

SUSTAINABILITY REPORT

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GROUP 3-YEAR SUSTAINABILITY PERFORMANCE SUMMARY

Jason Marine's Material Issues (Priority Level 1)	Performance Indicator	FY2017	FY2018	FY2019
Business Ethics, Anti-corruption and Compliance	No. of non-compliance with laws and regulations	0	0	0
	No. of reported incidents of corruption	0	0	0
Economic Performance and Productivity	Sales Per Employee in SGD	298,694	255,210	233,887
Occupational Health and Safety*	No. of injuries	1	1	0
	Accident Severity Rate	8.33	14.21	0
	Accident Frequency Rate	4.16	4.74	0
People Development, Labour Relations and Standards	Turnover rate	68.2%*	21.0%	18.5%
	Average training hours per employee	26.9*	25.4	17.2
Product Responsibility	No. of complaints on product safety	0	0	0

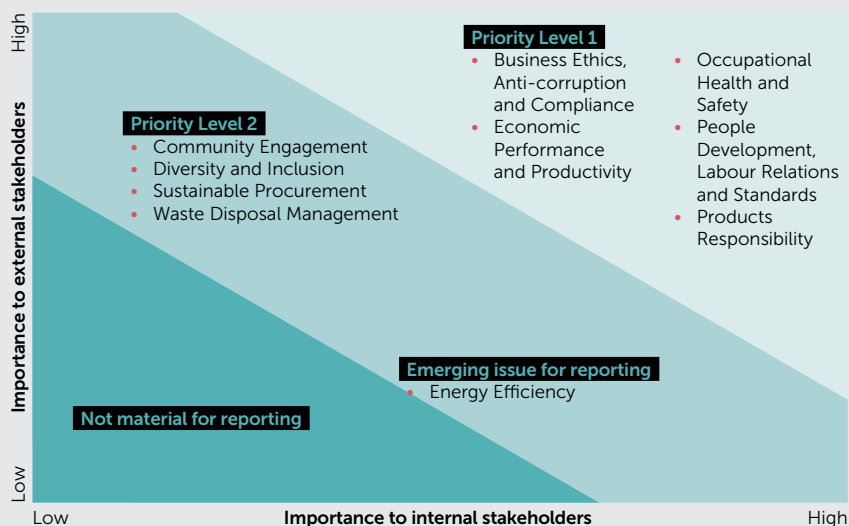
* FY2017-2019 Occupational Health and Safety figures and FY2017 People Development figures pertain to Singapore operations only. More than 70% of our operations are based in Singapore.

OUR MATERIAL ISSUES FOR SUSTAINABILITY

FOCUSING ON ISSUES THAT MATTER TO OUR STAKEHOLDERS

The materiality matrix to the right reflects the issues of importance to both our external stakeholders and to internal stakeholders, categorised according to priority level.

In 2016, we conducted a materiality assessment workshop with our Senior Management and representatives from key business units to identify key material issues based on the Global Reporting Initiatives ("GRI") Standards and AA1000AS five-part materiality test. In 2018, to take into consideration their relevance to more stakeholder groups, we engaged key external and internal stakeholders on their views of the material issues that were previously identified. A month-long survey was carried out by an independent consultant, Paia Consulting Pte Ltd. 79 participants from 6 stakeholder groups were invited to rate the level of importance of Jason Marine's previous material issues. We achieved an overall response rate of 71% from our stakeholders,



which included customers, bankers, suppliers, employees and Board Directors.

BOARD STATEMENT ON SUSTAINABILITY

The key material environmental, social and governance factors for Jason Marine have been identified and reviewed by the Executive Chairman and the CEO.

The board of directors of Jason Marine ("Board") oversees the management and monitoring of these factors and takes them into consideration in the determination of the Group's strategic direction and policies. Sustainability is a part of Jason Marine's wider strategy to create long term value for all its stakeholders.

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The diagram below shows stages of Jason Marine's Value Chain. Our material issues apply through the value chain. For more information, please refer to <https://www.jason.com.sg/sustainability>.

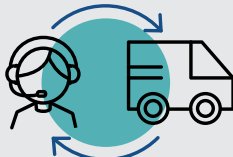
JASON MARINE'S VALUE CHAIN

PROCUREMENT



We procure high-quality materials and parts from reliable suppliers, which are based mainly in Asia. We also procure from Europe, USA, Korea, Denmark, Japan and Norway.

