



HOME CONTROL INTERNATIONAL LIMITED

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



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SUSTAINABILITY REPORT 2020

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About this Report

Home Control International Limited (“Home Control” or “we”, together with our subsidiaries, the “Group”) was listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) on 14 November 2019. This is our second Sustainability Report.

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 2020 (“FY2020”). 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 (FY2020: 87.8%) 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 (FY2020: 87.8%) 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 (FY2020: 96.0%) 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 (Version effective from 31 December 2015 to 30 June 2020) (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@omniremotest.com.

About Us

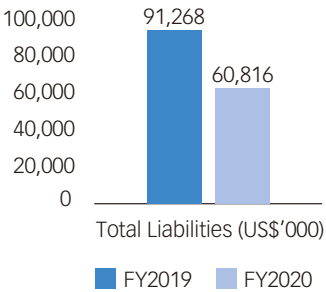
Home Control is a globally leading home control solution provider. We design, develop, and sell remote controls mainly for and to multi-service operators (“MSOs”), television (“TV”) and over-the-top (“OTT”) device brands, and their suppliers. Most of our revenue is generated through sales of remote controls for the set-top boxes of MSOs devices, OTT devices, and smart TVs.

We are headquartered in Singapore, with regional sales and liaison offices in the United States (“US”), 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 eight 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 TL 9000 certifications.

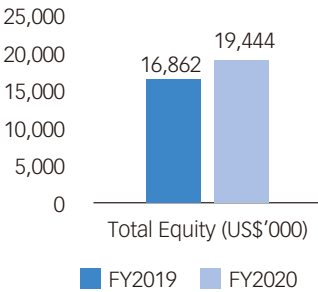
In FY2020, our total revenues were US\$134,189,000 (FY2019: US\$179,973,000). Our products are shipped to over 40 countries in North America, Asia, Europe and Latin America, and our largest customers include AT&T Services Inc., Sky CP Limited, Liberty Global Services B.V. and Beijing Xiaomi Electronic Products Co., Ltd. For more information, please refer to our 2020 Annual Report dated 19 March 2021 (“2020 Annual Report”).

Scale of our operations

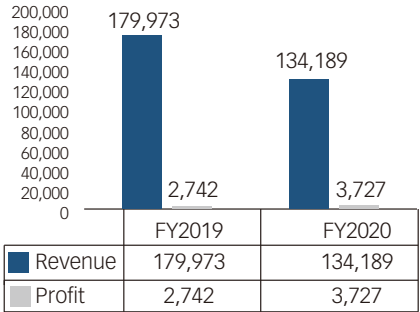
Globally, we have six Sales and Liaison offices, and two R&D centres, releasing more than 80 new types of innovative remote control offerings yearly. In Singapore and China, where majority of our employees are located, we had 166 employees in FY2020.



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



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



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

Statement from Chairman

Dear Stakeholders,

FY2020 was a year of resilience amidst trying conditions arising from COVID-19. With our global operations and markets being impacted by government restrictions, lockdowns, and difficult economic conditions, we have had to innovate and swiftly respond to new challenges, such as supply chain disruptions.

Despite this, we have stayed committed to being a responsible partner in society, acting with integrity towards our employees, customers, business partners, shareholders, and the wider community. As one of the leading companies in the world providing control systems, we are proud to say that in FY2020, we maintained our record of being fully compliant with all laws and regulations in Singapore and China, including anti-corruption, data privacy, health and safety, labour and human rights, and environmental regulations.

We are continually striving toward the highest standards of occupational health and safety practices, and were quick to adopt safe management measures aligned with recommendations by local governments and international health authorities. With the safety of our people being a core priority, we issued guidelines on company measures, and provided masks to our employees in Belgium, Brazil, China, Singapore, and US early on in the pandemic, when there was a shortage of masks. There were no cases of COVID-19 and work injuries amongst our employees and workers in the year. As the company strove to protect livelihoods, we did not hold any COVID-19 related retrenchment exercises, though a one-year salary freeze was imposed in the April 2020 cycle to ensure the company's financial sustainability. For our COVID-19 response and efforts, our China office received a commendation award from the Suzhou government union.

In FY2020, we saw a growing interest in green products from our customers. In response to this, we set up a Green Product Task Force, which oversaw the implementation of innovative projects such as the use of Post-Consumer Recycled Plastics in certain product models, and the avoidance of single-use plastics in our packaging. These projects are expected to reduce carbon emissions and plastic pollution. We also issued a letter with our Green Product and Process requirements to all our suppliers and requested a yearly report from them on their environmental performance. In March 2020, when China released four mandatory national standards on Volatile Organic Compounds ("VOCs") in coatings, adhesives, inks and cleaning agents, we followed up with our suppliers on their awareness of and compliance with the new standards.

We care about our communities. To support them through the pandemic, we donated 3,000 masks in total to Huangshi Central Hospital in Hubei, China and Bethesda CARE Centre in Singapore. We also bought 300 boxes of fruit products from farmers in the poverty-stricken area of Shanxi, China.

Thanks to a strong team and robust processes, we were one of the first companies to emerge from the supply chain crisis in the industry. Looking ahead to the post-COVID landscape, we are looking at expanding our business beyond the traditional pay TV space, to set a strong foundation for Home Control for many years to come.

Yu GAO

Chairman

30 June 2021

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 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 37 to 50 of our 2020 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 ISO 9001, ISO 14001, and ISO 45001 management systems. In 2020, we set up a Green Product Task Force to oversee the implementation of initiatives that would reduce the environmental impacts of our products. These initiatives include testing and implementing the use of more sustainable packaging, processes, materials and substances for and in our products. More details of our initiatives in FY2020 can be found in the “Innovation” section of this report.

Our Sustainability Approach

The task force meets bi-weekly, and comprises of members from various departments, including R&D, purchasing, engineering, production and quality. The team is led by the following management team representatives:

- Alain Perrot, our Chief Executive Officer
- Rick Siu, our head of Product & Marketing
- Sylvia Lim, Global Human Resources Manager
- 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 are also responsible for providing timely updates of green product requirements according to customer needs and industry regulations 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, test, 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

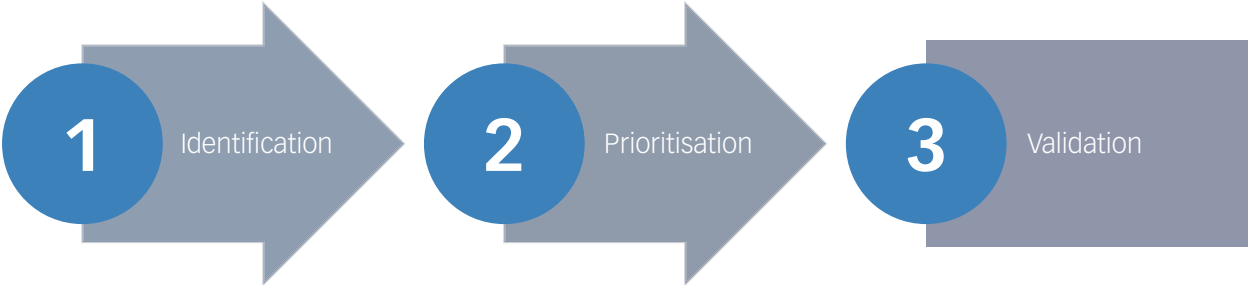
We consider the views of both internal and external stakeholders obtained through our day-to-day interactions with them, who include, but are not limited to, our customers, suppliers and business partners, employees, shareholders and the government. Knowing their concerns allows us to set targets and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

