THE PLACE
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OPPORTUNITIES DEFINED



SUSTAINABILITY REPORT 2021

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ABOUT THE 2021 SUSTAINABILITY REPORT

CORPORATE PROFILE

Under the leadership of the Company's Executive Chairman, Mr Ji Zenghe and Executive Director and Chief Executive Officer, Mr Fan Xianyong, the management team has strategically shaped the Group's business model with a new focus on integrating traditional businesses with omni-channel strategies and digital solutions (such as immersive virtual reality technology, "new-retail" solutions, last mile logistics, enterprise intelligent connectivity) to harness new growth opportunities in the digital economy. Currently, the Group has 3 core business pillars as follows:

1. Integrated media-related businesses with management & operation rights
2. Property development and property management activities
3. Cultural tourism with "new retail" business concept

The Group is backed by the key management team of The Place Investment Group, a multi-billion PRC conglomerate that has a strong track record for its extensive business portfolio in tourism, media, property management, biomedical technology investments and international trade.

Embolden with a new business approach and forward-looking corporate culture, The Place Holdings is expanding our business presence of profitable businesses with high growth potential in Singapore and China through organic and inorganic initiatives.

ORGANIZATIONAL CHART



Updated as at 17 May 2022

ABOUT THE 2021 SUSTAINABILITY REPORT

Reporting Scope and Boundary

Our FY2021 sustainability report covers the operations of The Place Holding Limited ("The Place" or the "Company") and our subsidiaries (the "Group"). The report scope covers our integrated media-related business unit and cultural tourism related business unit with the reporting boundary covering this related operation in Mainland China and Singapore.

As with our previous sustainability reports, this report's objective is to disclose the policies, practices, measures, goals and performances of the Group. We plan to continuously monitor and review our reporting process, and to expand our reporting scope and coverage in future reporting cycles.

Reporting Standards and Reporting Cycle

The sustainability performance data and activities are reported from 1st January 2021 to 31st December 2021 (the "reporting year"; the same reporting year as previous reports).

Our sustainability report is prepared in accordance with SGX Listing Rule 711A on sustainability reporting, and developed with reference to the five primary components set in SGX-ST Listing Rule 711B on the "comply or explain" basis. Our FY2021 sustainability report has been prepared with referenced to the sustainability reporting framework provided by Global Reporting Initiatives ("GRI") in the GRI Standards.

The sustainability performance disclosures in this report adhere to these GRI's reporting principles:



The Place has included relevant topic-specific information with referenced GRI standards. Stakeholders and readers may refer to the GRI-SGX Content Index at the end of this report for checking.

[1] The 6th new component related to the climate disclosures based on TCFD, which SGX mandates as a 'comply-or-explain' reporting basis starting for FY2022 sustainability reports

ABOUT THE 2021 SUSTAINABILITY REPORT

External Assurance and Internal Review

We realise that SGX requires issuers to internally review their sustainability reports, with external reviews being optional at this stage. Internal review and external assurance aim to impart a higher credibility to sustainability report development and relevant data collection procedures. We will undertake an internal review on the next FY2022 sustainability report.

TCFD Climate Reporting

Commencing in FY2022, SGX's new "complain or explain" requirement is for all listed issuers to adopt climate reporting, following the Task Force on Climate-related Disclosures (TCFD)'s recommendations. The Group recognizes that reporting against climate risks against a global framework is an important step towards enhanced climate accountability demanded by our internal and external stakeholders. We are preparing for our first climate reporting starting next FY based on the four recommendation pillars (governance, strategy, risk management, metrics and targets) outlined by TCFD.

Confirmation and Approval

The Place Holdings Limited confirms the practices, measures, policies, data, disclosures presented in this report are acquired from official documents and operational figures derived from different business units. To ensure the accuracy of provided data and information, we have depended on internal data monitoring yet no independent third party has verified them. This FY2021 sustainability report received endorsement from The Place's Board of Directors on 30 May 2022.

Sustainability Report Feedback

The Place always welcomes Constructive and meaningful feedback to ensure further improvements to our sustainability performance and reporting.

