



# RPRE SUSTAINABILITY REPORT 2020

*Rising above COVID19 and Beyond*



This company meets the highest standards of social and environmental impact

**BUSINESS  
FOR  
GOOD**

Social Enterprise Member of **raise**  
SINGAPORE

# Corporate Profile

RPRE was founded on the vision of making the world a better place and leaving it as so for future generations. We do so by focusing on the sustainability concept of the triple bottom line entailing the principles of People, Planet and Profit. RPRE has always operated and will continue to function while keeping those principles in mind. Sustainability-related matters are governed primarily by RPRE's top management, consisting of RPRE's CEO and Business Development Manager.

It is RPRE's mission to help off-grid commercial and industrial customers transition from dirty to clean renewable energy. The company focuses on customers in both Singapore and Indonesia. The head office is located in Singapore with representative offices in Jakarta, Manado and Bali. The taskforce consist of 11 employees.

RPRE is a registered social enterprise with raiSE as we provide inclusive and fair hiring opportunities for the vulnerable community.

RPRE is also certified B Corporation. Certified B Corporations® (B Corps) are for-profit companies that use the power of business to build a more inclusive and sustainable economy. (Link: [RPRE's B Impact Report](#))

## Scope of Report

This report covers RPRE's sustainability-related data during the period of inception in 1 January 2017 to 30 September 2020. The information presented in this document applies to all of RPRE's workplaces, including its headquarters based in Singapore, Indonesian-based offices (Jakarta, Manado, Bali and project sites).

For any questions on the report, please contact: [mgmt@rpreasia.com](mailto:mgmt@rpreasia.com)

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# INTRODUCTION

## Our Sustainability Scorecard

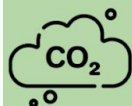
### PEOPLE

 <p>27% of RPPE's employees are women, RPPE looks forward to achieving a target of 33% by Year 2021</p>	 <p>RPPE continues to provide employment to one PWD</p>	 <p>RPPE continues to provide employment for one refugee</p>	 <p>RPPE has zero records of staff hospitalised due to accidents and unsafe workplaces.</p>	 <p>RPPE has not identified any incidents of poor labour conditions in the screening of our suppliers</p>
 <p>RPPE has provided a total of 13 internship opportunities for students and for Year 2020, we provided a total of 3 internships</p>	 <p>RPPE has not identified any incidents of violations involving the rights of indigenous peoples</p>	 <p>The sum of total training hours for all RPPE employees amounted to 1,486 training hours. A total of 664 training hours was recorded from January - September 2020.</p>	 <p>RPPE has not identified any incidents of child labour nor forced labour in neither its nor its suppliers' operations</p>	 <p>RPPE has not identified any non-compliance with regulations and voluntary codes concerning the health and safety impacts of the products and services it distributes</p>
 <p>Since inception in the Year 2017, RPPE has provided project based employment to 15 local community workers,</p>	 <p>RPPE has not identified any substantiated complaints concerning leaks, thefts, or losses of customer data since inception in Year 2017</p>	 <p>20% of the staff are entitled to and have taken parental leave 100% of staff who took parental leave returned to work after taking parental leave</p>	 <p>RPPE has not identified any incidents of discrimination</p>	 <p>RPPE has not identified any non-compliance with regulations and voluntary codes concerning the marketing communications of its products and services</p>

## PLANET



RPRE's projects have produced a total of 565 MWh Green Energy.



RPRE's projects have eliminated 199 tons of carbon emissions.



The projects have caused 18 trees to fall and in return have re-planted 180 trees by partnering with another B Corp certified company - EcoMatcher.



RPRE communicates to our suppliers of the importance to have end-of-life-cycle recycling programs for their products



RPRE has environmental criteria for its suppliers onboarding process to assess them for any impact they may have on the environment



RPRE strives to prevent as much waste as it can by using just a sufficient amount of resources in its operations

## PROFIT



RPRE has installed a total Solar PV capacity of 536 kWp



RPRE has set up energy storage systems with a total space of 748 kWh



RPRE sourced 50% of needed products and/ or services from local suppliers



RPRE has not identified any incidents of corruption

All RPRE's employees have undergone training for anti-corruption during onboarding



RPRE has not engaged in any anti-competitive behaviour nor violated any antitrust and monopoly legislation



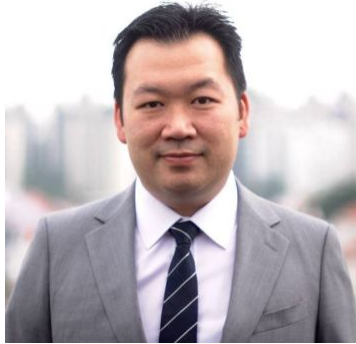
RPRE has not violated any tax laws



RPRE launched their 1st Mini Green Bond on January 1, 2020.

The 4-year Mini Green Bond issuance yielding an IRR of 12.7%, unlocks a total of USD300,000 from Impact Investors.

## CEO's STATEMENT



Dear Stakeholders,

The year 2020 saw many businesses affected by challenges posed by COVID19. RPRE is no different. As I write, we are still in the midst of the rising storm; circuit breakers in place, international borders closed, number of infected rising; countries lockdown are some of the many curve balls thrown at us. On top of COVID19, we are also racing against time to prevent global warming and achieve the goal of the Paris Agreement to limit the global average temperature increase to 1.5°C.

In the face of today's challenges, while we helm and steer RPRE out of the current turbulent waters, we continue to remain focused on our vision; "to make the planet a better place by focusing on the triple bottom line of People, Planet, and Profit, and leave a better planet for our future generations. Our theme for our Sustainable report is titled "Rising above the challenges and beyond". It reflects our commitment to continue being the agent of change to drive and rise above current challenges and leave a better planet for our future generations.

### Our 3Ps Strategy

#### People

People, the driving force behind our business.

Employees - Immediate strategy; Transforming the way we do work to keep employees safe. In-line with our [Core Values](#), we implemented Work From Home (WFH) in March to ensure safety of our employees and help prevent the spread of COVID19. Training on WFH as well as online product and technical training were also our focus.

On a longer term, we plan to continue increasing our headcount through inclusive hiring. We continue to work with SG Enable to source for talents in the needed roles.

Customers - Immediate strategy; Hand Holding customers. Reaching out to all our customers to understand their current situation and together source for solutions. On a mid to longer term, continue focusing on our mission - to help off grid Commercial and Industrial customers transition from dirty to clean energy by increasing our business development efforts to expand our leads in our country of focus.

Community - Immediate strategy; partnering with key impact investors to bring aid and grants to our NGO customers. Mid to longer term - Partnering Social Service Agencies to implement renewable energy solutions so that they can achieve sustainable long term energy cost saving. Hiring local communities where possible for all our project sites.



## Planet and Profit

Planet, reducing carbon emissions for a better planet.

With the imminent threat of global warming, RPRE aim to install a total of 3.2MWp Solar PV system for Year 2020. This will mean over the lifespan of 20years for the installed PV Solar system, we will achieve a reduction of tCO<sub>2</sub> of 30,134 tons of carbon emission as well as a generation of 76.8MWh of green and clean energy.

With the uncertainty of COVID19, the immediate challenges are access to manufacturers and suppliers based in the lockdown countries. It is difficult to conduct physical site visits due to the restricted travelling within and outside Singapore. To overcome such challenges, we are widening our networks of manufacturers and suppliers as well as focusing on projects that are based in locations where we have manpower.

We recognise the risks facing us today and we strongly believe that by staying on track, focusing on our mission and vision as well the partnership with our stakeholders in the value chain, we will rise and overcome such challenges and together steer towards greater heights.

Keep Safe and Stay Safe!



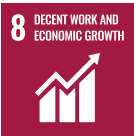

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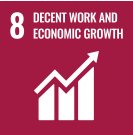

Founder and CEO







## Materiality and the Sustainable Development Goals (SDGs)

In this report, RPRE referred to the GRI Standards (2016) Materiality Principle. We identified social, environmental, and economic issues as material issues and these are classified according to our People, Planet and Profit strategy. The following table lists the issues RPRE finds most material to its business, maps them to the seven SDGs that RPRE also considers being the most relevant, and states RPRE's commitments to those issues.



Table 1 Material Issues & RPRE's Commitments


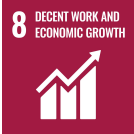

Material Issues (& Supporting SDGs)	RPRE's Commitments	Jan to Sep 2020 Performance
<b>PEOPLE</b>		
<b>Occupational Health, Safety And Well-being</b> 	<ul style="list-style-type: none"> <li>It is RPRE's responsibility and goal to consistently provide everyone with a safe and healthy work environment</li> </ul>	<ul style="list-style-type: none"> <li>Since inception in Year 2017, we have zero records of staff hospitalised due to accidents and unsafe workplaces.</li> <li>At RPRE, all staff are guided by the Occupational and Health policy that is documented in our Employees Handbook.</li> <li>Safety also forms one of the core values that RPRE embraces.</li> </ul>
<b>Labour Conditions (Includes employment, labour management relations, diversity and inclusion, and non-discrimination)</b>   	<ul style="list-style-type: none"> <li>RPRE is committed to: <ul style="list-style-type: none"> <li>Proper performance measurement and management.</li> <li>Provide sufficient training and development and ensure occupational health and safety.</li> <li>Provide decent work, fair opportunities, and career development of its employees</li> <li>Gender equality and provide opportunities fairly for individuals of both genders</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Since inception in Year 2017, the team has clocked a total of 1486 training hours.</li> <li>From Jan to Sep 2020, the team has clocked a total of 664 training hours from Jan to Sep 2020.</li> <li>27% of our current team is made up of females. We target to grow this to 33% by Year 2021.</li> </ul>





	<ul style="list-style-type: none"> <li>• RPRE strives to provide opportunities to vulnerable communities such as Persons With Disabilities (PWD), persons with critical illness, and the undischarged bankrupt</li> <li>• RPRE supports the United Nations High Commissioner for Refugees (UNHCR)'s mission to safeguard the rights and well-being of refugees. RPRE hopes to support refugees in any way it can and welcomes refugees to join as interns</li> </ul>	<ul style="list-style-type: none"> <li>• RPRE continues to provide employment to 1 PWD and has collaborated with UNHCR to provide employment for 1 refugee.</li> </ul>
<b>Human Rights</b>  	<ul style="list-style-type: none"> <li>• RPRE will not condone the use of child or forced labour at any point of the supply chain of its products and/ or services</li> <li>• RPRE also recognises the rights of indigenous peoples, and that they are entitled to retain their customs and institutions as well as self-determination</li> <li>• RPRE strives to always deliver our services to clients professionally and honestly</li> <li>• RPRE also seeks to guarantee our clients' safety and well-being</li> </ul>	<ul style="list-style-type: none"> <li>• To ensure our supply chain partners do not exploit or use child labour, a process is in place to screen our suppliers before onboarding.</li> <li>• Anti-child labour and rights of indigenous community policies are formally documented in employee handbook and all new employees are expected to familiarise themselves with the stated policies.</li> <li>• Code of conduct for employees when dealing with both internal and external stakeholders are documented in the employee handbook. Professionalism is also a core value of RPRE.</li> </ul>
<b>Cybersecurity And Data Governance</b>	<ul style="list-style-type: none"> <li>• RPRE is committed to protecting the privacy and data of customers and employees</li> </ul>	<ul style="list-style-type: none"> <li>• RPRE has a designated Data Protection Officer (DPO) who ensures that all sensitive information is stored in a secured drive and that only authorised personnel can access it.</li> </ul>


