Singapore Shipping Corporation Limited

EMBARKING ON A SUSTAINABILITY JOURNEY

SINGAPORE SHIPPING CORPORATION LIMITED
SUSTAINABILITY REPORT 2021

TABLE OF CONTENTS

BOARD STATEMENT

Dear Stakeholders,

The Board of Directors (the "**Board**") of Singapore Shipping Corporation Limited's ("**SSC**") is proud to present SSC's sustainability report for 2021. This year's sustainability report is issued in compliance with the Singapore Exchange Securities Trading Limited's ("**SGX-ST**") rules. The report includes details on the manner in which the Group incorporates sustainability aspects in the core of its operational businesses, with reference to the Global Reporting Initiative (GRI) Standards (2016).

This report reflects SSC's continued commitment to responsible and sustainable business amid these unprecedented times. We continue to focus our efforts on integrating sustainability within our wider business strategy and objectives, with the development of our sustainability strategy being one of the key factors to the progression of our sustainability journey. We are fully committed to achieving sustainable growth, and will continue to develop our operations with the high standards we have always set ourselves to.

We have, collectively as a Board, been involved in the materiality analysis to identify the environmental, social and governance (**"ESG"**) factors that are important to our key stakeholders and/or significant to our business. The key ESG factors that were identified in previous years remain fully relevant in the present year and contain to maintain their critical position in the development of our businesses. They are: Anti-Corruption, Regulatory Compliance, Occupational Health and Safety, Quality of Assets and Services, Employee Wellbeing and Engagement, Training and Career Development, Data Security and Customer Privacy, Effluents and Waste Management, Energy Consumption and Associated Green House Gas Emissions, and Local Community Investment & Development.

With the Board's approval and confirmation, the Sustainability Steering Committee's (comprising of the Group's management that reports directly to the Board) continues to refine and monitor the management of sustainability-related risks and opportunities. Given the COVID-19 pandemic, the Committee has zoomed in on the safety of our employees and cargo onboard our vessels as our utmost priority.

We hope that the information in this report provides our readers with useful and relevant information regarding SSC's operations and its sustainability commitments and goals. We look forward to navigating through these challenging waters with your full support.

INTRODUCTION

ABOUT THIS REPORT

SSC presents its FY2021 sustainability report, prepared in accordance to the internationally recognised Global Reporting Initiatives ("**GRI**") Standards – "Core" option and in line with SGX-ST Mainboard Listing Rule 711(B).

We have adopted the GRI standards as our selected reporting framework since it is an internationally recognised reporting framework containing internationally accepted guidelines and principles for companies and organisations to report on corporate responsibility and sustainability performance. The GRI Standards are also the most applicable to facilitate SSC's sustainability reporting goals.

This report will comprehensively cover all of SSC's major business components and revenue streams, and provides a clear view of our non-financial activities in Singapore for the period from 1 April 2020 to 31 March 2021 ("**FY2021**"), unless stated otherwise in the report.

We have not sought external assurance for this report. Our reporting is done in good faith and to the best of our knowledge. For any queries and feedback relating to this sustainability report, please contact:

Investor Relations Committee
Tel: 6220 4906
investor.relations@singaporeshipping.com.sg

Taurus Leader docked at Pasir Panjang Terminal

![Singapore Shipping Corporation Limited]

OUR HIGHLIGHTS

US$8.0 Million

Increase in cash and cash equivalents

Zero

Man-hours Loss to date

Awarded

BizSafe Star Certification in 2020

&

"Incident Free Car Jockey Stevedore 2020" by PSA

"Capricornus Leader" awarded as Best Car Carrier by NYK in 2020

&

2 vessels awarded "Vessels of the Month"

By NYK in 2017

ABOUT SINGAPORE SHIPPING CORPORATION LIMITED

As a well-established shipping group in Asia, SSC has been listed on the main board of SGX since 2000. SSC's core business revolves around shipping operations and is divided into 4 main businesses - ship owning, ship management, ship agency & terminal operations and logistics services.

SSC counts among its business partners and principals various distinguished international companies such as Nippon Yusen Kabushiki Kaisha ("**NYK**"), Mitsui OSK Lines, EUKOR Car Carriers Inc, Hyundai Glovis and Wallenius Wilhelmsen. Locally, SSC provides logistics services to established organisations including various government-linked businesses and enterprises. SSC's vision is to be a global leader in the shipping and total logistics services industry.

SSC adheres to a variety of guidelines and regulations set by our clients and regulatory bodies. We are part of numerous maritime associations and guilds, including the Ship's Owner's Association, the Singapore Logistics Association, the Singapore Shipping Association, the International Maritime Organisation and the Singapore Registry of Accredited Multimodal Transport Operators.

Ship Owning

SSC owns a fleet of modern Pure Car Truck Carriers (PCTC) which traverse international waters and across numerous continents for and on behalf of their long-term charterers. The Group owns and manages five such vessels chartered to EUKOR Car Carriers Inc, Hyundai Glovis, Wallenius Wilhelmsen and NYK.

Ship Management

Established since 1984 with ISO and ISM[1] accreditations, SSC Ship Management Pte Ltd ("**SMPL**") is a wholly owned subsidiary of SSC and oversees our ship management business. With a team of qualified and experienced master mariners, marine and engineering superintendents, SMPL manages services such as technical management, procurement, crew procurement and management, ISO and ISM certifications and audits. SMPL also oversees other services such as ship inspection and new construction consultancy.

