

2020 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 2020 pages 0, 38-61 https://www.stengg.com/
102-3	Location of headquarters	ST Engineering is headquartered in Singapore. Annual Report 2020 page 23
102-4	Location of operations	Annual Report 2020 page 2
102-5	Ownership & legal form	Annual Report 2020 page 158
102-6	Markets served	Annual Report 2020 page 2, 163-165
102-7	Scale of the organisation	Annual Report 2020 pages 2-3, 62-63, 70-71, 94-95, 302-303
102-8	Information on employees and other workers	Annual Report 2020 page 94-95
102-9	Supply chain	Annual Report 2020 page 89
102-10	Significant changes to the organisation and its supply chain	There were no significant changes to ST Engineering nor its supply chain in 2020; From 1 January 2021, ST Engineering will be reorganised as Commercial and Defence & Public Security clusters, replacing the previous sector-structure of Aerospace, Electronics, Land Systems and Marine.
102-11	Precautionary Principle or approach	Meeting legal and regulatory requirements is core to our global operations, and embedded into our Code of Business Conduct and Ethics. Beyond full compliance to legal and regulatory requirements, we align our management systems to international standards such as ISO, OHSAS and GRI. Accordingly, our processes adopt a precautionary approach.
102-12	External initiatives	We align our management systems to international standards such as ISO and OHSAS (see Annual Report 2020 pages 78-79 and 86-87) We adopted the GRI Standards as our sustainability reporting framework and referenced the LBG Framework for reporting on our corporate community contributions.

GRI Standards	Disclosure	PAGE / RESPONSE
102-13	Membership of associations	ST Engineering and/or its key subsidiaries are member of the following organisations: <ul style="list-style-type: none"> a. Association of Company Emergency Response Teams (Singapore) b. Association of Singapore Marine Industries (ASMI) c. Bedok Safety Group d. European Organisation for Civil Aviation Equipment (Eurocae) e. Singapore Business Federation (SBF) f. Singapore Cybersecurity Consortium g. Singapore Institute of Directors (SID) h. Singapore Institution of Safety Officers i. Singapore International Chamber of Commerce j. Singapore Manufacturing Federation k. Singapore National Employers Federation (SNEF) l. The Institute of Internal Auditors
Strategy		
102-14	Statement from senior decision maker	https://www.stengg.com/en/sustainability/group-pceo-message
Ethics & Integrity		
102-16	Values, principles, standards, and norms of behaviour	https://www.stengg.com/en/about/vision-and-values/ https://www.stengg.com/en/sustainability/ethical-business-regulatory-compliance Annual Report 2020 pages 102-103
Governance		
102-18	Governance structure	Annual Report 2020 pages 74-75, 104-124
Stakeholder Engagement		
102-40	List of stakeholder groups	https://www.stengg.com/en/sustainability/our-approach Annual Report 2020 page 76
102-41	Collective bargaining agreements	About 28% of employees in our Singapore operations are covered under collective bargaining agreements.
102-42	Identifying & selecting stakeholders	https://www.stengg.com/en/sustainability/our-approach
102-43	Approach to stakeholder engagement	https://www.stengg.com/en/sustainability/our-approach
102-44	Key topics and concerns raised	https://www.stengg.com/en/sustainability/our-approach
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Annual Report 2020 pages 255-271
102-46	Defining report content & topic boundaries	Annual Report 2020 page 75-76 https://www.stengg.com/en/sustainability/our-approach

GRI Standards	Disclosure	PAGE / RESPONSE
102-47	List of material topics	Annual Report 2020 page 75 https://www.stengg.com/en/sustainability/our-approach
102-48	Restatement of information	Emission numbers of Singapore operations from the previous year were restated as data published at the time of the annual report had yet to be audited, but have since been verified.
102-49	Changes in reporting	Nil.
102-50	Reporting period	1 January to 31 December 2020
102-51	Date of most recent report	Annual Report 2019 issued in March 2020
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	Annual Report 2020 page 75 https://www.stengg.com/en/sustainability/sustainability-reports
102-55	GRI content index	https://www.stengg.com/en/sustainability/sustainability-reports
102-56	External assurance	Our GHG emissions data are verified externally under ISO 14064-1.

SPECIFIC STANDARD DISCLOSURES

GRI Standards	Disclosure	PAGE / RESPONSE
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ENVIRONMENTAL PROTECTION

103-1	Explanation of the material topic and its Boundary	https://www.stengg.com/en/sustainability/environmental-protection
103-2	The management approach and its components	Annual Report 2020 pages 78-79
103-3	Evaluation of the management approach	

Energy 2016

302-1	Energy consumption within the organization	<p>For Singapore operations:</p> <p>Total fuel consumed from non-renewal sources in 2020 is about 223,000 GJ</p> <p>Fuel types used included aviation jet fuel, motor gasoline, diesel, natural gas and acetylene.</p> <p>The total electricity consumed in 2020 is about 408,000 GJ</p> <p>We do not make use of heating, cooling and steam to generate energy.</p> <p>The standards which we complied for our GHG inventory quantification for Singapore operations is ISO 14064-1:2006 Part 1 – Specification with guidance at the organisation level for quantification and reporting of GHG emissions and removals.</p> <p>The source of conversion factors, methodologies, calculation tools used are extracted from the following approved sites by our external accredited auditor.</p>
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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/Singapore_Energy_Statistics.aspx
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