<b>Local Communities</b>    	<ul style="list-style-type: none"> <li>• RPRE believes that greater impact can only be achieved through partnerships</li> <li>• Besides seeking to provide vulnerable communities with employment opportunities, RPRE also supports project-based employment for local communities where possible</li> </ul>	<ul style="list-style-type: none"> <li>• RPRE strives to provide project based employment opportunities for the local community where possible, in project locations. This is documented as part of our SOP when evaluating man power needs for on-site project construction.</li> </ul>
<b>Talent Attraction, Retention And Development</b>  	<ul style="list-style-type: none"> <li>• RPRE believes that learning and training are crucial and commits to ensuring the growth and development of its employees</li> <li>• RPRE is dedicated to training the next generation to build a pool of talent equipped with relevant skills to combat climate change</li> </ul>	<ul style="list-style-type: none"> <li>• RPRE has provided a total of 13 internship opportunities for students since inception in Year 2017. 53% of the internships were awarded to females.</li> <li>• For Year 2020, we provided a total of 3 internships.</li> </ul>
<b>PLANET</b>		
<b>Energy</b>   	<ul style="list-style-type: none"> <li>• RPRE's mission is to help off-grid commercial and industrial clients (i.e. businesses and communities) transition from dirty to clean and affordable energy</li> </ul>	<ul style="list-style-type: none"> <li>• RPRE has installed a total Solar PV capacity of 536 kWp since inception in Year 2017.</li> <li>• RPRE has installed a total energy storage capacity of 748 kWh since inception in Year 2017.</li> </ul>



<b>Emissions</b>  	<ul style="list-style-type: none"> <li>• RPRE is committed to reducing carbon emissions and harmful air pollutants, both within its facilities and beyond that by building systems that help others transition to using renewable energy</li> </ul>	<ul style="list-style-type: none"> <li>• RPRE has avoided 199 tons of carbon emissions through our projects since inception in Year 2017.</li> <li>• RPRE has generated 565 MWh of green energy through our projects since inception in Year 2017.</li> </ul>
<b>Responsible Supply Chain And Sourcing (includes materials and supplier environmental assessment)</b>  	<ul style="list-style-type: none"> <li>• RPRE partners with high quality and environmentally-aware suppliers who consider their products at the end of their life cycle and make arrangements to recycle or reuse them</li> </ul>	<ul style="list-style-type: none"> <li>• To ensure our supply chain partners share the same vision for being environmentally-aware, we do our best effort to engage and spread awareness for end of life cycle arrangements when onboarding and engaging suppliers as partners.</li> </ul>
<b>Water</b>	<ul style="list-style-type: none"> <li>• RPRE strives to use as less and conserve as much water resources as possible</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental awareness guideline in our employee handbook serves as a guide to employees to conserve water whenever possible. The employee handbook is a must-read during onboarding for all new employees.</li> </ul>
<b>Biodiversity</b>	<ul style="list-style-type: none"> <li>• In wherever it operates, RPRE will do its utmost to minimise its impact on the environment and surrounding biodiversity. This includes its offices, project sites, and all other places where RPRE is involved</li> </ul>	<ul style="list-style-type: none"> <li>• At project sites, it is documented in Operational manual that we will strive to minimise the cutting of any trees for the installation of the solar PV system.</li> <li>• Since inception in Year 2017, we have felled 18 trees and in return have re-planted 180 trees by partnering with another B Corp certified company - EcoMatcher.</li> </ul>

		<ul style="list-style-type: none"> <li>To reduce our carbon footprint, RPRE's Singapore office is located in Level3, Mapletree Business City (MBC). The building is not only Certified Green Mark Platinum by the Building and Construction Authority of Singapore, it is also awarded with the international Green GOOD DESIGN; an award which recognises lead industry players' efforts towards the conservation of the environment.</li> </ul>
<b>Waste</b>	<ul style="list-style-type: none"> <li>RPRE commits to using a minimal amount of resources for its activities and in turn, produce as little waste as possible</li> </ul>	<ul style="list-style-type: none"> <li>Waste management policy in the employee handbook provides guidance for employees in their waste management. These include, no printing policy, recycling of waste, etc. The employee handbook is part of the onboarding reading materials for new employees.</li> </ul>
<b>PROFIT</b>		
<b>Economic Contribution to Society (includes economic performance, market presence, and indirect economic impact)</b> <div>    </div>	<ul style="list-style-type: none"> <li>RPRE abides by national laws and regulations that serve to protect workers. It remains dutiful to legal obligations regarding minimum wages and social security savings plans, to give back to its employees for their contributions to RPRE</li> </ul>	<ul style="list-style-type: none"> <li>Employees' entitlement to national pension schemes as well as minimum wage policy are formally documented in employee handbook and communicated to new employees during onboarding.</li> </ul>

<b>Procurement Practices</b>  	<ul style="list-style-type: none"> <li>Regarding projects based in Indonesia, RPRE supports local populations by sourcing at least half of the products and/ or services it needs from suppliers based in the region</li> </ul>	<ul style="list-style-type: none"> <li>For all projects in Indonesia, 50% of procurement needs are sourced from local produced and/or services.</li> </ul>
<b>Sustainable Finance</b>    	<ul style="list-style-type: none"> <li>RPRE partners with impact investors to mobilise financial resources towards climate change</li> </ul>	<ul style="list-style-type: none"> <li>RPRE successfully launched its first private issue of a Mini Green Bond for a solar PV and energy storage solution (ESS) at Gangga Island Resort &amp; Spa in the northern Sulawesi region of Manado, Indonesia.</li> <li>The 4-year Mini Green Bond issuance yielding an IRR of 12.7%, unlocks a total of USD300,000. It was done via private placement and co-invested by a Family Office (Octava Impact Investments Pte Ltd), and an individual impact investor.</li> <li>Link : <a href="#">RPRE issues 1st Mini Green Bond</a></li> </ul>

GOVERNANCE		
Anti-corruption	<ul style="list-style-type: none"> <li>Corruption is a serious offence to RPRE's integrity as a business</li> </ul>	<ul style="list-style-type: none"> <li>Rules regarding corruption are clearly stated in the employee handbook.</li> <li>RPRE has ZERO tolerance on any acts of corruption</li> </ul>
<b>Business Ethics And Compliance (includes anti-competitive behaviour, tax, environmental, and socioeconomic compliance)</b>  	<ul style="list-style-type: none"> <li>RPRE strongly believes in fair and honest business practices, and strictly adheres to the law regarding competition, tax, the environment, and the socioeconomic domain</li> </ul>	<ul style="list-style-type: none"> <li>Policy guiding taxes both on a company level as well as on employee level are formally documented in employee handbook.</li> </ul>



# STAKEHOLDER DESCRIPTIONS & SIGNIFICANCE

RPRE operates within an ecosystem of many different stakeholders, in which key stakeholders are those whose activities have a profound impact on RPRE's performance and vice versa. For RPRE to carry out its mission to help people transition from dirty to clean energy optimally and sustainably, it is imperative that it understands stakeholder concerns and manages them effectively. Most importantly, RPRE believes strongly in the spirit of collaboration and that partnership is essential to achieve its vision to make the planet a better place and leave that for future generations. RPRE is unable to fulfil such a tall order by working alone and must cooperate with the following stakeholders in a concerted effort to achieve the above.

## Customers

Delivering RPRE's obligation towards customers of high-quality service, and ensuring their safety and well-being is crucial to uphold the company's reputation and long-term survival.

## Employees

RPRE has a responsibility to make sure that it provides a safe and healthy work environment for employees hence. Following globally acceptable standards, RPRE strives to ensure occupational safety and well-being, good relationships between labour and management, respect for diversity and inclusion in the workplace.

## Suppliers & Manufacturers

RPRE aims to build good relationships within this community hence, cooperate to enhance the role of renewable energy to combat climate change and global warming, and fulfil its mission. Suppliers are screened for labour practices, upholding of human rights in the workplace, and corruption to make sure that their values align with those of RPRE's.

## Investors

As RPRE needs financial capital to sustain its operations in the short term and survive in the long run, investors and specifically impact

investors, are critical stakeholders. RPRE seeks to improve its business wherever applicable to drive stellar performance both financially and sustainably, maximising shareholder value.

## Government & Regulators

The Government and regulators of the renewable energy sector where RPRE works within defines our business climate. It is pivotal that RPRE adapts and adheres to changes in regulations be it in a positive or negative impact towards the company..

## Media

As a growing business entity, the portrayal of RPRE in the media is again critical to its reputation and survival.

## Community & other Ecosystem Partners

RPRE believes that businesses can be a force for good, and its performance predicates on its social and environmental impact in addition to its revenue or profits. Besides generating a positive impact on the environment with renewable energy, RPRE is committed to working with organisations like social service agencies to produce a substantial impact on the community.

# IDENTIFYING ISSUES MATERIAL TO STAKEHOLDERS

For RPRE to perform optimally, it is vital that it identifies which issues and concerns are most material to every stakeholder group and responds to each of them accordingly. It is crucial then, that RPRE engages every type of stakeholder regularly, and finds the most effective ways to do so and understand stakeholders' needs. The table below lists the different stakeholder groups RPRE finds most relevant to its business as above, the platforms RPRE has used to engage them, and the issues and concerns RPRE finds each group has.

