

# LHN GROUP

## LOGISTICS

LHN Logistics Limited  
Stock code: GIH



# DRIVING SUSTAINABILITY

SUSTAINABILITY REPORT 2022





# 1.0 Corporate Profile

Established in 2003, LHN Logistics is a division of LHN Limited, a company listed on the Catalist Board of the SGX-ST in 2015 and dual listed on Main Board of The Stock Exchange of Hong Kong Limited in 2017.

LHN Logistics Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) is a logistics services group with two principal business segments, namely, Transportation Business and Container Depot Services Business. The Transportation Business includes transportation in Singapore and Malaysia and Container Depot Services Business in Singapore, Thailand and Myanmar.

Prior to the incorporation of the Company and the completion of the restructuring exercise, the Group operating activities were carried out by LHN Limited and its subsidiaries during the financial year ended 30 September 2021.

On 29 April 2022, the Company successfully listed and commenced trading on the Catalist Board of the SGX-ST. We are a one-stop logistics management solutions provider with a wide range of comprehensive transportation and container depot management services.







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## 2.0 Message To Stakeholders



The Group is committed to making a positive impact on our society by offering comprehensive solutions to our customers.

- Mr. Kelvin Lim  
Executive Chairman

### Dear Stakeholders,

The Board of Directors (the “**Board**”) of the Company is proud to present the Group’s first Sustainability Report (the “**SR**”). The Group is committed to making a positive impact on our society by offering comprehensive solutions to our customers.

Established in 2003, the Group is a one-stop logistics management solution provider. The Group consists of two principal business segments serving different customer groups, the two business segments are the Transportation Business and the Container Depot Services Business. The Transportation Business provides domestic and cross-border ISO tank and container transportation services for various petrochemical products, base oils, bitumen and bulk cargo to our customers in Singapore and Malaysia.

The Container Depot Services Business provides container storage, container surveying, container cleaning, container repair and maintenance services for general purpose and refrigerated containers to our customers in Singapore, Thailand and Myanmar.

For our Transportation Business, the construction of the ISO tank depot is expected to be completed in the third quarter of FY2023, upon which we will be able to provide chemical

cleaning and repair services for ISO tanks, empty ISO tank storage services and laden ISO tank storage services for petroleum as well as flammable and hazardous substances. Our Myanmar container depot commenced operations in the year under review.

As the Group continues to grow its services capabilities and widen its customer base, we are also looking at maintaining a sustainable business. To support this, we have built a responsible business model, emphasizing sustainable business decision-making, building robust relationships with our business partners, and encouraging the sustainable use of resources in our operations. In addition, we continue to engage the communities by creating jobs and learning opportunities and contributing our efforts to issues facing the community.

The following sections of this SR summarise more initiatives the Group has taken to ensure a sustainable business model and a brighter future for our society and environment.

**KELVIN LIM**  
Executive Chairman

# 3.0 Scope of Sustainability Report

The scope of the report covers information on material sustainability aspects of the Group, covering the Transportation Business and Container Depot Services Business from 1 October 2021 to 30 September 2022 (“FY2022”) unless otherwise specified. This should sufficiently address stakeholders’ concerns about sustainability issues arising from the major business operations of the Group. Please refer to **Appendix A** for entities included in the Group’s Sustainability Report.

This report is prepared following the Global Reporting Initiative (“GRI”) Standards: Core Option as it provides a set of an extensive framework that is widely accepted as a global standard for sustainability reporting. It also considers the Sustainability Reporting Guide in Practice Note 7F of the Singapore Exchange Securities Trading Limited (“SGX-ST”) Listing Manual. In preparing our report, we applied the GRI’s principles for defining report content and report quality by considering the Group’s activities, impacts and substantive expectations and interests of its stakeholders.

# 4.0 Sustainability Strategy

## 4.1 Sustainability organisational structure

Sustainability is a vital part of our corporate strategy for achieving long-term growth. The values we create for our people, the environment and society at large very much

determine our financial performance. We developed a sustainability organisational structure to move things forward:

- The Board of Directors oversees the material ESG issues within the Group and assumes leadership in managing sustainability matters. The Board of Directors assisted by the Financial Controller (“FC”) formulates related strategies and guidelines.



- FC helps to organise and coordinate the ESG work of all businesses and departments.

- Assigned employees at the subsidiaries are responsible for the organisation and implementation of ESG works.

# 4.0 Sustainability Strategy

## 4.2 Sustainability strategy

Our sustainability strategy aims to create integrated values. Together with disciplined execution of our strategy and a

commitment to doing business responsibly, we commit to delivering value to all our stakeholders through the following;



The sustainable strategy is underpinned by our comprehensive and extensive internal policies that cover the areas above.

- **Code of Corporate Governance and Code of Conduct**, which covers aspects of management of conflict of interest, anti-corruption, whistleblowing, sustainable development and operations and safeguarding of confidential information.
- **Quality Management System and Vendor Selection Policies**, which cover aspects of management of customer satisfaction, vendor selection criteria, vendor performance evaluation and appraisal and sustainable sourcing.
- **Human Resources Policies and Employee Handbook**, which covers aspects of the expectation of employees, training and development, employee performance evaluations, rewards and penalties.

- **Health, Safety and Environment (“HSE”) Policies and Business Continuity Plan**, which cover aspects of safety culture, safety training and development, rewards and penalties, safety inspections, incidence reporting, and emergency response procedures in the event of safety incidents.

The strategy is also guided by external sources, including GRI Standards, Sustainability Reporting Guide in Practice Note 7.6 of the Singapore Exchange Listing Rules, guidelines from Container Depot and Logistics Association (Singapore)(“CDAS”), guidelines relevant to Responsible Care: Commitment to Responsible Care Issued by Singapore Chemical Industry Council (“SCIC”), International Organisation for Standardisation (“ISO”) Quality Management System 9001:2015 and Occupational Health and Safety Management System 45001:2018 and bizSAFE.








## 4.0 Sustainability Strategy

### 4.3 Consulting our stakeholders

The Group understands the importance of stakeholder engagement and perceives the stakeholders' expectations as the backbone of our sustainability strategy. The Group engages with our stakeholders via various channels and frequencies. The aspect boundaries 'within' the organisation are limited to the Group and our subsidiaries, whereas the aspect boundaries 'outside' the organisation include our

customers, employees, suppliers, investors and regulatory authorities (SGX, MOM, IRAS).

An overview of our approach and rationale is set out below (with stakeholders listed in alphabetical order), together with the feedback we have received.

