



**SUTL Enterprise Limited**  
**Sustainability Report 2018**

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## CEO's Message

Dear Stakeholders,

I am pleased to present the 2018 Sustainability Report of SUTL Enterprise Limited (“the Company”) and its subsidiaries (“the Group”).

The Group prides itself in the safety of its integrated marinas, which are fully equipped with various amenities such as food and beverage (“F&B”) options and hospitality services. As such, managing customer health and safety risks in the operations at our integrated marinas has always been our top priority. We regularly review our policies and practices and strictly comply with industry regulations.

We are aware of the potential environmental concerns related to our integrated marinas and endeavour to operate our marinas sustainably with minimal environmental footprint. The Group believes in sustainable luxury and we have implemented policies and practices to achieve our environmental targets.

The Group believes in rewarding our members with exclusive membership privileges. Our members are entitled to additional birthday discounts, invitations to exclusive sales events, product launches and special members-only events. We are always exploring new ideas to enhance member experience.

We promote a positive workplace health and safety culture by enhancing safety awareness and implementing comprehensive safety measures to mitigate employee health and safety risks.

I would like to thank our customers, business partners and shareholders for their unwavering support over the years. We look forward to your continual support as we strive to build sustainably luxurious integrated marinas around the region.

Arthur Tay

Executive Director and Chief Executive Officer

## Our Sustainability Story

### Our Vision

To be the Leading, Premier Integrated Marina Developer and Operator.

### Our Values

Our values reflect the defining qualities that brought SUTL the success it enjoys today. At the same time, they also lay the foundation and ideals required to achieve greater heights for both the company and quality of life for people in Asia.

<ul style="list-style-type: none"><li>• We stay faithful to the founding spirit of enterprise by seeking new perspectives and innovative solutions</li></ul>	<ul style="list-style-type: none"><li>• We are adaptable, fast moving and unencumbered so we can realise market opportunities</li></ul>	<ul style="list-style-type: none"><li>• We are trustworthy market experts driven by deep insight, commitment and prudence</li></ul>	<ul style="list-style-type: none"><li>• We value the collective diversity of our business and people, progressing forward with a common spirit and intent</li></ul>
<b>ENTERPRISING</b> 	<b>AGILE</b> 	<b>RESPONSIBLE</b> 	<b>UNIFIED</b> 

### Sustainable Luxury

We advocate sustainable luxury and believe that luxury should not be about being excessive and wasteful, but about introducing better consumer choices and providing quality services with sustainable values.

The Group satisfies the demands for a luxurious waterfront lifestyle while operating our integrated marinas sustainably. We support a vibrant yachting community and promote the marina and yachting tourism lifestyle without compromising the wellbeing of the environment and society. We are fully committed to ensuring environmental protection and maintaining the safety and welfare of our customers, employees and the community in our operations.

### Sustainability Performance and Targets

The Group aspires to adorn a string of pearls along the beautiful coastlines of Asia, with each pearl representing a ONE°15 branded marina, where the international boating community can get together and explore the region.

We endeavour to tap into Asia's rising affluence and burgeoning demand for the waterfront lifestyle by establishing exceptional and sustainable infrastructure and services.

The table below summarises our sustainability performance in FY2018 and targets for FY2019:

Environmental Performance in FY2018		
Business Segment	FY2018 Target	Performance Update
F&B and Hospitality	1.5% reduction in energy consumption	Reduced energy by <b>9%</b>
	1.5% reduction in water consumption	Reduced water consumption by <b>47%</b>
Marina Management	<b>Zero</b> incident of environmental non-compliances	Achieved <b>zero</b> environmental non-compliances
Environmental Targets for FY2019		
Business Segment	FY2019 Target	Action Plan
F&B and Hospitality	1.5% reduction in resource usage	<ul style="list-style-type: none"> <li>- Increase energy efficiency of equipment</li> <li>- Deploy more water saving measures</li> </ul>
Marina Management F&B and Hospitality	Reduction in effluents and waste	<ul style="list-style-type: none"> <li>- Promote protection of surrounding ecosystem</li> <li>- Reuse and recycle</li> </ul>
Marina Management F&B and Hospitality	<b>Zero</b> spills	<ul style="list-style-type: none"> <li>- Impose penalties for spillage</li> <li>- Check all facilities, piping and equipment regularly</li> </ul>
Marina Management	Implement more biodiversity preservation programmes	Educate and promote biodiversity protection
Group level	<b>Zero</b> environmental non-compliances	Strictly adhere to environmental laws and regulations where we operate
Social Performance in FY2018		
Business Segment	FY2018 Target	Performance Update
Group level	Expand pool of first aid trained staff beyond security	Staff attended training programmes including first aid and emergency trainings
Social Targets for FY2019		
Business Segment	FY2019 Target	Action Plan
Marina Management F&B and Hospitality	<b>Zero</b> guest and employee safety incidents	<ul style="list-style-type: none"> <li>- Promote safety awareness</li> <li>- Proper implementation of safety policies</li> </ul>

Group level	Implement more programmes for upgrading employee skills	Work with Department Heads to identify training needs of their staff
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### Noteworthy Awards

The Group has won numerous accolades and awards in recognition of its excellence in the marina and yacht charter industry:

- Asian Boating Awards – Best Asian Marina (2009, 2012 – 2014, 2016 – 2018)
- Asian Boating Awards – Green Maritime Company of the Year 2015
- Influential Brands: Lifestyle & Yachting Hub – Winner 2015
- Agoda Gold Circle Award 2015
- The Yacht Harbour Association (“TYHA”) Gold Anchor Award Scheme (5 Gold Anchor)
- ISO 9001 Quality Management System
- ISO 14001 Environmental Management System

## Organisation Profile



SUTL Enterprise Limited was incorporated in 1993 and listed on SGX Mainboard (SGX: BHU) in 2000. Headquartered in Singapore, it is currently the only marina related business listed on the SGX. The Group is a leading developer, operator and consultant of integrated marinas, and has three business segments namely Marina Ownership, Consultancy & Management Services, and Luxury Yacht Chartering.