SALES & SERVICING



We assemble procured materials into value-added products that meet customers' exacting requirements. We also provide repair and ICT services in shipyards and onboard vessels in Asia.

REUSE & DISPOSAL



We minimise waste by reusing materials as much as possible, and manage the disposal of waste responsibly.

ABOUT THIS SUSTAINABILITY REPORT

We are pleased to present Jason Marine's third annual Sustainability Report for FY2019. This report has been prepared in accordance with the GRI Standards: Core Option, and is set out on a "comply or explain" basis in accordance with Rule 711B and Practice Note 7F of the Singapore Exchange Securities Trading Limited ("SGX-ST") Listing Manual Section B: Rules of Catalyst. Jason Marine has chosen the GRI framework as it is the most established international sustainability reporting standard and in respect of the extent to which such framework is applied, this report has been prepared in accordance with the Core Option.

Jason Marine has been reporting on sustainability issues since our first annual report in 2010 on topics such as Health and Safety, Employee Development, and Community. In 2017, we furthered our efforts by aligning our reporting with GRI.

For each material issue identified, please refer to the relevant section of this annual report for details on the

Company's policies, practices and performance for the financial year ended 31 March 2019 as well as targets for the next financial year (including descriptive and quantitative information where relevant) for Priority level 1 issues. For the material issue "Economic Performance and Productivity", please refer to "Financial & Operations Review" p. 16-18 and Community Engagement p. 30. Our internal targets for "Economic Performance and Productivity" are not disclosed due to commercial sensitivity.

The scope of policies and data covered in this report pertains to operations in Singapore (which represents more than 70% of the Group's total revenue), unless otherwise stated. We aim to further expand the scope of the report to our overseas operations in the future.

We aim to seek external assurance in future.

We welcome your feedback at csr@jason.com.sg.

SUSTAINABILITY GOVERNANCE

At Jason Marine, we believe that good governance is the key to a sustainable business. Our policies - underpinned by our values: "Character, Competence, Commitment" - provide the framework for managing economic, environmental, social and governance ("ESG") issues.

Mr Foo Chew Tuck, our Executive Chairman and CEO, has been instrumental in leading Jason Marine on our sustainability journey. He works closely with the heads of business units including finance, human resources, health and safety, and procurement, who together make up Jason Marine's Sustainability Committee.

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BUSINESS ETHICS, ANTI-CORRUPTION AND COMPLIANCE

CORRUPTION, NON-COMPLIANCE AND VIOLATION OF HUMAN RIGHTS REPRESENT SIGNIFICANT RISKS TO JASON MARINE'S BUSINESS AND REPUTATION.

We take a strong stand against corruptive practices and this value has been communicated during meetings to all our employees, major suppliers and business partners. Any form of corruption is escalated to the Chairman.

During our employment process, we look out for possible conflicts of interest. Our code of conduct details Jason Marine's expectations on employee's conduct, the consequences of violation of conduct, and grievance procedures. It is made available on our intranet for all our Singapore based staff. Business ethics is regularly communicated to the regional heads of the different business units regularly.

Compliance with rules and regulations is also a key part of being a responsible business. We keep ourselves up to date with international and local laws. For example, different ports in different countries have varying levels of security and laws regarding cargo, and controlled equipment to embargoed destinations can be a challenge. We take extra care to comply with such regulations, in addition to those on the environment, anti-competitive behavior, and health and safety.

Operating in the information communications and technology business means that data privacy and cyber-security are important aspects of business ethics and compliance. Jason Marine safeguards against these risks by implementing policies such as the Personal Data Protection Act Policy, which apply to both internal and external stakeholders. The policy applies to our employment and tender process, for example, where data privacy of applicants is respected. Access to personal data is restricted to authorized persons such as manager or Senior Management on a needs basis.

It is Jason Marine's goal to maintain zero incidents of corruption. We review policies on whistle blowing, anti-corruption and business gifts annually.

For FY2019, there were no significant fines or non-monetary sanctions for non-compliance with laws and regulations. There have also been no reported incidents of corruption during the reporting period.

