

# SUSTAINABILITY REPORT



## BOARD STATEMENT

The Board of Directors (the “**Board**”) of the Group recognises the need to disclose our environmental, social and governance (“**ESG**”) practices and performances and has produced our third sustainability report (“**SR**”) to shareholders, for the financial year ended 31 December 2019.

During the year in review, the Board had assessed the material ESG factors and found that there was no requirement to include additional or to remove existing material factors. With climate change becoming an ever increasing global concern, the Board is mindful of the Group’s operations and their environmental impact and the Group has now added carbon emissions into the SR.

The Group remains committed to creating constant growth through sustainable practices and effort. Pivotal to the Group’s continued growth is the Board’s belief that our key stakeholders’ interests are of the utmost importance.

The Group acts in the best interest of our shareholders’ investment through our continuing effort of being financially prudent whilst managing our risks (operational and strategic). The Group endeavours to align these long-term interests with that of our stakeholders.

## ABOUT THIS SUSTAINABILITY REPORT, REPORTING LOCATIONS, BOUNDARIES AND PERIOD

The Group’s third SR covers the period from 1 January 2019 to 31 December 2019 (“**2019**”). This SR was prepared in accordance with the Global Reporting Initiative Standards (“**GRI Standards**”): Core option. The SR had also sought reference from Rule 711A and 711B of the Listing Manual of the Singapore Stock Exchange (“**SGX-ST**”).

Unless otherwise stated, this SR covers the ESG aspects of the Group’s operations across three regions broadly defined as America, Europe and APAC (covering Asia and Rest of the World). The number of entities included in the data within this SR has increased by two in the reporting period. This SR does not evaluate performance against any established targets yet but the Group remained committed to setting targets and goals as the SR matures.

In 2019, the Group transferred production of some products from the Group’s own factory in China to a contract equipment manufacturer (“**CEM**”) in the Philippines. With the exception of the data on employee numbers, the data in this SR includes the resources expended by the CEM for the manufacture of the Group’s products.

# SUSTAINABILITY REPORT

The Board will continue to oversee the identification and management of sustainability practices. Our management team will assist to identify, measure and address sustainability related matters on an ongoing basis.

No external assurance was sought for the preparation of this SR.

## GOVERNANCE AND DISCLOSURES

The Board, supported by our senior management, was involved in the current assessment and review of sustainability issues. Oversight of the SR remained delegated to Mr Malcolm John Burrell, our Executive Director, Chief Risk Officer and Chief Technical Officer.

Nonetheless, the Board continues to have oversight on sustainability issues and responsibilities including the identification of internal and external stakeholders, their engagement, broad base material topics and in future years, tracking of their performance and progress.

In conducting its business, the Group always seeks to adhere to local legislations and upholds a high standard of corporate governance.

A detailed report on our governance disclosures can be found on pages 23 to 39 as set out in this Annual Report 2019 ("AR FY2019").

## WEBSITE AND FEEDBACK

To minimise environmental impact, the Group has adopted the practice of not printing any physical copies of this SR and has incorporated it into the AR FY2019. Stakeholders and shareholders can download the AR FY2019 online at [www.globalinvacom.com](http://www.globalinvacom.com).

Stakeholders' feedback is very important to us. Please let us have your feedback on this SR or any aspect of our sustainability performance. You can email your queries or feedback at [SR@globalinvacom.com](mailto:SR@globalinvacom.com)

## RISK MANAGEMENT AND INTERNAL CONTROL

The Board is responsible for risk governance and its management practices. The Board has the responsibility to ensure that sound system of internal controls is in place to mitigate risk and safeguard shareholders' interests.

The Board approves key risk management policies, the level of tolerance and oversight on design, monitoring and implementation of risk management and the internal controls system. Further information on our risk management and internal controls can be found in the Report on Corporate Governance as set out in the AR FY2019.

## CODE OF BUSINESS CONDUCT

The Group does not currently have any comprehensive or generic Code of Conduct. We intend to review and consolidate our common practices and incorporate them into a Group policy handbook with a view to clearly defining written rules for our employees when dealing with third parties. So far, we have started the process of reviewing the existing common practices.

The Group has in place a Whistle-Blowing policy, overseen by our Audit and Risk Committee ("ARC"), which provides a channel for our employees to raise concerns they may have about potential or actual improprieties directly to the Lead Independent Director. The Group protects whistle-blowers from any form of retaliation, harassment or other discriminatory acts.

## ANTI-BRIBERY AND CORRUPTION POLICY

The Group has zero tolerance of bribery and corruption and employees are expected to uphold the highest standards of professional conduct. There have been no reportable incidents of any employee engaging in bribery or corruption in 2019.

The Group also confirms that there was no monetary incentive or equivalent provided to any politically exposed person or political parties to secure any contract in 2019.

## CUSTOMER PRIVACY

In the course of ordinary business, the Group operates at the business to business level and hence the collection of customer's personal data is minimal. The Group has not identified any substantiated complaints concerning breaches of customer privacy.

The Group has appointed Ms Teo Ser Cher as Data Protection Officer ("DPO") to oversee customer data collection in Singapore. Mr Malcolm John Burrell, our Chief Risk Officer has oversight of the data protection regulations in the various countries in which we operate.

## MATERIALITY ASSESSMENT FRAMEWORK

As part of the GRI Standards disclosures, the Group continues to adopt the recommended approach of the four reporting principles namely stakeholder inclusiveness, sustainability context, its materiality and completeness when determining material, strategic and reporting issues.

The likelihood and impact matrix for risk assessment was aligned with the Group's sustainability strategy when prioritising material ESG factors. For 2019, the material topics were reviewed so that they remained relevant and aligned. There was no recommended change of material topics subsequent to the review.

