

2018 GRI CONTENT INDEX

In accordance with GRI Standards: Core Option

GENERAL STANDARD DISCLOSURES

GRI Standards		Disclosure	PAGE / RESPONSE
Organisational Profile			
102-1	Name of organisation	Singapore Technologies Engineering Ltd	
102-2	Activities, brands, products & services	Annual Report 2018 page 1	
102-3	Location of headquarters	Annual Report 2018 page 1	
102-4	Location of operations	Annual Report 2018 page 1 http://www.stengg.com/en/about/global-presence/	
102-5	Ownership & legal form	Annual Report 2018 page 1	
102-6	Markets served	Annual Report 2018 page 1	
102-7	Scale of the organisation	Annual Report 2018 pages 1, 2-3, 66-68, 82-83, 144-147	
102-8	Information on employees and other workers	Annual Report 2018 pages 82-83, 91 e & f: No	
102-9	Supply chain	Annual Report 2018 page 88	
102-10	Significant changes to the organisation and its supply chain	There were no significant changes to ST Engineering nor its supply chain.	
102-11	Precautionary Principle or approach	http://www.stengg.com/en/sustainability/our-principles/	
102-12	External initiatives	Beyond full compliance to legal and regulatory requirements, we align our management systems to international standards such as ISO and OHSAS. We voluntarily adopt the GRI Standards as our sustainability reporting framework and the LBG Framework for reporting and measuring our community investments.	
102-13	Membership of associations	ST Engineering is a member of the following organisations: <ol style="list-style-type: none"> British Chamber of Commerce Investor Relations Professionals Singapore Business Federation (SBF) Singapore Institute of Directors (SID) Singapore International Chamber of Commerce Singapore National Employers Federation (SNEF) The Institute of Internal Auditor 	

GRI Standards	Disclosure	PAGE / RESPONSE
		h. Temasek Club
Strategy		
102-14	Statement from senior decision maker	http://www.stengg.com/en/sustainability/our-performance/ see P/CEO Message 2018
Ethics & Integrity		
102-16	Values, principles, standards, and norms of behaviour	http://www.stengg.com/en/about/vision-mission-and-values/ http://www.stengg.com/en/sustainability/our-principles/ Annual Report 2018 page 76
Governance		
102-18	Governance structure	Annual Report 2018 page 76
Stakeholder Engagement		
102-40	List of stakeholder groups	Our Management Approach page 5 http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/
102-41	Collective bargaining agreements	31% of employees in our Singapore operations are covered under collective bargaining agreements.
102-42	Identifying & selecting stakeholders	Our Management Approach page 5 http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/
102-43	Approach to stakeholder engagement	Our Management Approach page 5 http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/
102-44	Key topics and concerns raised	http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Annual Report 2018 pages 242-256
102-46	Defining report content & topic boundaries	Our Management Approach pages 1-5
102-47	List of material topics	Our Management Approach page 5
102-48	Restatement of information	Energy and emission numbers from the previous year are restated, as data published at time of annual report has yet to be audited.
102-49	Changes in reporting	Nil
102-50	Reporting period	1 January to 31 December 2018

GRI Standards	Disclosure	PAGE / RESPONSE
102-51	Date of most recent report	Annual Report 2018
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	sustainability@stengg.com
102-54	Claims of reporting in accordance with the GRI Standards	https://www.stengg.com/en/sustainability/our-performance/our-sustainability-reports/ Annual Report 2018 page 76
102-55	GRI content index	http://www.stengg.com/en/sustainability/our-performance/our-sustainability-reports/
102-56	External assurance	We aim to seek external assurance in the future. Our greenhouse gas emission data are subject to internal and external reviews as part of ISO 14064-1 verification.