OCCUPATIONAL HEALTH AND SAFETY

Safety Performance¹

Accident frequency rate per million man hours	FY2019: 0
	FY2018: 4.74
	FY2017: 4.16
Accident severity rate per million man hours	FY2019: 0
	FY2018: 14.21
	FY2017: 8.33
Number of Injuries	FY2019: 0
	FY2018: 1
	FY2017: 1

¹ Safety performance pertains to Singapore operations only. We are working towards expanding our scope.

Health and safety for our workforce is not only a fundamental right for our workers to be able to work in a safe environment, but when our employees' wellness is attained, our productivity increases, and we can provide the best for our customers.

Our Safety and Health Policy which is publicly available on our website, applies to all employees and contractors, and focuses on prevention and compliance. We follow Ministry of Manpower ("MOM")'s Workplace Safety and Health Guidelines to manage safety and health of our employees in shipyards and ships. We conduct safety risk assessments at all levels and across all operating locations.

We have a Safety Committee to oversee the promotion of safety culture and practices in the workplace. Led by a member of our Management, the Committee includes representatives from each functional department. Monthly meetings are held to discuss safety related matters, including reviews of changes in regulatory requirements, outcomes of monthly safety inspection, results from regular risk assessments and the necessary preventive measures. This information is then disseminated by Committee members to their peers during respective department meetings. All our employees are represented by the joint management-worker Safety Committee.

Our operations in Singapore, which represents more than 70% of the Group's operations, have safety

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management systems in place. The certifications for bizSAFE STAR and OHSAS 18001:2007 have been renewed in 2019.

Health and safety trainings on aspects such as risk assessment, fire safety, and first aid are provided to all staff according to their job requirements. Both workshop-based and field staffs are sent for relevant risk management training sessions throughout the year and are familiarised with the latest safety frameworks. Specific programmes are provided for high-risk site engineers, where they learn how to work safely at heights and in confined spaces. Relevant employees who are nominated as First-Aiders will be given CPR+AED training. In addition, we conduct health talks and activities for all our employees regularly.

One significant hazard that our field service engineers at shipyard or on-board vessels may be exposed to is high noise level. To prevent Noise-Induced Deafness ("NID"), all engineers are required to use appropriate personal protection equipment at work. All our new engineers

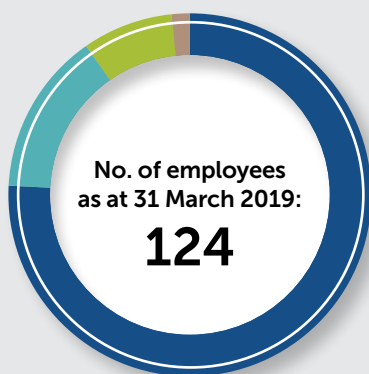
are required to go through audiometric tests, which are followed-up annually to monitor hearing and detect any symptoms of NID.

In the event of a workplace accident, incident investigations will be conducted to determine the root cause and the risk assessment will be updated to prevent future recurrence. Results of the investigation and the revised risk assessment will be disseminated to all field staff to share the important lessons learnt from the incident.

We are pleased to report we had no injuries in our Singapore operations during the reporting period. In comparison, 2018 national averages for Accident Frequency Rate and Accident Severity Rate for the marine industry was 1.5 and 171 respectively². We will not be complacent and will continue to stress the importance of workplace safety and aim for an injury free work year. We also aim to report on safety performance of operations outside of Singapore in the next report.

PEOPLE DEVELOPMENT, LABOUR RELATIONS AND STANDARD

GLOBAL EMPLOYEE PROFILE



● Singapore	76%
● China	14%
● Indonesia	8%
● Malaysia	2%

At Jason Marine, we want to be the preferred employer of our people. We endorse the values of non-discrimination and diversity, and uphold principles on human rights and good labour practices.

Jason Marine has been a signatory of the Tripartite Alliance for Fair and Progressive Employment Practices ("TAFEP") for more than 7 years. We endorse TAFEP's guidelines to implement fair and merit-based employment practices.

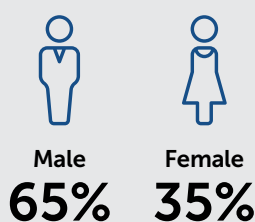
Jason Marine was conferred a Human Capital Partner ("HCPartner") status by TAFEP in September 2017.