### **Marina Ownership**

The Group builds integrated marinas and operates them under its proprietary ONE°15 brand as lifestyle marina clubs with retails, F&B options, recreational facilities and accommodation. Currently, it owns ONE°15 Sentosa and ONE°15 Puteri Harbour is under construction.

### **Consultancy & Management Services**



The Group offers consultancy and management services to developers and owners of waterfront real estate under its wholly-owned subsidiary, ONE15 Management & Technical Services Pte Ltd. (“MTS”). MTS offers a range of comprehensive pre-construction advisory services including marina master planning, feasibility studies and market research, marina design and project management. Its goal is to assist developers and owners in building quality infrastructure that will ensure success for the marina.

Post-construction, MTS provides consultancy services in the form of business planning and optimisation. Under its management services, MTS offers day-to-day running of the marina's operations hospitality management.

The Group has entered into management contracts for the following third-party owned marinas that are currently under construction: Indonesia Navy Club managed by ONE<sup>o</sup>15 Marina and ONE<sup>o</sup>15 Marina Nirup Island in Indonesia; ONE<sup>o</sup>15 Marina Guishan, Taihu International Marina managed by ONE<sup>o</sup>15 Marina and ONE<sup>o</sup>15 Marina Logan Cove Zhongshan in China and ONE<sup>o</sup>15 Marina Brooklyn in New York, USA.

## **Yacht Chartering**



The Group through its wholly-owned subsidiary, ONE15 Luxury Yachting Pte Ltd. (“LY”), manages a complementary yacht chartering business with more than 40 luxury yachts ranging from 11 metres to 40 metres, belonging to yacht owners registered with LY’s yacht chartering programme.

Yachting has become increasingly popular as a recreational activity for city dwellers who yearn to get away from crowds by going out to the open sea. Our customers include companies that book vessels for corporate events and also individuals who want an alternative venue for birthdays, weddings, anniversaries and other special occasions. LY enables our customers to enjoy the boating lifestyle without the financial burden of owning a yacht.

The yacht owners are berthing customers of the Group and the chartering provides them a way to monetise the yacht when they are not using it. The Group does not own or operate the yachts. As such, we do not foresee sustainability implications for this business segment.

## Ethics and Integrity

### **Anti-corruption** (GRI 205-1, 205-2, 205-3)

The Group strictly forbids any form of corruption in the course of business. All employees and associates are informed and educated on the Group's anti-corruption policies and zero tolerance against corruption.

The Group recognises that the exchange of business courtesies, such as modest gifts, and entertainment (including meals and invitations to attend promotional events or parties), particularly during festive periods is customary and legitimate to create goodwill, and/or strengthen business and commercial relationships. Such courtesies are allowed if they are not lavish in the light of accepted business practices of the relevant businesses that the Group operates in and is not intended to improperly influence the decisions of the person involved.

Any of the Group's employees who observes or suspects that another employee or anyone else may be acting in contravention of this policy has an obligation to report it. All such concerns may be reported to the Human Resource ("HR") department or the management if required.

All gifts and benefits received from vendors would need to be reported and handed over to HR.

There was no reported incident of corruption in FY2018.

### **Whistle-blowing Policy**

The Group implements and promotes our Whistle-Blowing Policy which provides an independent and confidential channel for employees to communicate concerns of wrongdoings, malpractices and illegal acts directly to the Chairman of the Audit Committee ("AC").

### **Interested-Party/Persons Transactions**

For FY2018, there were no Interested Person Transactions entered into (excluding transactions less than S\$100,000), including no Interested Person Transactions (excluding transactions less than S\$100,000) conducted under the shareholder's mandate pursuant to Rule 920.

### **Securities Transactions**

The Group has adopted and implemented an internal policy governing securities transactions by its officers and employees. Under the internal policy, officers and other employees are reminded that (i) officers should not deal in the Company's securities on short term considerations and (ii) the Company and its officers should not deal in the Company's securities during the period commencing two weeks before the announcement of the Company's financial statements for each of the first three quarters of its financial year and one month before the announcement of the Company's full year financial statements.

## **Governance and Statement of the Board**

The Group prioritises sustainability at the Board level. Assisted by the Group Financial Controller and the various property's General Managers, the CEO is responsible for taking the lead and giving directions to the different business units in the implementation and management of sustainability measures.

The Board incorporates sustainability issues into the strategic formulation of the Group. The Board approves the material environmental, social and economic factors identified and ensures that the factors identified are well-managed and monitored.

The Group adopts a precautionary approach in strategic decision and day-to-day operation by implementing a comprehensive risk management framework.

Please refer to the Corporate Governance Report in our 2018 Annual Report for more information on corporate governance practices and risk management structure.

## Stakeholder Engagement

The Group believes that stakeholder engagement is integral to the building of a sustainable business. We determine our sustainability issues based on their materiality to stakeholders. We actively engage in meaningful and productive dialogue with our stakeholders and participate in various industry and government forums to keep abreast of any material stakeholder issues.

We identify key stakeholders as groups which have material impact or could potentially be impacted by our operations. The following table summarises our key stakeholders, engagement platforms and their key concerns.