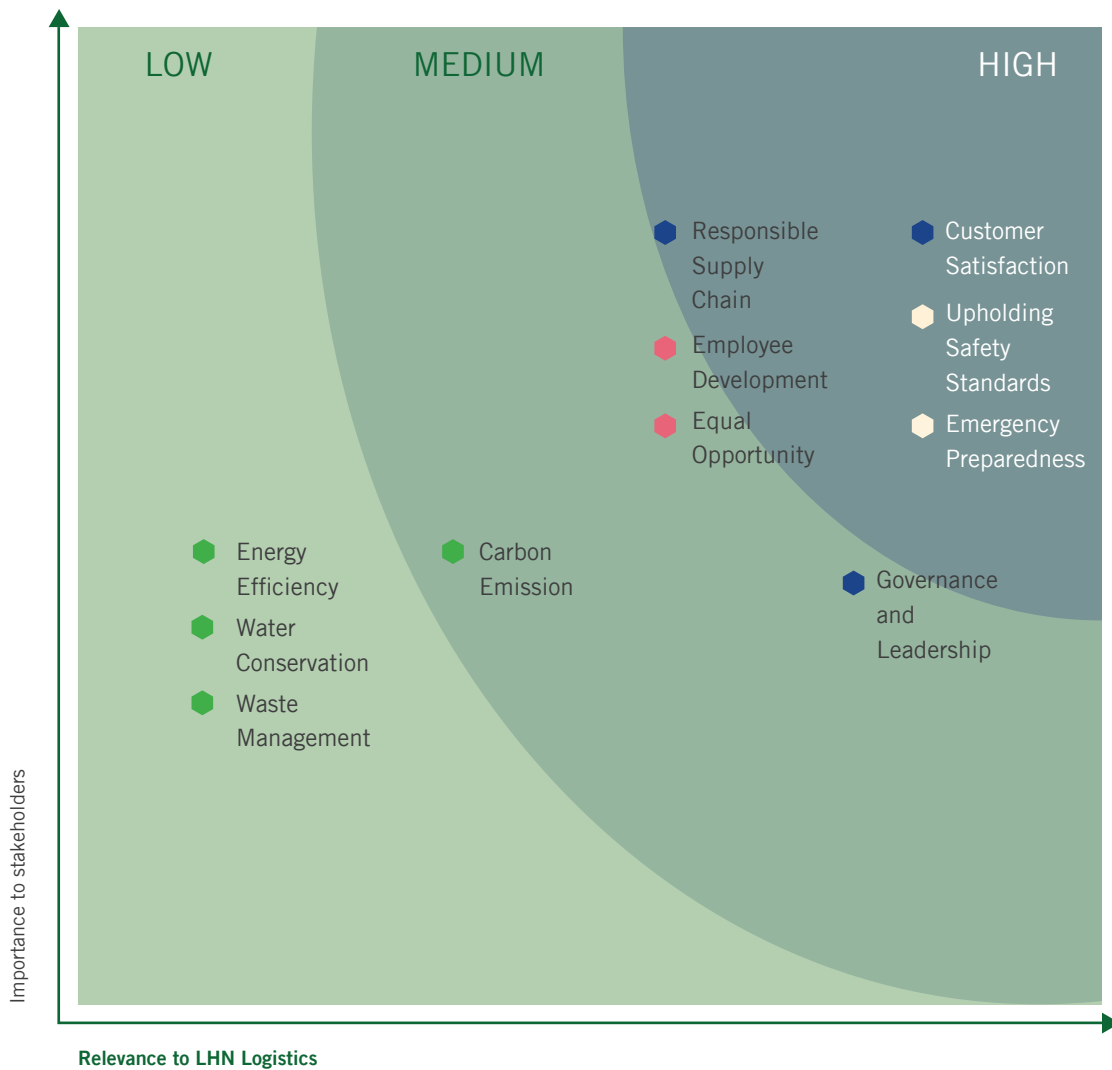
Stakeholders	How do we engage	How often do we engage	What you've told us
<b>Customers</b> 	<ul style="list-style-type: none"> <li>Quality management system ISO 9001</li> <li>Periodical meetings with customers</li> <li>Customer feedback channels</li> </ul>	<ul style="list-style-type: none"> <li>Perpetual</li> <li>Ad-hoc</li> <li>Ad-hoc</li> </ul>	<ul style="list-style-type: none"> <li>High quality and reliability of our services</li> <li>Timely response to customer complaints</li> <li>Data protection and confidentiality</li> </ul>
<b>Employees</b> 	<ul style="list-style-type: none"> <li>Performance appraisal</li> <li>Employee training and development</li> <li>Feedback to supervisor</li> </ul>	<ul style="list-style-type: none"> <li>Annual</li> <li>Ad-hoc</li> <li>Ad-hoc</li> </ul>	<ul style="list-style-type: none"> <li>Employee safety and health</li> <li>Training and development opportunities</li> <li>Remunerations and welfares</li> <li>Fair and competitive employment practices</li> </ul>
<b>Government/regulatory authorities</b> 	<ul style="list-style-type: none"> <li>Government's guidelines and circulars</li> <li>Correspondences through emails and letters</li> </ul>	<ul style="list-style-type: none"> <li>Ad-hoc</li> <li>Ad-hoc</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with laws and regulations</li> <li>Safe working environment</li> <li>Environmentally sustainable business practices</li> </ul>
<b>Investors</b> 	<ul style="list-style-type: none"> <li>Annual / Extraordinary General Meeting</li> <li>Financial result announcements</li> <li>SGX announcements</li> <li>Annual Report</li> </ul>	<ul style="list-style-type: none"> <li>Annual</li> <li>Bi-annual</li> <li>Ad-hoc</li> <li>Annual</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with listing requirements</li> <li>Timely and transparent reporting</li> </ul>
<b>Suppliers</b> 	<ul style="list-style-type: none"> <li>Supplier meetings</li> <li>Supplier evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Ad-hoc</li> <li>Annual</li> </ul>	<ul style="list-style-type: none"> <li>Fair and robust procurement system</li> <li>Prompt payment cycles</li> </ul>

# 4.0 Sustainability Strategy

## 4.4 Sustainability materiality

We developed our sustainability materiality matrix containing material aspects based on the results collected during the stakeholder engagement. These materiality matrix are aligned with our principal business and operational risks and formed our sustainability strategy which has shaped our approach to sustainability reporting, as illustrated in the diagram below.

We have also developed metrics to help us measure our progress, as indicated in our sustainability scorecard in **Appendix D**. We will review and adjust the matrix each year, as the external and business context changes.



- ◆ Business Resiliency
- ◆ Environmental Sustainability
- ◆ Occupational Health & Safety
- ◆ Employee Welfare and Training



# 5.0 Our Performance

## 5.1 How we measure our performance

Progress will be tracked in two key ways: measuring performance against metrics, and evaluating how well the programs have advanced, through a series of ‘commitments’.

### Metrics and Targets

We have established key performance indicators for each of the four focus areas outlined in our sustainability strategy. New metrics and targets will be introduced from time to time based on the progress of our sustainability journey. Please refer to **Appendix B** for methodological review and data boundaries.

## 5.2 Business resiliency

### Overview

Business resiliency is essential for long-term success for our Group in today’s unpredictable business environment. With a strong emphasis to business resiliency, we are preparing for the unexpected and emerge stronger from disruptions. To ensure our business resiliency, we cultivated sturdy company governance cultures in all our operations. We enhanced

### Commitments

Key commitments are introduced and disclosed for each area of our sustainability strategy. We track and review our sustainability programme with the Board of Directors at least once a year and continue to report the progress commencing from the next report.

accountability and transparency by maintaining high standards of business ethics and corporate governance, which are key to building trust with our stakeholders. Emphasis is also placed on ensuring high customer satisfaction and building a responsible supply chain.

### FY2022 KEY PERFORMANCE



### Leadership and Governance

We believe that strong leadership is essential to ensure the longevity of the business. The Board is responsible to ensure effective corporate governance across all our operations. This includes ensuring effective risk management and internal controls are in place to address any identified risks and to ensure business continuity. We recognise that diversity is

an important attribute of a well-functioning and effective Board. We are a committee strives to promote a well-diversified Board with different backgrounds, qualifications, experiences, expertise, gender, age and ethnicity. Our Board of Directors consists of a total of 5 directors, including 3 independent directors of which 1 is female.