GRI Standards		Disclosure	PAGE / RESPONSE
Global Warming Potential Values		http://ghgprotocol.org/sites/default/files/ghgp/Global-Warming-Potential-Values%20%28Feb%2016%202016%29_1.pdf	
302-3	Energy Intensity	For Singapore operations, the energy intensity ratio for 2020 is about 143 GJ / S\$million	
Water 2016			
303-5	Water consumption	Annual Report 2020 pages 80-81	
Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	<p>Annual Report 2020 pages 80-81</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>For Singapore operations:</p> <ul style="list-style-type: none"> • Base year for calculation is FY 2010 as the company started on establishing its GHG inventory in 2009 • Emissions for the Base year as verified by our external auditor are 28,336 tonnes of CO₂ equivalent. We had no recalculations of base year emissions <p>Refer to table “Source of Conversion Factors, Methodology, and Calculation Tools” on page 4 of the GRI Content Index</p>	
305-2	Energy indirect (Scope 2) GHG emissions	<p>Annual Report 2020 pages 80-81</p> <p>For Singapore operations:</p> <ul style="list-style-type: none"> • 2020 GHG emissions are calculated based on EMA's grid electricity emission factor published in 2019 • The following gases are included in our computation for conversion to CO₂ equivalent terms: CO₂, CH₄, N₂O, PFC₅, HFC₅ and SF₆. • Base year for calculation is FY 2010 as the company started on establishing its GHG inventory in 2009 • Emissions for the Base year as verified by our external auditor are 56,536 tonnes of CO₂ equivalent; we had no recalculations of base year emissions • The source of conversion factors, methodologies, calculation tools used are extracted from the following approved sites by our external accredited auditor • Source of Singapore Grid Electricity Emission Factors: Energy Market Authority (EMA) https://www.ema.gov.sg/Singapore_Energy_Stations.aspx <p>Refer to table “Source of Conversion Factors, Methodology, and Calculation Tools” on page 4 of the GRI Content Index.</p>	

GRI Standards	Disclosure	PAGE / RESPONSE
305-3	Other indirect (Scope 3) GHG emissions	Annual Report 2020 page 81 For Singapore operations: <ul style="list-style-type: none"> The gases used for computation of Scope 3 emissions included CO₂, CH₄ and N₂O Base year for calculation is FY 2010 as the company started on establishing its GHG inventory in 2009 Emissions for the Base year as verified by our external auditor are 9931 tonnes of CO₂ equivalent; we had no recalculations of base year emissions The source of conversion factors, methodologies, calculation tools used are extracted from the following approved sites by our external accredited auditor <ul style="list-style-type: none"> The flight distance between source and destination cities are taken from online website – http://www.travelmath.com The applicable emission factors are extracted from GHG Protocol website - http://www.ghgprotocol.org/calculation-tools/all-tools
305-4	GHG emissions intensity	Annual Report 2020 page 81 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. Refer to table “Source of Conversion Factors, Methodology, and Calculation Tools” on page 4 of the GRI Content Index.
PRODUCTIVITY		
103-1	Explanation of the material topic and its Boundary	https://www.stengg.com/en/sustainability/productivity
103-2	The management approach and its components	Annual Report 2020 pages 78-79
103-3	Evaluation of the management approach	
Non-GRI	Value of realised productivity savings	Annual Report 2020 page 82
Non-GRI	Value added per employment cost	Annual Report 2019 page 82
GREEN PRODUCTS & SERVICES		
103-1	Explanation of the material topic and its Boundary	https://www.stengg.com/en/sustainability/green-products-services
103-2	The management approach and its components	Annual Report 2020 pages 78-79
103-3	Evaluation of the management approach	
Non-GRI	Highlights of green products and services	https://www.stengg.com/en/sustainability/green-products-services Annual Report 2020 pages 84-85
Environmental Compliance (Products and Services) 2016		
307-1	Non-compliance with environmental laws and regulations	In 2020, there were no significant fines or incidents relating to non-compliance with environmental laws and regulations