Stakeholders	Engagement platforms	Key concerns	Read more in the following sections
<b>Members and Customers</b>	<ul style="list-style-type: none"> <li>• Club website</li> <li>• Monthly magazines, Latitude &amp; Electronic Direct Mailer</li> <li>• Customer feedback</li> </ul>	<ul style="list-style-type: none"> <li>• Safety</li> <li>• Engagement with member and quality of services</li> </ul>	<ul style="list-style-type: none"> <li>• Customer Health and Safety</li> <li>• Membership</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Performance appraisal system</li> <li>• Weekly HOD meetings</li> <li>• Internal communications, memos, reporting lines and functions</li> </ul>	<ul style="list-style-type: none"> <li>• Employee health and safety</li> <li>• Remuneration</li> <li>• Staff benefits</li> <li>• Ethics and conduct</li> <li>• Compliance with local labour laws</li> </ul>	<ul style="list-style-type: none"> <li>• Our People, Our Assets</li> </ul>
<b>Governments and Regulators</b>	<ul style="list-style-type: none"> <li>• Annual reports</li> <li>• Sustainability reports</li> <li>• Ongoing dialogues</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with regulatory and industry requirements</li> <li>• Environmental compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Employee Health and Safety</li> <li>• Customer Health and Safety</li> <li>• Environmental Compliance</li> </ul>
<b>Community</b>	<ul style="list-style-type: none"> <li>• Engagement in community services</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental impact</li> <li>• Social development</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental Protection</li> <li>• Energy Management</li> <li>• Effluents and Waste Management</li> <li>• Contributions to Our Community</li> </ul>

<b>Shareholders and investors</b>	<ul style="list-style-type: none"> <li>• Annual reports</li> <li>• Investor relations management</li> <li>• Annual general meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Anti-corruption</li> <li>• Compliance with government regulations</li> <li>• Profitability</li> <li>• Sustainability</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental Compliance</li> <li>• Socioeconomic Compliance</li> <li>• Ethics and Integrity</li> </ul>
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## Reporting Practice

This sustainability report is produced in accordance with the GRI Standards “Core” option, covering our Group’s performance from 1 January 2018 to 31 December 2018.

The GRI standards represent the global best practices for reporting on economic, environmental and social topics.

The report also incorporates the primary components of report content as set out by the SGX’s “Comply or Explain” requirements on sustainability reporting under Listing Rule 711B.

The Group has assessed that external assurance is not required. This report supplements the Group’s 2018 Annual Report. A detailed section reference with GRI Standards can be found at the GRI Standards Content Index section of this report.

The Group’s material topics are identified based on its impact on our internal and external stakeholders, as outlined in the Stakeholders Engagement section.

Each year, we use a structured process to select the report’s content according to relevance and prominence, particularly in relation to the environment and society. Our 2018 Sustainability Report focuses on the key sustainability challenges the Group faces for each business segment and explores the many ways in which we are responding. We have expanded our sustainability management to include the protection of employee safety and welfare, the ecosystem, as well as community engagement.

Boundaries (i.e. which segment, country or subsidiary, where applicable)	FY2017 Topics	FY2018 Topics
Marina Management	Economic Performance	GRI 201: Economic Performance
	Water	GRI 203: Indirect Economic Impact
	Effluents and Waste	GRI 304: Biodiversity
	Customer Safety and Security	GRI 306: Effluents and Waste
		GRI 307: Environmental Compliance
		GRI 403: Occupational Health and Safety
F&B and Hospitality		GRI 416: Customer Health and Safety
	Economic Performance	GRI 302: Energy
	Water	GRI 303: Water
	Customer Safety and Security	GRI 306: Effluents and Waste
		GRI 307: Environmental Compliance
	GRI 403: Occupational Health and Safety	

		GRI 416: Customer Health and Safety
Membership		GRI 203: Indirect Economic Impact
The Group	Anti-corruption	GRI 205: Anti-corruption
	Security Practices	GRI 401: Employment
		GRI 404: Training and Education
		GRI 405: Diversity and Equal Opportunity
		GRI 413: Local Communities
		GRI 418: Customer Privacy
		GRI 419: Socioeconomic Compliance

## Marina Management

The Group has established a sustainable business model where we fulfil Asia's demand for an all integrated marina lifestyle Club which includes F&B outlets, accommodation and facilities.

As a reputable developer of integrated marinas, ensuring high infrastructural and service quality as well as safety is our top priority. We incorporate sustainability in the design and construction of our marinas where applicable.

In addition, we have implemented adequate environmental and safety measures at the nine marinas we own or manage ("Group marinas") to achieve sustainable marina operations.

### Climate and Hurricane Risk Management

*GRI 201-2*

Due to the nature and locality of our marina operations, we are aware of the risks that we are exposed to in the event of climate change and disasters such as more frequent and intense hurricanes, storms and tsunamis. As a result, we diligently review and update our climate and disaster risk management framework to prepare ourselves from any potential climate risk. We conduct careful site selection and implement safety measures, such as dredging, building breakwaters and wave fences to provide wave protection to not only protect the assets in our marina but also the marine life that make our marina their home.

Other than climate risk, there is also regulatory risk that arises from increasingly stringent government regulations on business activities that contribute to climate change. As we are working towards the development of a sustainable luxury business, we believe that our environmental policies steer us in the right direction in the mitigation of this risk.

### Customer Health and Safety

*GRI 416-1, 416-2*

To ensure that our marina safety is in line with industry regulations, the Group's policies strictly comply with the standards of Marina Industry Association ("MIA"), a trade association of the marina industry in Australia for managers and operators of marinas. We have implemented adequate safety control measures to provide our customers with the necessary health and safety precautions, including rescue ladders, life boats, warning signs, first-aid and "no swimming" signs. We provide safety boats in all sea activities and conduct safety briefings before all events.

In addition, we have achieved 100% closed-circuit television ("CCTV") coverage at the marina to enhance marina safety and prevent acts of vandalism or potential crimes to the marina property or boats we house.

We will continue to uphold our safety practices and regularly maintain our safety equipment to ensure that we are well prepared for any health and safety risk that our customers may be exposed to.

In FY2018, there was no incident of non-compliance on customer health and safety for our marina services.

