

## 2017 GRI CONTENT INDEX

In accordance with GRI Standards: Core Option

### GENERAL STANDARD DISCLOSURES

GRI Standards	Disclosure	PAGE / RESPONSE
<b>Organisational Profile</b>		
102-1	Name of organisation	Singapore Technologies Engineering Ltd
102-2	Activities, brands, products & services	Annual Report 2017 page 1
102-3	Location of headquarters	Annual Report 2017 page 1
102-4	Location of operations	Annual Report 2017 page 1 <a href="http://www.stengg.com/en/about/global-presence/">http://www.stengg.com/en/about/global-presence/</a>
102-5	Ownership & legal form	Annual Report 2017 page 1
102-6	Markets served	Annual Report 2017 page 1
102-7	Scale of the organisation	Annual Report 2017 pages 1, 2-3, 78-79, 136-138
102-8	Information on employees and other workers	Annual Report 2017 pages 78-79 e & f: No
102-9	Supply chain	Annual Report 2017 page 84
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	<a href="http://www.stengg.com/en/sustainability/our-principles/">http://www.stengg.com/en/sustainability/our-principles/</a>
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"> <li>Association for Unmanned Vehicle Systems International (AUVSI)</li> <li>British Chamber of Commerce</li> <li>Global Compact for Singapore Network (GCNS)</li> <li>Institute of South Asian Studies (ISAS)</li> <li>Investor Relations Professionals Association Singapore (IRPAS)</li> <li>Sembawang Country Club</li> <li>Singapore Business Federation</li> </ol>

GRI Standards	Disclosure	PAGE / RESPONSE
		(SBF)
		h. Singapore Chinese Chamber of Commerce & Industry (SCCCI)
		i. Singapore Institute of Directors (SID)
		j. Singapore Institute of International Affairs (SIIA)
		k. Singapore Institute of Management (SIM)
		l. Singapore International Chamber of Commerce
		m. Singapore National Employers Federation (SNEF)
<b>Strategy</b>		
102-14	Statement from senior decision maker	<a href="http://www.stengg.com/en/sustainability/our-performance/">http://www.stengg.com/en/sustainability/our-performance/</a> see P/CEO Message 2017
<b>Ethics &amp; Integrity</b>		
102-16	Values, principles, standards, and norms of behaviour	<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 2017 page 72
<b>Governance</b>		
102-18	Governance structure	Annual Report 2017 page 72
<b>Stakeholder Engagement</b>		
102-40	List of stakeholder groups	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>
102-41	Collective bargaining agreements	29% of employees in our Singapore operations are covered under collective bargaining agreements.
102-42	Identifying & selecting stakeholders	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>
102-43	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>
102-44	Key topics and concerns raised	<a href="http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/">http://www.stengg.com/en/sustainability/our-commitment/stakeholder-engagement/</a>
<b>Reporting Practice</b>		
102-45	Entities included in the consolidated financial statements	Annual Report 2017 pages 197-210, 252
102-46	Defining report content & topic boundaries	Our Management Approach pages 2-5

GRI Standards	Disclosure	PAGE / RESPONSE
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.  Training hours reported for our US operations should be 25.2 hours instead of 42.6 hours in 2016.
102-49	Changes in reporting	Nil
102-50	Reporting period	1 January to 31 December 2017
102-51	Date of most recent report	Annual Report 2017
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 2017 page 72
102-55	GRI content index	<a href="http://www.stengg.com/en/sustainability/our-performance/our-sustainability-reports/">http://www.stengg.com/en/sustainability/our-performance/our-sustainability-reports/</a>
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
<b>Economic Performance</b>		
103-1	Explanation of the material topic and its Boundary	Annual Report 2017 pages 32-55, 72-75
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
201-1	Direct economic value generated and distributed	Annual Report 2017 pages 62-64
<b>Procurement Practices</b>		
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 2017 page 84
103-3	Evaluation of the management approach	
204-1	Proportion of spending on local suppliers	Annual Report 2017 page 84
<b>Anti-corruption</b>		
103-1	Explanation of the material topic and its Boundary	Annual Report 2017 page 73
103-2	The management approach and its components	Our Management Approach pages 8-9
103-3	Evaluation of the management approach	<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>
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 significant corruption risks identified are set out in Our Management Approach page 9.
205-2	Communication and training about anti-corruption policies and procedures	Our Management Approach pages 8-9 Annual Report 2017 page 73
205-3	Confirmed incidents of corruption and actions taken	On the cases against former employees of ST Marine for alleged corruption in Singapore reported in 2014 and 2015, the final two former employees were sentenced in 2017. Please refer to the Press Release section of our website for more information.
<b>Energy</b>		
103-1	Explanation of the material topic and its Boundary	Our Management Approach pages 19-22
103-2	The management approach and its components	Annual Report 2017 pages 82
103-3	Evaluation of the management approach	<a href="http://www.stengg.com/en/sustainability/our-customers/">http://www.stengg.com/en/sustainability/our-customers/</a> see 'Sustainable Solutions'
302-1	Energy consumption within the organization	Annual Report 2017 page 83 a. & b. Fuel types used included aviation jet fuel, motor gasoline, diesel, natural gas and acetylene. c. and d. Our processes don't use heating, cooling and steam consumption. e. Annual Report 2017 page 83

GRI Standards	Disclosure	PAGE / RESPONSE
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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.

g. The source of conversion factors, methodologies, calculation tools used are extracted from the following approved sites by our external accredited auditor.