While our employees are not covered by collective bargaining agreements, they are given the right to exercise freedom of association. Employees are given a minimum of one month's notice prior to any implementation of significant operational changes that could substantially affect them.

Our global workforce maintained at 124 employees as at 31 March 2019. All our employees hold permanent contracts and work full-time. We seldom rely on workers who are not employees.

Data on new hires and turnover, as well as training hours, with considerations for diversity such as gender and age are reviewed by our Management regularly. In FY2019, our Group total turnover rate was 18.5%. Total turnover rate for our Singapore operations was 18.1%, compared to national resignation rate in 2017 of 21.6%³.

EMPLOYEE GENDER DIVERSITY



² Source: Workplace Safety and Health Report 2018, Ministry of Manpower Singapore

³ Source: Labour Market Survey, Manpower Research & Statistics Department, Ministry of Manpower. 2018 figure was not available at time of report preparation.

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In view of Jason Marine's aging workforce, we look to attract the younger generation by reaching out to polytechnics with internship programmes, sponsorships, and providing more career advancement opportunities. We also make working at Jason Marine more attractive by increasing employee well-being with the adoption of family friendly and quality work-life policies.

Jason Marine adheres to the TAFEP guidelines on re-employment of older employees. Although the current statutory retirement age is 62, eligible employees will be offered a re-employment contract on a yearly renewable basis, up to age 65 and up to age 67.

The Jason Marine Group employee engagement survey is conducted periodically, about once every 2 to 3 years, to determine the level of employee satisfaction and to gather feedback. The most recent survey was conducted in 2018. Employees' inputs are considered in the formulation of human resource practices and programmes such as Corporate Social Responsibility ("CSR") or Workplace Health Promotion ("WHP") activities.

PEOPLE DEVELOPMENT

At Jason Marine, we believe that our people play a vital role for our success, and it is our mission that they are developed to their fullest. Talent attraction and development are thus crucial for Jason Marine, and we have policies and processes in place to ensure that our employees receive sufficient training and that their personal development goals are met. In FY2019, overall average training hours for our employees is 17.2.

Our engineers are required to attend training at least twice a year, including refresher courses, training on new products and updates on system changes. Our sales support, finance, procurement and human resource departments do not have fixed training requirements but undergo training as and when there are regulation updates or relevant courses. Due to the nature of our business, most of our employees are engineers, and most of our engineers are male. As a result, male employees clock a higher average number of training hours than females.

We have two key initiatives to enhance our employees' capabilities: the Skillsfuture SME Mentors Programme (Enterprise Singapore) to enhance mentoring competency of our sales teams through structured training and coaching, and the Marine Professional Conversion Programme (ASMI) which reskills and upskills

GROUP NEW HIRES AND TURNOVER IN FY2019 BY GENDER, AGE GROUP AND REGION

	By Gender		
	Male	Female	Total
Rate of new hire	12.1%	5.6%	17.7%
Rate of turnover (total)	7.3%	11.3%	18.5%
Rate of turnover (voluntary)	5.6%	8.1%	13.7%

	By Age Group			Total
	< 30 years	30-50 years	>50 years	
Rate of new hire	4.8%	12.1%	0.8%	17.7%
Rate of turnover (total)	4.0%	13.7%	0.8%	18.5%
Rate of turnover (voluntary)	2.4%	10.5%	0.8%	13.7%

	By Region			
	Singapore	China	Indonesia	Malaysia
Rate of new hire	19.1%	0%	20.0%	100.0%
Rate of turnover (total)	18.1%	27.8%	10.0%	N.A.
Rate of turnover (voluntary)	14.9%	11.1%	10.0%	N.A.

our engineers on IT capability. In FY2019, 7 of our engineers completed the programme and were Cisco Certified Network Associate accredited. As most of the ASMI training was conducted in the fourth quarter of FY2018, training hours per employee was greater last year compared to this year.

The evaluation of an employee's performance against their targets aids personal development. To this end, we ensure that all our employees receive regular performance reviews at least once a year under our Performance Management and Appraisal Policy.

We aim to evaluate the effectiveness of our training programs and ensure that our staff's training needs are met.

