



# TRITECH GROUP LIMITED

CREATING SUSTAINABLE VALUE  
SUSTAINABILITY REPORT FY2021

# CONTENTS

ABOUT THIS REPORT .....	2
BOARD STATEMENT .....	3
TARGETS .....	4
SUSTAINABILITY REPORTING FRAMEWORK.....	5
STAKEHOLDER ENGAGEMENT .....	6
OUR MATERIAL FACTORS .....	7
POLICY, PRACTICES AND PERFORMANCE .....	8
ENVIRONMENTAL .....	8
1.1 Environmental IMPACT and Energy Consumption.....	8
1.2 Waste Management .....	10
SOCIAL .....	12
2.1 Employee Welfare and Development .....	12
2.2 Diversity – Gender and Race Equity.....	14
2.3 Vendor Qualification.....	17
2.4 Customer Satisfaction .....	17
2.5 Stakeholders and Community .....	18
GOVERNANCE.....	18
3.1 Board Diversity .....	18
3.2 Business Ethics and Anti-Corruption.....	19
3.3 Whistle-blower Policy .....	19
APPENDIX A LIST OF GROUP'S TRAINING COURSES (FY2021).....	21
APPENDIX B GLOBAL REPORTING INITIATIVE CONTENT INDEX.....	22

## ABOUT THIS REPORT

Tritech Group Limited (hereafter referred to as “**Tritech**” or “**Company**” together with its subsidiaries “**Group**”) has always recognised the importance of sustainability for the purpose of long-term value creation both in terms of profitable growth as well as considering the environmental and social impacts of our operations. We are pleased to report on our Sustainability Practices for the financial year from 1 April 2020 to 31 March 2021 (“**FY2021**”).

The scope of the report covers information on material sustainability aspects of the Group from 1 April 2020 to 31 March 2021 unless otherwise specified. This should sufficiently address stakeholders’ concerns in relation to sustainability issues arising from the major business operations of the Group.

We prepared our Sustainability Report for FY2021 with reference to the *Global Reporting Initiative (“GRI”) – G4 Sustainability Reporting Guidelines* issued by the Global Sustainability Standards Board. We are also guided by Practice Note 7F of the *Sustainability Reporting Guide* under the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Manual Section B: Rules of Catalyst (“**Catalist Rules**”). Based on the GRI’s recommended approach to sustainability reporting and SGX-ST’s *Sustainability Reporting Guide*, this report covers key areas of sustainability namely, environmental, social and governance (“**ESG**”) factors. In preparing our report, we applied the GRI’s principles for defining report content and report quality by considering the Group’s activities, impacts and substantive expectations and interests of its stakeholders.

The data and information provided within the report have not been verified by an independent third party. We have relied on internal data monitoring and verification to ensure accuracy.

The key material ESG factors for the Group have been identified and were reviewed by the Chairman and the Managing Director (“**MD**”). The Board of Directors (the “**Board**”) of the Company oversees the management and monitoring of these factors and takes them into consideration in the determination of the Group’s strategic direction and policies. Sustainability is a part of the Group’s wider strategy to create long term value for all its stakeholders.

## BOARD STATEMENT

Tritech is a One-Stop Solution Provider for urban development including urban infrastructure and water & environmental protection. The Group serves a broad range of industries, such as infrastructure, oil & gas, commercial & high-end residential property developments, water products and wastewater treatment facilities. Over the years, the Group has established a strong foothold in projects for government statutory boards such as the Jurong Town Corporation, Land Transport Authority, Housing and Development Board and Public Utilities Board. Since inception, Tritech has built an excellent reputation as a specialist engineering group with capabilities to provide full range of one-stop engineering services based on our technical expertise and proprietary technologies. The Group continues to develop and build on its capabilities in water and environmental protection.

Tritech continues to create long-term value and safeguard the sustainability of our operations with the support of our trusted partners and business communities. We continue to form and maintain deep, authentic and respectful relationships with all of our stakeholders. Sustainability is one of our core values and we do so by putting health and safety first, being environmentally responsible and supporting our communities. We provide the environment for the well-being of our people, the community and the environments.

The business environment was challenging in FY2021 as the COVID-19 pandemic and resurgence of new infections around the world continued to disrupt business operations. As we adapt to the new normal amid the COVID-19 pandemic, the Group has stepped up our safe management measures for the well-being of our people and to comply with the government regulations.

The outbreak of COVID-19 in FY2021 has spawned a shift in social behaviour towards greater emphasis on personal hygiene and environment cleanliness, spurring the growth of sanitisers and disinfectant products around the world.

Leveraging on our entrenched expertise in water and membrane technologies, the Group has expanded our product lines into sanitisers and disinfectants. We developed and successfully produced small batches of environmentally friendly cleaning solutions with high alkalinity called VaVie™ Clean Wash Sanitize (“CWS”) since September 2020. This addition to our existing product lines will not only provide a new revenue stream to the Group, but also extends the penetration of our water technologies beyond municipals and industrial factories to cover retail, commercial and industrial markets.

## TARGETS

Tritech has identified the key factors necessary for sustainability. The Group has successfully attained the targets set since the inception of the first Sustainability Reporting in FY2018 with the exception of FY2021. The deviations in FY2021 were explained in section 1.1.

Due to the emergence of COVID-19, our business strategy has evolved and adjusted to suit the new normal. COVID-19 outbreak has accelerated the adoption of technology in the company as social and mobility restrictions were enforced to stem the spread of COVID-19. Tritech has developed an Artificial Intelligence-based Data Analytics System (“**ADAS**”) to digitalise both our engineering, and water-related and environmental businesses and propel the Group’s transformation for the future. We are continuing to make key add-ons to our ADAS which serves as our monitoring and analysis software to digitalise our engineering, and water and environmental projects and businesses. The Group is targeting to integrate the ADAS platform into our daily operations for the monitoring, automating, reporting, analysis, and management of our projects, and gradually transform our overall operation into a self-sustaining ecosystem.