Shipping Agency and Terminal Operations

With over 50 years of experience, Singapore Shipping Agencies Pte Ltd ("**SSAPL**"), a wholly owned subsidiary of SSC, has a well-established presence in the local shipping industry. With a team of highly experienced shipping professionals, port captains and on-site managers, SSAPL provides a wide-spanning range of quality, value-added agency and terminal services that includes vessel husbandry, stevedoring and cargo management. SSAPL covers terminal operations at Pasir Panjang Automobile Terminal and Jurong Port as well as the shipment and handling of special cargoes.

Logistics Services

Island Line Pte Ltd ("**ISPL**"), a member of the Singapore Logistics Association and a wholly owned subsidiary of SSC, has over 20 years of experience in Strategic Projects logistics and freight forwarding. Being a well-established entity in the logistics industry, ISPL provides services and solutions for niche markets and other industries/cargoes that entail special handling. This includes handling military shipments both locally and abroad. We offer a one-stop solution for freight forwarding and logistics, with capabilities encompassing transportation, warehousing, customs clearance and transhipment.

---

[1] International Management Code for the Safe Operation of Ships and for Pollution Prevention mandated by the International Maritime Organisation (IMO)

Our Mission

Our People

Our people are our greatest asset. We develop, reward and retain passionate and success-oriented professionals at all levels. We adhere to our values and keep our word, engendering trust and mutual respect.

Our Customers

Our priority is our customers. We deliver reliable and responsive service on all fronts. We pursue excellence in our work and constantly endeavour to improve.

Our Shareholders

We are committed to maximising value of shareholder returns, enabling appropriate reinvestments to the Group and in our people.

OUR SUSTAINABILITY APPROACH

SUSTAINABILITY GOVERNANCE STRUCTURE

Spearheading SSC's sustainability efforts is our Sustainability Committee, comprised of SSC's top management personnel. This permanent committee oversees the various aspects of SSC's operations to ensure the Group's progress and development in the 10 ESG factors by SSC's various work streams and teams. The Committee is responsible for formulating SSC's sustainability approach and framework, and also to implement approved initiatives and monitor SSC's sustainability performance.
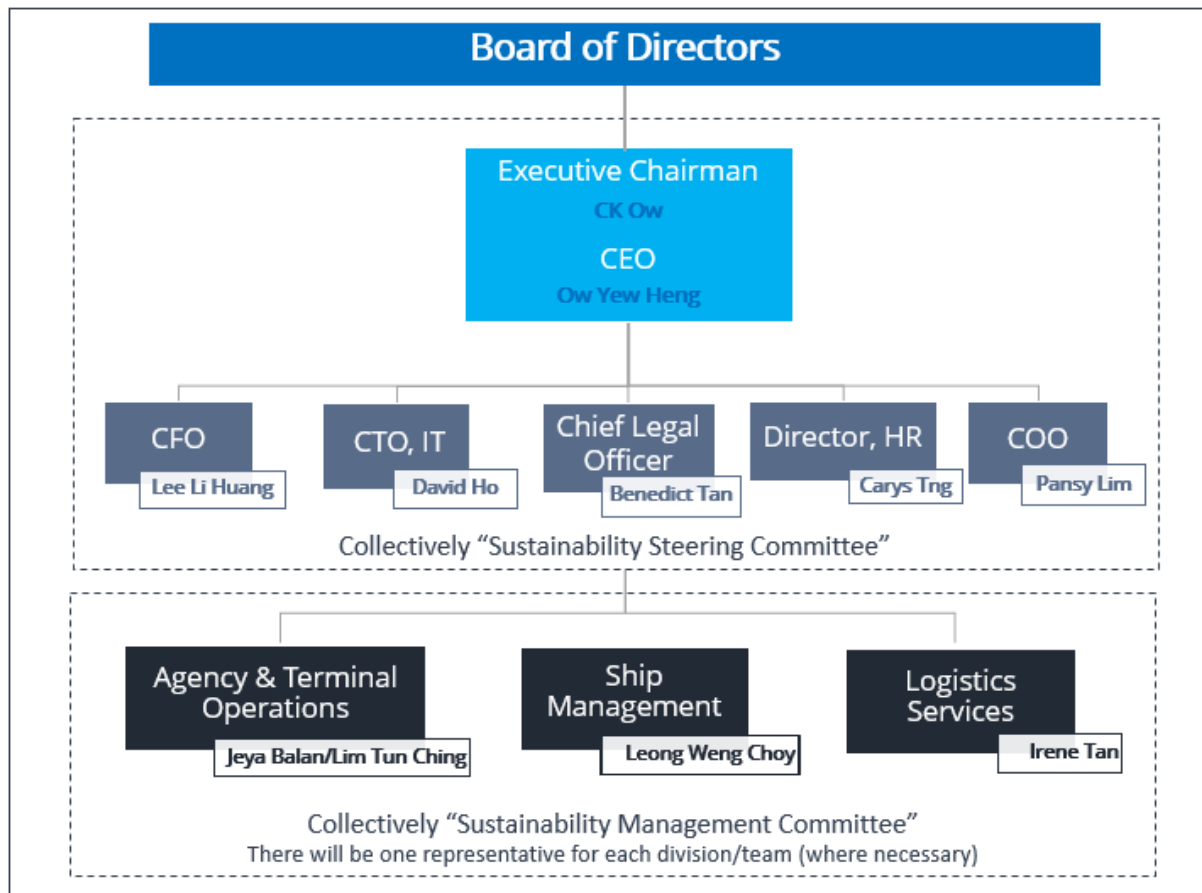
STAKEHOLDER ENGAGEMENT

SSC constantly engages its stakeholders through numerous methods, such as town-hall sessions held by the individual departments, and regular communications between department heads and senior management to ensure that the relevant stakeholders are kept abreast of developments. By actively engaging our stakeholders, we are able to explore new opportunities, issues, and risks, all of which lends toward greater value creation for our business and stakeholders.