Please contact us through the following channels if you have any questions or feedback:

Address: 6 Battery Road, #16-06, Singapore, 049909

Email 1: feedback@theplaceholdings.com

Email 2: aili.tay@theplaceholdings.com

Website: http://www.theplaceholdings.com

Tel: +65 6781 8156

Fax: +65 6781 8159

BOARD STATEMENT

2021 marks an important year in The Place's business development. With renewed growth opportunities and revenue streams through our latest acquisitions, the Group is poised for a positive business outlook. Despite the challenges still posed by the Covid-19 pandemic, the Group is committed to minimize business disruptions and protect the health and safety of our employees and partners who work with us. The pandemic has also accelerated and created new opportunities for us to reshape and sharpen our business focus and growth plans around the digital economy and new consumer trends.

With this refreshed approach, we are undertaking initiatives to integrate traditional businesses with omni-channel strategies and digital solutions (such as immersive virtual reality technology, "new-retail" solutions, last mile logistics, enterprise intelligent connectivity) to create new value propositions and exploring new growth opportunities targeted at the digital economy and new consumer trends.

In near future, the Group aim to build Singapore's first Sky Screen, offering a spectacular light show experience with high-resolution imagery and state-of-the-art, immersive sound systems as well as technological features that enable interactivity. As a high-tech visual extravaganza, the enhanced Sky Screen is envisaged as a new attraction in Singapore that will be integrated with smart digital technology ecosystem platform and immersive media, boosting new business vibrancy and creating new possibilities in digital media solutions.

Via the smart digital technology ecosystem platform, it will also create new business opportunities for small and medium enterprises, greatly enhance businesses and social attributes, and further enhancing the vibrancy of Singapore.

Currently, we have two ongoing development projects in Singapore which we have placed great emphasis on its sustainability. We have achieved a Platinum Green Mark for the redevelopment of Realty Centre, where we own 51%; while a Standard Green Mark was achieved the development of a new mixed project around Tanah Merah MRT interchange, where we own 20%.

In this sustainability report, we have identified a number of material topics through stakeholder engagement, namely in terms of business operations and social aspects. We have also placed emphasis on social data as we strive to collect and consolidate more environmental data from the new development projects to report on in the future. Moreover, we are building up our sustainability governance structure where our board is accountable for embedding sustainability and ESG elements into our overall business strategy. In the meanwhile, the management and business units support our sustainability directions and initiatives through effective implementation.

Looking to the future, we believe that sustainability is making its way into the mainstream rapidly within our industry sector and in the markets that we operate in. The Group would also be interested to explore the various sustainable finance instruments and incentive schemes in order to generate not only long term shareholder value and also to promote green project investments. The Place is in a great position to capitalize on the global sustainability trend through our quality products and services, and to contribute our part to people, planet and prosperity.

Mr Fan Xian Yong

Executive Director and Chief Executive Officer

The Place Holding Limited

Singapore, 30 May 2022

STAKEHOLDER ENGAGEMENT

The Place considers stakeholder engagement to be essential in identifying and managing key stakeholder concerns and material issues. We have identified the core groups of internal and external stakeholders as well as their main concerns related to sustainability. We have also outlined our main platforms and channels that we routinely engage these stakeholders. Throughout stakeholder engagement, we actively participate and listen to their concerns and are committed to incorporate constructive feedback into our business decision-making process. This also assists us to understand the potential solutions and existing improvement gaps voiced out by our stakeholders, which in turn drives The Group to be more sustainable in terms of economic and ESG viability.

