procedures we have put in place to identify, prevent and minimise safety hazards, and the regular safety trainings we conduct. The health and safety of our employees and workers is always our first priority, as we strive toward greater improvements in their welfare. This includes regular training opportunities for our employees and fair employment terms and benefits. On average, our employees received 38 hours of training each in the year.

Further, our environmental sustainability focus in FY2019 was on engaging with our manufacturing partners. We set a target for 90% of our suppliers to be ISO14001 certified, and are proud to announce that we have exceeded this target, to achieve a 95% coverage rate. We also worked with our partners to ensure that their management of hazardous waste in relation to our products was in line with environmental regulations such as the Restriction of Hazardous Substances (RoHS). In FY2019, we achieved our target of 100% compliance with environmental regulations.

This being our 30th year in operation, we are hopeful for Home Control's continued success and the scaling of our sustainability efforts in the years to come.

Yu GAO
Chairman
19 June 2020

Our Sustainability Approach

While pursuing our business objectives, we aim to be a responsible partner in society, acting with integrity towards our employees, customers, business partners, shareholders, and the wider community. Sustainable development is a priority for our business team, which has formulated guidelines for sustainable performance and operations. Our policy and programs are updated regularly to meet the needs of our stakeholders and customers.

Accountability is the obligation we assume. Partnership is the pathway we pursue.

We are committed to:

1. **Developing meaningful technology** driven by the needs of society

   - We foster a culture of sustainable entrepreneurship, in line with our sustainability policy

   - We have optimised our innovations, business strategies and operations by setting financial and non-financial targets and maintaining constructive relationships with our stakeholders

2. **Behaving responsibly**, living up to our General Business Practices

   - We are committed to complying with all applicable laws and regulations

3. **Building and maintaining trust** through transparency and accountability

4. **Working with stakeholders** inside and outside the company

   - We invest in our employees and strive to create a work environment that enables them to reach their full potential

   - We expect our business partners to be committed to sustainable development

SUSTAINABILITY GOVERNANCE

Home Control was incorporated in the Cayman Islands with limited liability and was listed on the Main Board of the Stock Exchange on 14 November 2019. We are governed by the Corporate Governance Code set out in Appendix 14 to the Listing Rules. For more information on our directors and governance structures, please refer to our Corporate Governance Report on pages 34 to 47 of our 2019 Annual Report.

At every level of leadership, we strive toward a culture in which ethical conduct is recognised, valued, and exemplified by each employee. In our decision-making, we prioritise conducting business in a responsible way over any short-term gain that may be achieved otherwise.

We currently have a dedicated team overseeing our ISO9001, ISO14001, and ISO45001 management systems. Going forward, in 2020, we will set up a Green Product Task Force to formulate initiatives to reduce the environmental impacts of our products. For instance, following the successful avoidance of single-use plastics in one of our customer products in 2019, we hope to broaden this initiative to more product lines, as well as introduce initiatives such as using more recycled material and developing polyvinyl chloride-brominated flame retardant (PVC-BFR) free products.

This task force will comprise of members from various departments, including R&D, purchasing, engineering, production and quality, and will be led by the following management team representatives:

- Yuechun Zhu, our head of R&D and China site general manager

- Barry Cheng, our head of operations (supply chain and production)

- Haitao Ji, our head of quality

They will also be responsible for providing timely updates of green product requirements according to customer needs to the management team, and for communicating information on initiatives to the wider organisation.

Board of Directors
Chief executive officer and the Board provide oversight over sustainability targets, strategy and risk management issues. The Board reviews and approves material ESG matters.

Audit Committee	Remuneration Committee	Nomination Committee

Green Product Task Force
Comprises members from R&D, purchasing, engineering, production and quality, who will formulate and communicate information on initiatives to reduce environmental impacts of products to the management team and the wider organisation.

Head of R&D	Head of Operations	Head of Quality

Home Control Staff
Engages with Green Product Task Force to put sustainability policies and objectives into practice.

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

We consider the views of both internal and external stakeholders obtained through our day-to-day interactions with them, who include, but are not limited to, our customers, suppliers, employees, shareholders and the government. Knowing their concerns allows us to set targets and operate our business in a way that better serves them and creates value for the community.

Stakeholder Engagement

Customers	Suppliers	Employees	Shareholders	Government
Annual report and sustainability report (Annual)	Annual report and sustainability report (Annual)	Annual report and sustainability report (Annual)	Annual report and Sustainability Report (Annual)	Annual report and sustainability report (Annual)
Tradeshows and point of sale (Regular)	Direct communication and collaboration on products (Regular)	Codes of Conduct, Company policies (Regular)	Shareholders' meeting (Annual)	
Customer feedback channel (Regular)		Internal communications (Regular)		
		Company events (Regular)		
		Staff discussion and performance appraisals (Annual)		

We have engaged an independent third-party to facilitate our materiality assessment process, in a three-step approach.

1 Identification	2 Prioritisation	3 Validation
A universe of material ESG matters was curated based on a high-level peer review and industry scan, and the reporting requirements of the Stock Exchange.	These matters were then assigned a score and ranked based on our perception of the scale of their influence on the assessment and decisions of our internal and external stakeholders.

A total of five material matters were prioritised for reporting. | The materiality assessment results were presented to our Board for their validation and approval. |

Materiality Matrix
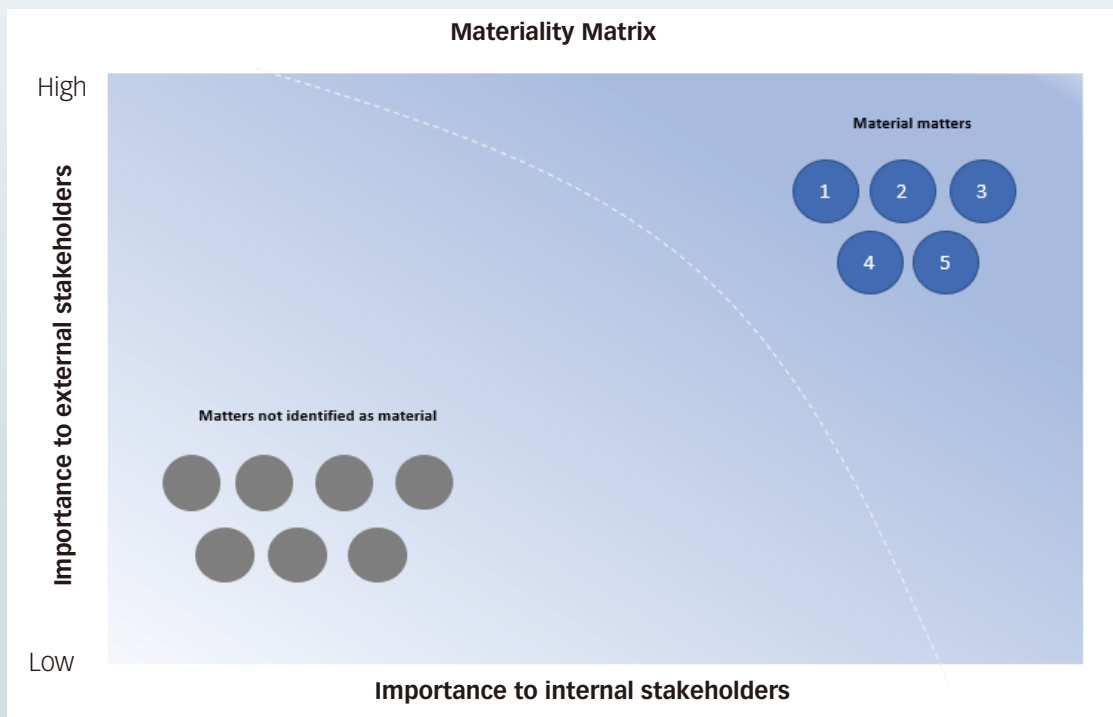
FY2019 KEY STAKEHOLDER CONCERNS, TARGETS AND PROGRESS

Material ESG matters/(Sub-topics)		Key stakeholders	Approach	Targets	Performance as at 31 December 2019
1. Good Corporate Governance	Compliance with laws and regulations	Government, shareholders	Ensure compliance with the stricter of General Business Principles, and applicable laws	**Perpetual target:** Zero cases of non-compliance	✅ Target met
	Anti-corruption	Government	Ensure compliance with the stricter of General Business Principles, and applicable laws	**Perpetual target:** Zero cases of corruption, including bribery, extortion, fraud and money laundering	✅ Target met
	Data security and privacy	Customers, suppliers, employees	Ensure that data collected is fair, accurate, transparent and non-excessive, and that controls are set in place to protect it	**Perpetual target:** Zero cases of leaks, thefts or losses of customer data	✅ Target met
	Business continuity planning (BCP)	Customers, shareholders	Manage risk of operational disruptions through BCP	**Perpetual target:** Annual assessment and update of BCP	✅ Target met