### **Occupational Health and Safety**

*GRI 403-2*

The Group has always been safety-oriented, and we ensure that our safety policies and principles are strictly implemented. We have appointed a Health and Safety Officer to implement and perform proper health and safety controls and duties to ensure that our marinas are always a safe working environment for our employees. In the event of works being performed on the marina, risk assessments are in place to identify potential health and safety hazards associated with work, and necessary measures are implemented to control the hazards and mitigate the risks.

In FY2018, excluding minor first-aid level injuries, there was no serious injury or work-related fatality.

### **Environmental Protection**

*GRI 304-2, 304-3, 306-2, 306-5*

Given that we operate beside the sea, we are aware of the potential risk of seawater contamination, and we endeavour to develop clean and green marinas.

Environmental protection and preservation is inherent in our marina designs, and we strive to develop marinas that can operate sustainably, specifically in the areas of biodiversity preservation and waste and effluents management. In September 2018, the Group inked a memorandum of understanding (“MoU”) with Tropical Marine Science Institute (“TMSI”) of National University of Singapore (“NUS”) to create a man-made coral garden in our marina. The coral garden serves to further coral research and enhance the marine biodiversity surrounding the marina.

Sentosa Club also teamed with the International SeaKeepers Society to bring in a Seabin at the Marina which helps to collect all floating rubbish debris and pollution in the water.

The Group has achieved positive results in our biodiversity preservation programmes and we have reduced the ecological impact of our operations on the surrounding ecosystem. The amount of waste produced per month is estimated to be one ton, and we continuously improve on our waste and effluents management to ensure that there are no spills or waste disposed into the surrounding ecosystem.

### Biodiversity Preservation Programme

- Promote coral planting at the marina and surrounding ecosystem
- Deploy two headcount to clean up debris floating in the sea (flotsam) every morning and evening
- Brief boaters on eco-friendly practices at the marina during boaters meeting

### Waste and Effluents Management

- Implement waste management measures such as recycling
- Record all spills and their volume to effectively monitor and manage effluents and significant spills
- Strictly impose penalty on offenders who cause significant spills
- Provide wastewater pump discharge service to yacht owners to maintain water quality surrounding the yachts

We strictly comply with industry and local environmental laws and regulations, and we uphold stringent standards of ecological protection. In compliance with environmental laws, yacht owners who park at our berths are not allowed to discharge any dirty water into the sea. Instead, vessel discharges will be pumped into our sewage treatment equipment to remove contaminants and produce treated wastewater that is safe enough for release into the environment.

## Environmental Compliance

GRI 307-1

There was no incident of serious environmental non-compliance in FY2018 in our marina operations.

## Innovation

GRI 203-2

The Group invested in a comprehensive management system to improve security management and efficiency of our marina management. We will continue to implement innovative measures and solutions to further optimise our marina management and improve our marina services for our clients.

## Sustainability Targets

The Group's marina team endeavours to improve the sustainability of our operations, and we regularly review our sustainability performance and targets for the next financial year.

Marina Management Performance in FY2018	
FY2018 Target	Performance Update
Reduction in both effluents and waste	<ul style="list-style-type: none"> <li>- Built a sea bin at the Marina</li> <li>- Educated all boaters on waste and effluents management</li> <li>- Visited all boats frequently and reminded boaters to maintain the ecosystem surrounding the marina</li> </ul>
<b>Zero</b> spills	

<b>Zero</b> environmental non-compliances	Achieved <b>zero</b> environmental non-compliances
<b>Marina Management Targets for FY2019</b>	
<b>FY2019 Target</b>	<b>Action Plan</b>
Reduction in both effluents and waste	Continue to promote the protection of ecosystem surrounding the marina
<b>Zero</b> spills	Impose penalties for spillage at the marina
Implement more biodiversity preservation programmes	Conduct briefings for boaters to educate them on biodiversity preservation
<b>Zero</b> guest and employee safety incidents	Promote health and safety awareness at the marina
<b>Zero</b> accident frequency and severity rate	Conduct toolbox meeting during briefing every morning to focus on safety topics
<b>Zero</b> environmental non-compliances	Ensure strict adherence to environmental laws and regulations where we operate

## **F&B and Hospitality**

ONE°15 Sentosa is replete with a comprehensive range of luxurious private club facilities and amenities catering to both members and non-members. The Group is committed to integrate sustainability into the F&B and Hospitality services at the Club.

We endeavour to reduce our carbon footprint, as well as effluents and waste in our operations, and we strictly comply with industry and local environmental laws and regulations. We strive for zero food and physical safety incidents, and have implemented stringent safety standards to achieve this.

### **Guest Health and Safety**

*GRI 416-1, 416-2*

The Group prioritises the health and safety of our hotel guests and patrons. To safeguard the physical safety of our guests, we have adequate safety policies and equipment to mitigate safety hazards for our guests and employees.

For instance, we install locks at the back of house so guests can only enter from the front of house, thus safeguarding guests from unwanted entry. We also promote pool safety awareness by posting “No Diving” signs and closing the pool at 9pm to prevent pool accidents. We also add reflective tapes on the pool steps to mitigate trip hazards.

We have stepped up on our camera and surveillance system to ensure a safe and secure atmosphere. Presently, we are utilising better and higher-definition CCTV cameras at the Club. We have introduced CCTV cameras that cover all the blind spots at the Club, such as the rooftop, staircase landings and back of house. With the advancement of our surveillance system, we endeavour to be on top of every safety and security issue at the Club. The APO we engaged at the marina also serves to increase security presence at the Club. Aside from CIQP duties, the armed APO will also conduct patrols and peacekeeping duties to further ensure that safety and security at the Club are in good hands.

In addition, the Club’s Security Officers constantly undergo Security training to upgrade their skills and knowledge. For instance, they have attended the “Recognise Terrorist Threats” (“RTT”) course to keep them abreast of the skills and knowledge to recognise terrorist risks and threats.