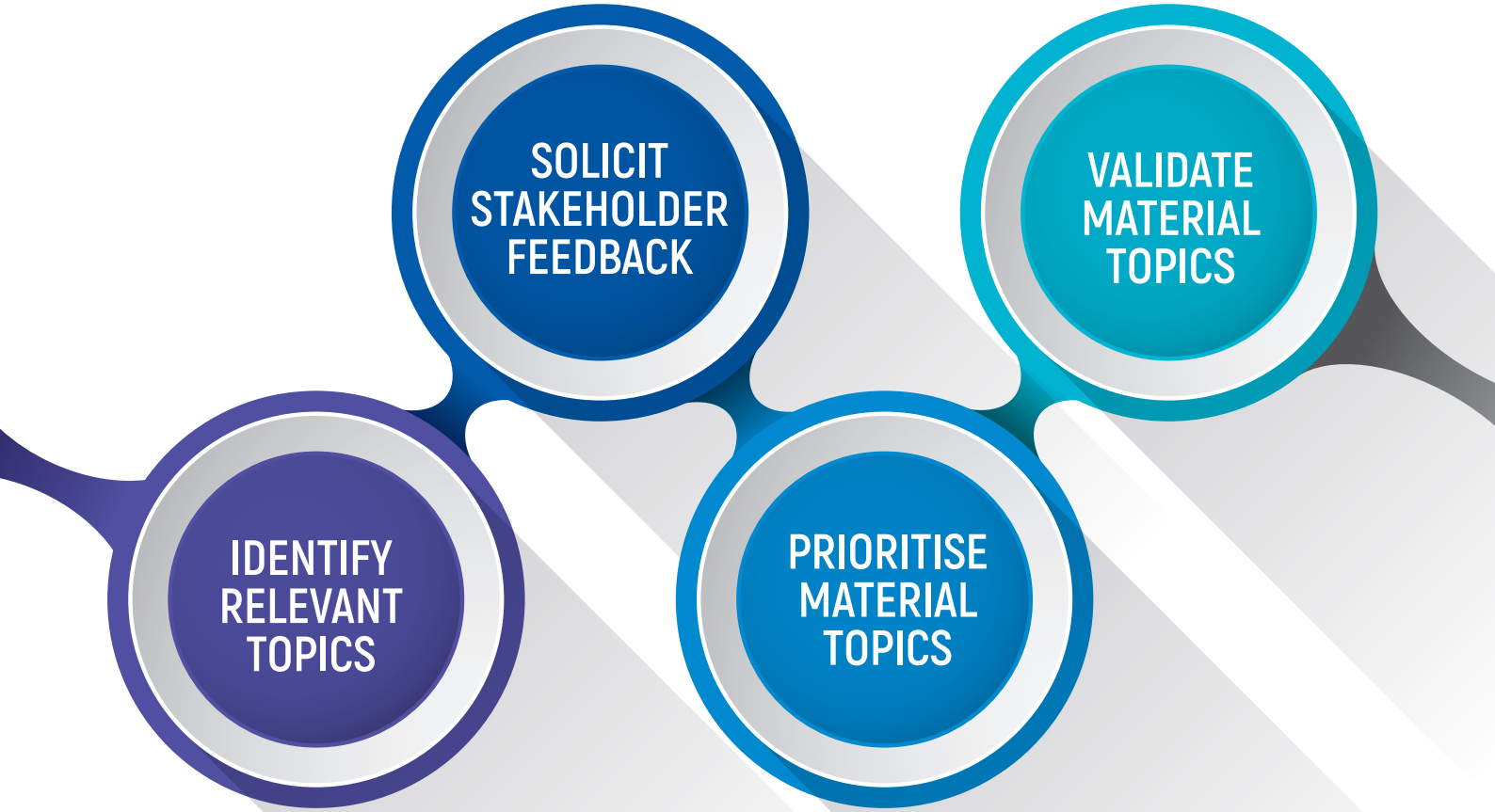
Key Stakeholder Groups		Key Concerns	Engagement Platforms and Channels
Internal Stakeholders	Board of Directors and Management	• Sustainability in products and services and within operations • Compliance with different regulations and standards • Retaining talented employees and satisfying concerns of external stakeholders	• Training and development programmes • Company events and festival celebrations • Internal management discussions and Board meetings • Interviews and focus groups for employees • Corporate emails and announcements • Internal and external training • Whistle-blowing policy • Mobile chat groups and SMS
	Employees	• Training and development • Benefits and salary package • Company culture and employee engagement • Safety and wellbeing	

STAKEHOLDER ENGAGEMENT

Key Stakeholder Groups		Key Concerns	Engagement Platforms and Channels
External Stakeholders	Shareholders and Investors	• Financial performance and stability • Business diversification • Regulatory compliance • Risk management • Corporate governance • Sustainability and ESG aspects elements in business strategy and projects	• Communication through investor relations team • Announcements and circulars on SGX • AGM/EGM • IR website • Annual and interim reports
	Customers	• High quality products and services • Customer feedback being handled efficiently • Sustainability aspects in products and services	• Feedback handling physically or virtually through emails, phone calls and meetings
	Suppliers	• Procurement process transparency and accountability • Service quality	• Vendor assessment in physical meetings • Events, trade shows and procurement fairs • Procurement process or meetings
	Government and Regulatory agencies	• Compliance with laws and regulations including sustainability disclosure requirements • Maintaining good corporate governance standard • Anti-corruption and bribery	• Working meetings with government of regulatory officials • Industry and government conferences • Feedback through industry associations

