

## 2016 GRI CONTENT INDEX

In accordance with GRI G4 Guidelines Core Option

### GENERAL STANDARD DISCLOSURES

GRI REFERENCE	DESCRIPTION	PAGE / RESPONSE
<b>Strategy and Analysis</b>		
G4-1	Statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability	<a href="http://www.stengg.com/en/sustainability/our-performance/">http://www.stengg.com/en/sustainability/our-performance/</a> see P/CEO Message 2016
<b>Organisational Profile</b>		
G4-3	Name of the organisation	Singapore Technologies Engineering Ltd
G4-4	Primary brands, products, and/or services	Annual Report 2016 pages 24-25
G4-5	Location of organisation's headquarters	Annual Report 2016 page 24
G4-6	Number and names of countries where the organisation operates	Annual Report 2016 pages 24-25 <a href="http://www.stengg.com/en/about/global-presence/">http://www.stengg.com/en/about/global-presence/</a>
G4-7	Nature of ownership and legal form	Annual Report 2016 pages 24-25
G4-8	Markets served	Annual Report 2016 pages 24-25
G4-9	Scale of the organisation	Annual Report 2016 pages 4-5, 24-25, 66-67, 129-130
G4-10	Workforce statistics	Annual Report 2016 pages 66-67 e & f: No
G4-11	Percentage of total employees covered by collective bargaining agreements	Annual Report 2016 page 67
G4-12	Description of organisation's supply chain	Annual Report 2016 page 73
G4-13	Significant changes during the reporting period	Nil
G4-14	Application of precautionary approach or principle	<a href="http://www.stengg.com/en/sustainability/our-principles/">http://www.stengg.com/en/sustainability/our-principles/</a>
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	Beyond full compliance to legal and regulatory requirements, we align our management systems to international standards such as ISO and OHSAS. In 2014, we voluntarily adopt the GRI G4 Guidelines as our sustainability reporting framework and the LBG Framework for reporting and measuring our community investments
G4-16	Memberships of associations (such as industry associations) and national or international advocacy organisations	ST Engineering is a member of the following organisations:  a. Association for Unmanned Vehicle

GRI REFERENCE	DESCRIPTION	PAGE / RESPONSE
		Systems International b. British Chamber of Commerce c. Global Compact Network Singapore d. Investor Relations Professionals Association Singapore e. Singapore Business Federation f. Singapore Chinese Chamber of Commerce & Industry g. Singapore International Chamber of Commerce h. Singapore Institute of Management i. Singapore Institute of International Affairs j. Singapore National Employers Federation
<b>Identified Material Aspects and Boundaries</b>		
G4-17	Coverage of entities in relation to organisation's consolidated financial statements or equiv. documents	Annual Report 2016 pages 186-199, 237
G4-18	Process for defining report content and Aspect Boundaries	Our Management Approach pages 2-5
G4-19	Material Aspects identified	Our Management Approach page 5
G4-20	Aspect Boundaries within the organisation for each material Aspect	Aspects are material across the business.
G4-21	Aspect Boundaries outside the organisation for each material Aspect	Considerations of the Group's key stakeholder groups overlap; we consider material aspects identified to be important to all key external stakeholder groups listed in Our Management Approach page 5
G4-22	Restatements	Only in respect of the restated emission and energy numbers
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	Nil
<b>Stakeholder Engagement</b>		
G4-24	List of stakeholder groups engaged by the organisation	Our Management Approach page 5 <a href="http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/">http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/</a>
G4-25	Basis for identification and selection of stakeholders with whom to engage	Our Management Approach page 5 <a href="http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/">http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/</a>
G4-26	Organisation's approach to stakeholder engagement	Our Management Approach page 5 <a href="http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/">http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/</a>
G4-27	Key topics and concerns raised through stakeholder engagement	<a href="http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/">http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/</a>
<b>Report Profile</b>		
G4-28	Reporting period	1 January to 31 December 2016

