

SINGAPORE SHIPPING CORPORATION LIMITED

SUSTAINABILITY REPORT 2023



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BOARD STATEMENT

Dear Stakeholders,

This year marks the issuance of our 6th sustainability report, which has been prepared in accordance with the Singapore Exchange Securities Trading Limited's ("SGX-ST") sustainability reporting principles. The report includes details on the framework in which the Group incorporates sustainability aspects in the core of its operational businesses, with reference to the Global Reporting Initiative (GRI) Standards (2021).

In this report, we set out Singapore Shipping Corporation Limited's ("SSC") continued commitment to responsible and sustainable business amidst the re-opening of global trade lines and international borders. We are committed to forge ahead with responsible and sustainable business strategy and create long-term value for stakeholders. Excellent management of the key risks and opportunities of Environmental, Social and Governance ("ESG") factors is crucial in steering SSC towards a sustainable future.

While the world has reopened following several years of disruption due to COVID-19 pandemic, there are continuing challenges from the uncertain geopolitical and economic environment. Despite these headwinds, we maintain a firm belief and commitment in ensuring long-term growth while balancing sustainability responsibilities within the shipping industry.

Based on a materiality assessment conducted in the financial year ended 31 March 2023 ("FY2023"), we have, collectively as a Board of Directors the ("Board") identified 9 environmental, social and governance 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 continue to maintain their critical position in the development of our businesses. They are: (i) Economic Performance, (ii) Anti Corruption, (iii) Energy Consumption, (iv) Climate and Environment, (v) Effluents and Waste Management, (vi) Occupational Health and Safety, (vii) Training and Career Development, (viii) Employee Well-being and Engagement, and (ix) Career Progression and Equal Opportunity.

The topics were reassessed and determined that the principal business activities do not have direct interaction with customer health and safety. In managing health and safety, the group have identified GRI403 Occupational Health and Safety as the key metrics to measure performance for sustainability reporting. Moreover, aligned with Singapore's personal data requirements, Customer Personal Data is no longer collected. Therefore, the metric is no longer applicable for sustainability reporting.

The Board is supported by the Sustainability Steering Committee in its oversight, monitoring and management of sustainability (including climate-related) and corporate governance related risks and opportunities in the identified areas, as well as the Group's financial performance and targets for FY2023.

We view sustainability as an ongoing journey and will continually improve our practices in pursuit of environmental impact reduction and achieve long term value for our stakeholders.

INTRODUCTION

ABOUT THIS REPORT

SSC presents its FY2023 sustainability report, prepared with reference to Global Reporting Initiatives (“GRI”) Standards 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 recognized reporting framework containing internationally accepted guidelines and principles for companies and organizations 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 covers 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 2022 to 31 March 2023, unless stated otherwise in the report.

No restatements were made from the previous report except (1) Energy Consumption on page 14, (2) Waste on page 16 and (3) Emission on page 21 due to a change in reporting methodology in FY2023.

We have not sought external assurance for this report. Our reporting is done in good faith and subject to an internal review in accordance with our risk based internal audit plan. For any queries and feedback relating to this sustainability report, please contact:

Investor Relations Committee

Tel: 6220 4906

investor.relations@singaporeshipping.com.sg

OUR HIGHLIGHTS

Increase in cash and cash equivalent by USD 14.7 million



BizSafe 3 certification



BizSafe Star certification



Zero Man-hours Loss to date



Incident Free Car Jockey Stevedore 2022 awarded by PSA
Health, Safety, Security and Sustainability Conscious Personnel for 2022 awarded by PSA



Taurus Leader awarded by Nippon Yusen Kabushiki Kaisha Car Carrier - Year 2022



ABOUT SINGAPORE SHIPPING CORPORATION LIMITED

As a well-established shipping group in Asia, SSC has been listed on the Mainboard of the Singapore Exchange 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 organizations 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 Singapore Shipping Association.

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^[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. We offer a one-stop solution for freight forwarding and logistics, with capabilities encompassing transportation, warehousing, customs clearance and transshipment.

^[1] International Management Code for the Safe Operation of Ships and for Pollution Prevention mandated by the International Maritime Organization (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*