Source of Conversion Factors, Methodology, and Calculation Tools	
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>
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 Natural Gas	<a href="https://www.engineeringtoolbox.com/gas-density-d_158.html">https://www.engineeringtoolbox.com/gas-density-d_158.html</a>
Global Warming Potential Values	<a href="http://ghgprotocol.org/sites/default/files/ghgp/Global-Warming-Potential-Values%20%28Feb%2016%202016%29_1.pdf">http://ghgprotocol.org/sites/default/files/ghgp/Global-Warming-Potential-Values%20%28Feb%2016%202016%29_1.pdf</a>

302-3	Energy Intensity	Annual Report 2017 page 83 Refer to table “Source of Conversion Factors, Methodology, and Calculation Tools” on page 5 of the GRI Content Index
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#### Water

103-1	Explanation of the material topic and its Boundary	Our Management Approach pages 22-23
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
303-1	Total water withdrawal by source	Annual Report 2017 pages 82-83

GRI Standards	Disclosure	PAGE / RESPONSE
<b>Emissions</b>		
103-1	Explanation of the material topic and its Boundary	Our Management Approach pages 21-22, 23-24
103-2	The management approach and its components	Annual Report 2017 pages 82-83
103-3	Evaluation of the management approach	<a href="http://www.stengg.com/en/sustainability/our-customers/">http://www.stengg.com/en/sustainability/our-customers/</a> see 'Sustainable Solutions'
305-1	Direct (Scope 1) GHG emissions	<p>a. Annual Report 2017 page 83</p> <p>b. The following gases are included in our computation for conversion to CO<sub>2</sub> equivalent terms – CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, PFC5, HFC5 and SF6.</p> <p>c. Our Biogenic CO<sub>2</sub> emissions is close to 22,000 tons of CO<sub>2</sub> equivalent.</p> <p>d.</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 28,336 tons of CO<sub>2</sub> equivalent.</p> <p>iii. Nil</p> <p>e., f. &amp; g. Annual Report 2017 page 83</p> <p>Refer to table "Source of Conversion Factors, Methodology, and Calculation Tools" on page 5 of the GRI Content Index</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>a. Annual Report 2017 page 83</p> <p>b. We will report on market-based GHG emissions for reporting period 2018 onwards.</p> <p>c. The following gases are included in our computation for conversion to CO<sub>2</sub> equivalent terms: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, PFC5, HFC5 and SF6.</p> <p>d.</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 56,536 tons of CO<sub>2</sub> equivalent.</p> <p>iii. Nil</p> <p>e. &amp; f. Annual Report 2017 page 83</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).  <a href="https://www.ema.gov.sg/cmsmedia/Publications_and_Statistics/Statistics/18RSU.pdf">https://www.ema.gov.sg/cmsmedia/Publications_and_Statistics/Statistics/18RSU.pdf</a></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
305-3	Other indirect (Scope 3) GHG emissions	<p>a. Annual Report 2017 page 83</p> <p>b. The gases used for computation of Scope 3 emissions included CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O.</p> <p>c. &amp; d. Annual Report 2017 page 83</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 CO<sub>2</sub> equivalent.</p> <p>iii. Nil</p> <p>f. Annual Report 2017 page 83</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 online website – <a href="http://www.travelmath.com">http://www.travelmath.com</a></p> <p>ii. The applicable emission factors will be extracted from GHG Protocol website - <a href="http://www.ghgprotocol.org/calculation-tools/all-tools">http://www.ghgprotocol.org/calculation-tools/all-tools</a></p>
305-4	GHG emissions intensity	<p>Annual Report 2017 page 83</p> <p>The following gases are included in our computation for conversion to CO<sub>2</sub> equivalent terms – CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, 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>
<b>Environmental Compliance (Products and Services)</b>		
103-1	Explanation of the material topic and its Boundary	Our Management Approach pages 19, 27
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 2017, there was no significant fine or incident relating to noncompliance with environmental laws and regulations
<b>Supplier Environmental Assessment</b>		
103-1	Explanation of the material topic and its Boundary	Our Management Approach pages 27-29
103-2	The management approach and its components	Annual Report 2017 page 84
103-3	Evaluation of the management approach	
308-1	New suppliers that were screened using environmental criteria	To be considered after the new Procurement Organisation has been fully established and stabilised.

