

A photograph of a modern architectural space, likely a lobby or atrium. On the left, a large, dark, curved wall features a built-in spiral staircase. To the right, a glass-enclosed area looks out onto a lush green roof garden. The garden contains several large black planters with various trees and shrubs. The building's exterior is visible through the glass, showing a light-colored facade and more greenery.

# Aspial

# Sustainability

# Report FY2019



# CEO'S MESSAGE

I am pleased to present our FY2019 Sustainability Report, which provides the progress and achievements of our organisation over the previous 12 months, focusing on our commitment to working alongside with our valued stakeholders to build a sustainable business.

We believe that building a sustainable business is vital to our continued success and that we must be fully accountable for our impact on the environment, our customers, our people and our community as well as our company's financial performance.

The delivery of sustainable results is a critical aspect of our ability to remain a strong and financially stable company. Acknowledging this helps to put into focus our commitment to the principles laid out in our Corporate Sustainability Policy. Our responsibility to the society is to ensure that sustainable practices are incorporated into every aspect of our value chain. We must meet the needs not only of our customers, employees and the community we operate in, but also those of our environment and our future generations.

The Board having considered sustainability issues as part of the Company's strategic formulation, determined the material Environmental, Social and Governance ("ESG") factors and ensured that the management closely monitor them.

This report provides details about how we have fulfilled our responsibilities with our key stakeholders during the FY2019 and beyond.

Koh Wee Seng  
Chief Executive Officer, Aspial Corporation Limited

# OVERVIEW

## Reporting Scope

This sustainability report covers the performance of our consolidated entities in the financial year 2019 (“**FY2019**”) from 1 January 2019 to 31 December 2019. The scope and all material topics disclosed in this report are relevant to the activities in Singapore and our jewellery business.

## Reporting Methodology

We have chosen the Global Reporting Initiative (“GRI”) Standards: Core Option Sustainability Reporting Guidelines. Our data are reported in good faith and to the best of our knowledge. We did not seek external assurance for this report.



## Report Structure

This Sustainability Report is structured to reflect the interests of our key stakeholders. We have identified four key stakeholder groups, namely, future generations, employees, customers and suppliers.

The information regarding the basis for report boundaries and our materiality assessment is provided in section - Integrating Sustainability into Our Business.

Together, this report provides the basis for our responses and disclosures to the GRI Standards: Core Option requirements. Relevant sections in the report are referenced in the GRI Content Index.

# OVERVIEW

## Report Contact & Feedback

Thank you for your interest in our Sustainability Report.

We welcome and value your feedback on the content of this report and encourage you to contact us through the following channels:

- In writing to:

Corporate Sustainability Committee

Aspial Corporation Limited  
55 Ubi Avenue 3, #01-01  
Singapore 408864



- Via our contact page at <https://www.aspial.com/contact/>

This report is provided in PDF format only and is available for download on the following page of our website:

<https://www.aspial.com/investor-relations/>

# OVERVIEW

## Contents

---

01

**CEO's message**

05

**About Aspial**

05 Mission & Values  
Governance  
Ethics & Compliance

---

02

**Overview**

02 Report Scope  
Report Methodology  
Report Structure

---

03 Report Contact &  
Feedback

---

04 Contents

---

10

**Stakeholder Engagement**

11 Protecting Our Environment  
for the Future Generations

---

*Reduction of Carbon Footprint  
Reduction of Paper Consumption*

13 Caring for Our Employees

---

*Our Approach  
Employment Practices  
The Tripartite Guidelines on Fair  
Employment Practices  
Communications  
Employee Feedback  
Career Development & Training  
Workforce Diversity  
Employee Benefits  
Retirement & Healthcare  
Safety & Health in the Workplace  
Individual Rights*