Customers	Suppliers & Business Partners	Employees	Shareholders	Government
<p>Key concerns</p> <ul style="list-style-type: none"> - Innovation and product quality - Environmental sustainability - Data privacy - Timely and quality service 	<p>Key concerns</p> <ul style="list-style-type: none"> - Data privacy - Long-term business relationship 	<p>Key concerns</p> <ul style="list-style-type: none"> - Data privacy - Labour standards - Occupational health and safety - Training and development 	<p>Key concerns</p> <ul style="list-style-type: none"> - Innovation and product quality - Revenues and economic sustainability - Good corporate governance 	<p>Key concerns</p> <ul style="list-style-type: none"> - Compliance with laws and regulations - Social and community impact - Environmental impact
<p>COVID-19 specific concerns</p> <ul style="list-style-type: none"> - Timely delivery of products 	<p>COVID-19 specific concerns</p> <ul style="list-style-type: none"> - Supply chain disruptions due to COVID-19 containment measures 	<p>COVID-19 specific concerns</p> <ul style="list-style-type: none"> - Job security - Work disruptions due to COVID-19 containment measures - Health and safety, including mental health 	<p>COVID-19 specific concerns</p> <ul style="list-style-type: none"> - Business continuity - Revenues and economic sustainability 	<p>COVID-19 specific concerns</p> <ul style="list-style-type: none"> - Social initiatives to support employees and the wider community

Customers	Suppliers & Business Partners	Employees	Shareholders	Government
<p>Our engagement platforms</p> <ul style="list-style-type: none"> - Annual report and sustainability report (Annual) - Virtual tradeshows and point of sale (Regular) - Customer feedback channel (Regular) 	<p>Our engagement platforms</p> <ul style="list-style-type: none"> - Annual report and sustainability report (Annual) - Direct communication and collaboration on products (Regular) 	<p>Our engagement platforms</p> <ul style="list-style-type: none"> - Annual report and sustainability report (Annual) - Codes of Conduct, Company policies (Regular) - Internal communications (Regular) - Company events (Regular) - Staff discussion and performance appraisals (Annual) 	<p>Our engagement platforms</p> <ul style="list-style-type: none"> - Annual report and Sustainability Report (Annual) - Shareholders' meeting (Annual) 	<p>Our engagement platforms</p> <ul style="list-style-type: none"> - Annual report and sustainability report (Annual)

Our Sustainability Approach

For our inaugural Sustainability Report of FY2019, we engaged an independent third-party to facilitate our materiality assessment process using a three-step approach. This year, we conducted a review of the five material matters derived and reported on in the previous year, and determined that they remain relevant priorities for FY2020, even in view of COVID-19. In FY2020, we also added one new reporting matter "Community Investment" given the importance of supporting our communities through the difficult season in 2020.



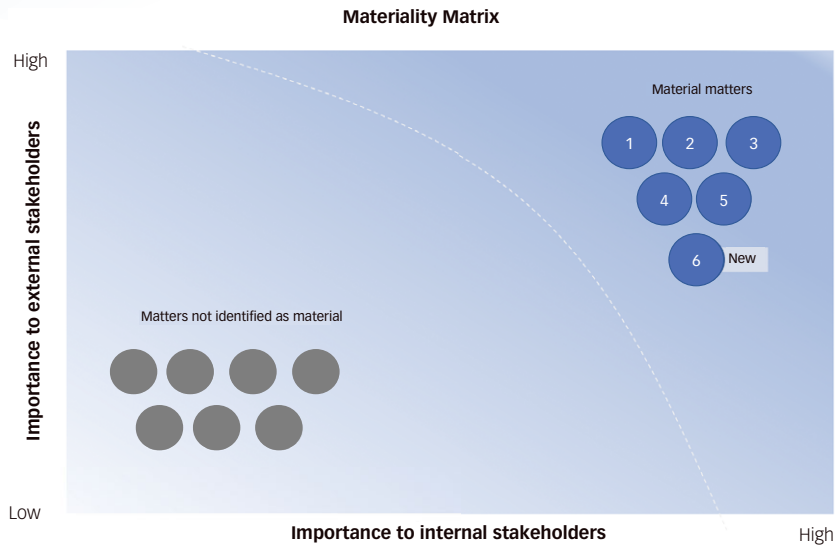
A universe of material ESG matters was curated based on a high-level peer review and industry scan, and the reporting requirements of the Stock Exchange.

These matters were 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.

The materiality assessment results were presented to our Board of Directors for their validation and approval.

In 2020, five material matters were prioritised for reporting for FY2019.

For FY2020, management conducted a review and has determined the five material matters remain relevant. Additionally, "Community Investment" was added as a reporting matter.



FY2020 MATERIAL ESG MATTERS, TARGETS AND PROGRESS

Legend ✔ Target met ⦿ On track to meeting target ✘ Target not met

Material ESG matters/(Sub-topics)	Key stakeholders	Approach	Targets	Performance as at 31 December 2020
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 2020
<p>2. Innovation</p>	<p>Customers, shareholders</p>	<p>Deliver innovative solutions that improves lives with speed, quality, fairness and integrity</p>	<p>Perpetual target: Develop and implement new technology</p> <p>Perpetual target: Release high quality products on time</p> <p>Perpetual target: Meet customers' environmental requirements for their products</p>	<p>✔ Completed development of new solution per customer requirements in end-2020</p> <p>☀ Due to delays in customer validation due to COVID-19, the commercial release milestone was pushed back to Q1 2020</p> <p>✔ Target met Product commercial release on-time hit rate > 95%</p> <p>✔ Target met Developed PVC-BFR free products for four customer accounts (7.35% of total products)</p> <p>Developed product packaging with no single-use plastics for one customer account (11.27% of total products)</p> <p>Developed products using Post-Consumer Recycled Plastics for one customer account (0.29% of total products)</p>

Material ESG matters/(Sub-topics)	Key stakeholders	Approach	Targets	Performance as at 31 December 2020
3. Occupational Health and Safety	Employees	Provide a healthy, safe and productive work environment for employees, factory workers and visitors	<p>Perpetual target:</p> <p>≤ 1 work-related injury/fatality across all employees and factory workers</p> <p>Zero cases of non-compliance with health and safety laws</p>	<p>✔ Target met</p> <p>Zero work-related injuries/fatalities across all employees and factory workers for year ended 31 December 2018 ("FY2018"), year ended 31 December 2019 ("FY2019"), and FY2020</p>
4. Employment and Labour Standards	Employees	Ensure fair employment practices and enable the personal development of our employees	<p>Perpetual target:</p> <p>Zero cases of non-compliance with internal and external labour and human rights laws</p>	<p>✔ Target met</p>

Material ESG matters/(Sub-topics)	Key stakeholders	Approach	Targets	Performance as at 31 December 2020
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	✔ Target met
			FY2020: Reduce greenhouse gas (GHG) emissions intensity by 0.5% from FY2019	✘ Target not met 2.21% increase in GHG emissions intensity from FY2019
			Reduce electricity consumption intensity by 0.5% from FY2019	✘ Target not met 3.79% increase in electricity consumption intensity from FY2019
			Reduce hazardous waste intensity by 5% from FY2019	✔ Target met 29.35% decrease in hazardous waste intensity from FY2019
			Reduce water consumption intensity by 1% from FY2019	✔ Target not met 28.49% increase in water consumption intensity from FY2019
			FY2021: Reduce non-hazardous waste intensity by 2% from FY2020	Note: As non-hazardous waste data was not tracked in FY2019, our target for reducing non-hazardous waste is set for FY2021 onwards, using FY2020 as a baseline

Material ESG matters/(Sub-topics)	Key stakeholders	Approach	Targets	Performance as at 31 December 2020
6. Community Investment	Government	Actively engage with and contribute to our local communities	<p>Perpetual target: Organise at least one charitable community engagement event in the year in Singapore and China</p>	<p>152 volunteers participated in a clean up event along Lake Shi</p> <p>Donated 3,000 masks to the communities in China and Singapore</p> <p>Bought 300 boxes of fruit products from farmers in China</p>

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.

FY2020 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 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.

SUSTAINABILITY IN OUR SUPPLY CHAINS

Our product assembly process is outsourced to eight manufacturing partners across China and Cambodia. To ensure the robustness of our supply chains, we hold regular weekly and monthly operational meetings to discuss short – and long-term demand forecasts, delivery schedules, material supply levels, and purchasing strategies, amongst other matters. These meetings allow everyone to get on board with the latest updates and the necessary courses of action, and also facilitate the driving of continuous improvement in all areas by our people. 95% of our suppliers are ISO14001:2015 certified.