Further, we affirm our commitment to sustainability with the publication of the Group’s first sustainability report in FY2018 as guided by the Global Reporting Initiative Standards (2016). We have been deeply involved in developing the content of this sustainability report, including the development of material ESG factors, and will continue to monitor, review and update our material ESG factors from time to time, and improve on our sustainability reporting to create value for our shareholders and various stakeholders.

Another of our strategy is to continuously build up competent teams of employees with motivation for excellence. We target to motivate all our employees to share the core values of the Group in carrying out their duties with professionalism, honesty and integrity.

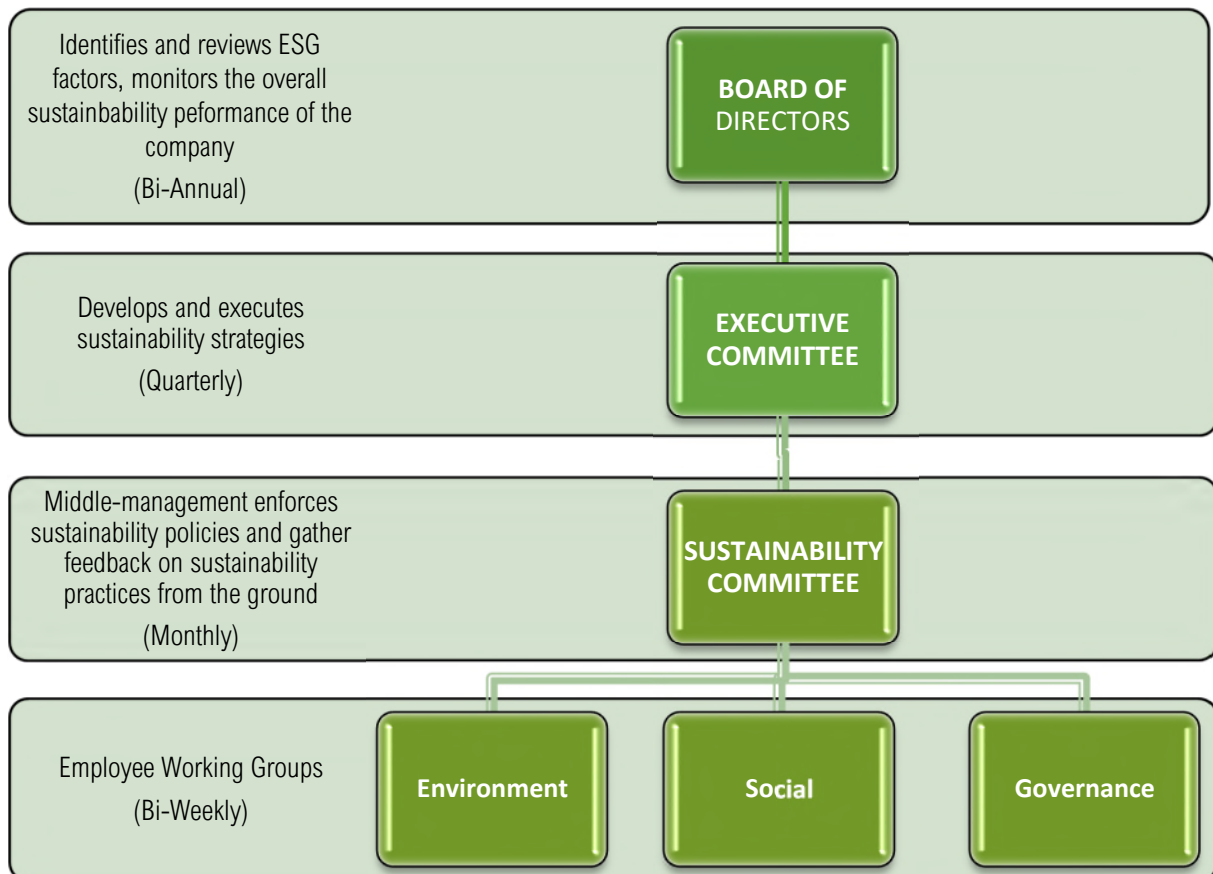
Finally, the Group is progressively introducing new technological and management skills to improve our productivity, quality and sustainability.

## SUSTAINABILITY REPORTING FRAMEWORK

The Group has adopted the GRI framework as it is currently the most widely adopted sustainability reporting framework. The GRI reporting framework provides flexibility to the reporters so that they can connect reporting to their strategic targets and sustainability impacts.

This reporting process helps us to gain a comprehensive understanding of the risks and opportunities for the business. Sharing information about policies and performance on environmental, social and governance issues helps the Group to build trust with our customers and partners, monitor and mitigate risk, and find ways to improve efficiency, resulting in a positive impact on the financial results.

As seen below, our sustainability reporting framework involves all echelons of the Group as we believe that everyone should have a role in advancing our sustainability goals.



## STAKEHOLDER ENGAGEMENT

We engage with our key stakeholders continuously to align our sustainability approach with their expectations and to better understand the material factors that will affect them.