## 5.0 Our Performance

### 5.2 Business resiliency

To ensure proper risk management and internal controls are in place, we have extensive policies in place outlining the principles and practices relevant to corporate governance. As a subsidiary of LHN Limited, the Group is also subject to the applicable policies of LHN Limited. These policies communicate and provide guidelines to our employees for their dealings with our stakeholders. To familiarise our employees with our anti-corruption practices, we also subject our employees to regular training on these guidelines.

Some of the relevant policies the Group developed or adopted are:

- (a) Anti-corruption Policy
- (b) Whistleblowing Policy
- (c) Code of Conduct
- (d) Employee Handbook
- (e) Business Continuity Plan

### Preventing bribery and corruption

The Group prohibits all forms of bribery and corruption. The Group requires all employees to strictly abide by professional ethics and eliminate any corruption and bribery. All employees are expected to discharge their duties with integrity, to act fairly and professionally, and to abstain from engaging in bribery activities or any activities, which might exploit their positions against the Group's interests.

Whistle-blowers can report verbally or in writing to the senior management of the Group for any suspected misconduct with full details and supporting evidence. The management will conduct investigations against any suspicious or illegal behaviour to protect the Group's interests. The Group advocates a confidentiality mechanism to protect the whistle-blowers against unfair dismissal or victimisation. Where criminality is suspected, a report is made to the relevant regulators or law enforcement authorities when the management considers necessary.

In addition, the staff handbook lays out the Group's expectation and guiding provisions on code of conduct. The Group encourages employees, customers, suppliers, or other parties to report incidents relating to any conflicts of interest, extortion, bribery, fraud and money laundering.

All of our Directors and 85% of the employees have received anti-corruption trainings during the financial year. In addition, we have not received any whistleblowing complaints in FY2022.

### Regulatory Compliance

To maintain a fair, ethical and efficient business and working environment, we strictly adhere to local laws and regulations such as the Prevention of Corruption Act, Personal Data Protection Act, Employment Act, Workplace Safety and Health Act etc.

In FY2022, we have not violated any of the relevant laws and regulations and there were zero confirmed incidents of corruption brought against the Group or any of its employees. We are committed to maintaining zero violations of the relevant laws and regulations.

### Customer Satisfaction

We have established a Quality Management System ("QMS") that is based on the principles of ISO9001:2015 (Quality Management System) to ensure our services meet our customer's needs. All operations and employees are required to comply with our QMS.

We also established processes to collect customer feedback. Customer feedback is collected via various channels including informal meetings and surveys. Customer complaints are investigated to identify corrective and preventive actions. The results are measured with a customer satisfaction index every year to determine the areas for improvement. This allows us to improve our service quality continuously.

In FY2022, we received 7 customer complaints from Transportation Business and zero customer complaints from Container Depot Services Business. The customer complaints from the Transportation Business mainly involve missed booking from clients and missed deliveries. All complaints are adequately and timely addressed according to our policy and preventive actions have been identified and implemented.

The Group is committed to continue to minimise the numbers of customer complaint. As the Group is currently expanding into chemical cleaning and repair services for ISO tanks, the Group is in the midst of determining the target for numbers of customer complaints in a financial year. The target will be disclosed in the next Sustainability Report.

### Consumer Data Protection

The Group is committed to abiding by the laws in relation to customer privacy, such as the Personal Data Protection Act 2012, to ensure customers' rights are strictly protected. Information collected by the Group from its customers would only be used for the purpose for which it has been collected.

# 5.0 Our Performance

## 5.2 Business resiliency

The Group prohibits the provision of customer information to a third party without authorisation of the customer. All collected personal data of customers during the course of business are treated as confidential, kept securely and accessible by designated personnel only.

### Responsible Supply Chain

We prioritise sourcing locally to enable the local society to benefit from our businesses. Localised supply chains help us to develop closer relationships with our suppliers. This in turn ensures the proper alignment of our policies that will help us maintain a high level of quality and integrity in the procurement of goods and services for the services. In FY2022, there were a total of 462 suppliers and all our purchases are sourced from our reliable suppliers with operations located in the countries where the Group and/or its subsidiaries operate its businesses. Countries where our material operations located include Singapore and Thailand. As the Group is currently expanding the business which may see new suppliers engaged, the Group is in the midst of determining the target for local purchases.

We also understand that maintaining a responsible supply chain is crucial to ensure our operations are uninterrupted. Our suppliers are subjected to comprehensive evaluation criteria to ensure they meet our required standards. Our key suppliers are subject to periodical evaluation to ensure the procurement of goods and services are high level of quality. The criteria we used to evaluate our supplier include product and specification, pricing and terms, quality, delivery timeliness and customer services. We have reviewed how we can better manage our supply chain in terms of identifying, implementing, and monitoring environmental and social risks as well as to promote environmentally preferable products and services when selecting suppliers. For that, we are in the midst of creating a supplier’s code of conduct that will apply to our new suppliers in FY2023.

In FY2022, 427 suppliers are subjected to the annual evaluation, which represents 92% of our total suppliers. We are committed to increasing the number of suppliers subject to the periodical evaluation to 95% of our total suppliers. The progress and performance will be reported in the following year.

### Community Support

We believe that businesses have the utmost responsibility to ensure that our operation provides a positive impact on our society. Hence, we are committed to creating value for all our stakeholders and communities we operate in. Our employees are encouraged to engage in community service or volunteer activities. We also organise community support events frequently to allow our employees to make a positive impact in the communities we serve. The community supports we provide focus on environmental protection, donations to vulnerable communities, culture events that focus on promoting local cultures. During the period under review, we organised various programmes to allow our employees to support our courses. These programmes include the “Plant-a-Tree Programme” by the Garden City Fund in support of the OneMillionTrees movement, upcycling workshops for employees to promote and inculcate the importance of recycling and reducing waste, participating in “Food From The Heart” where we donate food and volunteer to pack food for families in need, sponsoring mooncakes and together with Lion Befrienders we celebrate the Mid-Autumn Festival with senior citizens etc.

In FY2022, we also donated to Parkinson Society Singapore and NSRCC Charity Golf 2022 to reach out to and help more people and causes. Through our various initiatives, we seek to play our part to make the world a better place for our future generations as we journey on for sustainable growth.

## COMMITMENTS AND PERFORMANCE: BUSINESS RESILIENCY

<b>Regulatory Compliance</b>	<b>Commitment</b> <ul style="list-style-type: none"> <li>Zero violations of the relevant laws and regulations</li> </ul>	<b>FY2022 Performance</b> <ul style="list-style-type: none"> <li>Zero violations of the relevant laws and regulations</li> </ul>
<b>Customer Satisfaction</b>	<b>Commitment</b> <ul style="list-style-type: none"> <li>The Group is in the midst of determining the target. The target will be disclosed in next SR</li> </ul>	<b>FY2022 Performance</b> <ul style="list-style-type: none"> <li>7 customer complaints from our customers</li> </ul>
<b>Responsible Supply Chain</b>	<b>Commitment</b> <ul style="list-style-type: none"> <li>100% local sourcing of procurement</li> <li>&gt; 95% of total suppliers subject to the periodical evaluation</li> </ul>	<b>FY2022 Performance</b> <ul style="list-style-type: none"> <li>100% local sourcing of procurement</li> <li>92% of total suppliers subject to the periodical evaluation</li> </ul>