COVID-19 Impact: Supply chains and business continuity

COVID-19 posed minimal disruptions to our processes. While COVID-19 resulted in government-mandated shutdowns of offices and factories, with strong unity and support from every part of our supply chain, and a strong BCP in place, Home Control was able to quickly resume operations once shutdown measures by local governments were eased. Consequently, there were no delays or other delivery impacts to our customers. Some of the major actions that we have been taking since late-January 2020 that have helped us swiftly recover from the impact of the pandemic include:

1. Setting up systems for raw material supply tracking, production schedule and delivery status tracking, and manufacturing resumption status tracking
2. Conducting daily point-to-point reviews with all material suppliers to check on their status
3. Conducting daily reviews of the finished goods delivery schedule with the supply chain team and finding solutions to enable us to meet our customers' delivery targets
4. Monitoring factory resumption status daily and providing support to our factories
5. From February to May 2020, providing daily updates to the global management team on the status of our material supply levels, delivery schedules, and manufacturing processes to get timely support if needed

Thanks to the united efforts of the team, we were one of the first companies to emerge from the supply chain crisis in the industry.

As we continue to roll out new initiatives to reduce the environmental footprint of our products, we recognise that engaging with our suppliers is crucial to meeting our goals. In FY2020, we issued a formal letter with our Green Product and Process requirements to all our suppliers and requested a yearly report from them on their environmental performance, including their carbon footprint. On an ongoing basis, we also consult with key suppliers and welcome their ideas on how our products and processes can be made more sustainable. In March 2020, when China released four mandatory national standards on VOCs in coatings, adhesives, inks and cleaning agents, we took care to follow up with our suppliers on their awareness of and compliance with the new standards.

To address social risks along our supply chain, our Human Resources office in China works closely with the Human Resources team of our manufacturing partners. Regular health and safety audits at our manufacturing partner factories are also conducted. More information on this can be found in the "Occupational Health and Safety" section of this report.

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.

FY2020 Highlights

- Launched new technology and services virtually, via video conference
- Product commercial release on time hit rate of 95% achieved
- Developed PVC-BFR free products for four customer accounts (7.35% of total products)
- Developed product packaging with no single-use plastics for one customer account (11.27% of total products)
- Developed products using Post-Consumer Recycled Plastics for one customer account (0.29% of total products)
- 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.

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 FY2020, the annual International Broadcasting Convention (IBC) Trade Show 2020 was cancelled. As such, the team turned to engaging key global customers virtually, via video conferences. Professional videographers were engaged to create close to a dozen of demonstration videos to promote our new technology and services. Some of the product solutions included in our FY2020 innovation showcase were Bee and Simple Setup.



RELEASE OF HIGH-QUALITY PRODUCTS ON-TIME

We are constantly striving toward shortening the lead time to the introduction of a product. To achieve this, we stimulate our Operations group staff toward “continuous improvement” (Kaizen) through weekly, monthly, quarterly and half-yearly trainings, small group activities, and competitions, with the aim of improving quality and efficiency outcomes. In FY2020, we maintained a product commercial release on-time hit rate of more than 95% and kept the cost of non-quality productsⁱ to below 0.5% of annual sales.

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. Increasingly, we are seeing a growing interest in green products from our customers.

In FY2020, we manufactured PVC-BFR free products for four major customer accounts. This made up 7.35% of our products in 2020, and is expected to reduce the bromine and chlorine emissions of the products after treatment at the end of their lifecycle. Consequently, ozone depletion arising from these emissions can be minimised. We foresee that more customers in the EU and US will request for such PVC-BFR free products in future.

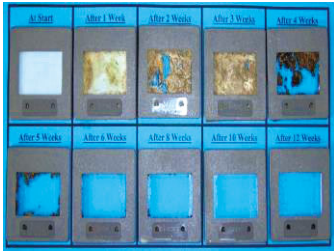
In November 2020, we developed a new product using 65% Post-Consumer Recycled Plastics for one customer account, which made up 0.29% of our products in 2020. This is expected to reduce carbon emissions by reducing the use of new plastic resin material.

We also continued to avoid the use of single-use plastics from the product and pallet packaging for another customer account, which made up 11.27% of our products in 2020. This can reduce plastic pollution, and is in line with our customer’s requirements and wider efforts to protect the ocean.



ⁱ Cost of non-quality products refers to additional costs arising from product quality not being in line with design specifications and/or customer expectations. These could include rework and scrap costs, costs of free replacements, and costs of extra logistics.

Beyond replacing plastic packaging material with paper-based packaging certified by the Forest Stewardship Council, we are also assessing the viability of biodegradable packaging to replace single-use plastics.



Awards & Certifications

- **ISO9001:2015/TL9000 (R6)/R5.5** for China Operations (Renewed on 12 January 2018)
- **ISO14001:2015** for China Operations (Renewed on 1 November 2018)
- Technologically Advanced Service Enterprise Certification

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.

FY2020 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 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. Our Human Resources office in China works closely with the Human Resources team of our manufacturing partner factory to ensure accurate tracking and reporting of work injuries and man days lost. Our customers have also been visiting our manufacturing partner factory and performing their own strict audits of the health and safety conditions for our workers.

To this end, we are proud to report that we have maintained our 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. There were also zero COVID-19 cases amongst our employees and workers.

COVID-19 Impact: Providing masks to our employees

When the pandemic broke out in early 2020, both our teams in Singapore and China were quick to respond. Office guidelines on safety management procedures (in alignment with government-mandated measures) were issued to all staff. The procedures implemented included daily office disinfection and temperature taking exercises, a shift work plan and an office attendance system to prevent overcrowding, and mandated mask-wearing. For a period, visitors were also not allowed on our office premises. Internally, staff compliance to our guidelines was monitored.

Sending Masks to our fellow colleagues in Europe, Brazil, and US



Testament to Home Control’s commitment to the health and safety of our employees, the China office distributed masks to all China employees at a time when masks were in critical shortage. Masks were also distributed to all employees in Singapore, US, Brazil, and Belgium.

Thank You from the LATAM Team



Dear Singapore and Suzhou colleagues,

I would like to take this opportunity on behalf of LATAM team and myself to express our deepest gratitude for your continuous support to the LATAM team during this challenging time.

The teams from Singapore and Suzhou has been fully committed and dedicated to the success of our work.

I would also like to give thanks to Sylvia’s and her team for all the hard work by sending masks to us and taking care of employees’ welfare.

To my fellow colleagues, please stay safe and healthy. We can get through this together.

Regards,
Jose and team



Note of appreciation from the Brazil office

Awards & Certifications

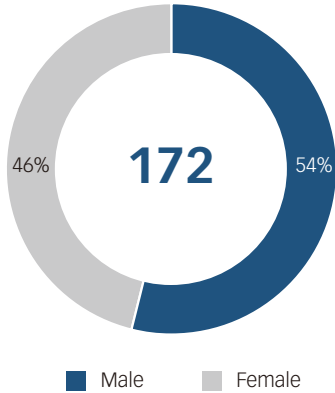
- **OHSAS18001:2007** for China Operations, including Home Control’s China office and main manufacturing partner in China (Renewed on 1 November 2018)
- **ISO45001:2018** for China Operations, including Home Control’s China office and main manufacturing partner in China (Obtained on 31 December 2019)

Employment and Labour Standards

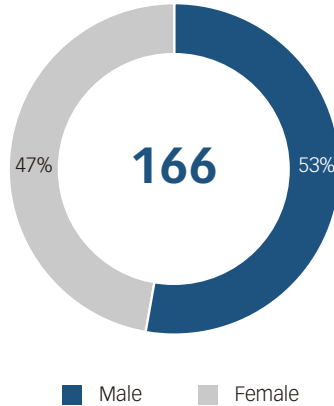
We value our employees and we encourage them to further their own personal development and make full use of their talents. We will not tolerate any forms of discrimination, harsh or inhumane treatment, including sexual harassment or abuse, corporal punishment, mental or physical abuse of any employee, 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 2020, Home Control had a total of 35 employees in Singapore and 131 employees in China (FY2019: 39 employees in Singapore and 133 employees in China). All of our employees were full-time and permanent. 53% of our employees were male and 47% were female (FY2019: 54% male and 46% female). There were no COVID-19 related retrenchment cases in the year. Instead, a salary freeze was imposed in FY2020 as the company made protecting jobs its priority.