Other than preventing physical hazards, we are also extremely concerned about the maintenance of food hygiene and safety. Our F&B outlets are required to strictly comply with our food hygiene standards to ensure the quality and safety of food served. Our food hygiene policies include proper food storage, food handling and preparation practices. All staff must be certified with a Food Handlers’ License under the National Environment Agency (“NEA”).

Other than managing the food hygiene practices of our employees, we also implement proper procurement practices and we evaluate our food suppliers based on the freshness and quality of their products, as well as the timeliness of their delivery. This is to ensure the freshness and quality of the food we serve, so as to safeguard the food safety for our patrons and hotel guests.

In light of the recent step up in enforcement actions and inspections on food service operators, we are pleased to report that all F&B outlets in ONE°15 Sentosa have achieved a NEA grading of “A” in FY2018. Furthermore, in compliance with new NEA requirements, ONE°15 Sentosa has implemented the Food Safety Management System (“FSMS”), which takes a preventive approach towards identifying, preventing and reducing food-borne hazards to ensure that food is safe for consumption. As of late 2018, our Executive Chef has achieved the FSMS training course certification, which required us to ensure that spoilage and cross contamination are prevented at all procedures from food handling to food storage.

In addition, we constantly highlight to our staff the importance of practising safety measures such as fire safety, and we periodically review safety policies and maintain safety equipment to safeguard the physical safety of our members and guests. We have implemented an Emergency Response Plan (“ERP”) in case of emergencies to establish a systematic and orderly evacuation plan and ensure everyone’s safety in the event of a fire. In compliance with evacuation guidelines under Singapore Civil Defence Force (“SCDF”), we conduct biannual fire evacuation drills and regular security patrols to prepare ourselves for any possible safety and security incidents.

The Group is required to strictly comply with NEA and local health and safety regulations. During FY2018, there was no major incident of non-compliance with customer health and safety regulations.

### **Occupational Health and Safety**

*GRI 403-2*

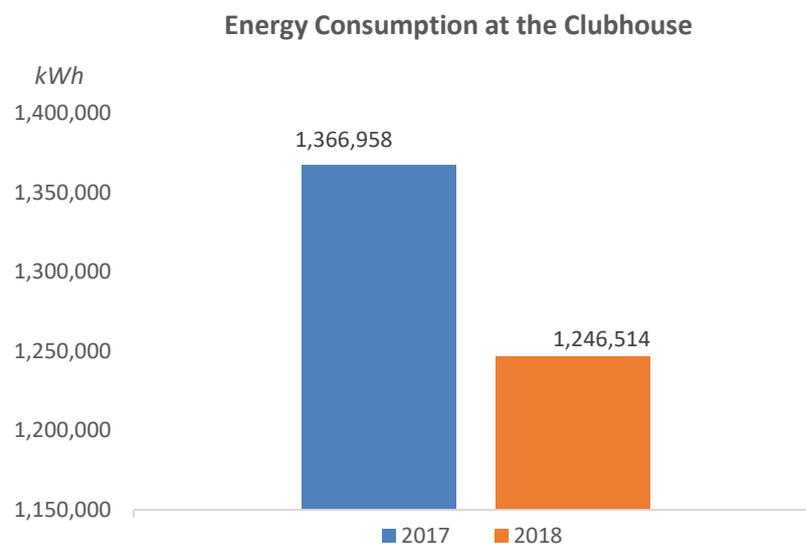
As a socially responsible enterprise, the Group prioritises the health and safety of our employees on the ground. We strictly comply with local labour laws and regulations, and we strive to develop a positive safety culture. We require our F&B and hotel staff to undergo safety training on safety policies and wear proper protective equipment. We periodically review safety risks and implement corresponding safety measures to ensure workplace health and safety. There are staff who are first-aid trained and first-aid boxes are present at every outlet. We also have adequate fire safety measures in place, such as having sufficient fire extinguishers in the premises.

During FY2018, there was no breach of regulations regarding occupational health and safety in our F&B and hotel operations.

## Energy Management

GRI 302-1, 302-3, 302-4

We are committed to managing energy usage in our operations at the Club. We constantly review and improve on our environmental conservation policies and values, and ensure that we operate in accordance to local environmental laws and regulations. We upgrade our equipment and facilities to increase energy efficiency in our daily operations, such as upgrading the air-conditioning system at hotel rooms and bistro restaurants and switched to light-emitting diode (“LED”) lights to increase energy efficiency. To reduce energy consumption, air-conditioning is kept at 25 degrees Celsius and all staff and guests are encouraged to switch off the lights and air-conditioning when not in use.



The Group regularly monitors energy consumption at the Club and implements measures to effectively reduce energy usage, such as revising our operating hours to close one hour earlier on weekdays due to fewer customers in order to reduce resource usage. The reduction in energy consumption from FY2017 to FY2018 is a clear testament of our efforts to reduce our carbon footprint, and we endeavour to achieve a lower carbon footprint in FY2019.

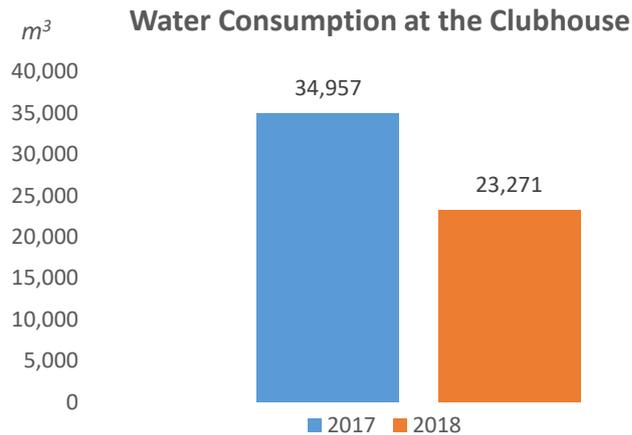
## Water, Effluents and Waste Management

GRI 303-1, 306-2

Currently, all water consumed is sourced from Public Utilities Board (“PUB”) and our water consumption level is measured and monitored through two main water meters at the Club. Our managers are responsible for the implementation of the following measures to minimise water wastage in our daily operations:

- Water pipes beneath the pontoons are regularly checked for water leakage into the sea.
- Changing public area taps to self-closing taps and fitting hoses with nozzles to prevent water from being left running.