GROUP-LEVEL AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE

	Group Average	By Gender		By Employee Category		
		Male	Female	Executives	Non-Executive	Senior Management
FY2019	17.2	24.8	3.4	18.8	15.2	41.7
FY2018	25.4	36.5	5.2	29.5	24.7	29.9

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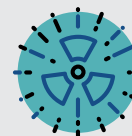
PRODUCT RESPONSIBILITY



Lithium Batteries power many of the electronic equipment and systems we supply. However, because they can overheat and combust easily, they are risky to transport and are classified as dangerous goods by the United Nations. To manage this risk, we use tested lithium batteries from original manufacturers or their approved sources that meet regulatory requirements, and engage qualified companies to dispose of the batteries responsibly.



Asbestos is a material that may be used in the manufacture of electronic devices. Heavy exposure to asbestos can result in lung disease and cancer. We ensure that all of our equipment are asbestos-free or fulfill regulatory standards on asbestos, to safeguard our customers from asbestos-related health issues.



Radiation from radio devices can reach unsafe levels, if radiation power density is not controlled. We ensure that our communication technologies are designed and deployed in ways that minimize operators' exposure to radiation – both during the installation process and also during the use of the platforms on board the ships.

Jason Marine's solutions enable our customers to have safe operations onboard. We provide navigational, communication, search and rescue solutions and pride ourselves in on-time maintenance of our customers' equipment before their vessels leave the port. We also ensure that we supply our customers with products that are safe.

To manage product safety, we have identified potential impacts that may arise from the use of our equipment and systems, and have put in place measures to prevent any negative effects.

We review manufacturers' test reports to ensure that products are compliant to the relevant standards including Restriction of Hazardous Substances ("RoHS"), Registration, Evaluation, Authorisation and Restriction of Chemicals ("REACH"), EN60945 for Maritime Navigation

And Radiocommunication Equipment And Systems, and the International Electrotechnical Commission.

Our engineers are trained by the equipment manufacturer on safe handling of the equipment. End-user training is also provided to customers according to the manufacturer's operation manual to ensure safe operations.

We comply with the Shipper's Declaration for Dangerous Goods set out by the International Air Transport Association. There have been no incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of our products and services, and zero complaints regarding the safety of our products.

We target to maintain zero complaints on product safety.

Product Responsibility Performance Indicator	FY2017	FY2018	FY2019
No. of customer complaints on product safety or environmental performance	0	0	0

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COMMUNITY ENGAGEMENT

At Jason Marine, it is our goal to be our society's preferred corporate citizen. The nature of our operations means our main contact with society is the maritime community at the shipyards and vessels where we operate. Through our stringent safety standards and responsible use of products as discussed in previous chapters, we ensure that any negative impacts on the maritime community are minimal.

We also aim to positively impact local communities beyond the maritime community, and we have been doing so through community development and engagement programmes. We have remained committed to meeting local communities' needs and enabling vulnerable groups of the society. Since 2012, all of Jason Marine's operations in Singapore have implemented local community development programmes by joining the Adopt-a-Precinct ("AAP") scheme of South West Community



Development Council. Every year, we have been contributing to our adopted precinct, the Telok Blangah community, in different ways. This year, we sponsored 50 book vouchers amounting to \$3,000 for low income children through the Telok Blangah Residents'

Committee's Edu Aid event in December 2018.