19 Focusing on Our  
Customers' Needs

---

*Our Approach  
Product Quality & Safety  
Data Safety & Privacy*

20 Partnering Our Suppliers

---

*Our Approach  
Supplier Selection*

21

**Performance Table**

21 Energy Usage & CO<sub>2</sub> Emission

---

22 Paper Consumption

---

23 Employment Profile

---

24 Employment  
Engagement & Training

---

25 Customer Feedback

---

26

**GRI Content Index**

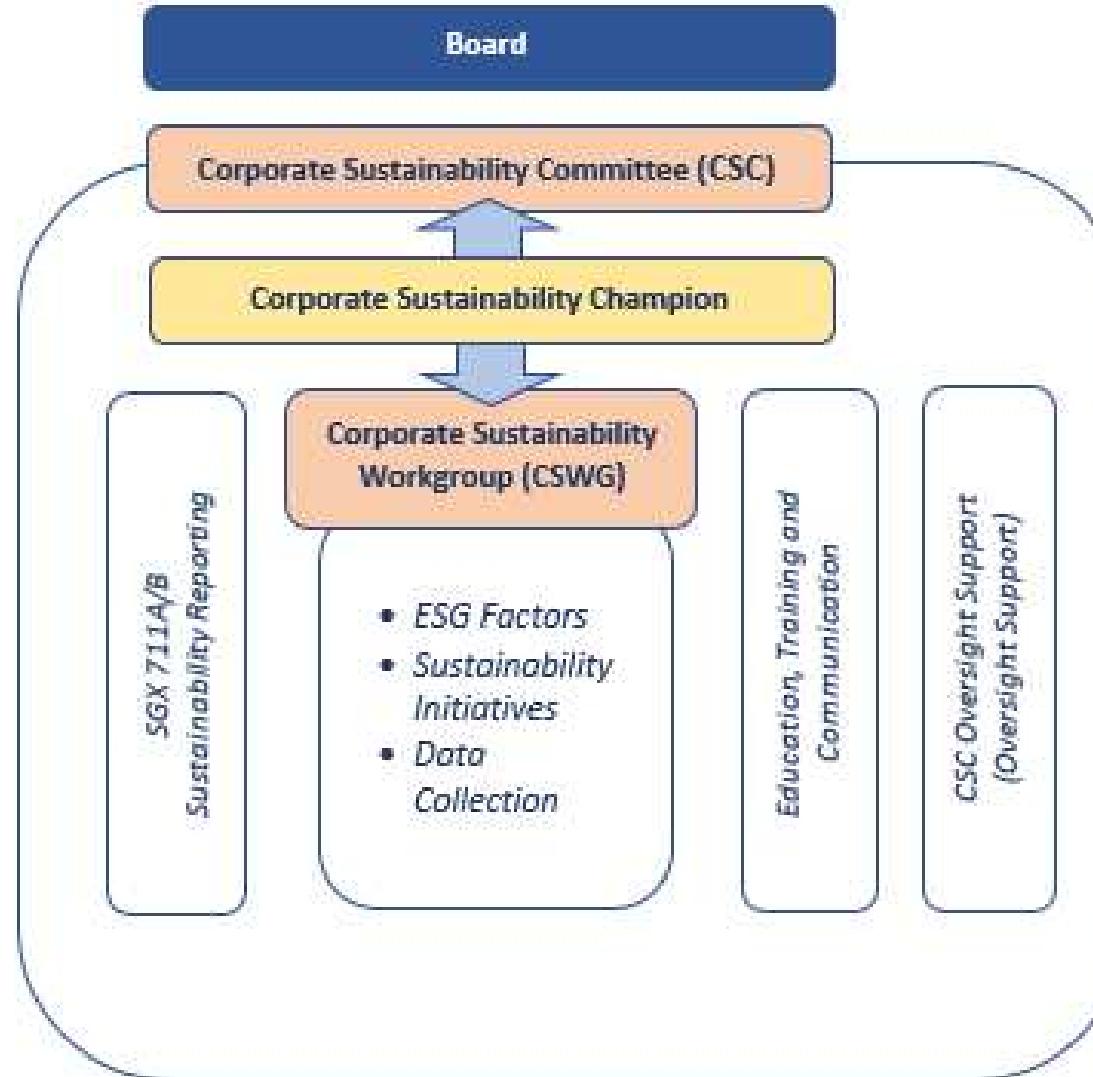
## Mission and Values

Our mission is to deliver quality lifestyle products and services through our leadership in learning and innovation, brand building, value-added partnerships with customers, suppliers, business partners and employees.

## Governance

Our Board of Directors (“**the Board**”) oversees all corporate governance and operational matters relating to our business. For corporate sustainability, the Board is supported by the Corporate Sustainability Committee (“**CSC**”) which is chaired by our Chief Executive Officer (“**CEO**”) and includes other designated senior executives.

# ABOUT ASPIAL



## Ethics and Compliance

As a company listed on the Singapore Stock Exchange (“**SGX**”), we are in compliance with the Code of Corporate Governance as required by the listing rules.

Our corporate governance framework covers ethics and compliance through a code of conduct as well as guidelines which are to be practised by the officers and employees across the organisation. Every new employee is introduced to our code of conduct and our policies on ethics and compliances, which include areas such as anti-corruption.

Communication channels are in place to enable all employees and individuals engaged in business activities report complaints of unethical behaviour. We have a designated officer who maintains a register of incidences regarding ethics and compliance issues and escalates to the top management where appropriate.

# INTEGRATING SUSTAINABILITY INTO OUR BUSINESS

We believe corporate social responsibility is a key driver towards long-term sustainability.

## Sustainability Management Framework

In July 2017, we took the initiative to establish our sustainability reporting framework. We performed an analysis on our business and operation models as the basis for our stakeholder mapping and materiality assessment. Through our analysis, we identified four key stakeholder groups within our sustainability context and their respective material issues are to be shown in this report.



# INTEGRATING SUSTAINABILITY INTO OUR BUSINESS

## Key Stakeholders and Material Issues

We have a regular review and assessment in relation to Environmental, Social and Governance (“**ESG**”) topics.

We identify and review material issues that are most relevant and significant to us and our stakeholders.



Stakeholders	Material Issues	Significance
<b>Future Generations</b>	❖ Reduction of carbon emissions through minimisation of energy consumption	Sustainability agenda relevant to our business is through curbing carbon emission
<b>Employees</b>	❖ Employee well-being through workplace health & safety ❖ Regular training of employees on critical skillsets to sustain competitiveness	An ethical and professional working environment is crucial in cultivating a corporate culture which motivates our employees
<b>Customers</b>	❖ Customer data privacy ❖ Customer satisfaction and customer-centric approach	The quality of our services and products to our customers are the core focuses of our commitments.
<b>Suppliers</b>	❖ Environmental, labour and human rights impact in the supply chain	To favour those suppliers who share our commitment to our sustainability

# INTEGRATING SUSTAINABILITY INTO OUR BUSINESS

## Awards and Achievements

Year	Awards	Description
2018	Influential Brands (Premium Jewellery)  	Aspial-Lee Hwa Jewellery Pte Ltd was awarded the Influential Brands.  Influential Brands is a think-tank formed to gain consumer insights through various methods of research.
2018	The Excellent Service Award (EXSA)  	Goldheart Jewelry Pte Ltd was awarded EXSA.  This is a national award that recognises individuals who have delivered outstanding service.
2019	Patron of Heritage Awards  	Aspial-Lee Hwa Jewellery Pte Ltd was awarded the Patron of Heritage 2018.  The Patron of Heritage Awards was inaugurated by the National Heritage Board in 2006 to show appreciation to both organisations and individual contributors that have given generously to heritage causes.