Table 2 Stakeholder Groups, Engagement Platforms, & Issues and Concerns

Stakeholder Groups	Engagement Platforms	Issues and Concerns
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Emails</li> <li>• Social media platforms</li> <li>• Advertisements</li> <li>• Solar checklist questionnaire on corporate website</li> <li>• In-person and digital meetings</li> <li>• Smart meters and energy monitoring and defects tracking apps</li> <li>• Post-project feedback survey</li> <li>• Instant messaging for customer service</li> </ul>	<ul style="list-style-type: none"> <li>• Customer service and experience</li> <li>• Ethical marketing practices</li> <li>• Feasibility of projects</li> <li>• Safety of system installed</li> <li>• Maintenance</li> <li>• Monitoring of energy produced/consumed</li> <li>• Competitive pricing and payback period</li> <li>• Recycling of materials at the end of product life</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Regular dialogue sessions and bilaterals with top management</li> <li>• Regular staff engagement surveys</li> <li>• Provide company-wide updates via Monday.com</li> <li>• Frequent team building exercises and employee activities</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate direction and growth plans</li> <li>• Job security</li> <li>• Remuneration and benefits</li> <li>• Career development and training opportunities</li> <li>• Workplace safety and health</li> <li>• Labour practices</li> <li>• Human rights</li> <li>• Work-life balance</li> <li>• Non-discrimination and social inclusion</li> </ul>

<b>Suppliers &amp; Manufacturers</b>	<ul style="list-style-type: none"> <li>● RPRE Supplier Code of Conduct</li> <li>● Supplier screenings (People, Planet, Profit), meetings, and evaluations</li> <li>● Declaration of EHS commitment through letter and pledge-signing</li> </ul>	<ul style="list-style-type: none"> <li>● Legal compliance</li> <li>● Quality and design</li> <li>● Workers safety and health</li> <li>● Productivity</li> <li>● Labour practices and welfare</li> <li>● Human rights</li> <li>● Resource efficiency and management</li> </ul>
<b>Investors</b>	<ul style="list-style-type: none"> <li>● Emails</li> <li>● Social media platforms</li> <li>● Corporate website</li> <li>● Annual newsletters</li> <li>● Media releases and interviews</li> <li>● Sustainability reports (i.e. B-Corp assessment)</li> <li>● Public speaking and networking events</li> <li>● In-person and digital meetings</li> <li>● Referrals</li> <li>● Board meetings</li> </ul>	<ul style="list-style-type: none"> <li>● Growth strategies</li> <li>● Market diversification</li> <li>● Corporate governance</li> <li>● Sustainability performance</li> <li>● Impact metrics (e.g. meeting GRI standards and SDGs)</li> <li>● Financial performance</li> <li>● Reporting standards</li> </ul>
<b>Government &amp; Regulators</b>	<ul style="list-style-type: none"> <li>● Emails</li> <li>● Media releases and interviews</li> <li>● Sustainability reports (i.e. B-Corp assessment)</li> <li>● Public speaking and networking events</li> <li>● Partnerships with governmental bodies (e.g. SG Enable)</li> </ul>	<ul style="list-style-type: none"> <li>● Promoting sustainability and driving climate action in Singapore</li> <li>● Regulatory development towards a low-carbon economy</li> <li>● Promoting workplace health and safety</li> <li>● Promoting good labour practices and welfare</li> <li>● Human rights</li> </ul>
<b>Media</b>	<ul style="list-style-type: none"> <li>● Media releases and interviews</li> <li>● Social media platforms</li> <li>● Corporate website</li> <li>● Public speaking and networking events</li> </ul>	<ul style="list-style-type: none"> <li>● Growth strategies</li> <li>● Sustainability performance</li> <li>● Impact metrics (e.g. meeting GRI standards and SDGs)</li> <li>● Financial performance</li> <li>● Reporting standards</li> </ul>
<b>Community &amp; other Ecosystem</b>	<ul style="list-style-type: none"> <li>● Emails</li> <li>● Social media platforms</li> <li>● Corporate website</li> <li>● Annual newsletters</li> </ul>	<ul style="list-style-type: none"> <li>● Growth strategies</li> <li>● Advocacy for sustainability and the climate</li> <li>● Social and environmental impact</li> <li>● Impact metrics (e.g. meeting GRI standards and SDGs)</li> </ul>

<b>Partners</b>	<ul style="list-style-type: none"> <li>• Media releases and interviews</li> <li>• Sustainability reports (i.e. B-Corp assessment)</li> <li>• Public speaking and networking events</li> <li>• In-person and digital meetings</li> <li>• Referrals</li> <li>• Board meetings</li> <li>• Memberships with partners such as social service agencies and other organisations (e.g. <i>raiSE Social Enterprise</i>, <i>Enterprise SG</i>, <i>Workforce SG</i>)</li> </ul>	
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# PEOPLE

People is the first of the three pillars in our 3 Ps (i.e. People, Planet, Profit) strategy of which drives RPRE forward. They are the stakeholders that are related to RPRE in any way. Along with it comes a range of material issues that RPRE seeks to address consistently.

## OCCUPATIONAL HEALTH, SAFETY AND WELL-BEING

Human capital is crucial to RPRE, and every employee is valued highly for their contributions to RPRE's mission. Providing workers with a safe and healthy work environment is RPRE's responsibility and a critical material issue hence.

As required by law wherever it operates, RPRE has an occupational health and safety management system in place. RPRE strives to ensure the health and safety of every employee in its workplace by following the Quality, Health, Safety, Environment (QHSE) policy and maintaining a stance of zero tolerance for workplace accidents of any kind. The workplace includes but is not limited to the actual work site. It also comprises RPRE organised activities like training sessions, off-site meetings, work-related social gatherings or any other location where an employee is engaged in activities associated with employment. Safety is also one of RPRE's core values, and employees are constantly reminded to practice safety where and when they work at all times even without supervision.

Before installing any project, RPRE requires that its employees complete a site risk assessment checklist and introduces measures to mitigate the risks identified. RPRE has an operation manual detailing best practices and project guidelines for all employees. It cannot be stressed enough that employees are aware of these practices (i.e. workplace safety and health and system installation) before and during the installation of any project. After installation, RPRE requires its employees to follow testing and commissioning guidelines based on

those of the Australian Clean Energy Council to ensure its safety and quality.

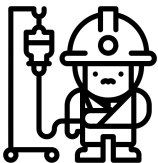
RPRE tracks incidents of any kind with an incident reporting form, after which an assessment will be made and any possible areas of improvement will be identified. Employees are also required to report any work-related hazards and risks observed or encountered to their managers and CEO immediately. They are also to provide the implication(s), make a recommendation(s) and proposal(s) to resolve the issue. There have been zero incidents leading to hospitalisation for either work-related injuries or ill-health since inception in Year 2017.

RPRE is also dedicated to supporting workers' health and provides access to benefits such as health insurance wherever applicable. In Indonesia, RPRE is required by the law to purchase BPJS Ketenagakerjaan or Manpower Insurance for Indonesian staff in the region, which includes Jaminan Kecelakaan Kerja (JKK) or the Workplace Accident Insurance in English, and Jaminan Kematian (JKM) or Death Assurance (Indo-Ned). The table below describes the type of insurance RPRE purchases for each employee type. Should an employee suffer from any non-work-related medical condition, RPRE will bear the cost of treatment as well. RPRE is also committed to strengthening the prevention and treatment of smoking and substance abuse, including the harmful consumption of alcohol.

Table 3 Roles & Types of Insurance Coverage

Roles/ Type of Coverage	Health Insurance	GP Insurance	Group Accident Insurance	Workplace Accident Insurance
<b>Engineers - Singaporean</b>	Yes - Private	Yes - Private	Yes - Private	N/A
<b>Engineers - Indonesian</b>	Yes - Private	Yes - Private	N/A	Yes - Public
<b>Office-Desk Roles - Singaporean</b>	Yes	Yes	No	No
<b>Office-Desk Roles - Refugee</b>	Yes	Yes	No	No

In light of the COVID19 pandemic and line with RPRE's core value - Safety, employees were advised to Work From Home (WFH) to prevent the spread of COVID19 as well as to play a part in ensuring community safety through social distancing. Employees were also encouraged to meet clients online instead of conducting physical meetings where possible.



- RPRE recorded zero incidents leading to the need for hospitalisation for work-related **injuries** since inception in Year 2017
- RPRE recorded zero incidents leading to the need for hospitalisation for work-related **ill-health** since inception in Year 2017

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## LABOUR CONDITIONS

Human capital forms the heartbeat of RPRE. Hence, taking care of employee's work conditions is integral for RRRE. RPRE aims to be an Employer of Choice; issues such as labour conditions, the relationship between labour and management, diversity and inclusion, and non-discrimination in the workplace are of utmost importance.

### Employment

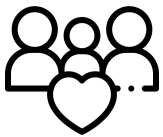
Regarding labour conditions, RPRE strives to improve staff welfare, and benefits such as opportunities to work flexibly are given in consideration of employees' needs. Most benefits are provided to full-time staff upon completing their probationary period.

All employees are eligible for health care benefits through RPRE or government plans. RPRE provides health insurance for its Indonesian employees and their families. RPRE contributes a portion of the employer's CPF to every Singaporean employee's Medisave account monthly, the amount can be used to purchase private insurance and pay for medical bills and medicines from approved clinics and hospitals. RPRE also buys travel insurance for employees required to go on business trips.

RPRE provides parental leave (i.e. maternity, paternity, and statutory childcare leave) according to the law where it operates and in consideration of the needs of each employee.

In Year 2009, in light of Covid-19, to protect employees' safety and wellness, RPRE's employees (where possible) started Working from home in April 2020.

To ensure our value chain stakeholders provide suitable labour conditions, suppliers are screened at onboarding.



- 20% of the staff are entitled to and have taken parental leave
- 100% of staff who took parental leave returned to work after taking parental leave
- RPRE has not identified any incidents of poor labour conditions in the screening of our suppliers since inception in Year 2017

### Labour and Management Relations

Teamwork is a core value in RPRE, and communication is key in acting on that value and resolving any problems. As part of the RPRE's onboarding process, rules-of-engagement guidelines are communicated to employees to ensure that they understand and familiarise themselves with the values that govern behaviours. The awareness of these guidelines in turn facilitates a common

understanding and fosters a safe and conducive environment for collaboration, where everyone is comfortable with sharing and communicating ideas and feedback (Klemp).

As RPRE is a small but nimble organisation, information is relayed quickly and efficiently between employers and employees. Employees

are also often engaged and are encouraged to speak up. Employees meet with the CEO to review their performance and discuss any feedback they might have monthly.

## Diversity and Equal Opportunity

RPRE believes that when different people with diverse backgrounds and cultures come together, it provides a healthier workplace and brings along with it creativity and innovation. Hence, diversity is a critical issue, and RPRE remains committed to attracting and retaining individuals with different backgrounds, abilities and experiences. To measure the diversity of its workforce, RPRE tracks the following attributes; race or ethnicity, gender, and age of employees. In all job postings, RPRE states its commitment to diversity, equality and inclusion. 27% of RPRE's current employees are women, and RPRE looks forward to achieving a target of 33% within the next year. RPRE also partners with SG Enable that is an organisation dedicated to

empowering persons with disabilities, and advocates hiring them for all available positions where possible. RPRE is proud to have been awarded the SG Enable Certificate of Appreciation for inclusive hiring. RPRE continues to provide employment to one PWD. RPRE is also proud to declare that it supports the hiring of refugees, and has hired one refugee who is currently interning at RPRE's office in Jakarta.

RPRE also reviews its employees' remuneration annually, whereby remuneration is determined fairly by factors such as work performance, level of responsibilities, and experience.



- 27% of RPRE's employees are women, RPRE looks forward to achieving a target of 33% by Year 2021



- RPRE continues to provide employment to one PWD



- RPRE continues to provide employment for one refugee

## Non-discrimination

Following the above on diversity, RPRE also reinforces a workplace climate that is inclusive and free of discrimination and harassment. RPRE will not tolerate any acts of discrimination, harassment and bullying based on any grounds such as race, religion, sexual orientation, and disability. There is a grievance procedure established,

and RPRE ensures that all complaints regarding harassments and discrimination are dealt with impartiality, confidentiality, without repercussion, and timeliness. There have been no incidents of discrimination since inception in Year 2017.