GRI Standards	Disclosure	PAGE / RESPONSE
ECONOMIC PERFORMANCE		
103-1	Explanation of the material topic and its Boundary	https://www.stengg.com/en/sustainability/economic-performance
103-2	The management approach and its components	Annual Report 2020 pages 4-9, 86-87
103-3	Evaluation of the management approach	
Economic Performance 2016		
201-1	Direct economic value generated and distributed	Annual Report 2020 pages 68-70, 88
QUALITY PRODUCTS & SERVICES		
103-1	Explanation of the material topic and its Boundary	https://www.stengg.com/en/sustainability/quality-products-services
103-2	The management approach and its components	Annual Report 2020 pages 86-87
103-3	Evaluation of the management approach	
Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Annual Report 2020 pages 90-91
PEOPLE EXCELLENCE		
103-1	Explanation of the material topic and its Boundary	https://www.stengg.com/en/sustainability/people-excellence
103-2	The management approach and its components	Annual Report 2020 pages 86-87, 92-94
103-3	Evaluation of the management approach	
<p>For Singapore operations, there were 4 cases of grievances reported; all were resolved.</p> <p>We are committed to providing a work environment that is free from discrimination, as reflected in our Code of Business Conduct & Ethics:</p> <p>https://www.stengg.com/media/616865/website_april-2018-coc-final.pdf</p>		
Employment 2016		
401-1	New employee hires and employee turnover	Annual Report 2020 page 95
<p>The denominator used to calculate turnover rates is based on the average number of employees. This is calculated using a simple average of the number of employees at the beginning and end of the year.</p> <p>Both voluntary and non-voluntary turnover data are tracked. We report voluntary turnover as it is a more meaningful measure of our People Excellence efforts.</p>		

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Turnover breakdown for 2020 for Singapore and North America operations:

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	18.9%	13.7%	9.5%	9.2%	9.0%	8.2%	10.4%

Rates are determined by number of turnover in the category, divided by the average number of employees in that category, e.g., (number of turnover in the ≤ 30 years old group) / (total average number of employees in the ≤ 30 years old group).

Labour/Management Relations 2016

402-1	Minimum notice periods regarding operational changes	There was no stoppage of work arising from any industrial action in 2020.
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Training and Education 2016

404-1	Average hours of training per year per employee	Annual Report 2020 page 95
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Training hours breakdown for 2020 for Singapore and North America

	Manager	Executive	Non-executive
By employee category	11.1 hours	18.0 hours	15.5 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.
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Non-discrimination 2016

406-1	Incidents of discrimination and corrective actions taken	There was no reported incidence of discrimination by employees in 2020.
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Freedom of Association and Collective Bargaining 2016

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>We are not aware of operations or suppliers in which workers' rights to exercise freedom of association and collective bargaining are at significant risk. Vendors are expected to comply with our Vendor Code of Conduct, which includes respecting workers' rights to freedom of association and collective bargaining.</p> <p>Our Vendor Code of Conduct: https://www.stengg.com/media/1076233/vendor-code-of-conduct-2020.pdf</p>
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TOTAL WORKPLACE SAFETY & HEALTH

103-1	Explanation of the material topic and its Boundary	https://www.stengg.com/en/sustainability/total-workplace-safety-health
103-2	The management approach and its components	Annual Report 2020 pages 86-87, 96
103-3	Evaluation of the management approach	

GRI Standards	Disclosure	PAGE / RESPONSE
Occupational Health and Safety 2016		
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Annual Report 2020 page 97 We do not find it meaningful at present to record health and safety incidents by gender. Most injuries are incurred by male employees as majority of our employees are male due to the industrial sector that we are in. System of rules applied in recording and reporting accident statistics are based on Ministry of Manpower requirements in Singapore.
RESPONSIBLE PROCUREMENT		
103-1	Explanation of the material topic and its Boundary	https://www.stengg.com/en/sustainability/responsible-procurement
103-2	The management approach and its components	Annual Report 2020 pages 86-87, 89
103-3	Evaluation of the management approach	
Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	Annual Report 2020 page 89 Local purchase refers to goods and services procured from Singapore-based suppliers for Singapore operations. In FY2019, the purchase from Singapore suppliers represented 62% of our total purchase value from Singapore operations. 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.
Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Annual Report 2020 page 89
Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Annual Report 2020 page 89
CORPORATE COMMUNITY CONTRIBUTIONS		
103-1	Explanation of the material topic and its Boundary	https://www.stengg.com/en/sustainability/corporate-community-contributions
103-2	The management approach and its components	Annual Report 2020 page 86-87
103-3	Evaluation of the management approach	
Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Annual Report 2020 pages 98-101

GRI Standards	Disclosure	PAGE / RESPONSE
ETHICAL BUSINESS & REGULATORY COMPLIANCE		
103-1	Explanation of the material topic and its Boundary	https://www.stengg.com/en/sustainability/ethical-business-regulatory-compliance
103-2	The management approach and its components	Annual Report 2020 page 102-124
103-3	Evaluation of the management approach	
Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	The Group's operations are assessed for risks related to corruption as part of the Enterprise Risk Management framework. In addition, the Group's Risk and Assurance function and Internal Audit collaborate closely to consider potential corrupt practices in the planning and conduct of their reviews. The significant corruption risks identified relate primarily to using third-party vendors and intermediaries, corruption by employees, and gifts, hospitality, donations and sponsorships to business partners and public officials.
205-2	Communication and training about anti-corruption policies and procedures	Annual Report 2020 page 103
205-3	Confirmed incidents of corruption and actions taken	Nil in 2020
Socioeconomic Compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	Nil in 2020