Key Stakeholders	Engagement Platforms	Frequency of Engagement	Key Topics of Interest	Our Approach
Shareholders	• Corporate announcements • Annual General Meetings • Investor Relations Initiatives	• When required throughout the year • Annual General Meetings are held on a yearly basis	• Improve performance and higher profitability • Clear lines of communication and feedback	• SSC ensures its public updates on SGXNet are transparent, timely and address all relevant shareholders matters
Employees	• Orientation programme for new employees • Employee training and skills development programmes • Yearly performance appraisals	• When required throughout the year • Recreational activities are held on a yearly basis	• Job security • Clear career progression paths • Safe working environment	• Develop employees professionally • Provide a variety of learning and development programmes • Adequately reward and recognise contributions of employees
Government and Regulators	• Meetings and dialogue sessions with governmental representatives • Participating in surveys and audits in collaboration with regulators • Membership in industry associations	• When required throughout the year	• Compliance with applicable laws and regulations • Prompt payment of corporate taxes and levies	• Proactively share feedback and data with regulators • Maintain communication channels with regulatory representatives through regular participation in dialogue sessions and meetings
Clients	• Company initiated feedback sessions and surveys	• When required throughout the year	• High standards of services and products	• Engage customers through networking events and programmes
Business Partners	• Operational meetings and dialogue sessions with service providers and suppliers • Use of established procurement systems and practices to communicate with business partners	• When required throughout the year	• Continuity of business • Prompt and regular payment	• Maintain mutually respectful relationship through regular communication • Ensure timely payments and a robust procurement system
Trade Unions	• Discussions between SSC, respective trade unions and the employees	• Bi-annually	• To ensure employees' welfare and wages are met	• Facilitate regular communication

MATERIALITY ASSESSMENT

SSC's FY2021 materiality assessment was done together with our key stakeholders, in accordance with the GRI Standards. We have evaluated and identified 10 key issues that are of utmost importance to our business operations and stakeholders. Given that our core business operations did not change from FY2020, we have resolved to adopt the following 10 material matters.

No.	Key Issues*	Corresponding GRI Framework Disclosures
1.	Anti-Corruption	GRI 205: Anti-Corruption
2.	Effluents and Waste Management	GRI 306: Effluents and Waste
3.	Energy Consumption and Associated GHG Emissions	GRI 302: Energy
4.	Regulatory Compliance	GRI 307: Environmental Compliance GRI 419: Socioeconomic Compliance
5.	Occupational Health and Safety (OHS)	GRI 403: Occupational Health and Safety
6.	Training and Career Development	GRI 404: Training and Education
7.	Employee Well-being and Engagement	GRI 401: Employment
8.	Data Security and Customer Privacy	GRI 418: Customer Privacy
9.	Quality of Assets and Services	GRI 416: Customer Health Safety
10.	Local Community Investment & Development	Non-GRI

*Key issues are not ranked in priority

ESG ASSESSMENT

ANTI-CORRUPTION

SSC maintains its zero-tolerance for corruption. We expect our employees and stakeholders to conduct our businesses with transparency, honesty and in full compliance with all applicable laws and regulatory requirements to prevent corruption, bribery and extortion.

SSC understands the seriousness and adverse implications of corruption, and the risks of exposing the Group and its personnel to potential criminal and civil fines and penalties. Such malpractices have severe and expensive consequences, which includes an adverse impact on SSC's reputation and shareholder confidence in our businesses. To maintain our consistent high ethical standards, we insist upon a zero-tolerance for corruption in its maritime businesses through both multi-stakeholder collaboration and having proper checks and balances. In line with this commitment, we regularly remind our stakeholders such as our clients, business partners and employees of our zero-tolerance for corruption and bribery.

Over and above our Whistle-Blower Policy, which encourages the good faith reporting of suspected reportable conduct, violations of the company values and ethics or applicable laws (including the Singapore Prevention of Corruption Act and other applicable anti-bribery laws), we assure our employees that all reports will be made on an anonymous basis without any reprisals.

In FY2021, there were no lapses with SGX rule requirements resulting in reprimands nor any confirmed incidents of bribery, corruption or extortion involving SSC employees.

EFFLUENTS AND WASTE MANAGEMENT

SSC considers the management of effluents and waste one of the most important ESG factors, considering its large environmental impact, and because the mishandling of pollutants or waste at sea could adversely affect the environment. A prime example of such ecological damage is the 2021 Israel oil spill that occurred in February 2021 where hundreds of tons of tar was spilled from an oil tanker and washed up on the Israeli Mediterranean coast.

In addition to a strong focus on proper shipping operations to reduce the chance of spillages, we also recognise that the maritime business tends to generate larger amounts of effluents. Despite this, we have maintained our practices of not dealing with hazardous waste at all, and recycling and reusing wooden dunnages and packaging wherever possible. We are proud to announce that we maintain our clean record of having no significant oil spills in FY2021 (with a significant spill being defined as more than 150 litres overboard per case).