RPRE has not identified any incidents of discrimination since inception in Year 2017

## HUMAN RIGHTS

RPRE adheres to the United Nations Universal Declaration of Human Rights and Ten Principles of the United Nations Global Compact. RPRE will uphold respect for human rights in the workplace and firmly follow labour laws in countries where it operates. RPRE will also not condone the use of child or forced labour. Suppliers are also screened to check for their working conditions and ensure they comply with a globally acceptable standard. RPRE has not identified any incidents of child or forced labour in neither its nor its suppliers' operations since inception in Year 2017.

entitled to retain their customs and institutions as well as self-determination. According to GRI 411 Rights of Indigenous Peoples (2016) and the United Nations Declaration on the Rights of Indigenous Peoples, "the right to self-determination enables indigenous peoples to "freely determine their political status and freely pursue their economic, social and cultural development" and have the right to "autonomy or self-government in matters relating to their internal and local affairs, as well as ways and means for financing their autonomous functions." RPRE has not identified any incidents of violations involving the rights of indigenous peoples since inception in Year 2017.

RPRE also recognises the rights of indigenous peoples, and they are



RPRE has not identified any incidents of **child** labour in neither its nor its suppliers' operations since inception in Year 2017

RPRE has not identified any incidents of **forced** labour in neither its nor its suppliers' operations since inception in Year 2017

RPRE has not identified any incidents of violations involving the rights of indigenous peoples since inception in Year 2017

## PRODUCT SAFETY AND CUSTOMER WELL-BEING

Customers are integral to RPRE's mission and vision. RPRE strives to ensure each client receives the best possible service and guarantee customer safety and well-being. In securing the aforementioned, RPRE ensures that every project is certified by a licensed electrical worker and that the equipment to be installed is sourced from a credible supplier before final commission. Services like guarantees, warranties, and protection policies are also being provided to clients, and feedback or complaint mechanisms have been established to engage them.

There have not been any non-compliance with regulations and voluntary codes concerning the health and safety impacts of the products and services it distributes. RPRE has also not identified any non-compliance with regulations and voluntary codes concerning the marketing communications of its products and services since inception in Year 2017.



RPRE has not identified any non-compliance with regulations and voluntary codes concerning the **health and safety impacts** of the products and services it distributes since inception in Year 2017

RPRE has not identified any non-compliance with regulations and voluntary codes concerning the **marketing communications** of its products and services since inception in Year 2017

## CYBERSECURITY AND DATA GOVERNANCE

The reputation and hence the survival of RPRE in the long term hinges on fulfilling its obligations to clients. RPRE is also required by legal and regulatory compliance requirements applicable in whichever country it operates in to safeguard its data. Therefore, the integrity of data collected from customers, and the security of such classified information is of paramount importance at RPRE.

RPRE takes a systematic approach to protect customer privacy and data. The security and integrity of its computer systems are maintained by ensuring strict control of access to its data and programs to prevent accidental or intentional damage or breach of confidentiality. Information is protected, managed, and destroyed where appropriate, and data is classified into the following, a) generally accessible, b)

internal use only, c) confidential, d) strictly confidential, e) secret.

RPRE also has a designated Data Protection Officer (DPO) whose responsibility is to ensure all sensitive information is stored in a secured drive and that only authorised personnel can access it. RPRE will discontinue old practices of requesting for National Registration Identity Card (NRICs) numbers from vendors, suppliers or any other stakeholder for work related matters. RPRE adopts the best practices as guided by the Personal Data Protection Commission in Singapore.

RPRE also expects its employees to use the internet responsibly. Electronic mail, chat and text messages may not be misused such that it jeopardises RPRE's reputation or ability to fulfil its legal and regulatory obligations. RPRE requires that all documents, data, manuals



and other materials (whether in hard or electronic form) either prepared, received, or accessed by employees during employment, be

returned or surrendered upon termination or retirement.



RPRE has not identified any substantiated complaints concerning leaks, thefts, or losses of customer data since inception in Year 2017

## LOCAL COMMUNITIES

RPRE believes that businesses can be a force for good and is committed to generating both positive social and environmental impacts. Besides providing cleaner energy as the crux of RPRE's business model, RPRE also seeks to engage local communities and social service organisations to further our social impact. For example, RPRE does project-based hiring to increase income and training opportunities for local workers. RPRE hired a total of 15 such employees since inception.

RPRE takes part in civic engagement as well, in various forms like

community or pro-bono service, advocacy for adopting improved social or environmental policies or performance, and partnerships with charitable organisations and social service agencies. RPRE contributed >2% of its revenue to community investments.

Paid time community service leave is provided to RPRE employees to volunteer outside of work.



RPRE hired a total of 15 employees from local communities

RPRE contributed >2% of its revenue to community investments

## TALENT ATTRACTION, RETENTION AND DEVELOPMENT

In addition to the material issues of welfare and human rights, RPRE understands that education and training are critical to develop its employees' skill sets and enhance its human capital. RPRE aims to develop the potential of all employees and promote them whenever suitable.

Encouraging employees to learn and develop continuously, RPRE is dedicated to providing all its employees with opportunities to enhance their capabilities, knowledge and skills so that they may take on new and challenging responsibilities. Such opportunities refer to on-the-job training, formal seminars, and job rotations. Since inception in Year 2017,, every full-time and part-time worker received training to advance core job responsibilities, training on cross-job functions beyond regular

responsibilities, and training on life skills for personal development. The total number of training hours stands at a total of 1,486 hours since inception in Year 2017. For Year 2020, the total numbers of training hours stands at 664 hours.

RPRE provides financial support to employees taking educational programs based on the relevance to their jobs and benefit to their careers.

RPRE also has a process set up for regular performance appraisal between the employee and CEO monthly, where opportunities for promotion and career development may arise and be discussed.



RPRE employees have recorded a total of 1486 training hours since inception in Year 2017

RPRE employees have regularly performance review with their direct manager and/or CEO

# PLANET

On 12 December 2015, parties of the United Nations Framework Convention on Climate Change (UNFCCC) adopted a landmark agreement on climate change in Paris. Dubbed as The Paris Agreement, the agreement reaffirms the long-term global goal of keeping global warming well below 2°C above pre-industrial levels, and urges parties to pursue efforts towards a more ambitious 1.5°C threshold. The Paris Agreement came into force on 4 November 2016. Singapore is a signatory to the Paris Agreement, and has set ambitious targets under our 2030 pledge to help combat the imminent threat of climate change.

In line with Singapore's mission as well as our vision, to leave a better planet behind for future generations, RPRE incorporates environmental sustainability in its life cycle management at all stages of a project from supplier sourcing, distribution, procurement and construction. The monitoring of clean energy produced from RPRE's installed systems

and its environmental impact is an essential part of business operations, as it represents the efficiency, the transparency and effectiveness of RPRE's services.

RPRE has put in place a comprehensive set of guidelines, processes and systems to guide and measure its efforts in environmental protection and conservation. RPRE's main goal is to reduce global dependency on non-renewable energy sources and reducing carbon emissions in the long run, and this highlights the material issues RPRE focuses on (i.e. energy, emissions, environmental impact of supply chains, water, biodiversity, and waste).

RPRE also understands how it needs to commit to minimising its environmental impact. Policies and guidelines have been set in place to reduce any direct and indirect negative environmental damage

# ENERGY

RPRE's Singapore office is situated in Mapletree Business City I, which has been conferred the Building and Construction Authority (BCA) Green Mark Platinum Award. The award is the highest accolade in rewarding organisations committed to "shaping a safe, high quality, sustainable and friendly environment built environment," as stipulated by BCA's mission. The managing Group for the building, Mapletree Investments Pte Ltd, or Mapletree, is a real estate, investment, capital and property management company headquartered in Singapore. They employ sustainable design principles in the properties they manage, including minimising non-renewable energy consumption, use of environmentally friendly products, and continually optimising operational and maintenance practices. Partnerships are vital to combating colossal issues like climate change and sustainable development, and RPRE is proud to be based in an environment

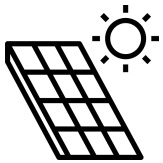
managed by a company that believes in and commits to tackling those issues.

Mapletree has a Property Management (PM) department that monitors the consumption of utilities across all the infrastructure it manages. The department also seeks to identify opportunities to improve energy efficiency. Energy consumption data for offices and retail buildings in Singapore is submitted to the BCA annually. However, RPRE shares the office space with other businesses also based at Mapletree. Specific information regarding RPRE's energy consumption within Mapletree from non-renewable and renewable energy sources, for electricity use, heating, cooling, or steam, is unclear and will not be disclosed. Be that as it may, Mapletree's commitment to pursuing energy efficiency and saving energy, and it doing so with initiatives like installing highly

energy-efficient Air Handling Units (AHUs) and lights, can be said to be yielding results. According to its 2019 Sustainability Report, energy consumption and energy intensity (i.e. energy consumption measured per m<sup>2</sup>) in several Mapletree buildings saw substantial decreases over the past three years. By using Mapletree's facilities, RPRE is a part of this concerted effort towards saving energy and in that, reducing emissions as well. RPRE will also see to it that it uses only the energy it needs, not only in its headquarters in Singapore but also all its other workplaces (e.g. offices based in Indonesia and project sites).

Employees were advised and encouraged to WFH during the COVID19 pandemic as well as to meet clients online instead of conducting physical meetings where possible. With the reduction in commute overall, RPRE reduced its carbon footprint during the period.

Bringing back RPRE's renewable energy products and services into question, there is potential for solar panels and batteries to generate and store more energy instead of it being used. They also help reduce pollution like that of air pollution caused by the use of burning fossil fuels. Drawing up and implementing renewable energy solutions is the crux of RPRE as a business and, as RPRE helps clients transition to using solar energy, RPRE hopes to save and at the same time generate as much energy as possible sustainably. Since inception in Year 2017, these transitions into renewable energy projects with clients has generated a total of 565MWh of green energy which was consumed by the clients.

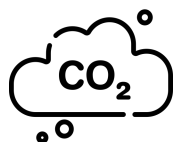


RPRE's projects has generated a total of 565MWh green energy since inception in Year 2017

## EMISSIONS

GHG emissions are closely related to energy use, and all GHG emissions from RPRE's Singapore office at Mapletree Business City I are Scope 2 emissions, meaning they are a result of the generation and use of purchased electricity (Mapletree). Mapletree is aware of the above, as well as of the fact that increased energy efficiency can help to reduce such emissions and seeks to improve energy efficiency in their buildings. With the initiatives mentioned, there have been results, and GHG emissions from electricity use have decreased in the last three years. Similar to energy consumption, RPRE's exact GHG emissions cannot be traced. However, RPRE will also strive to keep its share of emissions low as per our commitment to using energy minimally.

As RPRE helps clients to transition from dirtier forms of energy (e.g. diesel fuel) to clean renewable energy, GHG emissions such as those of Nitrogen Oxides (NOx), Carbon Monoxide (CO) (Generator Source), and others are saved from being released into the atmosphere. Through our projects, RPRE avoided a total of 199 tons of carbon emissions since inception in Year 2017.



RPRE has avoided 199 tons of carbon emissions since inception in Year 2017.