GRI Standards	Disclosure	PAGE / RESPONSE
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### Employment

103-1	Explanation of the material topic and its Boundary	Annual Report 2017 pages 78-79
103-2	The management approach and its components	Our Management Approach pages 11-14
103-3	Evaluation of the management approach	<a href="http://www.stengg.com/en/sustainability/our-people/">http://www.stengg.com/en/sustainability/our-people/</a>

401-1	New employee hires and employee turnover	<p>Annual Report 2017 page 79</p> <p>a. Number and new hires rate by age group and gender will be reported next year.</p> <p>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.</p> <p>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.</p> <p>b. Annual Report 2017 page 79</p>
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### Turnover breakdown for 2017

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	12.4%	10%	5.7%	3.4%	2.7%	2.6%	1.9%

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 2017 pages 78-79
103-2	The management approach and its components	Our Management Approach page 14
103-3	Evaluation of the management approach	<p><a href="http://www.stengg.com/en/sustainability/our-people/">http://www.stengg.com/en/sustainability/our-people/</a></p> <p>There were 5 cases of grievances reported, and all cases were resolved</p>
402-1	Minimum notice periods regarding operational changes	There was no stoppage of work arising from any industrial action in 2017.

### Occupational Health and Safety

103-1	Explanation of the material topic and its Boundary	Annual Report 2017 pages 80-81
103-2	The management approach and its components	Our Management Approach pages 15-18, 27
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	<p>Annual Report 2017 page 81</p> <p>a. &amp; b. We do not find it meaningful at present to record health and safety incidents by gender.</p> <p>c. system of rules applied in recording and reporting accident statistics are based on Ministry</p>

GRI Standards	Disclosure	PAGE / RESPONSE	
		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.	
<b>Training &amp; Education</b>			
103-1	Explanation of the material topic and its Boundary	Annual Report 2017 pages 78-79	
103-2	The management approach and its components	Our Management Approach page 11-13	
103-3	Evaluation of the management approach	<a href="http://www.stengg.com/en/sustainability/our-people/">http://www.stengg.com/en/sustainability/our-people/</a>	
404-1	Average hours of training per year per employee	Annual Report 2017 pages 79	
<b>Training hours breakdown for 2017</b>			
	Manager	Executive	Non-executive
By employee category	29.8 hours	36.3 hours	28.9 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.	
<b>Non-discrimination</b>			
103-1	Explanation of the material topic and its Boundary	Our Management Approach pages 12	
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
406-1	Incidents of discrimination and corrective actions taken	There was no reported incidence of discrimination by employees in 2017	
<b>Freedom of Association and Collective Bargaining</b>			
103-1	Explanation of the material topic and its Boundary	Our Management Approach page 14	
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	To be considered after the new Procurement Organisation has been fully established and stabilised.	
<b>Local Communities</b>			
103-1	Explanation of the material topic and its Boundary	Annual Report 2017 pages 85	
103-2	The management approach and its components	Our Management Approach pages 30	
103-3	Evaluation of the management approach	<a href="http://www.stengg.com/en/sustainability/our-community/">http://www.stengg.com/en/sustainability/our-community/</a>	
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.)	

GRI Standards	Disclosure	PAGE / RESPONSE
<b>Supplier Social Assessment</b>		
103-1	Explanation of the material topic and its Boundary	Our Management Approach pages 27-29
103-2	The management approach and its components	Annual Report 2017 page 84
103-3	Evaluation of the management approach	
414-1	New suppliers that were screened using social criteria	To be considered after the new Procurement Organisation has been fully established and stabilised.
<b>Customer Health and Safety</b>		
103-1	Explanation of the material topic and its Boundary	Annual Report 2017 page 77
103-2	The management approach and its components	<a href="http://www.stengg.com/en/sustainability/our-principles/">http://www.stengg.com/en/sustainability/our-principles/</a> see 'Quality and Safety'
103-3	Evaluation of the management approach	Our Management Approach pages 26-27
416-1	Assessment of the health and safety impacts of product and service categories	Our Management Approach pages 26-27
<b>Socioeconomic Compliance</b>		
103-1	Explanation of the material topic and its Boundary	<a href="http://www.stengg.com/en/sustainability/our-principles/">http://www.stengg.com/en/sustainability/our-principles/</a> 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	ST Marine was fined S\$170,000 in October 2017 after pleading guilty to one charge under the Singapore Workplace Safety and Health Act for failing in its duty as occupier to take reasonably practicable measures to ensure that the workplace was safe and without risks to health of every person within the workplace.