TARGETS

1
Reduce wastage and recycle usable

2
Proper disposal of used packing material.

3
Prevent oil, air, sewage, garbage and ballast contamination both on land and at sea.
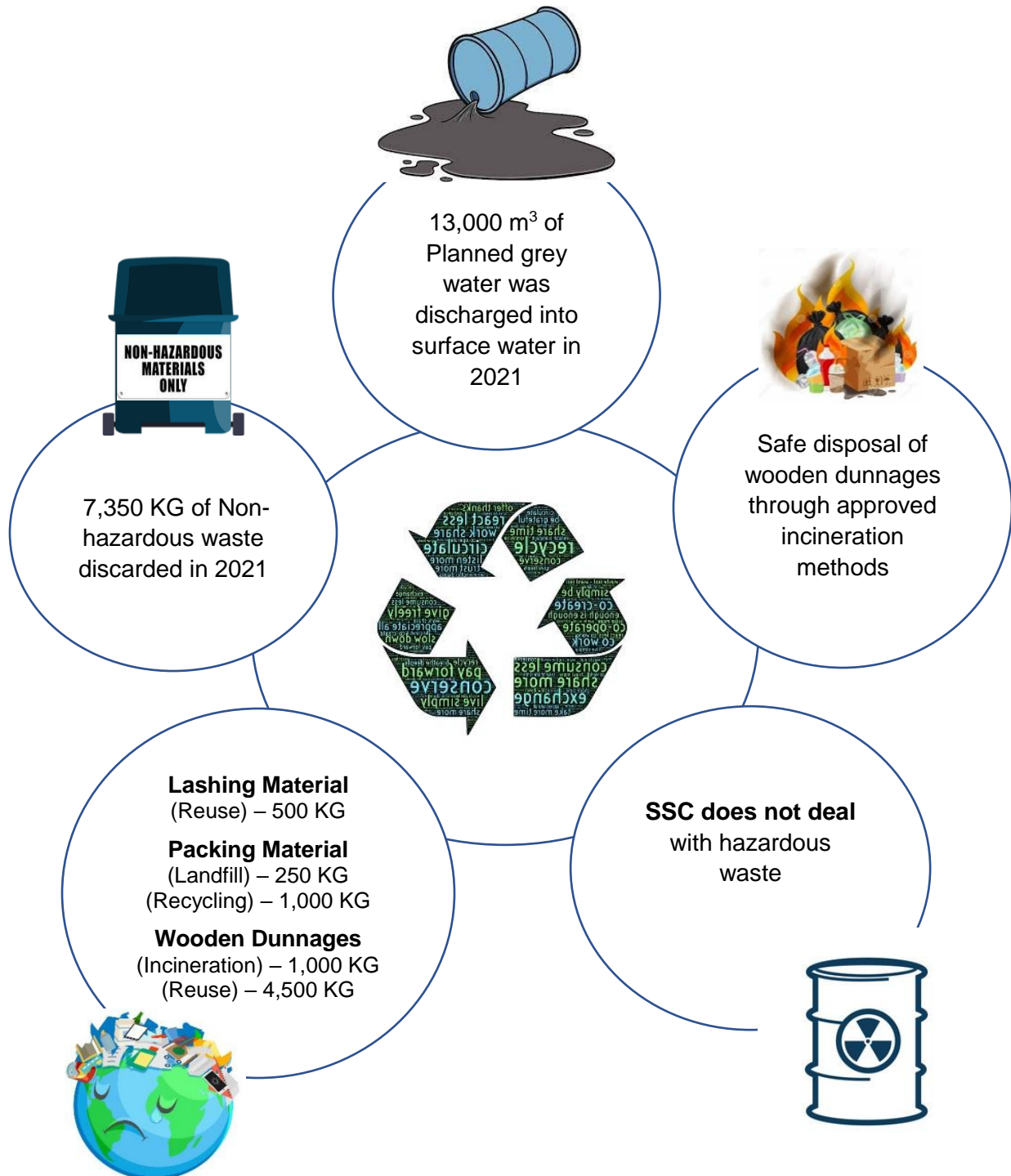
Policies and Practices

We subject our vessels to regular inspections to ensure that their Safety Management Systems meet our stringent standards. Such checks, done in close collaboration with the respective state's port and maritime authorities, check on numerous aspects of our vessels, including our machinery, certifications, ship management systems etc.

Our vessels are required to keep proper records for waste and effluents treatment, in accordance with the International Convention for the Prevention of Pollution from Ships (**MARPOL**).

We also have strict incident management practices, where management investigates all incidents involving spillages of any sizes. This indicates the importance management places on such matters. We conduct reviews of each incident, and revise or refine our existing policies and procedures to ensure that such matters do not repeat themselves.

In addition, SSC also has a zero-dumping practice, where we do not tolerate any dumping of waste or effluent at sea. All our vessels store waste, and only discard them when in a port with the proper facilities to accommodate our waste. This requires additional dedication on the part of our crew and managers, to properly map and vet facilities to schedule sea routes to allow our vessels to plan their voyages appropriately, but we believe that our operations will be more efficient only if we take good care of the ocean and the waters in which we trade.

Some of the key statistics of our effluent and waste management efforts are set out below.

13,000 m^3 of Planned grey water was discharged into surface water in 2021

7,350 KG of Non-hazardous waste discarded in 2021

Safe disposal of wooden dunnages through approved incineration methods

Lashing Material
(Reuse) – 500 KG

Packing Material
(Landfill) – 250 KG
(Recycling) – 1,000 KG

Wooden Dunnages
(Incineration) – 1,000 KG
(Reuse) – 4,500 KG

SSC does not deal with hazardous waste

ENERGY CONSUMPTION AND ASSOCIATED GREENHOUSE GAS EMISSIONS

Building on the momentum garnered from our sustainability efforts in this area from our previous years, we build on standards set by IMO and MARPOL to further ourselves to achieve full compliance with new regulations. We set out a few examples of our policies and practices aimed at improving this aspect of our sustainability efforts.

Policies and Practices

Arising from the third International Maritime Organisation (IMO) report, shipping is expected to contribute around 3% of global carbon dioxide emissions.