Key Stakeholders	Key Issues Raised	Methods of Engagement
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Employment and career opportunities</li> <li>• Skill, knowledge and Training</li> <li>• Health and safety</li> </ul>	<ul style="list-style-type: none"> <li>• Performance reviews.</li> <li>• Professional trainings</li> <li>• Workplace health and safety activities</li> <li>• Whistle-blowing mechanism</li> </ul>
<b>Suppliers and Contractors</b>	<ul style="list-style-type: none"> <li>• Economic Performance</li> <li>• Procurement Practices</li> <li>• Quality Performance</li> </ul>	<ul style="list-style-type: none"> <li>• Regular site visits</li> <li>• Face-to-face meetings, emails and phone calls</li> <li>• Conformance to requirements</li> <li>• Whistle-blowing mechanism</li> </ul>
<b>Government and Regulatory Bodies</b>	<ul style="list-style-type: none"> <li>• Regulatory compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Meeting with authorities</li> <li>• Attendance at seminars and workshops organised by regulatory bodies</li> </ul>
<b>Investors and Shareholders</b>	<ul style="list-style-type: none"> <li>• Economic Performance</li> <li>• Growth strategy and future outlook</li> </ul>	<ul style="list-style-type: none"> <li>• Annual General Meeting</li> <li>• Annual report</li> <li>• SGXNet announcements</li> <li>• One-on-one investor meeting</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Customer satisfaction</li> <li>• Warranty programmes</li> </ul>	<ul style="list-style-type: none"> <li>• Customer surveys</li> <li>• On-time Completion</li> <li>• Zero defects &amp; Safety</li> </ul>

Based on the stakeholder engagement, we developed our sustainability materiality matrix containing material factors which are aligned with our principal business and operational risks and formed our sustainability strategy which has shaped our approach to sustainability reporting, as illustrated in the diagram in the following section below.

## OUR MATERIAL FACTORS

We are of the view that sustainability should be fundamental to the long-term viability of our organisation. We have identified the material factors that are important to the sustainability of our organisation, namely environmental, social and governance. We seek to address sustainability issues by aligning our business practices to these material ESG factors. At the same time, we remain vigilant in mitigating the risks that may come with changes in our external environment. The COVID-19 pandemic had changed the business landscape significantly and we must be vigilant to adapt the new evolving trend.

The Group has identified the following material ESG factors for the current and mid-term operations. In the coming years, the Group will continue to adjust and introduce new processes to enhance these material ESG factors. Human resource developments, quality of management and stakeholder loyalty are the key success factors that the Group believes are paramount for their sustainability in the changing world.

Environmental	Social	Governance
<ul style="list-style-type: none"><li>• Environmental Impact</li><li>• Energy Consumption</li><li>• Waste Management</li></ul>	<ul style="list-style-type: none"><li>• Employee Welfare</li><li>• Employee Development</li><li>• Gender and Race Equality</li><li>• Vendor Qualification</li><li>• Customer Satisfaction</li><li>• Stakeholders and Community</li></ul>	<ul style="list-style-type: none"><li>• Board Diversity</li><li>• Business Ethics</li><li>• Anti-Corruption</li><li>• Whistle-blower Policy</li></ul>



# POLICIES, PRACTICES AND PERFORMANCE

## ENVIRONMENTAL

### 1.1 Environmental Impact and Energy Consumption

The Group business had grown in early FY2021 with a strong order book. In FY2021, revenue from the Group's Continuing Operations more than doubled to \$22.9 million from \$10.6 million in FY2020. The team members and resources required for the work were increased due to the additional workloads. As a result, the budgetary consumption targets in the Group had been exceeded.

#### Comparison of the Group's consumption trends between FY2020 and FY2021

Category	FY2021 (S\$)	FY2020 (S\$)	% Variance
Electricity consumption	76,598	68,579	11 %
Paper consumption	7,050	4,963	42 %
Water consumption	41,605	23,091	80 %

With more than doubling of the Group revenue, there was a relatively small increase in the electricity consumption. This was the result of more management initiatives to curtail electricity consumption as elaborated below.

The increase in water consumption for FY2021 was also attributed to more frequent cleaning and washing of common spaces such as toilets, lifts, and lift lobby, which is part of our efforts to ensure enhanced cleaning and hygienic spaces to reduce the risk of COVID-10 transmission and to protect our essential employees that need to be in our building for work. The FY2022 targets are set out as below:

#### Group's Electricity, Paper & Water Consumption Targets for FY2022

Category	FY2022 (S\$)
Electricity consumption	129,750
Paper consumption	7,500
Water consumption	55,000

The Group is planning to commence mass production of our water-based sanitiser products in FY2022. A semi-automated factory will be setup in our existing building to produce a range of products for local and overseas markets. We plan to gradually increase our production capacity to 2,000 bottles per hour of the 500ml products at the second half of FY2022. There will be significantly higher requirements of electricity and water consumptions.

The electricity consumption for FY2022 is estimated to increase by about 69 % mainly due to the setting up of a new factory, commissioning and operation of the production machineries, air-conditioning, lighting and air-filtering for the cleanroom facility. We shall install the energy saving air-conditioning systems with built-in inverter for maximum saving in electricity consumption. We are also expecting the water consumption volume to be increased being the main raw material in the production. The increase in water consumption is expected to be approximately 32% over FY2021.

### **Electricity Management and Efficiency**

The Group has implemented some new initiatives to manage the electricity consumption in FY2021 as follows:

- Installed timer for perimeter lighting to limit usage.
- All Level 3 and Level 4 office lighting have been replaced with low energy consumption LED light tubes.
- Instructed security guards to switch off unnecessary light and air-conditioning at 7pm and a full shut down at 10pm.
- Savings on electricity consumption by natural ventilation to more places to reduce air-conditioning demands; and
- Deployment of automated motion sensors which turn lights on more areas when someone enters the area and turn lights off soon after the last occupant has left the area.

## 1.2 Waste Management

### Paper Management and Efficiency

Paper management is an important aspect in contributing towards a greener environment. We continued to emphasize using more e-messaging, less paper printing and paper recycling. These conscious saving efforts were done by our staff in the Group. Default settings for double-sided and non-colour printing, use of emails and tracking of paper consumption were key measures implemented by our staff to use less paper.

However, the actual usage for FY2021 had increased significantly due to external business demands for the preparation of sales proposals and higher quality documentation. In FY2022, the Group expects similar attributes to internal paper consumption but will explore other alternative paper management strategies to improve paper conservation.