# INTEGRATING SUSTAINABILITY INTO OUR BUSINESS

## Awards and Achievements

Year	Awards	Description
2019	SRA Best Retail Concept 	<p>Goldheart was proud to be one of the finalists in SRA Best Retail Concept of the year, 2019.</p> <p>Themed “The Contemporary Communal”, Goldheart’s new concept store strips away the walls of the shopfront to yield an open frontage, while its interior takes the form of a modern living room, elevating the sense of intimacy between the retail and common spaces.</p> <p>Though Goldheart did not win, it was a great attempt as it had excelled on the level of creativeness, uniqueness, excitement, success, and impact on consumers and the retail industry in Singapore.</p>  

# STAKEHOLDER ENGAGEMENT

We believe that good Corporate Social Responsibility (“CSR”) practice goes hand-in-hand with good corporate.

Stakeholders	Management Approach	Initiatives	Outcomes and Responses	Boundaries
<b>Future Generations</b>	Prevailing laws & regulations on environment, Waste Recycling/Management.	Our internal standard operating policies	Digital filing and document to reduce paper consumption, waste and chemicals disposed by recycling company	Singapore Operations
<b>Employees</b>	Code of conduct, Training and Career Development	Staff Communication Sessions, Staff Feedback Process, Staff Exit Interviews	Training Programmes	Singapore Operations
<b>Customers</b>	Customer Relationship Management System, Data Security for Customer Information.	Customer Feedback Process, Competitive Benchmarking survey, Customer Data Protection Awareness and Education Program	Customer Complaints and Compliments Statistics / Trending, Create and Engage Brand Ambassadors	Singapore Operations
<b>Suppliers</b>	Supplier Selection and Review Process	Feedback and Communication with Suppliers through Supplier Performance Review	A continuous communication process	Singapore Operations



10

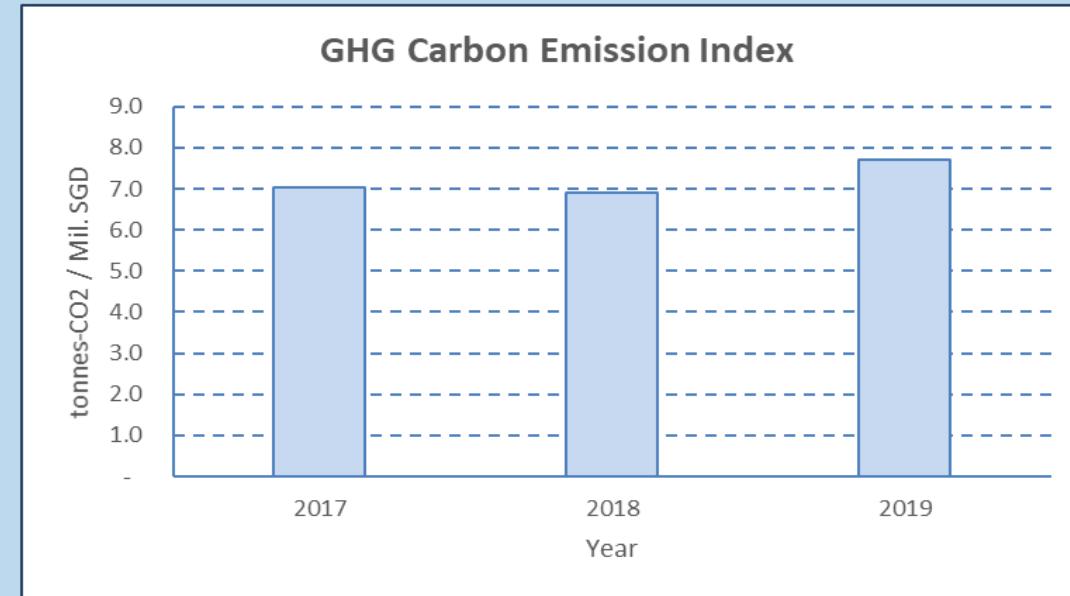
# STAKEHOLDER ENGAGEMENT

## Protecting Our Environment for the Future Generations

### Reduction of Carbon Footprint

We recognise that the effective management and monitoring of its carbon footprint can reduce operating costs and pollution. Our carbon footprint is measured in terms of Greenhouse Gas (“GHG”) emission. However, GHG emission is an absolute measure of how much carbon dioxide equivalent (CO<sub>2</sub>e) is emitted. Our GHG emission is predominantly indirect (Scope 2) emission that result from the electricity used. We have insignificant direct (Scope 1) emission, and we do not include the GHG emissions generated by our suppliers (Scope 3).

Considering the changes and dynamics of business and operations, we have established our GHG emission efficiency index for consistent tracking of carbon footprint over time. To this end, we have set a target for GHG emission efficiency improvement of 23% from our 2017 level by 2030. Our target for GHG emission improvement is 2% per year. Although various business units account for different percentages of GHG emissions across the organisation, they all support this target and have aligned accordingly.