In 2018, the IMO announced a target to reduce shipping's total annual greenhouse gas emissions by at least 50% by 2050, in line with the Paris Agreement goals to keep global warming to less than 2 degree Celsius.

As part of our efforts to reduce our greenhouse gas emissions to contribute to IMO's targets, we have implemented new measures and initiatives such as the following to improve our energy efficiency and reduce carbon dioxide emissions.

- Collaborating with our principals for our chartered vessels to ensure that there is optimal scheduling for the vessels, reducing port stay times to reduce costs and increase trip efficiencies.
- We adopted the practice of slow streaming, which is to mean we reduce the sailing speed of the vessel, thus reducing carbon dioxide emissions and saving fuel.
- We regularly inspect our hull and propellers and provide proper maintenance to reduce the friction caused by the accumulation of marine fouling. This allows us to optimise our vessels' performance and reduce fuel consumption.

TARGETS

1 Reduce usage of electricity in warehouse

2 Reduce emissions and diesel consumption.

3 Manage use of vehicle petrol.

Singapore Shipping Corporation Limited

Save for our ship management arm, SSC's main form of fuel consumption is gasoline or diesel oil. We disclose below some of the key statistics relating to our Company's overall energy consumption. Our fuel consumption increased primarily due to the change in sailing patterns set by our principals.

Scope 1 covers all direct GHG emissions of tonnes of CO_2 equivalent by the Group from fuel consumption of our ship and calculated using the emission factor approach[1].

1,303 TJ
of fuel
consumed
in FY2020

1,471 TJ
of fuel
consumed
in FY2021

SSC's Fuel Consumption

CO_2 eq

FY2020

FY2021

97,272 tons
of Scope 1
carbon emissions

79,414 tons
of Scope 1
carbon emissions
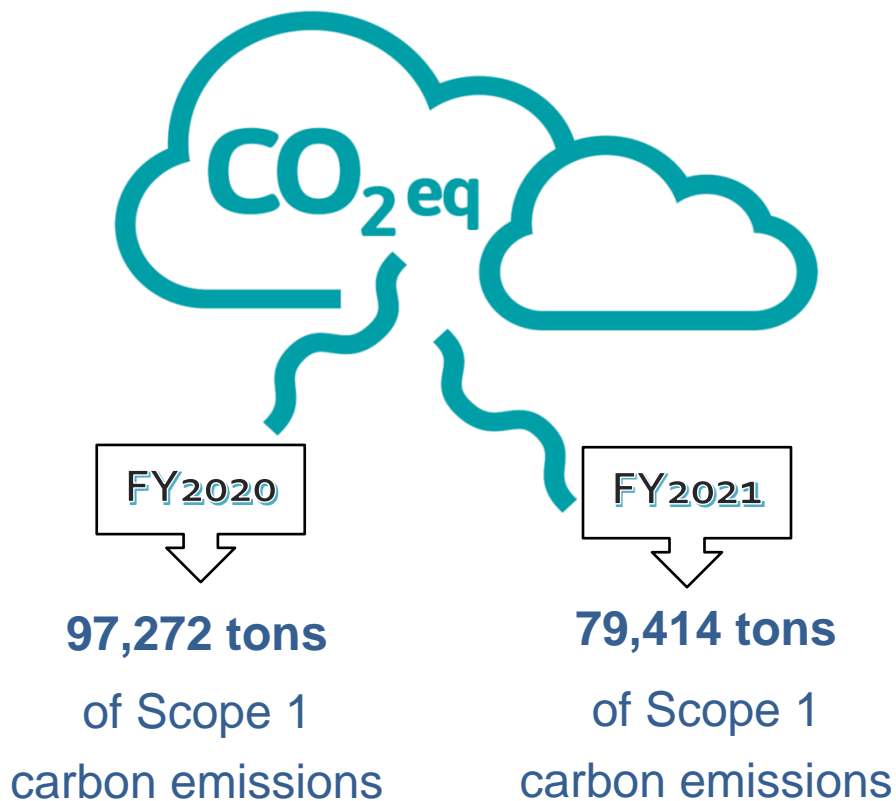
[1] Scope 1 fuel emission factors are sourced from IPCC 2006.

REGULATORY COMPLIANCE

In line with an increasing call for green shipping, where people or goods are transported through ships using minimal resources and energy as possible to reduce their environmental footprint, SSC has risen up to the challenge by refining our vessels, our policies and practices and technology to achieve greater cost efficiencies. Since our vessels regularly traverse the span of the globe in their journeys, they are subject to the requirements of international regulatory bodies such as the International Maritime Organisation (IMO) as well as other local shipping port, coastal authorities, flag-state administrations.

To allow our vessels free and uninterrupted access to every corner of the globe, SSC strongly prioritises regulatory compliance and adheres strictly to the relevant laws and regulations of the states in which we operate. We set out below developments in our key policies and practices that allow us to maintain our high standards of regulatory compliance.

TARGETS

1 Zero infraction of the guidelines in the Employee Handbook and Policies

2 No penalties from SGX.

3 In compliance with Flag State Rules and Regulations and IMO standard.

Policies and Practices

Sulphur dioxides, which are a by-product of the combustion of crude oil in the ship's engine, are extremely harmful to human health and can lead to, amongst other ecological disasters, acid rain.

Through IMO 2020, the IMO has tightened regulations to limit sulphur content in fuel oil to less than 0.5%. Limiting sulphur dioxide emissions in this way will improve the air quality and allow us to better protect our oceans and environment.

In collaboration with our stakeholders, SSC has taken the required steps to ensure its vessels now use very low sulphur fuel oil, which contains 0.5% mass by mass of sulphur, done in compliance with IMO 2020.