STAKEHOLDER ENGAGEMENT

We have detailed the 4 stage process of determining the material topics for the reporting year below:



We have summarized the following material topics that we have identified for the FY2021 Sustainability Report in the table below:

Business Sustainability	Responsible Operations	Capacity Building	Social and Environmental Compliance
✓ Economic Performance	✓ Anti-corruption ✓ Procurement Practices	✓ Training & Education	✓ Social Compliance ✓ Employment ✓ Environmental Compliance

SUSTAINABILITY
GOVERNANCE

The Board of The Place assumes ultimate sustainability leadership and governance of The Group. The Board is accountable for setting the strategic sustainability direction, review sustainability risks and opportunities, incorporate ESG elements into our business strategies, and oversee key initiatives related to sustainability and ESG issues. Additionally, the Finance Department within the Group oversees and directs the implementation of sustainability-related initiatives across the different business departments, and carry out the sustainability vision coming from the Board.

Please refer to Annual Report for more details on Corporate Governance.

SUSTAINABILITY RISKS AND OPPORTUNITIES

The Place maps out the three top risks posed to our Group, as well as outlines the opportunities and our responses to these risks. Our management routinely monitor these risks and opportunities in order to enhance risk coverage within our business activities.

Risks	Opportunities and Responses
Climate Change and the Environment	
Combating the different challenges remains to be a top priority for many companies around the world. Physical and transition climate risks such as intense precipitation, flooding, changes in national climate strategies and renewable energy policies may pose unforeseen challenges to our upcoming and existing business projects.	The Place will start to report on climate-related risks based on TCFD and SGX's requirement on climate risks disclosures starting in the next FY sustainability report. Within our operations, our skyscreen project and business strategy addresses this issue through usage of renewable energy like solar power. We also believe this project provides a meaningful avenue to educate visitors, tourists and employees alike.
Talent Retention and Employee Management	
Shortage of labour and manpower during the Covid-19 pandemic has impacted on some of our property development projects in Singapore. Retaining talented staff across various functions for our property development and skyscreen projects are important to our continued business success.	We continue to address any manpower and skilled labour shortage by providing attractive financial and non-financial rewards. This includes competitive remuneration at above-market rates, attractive packages, training, and career pathways.
Diversity and Inclusion at the Workplace	
A lack of diversity at the workplace may result in potential loss of inclusion of diverse professional experience, business skills, educational background, industry knowledge and cultural sensitivities into our corporate decision-making process and business development efforts.	Embracing diversity is one of our core values at The Place. We continue to promote diversity and inclusion among our staff and management. At present, we have adopted a board diversity policy which promotes diversity on the board level and is a crucial factor in contributing to the sustainable development of the Group. The Board also consists of directors with ages ranging from 40 to more than 70 years old, and who have served on the Board for different tenures. We have detailed this matter in our FY2021 Annual Report under the Corporate Governance Report.

Economic Performance

The Place reports on this economic performance aspect in reference to the GRI standards (GRI 201: Performance 2016). We believe that by disclosing the economic value generated and distributed by our Group, as well as any financial assistance supported by the government help us to determine on the financial implications of climate change in the future, when we report according to the recommendations of TCFD.

Ensuring financial sustainability is important so that the Group could allocate resources to invest in sustainability-related aspects within our projects. This includes utilizing renewable energy in our Project Sky Screen and implementing energy efficiency measures in the two development projects that attained Green Mark certifications.

Readers may further delve into The Place's financial performance in our FY2021 Annual report.

The below tables delineates the financial highlights that represent our economic performance in FY2021.

	Singapore	China
	Amount (SGD)	Amount (RMB)
Direct economic value generated (annual income)	N/A	5,660,377.20
Annual expenditures (such as operating costs, employee wages and benefits, and others investments, etc.)	3,700,654.80	1,663,105.28
Investment grants, research and development grants, and other relevant types of grants	4,238.40	N/A
Other financial benefits received or receivable from any government for any operation (if applicable)	22,452.39	N/A