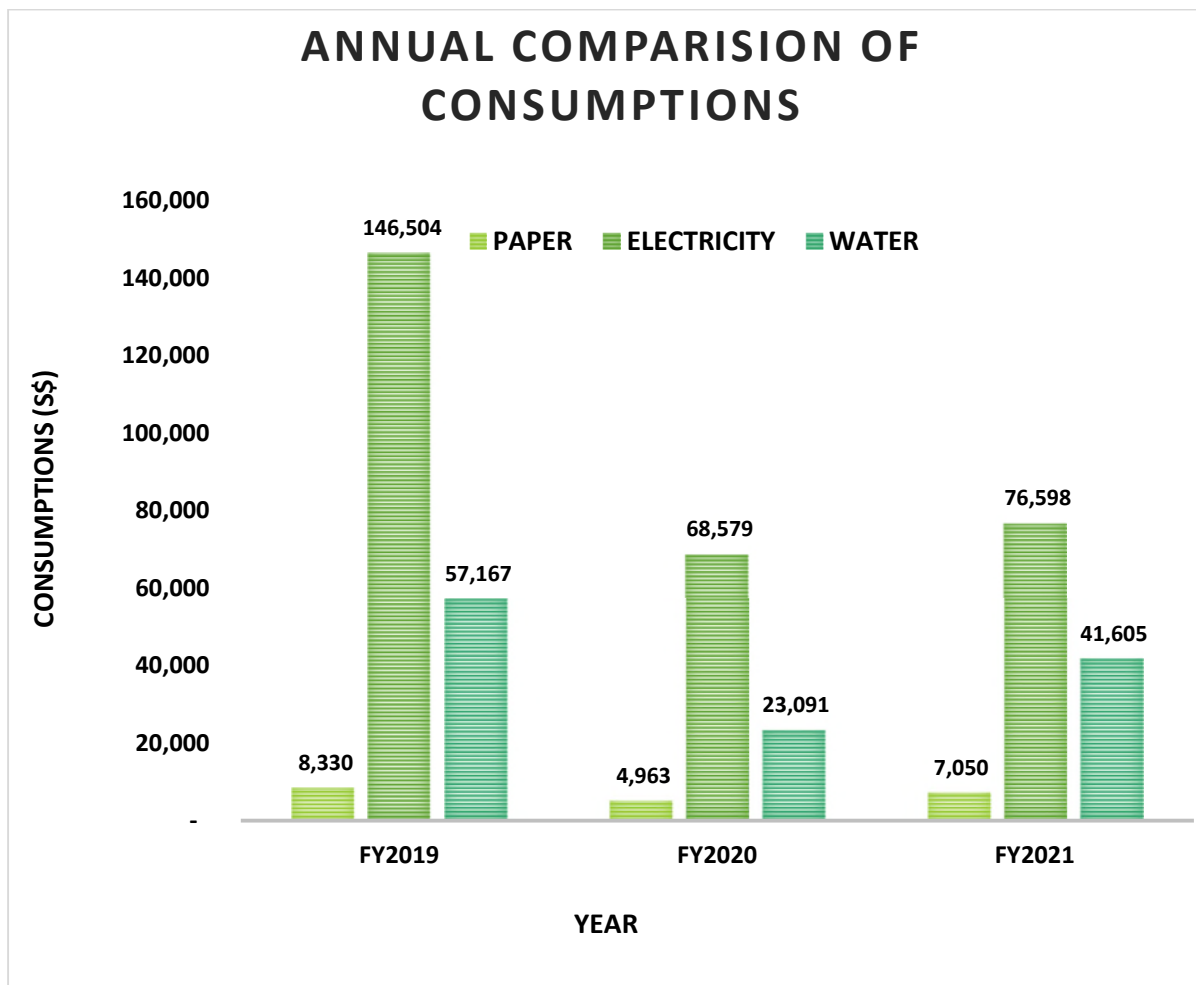
### Water Management and Efficiency

Our core business is in water resources and management. The Group understands the importance of water conservation and has explored new conservation processes and monitored relevant developments in the industry.

The management target to reduce overall water consumption in FY2021 had been exceeded due to more operational and higher product demands. However, the Group has continuously monitored and conserved the in-house water consumption levels. The following were some of the implementations installed by the Group to minimise water wastage:

- Flow regulators at key processes;
- Self-closing delayed action faucets/motion-activated faucets for all washing areas; and
- Dual flush/low flush toilets.

The chart below shows the comparison of various key resource consumptions in the Group and changes from FY2019 to FY2021.



## **SOCIAL**

### **2.1 Employee Welfare and Development**

We place great emphasis on our employees' progress and development within the Group and seek to enhance their capabilities and work prospects through various internal and external skill development programmes.

The Group had always adopted the learning culture to develop willing staff to their best potentials. With the increase in new team members and due to Covid-19 restrictions during FY2021, we have enrolled them to online courses in safety and professional proficiency trainings and certifications. In FY2021, we have organised several new training courses as shown in Appendix A for our Group's employees.

All staff sign employment contracts with the key employment terms and conditions clearly spelt out. This allows our staff to fully understand their rights and obligations as well as those of the Group, thus minimising potential employment disputes in the future. Key employment terms specified in the employment contract include job title and description, duration of employment, working hours, salary and allowances, contributions/deductions, leave entitlements, probation and notice periods, key insurance and medical benefits.

All regular full-time staff undergo an annual performance review where there is an open discussion on the staff's performance, areas for improvement, developmental needs and career plans.

Our employees are encouraged to participate in training and development programmes such as professional training, executive and leadership development as well as technical seminars for career growth and personal development.

In FY2022, the Group will develop more staff with the latest advancements in technologies and with relevant certifications for skilled works.