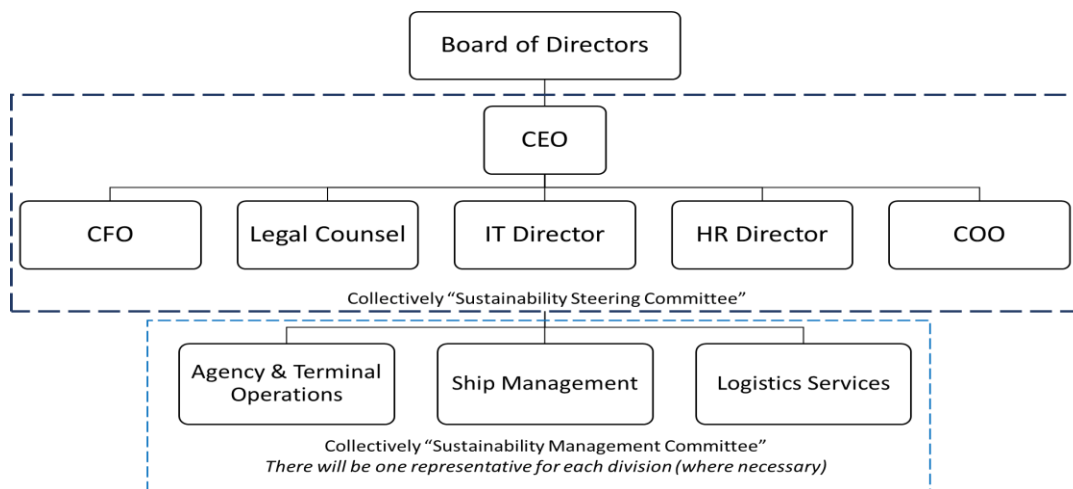


OUR SUSTAINABILITY APPROACH

SUSTAINABILITY GOVERNANCE STRUCTURE

The Board is ultimately responsible for strategic direction of SSC’s sustainability approach. The Board is supported by the Sustainability Steering Committee which is chaired by the Group’s CEO and comprises SSC’s senior management. This permanent committee oversees various aspects of SSC’s operations and is responsible for formulating SSC’s sustainability approach and framework.

The Sustainability Management Committee comprises representatives from the three business divisions and is responsible for the daily implementation of sustainability initiatives and monitoring of SSC’s ongoing sustainability performance.



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 lean 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"> Annual General Meetings Corporate announcements Investor Relations Initiatives 	<ul style="list-style-type: none"> Annually When required throughout the year 	<ul style="list-style-type: none"> Improve performance and higher profitability Clear lines of communication and feedback Anti-Corruption 	<ul style="list-style-type: none"> Established investor relations function to manage communications; Established board charters with adequate segregation of duties to manage financial and non-financial matters.
Employees	<ul style="list-style-type: none"> Orientation programme for new employees Employee training and skills development programmes Yearly performance appraisals 	<ul style="list-style-type: none"> When required throughout the year Recreational activities are held on a yearly basis 	<ul style="list-style-type: none"> Job security Clear career progression paths Safe working environment 	<ul style="list-style-type: none"> Develop employees professionally Provide a variety of learning and development programmes Adequately reward and recognise contributions of employees
Government and Regulators	<ul style="list-style-type: none"> Meetings and dialogue sessions with governmental representatives Participating in surveys and audits in collaboration with regulators Membership in industry associations 	<ul style="list-style-type: none"> When required throughout the year 	<ul style="list-style-type: none"> Compliance with applicable laws and regulations Adherence to payment of corporate taxes and levies 	<ul style="list-style-type: none"> Proactively share feedback and data with regulators Maintain communication channels with regulatory representatives through regular participation in dialogue sessions and meetings

Key Stakeholders	Engagement Platforms	Frequency of Engagement	Key Topics of Interest	Our Approach
Clients	<ul style="list-style-type: none"> Company initiated feedback sessions and surveys 	<ul style="list-style-type: none"> When required throughout the year 	<ul style="list-style-type: none"> High standards of services and products 	<ul style="list-style-type: none"> Engage customers through networking events and programmes
Business Partners	<ul style="list-style-type: none"> Operational meetings and dialogue sessions with service providers and suppliers Use of established procurement systems and practices to communicate with business partners 	<ul style="list-style-type: none"> When required throughout the year 	<ul style="list-style-type: none"> Continuity of business Prompt and regular payment 	<ul style="list-style-type: none"> Maintain mutually respectful relationship through regular communication Ensure timely payments and a robust procurement system
Trade Unions	<ul style="list-style-type: none"> Discussions between SSC, respective trade unions and the employees 	<ul style="list-style-type: none"> Bi-annually 	<ul style="list-style-type: none"> To ensure employees' welfare and wages are met 	<ul style="list-style-type: none"> Facilitate regular communication

MATERIALITY ASSESSMENT

We have an established process to determine and evaluate the material topics aligned with GRI Standards (GRI 3 Material Topics). Our process involves understanding our value chain, benchmarking ourselves with industry peers, stakeholder engagement and assessment by the Sustainability Committee. In FY2023, a series of workshops was carried out to revisit the material topics and reassessed its relevance to the business.

We identified 9 material topics that are relevant to the business moving forward. As compared to prior year, 2 topics are no longer relevant to the business. The topics are namely, (i) customer health and safety as the principal business activities do not have direct interaction with customer health and safety and (ii) customer data privacy as the Group no longer collects customer personal data, aligned with Singapore's personal data regulations.

No.	Key Issues*	GRI Reference
Sustainable Economic Growth		
1	Improve and sustainable financial performance	GRI 201: Economic Performance
2.	Anti-Corruption	GRI 205: Anti-Corruption
Environmental Responsibilities		
3.	Energy Consumption	GRI 302: Energy
4.	Climate & Environment	GRI 305: Emission
5.	Effluents and Waste Management	GRI 306: Waste
Social and Community Responsibilities		
6.	Occupational Health and Safety (OHS)	GRI 403: Occupational Health and Safety
7.	Training and Career Development	GRI 404: Training and Education
8.	Employee Well-being and Engagement	GRI 401: Employment
9.	Career Progression and Equal Opportunity	GRI 405: Diversity and Equal Opportunity