	2021	2020	2019
CONSOLIDATED PROFIT & LOSS (S$'M) (for the year ended 31 December)			
Revenue	1.1	1.1	2.3
Gross Profit	1.1	1.1	1.9
(Loss)/Profit before tax	(2.5)	0.7	0.9
(Loss)/Profit attributable to shareholders	(2.9)	0.7	0.08
CONSOLIDATED FINANCIAL POSITION (S$'M) (As at 31 December)			
Plant and equipment	0.4	0.4	0.6
Right-of-use assets	0.5	1.0	1.5
Cash and cash equivalents	22.2	73.0	63.1
Other assets	236.7	52.9	35.5
TOTAL ASSETS	**259.8**	**127.3**	**100.7**
Equity attributable to owners of the company	93.1	94.0	92.0
Other liabilities	147.6	24.7	8.7
Non-controlling interests	19.1	8.6	-
TOTAL LIABILITIES AND EQUITY	**259.8**	**127.3**	**100.7**
FINANCIAL RATIOS			
Return on shareholders' equity (%)	(3.1)	0.7	0.09
Return on assets (%)	(1.1)	0.5	0.9
Gearing ratio (%)	158.7	26.3	9.5
Working capital ratio	26.0	5.1	12.6
PER SHARE DATA (CENTS)			
(Loss)/Earnings after tax *	(0.05)	0.01	-^
Net assets	1.9	1.5	1.6

* Includes continuing and discontinued operations
^ Less than 0.01 cents

Anti-corruption

In FY2021, anti-corruption again becomes one of the most critical material issues raised by our stakeholders. We have always considered anti-corruption as a top priority in our business activities and within our organizational culture. We consistently articulate our zero tolerance for any unlawful or unethical behaviour in our internal communications.

Throughout this financial year, we have received zero reports, incidents or complaints about corruption against our employees or management. The below table indicates that all of our staff stationed in Singapore and China are informed about our 'zero-tolerance' approach to corruption and bribery, from general staff to Board of Directors.

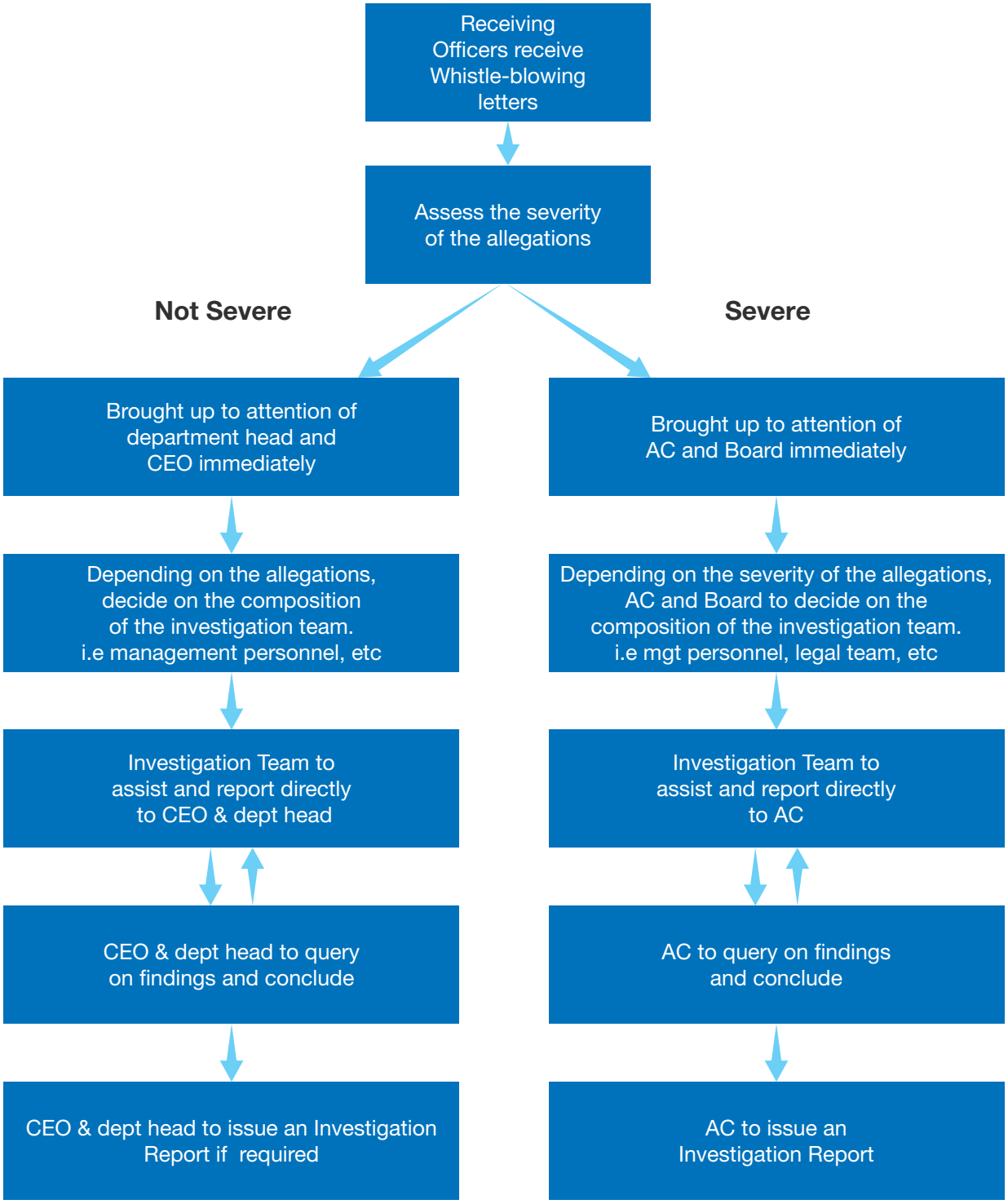
Anti-corruption indicator		Singapore	China
Employees who anti-corruption policies and procedures have been communicated to and informed about	Board of Directors	7	5
	Senior Management	3	3
	Middle Management	2	0
	General Staff	5	1