In FY2019, our GHG emission efficiency index stands at 7.72. In comparison to base year FY2017, it is a 10% increase. The increase of index was mainly due to the significant drop in revenue. We will continue to strive for further improvements towards our 2030 goals.

For more details on the GHG emission efficiency index, please refer to page 21 of the Sustainability Report.

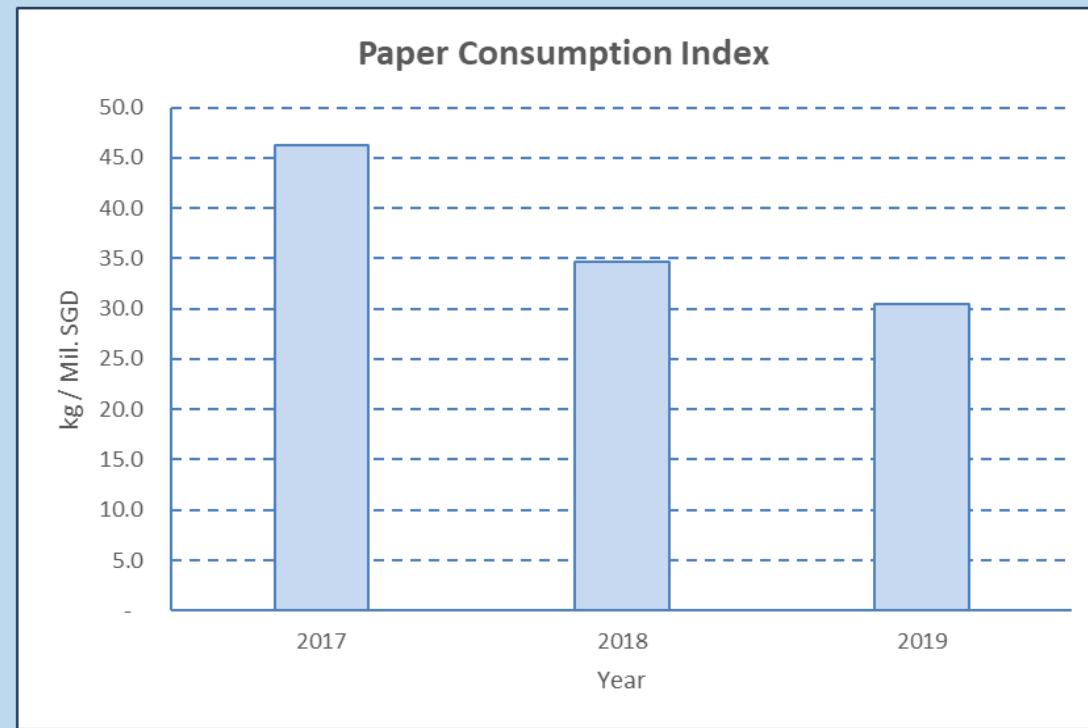
# STAKEHOLDER ENGAGEMENT

## Reduction of Paper Consumption

All our employees are urged to minimise paper usage at work by adhering to our paperless initiative. We encourage all employees to adopt digital documents instead of paper documents with an aim to further reduce paper consumption.

Considering the changes and dynamics of business and operations, we established our paper consumption index for consistent tracking of paper consumption over time. Due to the successful implementation of our paperless initiative, we recorded a significant improvement in our paper consumption since FY2018. Hence, we would like to revise our paper consumption improvement target from 23% to 40% by 2030. Our target for paper consumption improvement is about 0.5% per year. Although various business units account for different percentages of paper consumption across the organisation, they all support this target and have aligned accordingly.

In FY2019, we consumed total of 2,689 kg of paper, 100% of which are either Forest Stewardship Council (“FSC”) certified, Programme for the Endorsement of Forest Certification (“PEFC”) certified or ecological responsibility.



Our Paper consumption index stands at 30.47. In comparison to our base year FY2017, it is a 34% improvement.

# STAKEHOLDER ENGAGEMENT

## Caring for Our Employees

### Our Approach

Our people are our most valuable resource and investing in their professional development is vital to our business sustainability. Our goal is to establish work ethics among our employees, which are in line with our core values and code of conduct. They are the foundation upon which we build all our business initiatives and conduct our day-to-day activities.

Our Human Resource (“**HR**”) management principles and policies have been developed and established based on fair employment practices with the goal of attracting, developing and retaining a motivated workforce.

### Employment Practices

Our employment practices focus on maximising the strength of our employees by providing equal opportunities based on merits and helping our employees to develop strength through our comprehensive training and development programme.



# STAKEHOLDER ENGAGEMENT

## The Tripartite Guidelines on Fair Employment Practices

We adopt best practices in HR management. Our HR practices are guided by the Singapore Tripartite Alliance for Fair and Progressive Employment Practices. The Singapore Tripartite Alliance comprises the Ministry of Manpower, Singapore National Employers Federation and National Trades Union Congress.

## Communications

As our Company grows, effective communications across the organisation are crucial to ensure continuous alignment of objectives of the employees and the organisational objectives. We achieve this through our various communication sessions customised based on the target employees. Communication sessions for our managers are held on a regular basis.

Agendas covered at these sessions are customised appropriate to the target functional scope of the managers.



# STAKEHOLDER ENGAGEMENT



## Employee Feedback

We value our employees' expertise in their areas of responsibilities. Therefore, their feedbacks are important in the improvement of overall management and operation of the organisation. Through various established processes of employee engagement, such as employee objective setting, performance review as well as exit interview in case of resignations, we gather such valuable feedbacks for the continuous improvement of our organisation.