### **Positive Work Environment**

The Group recognises that a positive work environment is essential to attract, motivate and retain talent. A total well-being programme has been put in place to promote personal development, health and work-life harmony. Initiatives include a flexible medical and benefits plan, flexible work arrangements and staff engagement initiatives. The Group advocates a pay-for-performance philosophy to drive ownership of collective goals leading to a high performance culture which creates long-term shareholder value. Its robust performance management system ensures that all staff receive regular performance and career development reviews.

## Central Provident Fund (“CPF”) Scheme and Contributions

In Singapore, the CPF is a comprehensive social security savings plan introduced by the Singapore government to enforce savings by salaried workers for a more secured retirement. Under the CPF scheme, the Group and its staff make monthly contributions to the staff's CPF account in accordance with the prevailing regulations. Apart from complying with Singapore's statutory requirements on making monthly contributions to staff's CPF accounts, the Group also adheres to the respective social security contribution or pension plan obligations of the countries it operates in.

The safety and health of our Group's employees and workers may affect their performance and productivity. It is therefore important to manage occupational health and safety risks whilst promoting healthy lifestyles and holistic wellness at the workplace. We are committed to ensuring a safe workplace environment for all our employees and workers.

As most of the Group activities are outdoors (construction sites), efforts have been made to control incidents/accidents rate to within two cases per year.

In FY2021, there was one minor incident. A worker had a minor cut on the eyebrow and treated on site. He then was sent back to the dormitory and given two days of medical leave.

To prevent the recurrence of such incidents, the following recommendations were implemented in a timely manner after the incidents:

- a. Briefing of the activity's risk assessment and relevant safety procedures by the departmental managers;
- b. Workers were reminded of attentiveness to their working environment and not to take any unnecessary risk.
- c. Working with due diligence and ensuring safety measures are in place before and during site works by the site supervisor.
- d. The Group follows proper incident management procedures that establish guidelines for carrying out thorough investigation after the occurrence of any accident, incident or emergency.
- e. Ensure every worker in the Group attends a relevant work safety course before commencement of the work and annually for updated information or regulations.

In FY2022, the Group aims to reduce the frequency of accidents and to achieve a zero-harm policy by FY2023. We had organised an updated quality, environmental, health and safety campaign. Through these safety awareness events, the management hopes to raise the risk awareness levels within the workforce and to improve our benchmark in quality standards.

The Group's care is not only restricted to our employees but also to their family members, their health and well-being. All our employees and their family members have access to annual complimentary basic health screenings. They are also offered comprehensive health screening packages at preferential corporate rates. We assist our employees in achieving work-life balance by observing a five-day work week, having regard to the requirements of the Group and the exigencies of the business.

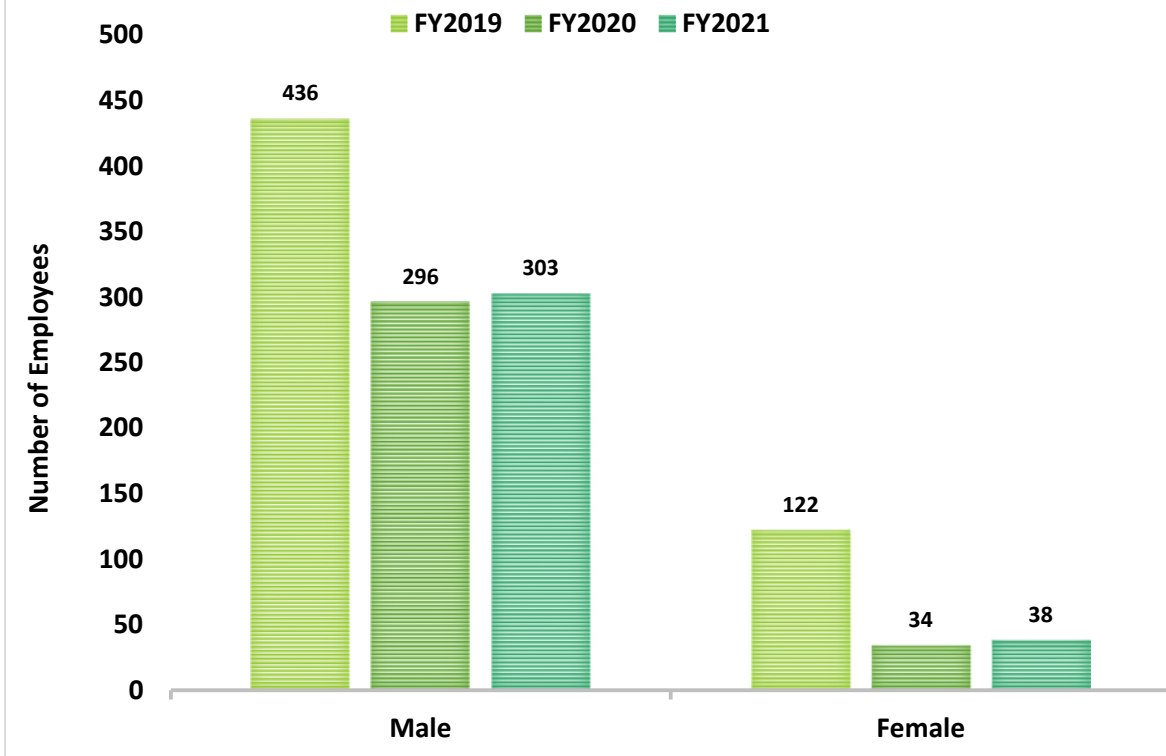
## **2.2 Diversity – Gender and Race Equality**

We maintained a reasonable balance in important societal aspects namely gender, educational level, age group, and race. This model enables us to create a more flexible working environment for the Group and its workforce.

