



## SAILING AHEAD TO CLEARER SEAS

SINGAPORE SHIPPING CORPORATION LIMITED  
SUSTAINABILITY REPORT 2022

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## BOARD STATEMENT

Dear Stakeholders,

This year marks the issuance of our 5<sup>th</sup> sustainability report, which has been prepared in accordance with the Singapore Exchange Securities Trading Limited's ("SGX-ST") sustainability reporting guidelines. 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).

In this report, we set out Singapore Shipping Corporation Limited's ("SSC") continued commitment to responsible and sustainable business amid the re-opening of global trade and travel lines. There is an increasing call among global governments, different industries and societal stakeholders that as a global community, we have precious little time to properly manage our carbon budget. The world, as a whole, simply cannot sit around and wait for another decade to take action.

While COVID-19 pandemic restrictions are lifting, it is clear that the pandemic is still very much a critical factor in our lives; just this year alone we have seen and experienced new waves of breakouts which continue to strain our public health systems to breaking point. At SSC, we have done our part to keep global supply chains open, as we, together with our stakeholders, work to bring value to different parts of the world while maintaining our carbon footprint.

Based on a materiality assessment conducted in the financial year ended 31 March 2022 ("FY2022"), we have, collectively as a Board of Directors the ("**Board**") identified 10 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.

The Board has confirmed these factors with the Sustainability Steering Committee's support and recommendations. Together, we oversee and monitor the management of sustainability and corporate governance related risks and opportunities in the identified areas, as well as the Group's financial performance and targets for FY 2022.

In keeping with our high standards and traditions, we reiterate our firm belief and commitment in upholding the highest standards of corporate conduct, governance and compliance at SSC. We are pleased to maintain our clean record for regulatory and environmental compliance in FY2022, which is a clear indicator of our high standards of service to our customers and relevant stakeholders.

We trust that what readers can glean from this report will give you a better idea regarding SSC's non-economic operational indicators, our sustainability commitments and goals. At the end of the day, it is only with such information at end can our valued stakeholders properly measure SSC's success, and how we can contribute to building a better place for our future generations.

## **INTRODUCTION**

### **ABOUT THIS REPORT**

SSC presents its FY2022 sustainability report, prepared in accordance with 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 2021 to 31 March 2022, unless stated otherwise in the report.

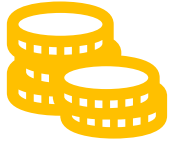
We have not sought external assurance for this report. Our reporting is done in good faith and to the best of our knowledge. For any queries and feedback relating to this sustainability report, please contact:

**Investor Relations Committee**

Tel: 6220 4906

[investor.relations@singaporeshipping.com.sg](mailto:investor.relations@singaporeshipping.com.sg)

## OUR HIGHLIGHTS



**US\$5.9 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 NYK Car Carrier**  
**of the year of 2021**



**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 Wallenius Wilhelmsen and NYK.

### *Ship Management*

Established since 1984 with ISO and ISM<sup>[1]</sup> 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 transshipment.