The Place highlights integrity and transparency as part of our organizational DNA and culture. To this end, our employees not only understood that everyone is expected to fully comply with all laws and social norms to build trust among ourselves, but also the importance of fostering business relationships that are long-lasting in an inclusive environment.

We have designed and implemented a Group-level Whistle-Blowing Policy, which details mechanisms to prevent and mitigate unethical practices in addition to the channels and methods to report such instances. For example, the Whistle-Blowing Policy guides employees to provide important information for complaints such as:

1. details of the parties involved
2. dates or period of time
3. the type of concern
4. evidence substantiating the complaint,
5. and where possible, contact details, in case further information is required.

The whistle-blowing policy also indicates the types of misconduct that are reportable on (such as sexual harassment or discrimination, criminal offences, blackmail and corruption) as well as the process of investigation through appointment of a special investigative team. The identities of whistle-blowers are confidential in nature to protect them from retaliation from complained colleagues. The Group has designed a clear and concise whistle-blowing flow chart below for employees to follow through and understand the different outcomes (i.e. severe, not severe).



RESPONSIBLE OPERATIONS

Procurement Practices

Engaging our suppliers responsibly is one of our identified material issues. We aim to develop a supplier and procurement policy where we specify the different standards and criteria, including ones that relate to sustainability and environment, that we expect our suppliers to comply with when they work with us. Developing a robust supplier policy would enable The Group to set high supplier standards and increase both accountability and transparency in supplier evaluation and engagement.

In FY2021, the Place engages different types of suppliers in Singapore and China. In Singapore, we engage various types of suppliers such as financial advisors, lawyers, valuation agencies, and corporate secretary agencies. In China, we engaged contractors for a development project located beside Mount Yuntai at Zhengzhou, Henan Province, Jiaozuo Prefecture-level City, Xiuwu County.

As a Group, we engaged 65 suppliers in Singapore and 6 suppliers in China. We are committed to engaging local suppliers as feasibly as possible where environmental footprint can be reduced, especially for contractors in China. The following table shows the procurement budget we spent in the Singapore and China markets respectively.

Indicators related to Procurement Practices	Singapore	China
Total procurement budget of the operational location in the reporting year (based on invoice data or other accounting methods)	S$ 149,806,505	RMB 75,558,357
Proportion of procurement budget spent on local suppliers	100%	100%

CAPACITY BUILDING

Training and Education

Our organization has always treated cultivating talented people so that they can develop into world-class professionals in their respective business function. Upskilling and strengthening the core competencies of existing employees are equally as important as attracting outside potential talents.



Weekly discussion sessions

The Place has introduced and supported training sessions and courses in order to support our staff's careers and personal development. We also hold weekly discussion sessions with all staff to keep abreast of the latest company updates and industry trends. Training remains a vital pillar in our talent development and retention strategy.

This table below outlines highlighted training course attended by our employees in the financial year. The Place has offered complete funding for these training courses so that employees can focus on their upskilling and knowledge enhancement.