SPECIFIC STANDARD DISCLOSURES

GRI Standards	Disclosure	PAGE / RESPONSE
Economic Performance		
103-1	Explanation of the material topic and its Boundary	Our Management Approach page 6
103-2	The management approach and its components	Annual Report 2018 pages 36-59, 76-79
103-3	Evaluation of the management approach	
201-1	Direct economic value generated and distributed	Annual Report 2018 pages 66-68
Procurement Practices		
103-1	Explanation of the material topic and its Boundary	Our Management Approach pages 30-31
103-2	The management approach and its components	Annual Report 2018 page 88
103-3	Evaluation of the management approach	
204-1	Proportion of spending on local suppliers	Annual Report 2018 page 88 Local purchase refers to goods and services procured from Singapore-based suppliers. In FY2018, the purchase from Singapore suppliers represents 57% of our total purchase value. The procured goods and services are used principally in Singapore by our Singapore entities to produce goods and services which may be exported or used locally in Singapore.
Anti-corruption		
103-1	Explanation of the material topic and its Boundary	Annual Report 2018 page 77
103-2	The management approach and its components	Our Management Approach pages 10-11
103-3	Evaluation of the management approach	http://www.stengg.com/en/sustainability/our-commitment/governance/bribery-and-corruption/
205-1	Operations assessed for risks related to corruption	All the major entities in Singapore had been assessed for risks related to corruption in 2015, and the risks assessed were reviewed in 2017 as part of the audit of the group's ABC Framework. The significant corruption risks identified remain unchanged and these are set out in Our Management Approach page 11 .
205-2	Communication and training about anti-corruption policies and procedures	Our Management Approach pages 10-11 Annual Report 2018 page 77
205-3	Confirmed incidents of corruption and actions taken	Nil in 2018
Energy		
103-1	Explanation of the material topic and its Boundary	Our Management Approach pages 21-24 Annual Report 2018 page 86
103-2	The management approach and its components	
103-3	Evaluation of the management approach	http://www.stengg.com/en/sustainability/our-customers/ see 'Sustainable Solutions'
302-1	Energy consumption within the organization	Annual Report 2018 page 87

GRI Standards	Disclosure	PAGE / RESPONSE
		<p>a. & b. Fuel types used included aviation jet fuel, motor gasoline, diesel, natural gas and acetylene.</p> <p>c. and d. Our processes don't use heating, cooling and steam consumption.</p> <p>e. Annual Report 2018 page 87</p> <p>f. The standards which we complied for our GHG inventory quantification is (ISO 14064-1:2006) Part 1 – Specification with guidance at the organization level for quantification and reporting of green gas emissions and removals.</p> <p>g. The source of conversion factors, methodologies, calculation tools used are extracted from the following approved sites by our external accredited auditor.</p>

Source of Conversion Factors, Methodology, and Calculation Tools	
Density of Aviation Gasoline	Environmental Technology Centre, Environment Canada http://www.etc-cte.ec.gc.ca/databases/Oilproperties/pdf/WEB_Aviation_Gasoline_110LL.pdf https://www.ipccnggip.iges.or.jp/public/2006gl/pdf/2_Volume2/V2_3_Ch3_Mobile_Combustion.pdf
Acetylene Emission Factor	Acetylene Emission Factor www.theclimateregistry.org
Singapore Grid Electricity Emission Factor	Energy Market Authority - Singapore https://www.ema.gov.sg/cmsmedia/Publications_and_Statistics/Statistics/18RSU.pdf
Density of Motor Gasoline and Diesel	The Engineering ToolBox http://www.engineeringtoolbox.com/specific-gravity-liquid-fluids-d_294.html
Emission factors and Net Calorific Values (NCV) for Aviation Gasoline, Motor Gasoline, Diesel, LPG and CNG	2006 IPCC Guidelines for National Greenhouse Gas Inventories, Volume 2 http://www.ipcc-nggip.iges.or.jp/public/2006gl/vol2.html
Density of Natural Gas	https://www.engineeringtoolbox.com/gas-density-d_158.html
Global Warming Potential Values	http://ghgprotocol.org/sites/default/files/ghgp/Global-Warming-Potential-Values%20%28Feb%2016%202016%29_1.pdf

GRI Standards	Disclosure	PAGE / RESPONSE
302-3	Energy Intensity	Annual Report 2018 page 87 Refer to table “Source of Conversion Factors, Methodology, and Calculation Tools” on page 5 of the GRI Content Index
Water		
103-1	Explanation of the material topic and its Boundary	Our Management Approach pages 24-25
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
303-1	Total water withdrawal by source	Annual Report 2018 pages 86-87 Our Management Approach pages 24-25
Emissions		
103-1	Explanation of the material topic and its Boundary	Our Management Approach pages 21-26
103-2	The management approach and its components	Annual Report 2018 pages 86-87
103-3	Evaluation of the management approach	http://www.stengg.com/en/sustainability/our-customers/ see ‘Sustainable Solutions’
305-1	Direct (Scope 1) GHG emissions	a. Annual Report 2018 page 87 b. The following gases are included in our computation for conversion to CO ₂ equivalent terms – CO ₂ , CH ₄ , N ₂ O, PFC5, HFC5 and SF6. c. Our Biogenic CO ₂ emissions is close to 22,000 tons of CO ₂ equivalent. d. i. Base year for calculation is FY 2010 as the company started on establishing its GHG inventory in 2009. ii. Emissions for the Base year as verified by our external auditor is 28,336 tons of CO ₂ equivalent. iii. Nil e., f. & g. Annual Report 2018 page 87 Refer to table “Source of Conversion Factors, Methodology, and Calculation Tools” on page 5 of the GRI Content Index
305-2	Energy indirect (Scope 2) GHG emissions	a. Annual Report 2018 page 87 b. 2018 GHG emissions are calculated based on EMA’s grid electricity emission factor for the year 2017 published in July 2018. c. The following gases are included in our computation for conversion to CO ₂ equivalent terms: CO ₂ , CH ₄ , N ₂ O, PFC5, HFC5 and SF6. d.