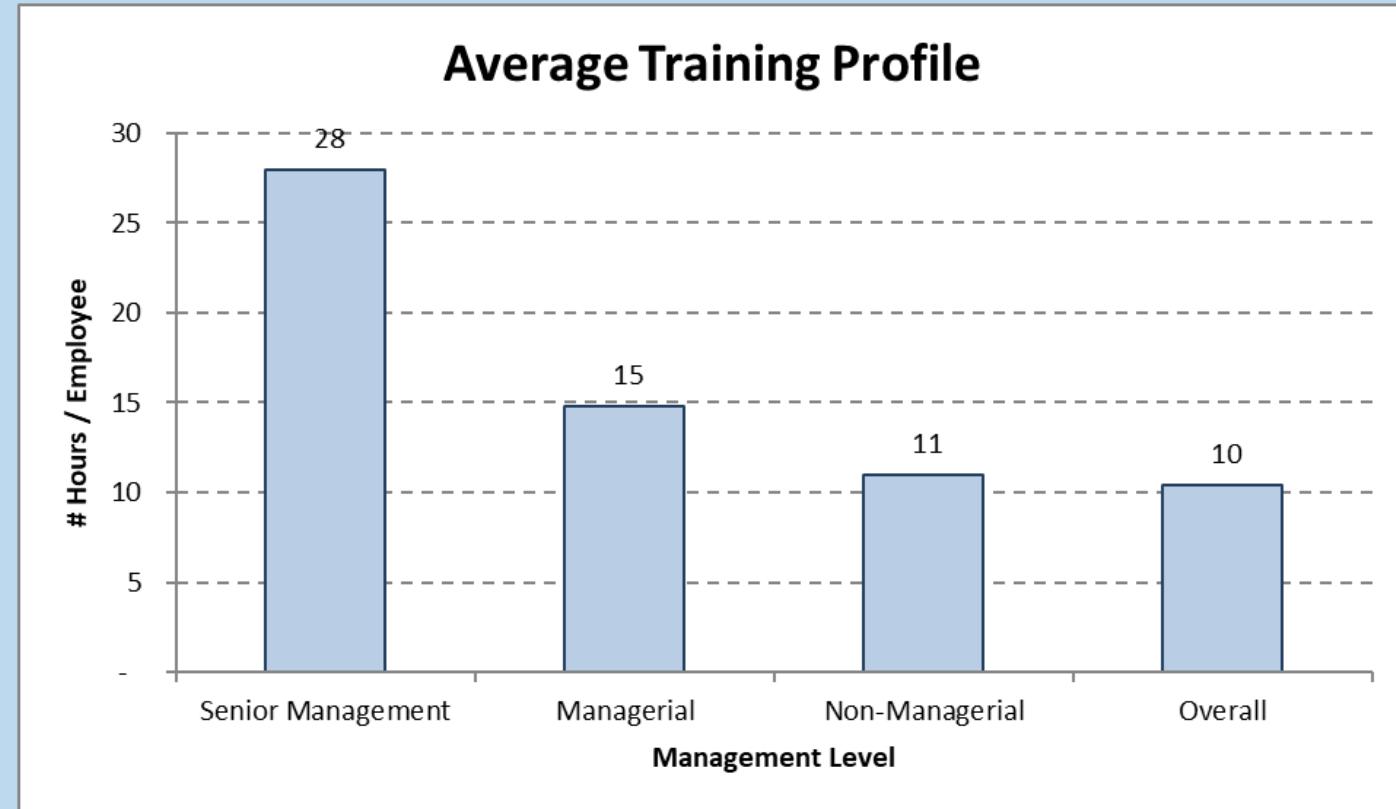
In addition, there are other feedback channels for areas specific to business and function, such as whistle-blowing policy on control and compliance issues.

# STAKEHOLDER ENGAGEMENT

## Career Development and Training

We recognise that consistent and ongoing education is critical to maintaining a competitive, skilled, productive and motivated workforce.

In FY2019, each employee received an average of 10.4 hours of training. We recognised that the training requirements vary depending on the levels of management responsibilities. Each senior management registered an average of 28.0 hours of training, while managerial and non-managerial staff received an average of 14.8 hours and 11.0 hours of training respectively. In light of changing business requirements and opportunities in variety of training methodologies, we continue to revise our training curriculum and programme to align with the organisation objectives and to strive for effectiveness and efficiency in our training approach.