Material ESG matters/(Sub-topics)	Key stakeholders	Approach	Targets	Performance as at 31 December 2019
2. **Innovation**	Customers, shareholders	Deliver innovative solutions that improves lives with speed, quality, fairness and integrity	**Perpetual target:** Develop and implement new technology	✅ Target met Introduced Firefly Link at the International Broadcasting Convention (IBC) Trade Show 2019 ◌ On track to closure of Simple Setup Hybrid project by end of 2020
			Perpetual target: Release high quality products on time	✅ Target met Product commercial release on-time hit rate > 95%
			Perpetual target: Meet customers' environmental requirements for their products	✅ Target met Developed PVC-BFR free products for Philips & AT&T Services Inc. Developed products with no single-use plastics for Sky CP Limited
3. **Occupational health and safety**	Employees	Provide a healthy, safe and productive work environment for employees, factory workers and visitors	**Perpetual target:** < 1 work-related injury/fatality across all employees and factory workers Zero cases of non-compliance with health and safety laws	✅ Target met Zero work-related injuries/fatalities across all employees and factory workers for year ended 31 December 2017 ("FY2017"), year ended 31 December 2018 ("FY2018"), FY2019

Material ESG matters/(Sub-topics)	Key stakeholders	Approach	Targets	Performance as at 31 December 2019
4. **Employment and labour standards**	Employees	Ensure fair employment practices and enable the personal development of our employees	**Perpetual target:** Zero cases of non-compliance with internal and external labour and human rights laws	✅ Target met
5. **Emissions (Air, Land, Water)**	Government, Customers	Minimise the adverse effects of our activities on the environment	**Perpetual target:** Zero cases of non-compliance with relevant environmental legislations **FY2020:** Reduce greenhouse gas (GHG) emissions by 0.5% Reduce monthly electricity consumption by 0.5% Reduce water consumption by 1%	✅ Target met

Good Corporate Governance

We are committed to conducting our business in accordance with internationally accepted standards of good corporate governance. We believe that each of us has a responsibility to comply with the laws and regulations of the countries we operate in, and this commitment extends into the way we conduct business with our partners. We pursue mutually beneficial long-term relationships with partners who are committed to acting fairly, with integrity and in line with our sustainability objectives. Our policies governing the matters discussed in this section are set out in our General Business Principles.

FY2019 Highlights

- Zero reported violations of internal code of conduct
- Zero reported incidents and legal cases of non-compliance with applicable laws
- Zero reported incidents and legal cases of corruption (relating to bribery, extortion, fraud and money laundering)
- Zero reported incidents and legal cases of leaks, thefts or losses of customer data

COMPLIANCE WITH LAWS AND REGULATIONS

Each of us has a responsibility to comply with the laws and regulations of the countries in which we operate. Our internal guidelines and procedures on human rights, labour standards, environment and anti-corruption are aligned to the seven Fundamental Conventions of the International Labour Organisation. Where there is a difference between the legal requirement and Home Control's own General Business Practices, we subject ourselves to the stricter standard. We believe in competing fairly in a free market for our customers to have the widest possible choice of products and services at competitive prices, and as such are careful to avoid contact with our competitors, or use information obtained about them in ways that would violate the antitrust law. In addition, we have procedures in place to ensure that all our business transactions comply with the relevant export controls and sanction regulations.

All employees are reminded that violations will result in disciplinary action, up to and including dismissal. Our whistle-blowing channels are opened for concerns over suspected cases of violation to be reported to our compliance officers, who will swiftly address the issue, ideally before it becomes a violation of law or a risk to health, security or safety.

ANTI-CORRUPTION

We are open, honest and ethical in all our dealings, and do not employ corrupt practices such as bribery or money laundering. Only gifts or hospitality that are reasonable and proportionate can be accepted or offered, and we do not make facilitation payments to speed up or secure the performance of a routine government action. Commission payments to business partners must also be justified by clear and demonstrable services they have rendered. With respect to money laundering, we track suspicious transactions such as payments between unknown entities through an excessive number of intermediaries, high-value cash transactions, or payments made or received by suspicious entities or involving high-risk countries. Any employee who suspects any such case has an obligation to report this to our compliance officers.
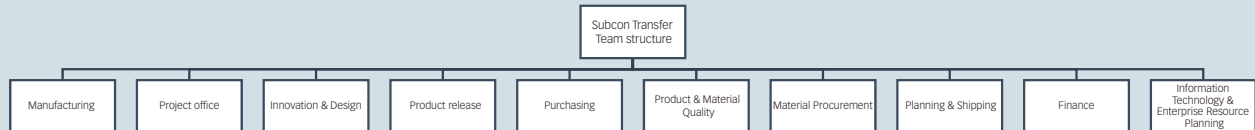
DATA SECURITY AND PRIVACY

We respect the privacy of our customers, employees, business partners and other relevant individuals, and we strive to protect their personal identifiable information from abuse. Only where there is a legitimate business purpose is the personal data of individuals is processed. In such an event, any processing of personal data shall be relevant to that business purpose and should be fair, accurate, transparent and in no way excessive. Employees are also expressly prohibited from compromising our or a third party's information and communication assets by, for instance, intentionally circumventing security measures to gain unauthorised access to systems or data; compromising any computer system; and creating an excess volume of messages.

BUSINESS CONTINUITY PLANNING

Home Control outsources its manufacturing process. To mitigate the risk of business disruptions caused by unexpected events affecting our supply chain, we continually source for alternative subcontractors to be added to our Approved Vendor List, so as to reduce our dependence on any one subcontractor.

In addition, we have a Business Continuity Plan (BCP) that outlines the procedures that we will follow in an emergency, and the roles and responsibilities of a dedicated BCP team that we call our Subcon Transfer Team. The Subcon Transfer Team will first identify and prioritise critical products based on the impact of disruptions in terms of revenue, expenses, and intangible losses. They will then present the key risks and actions to be taken to the business team. The business team will approve the plan and allocate the required financial resources. Thereafter they will execute the plan, with the business team monitoring the progress and handling communications with customers, suppliers, investors and employees.

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                          ┌────────────────────┐
                          │  Subcon Transfer   │
                          │   Team structure   │
                          └────────────────────┘
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| Manufacturing | Project office | Innovation & Design | Product release | Purchasing | Product & Material Quality | Material Procurement | Planning & Shipping | Finance | Information Technology & Enterprise Resource Planning |

Innovation

We believe in harnessing the power of innovation to drive quality and product excellence, and to improve the way we operate. Our customers are our partners with whom we maintain an ongoing dialogue. By listening to and learning from them, we are able to design and deliver the solutions they really want and need with the quality that they are familiar with. Our policies governing the matters discussed in this section are set out in our General Business Principles and Innovation Program Policy.

FY2019 Highlights

- Launch of Firefly Link at the International Broadcasting Convention (IBC) Trade Show 2019
- Product commercial release on time hit rate of 95% achieved
- Developed PVC-BFR free products for Philips and AT&T Service Inc
- Developed products with no Single-use plastics for Sky CP Limited
- Zero cases of non-compliance with relevant laws and regulations

DEVELOPMENT AND IMPLEMENTATION OF NEW TECHNOLOGY

Our Innovation Program Policy guides our development of new technologies and concepts through a funneling approach. Firstly, we gather input consisting of new ideas, market research, customer feedback, and feedback from our tradeshows. Then, these inputs are discussed, evaluated, and narrowed down at a weekly platform. Shortlisted ideas are further refined through discussions with other relevant stakeholders such as our sales team, before they are approved, and finally executed.

The following chart illustrates the general flow of our product development process:
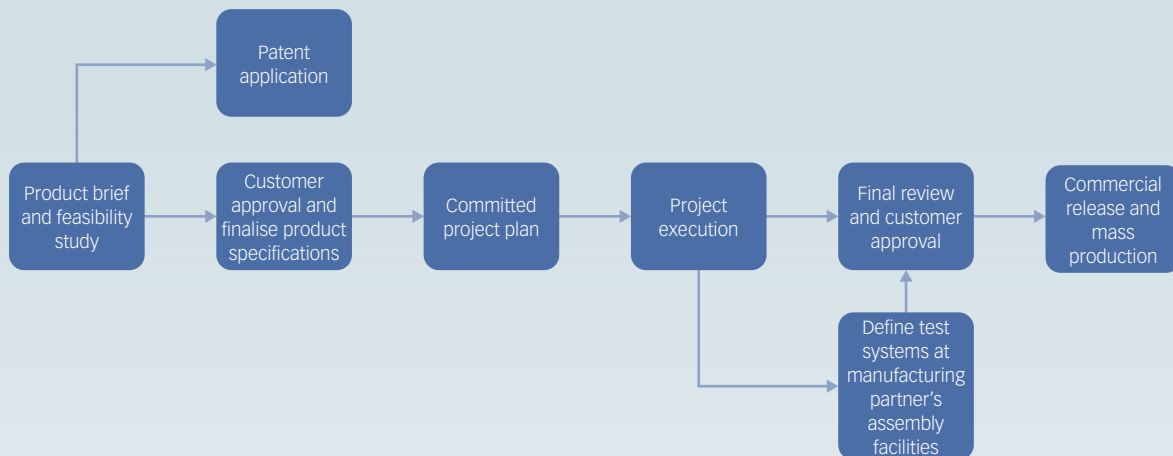
Innovation

This approach has helped us to focus our resources on the most important projects, and has enabled us to differentiate ourselves from the competition through enabling innovative, advanced product offerings at competitive prices. Our products also comply to internal and external process, quality, and safety standards.

In FY2019, we debuted the Firefly Link to more than 56,000 attendees at the IBC 2019, an annual trade show for the broadcasting, entertainment and technology industry. The Firefly Link is our latest offering which transforms smart TVs or set-top boxes into advanced far-field devices, allowing users to control their devices hands-free.