## RESPONSIBLE SUPPLY CHAIN AND SOURCING

### Materials

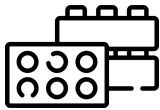
Resources are scarce, and following our vision to leave behind a better planet for future generations, RPRE recognises the importance of conserving as many materials as possible. As RPRE partners with suppliers for a range of products (i.e. solar panels, inverters, and batteries) RPRE on a best effort basis, place preference over suppliers who engage and encourage end-of-life-cycle recycling programs for the different parts. When the above is achieved, materials used to make the various components can be converted into secondary raw materials for reuse. The act of extracting new primary resources, and the further

release of emissions into the atmosphere, that contribute to climate change can be prevented as such. For example, RPRE works with REC Solar, a solar energy contractor and panel manufacturer that has a detailed plan as to how to recycle solar panels. REC's plan entails breaking down the panels into separate parts according to their material compositions, and glass, aluminium frames, silicon from the PV cells, copper from the cables, and plastics are carefully processed and repurposed for other uses (REC).

## Suppliers Environmental Assessment

As RPRE partners with suppliers for a range of products (i.e. solar panels, inverters, and batteries), RPRE has environmental criteria for all its suppliers in place to assess them for any environmental impact they may have. Since inception in Year 2017, none of RPRE's suppliers has been identified to have significant actual and potential negative environmental impacts.

In the supply chain, RPRE perceives the easy discard of solar equipment at the end of their useful life and contribution to waste as the most significant actual and potential negative environmental impact. RPRE strives to engage high-quality suppliers who bring into consideration their products at their end-of-life-cycle and cooperate to manage this problem.



RPRE communicates to our suppliers of the importance to have end-of-life-cycle recycling programs for their products  
RPRE has environmental criteria for its suppliers onboarding process to assess them for any impact they may have on the environment  
RPRE has identified zero suppliers (to the best of RPRE's knowledge and assessment) that have significant actual and potential negative impacts

## WATER

Clean water is scarce and indispensable. RPRE also recognises that the access to clean water and sanitation is a human right, hence how water is used and saved is an important material issue to RPRE. Following the above on energy, the water supply and system in RPRE's head office is also managed by Mapletree. The water in Mapletree Business City I is mainly provided by the Public Utilities Board (PUB).

Mapletree's PM department monitors water consumption, and the data is reported to the Public Utilities Board (PUB) as required by the Water Efficiency Management Plan. Despite that, figures specific to RPRE's water consumption is also unspecified and not disclosed in this report. Meanwhile, the PM department also seeks to improve water efficiency in its buildings. There have been measures taken by Mapletree to save water, including establishing water cooling towers with proper water treatment, collection of condensates from AHUs and rainwater, the use of water-efficient fittings, and the increasing use of recycled water (Mapletree). Similar to energy, Mapletree reported that several of its

buildings have consumed less water and that water intensity (i.e. water consumed in  $m^3$  per  $m^2$ ) has also decreased overall. RPRE indirectly benefits from these actions taken by Mapletree in conserving water and is pleased to be able to be located in a Mapletree building. Despite the above, RPRE remains accountable for the number of water resources it uses and is mindful to use only the amount of water it needs for its operations. RPRE repeatedly emphasises environmental awareness among its employees. Employees are expected to use water resources responsibly and efficiently.

Solar panels need to be maintained and cleaned over their useful life. Usually, rainwater is sufficient to clean them and no additional water is needed for this process. Since rainwater will suffice over the long term, clean water is saved and conserved for other purposes. Otherwise, they need to be washed, in which RPRE can expect the majority of clients to use just enough water to clean.

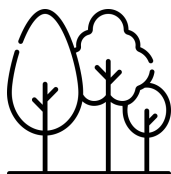


In encouraging environmental awareness among users of Mapletree spaces, there are initiatives such as “Mapletree Goes Green” in place as well. Under this initiative, Mapletree reminds employees to print on both sides of the paper (Mapletree). It has also phased out the use of plastic bottled water, to which RPRE provides reusable ones for all its

new hires to encourage their use in the office. RPRE supports these initiatives strongly, and strives to consume materials, energy, and water only when needed, and save such resources wherever possible within the office space.

## BIODIVERSITY

RPRE’s operations do not contribute to the poaching and trafficking of protected species. However, RPRE strives to preserve the biodiversity of all its workplaces as well as the areas surrounding it. This is done by properly locating the area that would provide the most sun exposure while minimizing the land space needed to be redeveloped. RPRE would, as much as possible, install in an unused clear landscape. If any trees are to be cut down to create additional space, RPRE is committed to replanting additional trees to minimize any biodiversity impact towards the area.



RPRE fell 18 trees but replanted 180 trees in Year 2019

Given that RPRE’ mission is to help commercial and industrial clients in remote off-grid locations, RPRE often faces such clients that operate on diesel. The substitution of diesel with clean solar energy helps in reducing any pollution during diesel transport. Toxic fuel leaks may flow into seawater, poisoning local marine. Businesses, especially those in the sea resort industry, may be highly affected, further showing the importance of having stable clean energy that poses fewer risks towards the surrounding biodiversity.

### Mitigating Climate Change Risks And Identifying Opportunities Through Design

Climate change has resulted in negative impacts on the environment, from rising sea levels, storms, heatwaves, and many more. RPRE helps businesses to have a cleaner and more sustainable source of energy and future-proof themselves from additional unforeseen climate change risks.

Each project is studied individually in detail and appropriate measures are taken in consideration of climate change. This ensures that the new systems to be installed are future proof and reduce environmental impacts as much as possible.

## Environmental Impact Assessment (EIA)

A key component of RPRE's operations is the mandatory Environmental Impact Assessment (EIA). An EIA would be carried out throughout any project, estimating impacts on carbon emissions, biodiversity and the green energy to be created.

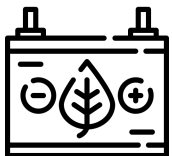
The EIA report for the Mini Green Bond is also prepared semi-annually and reported to investors for the whole tenure of the bond. Link : [RPRE mini green bond June 2020 report](#)

## WASTE

Mapletree has stated their commitment to managing the waste generated at the properties they manage. Currently, the collection and disposal of waste are carried out by licensed contractors from the National Environmental Agency (NEA) (Mapletree). RPRE is confident that Mapletree will come up with innovative ways to better manage waste at where RPRE's head office resides. Likewise, RPRE's waste is unable to be quantified. However, RPRE strives to minimise the waste it generates. Within the office environment, RPRE has taken heed to use as few and save as many resources as possible.

Beyond the office, RPRE is aware that the renewable energy systems it sets up and installs for clients can potentially generate waste. For example, packaging material to protect the solar panels, inverters, or

batteries and cables (e.g. plastic wrap and cardboard) have a high possibility of being thrown away after installation, and ending up as waste. Although still far ahead in the future, solar energy equipment can also be easily directed to disposal at the end of their useful life without considering that they can be dismantled into recyclable parts. In response to these potential avenues for waste generation, RPRE will partner with communities, and make for better arrangements as to how these waste can be better handled. Bringing back a point on materials, RPRE will try its best ensure that its solar energy system parts will be recycled correctly by being prepared to work with suppliers and clients.



- RPRE strives to prevent as much waste as it can by using just a sufficient amount of resources in its operations

# PROFIT

Profit is the last of the 3 Ps. RPRE is ultimately a business and remains aware that many factors can impact its financial performance. RPRE identifies climate change at the forefront of those defining factors and evaluates the potential risks and opportunities that arise with that here. RPRE also believes in giving back to society economically and does so by contributing to employees' social security savings plans, purchasing from local suppliers, and engaging in sustainable finance. RPRE considers all these issues as critically material.

## ECONOMIC CONTRIBUTION TO SOCIETY

### Economic Performance

#### Risks and Opportunities due to Climate Change and Financial Implications

The World Economic Forum Global Risks Report (2019) cited environmental risks (e.g. extreme weather events, natural disasters, and biodiversity loss and ecosystem collapse) to be among the top risks in terms of likelihood and impact. They are directly related to climate change, to which the failure of climate change mitigation and adaptation is also a risk in itself. There must be action taken to address climate change and the risks it poses. Examples of mitigative and adaptive actions include the elimination of coal plant financing and implementation of carbon taxes.

These actions present abundant opportunities for RPRE where it can expect more demand for renewable energy and its services, and hence

increase in revenue. There would be a rise in cost, assuming that RPRE would incur more expenses from, for example, hiring more human capital or renting more office space. Revenue and cost incurred are recorded in a timely manner by RPRE's Finance Manager. Nevertheless, RPRE can also look to raise financial capital more easily and generate increasing profits in expanding its operations.

To prepare for any potential carbon taxes in the future, RPRE is exploring ways to track our carbon footprint. In engaging fellow stakeholders with the spirit of partnership, RPRE also works closely with Global Compact Network Singapore (GCNS). RPRE provides feedback and suggestions on GNCS' Responsibility Index Communicator for Enterprises (RICE) tools to help more businesses track and understand their sustainability efforts and metrics (GCNS).

## Plan Obligations

RPRE is obligated to contribute to employees' savings accounts to prepare employees for retirement. Singapore and Indonesia have different savings plans that are deployed on a national scale.

### Singapore

RPRE is guided by the Central Provident Fund Scheme (CPF), which is Singapore's national social security savings system, and contributes the required % of salary as stipulated by CPF board. Under the CPF scheme in Singapore, both employer and employee contribute a portion of their salaries to the employee's savings account. Up to when an employee reaches 55 years old, employers and employees contribute 17% and 20% of their monthly salaries respectively.

When the employee is between 55 to 60 years of age, both the employer and employee contribute 13% of their salaries. The percentage of contributions made are further lowered to 9% and 7.5% when the employee reaches 60 to 65 years of age, and finally decrease to 7.5% and 5% when the employee is 65 years of age and above.

Table 4 CPF Contribution Rates by Employers and Employees in Singapore

Age of Employee	CPF Contribution by Employer	CPF Contribution by Employee	Total CPF Contribution Rate
Up to 55 Years Old	17%	20%	37%
55 to 60 Years Old	13%	13%	26%
60 to 65 Years Old	9%	7.5%	16.5%
Above 65 Years Old	7.5%	5%	12.5%

## Indonesia

As it is in Singapore, Indonesia also has a national pension plan in place that requires PT RPRE (i.e. RPRE's registered name in Indonesia) to make contributions to the savings accounts of Indonesian employees.

The national pension scheme is part of a program administered by the Social Insurance Administration or Badan Penyelenggara Jaminan Sosial (BPJS). It is highly important to note that there are two types of BPJS, namely BPJS Kesehatan and BPJS Ketenagakerjaan, and PT RPRE is registered with social insurance programs under the latter (i.e. BPJS Ketenagakerjaan). Two of the programs PT RPRE is registered with BPJS Ketenagakerjaan involve contributing to employees' savings accounts. They are 1) Jaminan Hari Tua (JHT) or Old Age Guarantee Program in English and 2) Jaminan Pensiun (JP) or Pension Plan in English. PT RPRE is required to register in both programs.

Under JHT, on one hand, employers and employees contribute 3.7% and 2% of their monthly salaries. On the other hand, employers and employees contribute 2% and 1% of their monthly salaries under JP.