Training program name/ type provided during the reporting period	Content of the training program	Course Programme
ISCA	Mergers and Acquisitions – Master Class (Live Webinar)	Mergers and Acquisitions
ISCA	Mergers and Acquisitions – Master Class (Live Webinar)	Key Considerations for a Successful M&A

COVID-19 PANDEMIC HEALTH AND SAFETY PROTOCOLS

IN LIGHT OF THE CONTINUED COVID-19 PANDEMIC, WE HAVE IMPLEMENTED MEASURES SUCH AS THE FOLLOWING ACROSS OUR DAILY OPERATIONS AND OFFICES:

- The scheduling, registration and checking of temperature and vaccination status for office visitors, including suppliers, partners and customers.
- Our staff also abide by local health and safety guidelines and regulations when embarking on business trips, including undergoing swab tests.
- Conducts comprehensive and routine disinfection of the equipment and corridors in the office.

SOCIAL AND ENVIRONMENTAL COMPLIANCE

Social Compliance

Similar to our previous disclosures in past sustainability reports, we have recorded no incidence of non-compliance with any social-related regulations, laws, standards resulting in significant fines or sanctions in FY2021.

Our employment policy strictly prohibits any kind of forced, involuntary and child labour. Our HR teams check and verify the identities and background personal information of existing and incoming employees. There are no forced, involuntary and child labour in FY2021.

We strive to maintain this clean track record in the future.

Employment

Our permanent staff headcount increases from eight in FY2020 to ten in FY2021. This table indicates the number of employees by rank working in Singapore in FY2021:

		Male	Female
Total number of employees by rank	Senior Management	2	1
	Middle Management	1	1
	Entry-level/General Staff	2	3

There is one employee who has enjoyed parental leave during the FY and will return to work.

Environmental Compliance

Similar to our previous disclosures in past sustainability reports, we have recorded no incidence of non-compliance with any environmental-related regulations, laws, standards resulting in significant fines or sanctions in FY2021.

We strive to maintain this clean track record in the future.

FUTURE PROJECTS AND SUSTAINABILITY

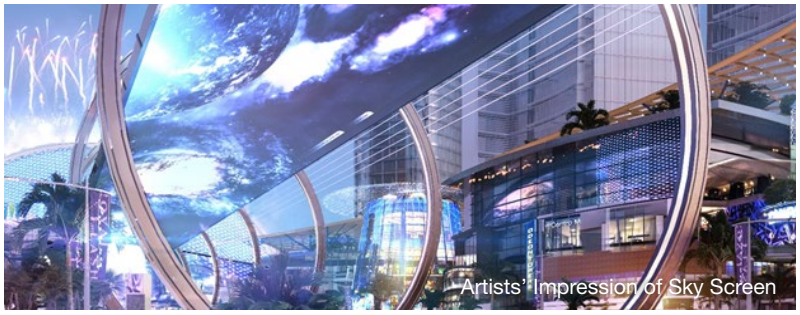
From this Covid-19 pandemic, the Group has strategically shaped the Group's business model with a new focus on integrating traditional businesses with omni-channel strategies and digital solutions (such as immersive virtual reality technology, "new-retail" solutions, last mile logistics, enterprise intelligent connectivity) to harness new growth opportunities in the digital economy.

In the next 5 years, the Group will focus on the following areas:

1. Greater emphasis on integrating traditional businesses with customised omni-channel strategies and digital solutions,
2. To build enhanced Sky Screens that are integrated with smart digital technology ecosystem platform, and immersive visual and sound system in Singapore as well as major cities around the world,
3. Optimize the structure and assets of existing projects such as development projects at Tanjong Pagar, Singapore and Mount Yuntai, China.

The Group currently has 3 development projects on-going, namely Project Wanrun, Project Realty Centre and Project Tanah Merah Kechil. We are committed to ensure these 3 projects achieve a certain degree of green mark standard via energy savings, go-green and sustainability concepts etc.

For Project Sky Screen, after landing the 1st Sky Screen in Singapore, we aspire to duplicate the success of this project and roll out this business model gradually with a global vision. The Group believes that Project Sky Screen is a worthy platform for promoting sustainability and green concepts due to its reach and connectivity. In addition to encompassing energy savings and eco-friendly concepts, the Sky Screen itself is also able to promote sustainability and green initiatives via educating audiences such as tourists and visitors.