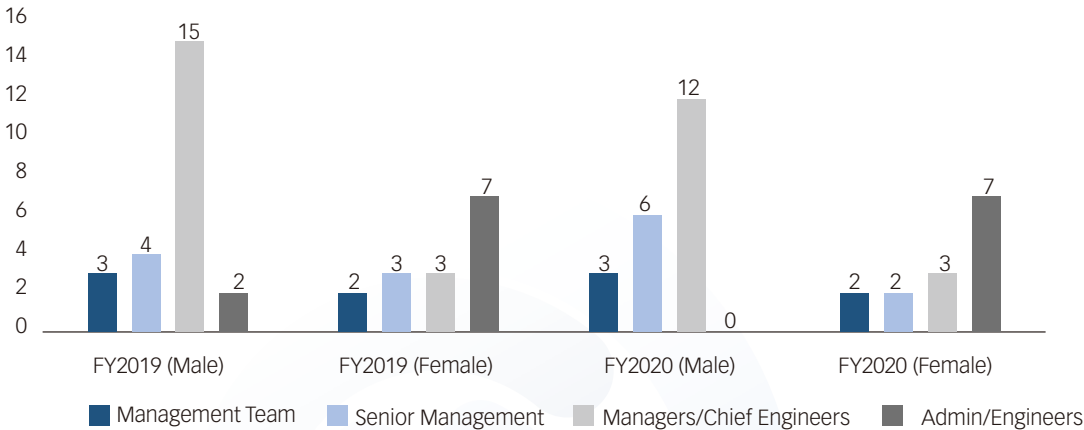
Combined - Employee breakdown by Gender (FY2019)



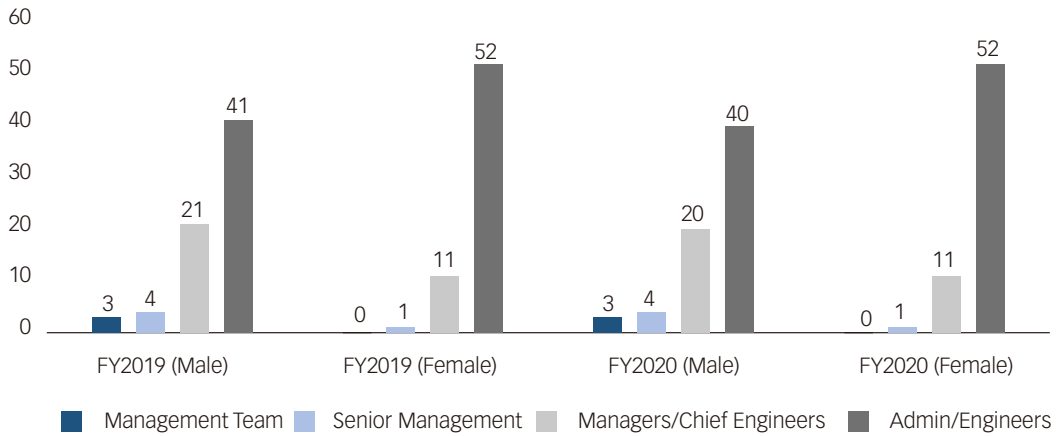
Combined - Employee breakdown by Gender (FY2020)



Singapore - Breakdown by Gender and Employee Category

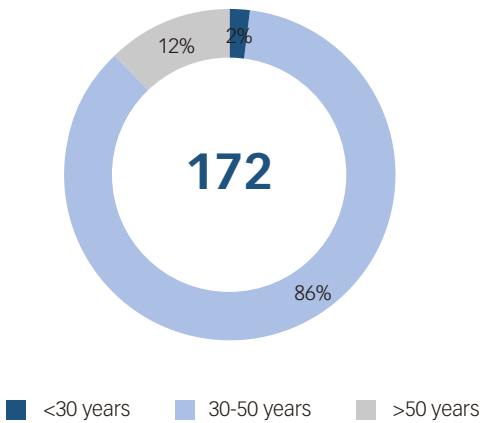


China - Breakdown by Gender and Employee Category

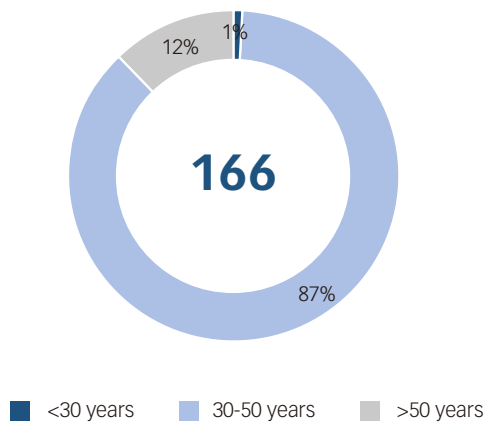


1% were under 30 years old, 87% were between 30 to 50 years old, and 12% were more than 50 years old (FY2019: 2% were under 30 years old, 86% were between 30 to 50 years old, and 12% were more than 50 years old).

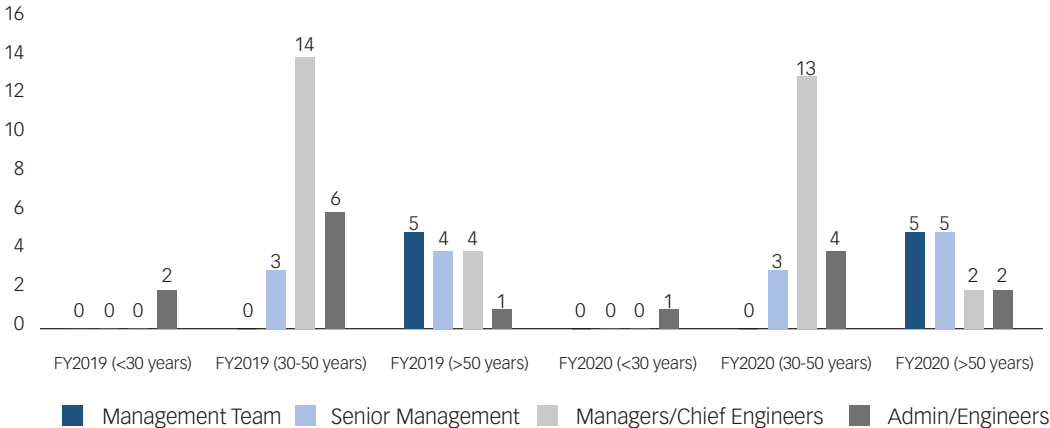
Combined - Employee breakdown by Age Group (FY2019)



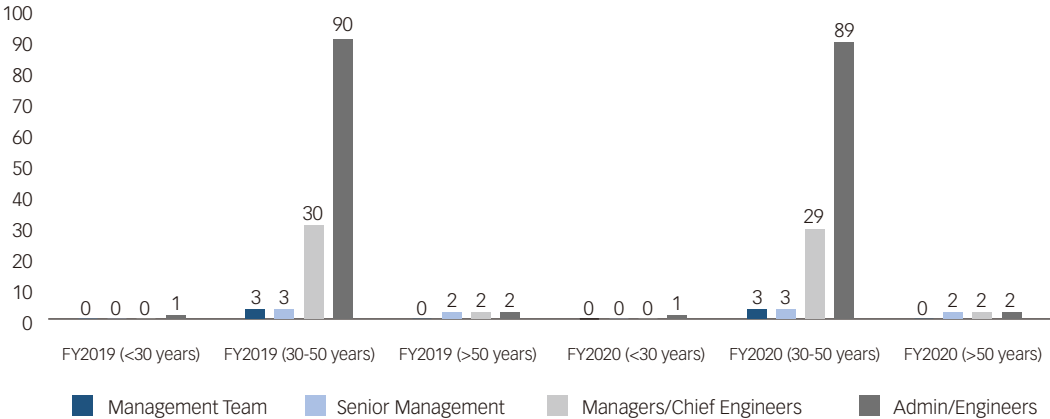
Combined - Employee breakdown by Age Group (FY2020)