Another new innovation we were excited to demo at the tradeshow was the Simple Setup Hybrid, which combines a best-in-class database with an intelligence engine that automatically predicts, configures and controls TVs connected to the MSO's set-top box. With advanced user input, recognition and far field voice solutions built into this product, we expect greater customer traction in 2020.

Furthermore, with consumer preferences tending toward entertainment streaming, we also expect greater customer demand for our new off-the-shelf Android TV remote control from our Vino portfolio, which was built especially for the streaming segment.

RELEASE OF HIGH-QUALITY PRODUCTS ON-TIME
We are constantly striving toward shortening the lead time to the introduction of a product. In FY2019, we saw deployment lead times fall by more than 20% though the standardisation and modularisation of our software platform. We also achieved a product commercial release on time hit rate of 95%.

MEETING OUR CUSTOMERS' REQUIREMENTS
We are committed to providing our customers with high quality products that meet their needs. We accomplish this by continually soliciting and validating their insights and value propositions, and then translating them into improvements in our products. In FY2019, we developed PVC-BFR free products for two of our major customers, and will be expanding this to a third customer going forward. On the request of another major customer, we have also eliminated the use of single use plastics in their products and packaging to protect the ocean.

Awards & Certifications

- **ISO9001:2015/TL9000 (R6)/R5.5** for China Operations (Renewed 12 January 2018)
- **ISO14001:2015** for China Operations (Renewed 1 November 2018)

Occupational Health and Safety

We value our employees and seek to foster a healthy, safe and productive work environment for them, our factory workers, and our visitors. Our policies governing the matters discussed in this section are set out in our General Business Principles and Occupational Health and Safety Policy.

As we have outsourced our product assembly process, this section will cover data collected for Home Control's Singapore and China offices, as well as Home Control's main manufacturing partner factory in China.

FY2019 Highlights

- Zero work-related fatalities among employees
- Zero work-related fatalities among workers in subcontracting factories
- Zero lost days among employees due to work injuries
- Zero lost days among workers in subcontracting factories due to work injuries
- Zero cases of non-compliance with relevant laws and regulations

Core to our company values is the belief that no activity is so important or urgent that it is unable to be performed with utmost care and safety. We care for our people and we recognise that management plays a key role in ensuring their safety, both at their sites and within their functional organisations. Some of the key actions in FY2019 that we have undertaken to achieve the highest standards of occupational health and safety (OHS) performance are:

- Implementing procedures for the identification, prevention, and minimisation of hazards and risks

- Providing all employees with relevant information and regular training on OHS, and ensuring that everyone participates in OHS activities to enhance their safety awareness

- Promoting a Plan-Do-Check-Act systematic approach at all levels in the organisation

- Reporting on our OHS performance regularly and in a transparent manner

We conduct regular audits and reviews of our objectives and targets to achieve continual improvement of our OHS management system, and our OHS policies are communicated to all persons working for or on behalf of the company. Quarterly, at our business review meeting, we review the OHS statistics of our manufacturing partner factory.

To this end, we are proud to report that we have achieved a stellar track record of zero work-related fatalities and lost days due to work injuries amongst both our employees and factory workers for the past three years.

Awards & Certifications

- **OHSAS18001:2007** for China Operations, including Home Control's China office and main manufacturing partner in China (Renewed 1 November 2018)
- **ISO45001:2018** for China Operations, including Home Control's China office and main manufacturing partner in China (Obtained 31 December 2019)
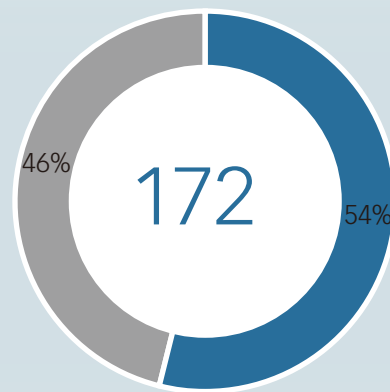
Employment and Labour Standards

We value our employees and we encourage them to further their own personal development and make full use of their talents. We will not tolerate any forms of discrimination, harsh or inhumane treatment, including sexual harassment or abuse, corporal punishment, mental or physical abuse of any employee, or the threat of any such treatment. We do not make use of child labour or forced labour, both in our offices, and in the manufacturing and assembly of our products, and this is clearly stated in our General Business Principles. Our policies governing the matters discussed in this section are set out in our General Business Principles, and Human Resources policy manual.

As at 31 December 2019, Home Control had a total of 39 employees in Singapore and 133 employees in China (FY2018: 39 employees in Singapore and 127 employees in China). All of our employees were full-time and permanent. 54% of our employees were male and 46% were female (FY2018: 53% male and 47% female).
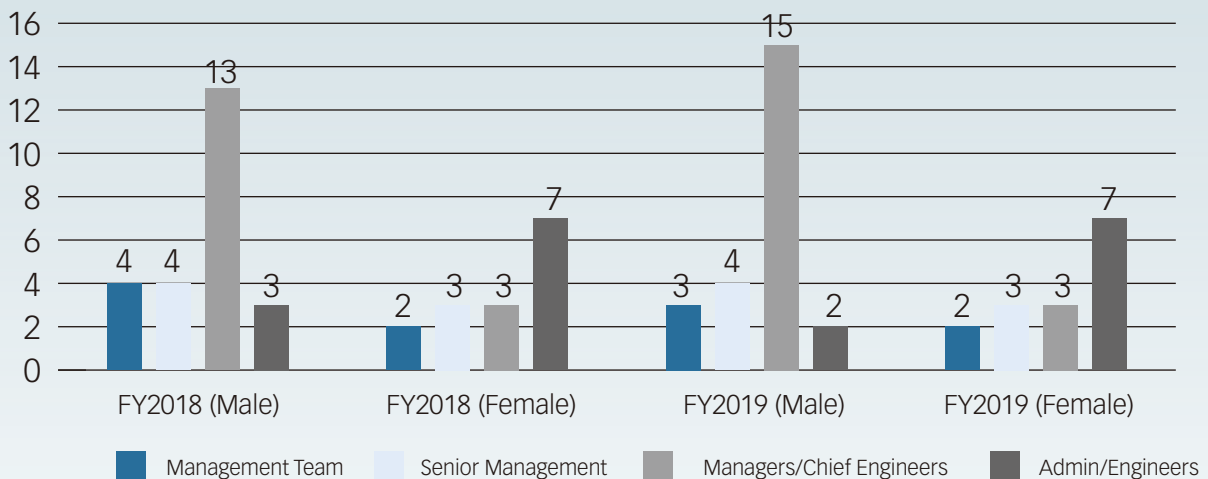
Combined - Employee breakdown by Gender (FY2018)

166
47% 53%
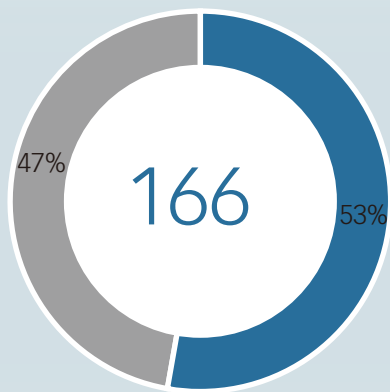
■ Male ■ Female

Combined - Employee breakdown by Gender (FY2019)

172
46% 54%

■ Male ■ Female

Singapore - Breakdown by Gender and Employee Category

	FY2018 (Male)	FY2018 (Female)	FY2019 (Male)	FY2019 (Female)
Management Team	4	2	3	2
Senior Management	4	3	4	3
Managers/Chief Engineers	13	3	15	3
Admin/Engineers	3	7	2	7

■ Management Team ■ Senior Management ■ Managers/Chief Engineers ■ Admin/Engineers

China - Breakdown by Gender and Employee Category

	FY2018 (Male)	FY2018 (Female)	FY2019 (Male)	FY2019 (Female)
Management Team	4	0	3	0
Senior Management	3	1	4	1
Managers/Chief Engineers	17	10	21	11
Admin/Engineers	40	52	41	52
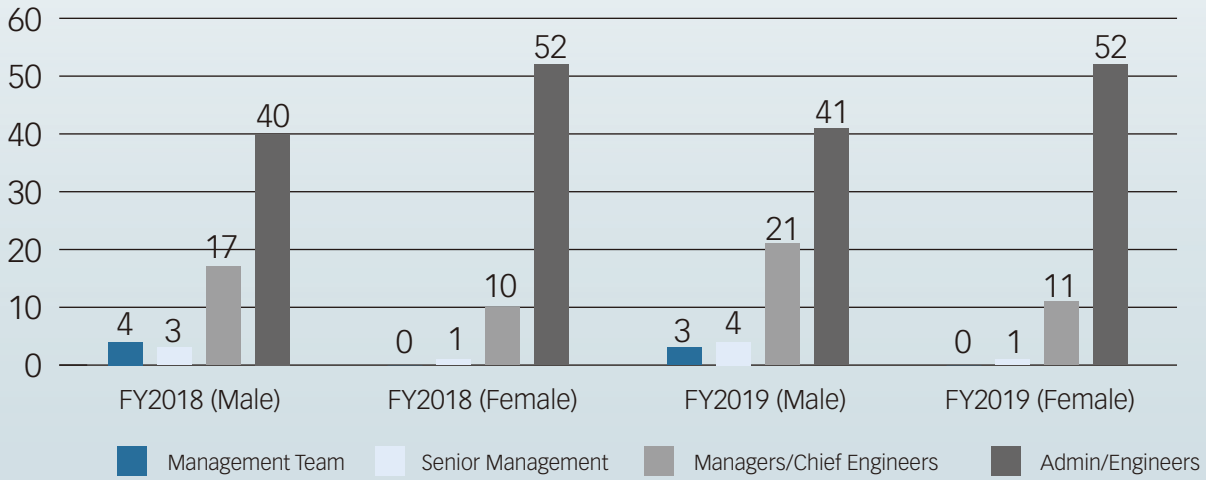
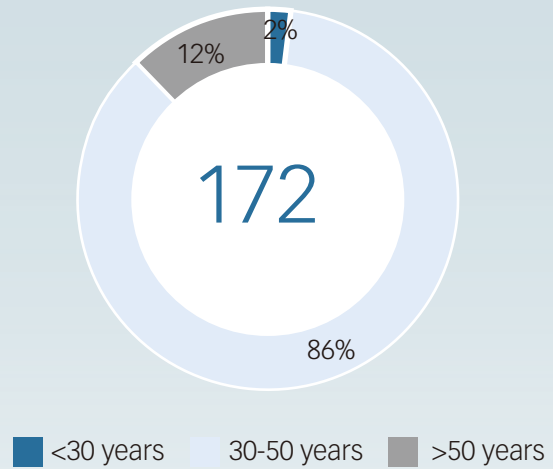2% were under 30 years old, 86% were between 30 to 50 years old, and 12% were more than 50 years old (FY2018: 2% were under 30 years old, 86% were between 30 to 50 years old, and 12% were more than 50 years old).