GRI REFERENCE	DESCRIPTION	PAGE / RESPONSE
G4-29	Date of most recent previous report	Annual Report 2015
G4-30	Reporting cycle	Annual
G4-31	Contact point for questions regarding the report or its contents	<a href="mailto:sustainability@stengg.com">sustainability@stengg.com</a>
G4-32	'In accordance' option	Annual Report 2016 page 61
G4-33	Policy and current practice with regard to seeking external assurance of the report	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.
<b>Governance</b>		
G4-34	Governance structure of the organisation	Annual Report 2016 pages 78-103
<b>Ethics and Integrity</b>		
G4-56	Organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	<a href="http://www.stengg.com/en/about/vision-mission-and-values/">http://www.stengg.com/en/about/vision-mission-and-values/</a> <a href="http://www.stengg.com/en/sustainability/our-principles/">http://www.stengg.com/en/sustainability/our-principles/</a> Annual Report 2016 page 62

## SPECIFIC STANDARD DISCLOSURES

GRI REFERENCE	DESCRIPTION	PAGE / RESPONSE
<b>ECONOMIC</b>		
<b>Economic Performance</b>		
DMA	Generic Disclosures on Management Approach	Annual Report 2016 pages 26-42, 62-64
EC1	Direct economic value generated and distributed	Annual Report 2016 pages 53-55, 75
EC3	Coverage of the organization's defined benefit plan obligations	Annual Report 2016 pages 150-151
EC4	Financial assistance received from government	Annual Report 2016 page 172
<b>Procurement Practices</b>		
DMA	Generic Disclosures on Management Approach	Our Management Approach pages 30-31 Annual Report 2016 page 73
EC9	Proportion of spending on local suppliers at significant locations of operation	Annual Report 2016 page 73
<b>ENVIRONMENT</b>		
<b>Energy</b>		
DMA	Generic Disclosures on Management Approach	Our Management Approach pages 21-24 Annual Report 2016 pages 70
EN3	Energy consumption within the organization	Annual Report 2016 page 70
EN4	Energy consumption outside of the organization	Annual Report 2016 page 70
EN5	Energy Intensity	Annual Report 2016 page 70
EN6	Reduction of energy consumption	Annual Report 2016 page 70
EN7	Reductions in energy requirements of products and services	Annual Report 2016 page 70
<b>Water</b>		
DMA	Generic Disclosures on Management Approach	Our Management Approach pages 24-25
EN8	Total water withdrawal by source	Annual Report 2016 page 71
<b>Emissions</b>		
DMA	Generic Disclosures on Management Approach	Annual Report 2016 pages 70-71 Our Management Approach pages 21-26
EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Annual Report 2016 page 71
EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Annual Report 2016 page 71

GRI REFERENCE	DESCRIPTION	PAGE / RESPONSE
EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Annual Report 2016 page 71
EN18	Greenhouse gas (GHG) emissions intensity	Annual Report 2016 page 71
EN19	Reduction of greenhouse gas (GHG) emissions	Annual Report 2016 page 70-71

#### Greenhouse gas emission factors used

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 <a href="http://www.ipcc-nggip.iges.or.jp/public/2006gl/vol2.html">http://www.ipcc-nggip.iges.or.jp/public/2006gl/vol2.html</a>
Density of Aviation Gasoline	Environmental Technology Centre, Environment Canada <a href="http://www.etc-cte.ec.gc.ca/databases/Oilproperties/pdf/WEB_Aviation_Gasoline_110LL.pdf">http://www.etc-cte.ec.gc.ca/databases/Oilproperties/pdf/WEB_Aviation_Gasoline_110LL.pdf</a>
Acetylene Emission Factor	Acetylene Emission Factor <a href="http://www.theclimateregistry.org">www.theclimateregistry.org</a>
Singapore Grid Electricity Emission Factor	Energy Market Authority - Singapore <a href="https://www.ema.gov.sg/cmsmedia/Publications_and_Statistics/Publications/ses/2015/index.html">https://www.ema.gov.sg/cmsmedia/Publications_and_Statistics/Publications/ses/2015/index.html</a>
Density of Motor Gasoline and Diesel	The Engineering ToolBox <a href="http://www.engineeringtoolbox.com/specific-gravity-liquid-fluids-d_294.html">http://www.engineeringtoolbox.com/specific-gravity-liquid-fluids-d_294.html</a>
Flight distances	Online flight distance calculator – Travel Math <a href="http://www.travelmath.com/">http://www.travelmath.com/</a>
Flight emission factors	Greenhouse Gas Protocol <a href="http://www.ghgprotocol.org/calculation-tools/all-tools">http://www.ghgprotocol.org/calculation-tools/all-tools</a>