Table 5 Insurance Programs & Contribution Rates by Employers and Employees

Program	Contribution by Employer	Contribution by Employee	Total Contribution Rate
<b>Jaminan Hari Tua (JHT) or Old Age Guarantee Program</b>	3.7%	2%	5.7%
<b>Jaminan Pensiun (JP) or Pension Plan</b>	2%	1%	3%

## Financial Assistance from Governments

### Singapore

RPRE receives the following types of financial assistance from the Singaporean Government on a normal basis. They are (1) the P-Max Grant, (2) (Co-funded) Child Care Leave, (3) Wage Credit Scheme, (4) Funding for SkillsFuture Singapore, (5) SkillsFuture Study Award for Person with Disabilities, (6) Place and Train Programme, (7) Career Support Programme, (8) Special Employment Credit, and (9) the Work-Life Grant. The table below provides a summary of the various financial assistance as well as their descriptions.

Table 6 Financial Assistance received from the Singapore Government on a Normal Basis

No.	Financial Assistance	Description
1	P-Max Grant	The grant offered by Workforce Singapore provides RPRE with S\$5,000 (Workforce Singapore). RPRE used it to train new employees to be work-ready in an SME.
2	(Co-funded) Child Care Leave	The Ministry of Manpower (MOM) is co-funding paid parental leave.
3	Wage Credit Scheme	The scheme encourages companies to increase employees' wages, by co-funding them at 15% of the wage increase in 2020.
4	Funding for SkillsFuture Singapore (SSG)-supported course	The SkillsFuture Mid-Career Enhanced Subsidy is for Singaporeans aged 40 years old and above. Eligible individuals will receive subsidies of up to 90% of course fees for over 8,000 SSG-supported courses (SkillsFuture). RPRE leveraged on this subsidy to have one of our employees attend a course on Sustainability and Sustainable Businesses in the last fiscal year.
5	SkillsFuture Study Award for Person with Disabilities	The Study Award provides RPRE with S\$5,000 to defray out-of-pocket expenses for courses supported by SG Enable. RPRE applied for this Award with an employee who has completed an accounting course in the last fiscal year.
6	Place and Train (PnT) Programme	"PnT programmes provide training and salary support to help rank-and-file (RnF) workers reskill to take on new jobs in different sectors" (e2i Singapore) Under this program, RPRE hired and trained an employee in a secretarial course in the last fiscal year.
7	Career Support Programme (CSP)	"The CSP offered by Workforce Singapore (WSG) and the Employment and Employability Institute (NTUC's e2i) [is a salary support programme] that encourages employers to hire eligible Singapore Citizen Professionals, Managers, Executives and Technicians (PMET)" (Workforce Singapore) RPRE has registered for CSP and received support from the programme in contributing to an employee's salary.

<b>8</b>	Special Employment Credit (SEC)	SEC was introduced as part of the 2011 Budget initiatives to raise the employability of older low-wage workers. In an extension of the SEC scheme and to better support the employment of PWDs, the scheme allows employers who hire PWDs receive an SEC of up to 16% of the PWD's monthly wage. The monthly SEC will be capped at S\$240 per PWD (Special Employment Credit). As RPRE employs one PWD, RPRE receives SEC. The amount is paid twice a year, in March and September.
<b>9</b>	Work-Life Grant	The Work-Life Grant provides companies [with] funding support to implement and sustain Flexible Work Arrangements (FWAs) for all employees, [and] create work-life harmony at the workplace (Ministry of Manpower, n.d.). As RPRE strives to be an Employer of Choice, RPRE has an FWA scheme in place to promote the above. RPRE identifies two categories of FWA (i.e. part-time working and working from home), and eligible employees are strongly encouraged to apply for FWA where applicable. <u>Two out of ten employees in Singapore follow FWAs while being covered with the grant.</u>

To mitigate the effects of the economic downturn caused by COVID19, RPRE received the following additional financial assistance from the Singaporean Government, (1) Jobs Support Scheme, (2) Productivity Solutions Grant, (3) DBS Digital Business Loan, (4) Rental Relief, (5) Beneficiary Wage Support, (6) Waiver of raISE Membership Fee. The table below provides a summary of the various financial assistance as well as their descriptions.

Table 7 Financial Assistance received from the Singapore Government during the COVID19 Pandemic

<b>No.</b>	<b>Financial Assistance</b>	<b>Description</b>
<b>1</b>	Jobs Support Scheme (JSS)	The Singapore Government co-funds between 25% to 75% of the first S\$4,600 of gross monthly wages paid to each employee (Inland Revenue Authority of Singapore). The payouts are automatically computed based on records of the CPF amount RPRE contributes monthly.
<b>2</b>	Productivity Solutions Grant	This grant subsidises the purchase of three laptops plus Microsoft Office with a cap of S\$4,049.49 pre-GST. It was approved by Enterprise Singapore during the COVID19 period.
<b>3</b>	DBS Digital Business Loan	This loan is supported by Resilience Budget 2020; the interest rate is lower than that of a standard loan (DBS SME Banking, n.d.).

<b>4</b>	Rental Relief	RPRE is headquartered in Mapletree Business City and enjoys rental relief to some extent.
<b>5</b>	Beneficiary Wage Support	raiSE provided a one-time sum to co-fund wages with the Stay United initiative (SG United).
<b>6</b>	Waiver of Membership Fee raiSE	As the government moves to waive all its fees and charges during this period, raiSE also followed up by waiving this year's membership fee.

## Indonesia

PT RPRE does not receive any form of financial assistance from the Indonesian government.



## Market Presence

### Singapore

Singapore does not have a minimum wage. Instead, it has a Progressive Wage Model (PWM) that aims to help “increase the wages of workers through upgrading skills and improving productivity” (Ministry of Manpower). However, it is also only applicable to low-wage workers in three sectors (i.e. cleaning, security, and landscape). As RPRE’s nature of business falls under the renewable energy industry, and none of the sectors mentioned, Singaporean employees are not paid based on wages subject to minimum wage rules.

The Singapore government is still helping workers in other sectors to increase their wages. It does so with other initiatives like the Wage Credit Scheme in Table 6, encouraging employers to increase wages where the government co-funds them.

### Indonesia

Indonesia adopts a minimum wage policy. Calculated by individual regional governors, the starting minimum wage amount differs for each province (Ayman, “The Minimum Wage in Indonesia”). The percentage increase of the amount is then computed based on the following formula.

$$\text{National Inflation} + \text{National Economic Growth} = \textbf{Percentage Increase of Minimum Wage}$$

The new minimum wage is calculated with the following hence.

$$\text{New Minimum Wage} = \text{Current Minimum Wage} + (\text{Current Minimum Wage} \times \textbf{Percentage increase of Minimum Wage})$$

RPRE currently has offices in Jakarta, Bali, and Manado, starting minimum wages are determined by the regional governors of the Jakarta, Bali, and North Sulawesi provinces.

## Indirect Economic Impact

RPRE is a powerhouse of specialised and custom designed solutions for a variety of renewable energy applications. Our renewable services include energy audits, professional Engineering, Procurement and Construction (EPC), customised system design, customised documentation such as installation and maintenance manuals, and projecting for current performance as well as post sales operational and maintenance services using systems based on Internet of Things (IoT). RPRE also helps clients solve their Capital Expenditure (CAPEX) challenges by offering suitable financing solutions for projects through our network of impact investors.

RPRE creates positive externalities in communities and local economies. By helping our clients transition to using renewable energy, communities are expected to be able to enjoy cleaner air and

environment in general. They are also able to save on purchasing other cost-inefficient and/ or unreliable forms of dirtier energy such as diesel. RPRE also strives to engage the local community on project-based hiring where possible.

RPRE also hopes to reach out to social service organisations (Link : [Fundraise campaign to help Willing Hearts achieve long term energy cost savings](#)) and help them switch to using solar energy, and in turn channel cost away from purchasing electricity by easily harnessing power directly from the sun. RPRE is currently working with Smiling Gecko Cambodia, in which RPRE has helped to overcome the problem of an unstable energy source.



RPRE has installed Solar PV systems with energy capacity totalling 536 kWp since inception in Year 2017

RPRE has set up energy storage systems with a total space of 748 kWh since inception in Year 2017

## PROCUREMENT PRACTICES

RPRE seeks to work with suppliers that are aligned with the commitment to sustainability and high-quality products. For all Indonesia-based projects, RPRE seeks to have at least 50% of products and/ or services that we need to be sourced from local suppliers.



- RPRE sourced 50% of needed products and/ or services from local suppliers

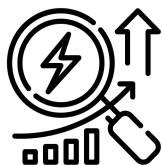
## SUSTAINABLE FINANCE

In the last fiscal year, RPRE successfully issued a Mini Green Bond for a Solar PV and Energy Storage Solution (ESS) at Gangga Island Resort and Spa in Manado, Indonesia. The bond tenor will span four years from January 2020 to December 2023 with an issue size of US\$300,000. It yields an Internal Rate of Return (IRR) of 12.7% and investors are paid a coupon of US\$49,000 semi-annually. The absolute total return is 30.67% or a simple interest of 7.67% per annum. The issue was done via private placement and was co-invested by a family office (Octava Impact Investments Pte Ltd), and an individual impact investor who prefers to remain anonymous. The first coupon payment was punctually made in July despite the economic impact caused by COVID19.

To ensure investors that they shall receive their expected returns, the bond is backed by the future cash flows of the original EPC contract between RPRE and the client (Gangga Island Resort and Spa). The contract is also assigned to the investors in case of any late or

non-payment, and all incoming funds from the client are received in a separate RPRE bank account to be paid to the investors. Investors are assured further with a corporate guarantee by RPRE, where RPRE agrees to make payment first should the client pay late or default in payment. Furthermore, the project is 100% insured against natural disasters, fire, lightning, and civil unrest such as riots, strikes, and malicious damage.

It is emphasised repeatedly that RPRE believes in businesses as a force for good. The Mini Green Bond is a definitive example of how it can be done with impact investing, where various stakeholders in the business world partner to create positive social and environmental impact. RPRE will provide semi annual reports to the impact investors to update them on environmental and social metrics; including the total amount of carbon emissions avoided with the project, improvements in environmental conditions at the site, and social benefits to the community.



- RPRE successfully unlocked financial capital through the issuance of a Mini Green Bond for one of its projects. The first stream of expected returns have also been paid in June 2020.

# GOVERNANCE

In addition to the 3 Ps, RPRE regards governance as an essential part of sustainability as well. Fair and honest businesses are vital in providing societies with welfare such as meaningful and productive employment, and positive impact on the environment and communities. A robust competitive business environment is also important, as it motivates businesses to innovate continuously and bring people a wider range of higher quality products and services. RPRE deems anti-corruption, anti-competitive behaviour, tax, compliance with laws in the social, environmental and economic domains as critical material issues. The governance structure and decision-making authority is concentrated on the Founder. Any impact metrics which are reported on a yearly basis are also reported back to the Founder by the team. B Corp Impact Assessment forms a third party assessment and review on the Company's sustainability goals.