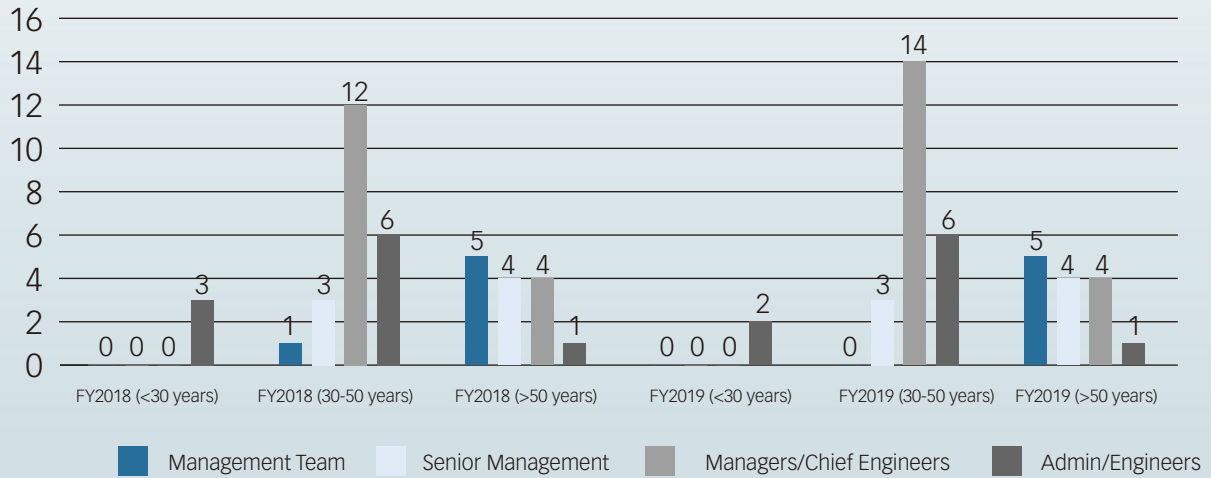### Combined - Employee breakdown by Age Group (FY2018)
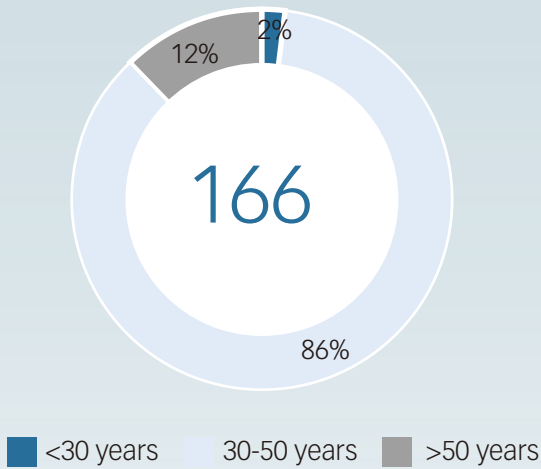
166

2% — 12% — 86%

<30 years | 30-50 years | >50 years

Combined - Employee breakdown by Age Group (FY2019)

172

2% — 12% — 86%

<30 years | 30-50 years | >50 years

Singapore - Breakdown by Age Group and Employee Category

Legend: Management Team | Senior Management | Managers/Chief Engineers | Admin/Engineers

China - Breakdown by Age Group and Employee Category

Legend: Management Team | Senior Management | Managers/Chief Engineers | Admin/Engineers
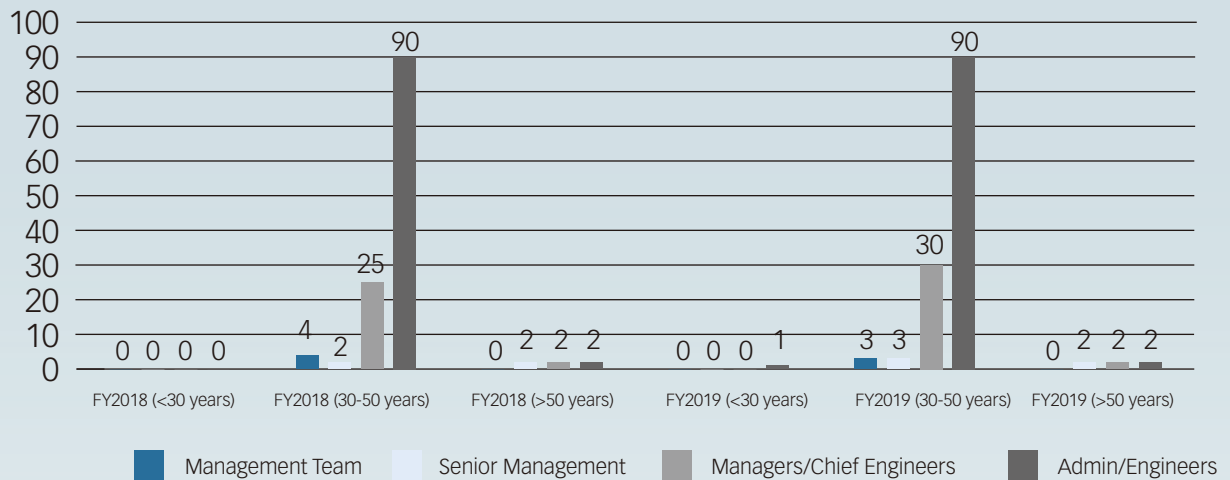
In FY2019, our attrition rate was 7%[i], an improvement from the 12%[ii] attrition rate in FY2018.
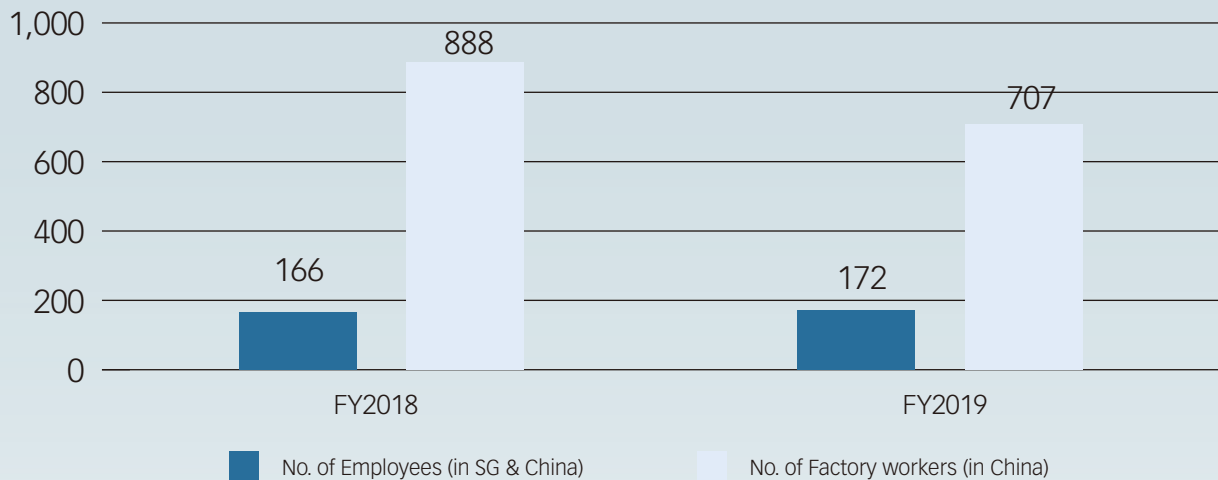
Total rate of attritions	FY2018	FY2019
By Gender	Male: 18 out of 106 Female: 4 out of 82	**Male: 8 out of 101** **Female: 5 out of 84**
By Age group	<30 years: 0 out of 3 30-50 years: 20 out of 163 >50 years: 2 out of 22	**<30 years: 1 out of 4** **30-50 years: 12 out of 161** **>50 years: 0 out of 20**
By Region	Singapore: 2 out of 41 China: 20 out of 147	**Singapore: 3 out of 42** **China: 10 out of 143**

As we have outsourced our product assembly process, a significant portion of our activities are performed by workers who are not employees but involved in assembly of our products. We expect all our business partners including our suppliers to act fairly and with integrity towards their stakeholders, to observe the applicable laws where they operate, and to respect internationally proclaimed human rights, and accordingly not to be complicit in the abuse thereof.