These measures contributed to 47% reduction in water consumption in 2018.



Given the nature and locality of the Club, we are extremely concerned about effluents and waste management at our F&B outlets and hotel, as inadequate control measures can result in water pollution and negative impacts on the surrounding ecosystem. All wastes and effluents are discharged into the sewage system and we have on-site waste compacting equipment to handle wastes and optimise waste management

We regularly evaluate our effluents and waste management standards and operating practices to ensure that there is an efficient management system in place, and that it strictly complies with local environmental laws and regulations. For instance, we have decreased our food inventory to reduce food wastage, and based on analysing previous trends, we have stopped serving buffets at the Latitude bistro from Sunday to Thursday to reduce food wastage. We also reuse and recycle where feasible to reduce the amount of waste generated in our operations.

### Reduce Plastic Usage

The Group encourages all staff to reduce the use of plastic disposables where possible. As a result, we replaced bottled water with glass jugs in our hotel rooms and we switched from disposable soap and shampoo bottles to dispensers to save plastic. In addition, our F&B retailers have switched to straws, takeaway containers and bags that are paper and thus are biodegradable and eco-friendly.

### Environmental Compliance

*GRI 307-1*

In FY2018, there was no incident of serious environmental non-compliance in our F&B and hotel operations.

### Sustainability Targets

The Group's hospitality team endeavours to improve the sustainability of our operations, and we regularly review our sustainability performance and targets for the next financial year.

Hospitality Management Targets for FY2018	
FY2018 Target	Performance Update
1.5% reduction in energy consumption	Reduced energy consumption by <b>9%</b>
1.5% reduction in water consumption	Reduced water consumption by <b>47%</b>
Reduction in both effluents and waste	<ul style="list-style-type: none"> <li>- Used reusable containers where feasible</li> <li>- Recycled all linens, such as rags and cloths</li> </ul>
<b>Zero</b> environmental non-compliances	Achieved <b>zero</b> environmental non-compliances
Hospitality Management Targets for FY2019	
FY2019 Target	Action Plan
1.5% reduction in energy consumption	<ul style="list-style-type: none"> <li>- Continue to replace bulbs with energy-saving LED bulbs</li> <li>- Advocate energy conservation measures such as switching off electrical appliances (lights, air conditioner and other equipment) when not in use</li> </ul>
1.5% reduction in water consumption	Deploy more water conservation measures to reduce water wastage
Reduction in both effluents and waste	<ul style="list-style-type: none"> <li>- Use reusable containers</li> <li>- Measure and monitor food wastage to minimise food wastage</li> </ul>
<b>Zero</b> spills	Check piping periodically to ensure no system malfunction that will lead to spills
<b>Zero</b> guest and employee safety incidents	Ensure safety measures and procedures are properly implemented
<b>Zero</b> food safety incidents	<ul style="list-style-type: none"> <li>- Ensure all staff are properly licenced</li> <li>- Ensure food and ingredients are stored and prepared properly</li> </ul>
<b>Zero</b> accident frequency and severity rate	<ul style="list-style-type: none"> <li>- Conduct periodic refresher training for all staff</li> <li>- Review safety policies every six months</li> </ul>
<b>Zero</b> environmental non-compliances	Continue to adopt eco-friendly initiatives and operate in strict compliance with environmental laws and regulations where we operate

## Membership

The Group's membership programme offers members and their family an enjoyable lifestyle with a level of exclusivity allowing interaction with like-minded people.

Our members are entitled access to club fitness and leisure programmes, exclusive member-only events as well as special privileges with a network of lifestyle and retail partners. Members also have the privilege to access an extensive network of affiliate and associate clubs spanning 23 cities worldwide.

Our membership programme also allows members to enjoy access at all ONE°15 Marinas worldwide, subjected to terms and conditions.



## Sustainable Membership

GRI 203-2

Our members are of utmost importance to us, and the Group strives to add value to our members and keep them happy and engaged. We organise monthly events to engage members and encourage them to visit the club. In FY2018, we held 14 events, including networking events, salsa lessons and sailing trips to nearby islands and countries to engage and benefit our members.

Our notable events include the annual ONE15 Christmas Boat Light Parade™ and Sentosa Cove Holiday Market which feature a festive celebration of food, gifts and children's activities. During the two-day event, members are able to witness a spectacular view of boats decked out in an assortment of festive LED lights and decorations as well as watch inflatable mascots and enthusiastic crew members full of song and cheer.

Furthermore, ONE°15 Marina Sentosa Cove has become the host venue to key international watersports events that put Singapore on the map for the yachting community. The marina has hosted the annual Singapore Yacht Show nine times since its inception, and we have also played host to SB20 Asian Grand slam & Asia Pacific Championships for four consecutive years. Other large-scale events include the Volvo Ocean Race and the Series Finale of the inaugural Super League Triathlon Championship, which is a gruelling event that saw some of the most accomplished triathletes complete the ultimate test of endurance. In addition, we recently announced that Singapore's inaugural sailing world championships – the SB20 World Championships will be held at ONE°15 Marina Sentosa Cove.

We will continue to organise more interesting and engaging events for our members to make their membership journey a long and fruitful one.