## ANTI-CORRUPTION

RPRE complies with article 12(3) of the UN Convention against corruption and treats corruption seriously. Any employee who acts fraudulently or dishonestly, or is guilty of fraud and dishonesty against RPRE, its customers or any other party may be dismissed. Examples of such acts include but are not limited to establishing off-the-book accounts, recording non-existent expenditure, and the use of false documents.

It is documented in our policy that employees shall not provide, solicit or accept any gift, cash or other inducements from any party outside RPRE that could compromise employees' independence and conflict with employees' duties to customers or RPRE. Information regarding corruption can be found in the employee handbook, which every staff has access. Following the above, all employees are required to complete a conflict of interest form. The purpose is to disclose their affiliations to any other organisation and raise their awareness of potential conflicts of interest resulting in the inability to carry out their duties to RPRE. RPRE has not identified any incidents of corruption since inception in Year 2017.



- RPRE has not identified any incidents of corruption since inception in Year 2017
- All RPRE's employees have undergone training for anti-corruption during onboarding

## BUSINESS ETHICS AND COMPLIANCE

### Anti-competitive Behaviour

RPRE has not engaged in any anti-competitive behaviour nor violated any antitrust and monopoly legislation. RPRE will not condone such practices and will engage only in fair business competition.



- RPRE has not engaged in any anti-competitive behaviour nor violated any antitrust and monopoly legislation since inception in Year 2017

### Tax

RPRE complies with the tax laws of the countries where it operates in and pays tax responsibly. There have not been any violations of tax paying since inception in Year 2017.



- RPRE has not violated any tax laws since inception in Year 2017

### Environmental Compliance

RPRE has not identified any incidents of non-compliance with environmental laws and regulations. RPRE will continue to comply with such laws and regulations at all times, wherever it operates.

## Socioeconomic Compliance

RPRE has not identified any non-compliance with laws and or regulations in the social and economic area. RPRE will continue to comply with such laws and regulations in the mentioned domains at all times, wherever it operates.



RPRE has not identified any incidents of non-compliance with **environmental laws and regulations** since inception in Year 2017

RPRE has not identified any incidents of non-compliance with **laws and regulations in the social or economic area** since inception in Year 2017

# GRI CONTENT INDEX

GRI 101: FOUNDATION 2016

## General Disclosures

The following table provides reference to the Section(s) where the GRI Standards are used as guidance for sustainable reporting.

The blacked out columns are the GRI Standards that the Company has yet to address.

External assessment of the Environment, Social and Governance metrics are done by B Corp Impact Assessment as part of our B Corp Certification.

GRI Standard	Disclosure Number	Disclosure Title	Reference to Section(s) in Report
<b>Organisational Profile</b>			
<b>GRI 102: General Disclosures 2016</b>	102-1	Name of the organisation	Corporate Profile
	102-2	Activities, brands, products, and services	Corporate Profile
	102-3	Location of headquarters	Corporate Profile
	102-4	Location of operations	Corporate Profile
	102-6	Markets served	Corporate Profile
	102-7	Scale of the organisation	Corporate Profile

<b>Strategy</b>			
<b>GRI 102: General Disclosures 2016</b>	102-14	Statement from senior decision-maker	CEO's Statement
	102-15	Key impacts, risks and opportunities	Identifying Issues Material to Stakeholders
<b>Ethics and integrity</b>			
<b>GRI 102: General Disclosures 2016</b>	102-16	Values, principles, standards, and norms of behaviour	Identifying Issues Material to Stakeholders
	102-17	Mechanisms for advice and concerns about ethics	Identifying Issues Material to Stakeholders - People

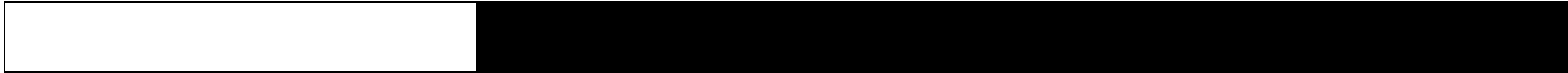


Governance			
GRI 102: General Disclosures 2016	102-18	Governance structure	Identifying Issues Material to Stakeholders - Governance
	102-21	Consulting stakeholders on economic, environmental, and social topics	Identifying Issues Material to Stakeholders - Governance

	102-29	Identifying and managing economic, environmental, and social impacts	Identifying Issues Material to Stakeholders - Governance
	102-31	Review of economic, environmental, and social topics	Identifying Issues Material to Stakeholders - Governance

<b>Stakeholder Engagement</b>			
<b>GRI 102: General Disclosures 2016</b>	102-40	List of stakeholder groups	Identifying Issues Material to Stakeholders - Table 2 Stakeholders Groups, Engagement Platforms, Issues and Concerns
	102-41	Collective bargaining agreements	Identifying Issues Material to Stakeholders - People: Labour and Management Relations
	102-42	Identifying and selecting stakeholders	Identifying Issues Material to Stakeholders - Table 2 Stakeholders Groups, Engagement Platforms, Issues and Concerns
	102-43	Approach to stakeholder engagement	Identifying Issues Material to Stakeholders - Table 2 Stakeholders Groups, Engagement Platforms, Issues and Concerns
	102-44	Key topics and concerns raised	Identifying Issues Material to Stakeholders - Table 2 Stakeholders Groups, Engagement Platforms, Issues and Concerns

Reporting Practice		
GRI 102: General Disclosures 2016		
	102-46	Defining report content and topic boundaries
	102-47	List of material topics
	102-50	Reporting period
	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



Topic-Specific Standards

GRI Standard	Disclosure Number	Disclosure Title	Mapped to SDGs	Page Reference and Reasons for Omission, if Applicable
<b>People</b>				
<b>Occupational Health, Safety, and Well-being</b>				
<b>GRI 103: Management Approach 2016</b>	Disclosure 103-1	Explanation of the material topic and its Boundary		Identifying Issues Material to Stakeholders
	Disclosure 103-2	The management approach and its components		Identifying Issues Material to Stakeholders
	Disclosure 103-3	Evaluation of the management approach		Identifying Issues Material to Stakeholders
<b>GRI 403: Occupational Health and Safety 2018</b>	Disclosure 403-1	Occupational health and safety management system	8	Identifying Issues Material to Stakeholders - People: Occupational Health and Safety
	Disclosure 403-2	Hazard identification, risk assessment, and incident investigation	8	Identifying Issues Material to Stakeholders - People: Occupational Health and Safety

	Disclosure 403-3	Occupational health services	8	Identifying Issues Material to Stakeholders - People: Occupational Health and Safety
	Disclosure 403-4	Worker participation, consultation, and communication on occupational health and safety	8	Identifying Issues Material to Stakeholders - People: Occupational Health and Safety
	Disclosure 403-5	Worker training on occupational health and safety	8	Identifying Issues Material to Stakeholders - People: Occupational Health and Safety
	Disclosure 403-6	Promotion of worker health	8	Identifying Issues Material to Stakeholders - People: Occupational Health and Safety
	Disclosure 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8	Identifying Issues Material to Stakeholders - People: Occupational Health and Safety
	Disclosure 403-8	Workers covered by an occupational health and safety management system	8	Identifying Issues Material to Stakeholders - People: Occupational Health and Safety

	Disclosure 403-9	Work-related injuries	8	Identifying Issues Material to Stakeholders - People: Occupational Health and Safety
	Disclosure 403-10	Work-related ill health	8	Identifying Issues Material to Stakeholders - People: Occupational Health and Safety
<b>Labour Conditions</b>				
<b>GRI 103: Management Approach 2016</b>	Disclosure 103-1	Explanation of the material topic and its Boundary		Identifying Issues Material to Stakeholders
	Disclosure 103-2	The management approach and its components		Identifying Issues Material to Stakeholders
	Disclosure 103-3	Evaluation of the management approach		Identifying Issues Material to Stakeholders
<b>GRI 401: Employment 2016</b>				
	Disclosure 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	8	Identifying Issues Material to Stakeholders - People: Occupational Health, Safety and well-being, Labour Conditions

	Disclosure 401-3	Parental leave	5, 8, 10	Identifying Issues Material to Stakeholders - People: Labour Conditions
<b>GRI 402: Labor/ Management Relations 2016</b>				
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>				
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	Disclosure 405-1	Diversity of governance bodies and employees	5, 8, 10	Identifying Issues Material to Stakeholders - People: Diversity and Equal Opportunity
<b>GRI 406: Non-discrimination 2016</b>	Disclosure 406-1	Incidents of discrimination and corrective actions taken	8, 10	Identifying Issues Material to Stakeholders - People: Non-Discrimination
<b>Human Rights</b>				
<b>GRI 103: Management Approach 2016</b>	Disclosure 103-1	Explanation of the material topic and its Boundary		Identifying Issues Material to Stakeholders
	Disclosure 103-2	The management approach and its components		Identifying Issues Material to Stakeholders



	Disclosure 103-3	Evaluation of the management approach		Identifying Issues Material to Stakeholders
<b>GRI 408: Child Labor 2016</b>	Disclosure 408-1	Operations and suppliers at significant risk for incidents of child labour	8	Identifying Issues Material to Stakeholders - People: Human Rights
<b>GRI 409: Forced or Compulsory Labor</b>	Disclosure 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	8	Identifying Issues Material to Stakeholders - People: Human Rights
<b>GRI 414: Supplier Social Assessment 2016</b>	Disclosure 414-1	New suppliers that were screened using social criteria	8, 17	Identifying Issues Material to Stakeholders - People: Labour Conditions, Human Rights
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	Disclosure 411-1	Incidents of violations involving rights of indigenous peoples	10	Identifying Issues Material to Stakeholders - People: Human Rights
<b>Product Safety and Customer Well-being</b>				
<b>GRI 103: Management Approach 2016</b>	Disclosure 103-1	Explanation of the material topic and its Boundary		Identifying Issues Material to Stakeholders
	Disclosure 103-2	The management approach and its components		Identifying Issues Material to Stakeholders
	Disclosure	Evaluation of the management		Identifying Issues Material to

	103-3	approach		Stakeholders
GRI 416: Customer Health and Safety	Disclosure 416-1	Assessment of the health and safety impacts of product and service categories	7, 9	Identifying Issues Material to Stakeholders - People: Product Safety and Customer Well-Being
	Disclosure 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	7, 9	Identifying Issues Material to Stakeholders - People: Product Safety and Customer Well-Being
GRI 417: Marketing and Labeling				
Cyber Security and Data Governance				
GRI 103: Management Approach 2016	Disclosure 103-1	Explanation of the material topic and its Boundary		Identifying Issues Material to Stakeholders
	Disclosure 103-2	The management approach and its components		Identifying Issues Material to Stakeholders
	Disclosure	Evaluation of the management		Identifying Issues Material to