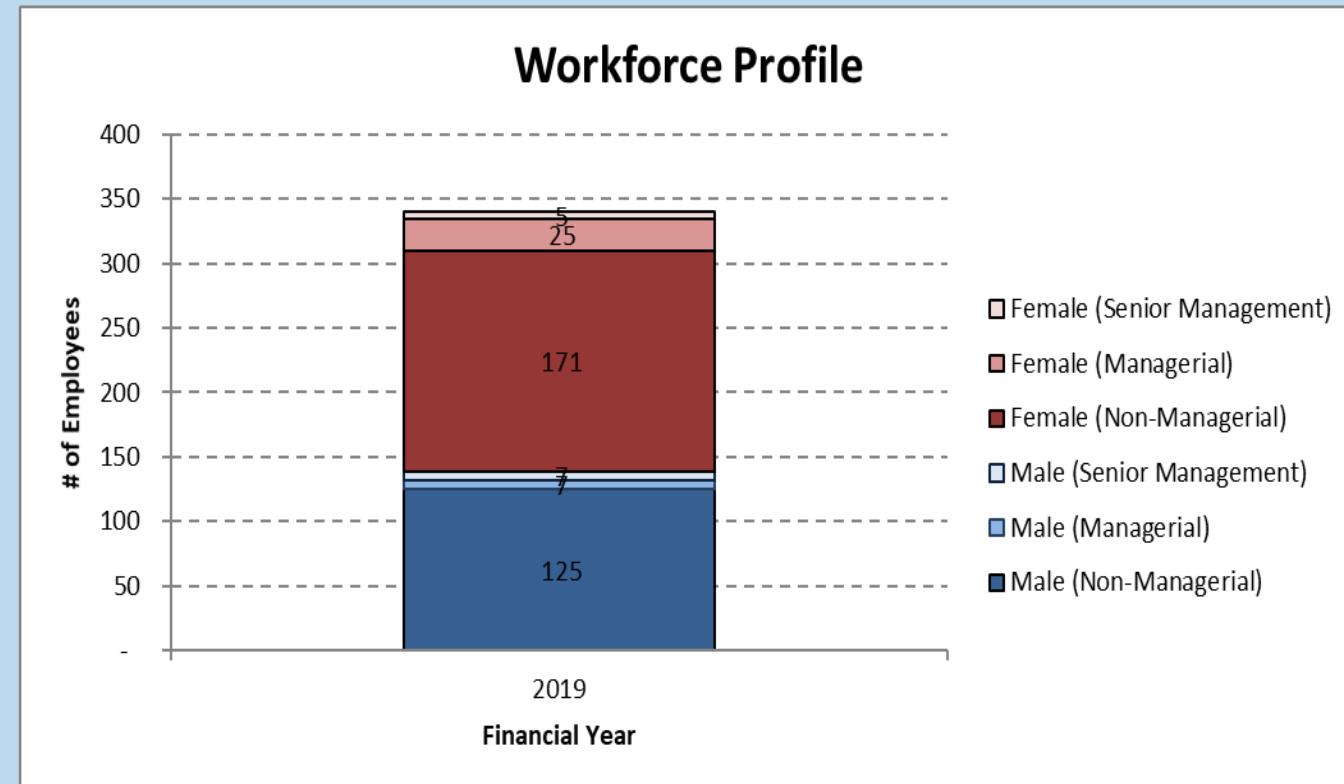
# STAKEHOLDER ENGAGEMENT

## Workforce Diversity

In FY2019, 201 of our employees were females, comprising 59% of our workforce, while 139 (41%) employees were males. In terms of management function, 25 females (78%) held managerial positions compared to 7 males (22%), while 171 females (58%) and 125 males (42%) held non-managerial positions. The male to female ratio of managerial and non-managerial positions were 7:25 and 125:171 respectively.

## Employee Benefits

All non-managerial employees in Singapore are covered by the Employment Act, which provides basic employment terms and working conditions including contract requirements, remuneration, hours of work, overtime, rest days and annual leave entitlement.



# STAKEHOLDER ENGAGEMENT

## Retirement and Healthcare

Our company has presence in various geographic locations where there are various local laws and regulations on pension and healthcare for employees. Our HR management practices comply with applicable laws and regulations in those countries we operate. We provide medical coverage for employees.

## Safety and Health in the Workplace

We are committed to workplace safety and health, and we take precautions to prevent occupational injuries among our employees. We believe that safe workplace conditions boost work morale.

## Individual Rights

Respecting and protecting basic human rights is fundamental to all our operations.

In FY2019, none of our workforce was covered by a collective bargaining agreement; no incidents of forced labour, child labour or young workers were identified across the organisation, and no human rights-related grievances have been reported.



# STAKEHOLDER ENGAGEMENT

## Focusing on Our Customers' Needs

### Our Approach

Safety in our premises is always our priority.



### Product Quality and Safety

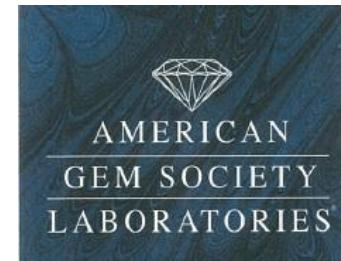
Reliability and quality of our products are important to us. We have in place a set of key quality assurance processes to ensure compliance with international standards. For example, the quality of diamond used in our products is subject to stringent external assurance processes such as diamond grading by American GEM Society Laboratories (AGS), Forevermark (FM), as well as Gemological Institute of America (GIA) on diamond grading which represents a technologically advanced diamond and gemstone evaluation and provides a blueprint of the gemstone's attributes and a tangible record of its quality.



Forevermark (FM)



Gemological Institute of America (GIA)



American GEM Society Laboratories (AGS)

### Data Safety and Privacy

Ensuring safety and privacy of our customers' data is of great priority to us. We have well established Personal Data Protection Act ("PDPA") Policy to protect the privacy of such sensitive data.

# STAKEHOLDER ENGAGEMENT

## Partnering Our Suppliers

### Our Approach

We strive to encourage our suppliers to adopt sustainable business practice.



### Supplier Selection

We select our key suppliers based on criteria such as quality of products and services, competitiveness of pricing and financial health.

We will require our suppliers to disclose their sustainable business practice. Although sustainable business practice is not the only criterion, it is one of the key criteria in our supplier selection.