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

OUR BELIEFS AND VALUES

**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.

Living our values *every day*

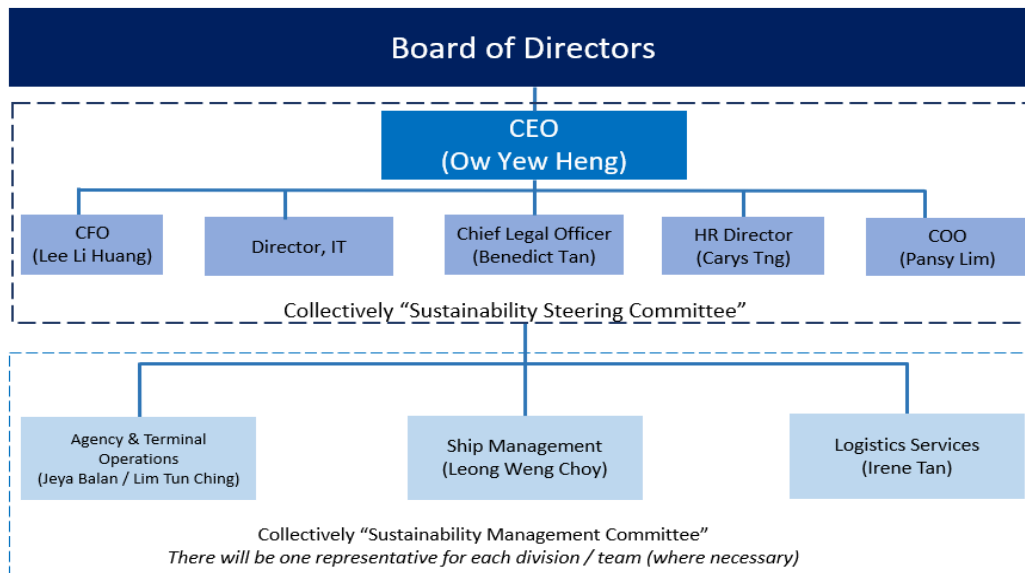


## OUR SUSTAINABILITY APPROACH

### 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.

SSC Sustainability Committee Structure



### Responsibilities of SSC Sustainability Committee





## 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	<ul style="list-style-type: none"> <li>Corporate announcements</li> <li>Annual General Meetings</li> <li>Investor Relations Initiatives</li> </ul>	<ul style="list-style-type: none"> <li>When required throughout the year</li> <li>Annual General Meetings are held on a yearly basis</li> </ul>	<ul style="list-style-type: none"> <li>Improve performance and higher profitability</li> <li>Clear lines of communication and feedback</li> </ul>	<ul style="list-style-type: none"> <li>SSC ensures its public updates on SGXNet are transparent, timely and address all relevant shareholders matters</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Orientation programme for new employees</li> <li>Employee training and skills development programmes</li> <li>Yearly performance appraisals</li> </ul>	<ul style="list-style-type: none"> <li>When required throughout the year</li> <li>Recreational activities are held on a yearly basis</li> </ul>	<ul style="list-style-type: none"> <li>Job security</li> <li>Clear career progression paths</li> <li>Safe working environment</li> </ul>	<ul style="list-style-type: none"> <li>Develop employees professionally</li> <li>Provide a variety of learning and development programmes</li> <li>Adequately reward and recognise contributions of employees</li> </ul>
Government and Regulators	<ul style="list-style-type: none"> <li>Meetings and dialogue sessions with governmental representatives</li> <li>Participating in surveys and audits in collaboration with regulators</li> <li>Membership in industry associations</li> </ul>	<ul style="list-style-type: none"> <li>When required throughout the year</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with applicable laws and regulations</li> <li>Prompt payment of corporate taxes and levies</li> </ul>	<ul style="list-style-type: none"> <li>Proactively share feedback and data with regulators</li> <li>Maintain communication channels with regulatory representatives through regular participation in dialogue sessions and meetings</li> </ul>
Clients	<ul style="list-style-type: none"> <li>Company initiated feedback sessions and surveys</li> </ul>	<ul style="list-style-type: none"> <li>When required throughout the year</li> </ul>	<ul style="list-style-type: none"> <li>High standards of services and products</li> </ul>	<ul style="list-style-type: none"> <li>Engage customers through networking events and programmes</li> </ul>
Business Partners	<ul style="list-style-type: none"> <li>Operational meetings and dialogue sessions with service providers and suppliers</li> <li>Use of established procurement systems and practices to communicate with business partners</li> </ul>	<ul style="list-style-type: none"> <li>When required throughout the year</li> </ul>	<ul style="list-style-type: none"> <li>Continuity of business</li> <li>Prompt and regular payment</li> </ul>	<ul style="list-style-type: none"> <li>Maintain mutually respectful relationship through regular communication</li> <li>Ensure timely payments and a robust procurement system</li> </ul>
Trade Unions	<ul style="list-style-type: none"> <li>Discussions between SSC, respective trade unions and the employees</li> </ul>	<ul style="list-style-type: none"> <li>Bi-annually</li> </ul>	<ul style="list-style-type: none"> <li>To ensure employees' welfare and wages are met</li> </ul>	<ul style="list-style-type: none"> <li>Facilitate regular communication</li> </ul>