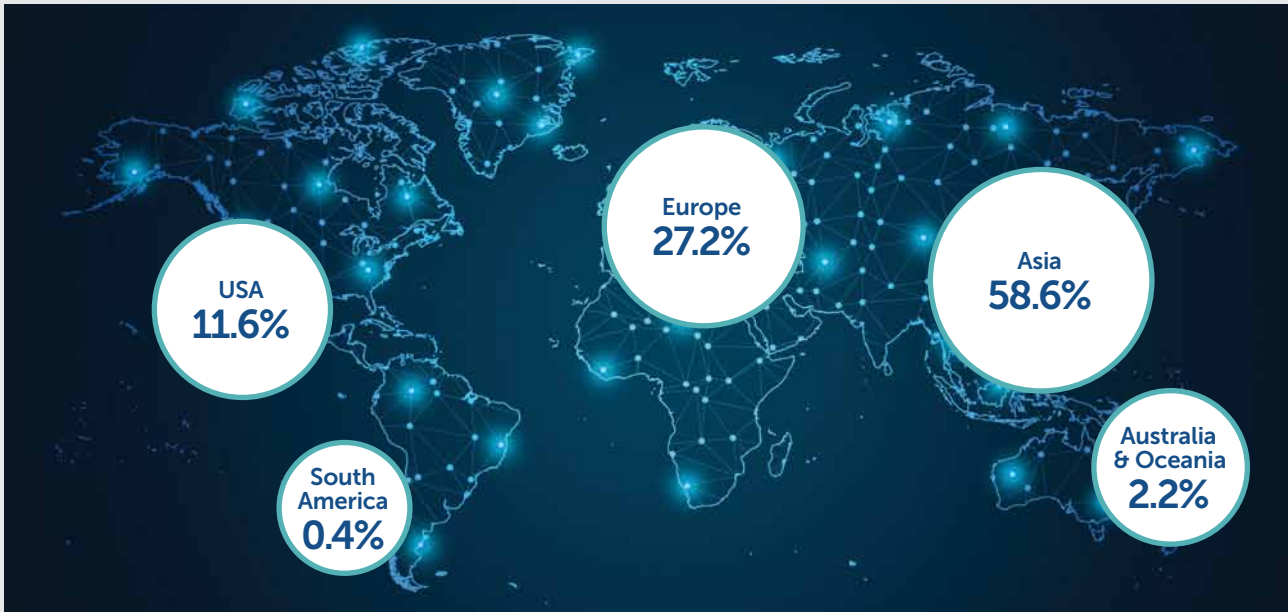
In addition, our Management and staff raised funds to help our colleagues whose families were affected during the floods in Kerala India in August 2018.



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SUSTAINABLE PROCUREMENT

DEMOGRAPHIC DISTRIBUTION OF PRODUCTS AND SERVICES PROCURED



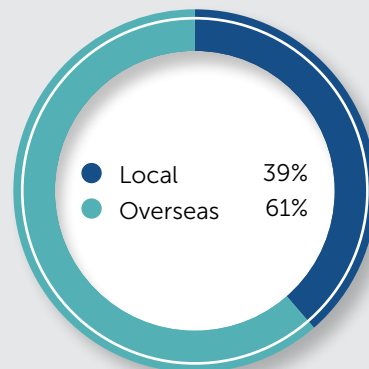
We procure from regional partners who provide us with high quality equipment, systems and solutions, in order to achieve the highest quality in our products and services. In line with our material issues of Business Ethics, Product Responsibility and Occupational Health and Safety, it is important to us to procure from suppliers with sound social and environmental practices. In the manufacturing stage, human rights issues and forced or child labour practices have potential negative impacts, together with the use of contentious materials such as rare earth metals in the production of the equipment. Jason Marine can indirectly influence our supply chain positively, through our supplier selection process. Extending our environmental values to our supply chain, having ISO14001 certification is one of the consideration factors when selecting suppliers.

Our sourcing activities can also have a positive influence on the local economy. We engage local suppliers whenever possible, but due to specific legal and technical requirements for our products, a large proportion of our systems and equipment are sourced from Europe and the USA. 38.6% of our products and services were purchased locally (i.e. from Singapore).

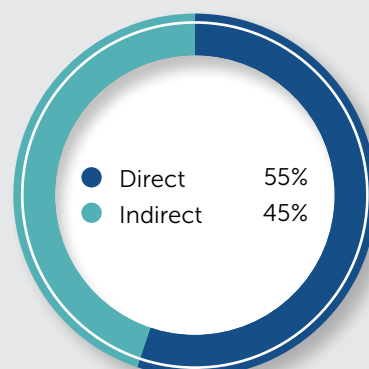
All key suppliers are to comply with Jason Marine's business ethics and anti-bribery clauses included in all supplier agreements. We have clear documentation procedures for our vendor pre-qualification process and also conduct continuous evaluation of our vendors' performance.

Read more about our latest partners at <https://www.jason.com.sg/partners>.