Breakdown of workers

Legend: No. of Employees (in SG & China) | No. of Factory workers (in China)

FY2018: 166, 888
FY2019: 172, 707

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[i] In FY2019, 13 out of 185 (7%) employees for Home Control's Singapore and China offices resigned, resulting in 172 employees at year-end.

[ii] In FY2018, 22 out of 188 (12%) employees for Home Control's Singapore and China offices resigned, resulting in 166 employees at year-end.

LABOUR STANDARDS

We support the aim of the International Labour Organisation to arrive at universally accepted labour standards, and have adopted internal procedures and guidelines with respect to the topics covered by the seven Fundamental Conventions of the International Labour Organisation, such as forced labour, the right to organise, collective bargaining, discrimination and child labour.

Our operations in Singapore are governed by the Employment Act of 1968, and our operations in China (which include our China office and our main manufacturing partner in China) are governed by the Law of the People's Republic of China on Employment Contract. Under Article 15 of the Labour Law in China, it is illegal to hire employees under the age of 16. Under the Law of the Protection of Juveniles in Singapore, there are several work arrangement restrictions for employees aged 16 to 18 years old. As such, it is company policy not to hire employees under the age of 18.

FY2019 Highlights

- Zero reported complaints and cases on non-compliance to internal and external labour and human rights laws

In matters of remuneration, we take care to adhere to all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Wages are paid regularly and employees are informed about the composition of their pay and benefits in a detailed and clear manner.

Working hours do not exceed the maximum set by local laws or 60 hours each week, including overtime, except under exceptional circumstances to meet short-term business demand. Overtime work is voluntary, unless agreed otherwise in a collective labour agreement or union contract, or under exceptional circumstances to meet short-term business demand. Employees are allowed at least one day off per seven-day period.

Furthermore, we respect the right of our employees to be represented by labour unions and other employee organisations and will not make the employment of a worker subject to his non-membership (or membership) of a trade union.

Equal opportunities and treatment are given to every employee, and equal pay is offered for equal work performed at equal levels at similar locations. No discrimination is tolerated.

DEVELOPMENT AND TRAINING

We believe that it is to both Home Control and its employees' interests to achieve high levels of performance and employability. To this end, our employees are regularly provided relevant training opportunities.

FY2019 Highlights

- 100% employees received a performance and career development review
- 38 hours of training received per employee on average
- 38 Training and development programs, 2 Succession planning programs, and 2 Transition assistance programs held

Annually, all employees undergo a performance appraisal, in which all staff and supervisors are given the opportunity to step back from their day-to-day tasks to review past accomplishments and set clear goals for the future. These appraisals form the basis for their merit increases and bonuses, and include employee self-assessments, written evaluations by their managers, and performance discussions and collaborative goal setting with their managers. In FY2019, 100% of employees underwent a performance and career development review (FY2018: 100%).
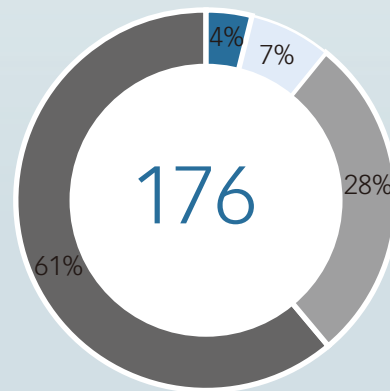
Employment and Labour Standards

All in all, 176 employees received training in FY2019 (FY2018: 174), out of which 4% were from the Management Team, 7% were Senior Management, 28% were Managers/Chief Engineers and 61% were Admin staff/Engineers. 53% of staff who received training were male and 47% were female (FY2018: 6% from the Management Team, 6% were Senior Management, 23% were Managers/Chief Engineers and 65% were Admin staff/Engineers. 58% of staff who received training were male and 42% were female.)

No. of Employees who received training (FY2018)
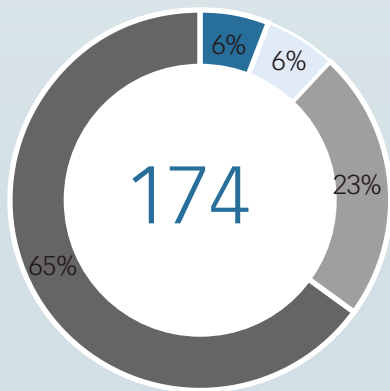
6% 6%
174
23%
65%

- Management Team
- Senior Management
- Managers/Chief Engineers
- Admin/Engineers

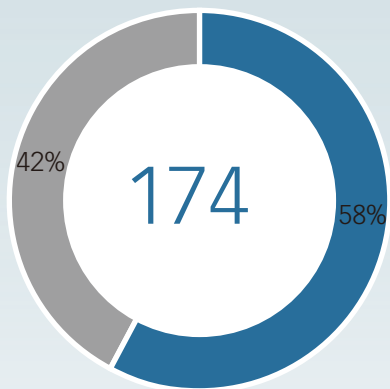### No. of Employees who received training (FY2019)

4% 7%
176
28%
61%
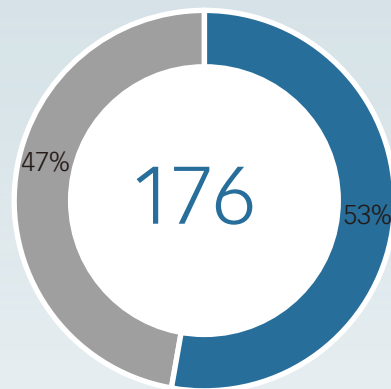
- Management Team
- Senior Management
- Managers/Chief Engineers
- Admin/Engineers

No. of Employees who received training (FY2018)

42% 174 58%
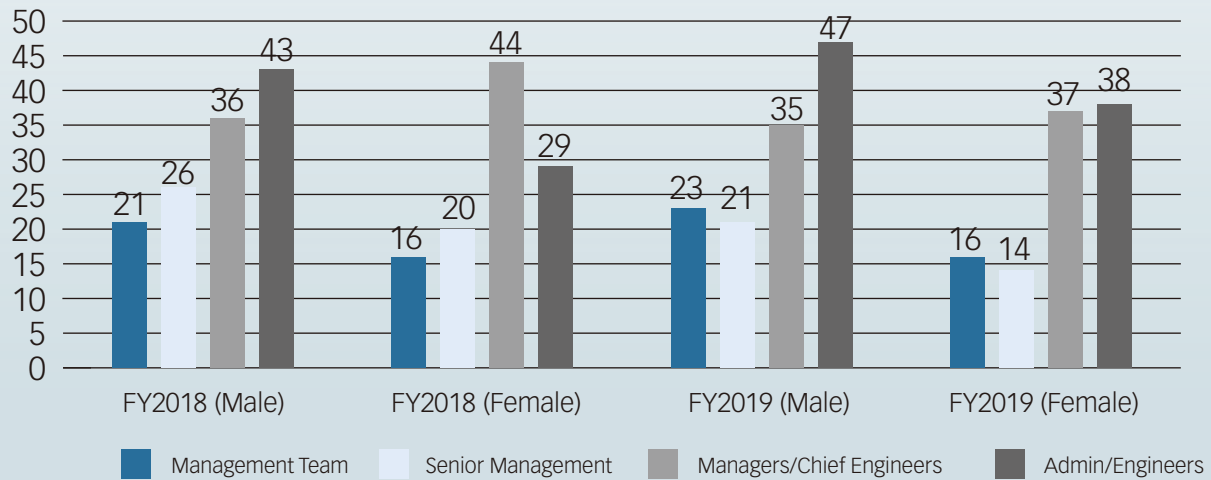
- Male
- Female

No. of Employees who received training (FY2019)

47% 176 53%

- Male
- Female

On average, each staff received 38 hours of training (FY2018: 35 hours) across 38 different training programs.

Average Training hours - Breakdown by Gender and Employee Category

| Management Team | Senior Management | Managers/Chief Engineers | Admin/Engineers |

In addition, there were 2 succession planning programs and 2 transition assistance programs held.

Type of Program	Sub-type of Program	Description	No. of programs	No. of participants
Training	Management training	Management training on topics including leadership, new tax law, performance management and ISO related training	15	301
	Technical training	Technical training on topics including specific professional skills for each function	19	385
	Safety training	Fire safety training	1	140
	Softskill training	Softskill training on topics including English and negotiation skills	3	61
Succession planning	Critical resource in R&D function	We identified key talents in the R&D function based on the performance review	1	7
	Back up for department manager	We identified potential leaders to serve as backups for the department manager in each department	1	6
Transition assistance	Severance pay	Company severance pay based on PRC labor law totaled Renminbi (RMB) 72,369.68 Before the retrenchment, employees were also given a three month notice period	2	2

EMPLOYEE WELFARE

We invest in the welfare of our employees and offer comprehensive benefit entitlements in line with our desire to attract, develop, and retain high-calibre employees. On top of benefits such as insurance coverage, long service awards, and annual dinners, here are some of our highlights in FY2019, where employees in our Singapore and China offices got together to have fun.