In FY2018, the Group's joint venture company with UEM Land Berhad, was granted approval by the Companies Commission of Malaysia (Suruhanjaya Syarikat Malaysia or "SSM") to begin selling memberships for its upcoming marina club at Puteri Harbour of Iskandar Puteri in Iskandar Malaysia, Johor. This increase in market exposure will improve the sustainability of our membership.

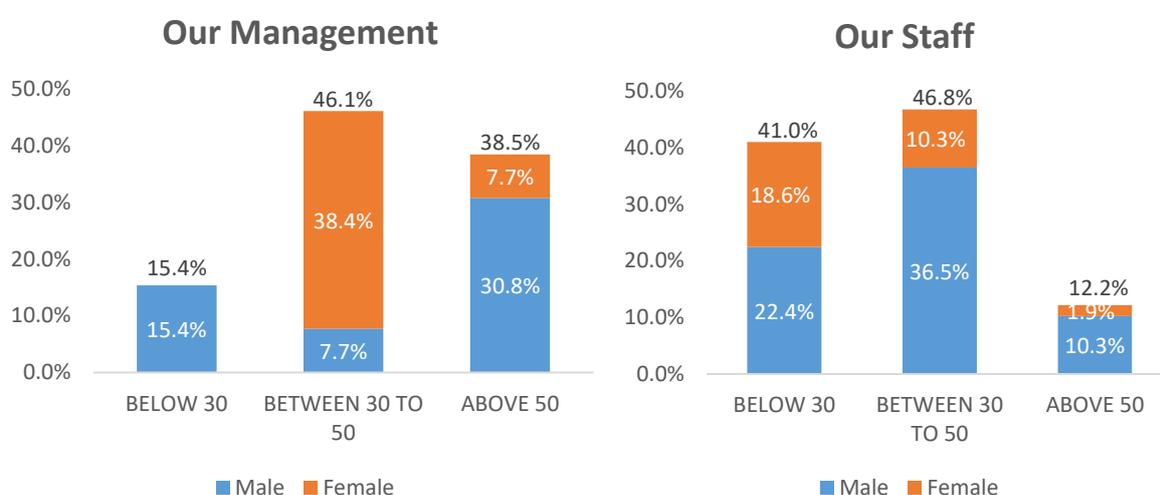
## Our People, Our Assets

The Group is committed to the development, safety and wellbeing of our staff. We value and compensate fairly the contributions of all our staff, and treat everyone equally and with respect.

### Our Workforce

GRI 401-1, 405-1

The Group does not discriminate against gender or age in staff employment. In FY2018, our total staff strength stood at 169 employees. A total of 51 employees were hired, equivalent to a new hire rate of 30.2%.



Our diversified and vibrant workforce has given us a competitive edge. The Group's female staff are well-represented at the management level, with an almost equal proportion of males and females at a ratio of 54:46.

### Employee Benefits

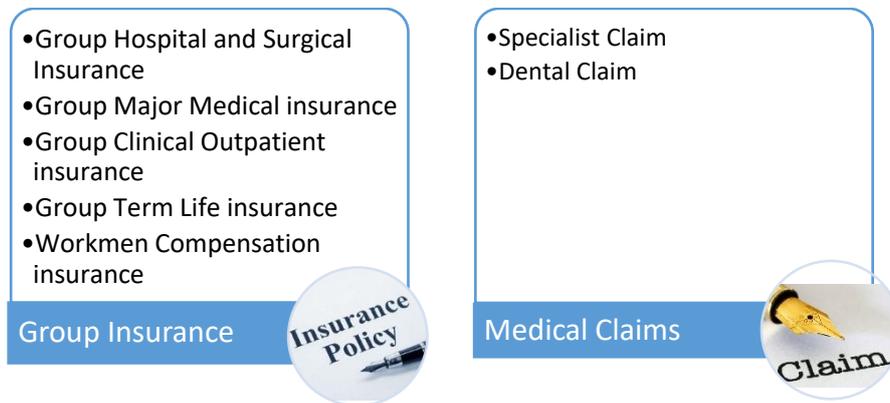
GRI 401-2, 401-3, 404-1, 404-2, 404-3, 405-2

The Group ensures that our employees are rewarded with competitive benefits and wages in line with industry standards. We implement a merit-based remuneration system and strongly believe in equal work for equal pay. Annual performance appraisals are conducted for all staff to ensure they are compensated fairly, based on their performance and contributions.

We believe that upgrading the knowledge and skills of our employees is key to the development of our business. We regularly send our staff for training programmes that are relevant to their field, including Personal Data Protection Act Training, Occupational First Aid and Automated External Defibrillators ("AED") courses, Halal Foundation Programme, Digital Marketing in Hospitality course, Respond to Fire and Hazardous Materials ("Hazmat") Emergency Training and Operate Forklift course. We

also go the extra mile and send our staff for corporate dressing and personal grooming courses so that they can look the part in becoming a professional. In FY2018, our employees have attended various training amounting to a total of 1,357 training hours of learning and development for continuous improvement.

In addition, all employees are entitled to a range of benefits that is illustrated in the tables below:



Eligible staff are entitled to Maternity and Paternity Leave where applicable. In FY2018, a total of six employees took Parental Leave.

### Sustainability Targets

The Group’s Human Resources department regularly reviews the training and development of our staff and evaluates staff training targets for the next financial year.

Staff Development Targets for FY2018	
FY2018 Target	Performance Update
Conduct <b>two</b> training sessions for 80% of front line staff by 31 Dec 2018	Conducted <b>two</b> service training for 19 staff
	Conducted <b>two</b> PDPA training for 34 staff
Staff Development Targets for FY2019	
FY2019 Target	Action Plan
Achieve <b>47</b> training hours per employee per year	Conduct quarterly training
Implement more programmes for upgrading employee skills	Work with Department Heads to identify training needs of their staff

## Contributions to Our Community

The Group believes that contributing to the society and communities where we operate in is one of our top priorities. We endeavour to enhance the lives of the people and do our best to give back to the community.