## MATERIALITY ASSESSMENT

SSC's FY2022 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 FY2021, 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

We have been reporting on anti-corruption at SSC since the inception of our sustainability report in 2018. Our reporting has been stable since 2018, with no incidents. This reflects our serious stance against corrupt, which includes the focus on our reporting on the processes, initiatives and actions that SSC has put in place to combat corruption.

Our policies expressly prohibit bribes and any form of facilitation payments. It is in the Group's core values that we have zero tolerance for corrupt acts in our working environments to allow our stakeholders to have absolute confidence in the way we manage our businesses. We achieve this through multi-stakeholder collaboration and having proper processes to act as checks and balances at all levels of our operations. This cuts across managerial decision-making personnel to our colleagues that work at the ports that we operate in. 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.

We promote a culture which encourages our employees to say something if they see something wrong happen. We emphasize and regularly reiterate that there will be no retaliation to any employees that report wrongdoing. Our whistleblowing policy encourages good faith reporting of suspected reportable activities, breaches of company values, ethics or even the applicable laws (such as the Singapore Prevention of Corruption Act and other applicable anti-bribery laws).

In FY2022, 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

In FY2022, SSC generated a total of 17,550 kg of waste. All of this waste is non-hazardous waste. We have reviewed and refined our procedures and waste management plans for both ocean and shoreside activities in FY2022.

SSC recognises that garbage from ships can be just as deadly to marine life as oil or other chemicals. Plastic is especially a great danger since it can float for years, and fish and marine mammals can in some cases mistake plastics for food and get trapped in plastic ropes, nets, bags and other items.

We are proud to announce that we maintain our clean record of having no significant oil spills in FY2022 (with a significant spill being defined as more than 150 litres overboard per case).

### Training, Education and Further Information

This year, we focused on the training and education aspect set out in the 2017 guidelines for the implementation of MARPOL Annex V (adopted on 7 July 2017).

We are mindful that our policies and processes only go as far as our seamen and employees are willing to adhere to and put these policies and processes into practice, and this requires proper training and education. Aside from Governmental efforts to develop and undertake compulsory training suited for the seafaring communities under their jurisdiction, shipowners and ship operators equally have a responsibility to communicate such education as and when appropriate for them to do so.

We provide our seamen with, amongst others, the technical information on the shipboard garbage management methods such as minimisation, recovery, recycling, reuse, incineration, compaction, separate, sorting and sanitation systems. We also provide them with education material designed to raise the level of compliance with Annex V, which includes reports on the nature and extent of garbage from shipping found along beaches and in coastal waters in jurisdictions they travel extensively in.

In accordance with the guidelines, we have placed informational sheets in prominent places where the crew work and live and also in areas where bins are placed for collection of garbage. These placards contain information regarding the prohibition and restrictions for discharging garbage from ships under the Annex and also the potential penalties for failure to comply.



**TARGETS**

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

**17,550 kg of**



non-hazardous waste discarded in 2022

**13,000 m<sup>3</sup> of**



Planned grey water was discharged into surface water in 2022



**SSC does not deal with hazardous waste**



**Recycle – 1,000KG** packing material

**Reuse – 4,800KG** wooden dunnages and **500KG** lashing material



Dispose **250KG** of packing material at **Landfills**



**Incinerate**

Safe disposal of 1,000KG wooden dunnages through approved incineration methods

## ENERGY CONSUMPTION AND ASSOCIATED GREENHOUSE GAS EMISSIONS

Managing our resources efficiently and reducing the resources, especially carbon, footprint from our operations, is one of the most important areas for our stakeholders, such as regulators and clients. Our efforts to reduce our energy consumption through having efficient policies and practices are reported in this report.