FY2019 Highlights

Emissions (Air, Land, Water)

Consistent with our commitment to sustainable development, we do all that is reasonable and practicable to minimise any adverse effects of our activities on the environment. These include ensuring compliance with environmental regulations in our operations and in those of our manufacturing partners. Our policies governing the matters discussed in this section are set out in our General Business Principles.

FY2019 Highlights

- Zero cases of non-compliance with the relevant environmental legislations
- 95% of manufacturing partners are ISO14001:2015 certified
- 18% decrease in electricity consumption intensity from 11,753.12 kilowatt-hour (kWh)/US$Million (M) of revenue in FY2018 to 9,590.72 kWh/US$M of revenue in FY2019
- 30% decrease in fuel consumption intensity from 66.53 litres/US$M of revenue in FY2018 to 46.80 litres/US$M of revenue in FY2019
- 18% decrease in GHG emissions intensity from 9.43 tonnes carbon dioxide (tCO_2)/US$M of revenue in FY2018 to 7.70 tCO_2/US$M of revenue in FY2019
- 0.62% decrease in hazardous waste production intensity from 439.11 kilograms (kg)/US$M of revenue in FY2018 to 436.40 kg/US$M of revenue in FY2019
- 4.36% decrease in packaging material intensity from 3.21 tonnes/US$M of revenue in FY2018 to 3.07 tonnes/US$M of revenue in FY2019
- 21% increase in water consumption intensity from 105,895.82 litres/US$M of revenue in FY2018 to 128,527.06 litres/US$M of revenue in FY2019

With regards to our environmental impact, Home Control generally encourages the reduction, reuse, and recycling of waste; and the conservation of energy and other natural resources to prevent pollution. We communicate with interested parties on these environmental policies, and conduct regular audits and review our objectives and targets periodically to ensure continual improvement of the effectiveness of our Quality & Environmental Management System. Our target is for 90% of our suppliers to be ISO14001:2015 certified, and in FY2019 we have exceeded this target to achieve a 95% coverage rate. We are currently in the midst of collecting more data to formulate our environmental targets, which will be shared in subsequent years.

The following subsections on energy consumption, waste and water will cover data collected for Home Control's Singapore and China offices, as well as Home Control's main manufacturing partner factory in China. Intensity is calculated per $US million of revenue generated in the year.

Emissions (Air, Land, Water)
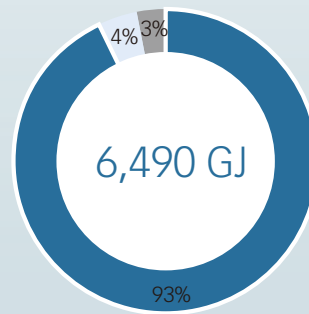
ENERGY CONSUMPTION

In FY2019, Home Control's energy consumption was 6,489.97 GJ[iii] (FY2018: 7,735.06 GJ). 96% (FY2018: 95%) of our energy consumption stems from electricity use in our operations, which include our Singapore and China offices, and Home Control's main manufacturing partner factory in China, and 4% (FY2018: 5%) stems from motor fuel consumption in our China operations.

Energy Consumption (FY2018)

5% 4%

7,735 GJ

91%
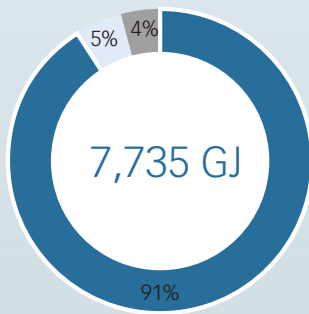
- ☐ Electricity (Singapore)   ☐ Electricity (China)
- ☐ Motor fuel (China)

Energy Consumption (FY2019)

4% 3%

6,490 GJ

93%

- ☐ Electricity (Singapore)   ☐ Electricity (China)
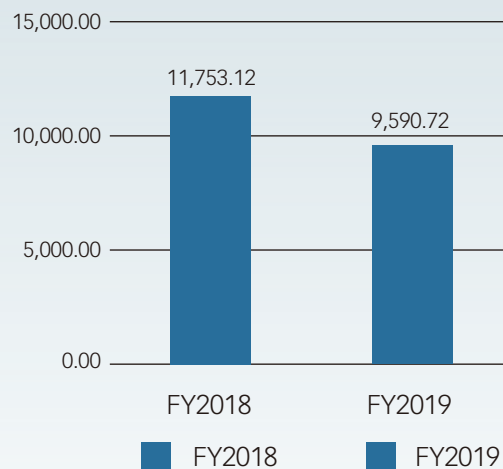- ☐ Motor fuel (China)

Our operations in Singapore consumed 55,452 kWh of electricity (FY2018: 80,758 kWh of electricity). The decrease in electricity consumption was mainly due to a reduction in our office area in Singapore from 12,615 square feet to 6,179 square feet. Our operations in China consumed 1,670,619 kWh of electricity and 8,423 litres of non-renewable motor fuel (FY2018: 1,962,545 kWh of electricity and 11,567 litres of non-renewable motor fuel). The decrease in electricity and fuel consumption was mostly due to the outsourcing of certain manufacturing processes by our manufacturing partners, as well as reduced company car usage, as short distance business was covered by our employees in their private cars on their route to work or back home.

In total, Home Control's electricity consumption intensity was 9,590.72 kWh/US$M of revenue (FY2018: 11,753.12 kWh/US$M of revenue). Our fuel consumption intensity was 46.80 litres/US$M of revenue (FY2018: 66.53 litres/US$M of revenue). In FY2019, our main initiatives relating to energy consumption include the use of light-emitting (LED) lights in our offices.

Electricity Consumption (kWh) - By Country

	FY2018	FY2019
Singapore	80,758	55,452
China	1,962,545	1,670,619

- ☐ Singapore   ☐ China
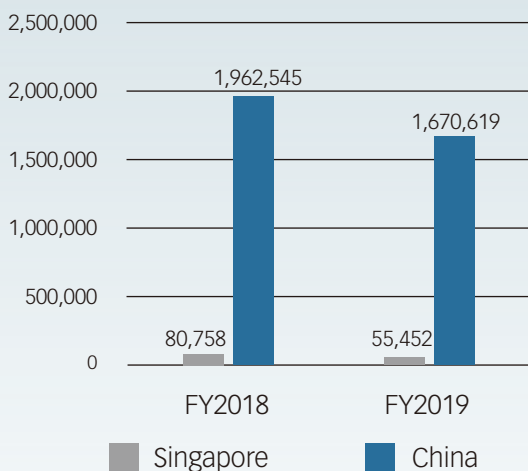
Electricity Consumption intensity (kWh/US$M of revenue) - Combined operations

FY2018	FY2019
11,753.12	9,590.72

- ☐ FY2018   ☐ FY2019

[iii]   GJ = Gigajoules

Emissions (Air, Land, Water)

Motor Fuel Consumption (litres) - By Country
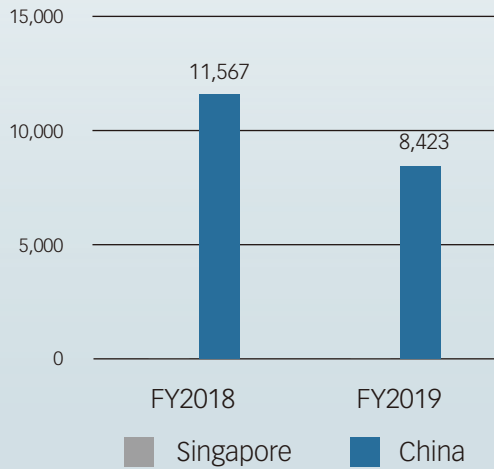
15,000

11,567

10,000

8,423

5,000

0

FY2018　　　FY2019

◻ Singapore　◼ China

Motor Fuel Consumption intensity (litres/US$M of revenue) - Combined operations

100.00

66.53

46.80

50.00

0

FY2018　　　FY2019
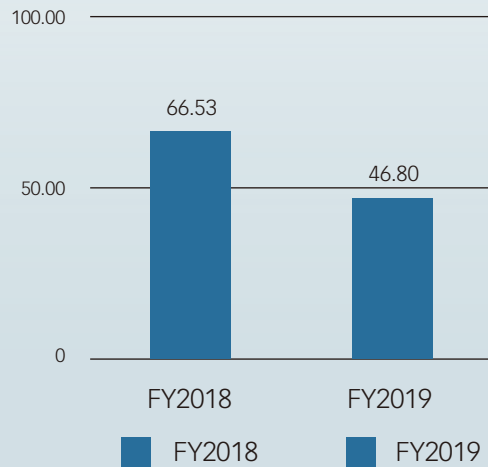
◼ FY2018　◼ FY2019

Correspondingly, in FY2019 our operations in Singapore emitted 23.22 tonnes CO_2 (FY2018: 33.82 tonnes CO_2).[iv] Our operations in China emitted 1,363.32 tonnes CO_2, 0.000828 tonnes Methane (CH_4), and 0.000276 tonnes nitrous oxide (N_2O) (FY2018: 1,605.33 tonnes CO_2, 0.00113 tonnes CH_4, and 0.000379 tonnes N_2O)[v]. Total GHG emissions intensity for Home Control decreased to 7.70 tCO_2/US$M of revenue in FY2019, from 9.43 tCO_2/US$M of revenue.[vi]