Furthermore, we have identified various business partners from shipyards, manufacturers, bunker suppliers and refineries that are now adhering to these new requirements for our vessels' use to comply with such requirements.

EMPLOYEE STATISTICS

Given the international nature of our business and the evolving COVID-19 pandemic, there is a risk that our employees may be exposed to COVID-19. It is therefore one of SSC's top priorities to create a safe working environment for our employees and render our full support to all affected employees in the various jurisdictions in which we operate.

We are proud to announce that SSC's permanent employee demographics have continued to be closely aligned with industry standards, having an employee strength of 100 in FY2021. We set out our employee statistics below.

Employees by Gender

FY2020

31%

69%

■ Female ■ Male

FY2021

28%

72%

■ Female ■ Male
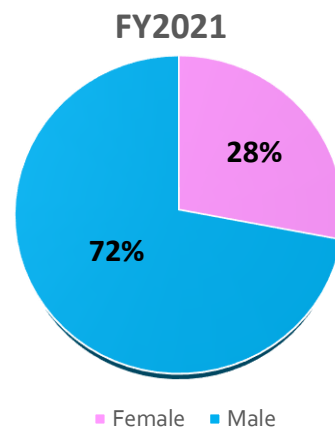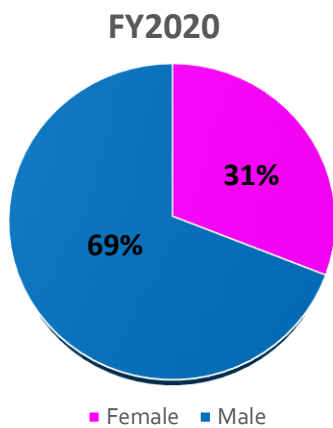
Employees by Employment Type

FY2020

0%

100%

■ Full-Time ■ Part-Time

FY2021

1%

99%

■ Full-Time ■ Part-Time
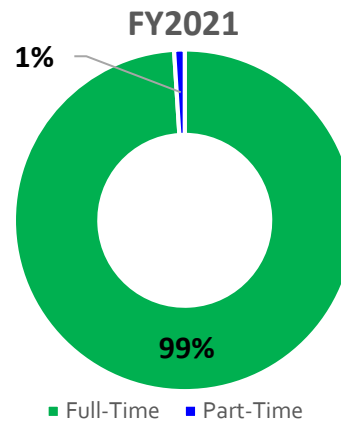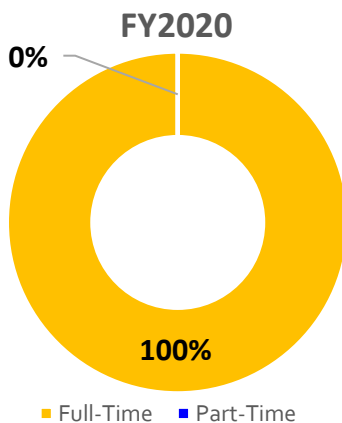
OCCUPATIONAL HEALTH AND SAFETY

Continuing our efforts from last year to effectively manage the evolving COVID-19 pandemic, we have zeroed in on improving our emergency preparedness policies, with a special focus on pandemics and how we ought to deal with them. Our operations managers are constantly in contact with their respective jurisdictions' health authorities to understand the latest developments in the prevention and treatment of COVID-19.

Now, we are strongly encouraging all our employees to be vaccinated and we are pushing for 100% vaccination for all our employees across our different operational arms. This will allow our employees and stakeholders to have the assurance that all of us are working in a safe environment despite the risks they bravely expose themselves to while conducting their usual business.

Our employees have reported no significant work-related injuries, occupational diseases or fatalities for FY2021. We have also not had any incidents of non-compliance with employee health and safety regulations or any major safety incidents across our portfolio.

TARGETS

1. To develop a risk management implementation, plan annually

2. To maintain a risk-free work environment

3. To provide a safe workplace to the employees with zero workplace accidents

Our Commitment to our Occupational Health and Safety

In addition to the measures discussed in last year's sustainability report such as the identification and enhanced sanitisation of frequent touchpoints in our offices and working environments and keeping proper visitor records, we have also prepared policies and procedures to ensure that all of our visitors including third party contractors are aware of the risks in visiting our premises and that they have received the appropriate training and vaccinations before visiting our working environments.

We have also prepared comprehensive training for new or returning employees to ensure they are up to date in terms of measures to combat COVID-19, use of masks and gloves and other sanitisation measures, new protocols and policies put in place in our workplaces to ensure the safety of our staff and stakeholders, and also any updated state or federal legislative requirements. We also train our employees on hygiene expectations (e.g. washing hands frequently, using masks/face coverings, covering mouth and nose when sneezing, etc.).

Locally in Singapore, we continue to allow our employees who are able to work remotely to do so. We have also introduced staggered entry and exit times into the office premises, and employing shifts for departments as a form of business continuity planning.

Similar measures have been implemented in our port offices, at our warehouses and other workplaces where our staff operate.

TRAINING AND CAREER DEVELOPMENT

We are supportive of our employees' motivations to adopt a lifelong learning approach. Among other efforts, we have done annual performance appraisal for every employee to identify their development gaps and needs. Our employees are encouraged to sign up for external training in specific areas or skill sets that are relevant to their work and interests.

Despite disruptions caused by the COVID-19 pandemic causing us to suspend all team-bonding activities due to the COVID-19 pandemic, we have implemented company-wide initiatives to encourage our employees to focus on training and support to better their skills and functions in anticipation of the recovery of the global economy. This taps on our existing initiatives of our company-funded programme for our employees to attend courses and seminars to improve their personal and work skills.