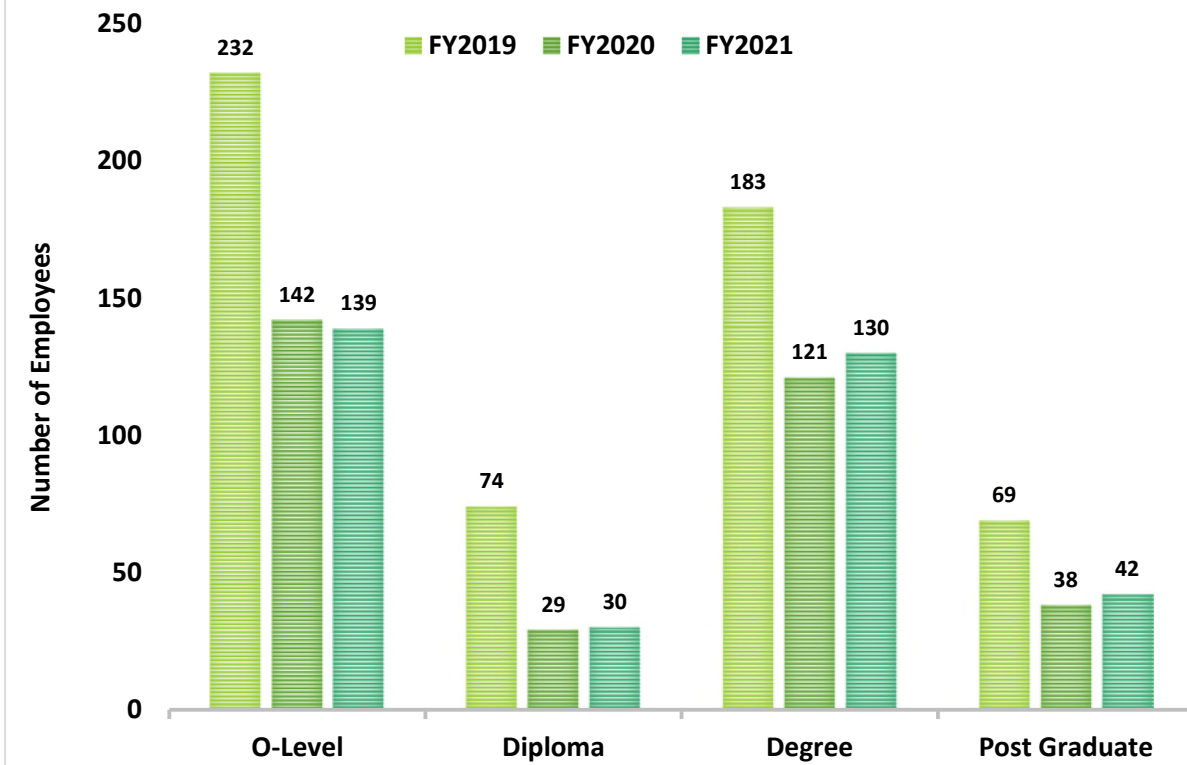
The graphs below show our current progress in meeting our diversity goals.

- i) Gender
- ii) Educational level
- iii) Age group
- iv) Race

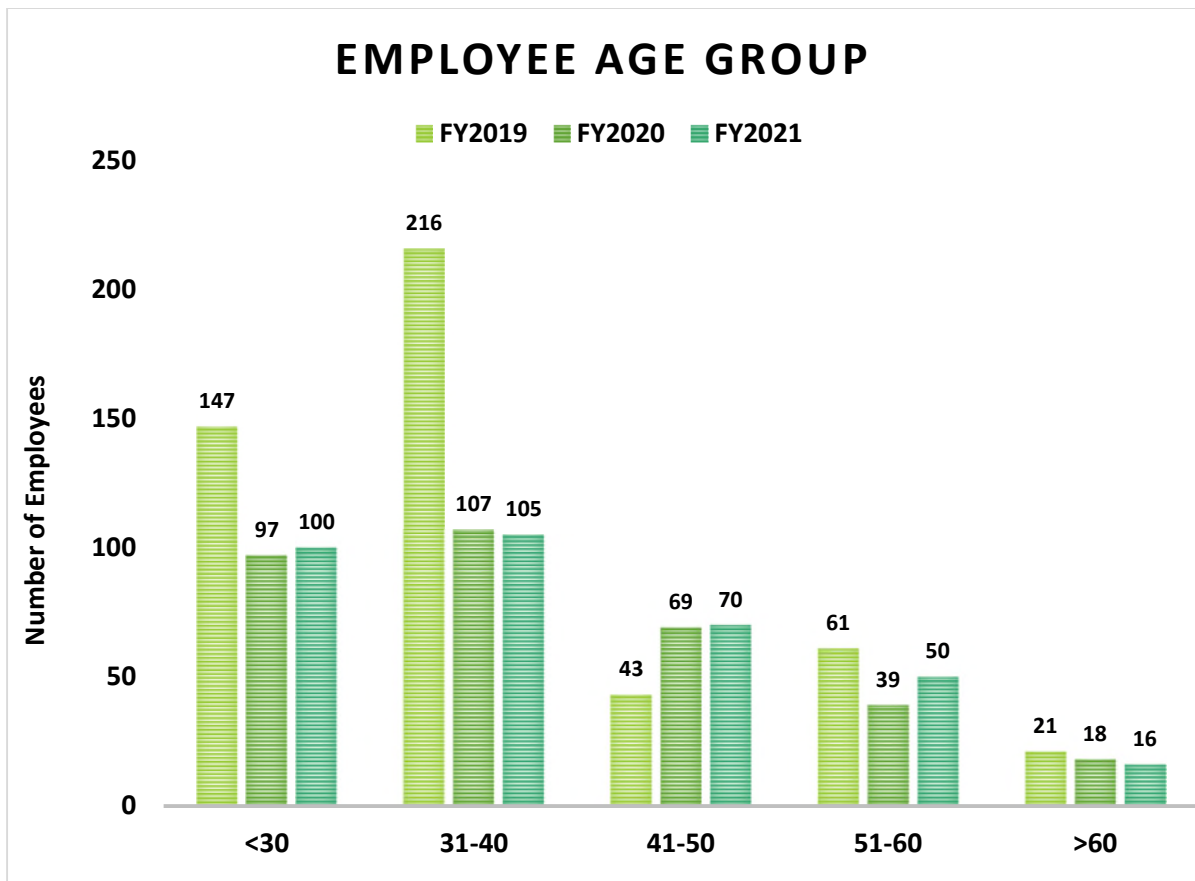
## GROUP'S EMPLOYEE GENDER



## GROUP'S EMPLOYEE EDUCATION LEVEL







### Inclusion and diversity

We believe that all our employees should have the opportunity to fulfil their potential and thrive in an inclusive and diverse workplace. This helps to promote safety, productivity and well-being within the Group. We employ, develop and promote people based on merit and do not tolerate any form of unlawful discrimination, bullying or harassment. Our systems, processes and practices empower fair treatment to all.