Examples of these policies and practices are set out below:

### Policies and Practices



### TARGETS

The Fourth IMO Greenhouse Gas Study 2020 highlights that the global shipping trade contributes approximately 3% of global carbon dioxide emissions.

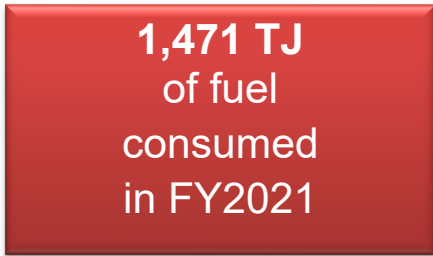
In 2018, the IMO announced a target to reduce shipping's total annual greenhouse gas emissions by at least 50% by 2050, in line with the Paris Agreement goals to keep global warming to less than 2 degrees Celsius.

As part of our efforts to reduce our greenhouse gas emissions to meet IMO's targets, in FY2021 we implemented certain measures and initiatives to improve our energy efficiency and reduce carbon dioxide emissions.

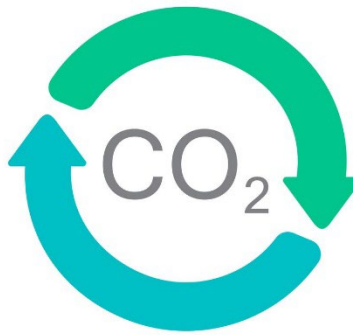
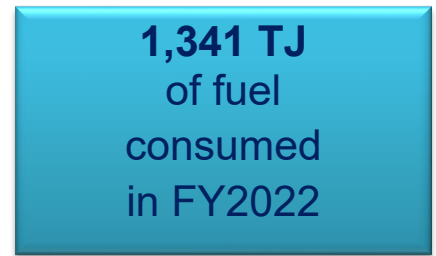
- Collaborating with our principals for our chartered vessels to ensure that there is optimal scheduling for the vessels, reducing port stay times to reduce costs and increase trip efficiencies.
- We adopted the practice of slow streaming, which is to mean we reduce the sailing speed of the vessel, thus 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.

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<sub>2</sub> equivalent by the Group from fuel consumption of our ship and calculated using the emission factor approach<sup>1</sup>.



SSC's Fuel Consumption



**79,414 tons**  
of Scope 1  
carbon emissions



**106,417 tons**  
of Scope 1  
carbon emissions

<sup>1</sup> 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.

### 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.



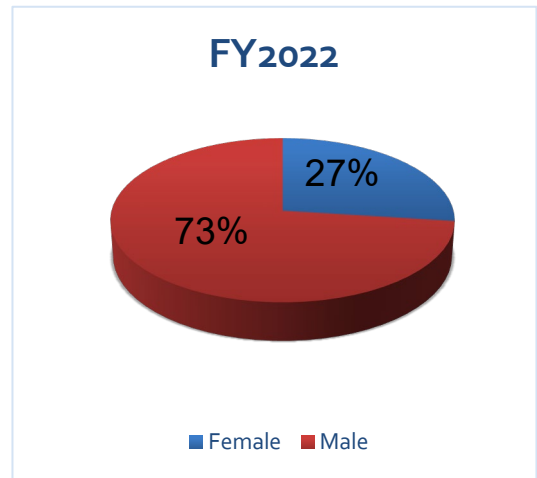
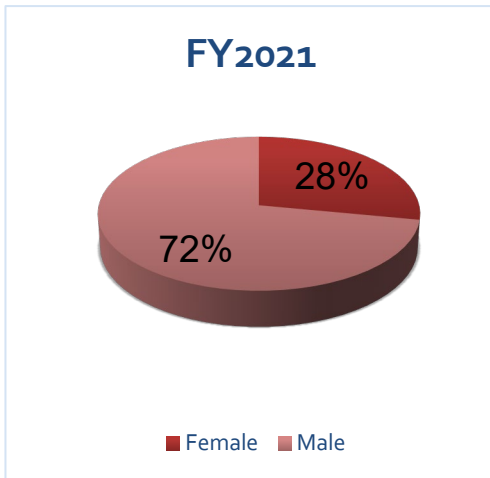