Other than our annual performance appraisal which are done virtually in view of the pandemic, we have increased the number of consultation sessions. We have also initiated employees' engagement surveys to ensure that our employees feel supported and committed to contribute continuously to SSC's success.

In FY2021, we also held virtual training seminars for our employees to improve their skill sets. For example:

1. Training Session from HR (Flexible Work Arrangement Briefing) – 12 May 2020
2. Training Session from HR (Briefing on Safe Management Policy) – 28 May 2020 and 29 May 2020
3. Training Session from IT (IT Security Awareness Training) - 3 February 2021 and 5 February 2021
4. Training Session from Legal (Briefing on Standard Contracts/Forms) - 10 March 2021

In FY2021, we increased our permanent employee staff headcount by 1%. During the year, approximately 81% of the workforce attended training sessions and our employees received at least 10.8 service training hours per employee, including on-site and vocational training. This drop in training hours is largely attributable to the pandemic, where external and onsite training have been curtailed due to safe management measures.

EMPLOYEE WELLBEING AND ENGAGEMENT

SSC recognises that in addition to the physical wellbeing of our employees, which are addressed through proper measures against COVID-19, we must also manage the mental toll that the pandemic causes on our employees. It is important that as employees we offer a helping hand to our employees when they need someone to talk to.

We are happy to announce that the mobile healthcare service provider we introduced last year has been a huge success, allowing employees and their family members to search for the appropriate healthcare services they require from the comfort of their own home. This has proven to be very helpful to our employees during the lockdown periods where some of our local employees have been directed to stay at home. SSC is also building a culture of checking in on our employees, where our managers regularly reach out to employees to assist them in their daily lives, not just their working environments.

Similar to FY 2020, we continue to maintain 100% of our full-time employees that have served a full year participated in at least one performance or work appraisal during FY 2021.

DATA SECURITY AND CUSTOMER PRIVACY

While the Group recognises that its employees are its most important resource, our information and the security of such information is also very valuable. Such information is defined to include transactions, knowledge, communications, databases and infrastructure - some which may have taken our employees many man-hours to curate. Data security is important since it allows us to keep a competitive edge over our competitors, retain the integrity and accuracy of our data for our personal usage and enable easy and direct access to such information when required. We are also aware of the compliance requirements for both international and local data privacy protection laws, especially since our business arms receive guests' personal information from all around the world.

We are pleased to announce that in FY2021, we have not received any complaints or suffered any breaches of our clients' personal data. We strive to maintain this record in the upcoming year.

QUALITY OF ASSETS AND SERVICES

SSC prides itself on the quality of the maritime and logistics services that we offer to our clients. Our commitment to offer only the highest standards that our clients expect from us rank very highly amongst all our stakeholders when we discuss the sustainable progress of the Group. We remain fully committed to providing reliable and high-quality marine, warehousing and logistical products and services.

TARGETS

1 To promptly respond to customer needs and resolve their concerns in a timely manner

2 Promptly respond to principal queries, update them on the market situation, send cargo enquiries in a timely manner

3 Handle vessels for our principals in a timely manner and provide a high service standard for customer jobs

4 Ensure the reliability of machinery and equipment, safe cargo operation, safety of navigation at sea and safe environment

Ship Inspection by Management

LOCAL COMMUNITY INVESTMENT AND DEVELOPMENT

While contributing back to our local communities is not a legal requirement, SSC recognises that it is important that we set the tone for a culture in the company that demonstrates social and corporate responsibility. One way of doing this is to have a procurement policy that incorporates elements of sustainability in its product supply chain, and also to actively procure products from businesses that are transparent about their personal supply chain and operate ethically. SSC's CSR efforts demonstrates that we are a business that takes an interest in wider social issues, rather than just those that impact our profit margins, which will allow us to attract clients and customers who share these values.

As part of our CSR efforts, we donate to targeted organisations with causes that our stakeholders believe in hopes of improving the lives of our local communities and interest groups.

Due to the impact of COVID-19, SSC has not been able to actively reach out to organisations to contribute back to our local communities. We look forward to participating in future CSR initiatives once Singapore has recovered from the pandemic.

GRI Content Index

GRI Standard Disclosure Reference	Description	Section of Report	Page
GRI 102: General Disclosures			
Organisational profile			
102-1	Name of the organisation	Cover Page	1
102-2	Activities, brands, products, and services	Introduction: About SSC	6
102-3	Location of headquarters	Introduction: About SSC	6
102-4	Location of operations	Introduction: About SSC	6
102-5	Ownership and legal form	Introduction: About SSC	6
102-6	Markets served	Introduction: About SSC	6
102-7	Scale of the organisation	Introduction: About SSC	6
102-8	Information on employees and other workers	Our People, Our Assets	17
102-9	Supply chain	Introduction: About SSC	6
102-10	Significant changes to the organisation and its supply chain	No significant changes	N.A.
102-11	Precautionary Principle or approach	In Annual Report	N.A.
102-12	External initiatives	Introduction: About SSC	6
102-13	Membership of associations	Introduction: About SSC	6
Strategy			
102-14	Statement from senior decision-maker	Board Statement	3
Ethics and integrity			
102-16	Values, principles, standards, and norms of behaviour	Introduction: Our Beliefs and Values	7
Governance			
102-18	Governance structure	Introduction: Our Sustainability Approach	8
Stakeholder engagement			
102-40	List of stakeholder groups	Stakeholder Engagement	9
102-41	Collective bargaining agreements	None of the employees covered under this report are part of collective agreements	-
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	9
102-43	Approach to stakeholder engagement	Stakeholder Engagement	9
102-44	Key topics and concerns raised	Stakeholder Engagement	9
Reporting practice			
102-45	Entities included in the consolidated financial statements	In Annual Report	N.A.
102-46	Defining report content and topic Boundaries	Introduction: About the Report	4
102-47	List of material topics	Materiality Assessment	10
102-48	Restatements of information	Introduction: About the Report	4