## COMMITMENT AND DISCLOSURES OF KEY PERFORMANCE INDICATORS

All data in the SR was extracted internally from our kept documents and/or records to ensure accuracy. While the SR does not specifically evaluate performance against established targets, the Group is mindful about being committed to set targets and goals for future reporting. Wherever data is inadequate or not available for presentation, we have included an explanatory note.

As disclosed in 2017, the Group hopes to establish and implement data tracking and gathering mechanisms for improved reporting going forwards. The following baseline continues to be in place to commit to certain targets using key performance indicators ("KPIs").

# SUSTAINABILITY REPORT

PERFORMANCE INDICATORS	COMMITMENT (TARGET)	KPIs
<b>Economic Performance</b>	Grow profits and improve cash flow	<ul style="list-style-type: none"> <li>Revenue</li> <li>Operating Costs</li> <li>EBITDA</li> </ul>
<b>Energy Efficiency</b>	Maintain and ideally reduce energy consumption through energy efficiency measures. Adopt energy efficient assets and renewable energy solutions and reduce air travel	<ul style="list-style-type: none"> <li>Energy consumption</li> <li>Energy intensity, expressed as kWh per dollar of revenue</li> <li>Combined carbon emission [new]</li> </ul>
<b>Water Conservation</b>	Maintain and ideally reduce water consumption and encourage use of treated/recycled water	<ul style="list-style-type: none"> <li>Water consumption</li> </ul>
<b>Occupational Health &amp; Safety</b>	Provide a safe and healthy work environment. Reduce the injury rate and lost day rate year on year	<ul style="list-style-type: none"> <li>Work-related fatalities</li> <li>Injury rate</li> <li>Lost day rate</li> </ul>
<b>Training &amp; Education</b>	Improve employee competencies	<ul style="list-style-type: none"> <li>Programs implemented</li> <li>Training hours per staff</li> </ul>
<b>Customer Health &amp; Safety</b>	Ensure legal compliance in all areas of operations and be ethical in business conduct and practices	<ul style="list-style-type: none"> <li>Non-compliance incidents with regulations and/or voluntary codes</li> </ul>
<b>Socioeconomic Compliance</b>	No incidents of non-compliance and uphold high standards of ethical business conduct and practices	<ul style="list-style-type: none"> <li>Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations</li> </ul>

## STAKEHOLDER ENGAGEMENT

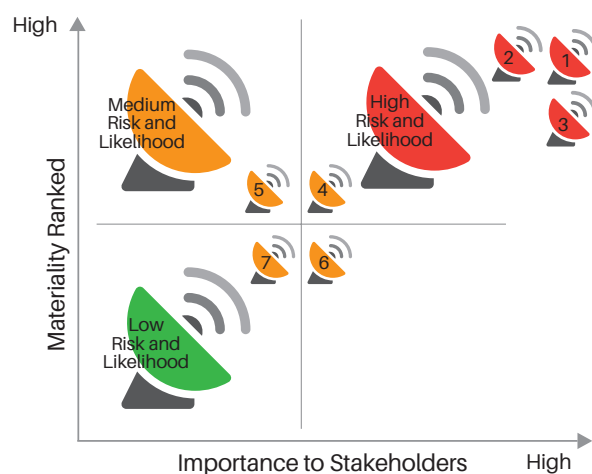
For 2019, the management and the Company Secretary had performed an internal assessment of key stakeholder groups, their concerns (if any) and expectations. As of the date of this SR, the Group has not yet sent out any survey forms to seek the views of stakeholders.

Here is the list of our stakeholders identified by the management internally and where the Group would engage them over their concerns and expectations. There was no significant change.

STAKEHOLDERS	EXPECTATION	ENGAGEMENT	OUR RESPONSE
<b>GOVERNMENT &amp; REGULATORS</b>	<ul style="list-style-type: none"> <li>Regulatory compliance and feedback</li> </ul>	<ul style="list-style-type: none"> <li>SGX/AIM quarterly announcements</li> <li>Annual reports</li> <li>Ongoing dialogues</li> </ul>	<ul style="list-style-type: none"> <li>To comply with prevailing rules and legislation</li> </ul>
<b>CUSTOMERS</b>	<ul style="list-style-type: none"> <li>Product quality and safety</li> <li>User experience</li> <li>Recycling of waste and consumables</li> <li>Health and safety in workplace</li> </ul>	<ul style="list-style-type: none"> <li>Feedback form</li> <li>Meeting sessions and client management</li> <li>Website/phone contact/ email</li> </ul>	<ul style="list-style-type: none"> <li>Via regular communication whether formal or informal meetings. We also ensure that products delivered are quality to our end users</li> </ul>
<b>EMPLOYEES</b>	<ul style="list-style-type: none"> <li>Remuneration and benefits</li> <li>Career development and progression</li> <li>Training opportunities</li> <li>Job security</li> <li>Health and safety in the workplace</li> </ul>	<ul style="list-style-type: none"> <li>Annual performance appraisal system</li> <li>Training and education opportunities</li> <li>Face to face meetings</li> <li>News via emails and circulars</li> </ul>	<ul style="list-style-type: none"> <li>Be open and transparent about our human resource policies</li> <li>Feedback obtained through formal appraisal and informal sessions</li> </ul>
<b>INVESTORS &amp; SHAREHOLDERS</b>	<ul style="list-style-type: none"> <li>Group's growth</li> <li>Risk management and internal controls</li> <li>Economic performances</li> <li>Shareholders' return</li> </ul>	<ul style="list-style-type: none"> <li>General meetings</li> <li>Quarterly results and presentations</li> <li>Annual reports</li> <li>Company's corporate website</li> </ul>	<ul style="list-style-type: none"> <li>Adhere to guidelines as recommended by regulators</li> <li>Ensure transparent and timely dissemination of all material information to shareholders and stakeholders</li> </ul>
<b>CONTRACTORS &amp; SUPPLIERS</b>	<ul style="list-style-type: none"> <li>Environmental compliance</li> <li>Ongoing certification and specification</li> </ul>	<ul style="list-style-type: none"> <li>Face to face meeting</li> <li>Email/phone contact</li> <li>Feedback on product supplied and their quality</li> </ul>	<ul style="list-style-type: none"> <li>To devise ethical procurement policies and internal processes to ensure equitable treatment of all our suppliers when selecting vendors or awarding contracts</li> </ul>