Singapore - Breakdown by Age Group and Employee Category



China - Breakdown by Age Group and Employee Category

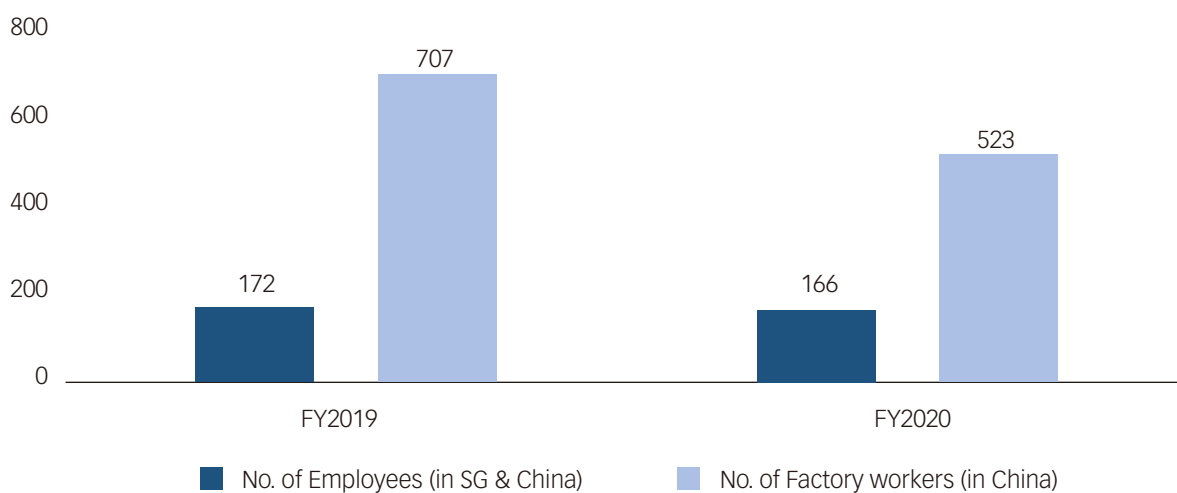


In FY2020, our attrition rate was 7%ⁱ, similar to the 7%ⁱⁱ attrition rate in FY2019.

Total rate of attritions	FY2019	FY2020
By Gender	Male: 8 out of 101 Female: 5 out of 84	Male: 10 out of 98 Female: 3 out of 81
By Age group	<30 years: 1 out of 4 30-50 years: 12 out of 161 >50 years: 0 out of 20	<30 years: 0 out of 2 30-50 years: 11 out of 155 >50 years: 2 out of 22
By Region	Singapore: 3 out of 42 China: 10 out of 143	Singapore: 4 out of 39 China: 9 out of 140

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



ⁱ In FY2020, 13 out of 179 (7%) employees for Home Control’s Singapore and China offices resigned, resulting in 166 employees at year-end.

ⁱⁱ In FY2019, 13 out of 185 (7%) employees for Home Control’s Singapore and China offices resigned, resulting in 172 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.

FY2020 Highlights

- China office received a three-star award from the workers' union (“集體協商三星企業”) in July 2020
- 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 in 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.

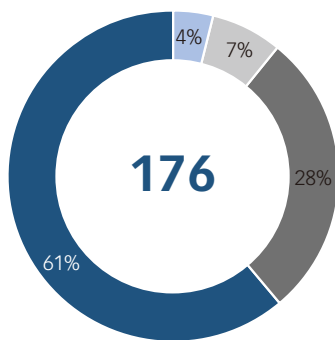
FY2020 Highlights

- 100% employees received a performance and career development review
- 20 hours of training received per employee on average
- 56 training and development programs held

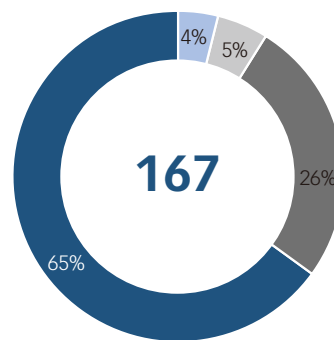
Annually, all employees undergo a performance appraisal, in which all staff and supervisors are given the opportunity to step back from their day-to-day tasks to review past accomplishments and set clear goals for the future. These appraisals form the basis for their merit increases and bonuses, and include employee self-assessments, written evaluations by their managers, and performance discussions and collaborative goal setting with their managers. In FY2020, 100% of employees underwent a performance and career development review (FY2019: 100%).

All in all, 167 employees received training in FY2019 (FY2019: 176), out of which 4% were from the Management Team, 5% were Senior Management, 26% were Managers/Chief Engineers and 65% were Admin staff/Engineers. 51% of staff who received training were male and 49% were female (FY2019: 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).

No. of Employees who received training (FY2019)

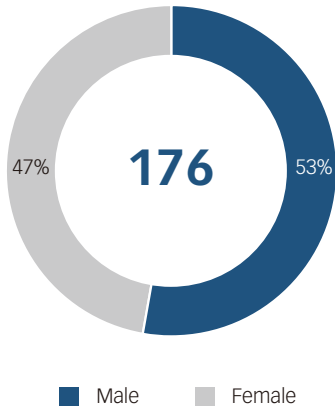


No. of Employees who received training (FY2020)

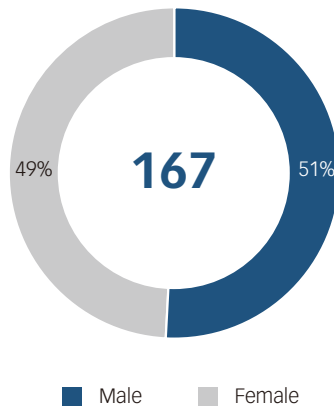


- | | | | |
|--------------------------|-------------------|--------------------------|-------------------|
| Management Team | Senior Management | Management Team | Senior Management |
| Managers/Chief Engineers | Admin/Engineers | Managers/Chief Engineers | Admin/Engineers |

No. of Employees who received training (FY2019)

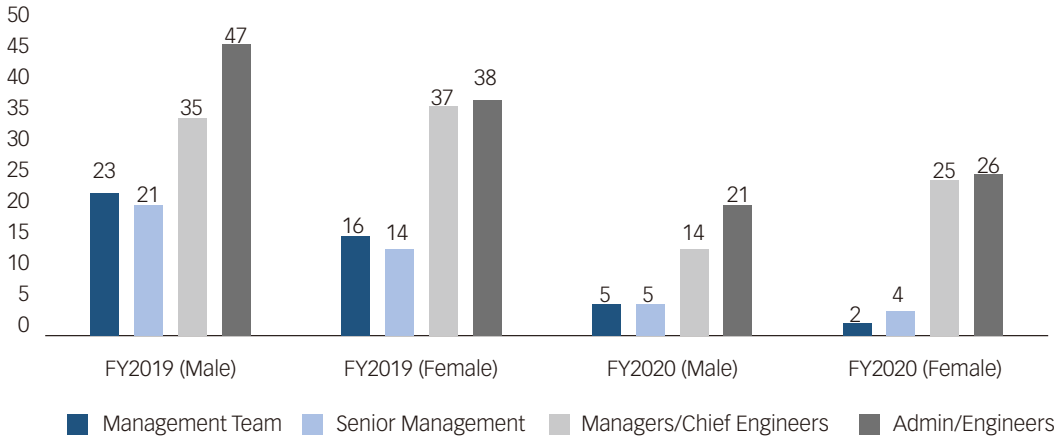


No. of Employees who received training (FY2020)



On average, each staff received 20 hours of training (FY2019: 38 hours) across 56 different training programs. The decrease in training hours was due in part to COVID-19, which led to the cancellation and postponement of many external trainings.

Average Training hours - Breakdown by Gender and Employee Category



Details of our training programs held in FY2020 are listed below.

Type of Program	Sub-type of Program	Description	No. of programs	No. of participants
Training	Management training	Management training on topics such as leadership and continuous improvement.	4	39
	Technical training	Technical training for professional skills, for instance – courses on finance and accounting organised by the Institute of Singapore Chartered Accountants.	41	855
	Safety training	Fire safety training and emergency aid training to educate employees on office safety and security.	3	280
	Softskill training	Softskill training on topics including English and negotiation skills	8	68

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, team bonding activities and outings are organised for our employees in our Singapore and China offices. These events help to boost team morale and promote mental well-being. For all group activities conducted, we ensured that group size restrictions and safety measures were strictly adhered to per government regulations.