GRI Standard Disclosure Reference	Description	Section of Report	Page
102-49	Changes in reporting	No changes save for statistics	N.A.
102-50	Reporting period	Introduction: About the Report	4
102-51	Date of most recent report	July 2020	N.A.
102-52	Reporting cycle	Introduction: About the Report	4
102-53	Contact point for questions regarding the report	Introduction: About the Report	4
102-54	Claims of reporting in accordance with the GRI Standards	Introduction: About the Report	4
102-55	GRI content index	GRI Content Index	23
102-56	External assurance	Introduction: About the Report	4
Topic-specific GRI Standard Disclosures			
Category: Governance			
Regulatory Compliance			
103-1	Explanation of the material topic and its Boundary	Governance: Regulatory Compliance	16
103-2	The management approach and its components	Governance: Regulatory Compliance	16
103-3	Evaluation of the management approach	Governance: Regulatory Compliance	16
307-1	Non-compliance with environmental laws and regulations	Governance: Regulatory Compliance	16
419-1	Non-compliance with laws and regulations in the social and economic area	Governance: Regulatory Compliance	16
Anti-Corruption			
103-1	Explanation of the material topic and its Boundary	Governance: Anti-Corruption	11
103-2	The management approach and its components	Governance: Anti-Corruption	11
103-3	Evaluation of the management approach	Governance: Anti-Corruption	11
205-3	Confirmed incidents of corruption and actions taken	Governance: Anti-Corruption	11
Category: Environment			
Effluents and Waste Management			
103-1	Explanation of the material topic and its Boundary	Environment: Effluents and Waste Management	12-13
103-2	The management approach and its components	Environment: Effluents and Waste Management	12-13
103-3	Evaluation of the management approach	Environment: Effluents and Waste Management	12-13
306-1	Water discharge by quality and destination	Environment: Effluents and Waste Management	12-13
306-2	Waste by type and disposal method	Environment: Effluents and Waste Management	12-13
306-3	Significant spills	Environment: Effluents and Waste Management	12-13

Singapore Shipping Corporation Limited

GRI Standard Disclosure Reference	Description	Section of Report	Page
Energy Consumption and Associated GHG Emissions			
103-1	Explanation of the material topic and its Boundary	Environment: Energy Consumption and Associated GHG Emissions	14-15
103-2	The management approach and its components	Environment: Energy Consumption and Associated GHG Emissions	14-15
103-3	Evaluation of the management approach	Environment: Energy Consumption and Associated GHG Emissions	14-15
302-1	Energy consumption within the organisation	Environment: Energy Consumption and Associated GHG Emissions	14-15
305-1	Direct (Scope 1) GHG emissions	Environment: Energy Consumption and Associated GHG Emissions	14-15
Category: Social			
Occupational Health & Safety			
103-1	Explanation of the material topic and its Boundary	Our People, Our Assets: Occupational Health and Safety	18
103-2	The management approach and its components	Our People, Our Assets: Occupational Health and Safety	18
103-3	Evaluation of the management approach	Our People, Our Assets: Occupational Health and Safety	18
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Our People, Our Assets: Occupational Health and Safety	18
Training and Career Development			
103-1	Explanation of the material topic and its Boundary	Our People, Our Assets: Training and Career Development	19
103-2	The management approach and its components	Our People, Our Assets: Training and Career Development	19
103-3	Evaluation of the management approach	Our People, Our Assets: Training and Career Development	19
404-1	Average hours of training per year per employee	Our People, Our Assets: Training and Career Development	19
Employee Well-Being and Engagement			
103-1	Explanation of the material topic and its Boundary	Our People, Our Assets: Employee Well-Being and Engagement	19
103-2	The management approach and its components	Our People, Our Assets: Employee Well-Being and Engagement	19
103-3	Evaluation of the management approach	Our People, Our Assets: Employee Well-Being and Engagement	19
Data Security and Customer Privacy			
103-1	Explanation of the material topic and its Boundary	Our People, Our Assets: Data Security and Customer Privacy	20

GRI Standard Disclosure Reference	Description	Section of Report	Page
103-2	The management approach and its components	Our People, Our Assets: Data Security and Customer Privacy	20
103-3	Evaluation of the management approach	Our People, Our Assets: Data Security and Customer Privacy	20
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Our People, Our Assets: Data Security and Customer Privacy	20
Quality of Assets and Services			
103-1	Explanation of the material topic and its Boundary	Our People, Our Assets: Quality of Assets and Services	21
103-2	The management approach and its components	Our People, Our Assets: Quality of Assets and Services	21
103-3	Evaluation of the management approach	Our People, Our Assets: Quality of Assets and Services	21
416-1	Assessment of the health and safety impacts of product and service categories	Our People, Our Assets: Quality of Assets and Services	21
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Our People, Our Assets: Quality of Assets and Services	21
Local Community Investment and Development			
103-1	Explanation of the material topic and its Boundary	Our People, Our Assets: Local Community Investment and Development	22
103-2	The management approach and its components	Our People, Our Assets: Local Community Investment and Development	22
103-3	Evaluation of the management approach	Our People, Our Assets: Local Community Investment and Development	22

Pre-COVID SRC Event