# SUSTAINABILITY REPORT

## KEY MATERIAL FACTORS IDENTIFIED, RANKED AND CHOSEN BY MANAGEMENT



Materiality Ranked	Importance to Stakeholders	Map to GRI Standards
1	Economic Performance	201
2	Training & Development	403
3	Health & Safety	416
4	Energy Efficiency	302
5	Water Conservation	303
6	Recycling	303
7	Socioeconomic Compliance	419

## ENVIRONMENTAL HIGHLIGHTS

ENVIRONMENTAL	FY2017	FY2018	FY2019
Energy intensity (kWh per US\$)	0.21	0.20	0.20
Energy used (kWh)	24,454,833	24,001,308	26,310,255
Combined carbon emissions (kgCO <sub>2</sub> ) <sup>#</sup>	6,868,873*	6,526,461	6,815,119
Carbon emission intensity (kg/US\$)	0.059	0.053	0.051
Water consumption (m <sup>3</sup> )	76,543	68,218	70,545
Water consumption intensity (m <sup>3</sup> per US\$1,000)	0.66	0.55	0.52
Rainwater harvested (m <sup>3</sup> )	0	635	2,979
Water recycled (m <sup>3</sup> )	650	650	600
Non-hazardous waste (tonnes)	1,875	2,331	3,330
Non-hazardous waste recycled (tonnes)	1,471	2,154	2,834
Hazardous waste (tonnes)	5.5	13.0	19.0

# Based on United Kingdom Government Conversion Factors for greenhouse gas (GHG) reporting.

\* FY2017 emission factor: No data for GHG Scope 3 was compiled. Based on 0.28088 (1 kWh to kgCO<sub>2</sub>)  
 FY2018 combined emission factor: 0.272 (1 kWh to kgCO<sub>2</sub>)  
 FY2019 combined emission factor: 0.259 (1 kWh to kgCO<sub>2</sub>)

## SOCIAL HIGHLIGHTS

EMPLOYEES	FY2017	FY2018	FY2019
Number of employees	971	984	660
Permanent employees	961	984	649
Temporary employees	10	0	11
Permanent male employees	435	430	303
Permanent female employees	536	554	346
Average training hours per permanent employee (female)	26	28	22
Average training hours per permanent employee (male)	13	21	14
Average permanent new hires (Group basis)	10%	12%	10%
Average permanent employee turnover rate (Group basis)	12%	15%	25%
Fatal accidents	Nil	Nil	Nil

The number of employees reduced significantly in 2019 as a direct result of the transfer of production of some products from the Group's own factory in China to the CEM in the Philippines. The average training hours declined, and the employee turnover rate was unduly high, both as a direct result of this production transfer.



# SUSTAINABILITY REPORT

## ELECTRICITY AND GAS

The Group consumes electricity and gas directly as an end user at our facilities, with the vast majority being used in our manufacturing plants. No renewable sources or self-generated energy was obtained internally.

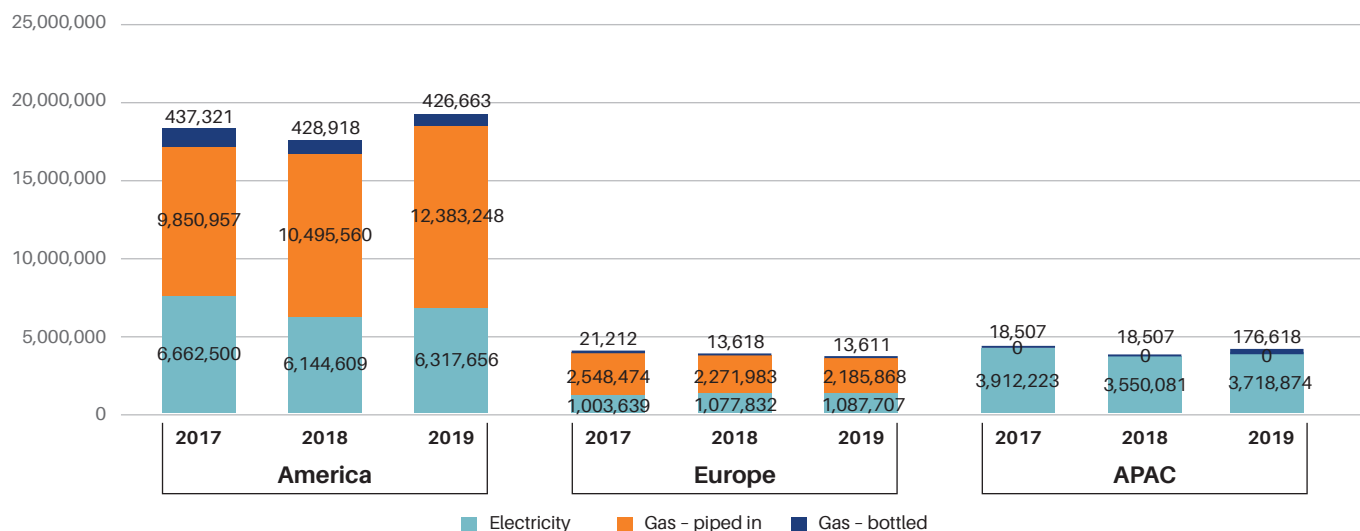
In 2019, the Group’s energy consumption by region is shown in the table below:

Regions	America	Europe	APAC	Group
<b>Energy Type (kWh)</b>				
Electricity	6,317,656	1,087,707	3,718,874	11,124,237
Gas - piped in	12,383,248	2,185,868	0	14,569,116
Gas - bottled	426,663	13,611	176,628	616,902
<b>Total</b>	<b>19,127,567</b>	<b>3,287,186</b>	<b>3,895,502</b>	<b>26,310,255</b>

In 2019, the Group consumed a total 26,310,255 kWh, an increase of 9.6% from 24,001,308 kWh in 2018. The increase in energy consumption was a direct result of the increase in revenues. However, the energy intensity remained unchanged from 2018 at 0.20 kWh per US\$.