PERCENTAGE OF PRODUCTS AND SERVICES PURCHASED LOCALLY OR OVERSEAS



PERCENTAGE OF PRODUCTS AND SERVICES ACQUIRED DIRECTLY (FROM MAKERS) OR INDIRECTLY (FROM AUTHORISED DEALERS)



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SAFEGUARDING THE ENVIRONMENT

Responsible business is also about being ethical in the way we treat the environment. It is expected of companies to safeguard natural resources for future generations. Jason Marine supports the precautionary principle, and aims to avoid negative impacts on the natural environment where feasible.

Jason Marine aims to incorporate environmental conservation measures at all stages of our production and operations right from the design stage, improve energy efficiency of our products, and minimise waste.

We comply with international guidelines on pollution and ballast water management. We do not use any hazardous chemical or materials in our operations. Minimal waste is generated during offshore assignments and any waste generated, including equipment at their end of life, are treated and disposed of appropriately onshore. Electronic wastes are sent for recycling.

Reduction of material inputs and waste also reduce operational costs. For example, we reuse discarded paper boxes as our packaging material, hence saving costs on packaging. We have gone electronic with most of our billing processes and customers' statements to reduce paper consumption and cost.

Due to the mobile nature of our operations, we expect that a significant portion of our energy and greenhouse gas emissions are consumed and generated during transport of equipment and

Jason Marine's business model and solutions empower our customers to reduce waste and energy use while optimising efficiency. They include:



MAINTENANCE SERVICES FOR ELECTRONIC EQUIPMENT ONBOARD

Jason Marine is committed to taking care of our customers' total equipment lifecycle. Our comprehensive warranty coverage on our systems includes repairs and replacements of faulty parts. By prolonging product lifespans, we enable our customers to use resources more efficiently and reduce waste.



SHIP HEALTH MONITORING SOFTWARE

A real-time, on-board diagnostic and prognostic technology that provides early warning alerts when equipment problems start to occur, avoiding expensive repairs and failures. Beyond its maintenance benefits, our ship health monitoring software will also help keep operating expenses for energy consumption to a minimum by ensuring that your equipment is operating at top health and efficiency.

during business travel. To mitigate environmental impacts and reduce costs of transportation, we have several measures. Sea freight is our preferred choice for transportation of goods. We minimise travelling by consolidating shipment of goods and Return-To-Vendor ("RTV") items and ensuring effectiveness of each travel assignment. As much as possible, video conferences instead of face to face meetings are conducted.

Even though the environmental impact of our office activities is relatively immaterial, we believe it is important to instill values of environmental stewardship in our people. Recycling bins for paper, stationery and computers are provided at various locations in the office to encourage our staff

to reuse and recycle materials wherever feasible. We also stress the importance of proper disposal of office equipment, especially with items such as laptops and printer cartridges, to reduce negative impacts of electronic waste. Other efforts include monthly cross-departmental inspections. By regularly engaging our staff on environmental issues, we hope to be environmentally conscious in whatever we do. In December 2018, we successfully passed the certification audit for Eco-Office by the Singapore Environmental Council.

We continue to re-examine our business processes and seek innovative new ways to improve efficiency of our operations while reducing environmental impacts.

Region: Singapore	FY2017	FY2018	FY2019
Electricity consumption (kWh)	210,330	232,612	194,665

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GRI Content Index

GRI Standard	Disclosure Number	Disclosure Title	Page References
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	102-1	Name of the organization	Cover page
	102-2	Activities, brands, products, and services	1, 15
	102-3	Location of headquarters	1
	102-4	Location of operations	18-19
	102-5	Ownership and legal form	1
	102-6	Markets served	18
	102-7	Scale of the organization	14-16, 25
	102-8	Information on employees and other workers	25 Data on employees and other workers is compiled by our HR department.
	102-9	Supply chain	23, 29
	102-10	Significant changes to the organization and its supply chain	15-16
	102-11	Precautionary Principle or approach	30
	102-12	External initiatives	25
	102-13	Membership of associations	https://www.jason.com.sg/sustainability
	102-14	Statement from senior decision-maker	8-9
	102-16	Values, principles, standards, and norms of behavior	2-5
	102-18	Governance structure	10-13, 20
	102-40	List of stakeholder groups	https://www.jason.com.sg/sustainability
	102-41	Collective bargaining agreements	25
	102-42	Identifying and selecting stakeholders	https://www.jason.com.sg/sustainability
	102-43	Approach to stakeholder engagement	https://www.jason.com.sg/sustainability
	102-44	Key topics and concerns raised	https://www.jason.com.sg/sustainability
	102-45	Entities included in the consolidated financial statements	17, 23
	102-46	Defining report content and topic Boundaries	22-23
	102-47	List of material topics	22
	102-48	Restatements of information	None
	102-49	Changes in reporting	None
	102-50	Reporting period	23
	102-51	Date of most recent report	10 July 2019
	102-52	Reporting cycle	23
	102-53	Contact point for questions regarding the report	23
	102-54	Claims of reporting in accordance with the GRI Standards	23