#### Products and Services

DMA	Generic Disclosures on Management Approach	Annual Report 2016 pages 8-9, 70 Our Management Approach page 27 <a href="http://www.stengg.com/en/sustainability/our-customers/">http://www.stengg.com/en/sustainability/our-customers/</a> see 'Sustainable Solutions'
EN27	Extent of impact mitigation of environmental impacts of products and services	Annual Report 2016 page 70

#### Compliance

DMA	Generic Disclosures on Management Approach	Our Management Approach pages 21-27
EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	In 2016, there was no significant fine or incident relating to noncompliance with environmental laws and regulations

GRI REFERENCE	DESCRIPTION	PAGE / RESPONSE
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### Supplier Environmental Assessment

DMA	Generic Disclosures on Management Approach	Our Management Approach pages 30-31 Annual Report 2016 page 73
EN32	Percentage of new suppliers that were screened using environmental criteria	To be considered after the new Procurement Organisation has been fully established and stabilised.
EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	To be considered after the new Procurement Organisation has been fully established and stabilised.

### SOCIAL

### Labour Practices and Decent Work

#### Employment

DMA	Generic Disclosures on Management Approach	Annual Report 2016 pages 66-67 Our Management Approach pages 13-16 <a href="http://www.stengg.com/en/sustainability/our-people/">http://www.stengg.com/en/sustainability/our-people/</a>
LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Annual Report 2016 page 67 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.

#### Turnover breakdown for 2016

Turnover: 7.0 %

Breakdown by gender	Male	Female
Turnover rate	6.9%	7.3%

Breakdown by age group	18 - 20 years old	20+ - 30 years old	30+ - 40 years old	40+ - 50 years old	50+ - 60 years old	60+ - 62 years old	62+ - 65 years old	≥ 65 years old
Turnover rate	33%	13%	9%	5%	3%	3%	3%	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 18-20 years old group)/(total number of employees in the 18-20 years old group).

### Labour/Management Relations

DMA	Generic Disclosures on Management Approach	Annual Report 2016 pages 66-67 Our Management Approach page 16 <a href="http://www.stengg.com/en/sustainability/our-people/">http://www.stengg.com/en/sustainability/our-people/</a>
-	Stoppage of work arising from industrial action	There was no stoppage of work arising from any industrial action in 2016.

GRI REFERENCE	DESCRIPTION	PAGE / RESPONSE	
<b>Occupational Health and Safety</b>			
DMA	Generic Disclosures on Management Approach	Annual Report 2016 pages 68-69 Our Management Approach pages 17-20, 22	
LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	Our Management Approach page 19	
LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Annual Report 2016 pages 68-69 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.	
LA7	Workers with high incidence or high risk of diseases related to their occupation	Annual Report 2016 pages 68	
LA8	Health and safety topics covered in formal agreements with trade unions	Our Management Approach page 19	
<b>Training and Education</b>			
DMA	Generic Disclosures on Management Approach	Annual Report 2016 pages 66-67 Our Management Approach page 13-15 <a href="http://www.stengg.com/en/sustainability/our-people/">http://www.stengg.com/en/sustainability/our-people/</a>	
LA9	Average hours of training per year per employee by gender, and by employee category	Annual Report 2016 page 67	
<b>Training hours breakdown for 2016</b>			
Average training hours per employee: 38.7 hours			
	Male	Female	
By gender	40.8	30.7	
	Manager	Executive	Non-executive
By employee category	39.4	42.2	33.4
LA11	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.	
<b>Supplier Assessment for Labour Practices</b>			
DMA	Generic Disclosures on Management Approach	Our Management Approach pages 30-31 Annual Report 2016 page 73	