## EMPLOYEE STATISTICS

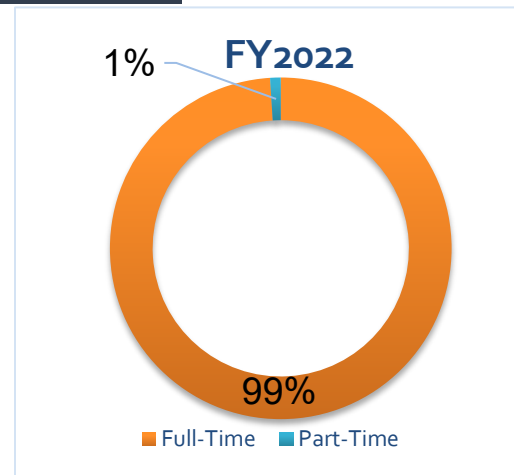
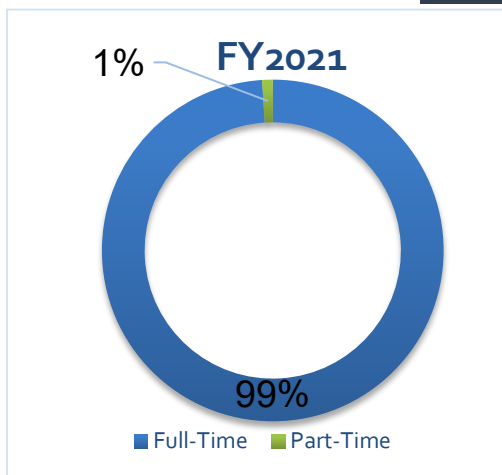
Given the international nature of our business and the evolving COVID-19 pandemic, there is a risk that our employees may be exposed to COVID-19. It is therefore one of SSC's top priorities to create a safe working environment for our employees and render our full support to all affected employees in 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 FY2022. We set out our employee statistics below.

### Employees by Gender



### Employees by Employment Type



## OCCUPATIONAL HEALTH AND SAFETY



**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.

### TARGETS

We value the safety and well-being of our employees and are committed to preventing work-related illness, injury or fatality amongst workers.

#### Our Commitment to our Occupational Health and Safety

Island Line Pte Ltd Company's OHS Policy ensure high standards in workplace health and safety. All employees are trained and briefed to take sufficient measures to prevent accidents. 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.

The Company's OHS Policy for Ship Management seeks to reduce the risks of all work activities by adhering to the International Safety Management Code (ISM) and Maritime Labour Convention 2006 Standards on board our vessels.

Training is provided to employees to improve their understanding of workplace hazards and emergency procedures. Our safety policies state that on operational sites, personal protective equipment is to be worn by workers at all times. Use of safety harness is required for operations carried out above two meters in height.

Our employees have reported no significant work-related injuries, occupational diseases or fatalities for FY2022. We have also not had any incidents of non-compliance with employee health and safety regulations or any major safety incidents across our portfolio.

## TRAINING AND CAREER DEVELOPMENT

We place a heavy emphasis on developing reliable and skilled employees. We are supportive of our employees' motivations to adopt a lifelong learning approach. We have developed human resource policies to promote training for all employees to ensure that they are equipped with relevant knowledge to meet or exceed performance standards. Our employees are encouraged to sign up for external training in specific areas or skill sets that are relevant to their work and interests.