20

# PERFORMANCE TABLE

## Energy Usage and CO<sub>2</sub> Emissions

Direct and indirect CO<sub>2</sub> emissions as measured in GHG emissions are measured in tonnes (t-CO<sub>2</sub>) and kilowatt Hours (kWh), from electricity and fuel consumed. The electricity and fuel we purchase are both from non-renewable sources.

Our business and function grow over time; the GHG emissions and electricity consumption vary. To ensure consistency and comparability of the GHG emission and electricity consumption measures over time, we create a GHG emission index and electricity consumption index for our performance monitoring. The index adjusts the GHG emissions and electricity consumption for the size of our activities. We normalise the amount of GHG emissions and electricity consumption by the amount of our revenues which we use as a proxy of the size of our activities. The GHG emission index is measured in t-CO<sub>2</sub> per SGD million and the electricity consumption index is measured in kWh per SGD million.

	Performance		
	FY2017	FY2018	FY2019
<b>GHG Emission Index (t-CO<sub>2</sub> /million SGD)</b>	7.03	6.90	7.72
<b>Electricity Consumption Index (kWh /million SGD)</b>	14,881.57	14,612.14	16,328.94
<b>FY2019 Performance</b>	<p><b>FY2017 was our first year of reporting the performance. For performance tracking purpose, we will use FY2017 data as our base for our performance tracking towards our 2030 goals.</b></p> <p><b>As of FY2019, the GHG Emission Index stands at 7.72 and Electricity Consumption Index stands at 16,328.94, which is 10% increase when compared with base year FY2017. We normalise the amount of GHG emissions and electricity consumption by the amount of our revenues which we use as a proxy of the size of our activities. Thus, the drop of revenue in FY2019 had caused a significant impact on the index. However, we will continue to strive for further improvements towards our 2030 goals.</b></p>		

# PERFORMANCE TABLE

## Paper Consumption

We capture the data for paper consumption by number of reams of paper used where one ream is equivalent to 500 sheets of paper. To ensure consistency and comparability across various paper sizes, such as A3 and A4 papers, we measure the paper consumption by the weight of paper used which is adjusted for the various sizes and quality of papers.

Our business and function grow over time and the paper consumption patterns vary. We devise a paper consumption index for our performance monitoring. The index adjusts the paper consumption for the size of our activities. We normalize the amount of weights of paper consumed by the amount of our revenues which we use as a proxy of the size of our activities. The paper consumption index is measured in kilograms per SGD million.

	Performance		
	FY2017	FY2018	FY2019
<b>Paper Used for Office Printing</b>			
<b>Total Weight of Paper Consumed (kg)</b>	5,291	3,425	2,689
<b>Total Weight of Paper from FSC certified, PEFC certified or ecological responsibility Paper Consumed (kg)</b>	5,291 100%	3,425 100%	2,689 100%
<b>Paper Consumption Index (kg / million SGD)</b>	46.27	34.61	30.47
<b>FY2019 Performance</b>	<p><b>FY2017 was our first year of reporting the performance. For performance tracking purpose, we will use FY2017 data as our base for our performance tracking towards our 2030 goals.</b></p> <p><b>As of FY2019, the Paper Consumption Index stands at 30.47, which is 34% improvement when compared with base year FY2017 adhering to the Company's paperless initiative which was started in FY2017. We are on track towards our target by 2030.</b></p>		

# PERFORMANCE TABLE

## Employment Profile



	Performance		
	FY2017	FY2018	FY2019
<b>Men : Women ratio in non-managerial positions</b>	138:236 (Total = 374)	119:181 (Total = 300)	125:171 (Total = 296)
<b>Men : Women ratio in managerial positions</b>	11:29 (Total = 40)	7:24 (Total = 31)	7:25 (Total = 32)
<b>FY2019 Performance</b>	<p>For performance tracking purpose, we will use FY2017 data as our base.</p> <p>As of FY2019, the Men : Women ratio in non-managerial and managerial positions stands at 125:171 and 7:25 respectively.</p>		

# PERFORMANCE TABLE

## Employment Engagement and Training

	Performance		
	FY2017	FY2018	FY2019
Average Training Hours per Employee	17.0	11.1	10.4
FY2019 Performance	<p>For performance tracking purpose, we will use FY2017 data as our base.</p> <p>As of FY2019, the Average Training Hours per employee stands at 10.4 hours.</p>		



24

# PERFORMANCE TABLE

## Customer Feedback

	Performance		
	FY2017	FY2018	FY2019
<b>Customer Compliments</b>	29	9	21
<b>Customer Complaints</b>	118	54	58
<b>Compliments vs. Complaints ratio</b>	29:118	9:54	21:58
<b>FY2019 Performance</b>	<p>For performance tracking purpose, we will use FY2017 data as our base.</p> <p>As of FY2019, the Compliment vs. Complaints ratio stands at 21:58. Customer compliments increase when compared with previous year. We will continue to strive to maintain our current performance.</p>		



# GRI Content Index

This report is prepared in accordance with the Global Reporting Initiative (GRI) Standards Core option. We did not seek external assurance for this report. N.B.: AR = Annual Report, SR = Sustainability Report (i.e. this report)