The Group continues to identify and implement energy reduction initiatives going forwards, which may include the use of renewables.

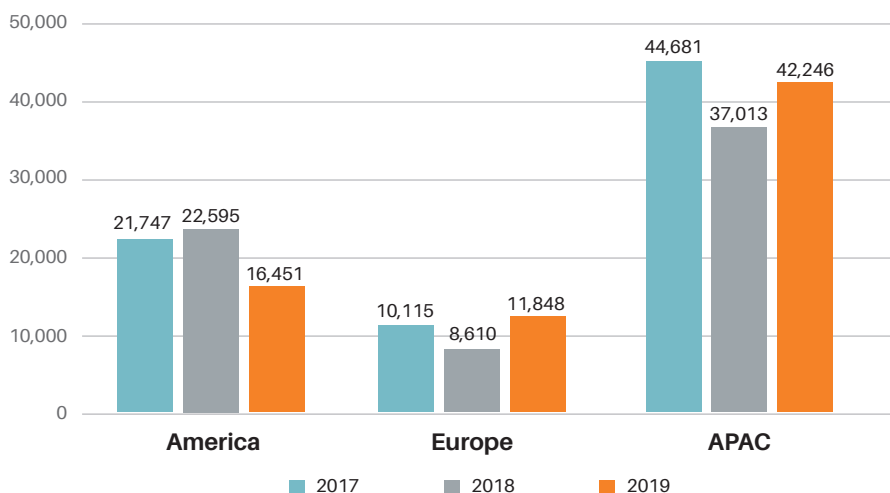
Energy Consumption by Region (kWh)



Water Consumption by Regions (m³)

## WATER

The Group does not consume large volumes of water in its manufacturing processes. The Group only draws water from public utilities for our business operations. In 2019, our total water consumption was 70,545 m³, compared with 68,218 m³ in 2018. This increase of 3.4% was a direct result of the increase in revenues. However, our water consumption intensity fell slightly from 0.55 m³ per US\$1,000 in 2018 to 0.52 m³ in 2019.



# SUSTAINABILITY REPORT

## CARBON EMISSIONS

The Group has now commenced the reporting of its carbon emissions. This covers the emissions arising from the consumption of all energy types (electricity, piped in natural gas and bottled gas) at the various facilities within the Group and at the CEM in the Philippines as well as the emissions arising out of the Group's business travel. For the time being, the UK conversion factors for calculating greenhouse gas emissions have been used. Going forwards, we will be looking to use the conversion factors applicable in each country of operation. A breakdown of the emissions by contributing type and by country is shown below for 2018 and 2019:

### 2019 Carbon Emissions

Emissions Contributor	CO2e (kg) by Country							
	USA	UK	Israel	PRC	Malaysia	Singapore	Philippines	Group
Electricity	1,614,793	234,464	43,554	674,243	1,431	2,017	272,853	2,843,355
Gas - piped in	2,529,650	446,529	0	0	0	0	0	2,976,179
Gas - bottled	98,256	3,134	0	0	1,065	0	39,610	142,065
Business Travel	72,729	621,308	58,751	53,018	8,195	39,519	0	853,520
<b>Total</b>	<b>4,315,428</b>	<b>1,305,435</b>	<b>102,305</b>	<b>727,261</b>	<b>10,691</b>	<b>41,536</b>	<b>312,463</b>	<b>6,815,119</b>

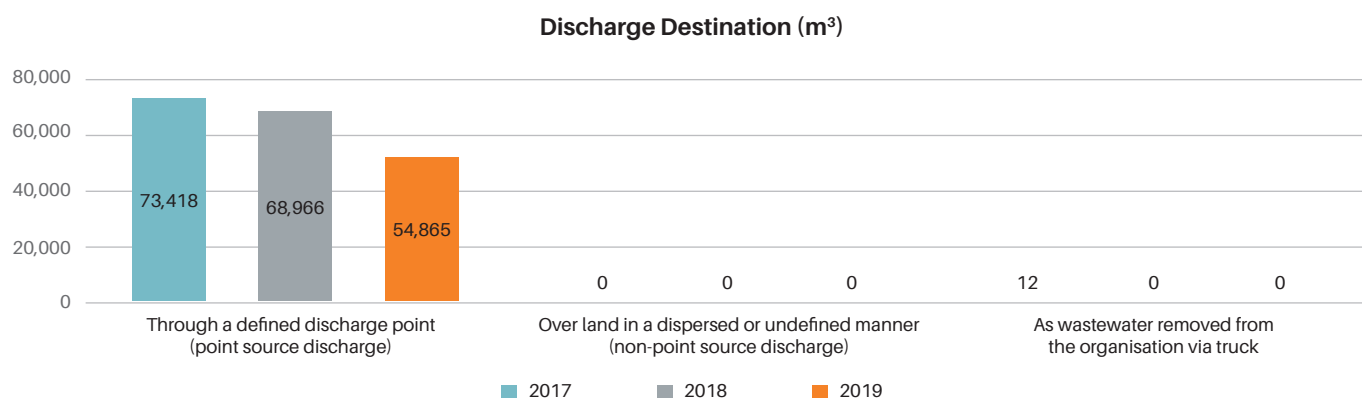
### 2018 Carbon Emissions

Emissions Contributor	CO2e (kg) by Country							
	USA	UK	Israel	PRC	Malaysia	Singapore	Philippines	Group
Electricity	1,739,354	259,584	45,518	999,907	2,205	2,609	0	3,049,177
Gas - piped in	2,144,977	464,325	0	0	0	0	0	2,609,302
Gas - bottled	98,780	3,182	0	0	4,262	0	0	106,224
Business Travel	55,550	590,345	45,953	45,111	5,618	19,181	0	761,758
<b>Total</b>	<b>4,038,661</b>	<b>1,317,436</b>	<b>91,471</b>	<b>1,045,018</b>	<b>12,085</b>	<b>21,790</b>	<b>0</b>	<b>6,526,461</b>

## WATER RECYCLING AND DISCHARGE

Water used as part of the production process is largely discharged into the public sewage systems in the countries in which we operate. In 2019, we continued to recycle less than 1% of the water we consumed.