# 5.0 Our Performance

## 5.3 Environmental sustainability

### Overview

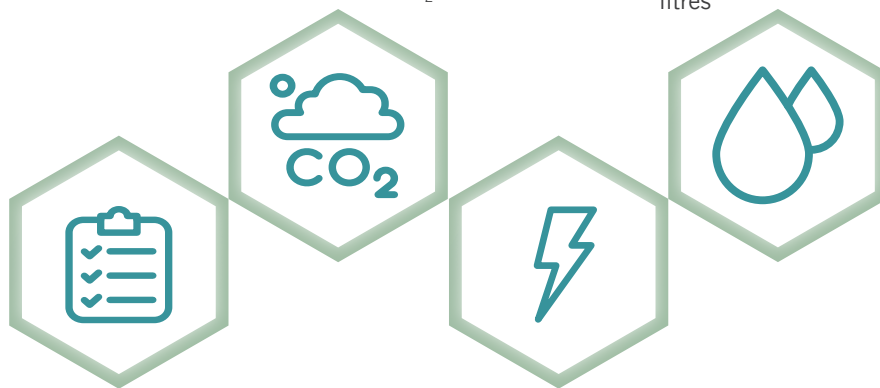
With the rise of environmental challenges, businesses have an important role to play in promoting sustainability. Climate-related risks can have negative impacts to our Group including the disruption of our operations due to the increase frequency of natural disasters. Our Group's operations have

an environmental impact through the use of fuels in our transportation services, which contributed to the carbon emission.

We also developed and implemented comprehensive policies to ensure our commitment to environmental protection is communicated to our employees.

### FY2022 KEY PERFORMANCE

- Total carbon emission at 5,226 tCO<sub>2</sub>e
- Emission per million revenue at 191 tCO<sub>2</sub>e
- Total water consumption at 15,306 litres
- Water consumption per million revenue at 560 litres



- Zero non-compliance with any environmental laws and regulations
- Total electricity consumption at 280 MWh
- Electricity consumption per million revenue at 10 MWh

### Regulatory Compliance

We have complied with all relevant environmental laws. In FY2022, we were not in violation of any relevant laws and regulations relating to waste gas or greenhouse gas (“GHG”) emissions, water or land discharging, and hazardous or non-hazardous wastes.

### Climate related issues

The operations of our Group are vulnerable to the impacts of climate change, which include more frequent and severe extreme weather events that can significantly affect our Transportation Business. Additionally, the rising sea levels may disrupt our Container Depot Service Business, which heavily relies on port services. The global shift towards renewable energy sources from traditional fossil fuels may also influence our fleet choices, motivating us to adopt energy-efficient vehicles.

To manage the climate-related risks we face, we are currently in the process of developing policies that can effectively identify and mitigate their impacts on our operations. Also, we understand the importance of transparency and plan to align our disclosure with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Therefore, we will include additional disclosure in our Sustainability Report for the financial year commencing in 2024. By providing regular updates on our progress, we can demonstrate our commitment to addressing climate-related risks and upholding sustainable business practices.

### Carbon Emission

Approximately 85% of our carbon emissions are generated from the consumption of diesel for our transportation fleets.

To ensure we achieve our carbon emission target, we integrate fuel saving into our operations including ensuring efficient route analysis and planning before each trip to find the most efficient route, equipping our drivers with knowledge of fuel-efficient driving practices and regular inspections and maintenance for our fleet to ensure optimal operational condition. To further reduce fuel consumption, we regularly monitor vehicle usage and idle time via the MOBILEYE application which provides data for us to identify excessive fuel usage.

In FY2022, we generated a carbon emission of 5,226 tonnes of carbon dioxide emission (“tCO<sub>2</sub>e”) with a carbon emissions intensity of 191 tCO<sub>2</sub>e per million revenue.

# 5.0 Our Performance

## 5.3 Environmental sustainability

The Group is committed to continue to minimise the carbon emissions. As the Group is currently expanding into chemical cleaning and repair services for ISO tanks, the Group is in the midst of determining the target for the carbon emissions in a financial year. The target will be disclosed in the next Sustainability Report.

### Energy Efficiency

Our electricity consumption came from the regular operations of the offices and the container depots. We also provide container washing, container repair and maintenance for our customers which require the operation of speciality equipment. We are always exploring opportunities to achieve better energy saving such as upgrading the equipment periodically for better energy saving and subjecting our equipment to periodical maintenance.

Other than better energy saving, we also explore the opportunity to replace our energy source from purchased electricity to clean energy. The solar panel has been installed in one of the container depots to reduce the reliance on purchased electricity.

We also established comprehensive policies and procedures to reduce energy consumption in our operations. We educate our employees on the importance of energy saving and ensure our employees comply with our policy of saving energy such as ensuring power is turned off when electrical appliances are not in use.

In FY2022, our total electricity consumption was 280 megawatt-hours (“MWh”) with an electricity consumption intensity of 10 MWh per million revenue.

The Group is committed to continue to minimise the electricity consumption. As the Group is currently expanding into chemical cleaning and repair services for ISO tanks, the Group is in the midst of determining the target for the electricity consumption in a financial year. The target will be disclosed in the next Sustainability Report.

### Water Conservation

Our water consumption mainly arises from our container washing services. We encourage efficient use of water by educating our employees on water conservation, using water-saving equipment and regular inspections on water taps and fixing dripping taps immediately. We also explore opportunities to reduce our water consumption such as the use of high-pressure jets for tank cleaning to increase efficiency and reduce water consumption.

In FY2022, our total water consumption was 15,306 litres with a water consumption intensity of 560 litres per million revenue. The Group currently does not face issue in sourcing of water for our operations.

The Group is committed to continue to minimise the water consumption. As the Group is currently expanding into chemical cleaning and repair services for ISO tanks, the Group is in the midst of determining the target for the water consumption in a financial year. The target will be disclosed in the next Sustainability Report.

## COMMITMENTS AND PERFORMANCE: ENVIRONMENTAL SUSTAINABILITY

Carbon Emission	Commitment	FY2022 Performance
	<ul style="list-style-type: none"> <li>As the Group is currently expanding into chemical cleaning and repair services for ISO tanks, the Group is in the midst of determining the target for the carbon emissions in a financial year. The target will be disclosed in next SR</li> </ul>	<ul style="list-style-type: none"> <li>We generated a carbon emission of 5,225 tCO<sub>2</sub>e with a carbon emissions intensity of 191 tCO<sub>2</sub>e per million revenue</li> </ul>
Energy Efficiency	<ul style="list-style-type: none"> <li>As the Group is currently expanding into chemical cleaning and repair services for ISO tanks, the Group is in the midst of determining the target for the electricity consumption in a financial year. The target will be disclosed in next SR</li> </ul>	<ul style="list-style-type: none"> <li>Our total electricity consumption was 280 MWh with an electricity consumption intensity of 10 MWh per million revenue</li> </ul>
Water Conservation	<ul style="list-style-type: none"> <li>As the Group is currently expanding into chemical cleaning and repair services for ISO tanks, the Group is in the midst of determining the target for the water consumption in a financial year. The target will be disclosed in next SR</li> </ul>	<ul style="list-style-type: none"> <li>Our total water consumption was 15,306 litres with a water consumption intensity of 560 litres per million revenue</li> </ul>

# 5.0 Our Performance

## 5.4 Workplace safety



### Overview

Workplace safety is crucial for protecting employees, complying with legal regulations, reducing financial costs, improving a company’s reputation, and ensuring compliance with industry standards. We commit to maintaining a healthy and safe workplace for our employees, and to preventing workplace injuries and illnesses. The key to improving workplace safety is to cultivate an effective safety culture among all our employees.