### Work Benefits

The Covid-19 pandemic intrusion in FY2021 had created significant disruptions in many businesses. The Group had responded to this challenge with flexi-hours, Work From Home procedures and enhanced Safety Management System. Our IT department had assisted staff in remote data communication and conferencing. We had also provided financial assistance to our low-income workers with the “COVID-19 Monetary Bonus” for the months of July 2020 till September 2020. In addition, we provided our staff with other items such as fruits and in-house sanitizer products.

## 2.3 Vendor Qualification

We strive to embed sustainability principles at all points within our supply chain, to grow long-term environmental, social and economic value for all stakeholders.

To achieve our mission, we have implemented purchasing processes, procedures and guidelines to operate an effective and efficient purchasing system and ensure the quality of our suppliers based on the latest ISO 9001:2015 standards in our Singapore subsidiaries. The Group's vendors are evaluated and qualified based on their competitive pricing, workmanship/quality, service/support, on time delivery and Quality Environmental Health and Safety ("QEHS") compliance, to assess their reliability and past performance records on an annual basis. Only approved external providers are allowed to provide goods and services for our projects.

We reviewed our vendor qualification procedures during the annual Singapore Accreditation Council audit in November to December 2020. The evaluation criteria and data collection methods were further improved and designed into the vendor qualification form.

## 2.4 Customer Satisfaction

The Group remains strongly committed to our customers. We have been providing competent professionals and expertise to execute our operations safely and we believe that a systematic Operational Health & Safety ("OHS") system will help uphold the company brand reputation with our employee and customers.

Qualified safety professionals and an operations team are deployed for every project to analyse and mitigate the associated hazards and risks by carefully studying the project site-specific operations, surrounding environment and OHS expectations of our customers.

Collectively, the QEHS policy sets out our targets towards maintaining the highest quality standards and guides our practices towards satisfying our customers' needs. Employees and customers are able to voice out concerns and grievances relating to our quality of work through our general corporate relations channel.

The Group management welcomes feedback as invaluable to further improving our services and operations. We had collected more feedbacks from key project clientele and used them to plan for better execution of future projects and to adjust or improve our operations.

The Group's management is aware that our customers are the most important assets.

We shall continue to execute our customer requirements diligently to ensure that our customers get their deliverables on schedule and with assured satisfaction.

## **2.5 Stakeholders and Community**

We seek to build good relationships with our stakeholders based on mutual respect and transparency over our business activities with open communication. Our practitioners use a range of tools that are tailored to the needs of our stakeholders. We plan, implement, evaluate and document stakeholder engagement activities which include a range of culturally and socially inclusive engagement activities and update our plans annually. Tools include stakeholder mapping, complaints and grievance reporting procedures, perception surveys, social impact and opportunity assessments and human rights impact assessments.

Through these, we gain valuable insights into what we do well and where we need to improve our performance. We also seek opportunities to actively participate in forums and discussions on themes that span our global communities such as environment, sustainable development, transparency and human rights.

## **GOVERNANCE**

### **3.1 Board Diversity**

With regards to the Board composition, the Nominating Committee evaluates the diversity and balance of skills, gender, knowledge, experience and size of the Board which would facilitate decision-making. In light of such evaluation and consultation with management, the Nominating Committee assesses if there is any inadequate representation in any of those attributes and if so, determines the role and the desirable competencies for a particular appointment.

Notwithstanding the above, the Nominating Committee recognises the merits of gender diversity in relation to the composition of the Board and in identifying candidates for new appointment to the Board, would consider suitable female candidates. Having said that, while gender is one aspect of diversity, new directors will continue to be selected based on objective criteria set as part of the process for appointment of new directors and Board succession planning. For more information on the process of appointment of new directors, please refer to the Group's FY2021 Annual Report.

The Group conducts business with uncompromising honesty and integrity, adhering to laws, regulations, and our written code of conduct. Our commitment to combat bribery and corruption is fundamental to how we operate and is embedded into our key systems and programmes.

## 3.2 Business Ethics and Anti-Corruption

We believe corruption misallocates resources, reinforces poverty, undermines the integrity of the Group, community decision-making and wastes opportunities that arise from resource development.

We are committed to contributing to the fight against corruption and working with businesses, the government and civil society to support this effort. We also have a specific anti-corruption procedure that sets out mandatory requirements to identify and manage the risk of anti-corruption laws being breached.

The Group resolved to continue its strict corporate governance on illegal matters or malpractice. We prohibit authorising, offering, giving or promising anything of value directly or indirectly to a government official to influence official action, or to anyone to encourage them to perform their work disloyally or otherwise improperly. We also require our people to take care that third parties acting on our behalf do not violate anti-corruption laws. A breach of these requirements can result in disciplinary action, including dismissal.

There was no corruption case involving the Group in FY2021 and as at the date of this report, the Group is not the subject of any charges or investigations or has been interviewed or asked to assist in any investigations.

The Group will continue to strive to maintain zero corruption cases in FY2022.