Artists' Impression of Sky Screen



Artists' Impression of Project Tanah Merah Kechil



Artists' Impression of Project Realty Centre

TARGETS OF OUR SUSTAINABILITY MATERIAL ISSUES

The table below outlines our targets on the various identified material issues for FY2022:

Material Issue	Target(s) for FY2022
Anti-corruption	Maintain zero corruption complaints against our employees Attend 100% of annual ethics training sessions by CFO and Finance department staff
Procurement Practices	Maintain over 90% engaged suppliers as local Maintain over 90% of procurement budget on local suppliers
Economic Performance	Total revenue target of S$10 million
Training and Development	Attend 100% of training sessions by relevant employees
Social and Environmental Compliance	Maintain zero complaints in terms of social and environmental non-compliance grounds

GRI-SGX
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Disclosure	Description	SGX	Page	Remarks
GRI 102: General Disclosures 2016				
Organisational Profile				
102-1	Name of the organization	-	3	
102-2	Activities, brands, products, and services	-	3	
102-3	Location of headquarters	-	3	
102-4	Location of operations	-	3	
102-5	Ownership and legal form	-	3	
102-6	Markets served	-	3	
102-7	Scale of the organization	-	3	
102-8	Information on employees and other workers	-	18	
102-9	Supply chain	-	-	N/A
102-10	Significant changes to the organization and its supply chain	-	-	N/A
102-11	Precautionary Principle or approach	-	4	
102-12	External initiatives	-	-	N/A
102-13	Membership of associations	-	-	N/A
Strategy				
102-14	Statement from senior decision-maker	LR711B-1e	6	
102-15	Key impacts, risks, and opportunities	PN7.6-3.3	10	
Ethics and Integrity				
102-16	Values, principles, standards, and norms of behaviour	-	6	
Governance				
102-18	Governance structure	PN7.6-3.1	9	
102-21	Consulting stakeholders on economic, environmental, and social topics	PN7.6-3.7	7-8	
102-29	Identifying and managing economic, environmental, and social impacts	PN7.6-3.3	7-8	

GRI-SGX
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Disclosure	Description	SGX	Page	Remarks
Stakeholder Engagement				
102-40	List of stakeholder groups	-	7	
102-41	Collective bargaining agreements	-	-	N/A
102-42	Identifying and selecting stakeholders	-	7-8	
102-43	Approach to stakeholder engagement	-	7-8	
102-44	Key topics and concerns raised	-	7-8	
Reporting Practices				
102-45	Entities included in the consolidated			
financial statements	-	3		
102-46	Defining report content and topic boundaries	-	4	
102-47	List of material topics	-	8	
102-48	Restatements of information		-	N/A
102-49	Changes in reporting		-	N/A
102-50	Reporting period	-	4	
102-51	Date of most recent report		4	
102-52	Reporting cycle	-	4	
102-53	Contact point for questions regarding the report	-	5	
102-54	Claims of reporting in accordance with the GRI Standards	LR711B-1d	4	With reference to GRI
102-55	GRI content index	-	21-23	
102-56	External assurance	PN7.6-3.8	5	Considering adoption in the future
GRI 201: Economic Performance 2016				
103	Management approach disclosure	LR711B-1 b&c	11	
201-1	Direct economic value generated and distributed		11-12	

GRI-SGX
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Disclosure	Description	SGX	Page	Remarks
GRI 204: Procurement Practices 2016				
103	Management approach disclosure	LR711B-1 b&c	15	
204-1	Proportion of spending on local suppliers		15	
GRI 205: Anti-corruption 2016				
103	Management approach disclosure	LR711B-1 b&c	13	
205-2	Communication and training about anti-corruption policies and procedures	-	13-14	
205-3	Confirmed incidents of corruption and actions taken	-	13-14	
GRI 307: Environmental Compliance				
103	Management approach disclosure	LR711B-1 b&c	18	
307-1	Non-compliance with environmental laws and regulations	-	18	
GRI 404: Training and Education 2016				
103	Management approach disclosure	LR711B-1 b&c	16	
404-2a	Type and scope of programs implemented and assistance provided to upgrade employee skills	-	16	
GRI 408: Child Labour 2016				
103	Management approach disclosure	LR711B-1 b&c	18	
GRI 419: Socioeconomic Compliance				
103	Management approach disclosure	LR711B-1 b&c	18	
419-1	Non-compliance with laws and regulations in the social and economic area	-	18	



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