	103-3	approach		Stakeholders
GRI 418: Customer Privacy 2016	Disclosure 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		Identifying Issues Material to Stakeholders - People: Cybersecurity and Data Governance
Local Communities				
GRI 103: Management Approach 2016	Disclosure 103-1	Explanation of the material topic and its Boundary		Identifying Issues Material to Stakeholders
	Disclosure 103-2	The management approach and its components		Identifying Issues Material to Stakeholders
	Disclosure 103-3	Evaluation of the management approach		Identifying Issues Material to Stakeholders
GRI 413: Local Communities 2016	Disclosure 413-1	Operations with local community engagement, impact assessments, and development programs	4, 10, 17	Identifying Issues Material to Stakeholders - People: Local Communities
Talent Attraction, Retention and Development				
GRI 103: Management Approach 2016	Disclosure 103-1	Explanation of the material topic and its Boundary		Identifying Issues Material to Stakeholders

	Disclosure 103-2	The management approach and its components		Identifying Issues Material to Stakeholders
	Disclosure 103-3	Evaluation of the management approach		Identifying Issues Material to Stakeholders
<b>GRI 404: Training and Education 2016</b>	Disclosure 404-1	Average hours of training per year per employee	4	Identifying Issues Material to Stakeholders - People: Talent Attraction, Retention and Development
	Disclosure 404-2	Programs for upgrading employee skills and transition assistance programs	4	Identifying Issues Material to Stakeholders - People: Talent Attraction, Retention and Development
	Disclosure 404-3	Percentage of employees receiving regular performance and career development review	4	Identifying Issues Material to Stakeholders - People: Talent Attraction, Retention and Development
<b>Planet</b>				
<b>Energy</b>				
<b>GRI 103: Management Approach 2016</b>	Disclosure 103-1	Explanation of the material topic and its Boundary		Identifying Issues Material to Stakeholders
	Disclosure 103-2	The management approach and its components		Identifying Issues Material to Stakeholders

	Disclosure 103-3	Evaluation of the management approach		Identifying Issues Material to Stakeholders
GRI 302: Energy 2016	Disclosure 302-1	Energy consumption within the organisation	7, 9	Identifying Issues Material to Stakeholders - Planet: Energy, Emissions
	Disclosure 302-2	Energy consumption outside of the organisation	7, 9	Identifying Issues Material to Stakeholders - Planet: Energy, Emissions, Responsible Supplier Chain and Sourcing
	Disclosure 302-4	Reduction of energy consumption	7, 9	Identifying Issues Material to Stakeholders - Planet: Energy, Emissions
Emissions				
GRI 103: Management Approach 2016	Disclosure 103-1	Explanation of the material topic and its Boundary		Identifying Issues Material to Stakeholders
	Disclosure 103-2	The management approach and its components		Identifying Issues Material to Stakeholders

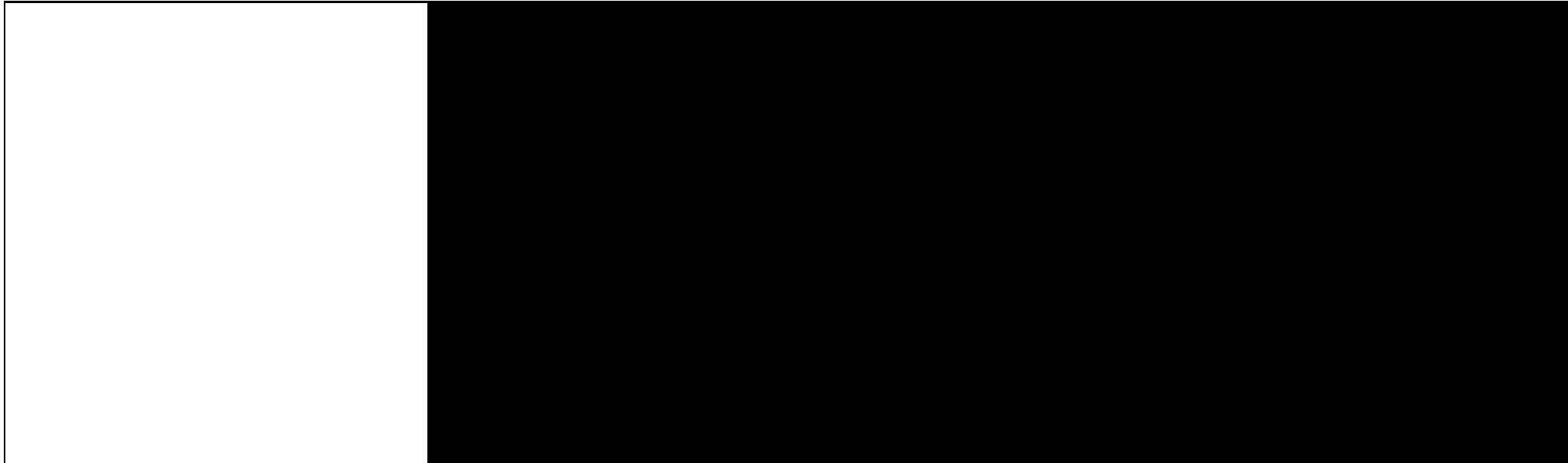
	Disclosure 103-3	Evaluation of the management approach		Identifying Issues Material to Stakeholders
GRI 305: Emissions 2016				
	Disclosure 305-2	Energy indirect (Scope 2) GHG emissions	9	Identifying Issues Material to Stakeholders - Planet: Energy, Emissions
	Disclosure 305-5	Reduction of GHG emissions	9	Identifying Issues Material to Stakeholders - Planet: Energy, Emissions
Responsible Supply Chain and Sourcing				
GRI 103: Management Approach	Disclosure	Explanation of the material topic and		Identifying Issues Material to

2016	103-1	its Boundary		Stakeholders
	Disclosure 103-2	The management approach and its components		Identifying Issues Material to Stakeholders
	Disclosure 103-3	Evaluation of the management approach		Identifying Issues Material to Stakeholders
GRI 308: Supplier Environmental Assessment 2016	Disclosure 308-1	New suppliers that were screened using environmental criteria	17	Identifying Issues Material to Stakeholders - Planet: Responsible Supply Chain and Sourcing
Water				
GRI 103: Management Approach 2016	Disclosure 103-1	Explanation of the material topic and its Boundary		Identifying Issues Material to Stakeholders

	Disclosure 103-2	The management approach and its components		Identifying Stakeholders	Issues	Material	to
	Disclosure 103-3	Evaluation of the management approach		Identifying Stakeholders	Issues	Material	to
GRI 303: Water and Effluents 2018	Disclosure 303-1	Interactions with water as a shared resource		Identifying Stakeholders - Planet: Water	Issues	Material	to
Biodiversity							
GRI 103: Management Approach 2016	Disclosure 103-1	Explanation of the material topic and its Boundary		Identifying Stakeholders	Issues	Material	to
	Disclosure 103-2	The management approach and its components		Identifying Stakeholders	Issues	Material	to



	Disclosure 103-3	Evaluation of the management approach		Identifying Issues Material to Stakeholders
GRI 304: Biodiversity 2016				
	Disclosure 304-2	Significant impacts of activities, products, and services on biodiversity		Identifying Issues Material to Stakeholders - Planet: Biodiversity
	Disclosure 304-3	Habitats protected or restored		Identifying Issues Material to Stakeholders - Planet: Biodiversity
Waste				
GRI 103: Management Approach 2016	Disclosure 103-1	Explanation of the material topic and its Boundary		Identifying Issues Material to Stakeholders
	Disclosure 103-2	The management approach and its components		Identifying Issues Material to Stakeholders
	Disclosure 103-3	Evaluation of the management approach		Identifying Issues Material to Stakeholders
GRI 306: Waste 2016				



<b>Profit</b>				
<b>Economic Contribution to Society</b>				
<b>GRI 103: Management Approach 2016</b>	Disclosure 103-1	Explanation of the material topic and its Boundary		Identifying Issues Material to Stakeholders
	Disclosure 103-2	The management approach and its components		Identifying Issues Material to Stakeholders
	Disclosure 103-3	Evaluation of the management approach		Identifying Issues Material to Stakeholders
<b>GRI 201: Economic Performance 2016</b>	Disclosure 201-1	Direct economic value generated and distributed	8	Identifying Issues Material to Stakeholders - Profit: Economic

				Performance
	Disclosure 201-3	Defined benefit plan obligations and other retirement plans	8	Identifying Issues Material to Stakeholders - Profit: Plan Obligations
	Disclosure 201-4	Financial assistance received from government	8	Identifying Issues Material to Stakeholders - Profit: Financial Assistance from Government
<b>GRI 202: Market Presence 2016</b>				
<b>GRI 203: Indirect Economic Impacts 2016</b>	Disclosure 203-1	Infrastructure investments and services supported	17	Identifying Issues Material to Stakeholders - People: Local Communities
<b>Procurement Practices</b>				
<b>GRI 103: Management Approach</b>	Disclosure	Explanation of the material topic and		Identifying Issues Material to

<b>2016</b>	103-1	its Boundary		Stakeholders
	Disclosure 103-2	The management approach and its components		Identifying Issues Material to Stakeholders
	Disclosure 103-3	Evaluation of the management approach		Identifying Issues Material to Stakeholders
<b>GRI 204: Procurement Practices 2016</b>	Disclosure 204-1	Proportion of spending on local suppliers	17	Identifying Issues Material to Stakeholders - Profit: Procurement Practices
<b>Sustainable Finance</b>				
<b>GRI 103: Management Approach 2016</b>	Disclosure 103-1	Explanation of the material topic and its Boundary		Identifying Issues Material to Stakeholders
	Disclosure 103-2	The management approach and its components		Identifying Issues Material to Stakeholders
	Disclosure 103-3	Evaluation of the management approach		Identifying Issues Material to Stakeholders
<b>Governance</b>				
<b>Anti-corruption</b>				
<b>GRI 103: Management Approach 2016</b>	Disclosure 103-1	Explanation of the material topic and its Boundary		Identifying Issues Material to Stakeholders

	Disclosure 103-2	The management approach and its components		Identifying Issues Material to Stakeholders
	Disclosure 103-3	Evaluation of the management approach		Identifying Issues Material to Stakeholders
<b>GRI 205: Anti-corruption</b>				
	Disclosure 205-2	Communication and training about anti-corruption policies and procedures	17	Identifying Issues Material to Stakeholders - Governance: Anti-Corruption
	Disclosure 205-3	Confirmed incidents of corruption and actions taken	17	Identifying Issues Material to Stakeholders - Governance: Anti-Corruption
<b>Business Ethics and Compliance</b>				
<b>GRI 103: Management Approach 2016</b>	Disclosure 103-1	Explanation of the material topic and its Boundary		Identifying Issues Material to Stakeholders
	Disclosure 103-2	The management approach and its components		Identifying Issues Material to Stakeholders
	Disclosure 103-3	Evaluation of the management approach		Identifying Issues Material to Stakeholders
<b>GRI 206: Anti-competitive behaviour 2016</b>	Disclosure 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly	17	Identifying Issues Material to Stakeholders - Governance:

		practices		Anti-Corruption
<b>GRI 207: Tax 2019</b>	Disclosure 207-1	Approach to tax	17	Identifying Issues Material to Stakeholders - Governance: Tax
<b>GRI 307: Environmental Compliance 2016</b>				
<b>GRI 419: Socioeconomic Compliance 2016</b>				

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