GHG emissions (tCO_2) - By Country

2,000.00

1,605.33

1,500.00

1,368.32

1,000.00

500.00

33.82　　　23.22

0

FY2018　　　FY2019
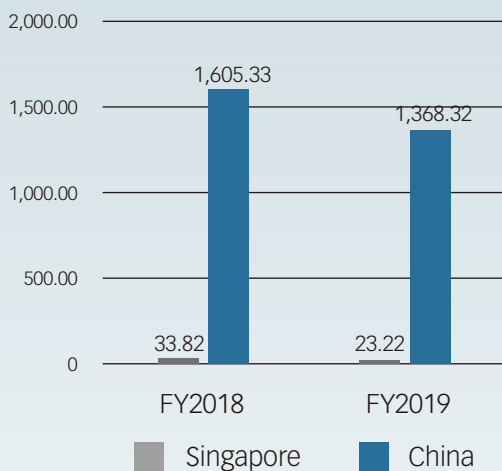
◻ Singapore　◼ China

GHG emissions intensity (tCO_2/US$M of revenue) - Combined operations

10.00

9.43

7.70

5.00

0

FY2018　　　FY2019

◼ FY2018　◼ FY2019
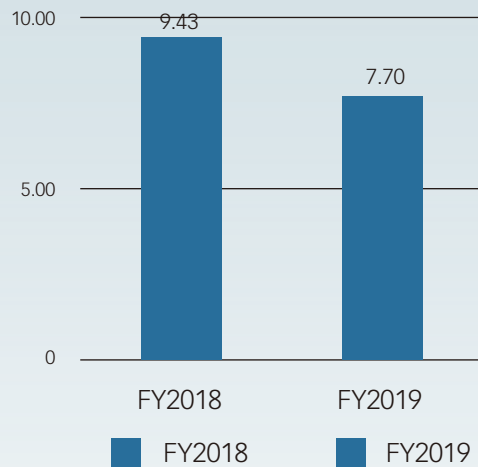
iv　　Using latest (2018) Grid Emission Factor provided by Energy Market Authority of Singapore of 0.4188 kg CO_2/kWh

v　　Using latest (2017) East China Grid Emission Factor provided by Institute for Global Environmental Studies (https://www.iges.or.jp/en/pub/list-grid-emission-factor/en) of 0.804 kg CO_2/kWh

vi　　GHG emissions intensity (per production unit) for CH_4 and N_2O are immaterial in both FY2018 and FY2019

Emissions (Air, Land, Water)

Our air pollutant emissions (nitrogen oxides (NO_x), sulphur oxides (SO_x), and particulate matter (PM)) were minimal in FY2019 given our low fuel consumption in the year.

WASTE

In general, we work with our suppliers to increase the use of recycled packaging (such as cartons and boxes) for goods provided to Home Control. Similarly, we use recycled material cartons and boxes to store our plastic parts and printed circuit boards.

All our hazardous waste (such as waste printed circuit boards) is treated by a qualified third-party company. In FY2019, 78,540 kg of such waste was generated (FY2018: 76,340 kg). In FY2019, our hazardous waste production intensity was 436.40 kg/US$M of revenue (FY2018: 439.11 kg/US$M of revenue). Furthermore, all our chemical containers are recycled by our suppliers. Our focus in FY2019 was to work with our partners to ensure that their management of hazardous waste in relation to our products was in line with environmental regulations such as the Restriction of Hazardous Substances (RoHS). In FY2019, we achieved our target of 100% compliance with environmental regulations.

Hazardous waste generated (kg) - Combined operations

79,000	
	78,540 (FY2019)
78,000	
77,000	
76,340 (FY2018)	
76,000	
75,000	
FY2018	FY2019

■ FY2018   ■ FY2019
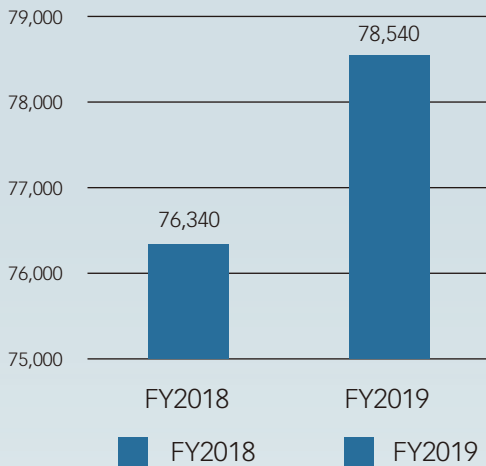
Hazardous waste intensity (kg/US$M of revenue) - Combined operations

440.00	
	439.11 (FY2018)
438.00	
	436.40 (FY2019)
436.00	
434.00	
FY2018	FY2019

■ FY2018   ■ FY2019
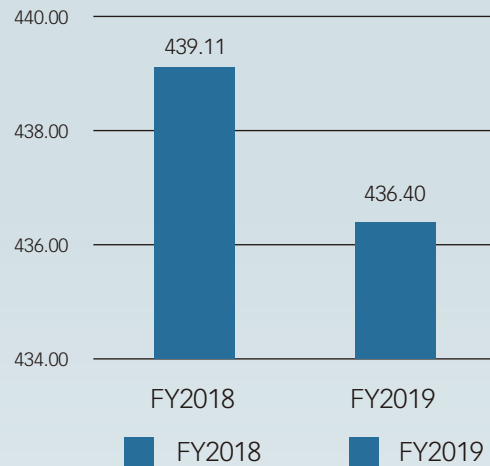
Our non-hazardous waste (mainly comprising cartons, pallet packaging film, and paper and plastic packaging material) is recycled by a third party.

Emissions (Air, Land, Water)

In total, we estimate that packaging material used for our finished products in FY2019 was 477.87 tonnes of carton packaging and 73.92 tonnes of plastic polyethylene bags (FY2018: 482.45 tonnes of carton packaging and 75.05 tonnes of plastic polyethylene bags). This translates to 3.07 tonnes of packaging used per US$M of revenue generated in FY2019 (FY2018: 3.21 tonnes of packaging used/US$M of revenue). In 2020, we hope to continue to reduce the use of plastic polyethylene ("PE") bags in our packaging by at least 1%.

Packaging material (tonnes) - Combined operations

	FY2018	FY2019
Carton	482.45	477.87
Plastic PE bags	75.05	73.92

Packaging material intensity (tonnes/US$M of revenue) - Combined operations

FY2018	FY2019
3.21	3.07
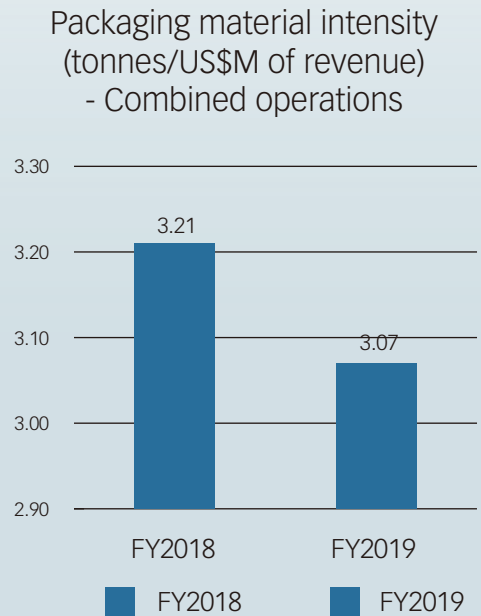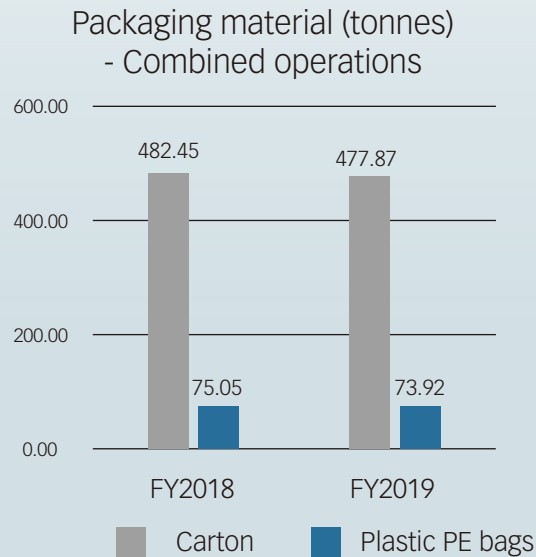
We have no industrial wastewater discharge from our offices nor our subcontracted assembly factory. All our living wastewater is discharged to the civil waste water pipe.

WATER

In FY2019, our operations in Singapore consumed 54,400 litres of water (FY2018: 52,200 litres of water). Our operations in China consumed 23,077,000 litres of water (FY2018: 18,358,000 litres of water).

In total, Home Control's water consumption was 23,131,400 litres of water (FY2018: 18,410,200 litres of water) and our water consumption intensity was 128,527.06 litres/US$M of revenue (FY2018: 105,895.82 litres/US$M of revenue).

Since the 3rd quarter of 2019, our subcontracted assembly factory has ceased using normal well water for domestic uses such as toilet washing and plant watering, in line with local government requirements. This led to the substantial increase in water consumption in FY2019.

Both Home Control and our subcontracted assembly factory have no issues in sourcing water fit for purpose.