GRI Standards	Disclosure	PAGE / RESPONSE
		<p>i. Base year for calculation is FY 2010 as the company started on establishing its GHG inventory in 2009.</p> <p>ii. Emissions for the Base year as verified by our external auditor is 56,536 tons of CO₂ equivalent.</p> <p>iii. Nil</p> <p>e. & f. Annual Report 2018 page 87</p> <p>g. The source of conversion factors, methodologies, calculation tools used are extracted from the following approved sites by our external accredited auditor.</p> <p>Source of Singapore Grid Electricity Emission Factors: Energy Market Authority (EMA).</p> <p>https://www.ema.gov.sg/cmsmedia/Publications_and_Statistics/Statistics/18RSU.pdf</p> <p>Refer to table "Source of Conversion Factors, Methodology, and Calculation Tools" on page 5 of the GRI Content Index</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>a. Annual Report 2018 page 87</p> <p>b. The gases used for computation of Scope 3 emissions included CO₂, CH₄ and N₂O.</p> <p>c. & d. Annual Report 2018 page 87</p> <p>e.</p> <p>i. Base year for calculation is FY 2010 as the company started on establishing its GHG inventory in 2009.</p> <p>ii. Emissions for the Base year as verified by our external auditor is 9931 tons of CO₂ equivalent.</p> <p>iii. Nil</p> <p>f. Annual Report 2018 page 87</p> <p>g. The source of conversion factors, methodologies, calculation tools used are extracted from the following approved sites by our external accredited auditor.</p> <p>i. The flight distance between source and destination cities will be taken from http://www.travelmath.com</p> <p>ii. The applicable emission factors will be extracted from GHG Protocol website - http://www.ghgprotocol.org/calculation-tools/all-tools</p>
305-4	GHG emissions intensity	<p>Annual Report 2018 page 87</p> <p>The following gases are included in our computation for conversion to CO₂ equivalent terms – CO₂, CH₄, N₂O, PFC5, HFC5 and SF6</p> <p>Refer to table "Source of Conversion Factors, Methodology, and Calculation Tools" on page 5 of the GRI Content Index</p>

GRI Standards	Disclosure	PAGE / RESPONSE					
Environmental Compliance (Products and Services)							
103-1	Explanation of the material topic and its Boundary	Our Management Approach pages 21, 28					
103-2	The management approach and its components						
103-3	Evaluation of the management approach						
307-1	Non-compliance with environmental laws and regulations	In 2018, there was no significant fine or incident relating to non-compliance with environmental laws and regulations					
Supplier Environmental Assessment							
103-1	Explanation of the material topic and its Boundary	Our Management Approach pages 28-29					
103-2	The management approach and its components	Annual Report 2018 page 88					
103-3	Evaluation of the management approach						
308-1	New suppliers that were screened using environmental criteria	In 2018, we have formally set up a Vendor Code of Conduct which defines the basic ESG requirements we expect from the behaviour and practices of our vendors. We will be considering screening of suppliers once the new Procurement Organisation has been fully established.					
Employment							
103-1	Explanation of the material topic and its Boundary	Annual Report 2018 pages 82-83					
103-2	The management approach and its components	Our Management Approach pages 12-16					
103-3	Evaluation of the management approach	http://www.stengg.com/en/sustainability/our-people/					
401-1	New employee hires and employee turnover	Annual Report 2018 page 83 a. The denominator used to calculate new hire and turnover rates is based on average number of employees. This is calculated using a simple average of the number of employees at the beginning of the year, and at the end of the year. Both voluntary and non-voluntary turnover data are tracked. We report on our voluntary turnover as a more meaningful measure of our performance to achieve People Excellence. b. Annual Report 2018 page 83					
Turnover breakdown for 2018							
Breakdown by age group	≤ 30 years old	30+ - 40 years old	40+ - 50 years old	50+ - 60 years old	60+ - 62 years old	62+ - 67 years old	> 67 years old
Turnover rate	16.1%	13.4%	7.5%	5.3%	2.4%	2.4%	2.1%
Rates are determined by number of turnover in the category, divided by the number of employees in that category, e.g. (number of turnover in the ≤ 30 years old group)/(total number of employees in the ≤ 30 years old group).							
Labour/Management Relations							
103-1	Explanation of the material topic and its Boundary	Annual Report 2018 pages 82-83					
103-2	The management approach and its components						