*Key issues are not ranked in priority

SUMMARY OF SUSTAINABILITY PERFORMANCE INDICATORS

Material Topics and Indicators	Reporting Period (Financial year unless indicated)	
	FY 2023	FY 2022
ENVIRONMENT		
Scope 1 Emission(s)		
• Stationary Combustion	231	167
• Mobile fuel combustion	84	41
• Fugitive emissions (refrigerants)	-	-
Scope 2 Emission(s)		
• Electricity (Location Based)	40	36
GHG Emission Intensity (t CO ₂ / Revenue '000)	0.007	0.005
ENERGY		
• Fuel Consumption (litre)	107,198	70,095
• Total consumption of energy (i.e. electricity) (in kWh) in the organization	99,269	89,160
• Energy Intensity (kWh / revenue)	2.01	1.94
Effluents and Waste		
• Non-Hazardous Waste Generated (kg)	376,200	16,300
GOVERNANCE		
• Total confirmed incidents of corruption and action taken	0	0
• Total non-compliance with law & regulations	0	0
SOCIAL		
Total Employee(s)	110	100
• Male	80	73
• Female	30	27
Total Turnover Rate	21%	Note
Average Training Hours Per Employee	9.5	5.3

Note: FY2023 is the first year that the Group is evaluating and disclosing turnover rate. As such, there are no comparative numbers provided for FY2022.

GOVERNANCE

As a public listed organization and good corporate citizen, actions of fraudulent and corruption in the organization will negatively impact the organizational performance and reputation to our stakeholders and global community.

ANTI-CORRUPTION

How do we manage this topic?

SSC takes a serious stance against corruption and fraudulent actions, which includes the focus on our reporting on the processes, initiatives and actions that SSC has put in place to combat corruption. This has been included in the employee handbook.

SSC has a whistleblowing policy which allows stakeholders to raise concerns about possible improprieties which may adversely affect our operations via post to our whistle-blower panel or by email to our designated whistle-blower officer.

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 who 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. In FY2023, zero operations are assessed for risks related to corruption and there are no significant risks related to corruption identified through the risk assessment.

We provide regular training and highlight to the employees about the consequences of corruption and committing criminal offences which leads to fine and imprisonment. We also encourage the employees to report to the management if they suspect any form of corruptions. Moreover, we promote a culture which encourages our employees to speak up if there are suspected fraudulent activities. We emphasize and regularly reiterate that there will be no retaliation to any employees who 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).

Our Performance and Targets

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. In FY2023, we had no incidents of corruption and action taken, resulting in reprimands nor any confirmed incidents of bribery, corruption or extortion involving SSC employees. SSC will continue to be responsible for assessing the adequacy and effectiveness of mitigating measures, and manage financial, operational, information technology, compliance and reputational related risks.

COMPLIANCE WITH LAW AND REGULATIONS

How do we manage this topic?

As an organization listed on the Singapore Stock Exchange, SSC has in place a governance structure to manage non-compliance with law and regulations.

The Group maintains a zero tolerance for non-compliance and encourages our employees, customers, suppliers, and stakeholders to report any incidences via our established whistle blowing channels. More details of our risk management and internal controls measures are reported in our Corporate Governance Section of the Annual Report.

Our Performance and Targets

In FY2023, there were no incidents of non-compliance nor fines incurred for non-compliance with law and regulations for the current or previous reporting period. We aim to maintain zero violation of the laws, rules and regulations for FY2024 and onwards.

ENVIRONMENTAL RESPONSIBILITIES

The Fourth International Maritime Organization (“IMO”) Greenhouse Gas Study highlights that the global shipping trade contributes approximately 3% of global carbon dioxide emissions. In responding to global calls on risk associated to climate change, the IMO has introduced mandatory goal-based technology neutral regulations and measures to drive energy efficiency improvements ships.

IMO Member States have adopted further energy efficiency measures in 2021 to reduce the carbon intensity of international shipping by at least 40% in 2030.

SSC, being a well-established shipping group in the region, recognises its responsibilities as a global corporate citizen. We have been managing and reducing our resources efficiently, especially carbon footprint from our operations, which is one of the most important areas for our stakeholders. As our ships are chartered, we work very closely with our customers to improve the efficiency and performance of our ships and aligning those with the IMO target.

We have put in place various policies, initiatives to improve environmental responsibilities from an energy, emission, water & effluents perspectives.

ENERGY

How do we manage this topic?

The Group’s primary energy consumption is attributable to our ship management, shipping agency & terminal operations and logistics services in Singapore and Malaysia. Our energy consumptions are attributable to primarily residual fuel oil on our vessels and electricity consumption at our facilities. In FY2023, the Group consumed 99,269 kWh of electricity and 107,198 litres of residual fuel oil which comprises a mix of renewable and non-renewable energy. SSC noted that there is an increase cost of fuel price which led to an increase in the operation cost. The analysis of our energy consumption as follows:

	FY 2023	FY 2022# (Restated)
Fuel Consumption (Litre)	107,198	70,095
Purchase Electricity (kWh)	99,269	89,160

Energy consumption is significantly lower than consumption previously reported due to change in reporting methodology used for fuel.

In addition, sulphur dioxides, 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. 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, to comply IMO 2020.

Further, in managing our energy, we have the following policies and initiatives to reduce consumption of energy:

- 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 i.e. we reduce the sailing speed of the vessel, thus reducing carbon dioxide emissions and saving fuel.
- We regularly inspect our hull and propeller 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.

We will continue to monitor the vessel condition, certification, and regulation to ensure that the requirements are met. For example:

1. Biofueling Projects are recommended by Charters which will improve fuel efficiency.
2. Change of Fuel additives to reduce generation of sludge and improving combustion.
3. Change to lower speed during the voyage to reduce fuel consumption.
4. Exploring options to implement electrical forklift over power diesel forklift.