FY2020 Highlights

- Singapore office: Escape room team bonding and Haidilao team lunch, Virtual Christmas celebration
- China office: Various team building celebrations and competition, and regular sports and other interest group activities

TEAM BUILDING ACTIVITIES



New Year Scroll-writing



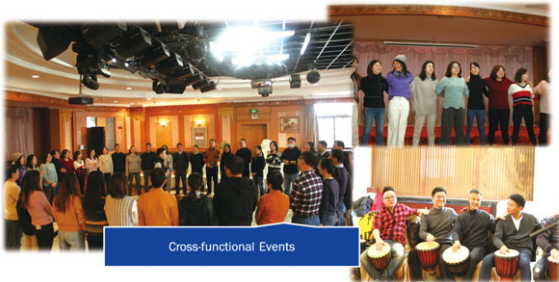
Flower arrangement in Women's day



Karaoke Competition



Birthday Celebrations



Cross-functional Events



Reading Club

Weekly Badminton



Weekly Basketball



COVID-19 Impact: Innovative ways of boosting employee morale and mental well-being

With the COVID-19 pandemic being relatively well-contained in Singapore, the Singapore office turned its efforts toward caring for the emotional well-being of our employees. One of the year's highlights was a team bonding day, where the team connected over a room escape game and lunch.



As we were unable to gather for our annual Christmas party due to safe management restrictions, the Singapore office celebrated Christmas virtually for the first time, over Microsoft Teams. Everyone received a tin of Famous Amos Cookies as a small token gift, and had a chance at our online lucky draw. The event received much positive feedback from employees, who stated that they felt a connection with the company.

An unprecedented way of celebrating Christmas 2020



Employees were each given 1 tin of Famous Amos chocolate cookies



Emissions (Air, Land, Water)

Consistent with our commitment to sustainable development, we do all that is reasonable and practicable to minimise the 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.

FY2020 Performance Summary

- Zero cases of non-compliance with the relevant environmental legislations
- 3.79% increase in electricity consumption intensity from 9,590.72 kilowatt-hour (kWh)/US\$Million (“M”) of revenue in FY2019 to 9,954.11 kWh/US\$M of revenue in FY2020
- 4.29% decrease in fuel consumption intensity from 46.80 litres/US\$M of revenue in FY2019 to 44.79 litres/US\$M of revenue in FY2020
- 2.21% increase in GHG emissions intensity from 7.70 tonnes carbon dioxide (tCO₂)/US\$M of revenue in FY2019 to 7.87 tCO₂/US\$M of revenue in FY2020
- 29.35% decrease in hazardous waste production intensity from 436.40 kilograms (kg)/US\$M of revenue in FY2019 to 308.30 kg/US\$M of revenue in FY2020
- 2.93% increase in packaging material intensity from 3.07 tonnes/US\$M of revenue in FY2019 to 3.16 tonnes/US\$M of revenue in FY2020
- 28.49% increase in water consumption intensity from 128,527.06 litres/US\$M of revenue in FY2019 to 165,145.43 litres/US\$M of revenue in FY2020

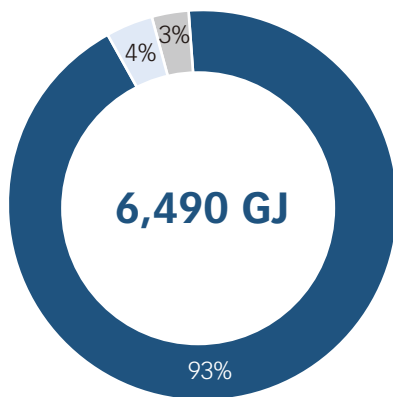
With regards to our environmental impact, Home Control generally encourages the reduction, reuse, and recycling of waste; and the conservation of energy and other natural resources to prevent pollution. We communicate with interested parties and our business partners on these environmental policies, and conduct regular audits and review our objectives and targets periodically to ensure continual improvement of the effectiveness of our Quality & Environmental Management System. Since 2020, 100% of our suppliers have been ISO14001:2015 certified.

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\$M of revenue generated in the year.

ENERGY CONSUMPTION

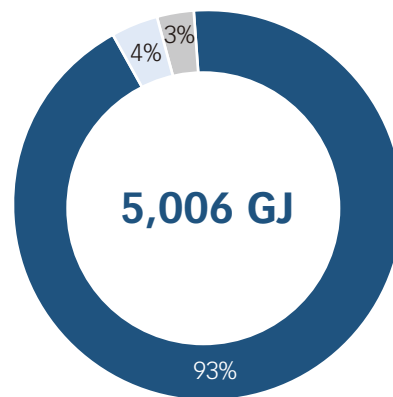
In FY2020, Home Control's energy consumption was 5,005.66 GJ^{iv} (FY2019: 6,489.97 GJ). 96% (FY2019: 96%) of our energy consumption stems from electricity use in our operations, which include our Singapore and China offices, and Home Control's main manufacturing partner factory in China, and 4% (FY2019: 4%) stems from motor fuel consumption in our China operations.

Energy Consumption (FY2019)



■ Electricity (Singapore) ■ Electricity (China)
■ Motor fuel (China)

Energy Consumption (FY2020)



■ Electricity (Singapore) ■ Electricity (China)
■ Motor fuel (China)

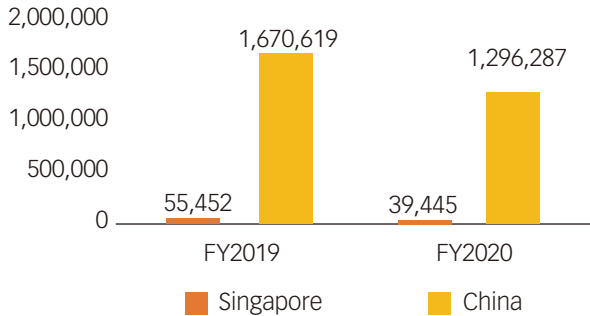
Our operations in Singapore consumed 39,445.02 kWh of electricity (FY2019: 55,452 kWh of electricity). The decrease in electricity consumption was mainly due to COVID-19 containment measures which resulted in all employees mostly working from home in the year. Our operations in China consumed 1,296,287 kWh of electricity and 6,010 litres of non-renewable motor fuel (FY2019: 1,670,619 kWh of electricity and 8,423 litres of non-renewable motor fuel). Similarly, the decrease in electricity and fuel consumption was mostly due to the mandated office and factory shutdown period, and increase in work-from-home arrangements as a result of COVID-19 containment measures.

^{iv} GJ = Gigajoules

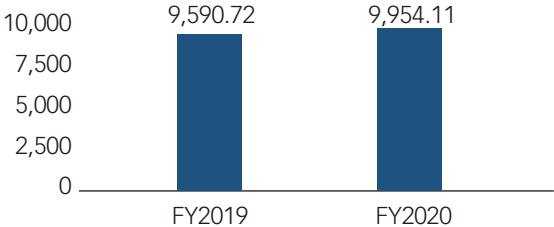
Emissions (Air, Land, Water)

In total, Home Control’s electricity consumption intensity was 9,954.11 kWh/US\$M of revenue (FY2019: 9,590.72 kWh/US\$M of revenue). Our fuel consumption intensity was 44.79 litres/US\$M of revenue (FY2019: 46.80 litres/US\$M of revenue). In FY2020, our main initiatives relating to energy consumption include the use of light-emitting (LED) lights in our offices.