A fund has been set aside for our employees to attend courses and seminars. Our employees also undergo regular performance review so that they can receive feedback and guidance from their supervisors. Areas for improvement are highlighted and employees who have excelled will be commended.

Other than our annual performance appraisal, we have also initiated employees' engagement surveys to ensure that our employees feel supported and committed to contribute continuously to SSC's success.

In FY2022, we also held virtual training seminars for our employees to improve their skill sets. For example:

1. Training Session from External Lawyer (Singapore PDPA updates) – November 2021
2. Training Session from SSC's Legal Team (Code of Conduct and Conflict of Interests) - March 2022

In FY2022, our permanent employee staff headcount decreased by 9%. During the year, approximately 100% of the workforce attended training sessions and our employees received at least 5.3 service training hours per employee, including on-site and vocational training.

## EMPLOYEE WELLBEING AND ENGAGEMENT

SSC aims to provide an environment that is safe and supports the well-being of its staff. Our employees enjoy a comprehensive work benefits package which includes health screenings and medical insurance coverage.

With the relaxation of the COVID-19 measures, employees are also encouraged to join our recreational club and participate in activities organised by our recreational committee. 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 2021, 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 FY2022.

## DATA SECURITY AND CUSTOMER PRIVACY

We receive personal information from our clients and staff regularly. It is important for us to protect vital information that has been entrusted to us. 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.

Our policies and procedures define the scope of personal and general information. We provide full disclosure to our clients as to when and how we collect and handle their personal data and obtain their consent for the purposes to which it is collected.

We are pleased to announce that in FY2022, 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

The quality of our assets and services is key to our business. We value our customers' experiences with us and constantly look to improve the quality of our services and products. 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

At SSC, we strive to set the tone for a culture in the company that demonstrates social and corporate responsibility. As part of our CSR effort, we continue to make a donation to specific organisation in an effort to improve the lives of our local communities and interest groups. We also have a procurement policy that incorporates elements of sustainability in its product supply chain, and actively procure products from businesses that are ethical and transparent about their personal supply chain. SSC's CSR efforts demonstrates that we are a business that takes an interest in wider social issues, which will allow us to attract clients and customers who share these values.

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 implementing and participating in more CSR initiatives in the near future.



## GRI Content Index

GRI Standard Disclosure Reference	Description	Section of Report	Page
<b>GRI 102: General Disclosures</b>			
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	Employee Statistics	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 this Report	4
102-47	List of material topics	Materiality Assessment	10
102-48	Restatements of information	Introduction: About this 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 this Report	4
102-51	Date of most recent report	July 2021	N.A.
102-52	Reporting cycle	Introduction: About this Report	4
102-53	Contact point for questions regarding the report	Introduction: About this Report	4
102-54	Claims of reporting in accordance with the GRI Standards	Introduction: About this Report	4
102-55	GRI content index	GRI Content Index	23
102-56	External assurance	Introduction: About this Report	4
<b>Topic-specific GRI Standard Disclosures</b>			
<b>Category: Governance</b>			
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
<b>Category: Environment</b>			
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



GRI Standard Disclosure Reference	Description	Section of Report	Page
<b>Energy Consumption and Associated GHG Emissions</b>			
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
<b>Category: Social</b>			
<b>Occupational Health &amp; Safety</b>			
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
<b>Training and Career Development</b>			
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
<b>Employee Well-Being and Engagement</b>			
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
<b>Data Security and Customer Privacy</b>			
103-1	Explanation of the material topic and its Boundary	Our People, Our Assets: Data Security and Customer Privacy	20

<b>GRI Standard Disclosure Reference</b>	<b>Description</b>	<b>Section of Report</b>	<b>Page</b>
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
<b>Quality of Assets and Services</b>			
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
<b>Local Community Investment and Development</b>			
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