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GRI Standard	Disclosure Number	Disclosure Title	Page References
GRI 102: General Disclosures 2016	102-55	GRI content index	31-36
	102-56	External assurance	23
Material Topics			
Economic Performance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	28, https://www.jason.com.sg/sustainability
	103-2	The management approach and its components	6-9, 14-16, 28
	103-3	Evaluation of the management approach	Corporate Governance and Financial Report 15-17
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	30, Corporate Governance and Financial Report 38, 80-84, Economic value retained in FY2019 is S\$677,000
Procurement Practices			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	29, https://www.jason.com.sg/sustainability
	103-2	The management approach and its components	29
	103-3	Evaluation of the management approach	29
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	29 Local suppliers are suppliers based in the same country where our operations are. All countries in which Jason Marine has operations in are considered significant.
Anti-corruption			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	24, https://www.jason.com.sg/sustainability
	103-2	The management approach and its components	24
	103-3	Evaluation of the management approach	24
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	24
	205-2	Communication and training about anti-corruption policies and procedures	24 Anti-corruption policies and procedures have been communicated to governance body members, employees and contractors in Singapore.
	205-3	Confirmed incidents of corruption and actions taken	24
Anti-competitive Behaviour			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	24, https://www.jason.com.sg/sustainability
	103-2	The management approach and its components	24
	103-3	Evaluation of the management approach	24
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	There have been no legal actions for anti-competitive behaviour, anti-trust, and monopoly practices.

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GRI Standard	Disclosure Number	Disclosure Title	Page References
Environmental Compliance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	24, https://www.jason.com.sg/sustainability
	103-2	The management approach and its components	24
	103-3	Evaluation of the management approach	24
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	24
Employment			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	25, https://www.jason.com.sg/sustainability
	103-2	The management approach and its components	25-26
	103-3	Evaluation of the management approach	25-26
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	26 There were 22 new hires and 23 employees who left the company in FY2019.
Labour/ Management Relations			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	25, https://www.jason.com.sg/sustainability
	103-2	The management approach and its components	25-26
	103-3	Evaluation of the management approach	25
GRI 402: Labour/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	25
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	24, https://www.jason.com.sg/sustainability
	103-2	The management approach and its components	24, 25
	103-3	Evaluation of the management approach	24, 25
GRI 403: Occupational Health and Safety 2016	403-1	Workers representation in formal joint management – worker health and safety committees	24
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	24, 25
	403-3	Workers with high incidence or high risk of diseases related to their occupation	25

SUSTAINABILITY REPORT

GRI Standard	Disclosure Number	Disclosure Title	Page References
Training and Education			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	26, https://www.jason.com.sg/sustainability
	103-2	The management approach and its components	26
	103-3	Evaluation of the management approach	26
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	26
	404-2	Programs for upgrading employee skills and transition assistance programs	26
	404-3	Percentage of employees receiving regular performance and career development reviews	26
Non-discrimination			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	25, https://www.jason.com.sg/sustainability
	103-2	The management approach and its components	25, 26
	103-3	Evaluation of the management approach	25, 26
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	There have been no reported incidents of discrimination during the reporting period.
Local Communities			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	28, https://www.jason.com.sg/sustainability
	103-2	The management approach and its components	28
	103-3	Evaluation of the management approach	We plan to evaluate our management approach in the years to come
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	28
Customer Health and Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	27, https://www.jason.com.sg/sustainability
	103-2	The management approach and its components	27
	103-3	Evaluation of the management approach	27
GRI 416: Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	27
Socioeconomic Compliance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	24, https://www.jason.com.sg/sustainability
	103-2	The management approach and its components	24
	103-3	Evaluation of the management approach	24
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	24