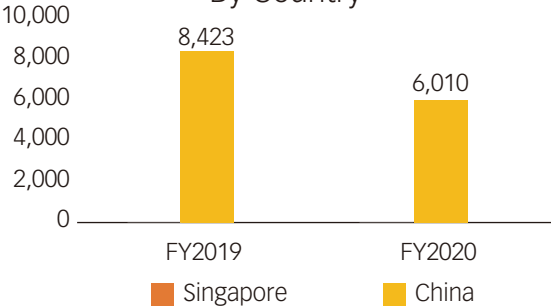
Electricity Consumption (kWh) - By Country



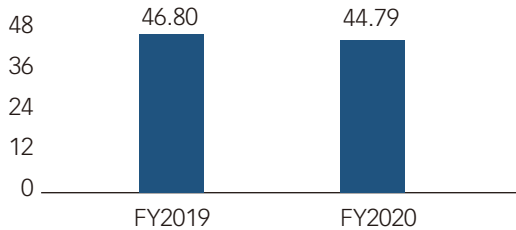
Electricity Consumption intensity (kWh/US\$M of revenue) - Combined operations



Motor Fuel Consumption (litres) - By Country

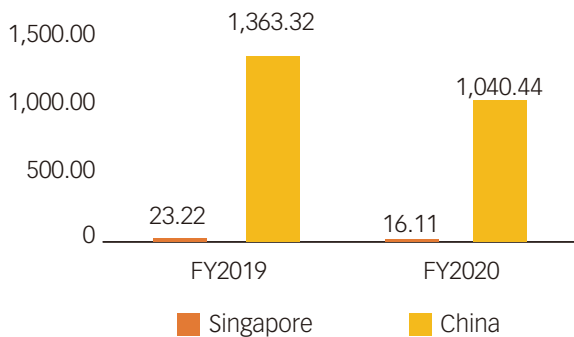


Motor Fuel Consumption intensity (litres/US\$M of revenue) - Combined operations

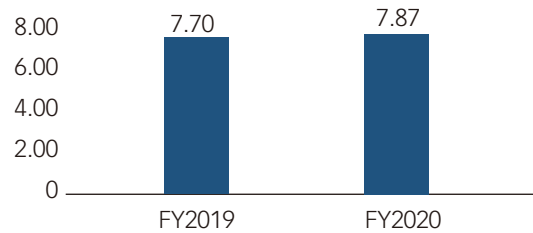


Correspondingly, in FY2020 our operations in Singapore emitted 16.11 tonnes CO₂ (FY2019: 23.22 tonnes CO₂).^v Our operations in China emitted 1,040.44 tonnes CO₂, 0.000591 tonnes Methane (CH₄), and 0.000197 tonnes nitrous oxide (N₂O) (FY2019: 1,363.32 tonnes CO₂, 0.000828 tonnes CH₄, and 0.000276 tonnes N₂O).^{vi} Total GHG emissions intensity for Home Control increased slightly to 7.87 tCO₂/US\$M of revenue in FY2020, from 7.70 tCO₂/US\$M of revenue.^{vii}

GHG emissions (tCO₂) - By Country



GHG emissions intensity (tCO₂/US\$M of revenue) - Combined operations



Similar to FY2019, our air pollutant emissions (nitrogen oxides (NO_x), sulphur oxides (SO_x), and particulate matter (PM)) were minimal in FY2020 given our low fuel consumption in the year. In FY2020, we have not met our electricity consumption intensity and emissions intensity targets of 0.5% reduction from FY2019. This is largely due to our fixed energy needs for lighting and air conditioning at the factory, despite reduced product shipments.

^v Using latest (2019) Grid Emission Factor provided by Energy Market Authority of Singapore of 0.4085 kg CO₂/kWh (FY2019: 0.4188 kg CO₂/kWh (2018))

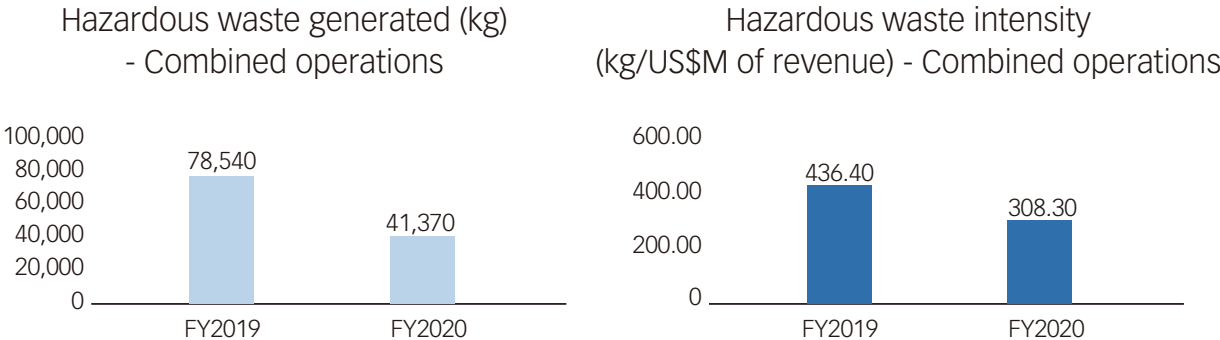
^{vi} Using latest (2019) East China Grid Emission Factor provided by Institute for Global Environmental Studies (<https://www.iges.or.jp/en/pub/list-grid-emission-factor/en>) of 0.7921 kg CO₂/kWh (FY2019: 0.8046 kg CO₂/kWh (2017)). As the difference between 2017 East China Grid Emission Factor used in calculating FY2019 emissions in our 2019 sustainability report and 2019 Grid Emission East China Grid Emission Factor is immaterial, we have not restated FY2019 GHG emissions and GHG emissions intensity in this report

^{vii} GHG emissions intensity (per production unit) for CH₄ and N₂O are immaterial in both FY2019 and FY2020

WASTE

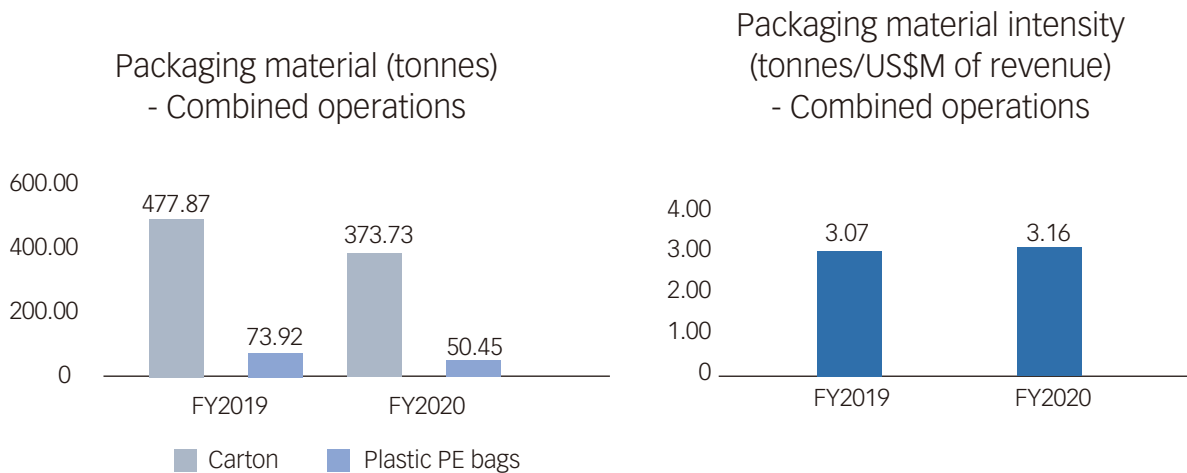
In general, we request our plastic, keymat and spring suppliers to re-use the packaging (such as cartons and boxes) for goods provided to Home Control. Similarly, we use recycled material cartons and boxes to store our plastic parts and printed circuit boards. In FY2020, we set new waste reduction targets – To reduce hazardous waste by 5% per US\$M revenue from FY2019 and reduce non-hazardous waste by 2% per US\$M revenue from FY2020.

All our hazardous waste (such as waste printed circuit boards) is treated by a qualified third-party company. In FY2020, 41,370 kg of such waste was generated (FY2019: 78,540 kg). The decrease in hazardous waste was mostly due to the fall in production quantity due to COVID-19. In FY2020, our hazardous waste production intensity was 308.30 kg/US\$M of revenue (FY2019: 436.40 kg/US\$M of revenue). Furthermore, all our chemical containers are recycled by our suppliers. We continue 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. In FY2020, we achieved our target of 100% compliance with environmental regulations, and reduced hazardous waste intensity by 29.35% from FY2019.