GRI Standards	Disclosure	PAGE / RESPONSE		
103-3	Evaluation of the management approach	Our Management Approach page 13-16 http://www.stengg.com/en/sustainability/our-people/ There were 5 cases of grievances reported, 3 cases were resolved with 2 cases still open.		
402-1	Minimum notice periods regarding operational changes	There was no stoppage of work arising from any industrial action in 2018.		
Occupational Health and Safety				
103-1	Explanation of the material topic and its Boundary	Annual Report 2018 pages 84-85		
103-2	The management approach and its components	Our Management Approach pages 17-20, 31		
103-3	Evaluation of the management approach			
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.	Annual Report 2018 page 85 a. & b. We do not find it meaningful at present to record health and safety incidents by gender. c. System of rules applied in recording and reporting accident statistics are based on Ministry of Manpower requirements in Singapore. National industry average figures are released by the Workplace Safety & Health (WSH) Institute, which was formed in partnership between Ministry of Manpower and WSH Council. We would like to correct the number of Advanced Noise Induced Deafness cases published in pg. 85 of our AR2018. The reported figure is an error. There were zero incidents of Advanced Noise Induced Deafness in FY2018.		
Training & Education				
103-1	Explanation of the material topic and its Boundary	Annual Report 2018 pages 82-83		
103-2	The management approach and its components	Our Management Approach page 12-15		
103-3	Evaluation of the management approach	http://www.stengg.com/en/sustainability/our-people/		
404-1	Average hours of training per year per employee	Annual Report 2018 pages 83		
Training hours breakdown for 2018				
	Senior Management	Manager	Executive	Non-executive
By employee category	15.4 hours	22.9 hours	32.5 hours	29.1 hours
404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	All employees in Singapore receive regular performance and career development reviews.		
Non-discrimination				
103-1	Explanation of the material topic and its Boundary	Our Management Approach pages 14		
103-2	The management approach and its components			
103-3	Evaluation of the management approach			

GRI Standards	Disclosure	PAGE / RESPONSE
406-1	Incidents of discrimination and corrective actions taken	There was no reported incidence of discrimination by employees in 2018.
Freedom of Association and Collective Bargaining		
103-1	Explanation of the material topic and its Boundary	Our Management Approach page 16
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	In 2018, we have formally set up a Vendor Code of Conduct which defines the basic ESG requirements we expect from the behaviour and practices of our vendors. We will be considering screening of suppliers once the new Procurement Organisation has been fully established.
Local Communities		
103-1	Explanation of the material topic and its Boundary	Annual Report 2018 pages 89
103-2	The management approach and its components	Our Management Approach pages 32
103-3	Evaluation of the management approach	http://www.stengg.com/en/sustainability/our-community/
413-1	Operations with local community engagement, impact assessments, and development programs	100% (Basis: Geographical. Singapore operations considered to be one operation for community initiatives.)
Supplier Social Assessment		
103-1	Explanation of the material topic and its Boundary	Our Management Approach pages 28-31
103-2	The management approach and its components	Annual Report 2018 page 88
103-3	Evaluation of the management approach	
414-1	New suppliers that were screened using social criteria	In 2018, we have formally set up a Vendor Code of Conduct which defines the basic ESG requirements we expect from the behaviour and practices of our vendors. We will be considering screening of suppliers once the new Procurement Organisation has been fully established.
Customer Health and Safety		
103-1	Explanation of the material topic and its Boundary	Annual Report 2018 page 81
103-2	The management approach and its components	http://www.stengg.com/en/sustainability/our-principles/ see 'Quality and Safety'
103-3	Evaluation of the management approach	Our Management Approach pages 28-29
416-1	Assessment of the health and safety impacts of product and service categories	Our Management Approach pages 28-29
Socioeconomic Compliance		

GRI Standards	Disclosure	PAGE / RESPONSE
103-1	Explanation of the material topic and its Boundary	http://www.stengg.com/en/sustainability/our-principles/ see 'Ethics and Compliance'
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
419-1	Non-compliance with laws and regulations in the social and economic area	Nil in 2018