Discharge Destination	Vol (m <sup>3</sup> ) 2017	Vol (m <sup>3</sup> ) 2018	Vol (m <sup>3</sup> ) 2019
Through a defined discharge point (point source discharge)	73,418	68,966	54,865
Over land in a dispersed or undefined manner (non-point source discharge)	0	0	0
As wastewater removed from the organisation via truck	12	0	0
<b>Total Water Discharged</b>	<b>73,430</b>	<b>68,966</b>	<b>54,865</b>



The Group will continue to identify and implement water reduction and recycling initiatives.

# SUSTAINABILITY REPORT

## WASTE AND EFFLUENTS

The waste generated at our manufacturing plants includes scrap metal, wood and cardboard. All waste is disposed using waste contractors hired by our respective manufacturing plants in accordance with the prevailing laws, and disposed of through recycling, landfill or incineration. Where possible, for instance in the case of scrap metal, our waste is recycled by specialist contractors.

In 2019, approximately 3,330 tonnes of non-hazardous waste were generated by the Group, of which approximately 2,834 tonnes (85.1%) was recycled. In 2018, the Group recycled 2,154 tonnes. Hazardous waste is disposed of by specialist waste contractors.

### Hazardous Waste Disposal by Region (Weight (kg))

Disposal Method	America		Europe		APAC	
	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous
Reuse	0	0	0	0	0	600
Recycling	0	1,269,023	2	1,330,858	1,900	234,428
Recovery	0	0	15,830	0	0	19,199
Incineration	0	4,428	0	0	0	0
Landfill	0	357,425	0	68,088	1,277	440
Others	0	24,901	0	20,186	0	0
<b>Total</b>	<b>0</b>	<b>1,655,777</b>	<b>15,832</b>	<b>1,419,132</b>	<b>3,177</b>	<b>254,667</b>

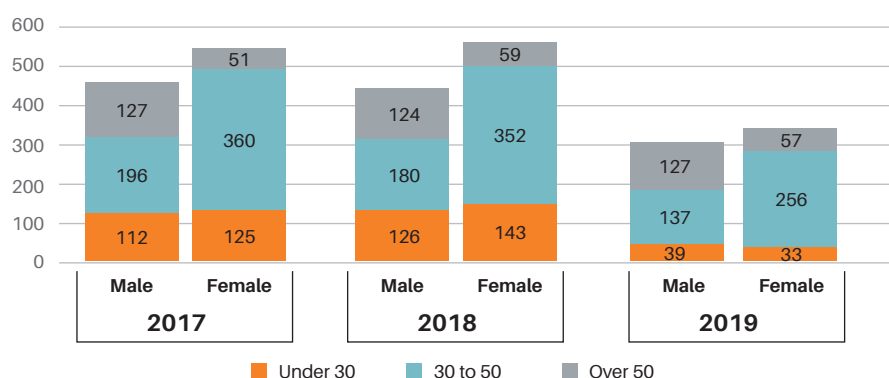
## DIVERSITY AND EQUALITY

The Group is an equal opportunities employer and does not tolerate discrimination. There were no incidents of discrimination reported in 2019. The Group ended the year with a total of 649 permanent employees (2018: 984), of whom 47% were male and 53% were female (2018: 44% male, 56% female).

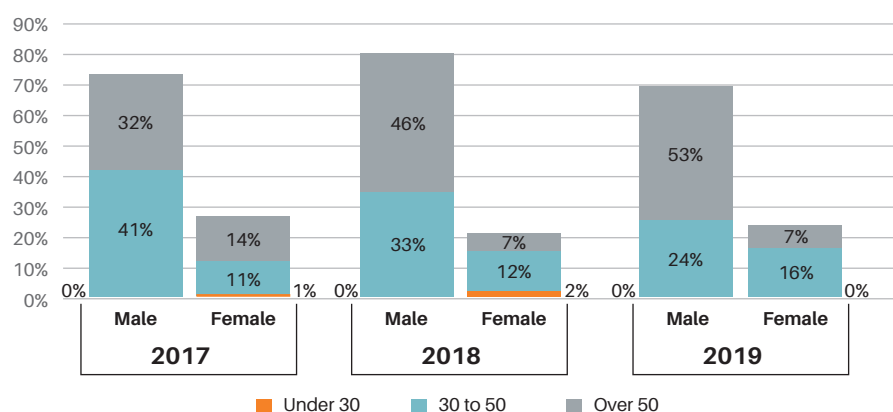
The Group complies with all labour laws in the regions in which we operate. We have a zero tolerance of the use of child labour, both within our own facilities and in those of our suppliers.

Our management team throughout the Group are largely drawn from local people, with the exception of the executive team who are all from the UK. In 2019, out of the 47 members of the management team, 21% are female and 79% are male.