We also emphasise building an effective emergency response team and plan to ensure we are ready to respond to any emergencies by providing adequate support to our employees.



### FY2022 KEY PERFORMANCE

 <ul style="list-style-type: none"> <li>• Zero non-compliance with any work safety laws and regulations</li> </ul>	 <ul style="list-style-type: none"> <li>• Zero fatalities</li> </ul>	 <ul style="list-style-type: none"> <li>• Zero high-consequence injuries</li> </ul>
 <ul style="list-style-type: none"> <li>• One recordable injury</li> </ul>	 <ul style="list-style-type: none"> <li>• Zero recordable work-related ill health cases</li> </ul>	 <ul style="list-style-type: none"> <li>• 964 hours of safety training in total, comprising 8 hours safety training per worker</li> </ul>

### Regulatory Compliance

We have complied with all relevant work safety laws and regulations. In FY2022, we are not in violation of any relevant laws and regulations relating to occupational safety and health, including but not limited to the Workplace Safety and Health Act (Cap. 354A).

### Upholding Safety Standards

We commit to ensuring the safety of our employees, those who work with us and anyone affected by our work as our number one priority. Our commitment to work safety allows us to receive an acknowledgement from bizSAFE and ISO 45001:2008 certificates.

We developed a comprehensive health and safety policy intending to provide guidelines for the employees to adopt and carry out all work activities according to safe working practices. The policy is developed based on and complies with bizSAFE and ISO 45001:2018 requirements.

Other than the comprehensive policy, we understand that the awareness of employees is key to a successful accident-free working environment. To enhance workplace safety awareness among our employees, we organised regular internal and external workplace safety training for our employees whose works involve workplace safety hazards. These training



# 5.0 Our Performance

## 5.4 Workplace safety

courses aim to improve the safety awareness of our employees and involve the topics such as applying workplace safety and health in process plants, work at heights, hazmat transport driver permit course, prevention of driver fatigue, safety when loading and unloading and rollover prevention.

In FY2022, we have one recordable injury which is categorised as slip, trip and fall. The employee was attended to immediately by the emergency response team and has since recovered from the injury. We are committed to zero-workplace accidents and injuries. The progress and performance will be reported in the following year.

### COMMITMENTS AND PERFORMANCE: WORKPLACE SAFETY

#### Upholding Safety Standards

#### Commitment

- Zero violation of any work safety laws and regulations
- Zero fatalities
- Zero high-consequence injuries
- Zero recordable injuries
- Zero recordable work-related ill health cases
- > 1,000 hours of safety training and > 10 hours of safety training per worker

#### FY2022 Performance

- Zero violation of any work safety laws and regulations
- Zero fatalities
- Zero high-consequence injuries
- 1 recordable injury
- Zero recordable work-related ill health cases
- 964 hours of safety training and 8 hours of safety training per worker

## 5.5 People development

### Overview

Investing in people development can lead to improved employee performance, increased innovation, better customer service, and a stronger leadership. We believe that people are our most important asset. We aim to provide a constructive working environment to our employees and contribute to the local economic development.

We offer equal opportunity to our employees by promoting a fair workplace culture in all of our operations. Recruitment, remuneration, promotion and benefits are managed based on our principles of objective assessment, equal opportunity and non-discrimination regardless of gender, race, marital status, pregnancy, disability, age or family status.

### FY2022 KEY PERFORMANCE

The infographic features four icons in hexagonal frames: a clipboard with checkmarks, a person at a presentation board, a female symbol, and a group of people with a checkmark. Each icon is accompanied by a key performance metric.

- 1,625 training hours in total, comprising 10 training hours per employee
- 100% of employees are subject to annual performance appraisal
- 28% of total employees and 40% of new hires are female respectively
- Zero non-compliance with any human resources related laws and regulations

# 5.0 Our Performance

## 5.5 People development

### Regulatory Compliance

We have complied with all relevant work safety laws and regulations. In FY2022, we are not in violation of any relevant laws and regulations relating to human resources, including but not limited to the Employment Act 1968.

### Skills Competency and Employee Training

We are committed to providing adequate training to our employees to improve their knowledge and skills for discharging duties at work. We identify opportunities to upgrade or sharpen the skills and knowledges of our employees and develop training plans accordingly. Training opportunities are provided to our employees regardless of their gender and age. Training is conducted with in-house resources such as on-job training or in-house training sessions. External training providers are also engaged to provide new insight and skills to our employees.

In FY2022, we conducted a total of 1,625 hours of training for our employees, which equals 10 training hours for each employee. The training topics include environmental, social and governance management, anti-corruption and fraud, logistics and supply chain management, work safety and handling of chemicals, good driving practices briefing, vendor assessment etc. We are committed to increasing the training hours for each employee to 12 hours.

### Diversity and Equal Opportunity

We adopt fair and non-discriminative human resource practices. We developed comprehensive policies on the recruitment process from the job description, application, interview, selection, and approval to the job offer. Candidates are selected based on those who meet the objective evaluation criteria the most. Remuneration is reviewed periodically to ensure consistency with the current employment market and industrial benchmarks. Promotion is based on performance and suitability.

In FY2022, female employees comprise 28% of our total employees and 40% of the new hires are female. We are committed to increasing the female representation in our workforce to 30% of our total workforce.

### Performance Appraisal

We developed comprehensive policies on the performance evaluation. An open performance appraisal system is adopted to provide an open assessment and discussion of an employee's performance and developmental needs on an annual basis. Equal and fair evaluation criteria is developed to include attributes other than performance such as integrity, initiative, working in team etc. The performance appraisal is linked to salary review and incentive payments.

In FY2022, all our employees are subject to performance evaluation. We are committed to continue to subject all employees to annual performance evaluation.

### COMMITMENTS AND PERFORMANCE: PEOPLE DEVELOPMENT

<b>Skills Competency and Training</b>	<b>Commitment</b> <ul style="list-style-type: none"> <li>12 hours of training per employee</li> </ul>	<b>FY2022 Performance</b> <ul style="list-style-type: none"> <li>10 training hours per employee</li> </ul>
<b>Diversity and Equal Opportunity</b>	<b>Commitment</b> <ul style="list-style-type: none"> <li>30% female representation in the total workforce</li> </ul>	<b>FY2022 Performance</b> <ul style="list-style-type: none"> <li>28% female representation in the total workforce</li> </ul>
<b>Performance Appraisal</b>	<b>Commitment</b> <ul style="list-style-type: none"> <li>100% of all employees subject to annual performance evaluation</li> </ul>	<b>FY2022 Performance</b> <ul style="list-style-type: none"> <li>100% of all employees subject to annual performance evaluation</li> </ul>



# Appendix A: Entities Included in the Group's Sustainability Report

Name of Entities	Business Nature	Location
LHN Logistics Limited	Holding Company	Singapore
Hean Nerng Logistics Pte Ltd	Transportation Business	Singapore
HLA Holdings Pte Ltd	Container Depot Services Business	Singapore
HLA Container Services Pte Ltd	Container Depot Services Business	Singapore
HLA Container Services (Thailand) Limited	Container Depot Services Business	Thailand





# Appendix B:

## Methodological Review and Data Boundaries

This section details key definitions, methodologies and data boundaries applied to LHN Logistics Limited's Sustainability Report, as we endeavour to elevate transparency and facilitate comparability of our data disclosed. These definitions and methodologies are adapted with reference to the GRI Standards Glossary 2016, Reporting Recommendations and Guidance set out in the respective GRI disclosures and various authoritative intergovernmental instruments.