Staff are trained to ensure lights and air condition are turned off when there is no operation conducting or no staff in the warehouse office. Staff are also trained to ensure Forklift is switch off while waiting for loading or during idling. All fuel and electrical consumptions are monitored closely through monthly bills.

Our Performance and Targets

Energy consumption has increased due to reopening of border with more business activity. In FY2024, we aim to maintain our energy intensity whilst evaluating our long terms goals in improving our overall energy efficiency.

The vessels managers set targets and monitor the progress and be result oriented, flexible and adaptable when situation varies. The warehouse staff attend daily Toolbox briefing to raise awareness on energy saving and receive feedbacks from operational ground staff on the difference after energy saving measures are taken.

EFFLUENTS AND WASTE

How do we manage this topic?

We recognised that garbage from ships can be just as deadly to marine life as oil or other chemicals. Plastic especially is a great danger since it can float for years, being trapped or ingested by marine mammals. Our business only generates non-hazardous waste which are primarily packaging materials, wooden dunnage, waste / grey water from operations and we do not deal with hazardous waste.

Our vessels provide 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 have implemented an environment policy which strictly follows the Prevention of Pollution policy and deals with oil pollution prevention, garbage disposal and separation. Shipboard operation strictly follows the company directives and did not violate any of the IMO regulations.

SSC also provides un-crate services for clients. Wooden debris will usually be returned to warehouse for disposal. Debris are disposed into designated NEA disposal bins provided by main contractor. SSC reuses the dunnage wool and lashing belts for export containers or used onsite. SSC targets to reuse 100% of the materials unless they are damaged.

At SSC, we conscientiously monitor our effluents and waste discharge into the environment and seek to reduce any environmental or ecological impact. Our total waste generated, and disposal methods are as follows:

	FY 2023	FY 2022 [#] (Restated)
Total Waste Generated (kg)		
• Non-Hazardous	376,200	16,300
Non-Hazardous Waste (kg)		
% of Waste Directed To Disposal By Landfill & Water Treatment	-%	-%
• Incineration with Energy Recovery	-	-
• Incineration without Energy Recovery	-	-
• Landfilling	-	-
• Other Disposal Operations	-	-
Non-Hazardous Waste (kg)		
% of Waste Diverted From Disposal	100%	100%
• Preparation for Reuse	2,000	6,300
• Recycling	-	-
• Other Recovery Operations	374,200	10,000

[#] Waste is approximately 7.1% lower than previously reported due to change in reporting methodology used.

Our Performance and Targets

The total waste generated increased in FY 2023 as compared to FY 2022 as borders are reopening and business activities have resumed.

In FY2023, SSC generated a total of 376,200kg of non-hazardous waste and zero for hazardous waste as we do not deal with any hazardous waste. We have reviewed and refined our procedures and waste management plans for both ocean and shoreside activities. In addition, together with our charterers, we are proud to announce that our fleet have maintain our clean record of having no significant oil spills in FY2023. Audits and inspections are carried out regularly to ensure compliance. Lastly, daily toolbox briefing will be conducted to warehouse staff to raise awareness on staying green and to manage waste, as well as to receive feedbacks from ground operation employees to ensure the measures are taken.

In FY2024, we aim to maintain our record of having no significant oil spills. We are evaluating our long-term goals in our overall effluent discharge and waste management methods.

EMISSION

How do we manage this topic?

In line with IMO's objective to reduce carbon intensity and addressing global concerns and risks associated with climate change. SSC recognizes the importance of integrating environmental considerations into the Group's overall strategy formulation and business decisions. We are committed to managing and minimizing our environmental footprint across our value chain, including working with our principals / charterers on the emission produced by our vessels and our business operations.

For our vessels, we are working closely with principals for the chartered vessels to ensure there are optimal scheduling, practice of slow streaming and optimizing the maintenance of our hull and propellers which are described in the Energy Section.

Compliance to Energy Efficiency Index of Existing Vessels ("EEXI") which is based on their technical design such as vessel type, date of creation, size and according to the baseline. This will result in upgrades to their engines. Any changes to EEXI requirements may result in additional investments which are necessary for the vessels to operate.

By 2023, all vessels must establish Carbon Intensity Indicator ("CII") that will receive a grade from A to E. Vessels with 3 consecutive years of D class or one year of E class, will be required to implement a corrective action plan to achieve grade A, B or C.

Furthermore, SSC has a mandatory Ship Energy Efficiency Management to optimize the energy efficiency of each vessel. This helps to improve voyage planning, resulting in more frequent cleaning of the ship's underwater parts and propellers, installation of new waste heat recovery systems or installation of a new propulsion system.

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 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 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.

We provide training and education on aspects set out in the 2017 guidelines for the implementation of International Convention for the Prevention of Pollution from Ships ("MARPOL"). 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, 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 as well as in areas where bins are placed for collection of garbage. It contains information

regarding the prohibition and restrictions for discharging garbage from ships and the potential penalties for failure to comply.

We recognize that there is more to be done and will continue to strengthen our efforts and build strategic initiatives that will yield a greater positive impact in the future. To further strengthen the Group's awareness and understanding of climate change impact, the Group have in FY2023 adopted the recommendation of the Task Force on Climate-Related Financial Disclosures ("TCFD") in managing climate related risks and opportunities.