### Corporate Social Responsibility

GRI 413-1

In FY2018, the Group conducted a Christmas Charity Donation Drive for Mainly I Love Kids (“MILK”) and Kampong Kapor Family Service Centre, where we collected donations and school supplies to support children from the lower income, vulnerable and needy families. We also sponsored a \$5,000 yacht charter as a prize for the Tux for Tails charity ball where the funds raised at the event will be used to build a medical haven for community animals.

### Protecting Customer Privacy and Data

GRI 418-1

The Group takes utmost care in protecting our customers’ privacy and data and is in compliance with the Personal Data Protection Act (2012). There were no reported breaches in FY2018.

### Socioeconomic Compliance

GRI 419-1

We strictly comply with social and economic regulations where we operate. There was no incident of serious non-compliance with social and economic laws and regulations in FY2018.

### Sustainability Targets

The Group reviews our contributions to the community and strives to enhance the wellbeing of the people. We endeavour to comply with social and economic regulations where we operate.

Besides our long-term commitment and contribution to National Kidney Foundation (“NKF”) and annual Christmas donation drive for MILK, the Group is also committed to being a clean marina by organizing marina clean-ups together with volunteers from various water sports and environmental organizations.

Socioeconomic Targets for FY2018	
FY2018 Target	Performance Update
Socioeconomic Compliance	<b>Zero</b> incident of non-compliance with laws and regulations in the social and economic area

Community Engagement Targets for FY2019	
FY2019 Target	Action Plan
Diversify community outreach programmes	The Group welcomes individuals from all walks of life to participate in our projects based on their interest, skills and nature of the project.
Provide more equitable opportunities and outcomes for local communities	The Group strives to diversify its community outreach via engaging volunteers from related associations and academic institutions in our community and environmental projects.
<b>Zero</b> incidents of non-compliance with laws and regulations in the social and economic area	The Group endeavours to strictly adhere to social and economic laws and regulations where we operate to ensure compliance.

## SGX Five Primary Components Index

S/N	Primary Component	Section Reference
1	Material Topics	<ul style="list-style-type: none"> <li>Stakeholder Engagement</li> </ul>
2	Policies, Practices and Performance	<ul style="list-style-type: none"> <li>Chairman's Message</li> <li>Our Sustainability Story</li> </ul>
3	Board Statement	Governance and Statement of the Board
4	Targets	Our Sustainability Story
5	Framework	Reporting Practice

## GRI Standards Content Index

GRI Standards	Disclosure Content	Section Reference
102-1	Name of the organisation	Organisation Profile
102-2	Activities, brands, products, and services	Organisation Profile
102-3	Location of headquarters	Organisation Profile
102-4	Location of operations	Organisation Profile
102-6	Markets served	Organisation Profile
102-7	Scale of the organisation	Organisation Profile
102-8	Information on employees and other workers	Our Workforce
102-11	Precautionary Principle or approach	Governance and Statement of the Board
102-14	Statement from senior decision-maker	Chairman's Message
102-15	Key impacts, risks, and opportunities	Chairman's Message, Our Sustainability Story
102-16	Values, principles, standards, and norms of behaviour	Ethics and Integrity
102-17	Mechanisms for advice and concerns about ethics	Ethics and Integrity
102-18	Governance structure	Governance and Statement of the Board
102-40	List of stakeholder groups	Stakeholder Engagement
102-42	Identifying and selecting stakeholders	Stakeholder Engagement
102-43	Approach to stakeholder engagement	Stakeholder Engagement
102-44	Key topics and concerns raised	Stakeholder Engagement
102-46	Defining report content and topic boundaries	Reporting Practice
201-2	Financial implications and other risks and opportunities due to climate change	Climate and Hurricane Risk Management
203-2	Significant indirect economic impacts	Innovation Sustainable Membership
205-1	Operations assessed for risks related to corruption	Anti-corruption
205-2	Communication and training on anti-corruption policies and procedures	Anti-corruption

GRI Standards	Disclosure Content	Section Reference
205-3	Confirmed incidents of corruption and actions taken	Anti-corruption
302-1	Energy consumption within the organisation	Energy Management
302-3	Energy Intensity	Energy Management
302-4	Reduction of energy consumption	Energy Management
303-1	Water withdrawal by source	Water, Effluents and Waste Management
304-2	Significant impacts of activities, products, and services on biodiversity	Environmental Protection
304-3	Habitats protected or restored	Environmental Protection
306-2	Waste by type and disposal method	Environmental Protection Water, Effluents and Waste Management
306-5	Water bodies affected by water discharges and/or runoff	Environmental Protection
307-1	Environmental Compliance	Environmental Compliance
401-1	New employee hires and employee turnover	Our Workforce
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits
401-3	Parental Leave	Employee Benefits
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Occupational Health and Safety
404-1	Average hours of training per year per employee	Employee Benefits
404-2	Programmes for upgrading employee skills and transition assistance programmes	Employee Benefits
404-3	Regular Performance and Career Development Review	Employee Benefits
405-1	Diversity of governance bodies and employees	Our Workforce
405-2	Ratio of basic salary and remuneration of women to men	Employee Benefits
413-1	Operations with local community engagement, impact assessments, and development programmes	Contributions to Local Communities Corporate Social Responsibility
416-1	Assessment of the health and safety impacts of product and service categories	Customer Health and Safety Guest Health and Safety
416-2	Incidents of non-compliance concerning the health and safety impact of products and services	Customer Health and Safety

GRI Standards	Disclosure Content	Section Reference
		Guest Health and Safety
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Protecting Customer Privacy and Data
419-1	Non-compliance with laws and regulations in the social and economic area	Socioeconomic Compliance