## 3.3 Whistle-blower Policy

The Group has a zero-tolerance policy towards fraud and corruption and has established whistle-blowing procedures for employees and other persons to raise, in confidence, concerns of possible improprieties and provides assurance to all our stakeholders including investors and customers.

Integrity and ethical behaviour remain as the fundamental elements in the context of our code of conduct and this has been cascaded from top to bottom and across all levels within the Group. In addition, we have a whistle-blowing policy in place to enable our employees and external parties such as suppliers and customers to report any non-compliance or dishonest practices or signal serious matters that they may be aware of.

The key details on the Group's whistle-blowing policy are as follows:

- The Audit Committee (“AC”) has authority to investigate any matter including whistle-blowing within its terms of reference.
- All whistle-blower complaints will be reviewed by the AC to ensure independent and thorough investigation and adequate follow-up.
- The Group has maintained a whistle-blowing register to record all the whistle-blowing incidents.

- Reports made anonymously will not be considered unless as directed by the AC. The AC will consider factors such as the severity of the matters raised to determine if the AC may accept anonymous disclosures. If accepted by the AC, anonymity and confidentiality will be honoured throughout the process.
- There were no reported case of incidents in the register during the AC quarterly review meetings.

In addition, the Group's staff and any other persons may, in confidence, raise concerns about possible improprieties in matters of financial reporting or other matters by submitting a whistle-blowing report to the members of the AC via email: [whistleblow@tritech.com.sg](mailto:whistleblow@tritech.com.sg).

To date, there have been no whistle-blowing reports received. The Group will continue to strive for the highest level of governance and to continue the zero incidence of whistle-blowing for FY2022.

## Appendix A: List of the Group's Training Courses (FY2021)

S/N	Course	Month
	<b>In 2020</b>	
1	Workplace Safety & Health Management construction industry BCSS	April
2	BESafe Training for workers	June
3	Safety Management Officer course	June
4	Safety Management Officer course	July
5	Occupational First Aid Course Refresher	August
6	Occupational First Aid Course	September
7	Apply workplace Safety and Health in Construction sites-ACS-BEN	September
8	Apply workplace Safety and Health in Construction sites-ACS-TAM	September
9	Occupational First Aid Course	October
10	Registered Earthworks Supervisor	October
11	BizSAFE 2 –Develop a Risk Management Implementation Plan	November
12	Workplace Safety & Health Management construction industry BCSS	November
13	Perform work in Confined space operation	November
14	Perform work in Confined space operation	December
15	Workplace Safety & Health Management construction industry BCSS	December
	<b>In 2021</b>	
16	Apply workplace Safety and Health in Construction sites	January
17	Apply workplace Safety and Health in Construction sites-ACS-TAM	January
18	Workplace Safety & Health Management construction industry BCSS	January
19	Electrical Works - CET	February
20	Soil Drilling & Instrumentation	February
21	Occupational First Aid Course Refresher	February
22	W&Q Perform work in confined space operation	February
23	Apply workplace Safety and Health in Construction sites	March
24	Workplace Safety & Health Management construction industry BCSS	March
25	Apply workplace Safety and Health in Construction sites-ACS-TAM	March
26	Occupational First Aid Course Refresher	March

## Appendix B

### GLOBAL REPORTING INITIATIVE CONTENT INDEX

(Sources: Sustainability Report (SR) and Annual Report (AR) FY2021)

Category	Disclosure	Description	Page Reference and Remarks
GRI 102 Organizational Profile	102-1	Name of Organization	SR Cover Page
	102-2	Activities, brands, products and services	AR Page 2
	102-3	Location of headquarter	AR Page 20
	102-4	Location of operations	AR Page 20
	102-5	Ownership and legal form	AR Page 79
	102-6	Markets served	AR Page 139-143
	102-7	Scale of organization	AR Page 1
	102-8	Information on employees and other workers	SR Page 15
	102-10	Significant changes to the organization and its supply chain	No significant change
	102-11	Precautionary Principle or approach	AR Page 21-61
GRI 102 Strategy	102-14	Statement from senior decision-maker	AR Page 4-6

## Appendix B

### GLOBAL REPORTING INITIATIVE CONTENT INDEX

(Sources: Sustainability Report (SR) and Annual Report (AR) FY2021)

<b>Category</b>	<b>Disclosure</b>	<b>Description</b>	<b>Page Reference and Remarks</b>
GRI 102 Ethics and integrity	102-16	Values, principles, standards and norms of behaviour	AR Page 23
GRI 102 Governance	102-18	Governance structure	AR Page 22
	102-20	Executive-level responsibility for economic, environmental and social topics	AR Page 26
	102-22	Composition of the highest governance body and its committee	AR Page 22
	102-23	Chair of the highest governance body	AR Page 22
	102-25	Conflict of interest	AR Page 23
	102-26	Role of the highest governance body in setting purpose, values and strategy	AR Page 32
	102-29	Identifying and managing economic, environmental and social impacts	SR Page 7
	102-32	Highest governance body's role in sustainability reporting	SR Page 5
	102-33	Communicating critical concerns	SR Page 7
	102-34	Nature and total number of critical concerns	SR Page 7
	102-35	Remuneration policies	AR Page 41



## Appendix B

### GLOBAL REPORTING INITIATIVE CONTENT INDEX

(Sources: Sustainability Report (SR) and Annual Report (AR) FY2021)

<b>Category</b>	<b>Disclosure</b>	<b>Description</b>	<b>Page Reference and Remarks</b>
GRI 102 Stakeholder engagement	102-40	List of stakeholder groups	SR Page 6
	102-42	Identifying and selecting stakeholders	SR Page 6
	102-43	Approach to stakeholder engagement	SR Page 6
	102-44	Key topics and concerns raised	SR Page 6
GRI 102 Reporting practice	102-45	Entities included in the consolidated financial statements	AR Page 3
	102-47	List of material topics	SR Page 7