Governance	Risk Management
<ul style="list-style-type: none"> Climate risks & opportunities and associated metrics have been presented to the Board of Directors. Climate related risks & opportunities are evaluated by the Board of Directors in the Group's business & strategy as part of its overall oversight on sustainability topics of the Group. Climate risks & opportunities are managed by the sustainability committee on a day-to-day basis involving the development and execution of policies and processes to manage risks. 	<ul style="list-style-type: none"> Climate risks & opportunities have been integrated into the overall risk management process. Climate physical and transition risks have been assessed in accordance to the Group's risk parameters and action plans identified to mitigate risks. The Group's risks, impact and action plans are reviewed at least annually.
Strategy	Metrics
<ul style="list-style-type: none"> In FY2023, the Group incorporated climate related risks to the Group's risk assessment process. A series of workshops have been conducted to identify the relevant physical and transition risks and its financial impact to the business from a short, medium and long term perspective. Climate-related risks and opportunities are reviewed by the Sustainability Committee and the Board of Directors on a regular basis. 	<ul style="list-style-type: none"> In FY2023, Scope 1 and 2 greenhouse gas emission have been identified across the business to further understand the Group's emission.

The relevant physical and transition risks and associated financial impact are described below. The risk ratings are aligned with the Group's risk parameters and definition of risk ratings:

Description		Financial Impact	Time Period *
Physical (Acute)	Sudden or unexpected severe or extreme bad weather may adversely impact shipping operations, resulting in closure of port/infrastructure.	Reduction in revenue	Medium – Long Term
Physical (Chronic)	Rising sea level & increase in temperature may result in: <ul style="list-style-type: none"> • Acidification of ocean may potentially accelerate corrosion to ship hull or shorten asset life. • Disruption to operations (stress in workforce affected by change in weather conditions) 	Reduction in revenue Increase in asset replacement costs	Medium – Long Term
Physical (Chronic)	Shift in customer preference – demand for green logistics solutions continues to grow or decrease in overall demand for services.	Reduction in revenue	Long Term
Transition (Policy & Legal)	Non-compliant of vessels to the International Maritime Organization requirements.	Reduction in revenue	Medium – Long Term
Transition (Policy & Legal)	Tightening of regulations on local Greenhouse Gas Emission – carbon pricing, energy standards & disclosure reporting	Increase in cost of operations	Medium – Long Term

*Short Term (< 1 year), Medium Term (1 – 3 years), Long Term (> 3 years).

Our Performance and Targets

GRI305 Emission was identified as the metrics used to assess climate related risks & opportunities. Having developed a better understanding of Scope 1 and 2, the Group have in FY2023 restated its Scope 1 and 2 emission(s). The Group will continue to monitor and develop a better understanding of its emission exposure before determining a reasonable target to reduce carbon emission where applicable. The Group's Scope 1 and 2 CO₂ Emissions is detailed below:

	FY 2023	FY 2022# (Restated)
Total Carbon Emission (tonnes CO₂ equivalent)¹	355	244
Scope 1 Emission(s)		
• Stationary combustion	231	167
• Mobile fuel combustion ²	84	41
• Fugitive emissions (refrigerants) ³	-	-
Scope 2 Emission(s)		
• Purchased Electricity (Location Based) ⁴	40	36
GHG Emission Intensity (t CO₂ / Revenue '000)	0.007	0.005

Scope 1 GHG emission is significantly lower than the emission previously reported due to change in reporting methodology.

¹ GHG emissions are derived in accordance with the requirements of the "GHG Protocol Corporate Accounting and Reporting Standard". The Global Warming Potential dataset is based on the 2014 IPCC Fifth Assessment Report. The equivalent CO₂ emission for electricity based on the operating margin factors from the Energy Market Authority of Singapore.

² Mobile fuel combustion is primarily fuel used consumed by forklifts, light-duty trucks, non-road vehicles.

³ Fugitive emissions are primarily use emissions from the air-conditioning and refrigerators from the Group's facilities.

⁴ Purchased Electricity are primarily location-based with data derived from the national grids of Singapore.

In FY2023, SSC assigned a third party (ClassNK) to monitor each vessel's emission value, Carbon Intensity Indicator (CII) ensures all vessels are in compliance with the IMO and EU emission regulation. We have constant communication (by emails, visits, and dialogue) with the client and shipboard crew which allows us to understand the progress and results for further elevation and feedback to clients.

In addition, SSC conducts a daily toolbox briefing with the warehouse staff to raise awareness on energy saving and will receive feedbacks from operational ground staff during Toolbox meeting on the difference after energy saving measures are taken.

In FY2024, we aim to maintain our GHG emission intensity ratio. We are evaluating our long-term goals on our overall greenhouse gas emission in tandem with our strategy to further improve our emission levels in accordance with the goals of IMO.

SOCIAL AND COMMUNITY RESPONSIBILITIES

The Group aims to provide an environment that is safe and supports the well-being of its employees and our stakeholders. We are committed to being a socially responsible organization that promotes health and safety at work, equality opportunity and diversity in the workforce and community.

OCCUPATIONAL HEALTH AND SAFETY

How do we manage this topic?

We value the safety and well-being of our employees and are committed to prevent work-related illness, injury, or fatality amongst workers. The Group has in place an Occupational Health and Safety (“OHS”) to ensure high standards in workplace health and safety at our facilities in compliance with ISM / Maritime Labour Convention (“MLC”) working requirements. SSC is awarded or certified by BizSAFE Star.