GRI REFERENCE	DESCRIPTION	PAGE / RESPONSE
LA14	Percentage of new suppliers that were screened using labour practices criteria	To be considered after the new Procurement Organisation has been fully established and stabilised.
LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	To be considered after the new Procurement Organisation has been fully established and stabilised.
<b>Labour Practices Grievance Mechanisms</b>		
DMA	Generic Disclosures on Management Approach	<a href="http://www.stengg.com/en/sustainability/our-principles/">http://www.stengg.com/en/sustainability/our-principles/</a> see 'Ethics and Compliance'. <a href="http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/">http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/</a> see 'Employees'.
LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	There were 2 reported cases in 2016 and both cases had been resolved.
<b>HUMAN RIGHTS</b>		
<b>Non-discrimination</b>		
DMA	Generic Disclosures on Management Approach	Our Management Approach pages 13-16
HR3	Total number of incidents of discrimination and corrective actions taken	There was no reported incidence of discrimination by employees in 2016
<b>Freedom of Association and Collective Bargaining</b>		
DMA	Generic Disclosures on Management Approach	Annual Report 2016 pages 66-67 Our Management Approach page 16
HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	To be considered after the new Procurement Organisation has been fully established and stabilised.
<b>Supplier Human Rights Assessment</b>		
DMA	Generic Disclosures on Management Approach	Our Management Approach pages 30-31
HR10	Percentage of new suppliers that were screened using human rights criteria	To be considered after the new Procurement Organisation has been fully established and stabilised.
HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	To be considered after the new Procurement Organisation has been fully established and stabilised.



GRI REFERENCE	DESCRIPTION	PAGE / RESPONSE
<b>SOCIETY</b>		
<b>Local Communities</b>		
DMA	Generic Disclosures on Management Approach	Annual Report 2016 pages 74-75 Our Management Approach page 32 <a href="http://www.stengg.com/en/sustainability/our-community/">http://www.stengg.com/en/sustainability/our-community/</a>
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	100% (Basis: Geographical. Singapore operations considered to be one operation for community initiatives.)
<b>Anti-corruption</b>		
DMA	Generic Disclosures on Management Approach	Annual Report 2016 page 62 <a href="http://www.stengg.com/en/sustainability/our-commitment/governance/bribery-and-corruption/">http://www.stengg.com/en/sustainability/our-commitment/governance/bribery-and-corruption/</a>
SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	All the major entities in Singapore had been assessed for risks related to corruption in 2015 and the significant corruption risks identified are set out in Our Management Approach page 9.
SO4	Communication and training on anti-corruption policies and procedures	Annual Report 2016 page 62
SO5	Confirmed incidents of corruption and actions taken	Of the five cases against former employees of ST Marine for alleged corruption in Singapore reported in 2014 and 2015, three former employees had pleaded guilty and were sentenced in 2016. Please refer to the Press Release section of our website for more information.
<b>Compliance</b>		
DMA	Generic Disclosures on Management Approach	<a href="http://www.stengg.com/en/sustainability/our-principles/">http://www.stengg.com/en/sustainability/our-principles/</a> see 'Ethics and Compliance'
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	There was no significant fine or incident of non compliance in 2016.
<b>Supplier Assessment for Impacts on Society</b>		
DMA	Generic Disclosures on Management Approach	Our Management Approach pages 30-31 Annual Report 2016 page 73
SO9	Percentage of new suppliers that were screened using criteria for impacts on society	To be considered after the new Procurement Organisation has been fully established and stabilised.
SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	To be considered after the new Procurement Organisation has been fully established and stabilised.

GRI REFERENCE	DESCRIPTION	PAGE / RESPONSE
<b>PRODUCT RESPONSIBILITY</b>		
<b>Customer Health and Safety</b>		
DMA	Generic Disclosures on Management Approach	Annual Report 2016 page 72 <a href="http://www.stengg.com/en/sustainability/our-principles/">http://www.stengg.com/en/sustainability/our-principles/</a> see 'Quality and Safety' Our Management Approach pages 28-29
PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Our Management Approach pages 28-29
<b>Product and Service Labelling (Customer Satisfaction)</b>		
DMA	Generic Disclosures on Management Approach	<a href="http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/">http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/</a> see 'Customers'
PR5	Results of surveys measuring customer satisfaction	All sectors achieved above the 90% level target set in 2016 for customer satisfaction survey
<b>Compliance</b>		
DMA	Generic Disclosures on Management Approach	Annual Report page 72 Our Management Approach pages 28-29
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Annual Report page 72