### BUSINESS RESILIENCY

#### Customer Complaint

Number of customer complaints received is the customer complaint formally received from our customers.

#### Local Sourcing

Local sourcing is the total amount of sourcing from suppliers with operations located in the countries where the Group and/or its subsidiaries operate its businesses. Local sourcing is expressed in Singapore Dollars ("S\$").

Rate of local sourcing is the ratio of local sourcing relative to the total amount of sourcing.

### ENVIRONMENTAL SUSTAINABILITY

#### Carbon Emissions

In the scope of this reporting, scope 1 emissions are emissions generated from the consumption of fuels for our operations. The emissions factor used for calculating the carbon emissions is obtained from the International Carbon Bank and Exchange. Carbon emissions is expressed in tonnes of carbon dioxide equivalent ("tCO<sub>2</sub>e").

The scope of this reporting, scope 2 emissions are emissions that result from the generation of purchased or acquired electricity, by the Group. In, the Grid Emission Factor ("GEF") used for calculating carbon emissions is obtained from the Energy Market Authority of Singapore. Carbon emissions is expressed in tonnes of carbon dioxide equivalent ("tCO<sub>2</sub>e").

The scope of this reporting, scope 3 emissions are emissions generated from the consumption of fuels used for the airmiles travels. The quantity of emissions is negligible. The emission factor used for calculating the carbon emissions is obtained from the National Energy Foundation. Carbon emissions is expressed in kilograms of carbon dioxide equivalent ("kgCO<sub>2</sub>e").

#### Carbon Emissions Intensity

This is the ratio of carbon emissions relative to millions of revenues generated.

Carbon emissions intensity is expressed in tonnes of carbon dioxide equivalent per million revenue ("tCO<sub>2</sub>e/S\$ million").

#### Energy Efficiency

Energy consumed results from purchased electricity consumed by the operations of the Group.

Energy consumed is expressed in Megawatt hours ("MWh").

#### Energy Intensity

This is the ratio of energy consumed relative to millions of revenues generated.

Energy intensity is expressed in MWh.

#### Water Consumption

This is the volume of water consumed by the Group.

Given the nature of the Company's business and in Singapore's context, where water comes from a single third-party source supplied by Public Utilities Board and discharge is not required to be monitored, the total amount of water withdrawn is assumed to be the amount consumed as is reflected in utility bills received by the Group.

Volume of water consumed is expressed in Litres ("l").

#### Water Intensity

This is the ratio of water consumed relative to millions of revenues generated.

Water intensity is expressed in litres per million revenue ("l/S\$ million").

### WORKPLACE SAFETY

#### Fatalities in Workplace

Number of fatalities as a result of work-related injuries during reporting period across the organisation.

#### High-consequence Injuries in Workplace

Number of high-consequence work-related injuries (injury that results in a fatality from which the worker cannot recover fully to pre-injury health status within 6 months) excluding fatalities during reporting period.

# Appendix B:

## Methodological Review and Data Boundaries

### Recordable Injuries

Number of recordable work-related injuries during reporting period.

### Recordable Work-related Ill Health Cases

Number of recordable work-related illnesses or health conditions arising from exposure to hazards at work during reporting period.

## PEOPLE DEVELOPMENT

### Training Hours

Average training hours per employee is the total number of training hours incurred during the financial year provided to employees, relative to the total number of employees recorded as at financial year-end.

Average training hours per female/(male) employee is the total number of training hours provided to female/(male) employees, relative to the total number of female/(male) employees recorded as at financial year-end.

Average training hours per employee category is the total number of training hours provided to each category of employees, relative to the total number of employees in the category recorded as at financial year-end.

### New Hires and Turnover

New hires are defined as new employees who have joined the Group during the financial year.

Turnover is defined as all employees who have left the Group voluntarily, or due to dismissal, retirement or death in service during the financial year.

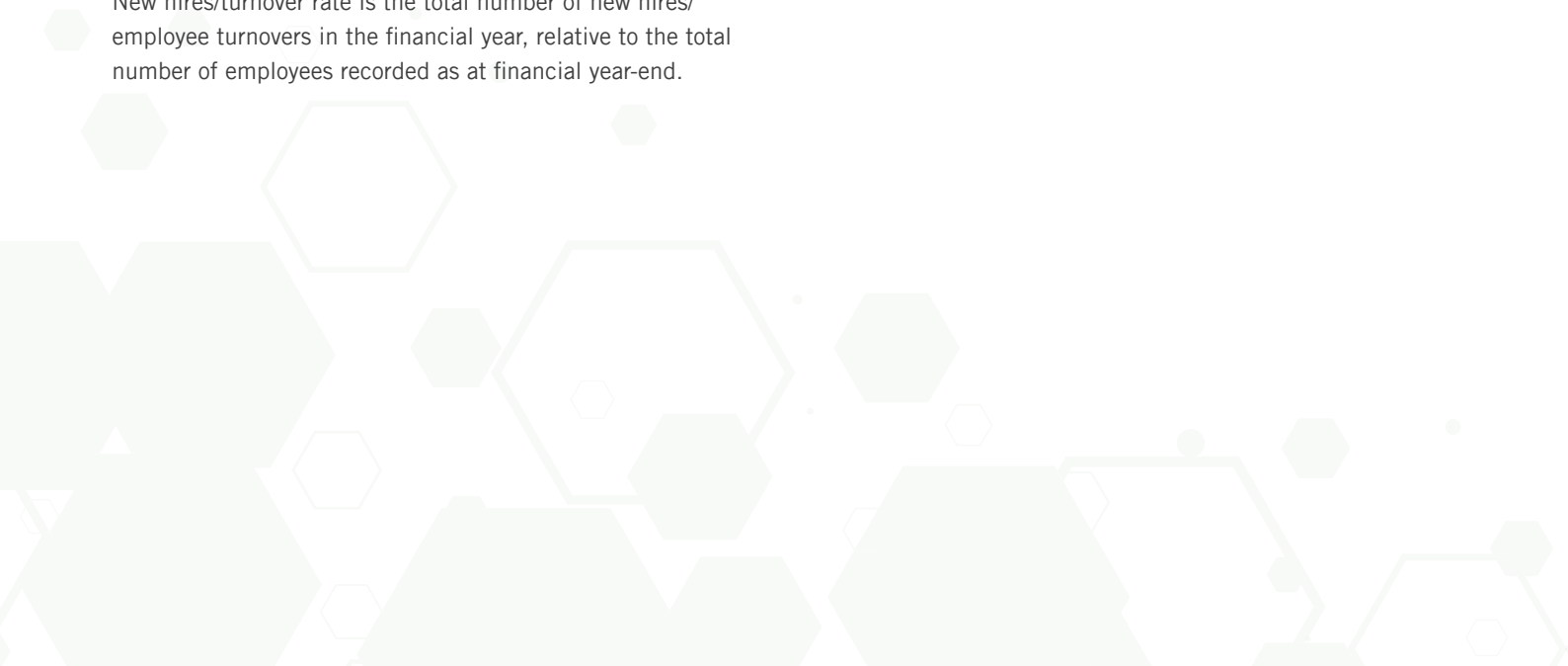
New hires/turnover rate is the total number of new hires/employee turnovers in the financial year, relative to the total number of employees recorded as at financial year-end.

New hires/turnover rate by age group is the total number of new hires/employee turnovers for each age group in the financial year, relative to the total number of employees in the respective age groups recorded as at financial year-end.