Specifically:

- Strictly follow health, safety and environmental policies.
- Conduct meetings and assessments for review, and feedback is given to the management regularly.
- SSC conducts stevedore training regularly.
- Toolbox meeting is held before each operation to remind workers on safety.
- Constantly revising the SOP safety cargo operations.
- Send staff for certified accreditation or attend monthly PSA meetings.
- A regular update of our Risk Assessment and Safe Work Procedure which includes lifting plan, fire safety, working at heights, workman compensation and company insurance.
- Employees are trained and briefed to take sufficient measures to prevent accidents.
- Training is provided to employees to improve their understanding of workplace hazards and emergency procedures.
- Our safety policies and processes enforce personal protective equipment to be worn by workers at all times, and use of safety harness is required for operations carried out above two meters in height.
- Visitors, including third party contractors, must receive appropriate training and be aware of the risks in before visiting our premises.
- The Group’s OHS Policy for Ship Management seeks to reduce the risks of all work activities by adhering to the ISM Code and MLC 2006 Standards.
- Risk Assessment is done on yearly basis, and revision is done on monthly basis during Workplace Safety and Health (“WSH”) Committee meeting.
- Briefing on safety for port-based staff.
- Formation of WSH Committee and Safety Officer to identify and eliminate/mitigate risks.
- A daily tool work briefing conducted for jobsite delivery and warehouse operations.
- Sharing of hazard related information within WSH Committee.

In FY2023, there were subcontractors that performed manual jobs such as deliveries and loading/unloading of cargo. There are 110 ship crews, 68 subcontractors and 92 staff who are covered by an occupational health and safety management system.

Our Performance and Targets

We have also not had any incidents of non-compliance with employee health and safety regulations or any major safety incidents across our portfolio. There is zero accident achieved within FY2023, and staff are rewarded with a celebration dinner annually.

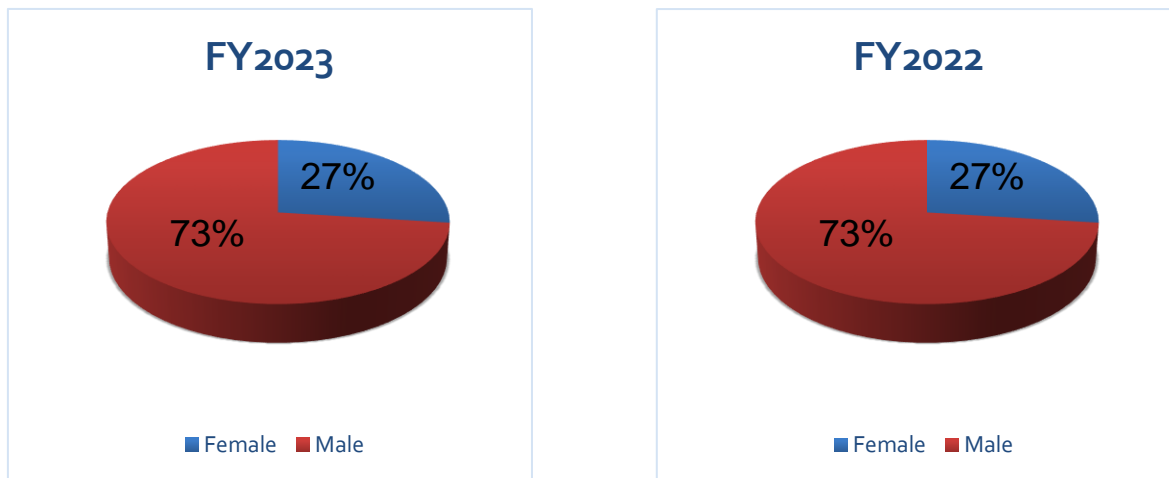
It is our perpetual target to provide a risk-free working environment to our employee, customer and suppliers and continue to maintain our records of zero major safety incidents. Audit and inspection are carried out to ensure the operations are functioning. We received feedback from staff, noting their suggestion for improvement, and reduce the exposure of risks while working on site. Hence, there are no incidents of non-compliance with safety law, requirements and standard as at FY2023.

EMPLOYMENT

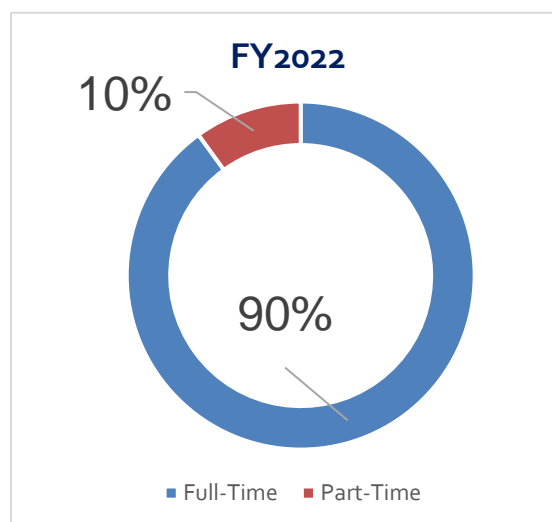
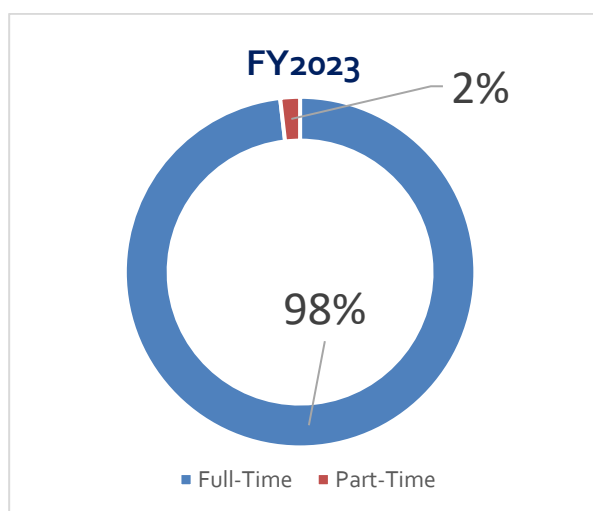
How do we manage this topic?