### Breakdown of Employees by Age and Gender



### Senior Management Team by Age and Gender (%)



# SUSTAINABILITY REPORT

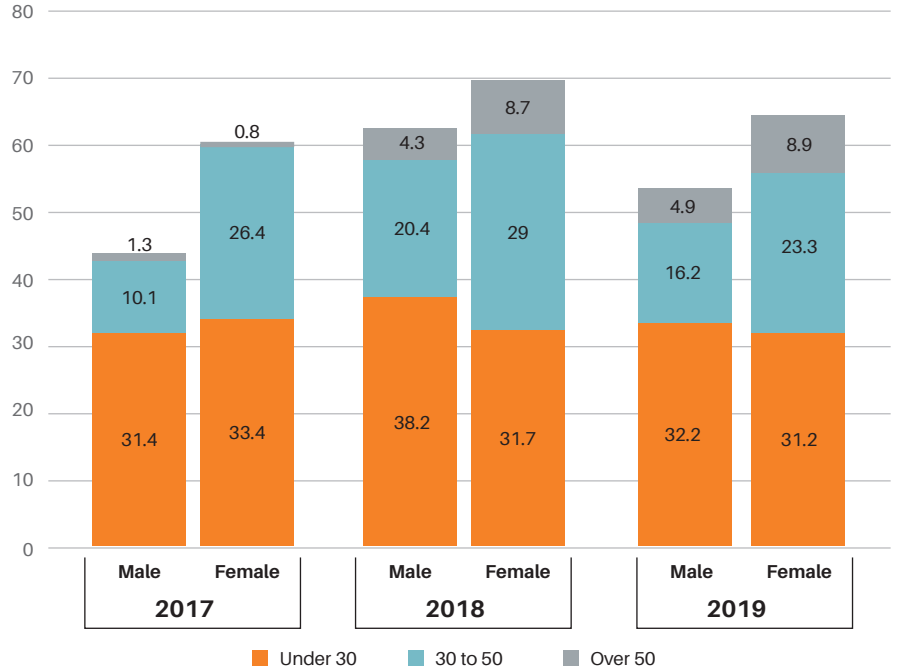
## TRAINING AND EDUCATION

The Group recognises that our employees are key stakeholders and that their knowledge and skill are critical in achieving overall success. We also believe that staff retention and productivity can both be improved through the personal development of our workforce.

The Group offers structured training to equip our employees with the skills and knowledge required within the business and makes use of both in-house and external training. All employees of the Group receive regular reviews of their performance and development through the use of an appraisal system. In 2019, the Group provided a total of 11,599 training hours for its workforce.

We are continuously seeking to develop and improve our employees' training schedules to deepen their engagement with the Group.

Average Number of Training Per Employee by Gender (Hours)



## EMPLOYEE ENGAGEMENT AND TURNOVER

The Group offers a range of benefits to its employees, which varies by region and includes some or all of the following - parental leave, life insurance, healthcare and pension provision. All full-time employees of the Group are accorded parental leave. In some countries where the Group operates, we also accord parental leave to part-time employees depending on the situation.

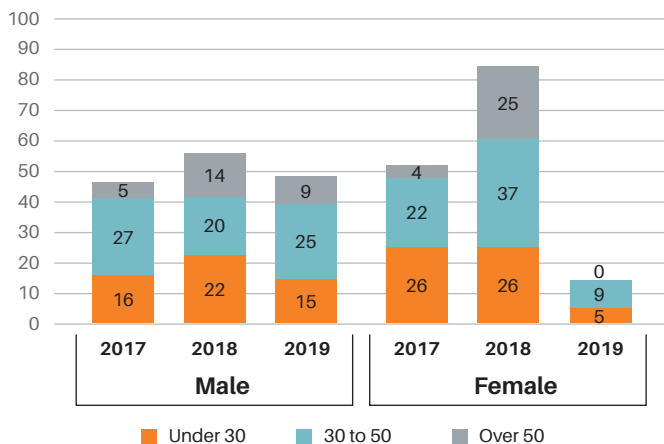
In 2019, the return to work rate of employees that took parental leave was 100% for male and 91% for female. The retention rate of employees that took parental leave was 100% for male and 86% for female.

As previously mentioned, all employees receive a regular appraisal. The various entities within the Group also hold events such as team building exercises and staff dinners.

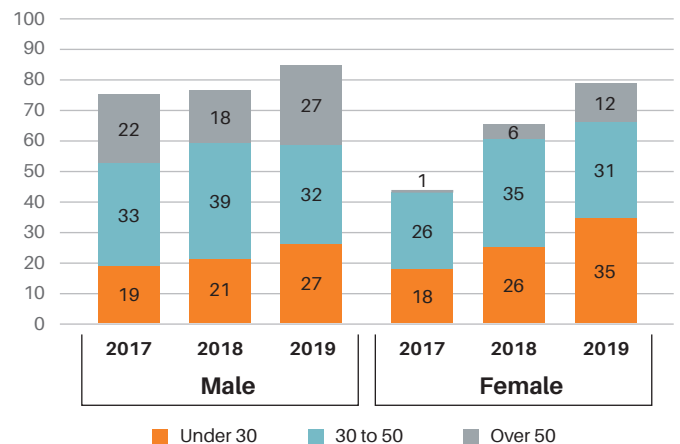
The overall staff turnover rate of the Group in 2019 was 25% compared with 15% in 2018. This was mainly due to the reduction in head count at our factory in China as a result of transferring the production of some products to the CEM in the Philippines.

We continue to develop our engagement with our employees and will also continue to monitor and report on our staff turnover, with the aim of improving our employee engagement and reducing staff turnover (other than where required for operational reasons).