New hires/turnover rate by gender is the total number of female/(male) new hires/employee turnovers for each gender in the financial year, relative to the total number of female/(male) employees recorded as at financial year-end.

### Non-employee Workers

Non-employee workers are defined as workers who are not employees but whose work and/or workplace is controlled by the organisation; or workers who are not employees and whose work and workplace are not controlled by the organisation, but the organisation's operations, products or services are directly linked to significant occupational health and safety impacts on those workers by its business relationships.



## Appendix C: List of All Sustainability or ESG-related Certifications

Name of the Certificate	Applicable Entity	Issuing Organisation	Area	Date of Issue	Date of Expiry
Quality Management System ISO 9001:2015	Hean Nerng Logistics Pte Ltd	ISO	Quality management	2 February 2020	2 February 2026
bizSAFE STAR Certificate	Hean Nerng Logistics Pte Ltd	bizSAFE	Occupational health and safety	29 August 2022	24 August 2025
Occupational Health and Safety Management System ISO 45001:2018	Hean Nerng Logistics Pte Ltd	ISO	Occupational health and safety	25 August 2022	24 August 2025
Responsible Care: Commitment to Responsible Care	Hean Nerng Logistics Pte Ltd	SCIC	Safe handling of chemicals	Since 26 March 2014	Not applicable
CDAS Membership Certificate	HLA Container Services Pte Ltd	CDAS	Business association membership	Year 2022	Not applicable
bizSAFE Certificate (Level 3)	HLA Container Services Pte Ltd	bizSAFE	Occupational health and safety	7 April 2020	6 April 2023

# Appendix D: Sustainability Scorecard

## Results

Performance indicators	Units	FY2022
Revenue	S\$ million	27,315

## Governance

Performance indicators	Units	FY2022
% of independent Directors	%	60
% of female in the Board of Directors	%	20
% of female in Senior Management	%	0
Confirmed incidents of corruption	Number	0
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Number	0
Employees that received anti-corruption training	Number	136
% of employees that received anti-corruption training	%	85

## Business Resiliency

Performance indicators	Units	FY2022
Whistleblowing complaints	Number	0
Non-compliance with local laws and regulations	Number	0
Customer complaints	Number	7
% purchase from local suppliers	%	100
% of supplier subject to periodical evaluation	%	92

## Environmental Sustainability

Performance indicators	Units	FY2022
Violation to any environmental laws and regulations	Number	0
Total carbon emission	tCO <sub>2</sub> e	5,226
Carbon emission per million revenue	tCO <sub>2</sub> e	191
Scope 1 carbon emission	tCO <sub>2</sub> e	5,112
Scope 1 carbon emission per million revenue	tCO <sub>2</sub> e	187
Scope 2 carbon emission	tCO <sub>2</sub> e	114
Scope 2 carbon emission per million revenue	tCO <sub>2</sub> e	4
Scope 3 carbon emission	kgCO <sub>2</sub> e	Negligible
Scope 3 carbon emission per million revenue	kgCO <sub>2</sub> e	Negligible
Purchase electricity	MWh	280
Purchase electricity per million revenue	MWh	10
Water consumption	Litres	15,306
Water consumption per million revenue	Litres	560
Hazardous waste	Tonnes	No hazardous waste is produced in FY2022
Non-hazardous waste	Tonnes	Our waste materials come mainly from the general non-hazardous waste materials produced during our operations. All waste materials are collected and disposed by authorised vendors. We do not monitor the operations of these authorised vendors. As such, no data of total disposed non-hazardous waste materials is reported.



# Appendix D: Sustainability Scorecard

## Workplace Safety

Performance indicators	Units	FY2022
Violation to any work safety laws and regulations	Number	0
Fatalities in workplace	Number	0
High-consequence injuries in workplace	Number	0
Recordable injuries in workplace	Number	1
Recordable work-related ill health cases in workplace	Number	0
Number of lost days	Days	2
Total training hours for work safety	Hours	964
Training hours for work safety per worker	Hours	8

## People Development

Performance indicators	Units	FY2022
Violation to any human resources related laws and regulations	Number	0
Total number of employees	Number	161
% of employee turnover	%	30
<b>Current employee by type</b>		
• Full time	Number (%)	161 (100)
• Part time	Number (%)	0 (0)
<b>Current employee by gender</b>		
• Male employee	Number (%)	116 (72)
• Female employee	Number (%)	45 (28)
<b>Current employee by geographical region</b>		
• Singapore	Number (%)	98 (61)
• Thailand	Number (%)	63 (39)
<b>Current employee by age group</b>		
• Above 50	Number (%)	8 (5)
• 30-50	Number (%)	98 (61)
• Below 30	Number (%)	55 (34)
<b>New hires by gender</b>		
• Male new hires	Number (%)	41 (35)
• Female new hires	Number (%)	18 (40)
<b>New hires by age group</b>		
• Above 50	Number (%)	1 (1)
• 30-50	Number (%)	39 (66)
• Below 30	Number (%)	19 (33)
<b>Employee turnover by gender</b>		
• Male resignee	Number (%)	43 (37)

# Appendix D: Sustainability Scorecard

• Female resignee	Number (%)	12 (27)
<b>Performance indicators</b>	<b>Units</b>	<b>FY2022</b>
<b>Employee turnover by age group</b>		
• Above 50	Number (%)	8 (15)
• 30-50	Number (%)	38 (69)
• Below 30	Number (%)	9 (16)
<b>Employee turnover by geographical region</b>		
• Singapore	Number (%)	37 (38)
• Thailand	Number (%)	18 (29)
<b>Training</b>		
Total training hours	Hours	1,625
Average training hours per employee	Hours	10
Average training hours per male employee	Hours	11
Average training hours per female employee	Hours	8
<b>Average training hours by employee categories</b>		
• Directors and Senior Management	Hours	8
• Managers and Executives	Hours	17
• Workers	Hours	8
• % of male employee trained	%	100
• % of female employee trained	%	100
<b>% of employee trained by employee categories</b>		
• Directors and Senior Management	%	100
• Managers and Executives	%	100
• Workers	%	100
% of employee subjected to periodical evaluation	%	100

# Appendix E:

## GRI Content Index

### GRI Standards Content Index

The GRI Content Index references the LHN Logistics Limited Sustainability Report 2022 (“SR”), and the Annual Report 2022 (“AR”).