We recognize that our people are our greatest assets and SSC believes in fair employment practices, human rights and providing equal opportunities to all employees without discrimination. We are proud to announce that SSC's employee demographics have continued to be closely aligned with industry standards, having an employee strength of 110 at the end of the reporting period in FY2023. We set out our employee statistics below.

Employees by Gender



Employees by Employment Type



	New Hire		
	FY 2023		
	Male	Female	Total
Total No. of New Hire	23	8	31
	<30	30 – 50	>50
Total No. of New Hire by Age Group	17	12	2
% of New Hire by Age Group	55	39	6
	Turnover		
	FY 2023		
	Male	Female	Total
Total No. of Resignations	17	6	23
	<30	30 – 50	>50
Total No. of Resignations by Age Group	9	13	1
% of New Hire by Age Group	39	57	4

SSC is an organization that is inclusive, and performance driven in order to attract and retain the best people. We have implemented an equitable system that is merit driven, providing all our employees with equal opportunities regardless of age, gender, ethnicity, and physical disability.

In addition, we believe in fair remuneration and packages are industry benchmarked in order for us to attract, retain and motivate our people. As such, employees are provided with a comprehensive work benefits package.

SSC provides benefits to full-time employees (not provided to temporary or part-time employees) e.g. life insurance, health care, personal accident coverage, parental leave, retirement provision, compassionate leave, dental benefit, professional membership subscription, sport & recreation club benefits and parking entitlement.

All employees are entitled to maternity leave and paternity leave. In FY2023, there are 21 employees (16 males and 5 females) who took parental leave and returned to work in the reporting period after parental leave ended. Hence, SSC is able to maintain its a return-to-work rate of 100% for more than a year.

Our Performance and Targets

It is our perpetual target to maintain a diverse and inclusive workforce and maintain a 100% return-to-work rate for all employees who have taken parental leave.

DIVERSITY AND EQUALITY

How do we manage this topic?

Our business thrives on diversity as it leverages on a host of strengths and skills from a diverse workforce consisting of employees from various ethnic groups, religions, age and gender. We achieve equity by providing access to opportunities for everyone through fair and respectful policies and actions. We also aspire to build an inclusive culture that inspires innovation and progress where everyone belongs, and our people share a common purpose and can succeed as their best, authentic selves.

As of 31 March 2023, the Company has the following employment statistics:

Total employees count		
	FY2023	
Male	80	73%
Female	30	27%
<30 years old	23	21%
Between 30 & 50 years old	56	51%
>50 years old	31	28%

Employees within the organization's governance bodies		
	FY2023	
Male	5	83%
Female	1	17%
<30 years old	0	0%
Between 30 & 50 years old	2	33%
>50 years old	4	67%

Our Performance and Targets

In FY2024, we are endeavored to ensure workforce with diversity in various aspects, including gender, age, professional experience, background, skills, core competencies and knowledge.

TRAINING AND EDUCATION

We place a heavy emphasis on developing reliable and skilled employees. We are supportive of our employees' motivation 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.

Programme for upgrading employee skills and transition

A fund has been set aside for our employees to attend training 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 contributing continuously to SSC's success.

In FY2023, our employees participated in a range of training topics to ensure they can perform their work safely and improve their skill sets.

- 1) Incident Reporting Process
- 2) Workplace Bullying and Harassment
- 3) Ship Maintenance and Docking
- 4) Terminal Operation, Risk Management and Safety
- 5) Stevedore Operation, Risk Management and Safety
- 6) Management System Familiarization

In FY2023, our permanent employee staff headcount increases by 1%. During the year, approximately 100% of the workforce attended training sessions and our employees received at least 9.5 service training hours per employee, including on-site and vocational training.

	FY 2023	FY 2022
Average hours of training per year per employee	9.5	5.3

Employees are always encouraged to join our recreational club and participate in activities organized 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.

Performance and Career Developments Review

Performance appraisal and career development reviews are conducted at least annually between the employees and supervisors / managers. The reviews are used as a platform to assist employees in identifying strengths, improvement opportunities, career development and advancement plans. It is also used as a metric to consider employees for promotions, remuneration adjustments depending on the performance and merits of the employee. Training and career development enable us to achieve positive outcomes for the Company in the following aspects:

1. Employer
 - Build employee value proposition.
 - Retain valuable skills and knowledge.
 - Lower staff turnover rate and retain talent.
 - Increase overall efficiency when employees are equipped with the right skills.
 - Add value to the business as well as develop talent.
2. Employee
 - Benefit from obtaining new skills and work experience which enable them to meet job expectations and deliverables.
 - Drive job satisfaction.
 - Boost job confidence.
 - Succession planning for potential high performers.
 - Empower your employees to perform their roles.