New Hires



Leavers



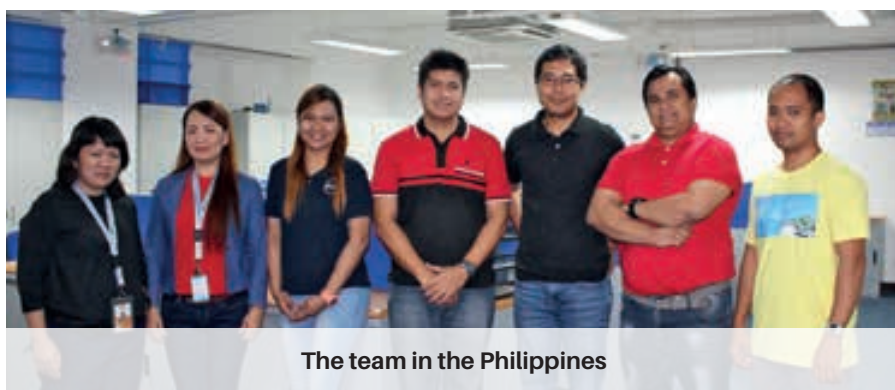


# SUSTAINABILITY REPORT

## OUR TEAMS



Members of the production team inside the new area set aside for manufacturing Global Invacom products at the CEM in the Philippines



The team in the Philippines

## HEALTH AND SAFETY

The Group is committed to providing a safe working environment for its employees and also to providing products which are safe for its customers to use.

Each of the Group’s facilities complies fully with all local occupational health and safety (OHS) regulations and there were no breaches identified in 2019.

There were no fatalities or serious work-related injuries and neither were there any incidents of work-related diseases. None of the injuries sustained at our facilities were life threatening and there was no loss of life in 2019.

As at the date of this SR, there was no significant incident of non-compliance with regulations and/or voluntary codes concerning the health and safety aspect or impacts in the locations where we managed our business.

The Group has a good OHS record. The OHS data for 2019, broken down by entity, is shown below:

	GIF	GIL	GISB	GIW	GSL	CEM	GIGL/GIMPL	GIML	GISH	GSL	CEM	
Injury rate (IR)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.3	0.0
Occupational disease rate (ODR)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Lost day rate (LDR)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8.0	0.0
Absentee rate (AR)	6.1%	2.5%	0.4%	6.7%	0.4%	2.2%	1.7%	0.6%	1.9%	0.0%		
Work-related fatalities	0	0	0	0	0	0	0	0	0	0	0	0

- GIF: OnePath Networks Limited & Subsidiary
- GIL: Global Invacom Limited & Subsidiaries
- GISB: Global Invacom Sdn. Bhd.
- GIW: The Waveguide Solution Limited
- GSW: Satellite Acquisition Corporation & Subsidiary

- GIGL/GIMPL: Global Invacom Group Limited/Global Invacom Manufacturing Pte. Ltd.
- GIML: Global Invacom Manufacturing (UK) Limited
- GISH: Global Invacom Manufacturing (Shanghai) Co., Ltd
- GSL: Global Skyware Limited
- CEM: Contract equipment manufacturer in the Philippines

Product safety is inherent in our product design, product manufacturing and material procurement processes. The Group is not aware of any non-compliance with regulations and/or voluntary codes, nor has it been made aware of any safety issues arising out of the use of our products in 2019.



Sky Hybrid Twin LNB



High-Performance Rigid Antenna



dCSS Fibre Multiswitches

# SUSTAINABILITY REPORT

## SOCIOECONOMIC

The Group takes seriously its obligations to comply with the legislation and standards in the regions in which it operates. In 2019, there was no reportable incidents of significant fines due to non-compliance with existing labour laws and/or regulations across the Group.

## COMMUNITY

As a good corporate citizen, the Group strives to minimise our impact on the environment. Our various facilities largely draw their workforces from the local communities in which they are based. The Group currently makes available a nominal amount for each entity to support local charitable causes. Going forwards, the Group intends to review and ideally increase its charitable involvement and contributions to the various local communities in which it operates.



Apprenticeship Program

Global Skyware in the United States has partnered with the community college and several other local businesses in the area to develop a 3-year apprenticeship program. It consists of high school to junior college candidates interested in earning their Applied Engineering Associates degree while working a part-time job in the Johnston County area. There has been a high demand for maintenance and other blue-collar positions throughout manufacturing in the area. The aim was to develop a program that encouraged workers interested in staying in the area to earn a degree free of expenses while gaining valuable hands-on experience.



Global Skyware delivered school supplies to South Smithfield Elementary

Too often we hear about teachers paying for school supplies out-of-pocket on a salary that is already below the level of work they are required to do. Therefore, Global Skyware in the United States decided to reach out to the teachers of South Smithfield Elementary and gather a list of supplies to purchase for every student at their school such as pencils, crayons, notebooks, glue sticks, erasers etc.

At South Smithfield's back-to-school Open House held on 20 August 2019, with the assistance of Global Skyware, the teachers were able to provide all of their students with school supplies to help relieve the teachers/parents from some of the financial burdens to provide supplies for their children in that school year.

## Eat with Your Family Day 2019

The Company - In supporting the "Eat with Your Family Day 2019", we encourage our employees to leave the office early every quarter to have dinner with their children and families. "Family That Eats Together, Stays Together" - as the employees work hard to provide the best for their family, we encourage them to make time for their family and have a work life balance, have a great time eating together with their families, create the bonds and laughter!



# SUSTAINABILITY REPORT

## INDIRECT ECONOMIC IMPACTS

The Group's operations contributed to the economies of the countries in which it operates. We have sustained and created employment, up-skilled local workforces through training and on-the-job experience and contributed to tax revenues.

## SUPPLY CHAIN AND PROCUREMENT POLICY

The Group recognises the crucial role that its suppliers play in the overall operation and success of the business. We are dependent on our suppliers and so it is generally in the Group's interest for our suppliers to continue to be successful, whilst supplying quality components at a good price.

The Group also recognises that the overall sustainability of its operations depends not just on its own performance in the ESG aspects but also on that of its suppliers.

Whilst we have some way to go in formulating and implementing a policy in respect of the sustainability of our suppliers, we do conduct formal assessments on many of our existing key suppliers, and also on new suppliers. These assessments do cover some ESG aspects including the use of child labour.

Going forwards, the Group intends to formulate a Group-wide procurement policy, which will include a requirement for suppliers to report on the key relevant ESG aspects.