Disclosure number	Disclosure title	Reference and remarks	
<b>GRI 2: General disclosures</b>			
<b>The organization and its reporting practices</b>	2-1	Organisation details	<ul style="list-style-type: none"> <li>AR Corporate Overview</li> </ul>
	2-2	Entities included in the organization’s sustainability reporting	<ul style="list-style-type: none"> <li>AR Corporate Overview</li> </ul>
	2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li>SR Scope of Sustainability Report</li> <li>SR Cover Page</li> </ul>
	2-4	Restatements of information	<ul style="list-style-type: none"> <li>No restatements of information</li> </ul>
	2-5	External assurance	<ul style="list-style-type: none"> <li>No External Assurance</li> </ul>
<b>Activities and workers</b>	2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> <li>AR Corporate Overview</li> </ul>
	2-7	Employee	<ul style="list-style-type: none"> <li>AR Corporate Overview</li> </ul>
	2-8	Workers who are not employee	<ul style="list-style-type: none"> <li>AR Corporate Overview</li> </ul>
<b>Governance</b>	2-9	Governance structure and composition	<ul style="list-style-type: none"> <li>AR Corporate Governance</li> </ul>
	2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> <li>AR Corporate Governance</li> </ul>
	2-11	Chair of the highest governance body	<ul style="list-style-type: none"> <li>AR Corporate Governance</li> </ul>
	2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> <li>AR Corporate Governance</li> </ul>
	2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li>AR Corporate Governance</li> </ul>
	2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> <li>SR Sustainability</li> <li>Organisational Structure</li> </ul>
	2-15	Conflicts of interest	<ul style="list-style-type: none"> <li>AR Corporate Governance</li> <li>SR Business Resiliency</li> </ul>
	2-16	Communication of critical concerns	<ul style="list-style-type: none"> <li>SR Consulting Our Stakeholders</li> </ul>
	2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> <li>AR Corporate Governance</li> </ul>
	2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> <li>AR Corporate Governance</li> </ul>
	2-19	Remuneration policies	<ul style="list-style-type: none"> <li>AR Corporate Governance</li> </ul>
	2-20	Process to determine remuneration	<ul style="list-style-type: none"> <li>AR Corporate Governance</li> </ul>
	2-21	Annual total compensation ratio	<ul style="list-style-type: none"> <li>AR Corporate Governance</li> </ul>
<b>Strategy, policies and practices</b>	2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> <li>SR Sustainability Strategy</li> </ul>
	2-23	Policy commitments	<ul style="list-style-type: none"> <li>SR Sustainability Strategy</li> </ul>
	2-24	Embedding policy commitments	<ul style="list-style-type: none"> <li>SR Sustainability Strategy</li> </ul>
	2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>SR Sustainability Strategy</li> </ul>
	2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li>AR Corporate Governance</li> <li>SR Business Resiliency</li> </ul>

# Appendix E:

## GRI Content Index

Disclosure number	Disclosure title	Reference and remarks	
2-27	Compliance with laws and regulations	<ul style="list-style-type: none"> <li>AR Corporate Governance</li> <li>SR Business Resiliency</li> </ul>	
2-28	Membership associations	<ul style="list-style-type: none"> <li>SR Appendix C: List of All Sustainability or ESG-related Certifications</li> </ul>	
<b>Stakeholder engagement</b>	2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>SR Consulting Our Stakeholders</li> </ul>
	2-30	Collective bargaining agreements	<ul style="list-style-type: none"> <li>Not Applicable</li> </ul>
<b>GRI 3: Disclosures on material topics</b>			
<b>Material topics</b>	3-1	Process to determine material topics	<ul style="list-style-type: none"> <li>SR Sustainability Materiality</li> </ul>
	3-2	List of material topics	<ul style="list-style-type: none"> <li>SR Sustainability Materiality</li> </ul>
	3-3	Management of material topics	<ul style="list-style-type: none"> <li>SR Sustainability Materiality</li> <li>SR Business Resiliency</li> <li>SR Environmental Sustainability</li> <li>SR Workplace Safety</li> <li>SR People Development</li> </ul>
<b>GRI 200: Economic disclosures (applicable sections only)</b>			
<b>Economic performance</b>	201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> <li>SR Appendix D: Sustainability Scorecard</li> </ul>
<b>Procurement practices</b>	204-1	Proportion of spending on local suppliers	<ul style="list-style-type: none"> <li>SR Business Resiliency</li> <li>SR Appendix D: Sustainability Scorecard</li> </ul>
<b>Anti-corruption</b>	205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> <li>SR Business Resiliency</li> </ul>
	205-3	Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> <li>SR Business Resiliency</li> </ul>
<b>GRI 300: Environment disclosures (applicable sections only)</b>			
<b>Materials</b>	301-1	Materials used by weight or volume	<ul style="list-style-type: none"> <li>No raw materials and packaging materials used as our operations do not involve in manufacturing of goods</li> </ul>
<b>Energy</b>	302-1	Energy consumption within the organisation	<ul style="list-style-type: none"> <li>SR Environmental Sustainability</li> <li>SR Appendix D: Sustainability Scorecard</li> </ul>
	302-3	Energy intensity	<ul style="list-style-type: none"> <li>SR Environmental Sustainability</li> <li>SR Appendix D: Sustainability Scorecard</li> </ul>
<b>Water</b>	303-5	Water consumption	<ul style="list-style-type: none"> <li>SR Environmental Sustainability</li> <li>SR Appendix D: Sustainability Scorecard</li> </ul>



# Appendix E:

## GRI Content Index

Disclosure number	Disclosure title	Reference and remarks	
<b>Emissions</b>	305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> <li>SR Environmental Sustainability</li> <li>SR Appendix D: Sustainability Scorecard</li> </ul>
	305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> <li>SR Environmental Sustainability</li> <li>SR Appendix D: Sustainability Scorecard</li> </ul>
	305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> <li>Negligible</li> </ul>
	305-4	GHG emission intensity	<ul style="list-style-type: none"> <li>SR Environmental Sustainability</li> <li>SR Appendix D: Sustainability Scorecard</li> </ul>
<b>Waste</b>	306-3	Waste generated	<ul style="list-style-type: none"> <li>Our waste materials come mainly from the general non-hazardous waste materials produced during our operations. All waste materials are collected and disposed by authorised vendors. We do not monitor the operations of these authorised vendors. As such, no data of total disposed non-hazardous waste materials is reported.</li> </ul>
<b>Supplier environmental assessment</b>	308-1	New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> <li>We have reviewed how we can better manage our supply chain in terms of identifying, implementing, and monitoring environmental and social risks. For that, we are in the midst of creating a supplier's code of conduct that will apply to our new suppliers in FY2023.</li> </ul>
<b>GRI 400: Social disclosures (applicable sections only)</b>			
<b>Employment</b>	401-1	New employee hires and employee turnover	<ul style="list-style-type: none"> <li>SR Appendix D: Sustainability Scorecard</li> </ul>

# Appendix E:

## GRI Content Index

Disclosure number	Disclosure title	Reference and remarks	
<b>Occupational health and safety</b>	403-1	Occupational health and safety management system	<ul style="list-style-type: none"> <li>• SR Workplace Safety</li> </ul>
	403-5	Worker training on occupational health and safety	<ul style="list-style-type: none"> <li>• SR Workplace Safety</li> <li>• SR Appendix D: Sustainability Scorecard</li> </ul>
	403-9	Work-related injuries	<ul style="list-style-type: none"> <li>• SR Workplace Safety</li> <li>• SR Appendix D: Sustainability Scorecard</li> </ul>
	403-10	Work-related ill health	<ul style="list-style-type: none"> <li>• SR Workplace Safety</li> <li>• SR Appendix D: Sustainability Scorecard</li> </ul>
<b>Training and education</b>	404-1	Average hours of training per year per employee	<ul style="list-style-type: none"> <li>• SR People Development</li> <li>• SR Appendix D: Sustainability Scorecard</li> </ul>
	404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> <li>• SR People Development</li> </ul>
	404-3	Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> <li>• SR People Development</li> <li>• SR Appendix D: Sustainability Scorecard</li> </ul>
<b>Diversity and equal opportunity</b>	405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> <li>• SR Business Resiliency</li> <li>• SR People Development</li> <li>• SR Appendix D: Sustainability Scorecard</li> </ul>
<b>Non-discrimination</b>	406-1	Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> <li>• No incidents of discrimination have been reported in FY2022.</li> </ul>
<b>Child labor</b>	408-1	Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> <li>• SR People Development.</li> </ul>
<b>Forced or compulsory labor</b>	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> <li>• SR People Development.</li> </ul>

# LHN GROUP

**LOGISTICS**

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