GRI Reference		Disclosure	Response
<b>General Standard Disclosure</b>			
Organisation Profile	102-1	Name of the organisation	Cover Page
	102-2	Activities, brands, products, and services	AR Page 2-7
	102-3	Location of headquarters	SR Page 3
	102-4	Location of operations	AR Page 54, 88-93
	102-5	Ownership and legal form	AR Page 54, 88-93, 148 - 149
	102-6	Markets served	AR Page 2-7
	102-7	Scale of the organisation	AR Page 44-46, 88-93, 128-129
	102-8	Information on employees and other workers	SR Page 17
	102-9	Supply chain	SR Page 20
	102-10	Significant changes to the organisation and its supply chain	No significant changes
	102-11	Precautionary Principle or approach	SR Page 5, 6, 10, 13, 19, 20

GRI Reference		Disclosure	Response
<b>General Standard Disclosure</b>			
<b>Strategy</b>	102-14	Statement from senior decision-maker	SR Page 1
<b>Ethics and Integrity</b>	102-16	Values, principles, standards, and norms of behaviour	AR Page 12-34 (Code of Governance), SR Page 5
<b>Governance</b>	102-18	Governance structure	AR Page 12-34 (Code of Governance)
<b>Stakeholder Engagement</b>	102-40	List of stakeholder groups	SR Page 10-20
	102-41	Collective bargaining agreements	None of our workforce was covered by collective bargaining agreements
	102-42	Identifying and selecting stakeholders	SR Page 10
	102-43	Approach to stakeholder engagement	SR Page 10
	102-44	Key topics and concerns raised	SR Page 7, 10

# GRI Content Index

<b>GRI Reference</b>	<b>Disclosure</b>	<b>Response</b>
<b>General Standard Disclosure</b>		
<b>Reporting Practice</b>	102-45	Entities included in the consolidated financial statements
	102-46	Defining report content and topic boundaries
	102-47	List of material topics
	102-48	Restatements of information
	102-49	Changes in reporting
	102-50	Reporting period
	102-51	Date of most recent report
	102-52	Reporting cycle
	102-53	Contact point for questions regarding the report
	102-54	Claims of reporting in accordance with the GRI Standards
	102-55	GRI content index
	102-56	External assurance

<b>GRI Reference</b>	<b>Disclosure</b>	<b>Response</b>
<b>Economic</b>		
<b>Economic Performance</b>	201-1	Direct economic value generated and distributed
	201-2	Financial implications and other risks and opportunities due to climate change
	201-4	Financial assistance received from government
	205-1	Operations assessed for risks related to corruption
<b>Anti-corruption</b>	205-2	Communication and training about anti-corruption policies and procedures
	205-3	Confirmed incidents of corruption and actions taken
	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices

# GRI Content Index

GRI Reference		Disclosure	Response
<b>Environment</b>			
<b>Energy</b>	302-1	Energy consumption within the organisation	SR Page 11
	302-4	Reduction of energy consumption	SR Page 11, 21
<b>Emissions</b>			
	305-1	Direct (Scope 1) GHG emissions	SR Page 11, 21
	305-2	Energy indirect (Scope 2) GHG emissions	SR Page 11, 21
	305-3	Other indirect (Scope 3) GHG emissions	SR Page 11, 21
	305-5	Reduction of GHG emissions	SR Page 11, 21
<b>Environmental Compliance</b>	307-1	Non-compliance with environmental laws and regulations	No reports were received on non-compliance with environmental laws and regulations

GRI Reference		Disclosure	Response
<b>Social</b>			
<b>Labor/Management Relations</b>	402-1	Minimum notice periods regarding operational changes	SR Page 14 (No minimum notice period)
<b>Training and Education</b>	404-1	Average hours of training per year per employee	SR Page 16, 24
	404-2	Programs for upgrading employee skills and transition assistance programs	SR Page 16, 24
<b>Diversity and Equal Opportunity</b>	405-1	Diversity of governance bodies and employees	SR Page 17
<b>Non-discrimination</b>	406-1	Incidents of discrimination and corrective actions taken	No reports were received on incidents of discrimination or exploitative labour practices.
<b>Human Rights Assessment</b>	412-2	Employee training on human rights policies or procedures	SR Page 14, 18
<b>Public Policy</b>	415-1	Political contributions	There were no political contributions made.

# GRI Content Index

GRI Reference		Disclosure		Response
<b>Social</b> <b>Customer Health and Safety</b>	416-1	Assessment of the health and safety impacts of product and service categories	SR Page 19	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No reports were received on non-compliance with regulations or codes concerning health and safety of products and services.	
<b>Marketing and Labelling</b>	417-2	Incidents of non-compliance concerning product and service information and labelling	No reports were received on non-compliance concerning product and service information and labelling.	
	417-3	Incidents of non-compliance concerning marketing communications	No reports were received on non-compliance concerning marketing communications.	

GRI Reference		Disclosure		Response
<b>Social</b> <b>Customer Privacy</b>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		No reports were received concerning breaches of customer privacy and loss of data
	419-1	Non-compliance with laws and regulations in the social and economic area		No reports were received on non-compliance with laws and regulations in social and economic area

# Aspial

[www.aspial.com](http://www.aspial.com)

**ASPIAL CORPORATION LIMITED**  
(Company Registration No: 197001030G)

**Address**

Aspial One, 55 Ubi Ave 3  
Singapore 408864

**Company Secretary**

Felix Lim  
Tel: 6840 7790  
Email: [felix\\_lim@aspial.com](mailto:felix_lim@aspial.com)

**Investors Relations**

Ginger Soon  
Tel: 6840 7750  
Email: [ginger\\_soon@aspial.com](mailto:ginger_soon@aspial.com)

30