Water consumption (litres) - By Country

	FY2018	FY2019
Singapore	52,200	54,400
China	18,358,000	23,077,000

Water consumption intensity (litres/US$M of revenue) - Combined operations

FY2018	FY2019
105,895.82	128,527.06
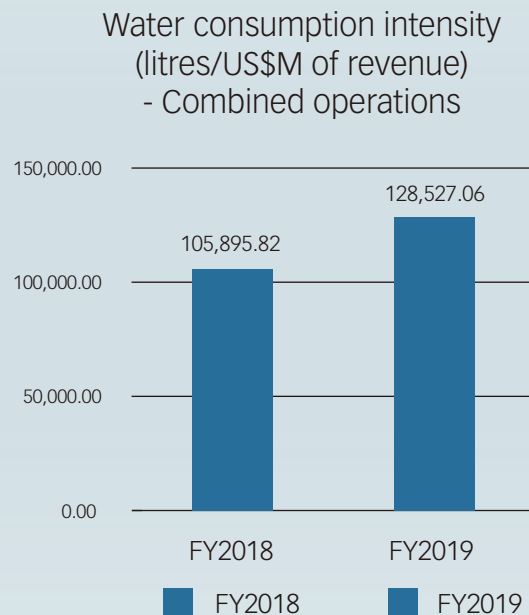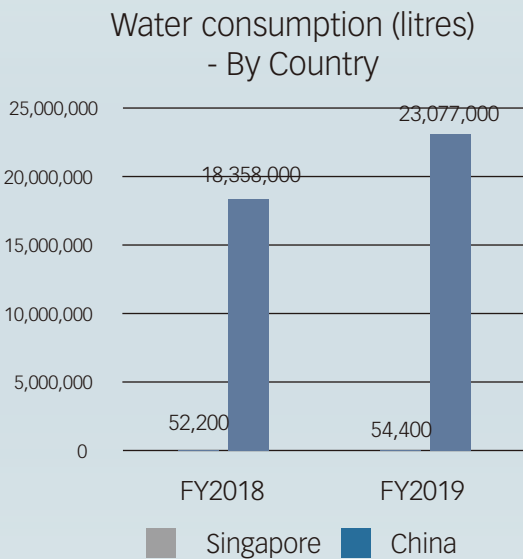
Content Index

We are reporting in alignment with the Appendix 27 Environmental, Social and Governance Reporting Guide to the Listing Rules (before revisions effective for financial years starting 1 July 2020) based on the ESG matters deemed material to Home Control.

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
Organisational profile	102-1		Name of organisation	**About Us**
	102-2		Activities, brands, products, and services	**About Us**
	102-3		Location of headquarters	**About Us**
	102-4		Location of operations	**About Us**
	102-5		Ownership and legal form	**About Us**
	102-6		Markets served	**About Us**
	102-7		Scale of the organisation	**About Us**
	102-8	B1.1	Information on employees and other workers	**Employment and Labour Standards**
	102-9	B5.1	Supply chain	**About us**
	102-10		Significant changes to the organisation and its supply chain	*Not applicable, as this is the inaugural report*
	102-11		Precautionary Principle or approach	*Not in use*
	102-12		External initiatives	*None*
	102-13		Membership of associations	*Not applicable*
Strategy	102-14		Statement from senior decision-maker	**Statement from Chairman**
Ethics and integrity	102-16		Values, principles, standards, and norms of behaviour	**Our Sustainability Approach**
Governance	102-18		Governance structure	**Sustainability governance**
Stakeholder engagement	102-40		List of stakeholder groups	**Stakeholder engagement and materiality assessment**
	102-41		Collective bargaining agreements	*No information available*
	102-42		Identifying and selecting stakeholders	**Stakeholder engagement and materiality assessment**
	102-43		Approach to stakeholder engagement	**Stakeholder engagement and materiality assessment**
	102-44		Key topics and concerns raised	**Stakeholder engagement and materiality assessment**

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
Reporting practice	102-45		Entities included in the consolidated financial statements	*2019 Annual Report*
	102-46		Defining report content and topic Boundaries	**Stakeholder engagement and materiality assessment**
	102-47		List of material topics	**Reporting scope; FY2019 Key Stakeholder concerns, targets and progress**
	102-48		Restatements of information	*Not applicable, as this is the inaugural report*
	102-49		Changes in reporting	*Not applicable, as this is the inaugural report*
	102-50		Reporting period	Reporting scope
	102-51		Date of most recent report	*Not applicable, as this is the inaugural report*
	102-52		Reporting cycle	*Annually*
	102-53		Contact point for questions regarding the report	**Feedback**
	102-54		Claims of reporting in accordance with the GRI Standards	**Reporting standards**
	102-55		GRI content index	**Content Index**
	102-56		External assurance	*No external assurance done for FY2019*

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
Emissions		A1	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.	**Emissions (Air, Land, Water)**
		A1.1	The types of emissions and respective emissions data.	**Emissions (Air, Land, Water) – Energy consumption**
		A1.2	Greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	**Emissions (Air, Land, Water) – Energy consumption**
		A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	**Emissions (Air, Land, Water) – Waste**
		A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	*Unable to collect data for FY2019 as our manufacturing partner factory has outsourced the collection of all our non-hazardous waste to a third party recycling company. Going forward, we will request for this data to be collected*
		A1.5	Description of emission targets set and steps taken to achieve them.	*No emission targets for FY2019, as it is very heavily dependent on production volume of different remote control models. Going forward, our target is to reduce GHG emissions by 0.5% in 2020*
		A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction targets set and steps taken to achieve them.	**Emissions (Air, Land, Water) – Waste**

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
Use of Resources		A2	Policies on the efficient use of resources, including energy, water and other raw materials.	**Emissions (Air, Land, Water) – Water**
		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).	**Emissions (Air, Land, Water) – Energy consumption**
		A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	**Emissions (Air, Land, Water) – Water**
		A2.3	Description of energy use efficiency targets set and steps taken to achieve them.	*No energy use efficiency targets for FY2019. Going forward, our target is to reduce electricity consumption each month by 0.5% in 2020*
		A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency targets set and steps taken to achieve them.	**Emissions (Air, Land, Water) – Water** *No water efficiency targets for FY2019 as no water is used for industrial purposes in our manufacturing partner factory. Going forward, our target is to reduce water consumption by 1% in 2020*
		A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	**Emissions (Air, Land, Water) – Waste**

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
The Environment and Natural Resources		A3	Policies on minimising the issuer's significant impact on the environment and natural resources.	**Emissions (Air, Land, Water)**
		A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	**Emissions (Air, Land, Water)**
		A4	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	*Only applicable for financial years starting on or after 1 July 2020*
		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.	*Only applicable for financial years starting on or after 1 July 2020*
Employment	103	B1	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.	**Employment and Labour Standards**
	102-8, 405-1(b)	B1.1	Total workforce by gender, employment type (e.g. full time or part time), age group and geographical region.	**Employment and Labour Standards**
	401-1(b)	B1.2	Employee turnover rate by gender, age group and geographical region.	**Employment and Labour Standards**

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
Health and safety	103	B2	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 3 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**
Development and Training	103, 404-2, 404-3	B3	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	**Employment and Labour Standards**
		B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	**Employment and Labour Standards**
	404-1	B3.2	The average training hours completed per employee by gender and employee category.	**Employment and Labour Standards**

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
Labour Standards	103	B4	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.	**Employment and Labour Standards**
	408-1	B4.1	Description of measures to review employment practices to avoid child and forced labour.	**Employment and Labour Standards**
		B4.2	Description of steps taken to eliminate such practices when discovered.	*No policies in FY2019 as strict labour laws and frequent audits in China prevent this from being a possibility*
Supply Chain Management	103	B5	Policies on managing environmental and social risks of the supply chain.	**Occupational Health and Safety**
		B5.1	Number of suppliers by geographical region.	*Information not disclosed due to confidentiality constraints*
		B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	*Not identified as material in FY2019*
		B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	*Not identified as material in FY2019*
		B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	*Not identified as material in FY2019*

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
Product Responsibility	103	B6	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.	**Innovation**
		B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	*Not identified as material in FY2019*
		B6.2	Number of products and service related complaints received and how they are dealt with.	*Not identified as material in FY2019*
		B6.3	Description of practices relating to observing and protecting intellectual property rights	*Not identified as material in FY2019*
		B6.4	Description of quality assurance process and recall procedures.	*Not identified as material in FY2019*
		B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	*Not identified as material in FY2019*

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Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/ Reasons for omission
Anti-corruption	103, 205-3	B7	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.	**Good Corporate Governance**
	205-3	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.	**Good Corporate Governance**
	103	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	**Good Corporate Governance**
		B7.3	Description of anti-corruption training provided to directors and staff	*Only applicable for financial years starting on or after 1 July 2020*
Community Investment	103	B8	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	*No policies on community engagement in FY2019*
		B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	*No contribution activities in FY2019 and not identified as material in FY2019*
		B8.2	Resources contributed (e.g. money or time) to the focus area.	*No resources contributed in FY2019 and not identified as material in FY2019*
Innovation			Company's efforts to drive innovation to meet ongoing and future needs of the company and customers.	**Innovation**
Business Continuity Planning			Disclosure of company's strategy and approach in recognising threats and risks facing the organisation's personnel and assets to ensure functionality and operations in the event of crisis or disaster.	**Good Corporate Governance**