Our non-hazardous waste (mainly comprising cartons, pallet packaging film, and paper and plastic packaging material) is recycled by a third party. In FY2020, 30,790 kg of non-hazardous waste was generated, leading to a non-hazardous waste production intensity of 229.45 kg/US\$M of revenue. As non-hazardous waste data was not tracked in FY2019, our target of reducing non-hazardous waste intensity by 2% is set for FY2021 onwards, using FY2020 as a baseline.

In total, we estimate that packaging material used for our finished products in FY2020 was 373.73 tonnes of carton packaging and 50.45 tonnes of plastic polyethylene bags (FY2019: 477.87 tonnes of carton packaging and 73.92 tonnes of plastic polyethylene bags). This translates to 3.16 tonnes of packaging used per US\$M of revenue generated in FY2020 (FY2019: 3.07 tonnes of packaging used/US\$M of revenue). In FY2020, we have reduced our use of plastic polyethylene bags per US\$M by 8.46%.



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 FY2020, our operations in Singapore consumed 21,700 litres of water (FY2019: 54,400 litres of water). Our operations in China consumed 22,139,000 litres of water (FY2019: 23,077,000 litres of water).

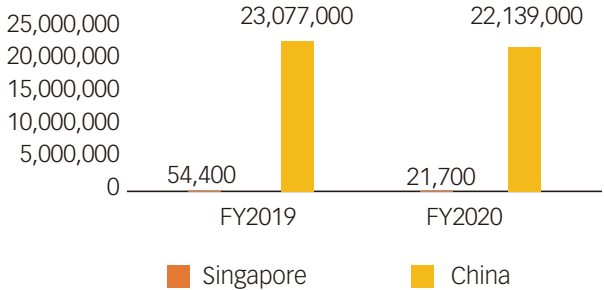
In total, Home Control’s water consumption was 22,160,700 litres of water (FY2019: 23,131,400 litres of water) and our water consumption intensity was 165,145.43 litres/US\$M of revenue (FY2019: 128,527.06 litres/US\$M of revenue).

The decrease in water consumption is mainly due to reduced factory activities and increased work-from-home arrangements in FY2020, mitigated in part by greater hygiene precautions taken, including increased hand-washing by staff.

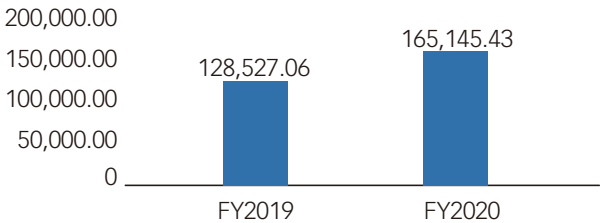
Emissions (Air, Land, Water)

Both Home Control and our subcontracted assembly factory have no issues in sourcing water fit for purpose. In FY2020, we have not met our water consumption intensity target of 1% reduction from FY2019. This is largely due to our fixed water needs based on employee headcount, despite reduced product shipments. There were also increased water needs from hygiene precautions taken in view of COVID-19.

Water consumption (litres) - By Country



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



Community Investment

We care about our communities and are invested in the welfare of society. We positively contribute to the wider community through consistent engagement and activities, which include outreach events and charitable donations.

FY2020 Highlights

- Community clean-up event involving 152 volunteers from our China office and business partner
- Singapore and China offices donated 3,000 masks in total
- Our China office supported farmers that were affected by COVID-19 by buying 300 boxes of fruit products

COMMUNITY CLEAN-UP EVENT

On 29 October 2020, our China office organised a charity activity named “Pick up rubbish”, where volunteers met to clean up trash along Lake Shi in China. We also invited our long-term supplier to join us for our campaign to care for our environment. There were 152 volunteers in total contributing to the clean-up efforts that day.



“Pick up rubbish” charity activity along Lake Shi in China

COVID-19 Impact: How we supported the community through COVID-19

The global pandemic has underscored the importance of unity and community in getting through difficult times. To support the community, Home Control has concentrated our efforts in two main areas:

DONATION OF MASKS AND HAND SANITISERS

In March 2020, the China office donated face masks, personal protective equipment and disinfectant items such as hand sanitisers to Wuhan via Red Cross to the Huangshi Central Hospital in Hubei, China; while the Singapore office donated face masks to Bethesda CARE Centre, a social service organisation in Singapore catering to the youth, elderly and other disadvantaged groups. In total, 3,000 masks were donated by Home Control.



In China, Home Control donated 1,000 masks to the Huangshi Central Hospital in Hubei.

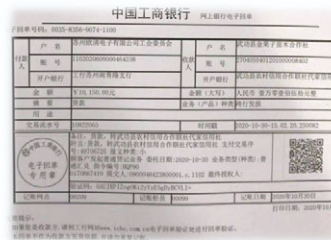


Home Control donated 2,000 masks to the Bethesda Care Centre, a social service organisation in Singapore that caters to the youth, elderly and other disadvantaged groups.

COVID-19 Impact: How we supported the community through COVID-19

SUPPORTING FARMERS

To support the farmers who had been affected by COVID-19, the China office bought 300 boxes of fruit products such as apples from the poverty-stricken area of Shanxi, China.



Apples were purchased in support of farmers in the poverty stricken area of Shanxi

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	Sustainability in our supply chains
	102-10		Significant changes to the organisation and its supply chain	None
Strategy	102-11		Precautionary Principle or approach	Not in use
	102-12		External initiatives	None
	102-13		Membership of associations	None
	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	Singapore – No unions China – 100% employees covered
	102-42		Identifying and selecting stakeholders	Stakeholder engagement and materiality assessment

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/Reasons for omission
	102-43		Approach to stakeholder engagement	Stakeholder engagement and materiality assessment
	102-44		Key topics and concerns raised	Stakeholder engagement and materiality assessment
Reporting practice	102-45		Entities included in the consolidated financial statements	<i>2020 Annual Report</i>
	102-46		Defining report content and topic Boundaries	Stakeholder engagement and materiality assessment
	102-47		List of material topics	Reporting scope; FY2020 Material ESG matters, targets and progress
	102-48		Restatements of information	None
	102-49		Changes in reporting	Stakeholder engagement and materiality assessment
	102-50		Reporting period	Reporting scope
	102-51		Date of most recent report	19 June 2020
	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 FY2020

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).	Emissions (Air, Land, Water) – Waste
		A1.5	Description of emission targets set and steps taken to achieve them.	Emissions (Air, Land, Water) – Energy consumption
		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.	Emissions (Air, Land, Water) – Energy consumption
	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
The Environment and Natural Resources	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
	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.	<i>Only applicable for financial years starting on or after 1 July 2020</i>
	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.	<i>Only applicable for financial years starting on or after 1 July 2020</i>

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/Reasons for omission
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
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	Occupational Health and Safety
		B2.1	relating to providing a safe working environment and protecting employees from occupational hazards. 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

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/Reasons for omission
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.	Employment and Labour Standards
		B3.1	Note: Training refers to vocational training. It may include internal and external courses paid by the employer. 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
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	Employment and Labour Standards
		408-1	B4.1	relating to preventing child and forced labour. Description of measures to review employment practices to avoid child and forced labour.
		B4.2	Description of steps taken to eliminate such practices when discovered.	<i>No policies in FY2020 as strict labour laws and frequent audits in China prevent this from being a possibility</i>

Disclosure	GRI indicator	ESG Reporting Guide from the Stock Exchange	Description	Location/Remarks/Reasons for omission
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.	<i>Information not disclosed due to confidentiality constraints</i>
		B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Sustainability in our supply chains
		B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Sustainability in our supply chains
		B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Sustainability in our supply chains

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	Innovation
			relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	
		B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	<i>Not identified as material in FY2020</i>
		B6.2	Number of products and service related complaints received and how they are dealt with.	<i>Not identified as material in FY2020</i>
		B6.3	Description of practices relating to observing and protecting intellectual property rights	<i>Not identified as material in FY2020</i>
		B6.4	Description of quality assurance process and recall procedures.	<i>Not identified as material in FY2020</i>
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Data security and privacy		

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	Good Corporate Governance
	205-3	B7.1	relating to bribery, extortion, fraud and money laundering. 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	<i>Only applicable for financial years starting on or after 1 July 2020</i>
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.	Community Investment
		B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
		B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment
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