3. Customers

- Able to meet customers' needs in a prompt and efficient manner.
- Maintain a consistent level of customer service.

SSC strives to provide appropriate learning and development opportunities to upskill employees and to enrich their career progression within the Company and the Group. The employees may apply, or be recommended by their immediate supervisor, to attend job-related training, workshops, conference or seminar.

In FY2023, the table below shows the percentage of employees who had gone through their annual performance and career development review. The remaining percentage of employees are (1) still under probation and not due for performance review and (2) employees where performance evaluation has yet to be completed during the publication of this report. SSC is committed to ensure that the performance of all employees are periodically evaluated and feedback received.

	FY 2023		FY 2022	
	Male	Female	Male	Female
For Staff Employees	86%	75%	100%	100%
For Supervisor Employees	94%	100%	100%	100%
For Middle Management Employees	94%	100%	100%	100%
For Senior Management Employees and above	100%	100%	100%	100%

Our Performance and Targets

In FY2024, we aim to maintain 100% of our full-time employees participating in at least one performance or work appraisal.

LOCAL COMMUNITY INVESTMENT AND DEVELOPMENT

SSC believes in a culture of contributing positively and caring to the local communities. As part of our CSR effort, we continue to make financial contribution to a charity organization in an effort to improve the lives of our local communities and interest groups. In addition, our staff volunteered at a non-profit community care centre where there was social engagement with seniors through games and performance to spread joy and cheer during festive season.

We strive to promote environmentally friendly practices and encourage our staff to make a positive impact on the environment. We implemented an initiative where pre-loved stationeries are collected and donated to relevant organization to have usable stationeries re-filled and pass on to underprivileged students in Singapore and around the region.

SSC has also installed recycling bins in the office where staff are able to contribute positively by recycling their daily usage of aluminum, plastic and paper products.

GRI Content Index

Statement of use	Singapore Shipping Corporation has reported the information cited in this GRI content index for the period 1 st April 2022 to 31 st March 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Page 6 & 7
	2-2 Entities included in the organization's sustainability reporting	Annual Report for the Financial Year ended 31 March 2023 ("AR") Page 15
	2-3 Reporting period, frequency and contact point	Page 4
	2-4 Restatements of information	Page 4
	2-5 External assurance	Page 4
	2-6 Activities, value chain and other business relationships	Page 6 & 7
	2-7 Employees	Page 23 - 27
	2-8 Workers who are not employees	N.A.
	2-9 Governance structure and composition	AR 23 - 25
	2-10 Nomination and selection of the highest governance body	AR 32 - 36
	2-11 Chair of the highest governance body	AR 31 - 32
	2-12 Role of the highest governance body in overseeing the management of impacts	AR 23 - 28
	2-13 Delegation of responsibility for managing impacts	AR 24
	2-14 Role of the highest governance body in sustainability reporting	Page 8
	2-15 Conflicts of interest	AR 30, 34, 136 - 145
	2-16 Communication of critical concerns	AR 48
	2-17 Collective knowledge of the highest governance body	AR 26, 28 - 30
	2-18 Evaluation of the performance of the highest governance body	AR 36 - 37
	2-19 Remuneration policies	AR 37 - 41
	2-20 Process to determine remuneration	AR 37 - 39
	2-21 Annual total compensation ratio	N.A.
	2-22 Statement on sustainable development strategy	Page 3
	2-23 Policy commitments	Page 7
	2-24 Embedding policy commitments	AR 42 - 48
	2-25 Processes to remediate negative impacts	AR 48, 51
	2-26 Mechanisms for seeking advice and raising concerns	AR 26 - 27
	2-27 Compliance with laws and regulations	Page 14

	2-28 Membership associations	Page 6
	2-29 Approach to stakeholder engagement	Page 9 - 10
	2-30 Collective bargaining agreements	N.A
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 9 - 11
	3-2 List of material topics	Page 11
	3-3 Management of material topics	Refer to respective material topics within this report
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	AR 64 - 65
	201-2 Financial implications and other risks and opportunities due to climate change	Page 20
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Page 13
	205-3 Confirmed incidents of corruption and actions taken	Page 13
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 14 -15
	302-3 Energy intensity	Page 14 -15
	302-4 Reduction of energy consumption	Page 14 -15
	302-5 Reductions in energy requirements of products and services	Page 14 -15
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 18 - 21
	305-2 Energy indirect (Scope 2) GHG emissions	Page 18 - 21
	305-4 GHG emissions intensity	Page 18 - 21
	305-5 Reduction of GHG emissions	Page 18 - 21
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Page 16 - 17
	306-3 Waste generated	Page 16 - 17
	306-4 Waste diverted from disposal	Page 16 - 17
	306-5 Waste directed to disposal	Page 16 - 17
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 23 - 25
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 23 - 25
	401-3 Parental leave	Page 23 - 25
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 22 - 23
	403-2 Hazard identification, risk assessment, and incident investigation	Page 22 - 23
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 22 - 23
	403-5 Worker training on occupational health and safety	Page 22 - 23
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 22 - 23

	403-8 Workers covered by an occupational health and safety management system	Page 22 - 23
	403-9 Work-related injuries	Page 22 - 23
	403-10 Work-related ill health	Page 22 - 23
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 25 - 27
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 25 - 27
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 25 - 27
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 25