## LOCAL SUPPLIERS

The Group strives to keep its supply chains short and local. However, many of the components used in the Group's products, notably semi-conductors, are sourced from large multi-national corporations and so it is not always possible to source locally. Furthermore, the need to remain competitive may lead to the sourcing of components from the most cost-effective suppliers, which may be located offshore. The Group will review the practicality of providing objective supply chain data with respect to locality in its future reports.

## MEMBERSHIP OF ASSOCIATIONS

The Group participates in various professional associations and business federations. A list of these is provided below:

- Confederation of Aerial Industries
- Society for Broadband Professionals
- EEF Manufacturing Organisation
- Digital Television Group
- Singapore Business Federation
- MTSFB (Malaysia Technical Standard Forum Bhd)
- JOSCAR (Joint Supply Chain Accreditation Register)
- BSI Assurance UK Ltd
- Triangle Chamber of Commerce



# SUSTAINABILITY REPORT

## GRI STANDARDS CONTENT INDEX

GRI Standards	Disclosures	Page Number(s) and/or URL or Reason for Omission
<b>1. Organisational Profile</b>		
102-1	Name of the organisation	AR FY2019
102-2	Activities, brands, products, and services	1-3, AR FY2019
102-3	Location of headquarters	Singapore
102-4	Location of operations	9, 85-87, AR FY2019
102-5	Ownership and legal form	Public Listed Company (Limited by Share Capital)
102-6	Markets served	9, AR FY2019
102-7	Scale of the organisation	9, AR FY2019
102-8	Information on employees and other workers	13, 16-18, AR FY2019
102-9	Supply chain	20, AR FY2019
102-10	Significant changes to the organisation and its supply chain	20, AR FY2019
102-11	Precautionary principle or approach	32-37, 110-119, AR FY2019
102-12	External initiatives	13-20, AR FY2019
102-13	Membership of associations	20, AR FY2019
<b>2. Strategy</b>		
102-14	Statement from senior decision-maker	2-3, 10, AR FY2019
<b>3. Ethics and Integrity</b>		
102-16	Values, principles, standards, and norms of behaviour	1, AR FY2019
102-17	Mechanisms for advice and concerns about ethics	10-11, 35, AR FY2019
<b>4. Governance</b>		
102-18	Governance structure	23, AR FY2019
<b>5. Stakeholder Engagement</b>		
102-40	List of stakeholder groups	12-13, AR FY2019
102-41	Collective bargaining agreements	Not applicable. No collective bargaining agreements.
102-42	Identifying and selecting stakeholders	12-13, AR FY2019
102-43	Approach to stakeholder engagement	12-13, AR FY2019
102-44	Key topics and concerns raised	12-13, AR FY2019
102-45	Entities included in the consolidated financial statements	85-87, AR FY2019
102-46	Defining report content and topic boundaries	10-11, AR FY2019
102-47	List of material topics	12-13, AR FY2019
102-48	Restatements of information	Not applicable. This is the third year of reporting and there was no restatement.
102-49	Changes in reporting	Not applicable.
102-50	Reporting period	1 January 2019 to 31 December 2019
102-51	Date of most recent report	FY2019
102-52	Disclosure reporting cycle	Annual
102-53	Contact point for questions regarding the report	11, AR FY2019
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	21-22, AR FY2019
102-56	External assurance	Not applicable. This is the third year of reporting.
103-1	Explanation of material topic and its boundary	11-12, AR FY2019
103-2	The management approach and its components	11-12, AR FY2019
103-3	Evaluation of the management approach	11-12, AR FY2019

# SUSTAINABILITY REPORT

GRI Standards	Disclosures	Page Number(s) and/or URL or Reason for Omission
<b>Economic Presence</b>		
201-1	Direct economic value generated and distributed	4, AR FY2019
<b>Market Presence</b>		
202-2	Proportion of senior management hired from local community	16, AR FY2019
<b>Indirect Economic Impact</b>		
203-1	Infrastructure investments and services supported	19-20, AR FY2019
<b>Anti-Corruption</b>		
205-2	Communication and training on anti-corruption policies and procedures	11, AR FY2019
205-3	Incidents and action taken	11, AR FY2019
<b>Energy</b>		
302-1	Energy consumption within the organisation	13-15, AR FY2019
302-3	Energy intensity	13-15, AR FY2019
302-4	Reduction of energy consumption	13-15, AR FY2019
<b>Water</b>		
303-1	Total water consumption	14-15, AR FY2019
303-3	Water recycled and reused	15, AR FY2019
<b>Emissions</b>		
305-3	Other indirect (Scope 3) GHG emissions	15, AR FY2019
305-4	GHG emissions intensity	15, AR FY2019
<b>Effluents and Waste</b>		
306-1	Water discharge by quality and destination	15, AR FY2019
306-2	Waste by type and disposal method	16, AR FY2019
<b>Employment</b>		
401-1	New employee hires and employee turnover	17, AR FY2019
401-3	Parental leave	17, AR FY2019
<b>Occupational/Health and Safety</b>		
403-1	Staff represented in OHS committee	18, AR FY2019
403-2	Occupational injury	18, AR FY2019
<b>Training/Education</b>		
404-1	Average hours of training	17, AR FY2019
404-2	Employee skills upgrade and transition assistance programmes	17, AR FY2019
404-3	Performance and career development reviews	17, AR FY2019
<b>Diversity and Equal Opportunities</b>		
405-1	Diversity	16, AR FY2019
<b>Public Policy</b>		
415-1	Political contributions	10, AR FY2019
<b>Customer Health and Safety</b>		
416-1	Health and safety impacts assessment of products and services	18, AR FY2019
416-2	Incidents of non-compliance	18, AR FY2019
<b>Customer Privacy</b>		
418-1	Customer privacy and losses of customer data	11, AR FY2019
<b>Socioeconomic Compliance</b>		
419-1	Non-compliance with laws and regulations in the social and economic area	19, AR FY2019